

Working Life

THE PSA JOURNAL JULY 2018



LIVING WAGE
.....
MANA WAHINE
.....
EQUAL PAY FOR DHB
ADMIN WORKERS
.....
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On the cover

PSA National Secretary Glenn Barclay helping out at a Living Wage stall.

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Turning back time

THE RANGE AND PACE of activity occurring across all of the sectors covered by the PSA is picking up its intensity in 2018.

As being played out daily in the public arena and media, the challenges for unions are both demanding and exciting. The current Government is setting an ambitious agenda and is presenting significant opportunities for the PSA to engage with to directly benefit all members (*see facing page*).

Priorities such as our work on equal pay remain constant, and are in step with issues we have repeatedly been at the forefront of over the 105 years since the PSA was founded.

It is heartening to observe and celebrate the diversity of societal and industrial breakthroughs that often take years and decades of dedicated effort to achieve. As an example I along with other union representatives and the National Council of Women, attended the launch of the NZ Football pay parity event in May where the 'playing field' between women and men in that sport was made more equal. If football can do it so can we!

One of the ongoing areas of PSA work that is quietly but steadily gaining more traction is the trust and effectiveness strand of our Transforming Our Workplaces agenda.

Proof that High Performance High Engagement practices can make a real and lasting difference, for instance, won recognition this year at the South Canterbury DHB with an award presented to PSA members Maureen Chamberlain and Jo Hunter and NZNO member Chris Gloag for their joint project mahi (*see also our News in Brief on page 6*). SCDHB chief executive Nigel Trainor has



I was in the gallery at Parliament when it passed its second reading on 13 June and it was gratifying to hear MPs give acknowledgements of the part PSA played in this being taken forward - led by former PSA president Paula Scholes. Thank you so much Paula.

If enacted this piece of legislation will support victims of domestic violence to remain in paid employment by providing 10 days paid leave a year, allowing time for attending court, meeting with support groups or just being with children or family members who may need extra care.

A key event coming up in the next quarter of the year is the PSA Congress. Held every second year this is set to take place in Wellington on **25-26 September**. It will draw your PSA delegates from all over the country together to focus on the future of our union, as well as on the theme of the future of work in a rapidly changing world. ☺

**Kia pai tou tatou Matariki
Janet Quigley**

commended HPHE for creating "a platform to establish change".

A highly valued aspect of the PSA that I always draw members' attention to is the strength of our network groups for connecting you to other members with similar interests or issues across the union as a whole.

Planning for the next Women's Network conference, which I am supporting, is well underway for **16-17 August**. A recent highlight for the network was an opportunity to meet with Government MP Jan Logie who spoke about her Domestic Violence—Victims' Protection Bill.



Standing together: Members of the PSA Women's Network heard from Green Party MP Jan Logie in June on a wide range of topics including the progress of the Domestic Violence - Victims' Protection Bill through Parliament, and the Law Society's survey of bullying and harassment in the legal industry.

The wheels of change are turning

OVER THE FIRST SIX MONTHS of 2018 it seems seldom a day has gone by without announcements from the Beehive pointing to adjusted directions and major reviews.

The implications of the prospective changes being set in motion by the Government have huge potential and significance for PSA members across all of our sectors for the short, medium and long-term.

There have been so many announcements that it's important not to lose sight of them all.

SETTING EXPECTATIONS

Going back to **April**, an important initial cornerstone was set in the form of the Government Expectations on Employment Relations in the State Sector which embed the role of "effective and productive relationships with unions" in giving employees a voice in their workplace. This had been agreed as policy by Cabinet in March and replaced in its entirety the Government Expectations for Pay and Employment Conditions set by the previous Government in May 2012.

Given the scale of bargaining this year the very real challenge is to break down resistance to the expectations set by Government.

FUTURE WORK FORUM

On **3 May** the Prime Minister announced the formation of a tripartite Future Work Forum to be led by Finance Minister Grant Robertson alongside CTU president Richard Wagstaff and Business NZ's Kirk Hope. The forum will examine

key challenges facing the economy including technological change and the transition to a low carbon economy.

2018 BUDGET

Amidst all the activity related to reviews (almost 40 of them by the Government's own estimate), this year's Budget had relatively low visibility. CTU economist Bill Rosenberg characterised it as a "stop the bleeding" Budget. An intention to take a well-being approach to Budget 2019 was signalled and the Budget speech on **17 May** focused strongly on the theme of rebuilding core public services.

WELFARE GROUP

On **28 May** Social Development Minister Carmel Sepuloni announced an expert advisory group "to support the overhaul of the welfare system" and to deliver its advice by February 2019. The 11-member group is being chaired by Professor Cindy Kiro, a former Children's Commissioner. One way the PSA is proposing to provide the Group with the input of frontline perspectives and voices is through a worker panel.

HEALTH SECTOR REVIEW

On **29 May** Health Minister David Clark announced a major review into the New Zealand Health and Disability Sector to identify changes that could improve the performance, structure, and fairness of the sector.

The deadline for an interim report by an expert review panel chaired by Heather Simpson is July 2019, with a final report expected by January 2020.

POISED FOR ACTION

As Working Life was going to press PSA members at MBIE and Inland Revenue were being balloted for their support for work stoppages in July. The potential action was driven by high frustration across factors such as slow and unfair pay progression and pay offers below increases in cost of living.

FAIR PAY AGREEMENTS

On **5 June** Workplace Relations and Safety Minister Iain Lees-Galloway named former Prime Minister Jim Bolger as the head of a team that will make recommendations on the design of a Fair Pay Agreement system by the end of 2018. Lees-Galloway: "The aim of FPAs is to prevent a race to the bottom." The PSA response was that last year's \$2 billion care and support settlement was, in many ways, a Fair Pay Agreement – and one that has enjoyed huge public support.

Also in June State Services Minister Chris Hipkins announced implementation of the Living Wage across core public services.

A FULL YEAR AHEAD

The wheels of change are not slowing down. The reconvened Joint Working Group on Pay Equity Principles will be given a boost in **July**, a new Ministry of Housing and Urban Development is being established and a programme of potentially ground-shifting legislative changes is likely to expand further before year's end. ☺

NEWS IN BRIEF



HEALTH AND SAFETY

The PSA played a prominent role in an inaugural public service wide health and safety conference in May. In the awards section of the event PSA member **Claire Wooldridge Way**, who works in the Department of Conservation's Wairau Office won both the Spirit of Service Employee Representative of the Year and the overall Supreme Award. This recognised Claire's work after the Kaikoura Earthquake.



PLUS A WIN FOR HPHE AT SCDHB

Congratulations to PSA members **Maureen Chamberlain**, Anaesthetic Technician, and **Jo Hunter**, Medical Secretary, for the award they shared recently for ground-breaking work on embedding High Performance High Engagement at South Canterbury DHB. Four projects are being progressed: the surgical journey, mental health and addictions, leave management and an information services strategy.



WIN FOR ANAESTHETIC TECHNICIANS

Anaesthetic technicians employed at the South Canterbury DHB are now being paid at the minimum wage for the time they spend on call but not called in. As reported in the December 2017 edition of *Working Life* the DHB applied to appeal the decision made by the Employment Court but this was declined by the Court of Appeal in April. PSA Assistant National Secretary Warwick Jones: "The Employment Court's decision recognised that while they were on duty their time was not their own. This decision has recognised the important work our members do."



CAPABILITY FUNDS ARE CATCHING ON

The Department of Internal Affairs has had a capability fund since 2015, agreed between DIA and PSA in the form of a transportable education fund that only PSA members can access. The way the fund works is that members can make applications to a panel composed of delegates, a manager rep and an HR rep for purposes such as attending conferences, leadership development and learning such as tertiary studies. Inland Revenue are about to adopt this member-only benefit as well - under the name PSAAchieve - as a tangible way to support and improve the working life of PSA union members.

High profile at allied health conference

THE PSA HAD a strong presence at the Allied Health, Scientific and Technical Conference on 10-11 May at Te Papa - both in terms of presenters speaking to vital health issues and having a promotional stand for engagement and recruitment.

Impressively, more than half of the speakers/ poster presenters were PSA members, including **Jacqui Turner** pictured, at right, with supportive Canterbury DHB colleague **Rosemary Eyres**.



Also at the conference was PSA member **Rose Henderson**, also of Canterbury DHB, who spoke on the topic of adapting to change. Rose says the conference



represented an opportunity to learn from "amazing people about completely different work you can take away and apply. It's really rich intelligence." ☺

Gathering at the top table

PRIME MINISTER JACINDA ARDERN and three members of her Cabinet - Grant Robertson, Chris Hipkins and Iain Lees-Galloway - took part in a CTU-convened event at PSA House on 28 May to talk about a shared vision for New Zealand.

The Prime Minister's first comment was that while "being in Government is hard", there was a determination to "keep our eye on the long-term and not lose sight of priority areas." She underlined the importance of the Tax Working Group chaired by the Hon Sir Michael Cullen, which is due to make its interim report by September this year and its final report in February 2019.

On topics of legislation Minister Hipkins noted that one of the drawbacks of the existing State Sector Act is that it has created a "fragmented public service". He acknowledged a need for a culture change towards a more joined-up public service, adding "I'm keen to know about sticking points."

SUBMISSIONS MATTER

Among submissions the PSA has made to Parliamentary committees so far this year, two of special note were submissions on bills affecting Local Government and Employment Relations.

A main objective of the Local Government (Community Well-being) Amendment Bill, supported by PSA, is to restore "the purpose of local government to be to promote the social, economic, environmental, and cultural well-being of communities."

PSA members **Paula Pereda -Perez** and **Alex Mitcalfe Wilson** assisted



Ministers Iain Lees-Galloway (Workplace Relations and Safety, Immigration, ACC) and Chris Hipkins (State Services, Education) with PSA president Janet Quigley and National Secretaries Erin Polaczuk and Glenn Barclay at PSA House in May.



In April the PSA held a popular lunchtime seminar on the Tax Working Group Te Awheawhe Take (TWG), with Bill Rosenberg, TWG member and CTU economist, and Andrea Black, independent advisor to the TWG.

when the time came to speak to the PSA submission on the Employment Relations Bill in May. It was a first time experience for both.

Paula: "As a PSA member and delegate, I felt very honoured to have the opportunity to contribute to the legislative process. It was a rewarding experience. Having better laws is the first step to having a better society".

Alex: "I was quite daunted by the occasion but the PSA team had me ready and raring to go.

"I've always been passionate about workers' rights and fairness, so I'd made a personal submission about my experience of 90-day trial periods and discrimination against union members. I hoped that my stories would help make a difference." ☺



A new bottom line for the public service

FRIDAY 15 JUNE became an historic day for the lowest paid workers in the core public service when the announcement was made that all employees have the right to be paid at least a Living Wage.

This step marks improved pay for more than 1000 PSA members and was a move that the PSA pushed for during the 2017 election campaign.

As announced, the new hourly rate of \$20.55 – or annualised equivalent of \$42,744 – includes full-time, part-time and casual employees and will be implemented by a one-off adjustment in pay with effect by 1 September 2018.

National Secretary Glenn Barclay: “This is a big win for the PSA and the Living Wage movement. It is a heartening change for many of the public service’s lowest paid employees in their struggle to earn enough to feed families, pay bills and save for retirement.”

State Services Minister Chris Hipkins stated the move to the Living Wage would be a one-off adjustment and in future years will be “subject to bargaining between employers and unions such as the PSA”.

“ This is a big win for the public service, PSA and Living Wage movement.”

Glenn Barclay: “The next challenge is to ensure this is embedded in collective employment agreements and to achieve that, we need to show solidarity and support for each other across agencies.”

It is now estimated the Living Wage sits at 73 percent of median disposable household income in New

Zealand and 61 percent of the mean disposable income for households with two adults and two children.

The network of organisations promoting the living wage have been very clear that the Living Wage is quite separate from the compulsory function of the statutory minimum wage. A 75 cent increase was made to the minimum wage rate in December with the current Government committing to a long-term target of increasing it to \$20 by 2021.

According to Living Wage Aotearoa, the new independently calculated Living Wage rate (*see facing page*) results in a closing of the gap between it and the statutory Minimum Wage of \$16.50 from nearly 30% to 24.5%. Without the Families Package the new calculations of the Living Wage could have been almost \$2 an hour higher.

Another ongoing and important frontier for growing the Living Wage is the Local Government sector. ☺

Calculating the Living Wage

THIS YEAR'S RE-SETTING of the Living Wage from \$20.20 to \$20.55 marked the fifth year since the original living wage calculation of \$18.40 and was subject to a five year measurement review.

Social policy researcher Charles Waldegrave, often described as a tireless chronicler of poverty in New Zealand, led the review with associates Peter King and Michaela Urbanova for the Living Wage Movement Aotearoa NZ, of which PSA is an active member.

LIVING WAGE DEFINED

The movement's definition of a Living Wage is that it represents "the income necessary to provide workers and their families with the basic necessities of life. A living wage will enable workers to live with dignity and to participate as active citizens in society."

The Living Wage is directed at lifting the incomes of low paid workers in the context of a two adult, two child household where there are 60 hours of employment. This modeling is in line with research in other countries where living wages are important standards for worker well-being.

FIVE YEARLY REVIEWS

The original premise for the rate in New Zealand was that it should relate primarily to movements in wages with a five yearly review to allow new data and information to be used to refine its carefully constructed calculations.

'Needs-based' estimates for food and rent costs were possible from the outset and through this review an



Members and supporters of the Living Wage Aotearoa movement in a celebratory mood. From left to right: Stella Teariki, Pat Bolster, Marlon Drake, Lyndy McIntyre, Adam Awad, Rebecca Matthews-Heron, Paul Barber, Fleur Fitzsimons, Ibrahim Omer.

emphasis on direct costs has been extended to estimates for household energy, health, communication and education. Estimates for another six items of spending remain anchored to data in the Household Economic Survey (HES).

A WEEKLY BUDGET

The estimate of a household's weekly budget needs arrived at by the new review was \$1,169 a week or an annual total of \$60,784, which in turn required an annual gross income of \$64,059 across two adults over 60 hours per week.

The review report of 46 pages has succinct summaries of each itemised expenditure category. Rent is the biggest weekly item at \$332, followed by food at \$212 and transport at \$131.56.

The report points out that participation as active citizens is about more than surviving on

the basic necessities, and needs to embrace things like "having a computer in the home and being able to mix with friends recreationally, albeit modestly".

It observes that New Zealand is a "laggard in wage levels" and cites the 40% of children in poverty who have at least one adult in their family in full-time employment or self-employed as "an important context for a living wage movement." ☺

Sweet as in Dunedin

In another milestone for the Living Wage movement the Otago Chocolate Company (OCHO) became the 100th accredited Living Wage Employer in New Zealand in June. The list, which includes the PSA and a wide range of community organisations, keeps growing at livingwage.org.nz

Mana Wahine

In an exciting development Te Rūnanga o Ngā Toa Āwhina - as the body representing Māori members of the PSA - is on track to become a Principal Claimant in the Waitangi Tribunal's WAI 2700 Mana Wahine Kaupapa inquiry. Lawyer **Tania Te Whenua** sets out some wider background context to this.

WHILST THE CAMPAIGN for gender equity in employment gathers increasing momentum, for women who experience additional discrimination simply by being Māori the fight for equal treatment in employment has just begun.

Statistics demonstrating inequities faced generally by women in the workplace have been well documented.

As set out in a submission made by the CTU Women's Council to the UN Committee on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) last year "The lack of enforcement of the right of equal pay to work of equal value results in not only low wages but poor employment conditions, gender-based discrimination, lack of career and promotional opportunities.

"Low pay puts families under pressure and creates a new group of working poor."

Survey upon survey reveal the once insidious bias faced by women in employment as an inescapable truth. Yet, as a society we continue to turn a blind eye to overt inequities faced by Māori workers.

Work done by groups like the Coalition for Equal Value and Equal

“As a society we continue to turn a blind eye to overt inequities.”

Pay and represented to the Waitangi Tribunal's Mana Wahine Kaupapa Inquiry earlier this year bring the inequities into stark relief by noting that: "Research which focuses on inequity suffered by women is in reality a focus on Pākehā women.

"This masks the compounding discrimination suffered by women who are also Māori... whereas Pākehā women earn 15% less than their male counterparts, wāhine Māori earn 27% less than Pākehā men. In dollar terms this is a difference of a whopping \$8.89 per hour. The take home point being that wāhine Māori do not simply earn less than Pākehā men and women, they earn significantly less..."

In addition a consideration of the full range of tables disclosing Crown funding to public service providers

shows Māori service providers languishing at the bottom of the rung. As an example mainstream early childhood education centres receive a 20-hour funding subsidy of up to \$12.01 per hour per full-time enrolment Māori early childhood education centres (kōhanga reo) receive only \$8.76 per full time equivalent, almost 30% less. This is a difference which whānau are overwhelmingly unable to make up leaving the predominantly female kōhanga reo staff obliged to work for minimum wages.

The racially discriminatory application of funding by the Crown is not limited to chronically underpaid industries such as care and education. Even the Māori Land Court receives the lowest funding of all judicial bodies and by legislative determination a judge of the Māori Land Court is entitled to the lowest salary of all judicial officers.

It is also worth noting that 25 years after the centenary of women's suffrage was celebrated, a point made back in 1993 by authors Lisa Davies and Natalie Jackson is just as relevant today, namely that "...after [over] one hundred years of contribution to the economic development of New Zealand, the employment status of Māori women does not equal that of Pākehā women."

What is astounding is the Crown's inert acceptance of its role in influencing this disparity.

HOLDING THE CROWN ACCOUNTABLE

For this reason, the Rūnanga of the PSA (Te Rūnanga o Ngā Toa Awhina) and CTU (Te Rūnanga o Ngā Kaimahi Māori o Aotearoa) are currently on the cusp of joining the Waitangi Tribunal kaupapa inquiry into issues affecting Māori women (the Mana Wahine Inquiry) to hold the Crown accountable for failing in their role as funder, procurer and regulator of employers, as well as a significant employer itself, to proactively influence employment conditions and actively protect wāhine Māori workers from inequities in employment.

The Crown for its part have made an early acknowledgement within the inquiry that "...employment issues (including pay equity and pay gaps) are also priority issues for this Government" and have intimated that those representing wāhine Māori voices such as Te Rūnanga could be invited to dialogue directly to help shape Crown policy on these issues.

This presents a massive opportunity for Te Rūnanga to influence change on behalf of its wāhine Māori members.

This has the potential to set a strong precedent for addressing similar issues affecting tāne Māori, being reminiscent of the courageous words of Te Hōnore Dame Tariana Tūria:

"We must always be prepared to speak up and speak out about things which in the end affect all of us." ☺

The Kaupapa Inquiry Programme

The Waitangi Tribunal set a framework for its Kaupapa Inquiry Programme in 2015 with the intent of providing "a pathway for the hearing of nationally significant claim issues that affect Māori as a whole or a section of Māori in similar ways." At the time, Tribunal chair Chief Judge Wilson Isaac noted this was the first new programme initiated by the Tribunal in the last 20 years, and that it signalled a "determination to provide access to justice for all claimants."

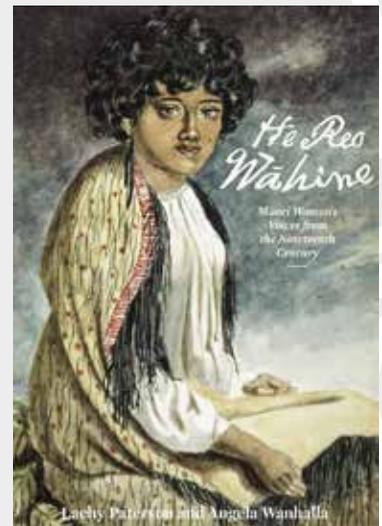
One of the founding claims in the present Mana Wahine Kaupapa Inquiry dates back to 1993 when a group of Māori women submitted a claim to the Waitangi Tribunal (the Mana Wahine claim) alleging that the Crown's actions and policies since 1840 have systematically discriminated against Māori women, depriving them of their spiritual, cultural, social and economic well-being which is protected by the Treaty of Waitangi. It was originally lodged by the late Dame Mira Szazy, along with another former Maori Women's Welfare League President, Dame Whina Cooper, Lady Rose Henare, Dr Irihapeti Ramsden, and representing the younger generation of the time, Donna Awatere, Ripeka Evans and Paparangi Reid.

He Reo Wāhine

Did you know that in the same year that New Zealand women won the right to vote, two Kāi Tahu women from Taumutu addressed a petition to their representative, the MHR for Southern Māori, H.K. Taiaroa, praying for relief?

As documented in *He Reo Wāhine* (AUP 2017) these women are just a few of the hundreds of Māori petitioners who addressed the state during the nineteenth century, including around 145 women who appealed for remedies to injustices visited on their communities and families.

The book was co-authored by Dr Angela Wanhalla, who teaches at the University of Otago, and Māori-language scholar and historian, Lachy Paterson. Dr Wanhalla spoke



about petitions and their strong role in the history of citizenship in a Public History talk that was Recorded at the National Library of New Zealand on 4 April this year. She described the petitions as both political acts and as a "significant body of Māori writing". The talk can be listened to at newzealandhistory.podbean.com

Equal pay claim endorsed by members across all DHBs

AN IMPORTANT TURN was taken in the long and winding road to equal pay for DHB administration and clerical workers on 18 April.

This was the day that PSA members raised an equal pay claim with DHBs across the country, with the neat coincidence that it was also Administrative Workers' Appreciation Day.

OVERLOOKED FOR TOO LONG

PSA National Secretary Erin Polaczuk says the claim, raised under the process recommended by the Joint Working Group on Pay Equity Principles, is about "ending the fight for equal pay once and for all."

Polaczuk: "DHB clerical and administration staff - around 90 percent of whom are women - keep the health system running. They keep the system on its feet, and the importance and value of their work has been overlooked for too long.

"They are among the poorest paid, with most paid little more than the minimum wage because their jobs have been considered 'women 's work'.

The 11-page claim was endorsed by almost 5000 PSA members working in DHBs, and specifies up to 50 job titles/roles within the claim document.

Part of the claim reads that within the health context, the systemic undervaluation of the nature, responsibilities and circumstances/conditions of administrative and



Cath Jackson, representing DHBs as TAS/ Shared Services Employment Relations director, receives the PSA Claim for the Implementation of Equal Pay from PSA member Anne Shanks, a DHB Medical Typist (right) and PSA campaigner Jo Taylor (middle).

clerical work is further affected by it not being seen as being central to the delivery of direct patient care. Other points made in the claim are that gender pay inequality is kept 'hidden' by a lack of transparency in remuneration structures, and that discretionary components within those structures contribute to maintaining inequality.

BRINGING GENDER BIAS TO THE FORE

A strong element of the claim is the reference to and inclusion of social, cultural and historical factors that have all contributed to "an inability... to properly assess the remuneration for these roles in a manner free of gender bias".

In preparation of the claim the PSA commissioned research from

historian Sarah Christie into the way that the history of clerical work can shed light on the general pattern of 'women's work' and the impact this has had on wage levels (*see opposite page*).

Another historical angle highlighted in the claim is the now forgotten relativity that used to be applied between rates of pay for clerks and tradesmen, dating back to the 1970s and upheld then under the NZ Clerical Workers award.

PUSHING HARD

The PSA claim is pushing hard for an "orderly, efficient and reasonably bounded process".

Our timetable is to enter negotiations by September-October and to have a result by November. Watch this space! ☺

Research: Women's clerical work was segregated

HISTORIAN Sarah Christie's work on the feminisation and segregation of the clerical workforce helps define the parameters of an area of research that is much-needed to better inform an essential struggle.

In a research paper for the PSA Christie notes that clerical work has been ignored by the historians of hospitals.

Her research covers up to the period before equal pay legislation, demonstrating just how far back the restriction of women to lower status, lower paid roles goes.

From the early days of increased participation in the workforce women were being limited to certain sectors and occupations; a segregation reinforced by educational options, workplace attitudes and government policies.

The two World wars of the 20th century opened doors for a female influx into the workforce but were treated as emergency situations.

Christie writes that new positions at the time of World War 1 were created

At the of the hospital

on a blanket basis as 'temporary' and always surrounded by the premise that a women's future prospects would be put behind them, or even barred, by marriage and motherhood.

By the 1940s it was also apparent

that a gendered division of work was being perpetuated by downsizing or re-categorising jobs filled by women to assign them less responsibility.

For the following decades Christie identifies the biggest shift within clerical work as the increasing participation of married women.

CONCLUSION

This research describes the story of administration and clerical work for women as one of "both expansion and limitation".

Christie concludes: "Despite significant changes in the relationship between women and the workforce... the legacies of segmentation and historical attitudes to women and work can still be seen in continued pay inequities and undervaluing of clerical work." 🌟

Breaking news

June 2018: Worth the wait – mental health and addiction support workers get equal pay

Mental health and addiction support workers have been rewarded for their patience – with their long fight for equal pay finally over.

The Government has confirmed the care and support settlement will be extended to these workers.

An estimated 5000 workers will get a pay rise, backdated to 1 July 2017, the date of the original \$2 billion settlement.

"Our members in mental health and addiction support were unfairly left out of the original settlement," PSA Assistant National Secretary Kerry Davies says.

"The mental health and addiction support sector urgently needs more staff, and this should help to recruit and retain skilled and dedicated workers.

"The Labour-led Government has made good on its commitment to work with unions and employers to deliver where the National Government failed.

"Our members stood together and now they're getting what they deserve."

PSA Mental Health Committee co-convenor Pollyanna Alo says mental health and addiction support workers like her will feel valued for the work they do.

"This means everything to me," she says.

"Now support workers throughout New Zealand are able to feed their families, put petrol in the car and just enjoy the odd treat without a stranglehold on their finances."

Now is the time for better mental health and addiction services

By July the Mental Health and Addiction Inquiry will have reached out to communities from Whāngārei to Invercargill as part of the formal Inquiry process launched in Palmerston North on 27 April 2018.

THE MENTAL HEALTH and addiction inquiry panel - consisting of Professor Ron Paterson, Dr Barbara Disley, Sir Mason Durie, Dean Rangihuna, Dr Jemaima Tiatia-Seath and Josiah Tualamali'i - is determined to meet the Government's timeframe of delivering a "solutions based" report by the end of October.

As featured in the March edition of *Working Life* this is an Inquiry that PSA members fought hard to see happen.

PSA National Secretary Erin Polaczuk: "It is telling that the public meetings held around the country by the Inquiry panel are only just beginning to scratch the surface of a discussion on mental health and addiction that is deep, painful for many and long overdue."

The phased process being run for the Inquiry has combined public-facing forums with a call for submissions that closed on 5 June after attracting some 5000 responses.

At that point Inquiry chair Ron Paterson observed that a strong sense was emerging of people's main concerns and ideas, along with "some unique local and cultural issues."

"Our purpose is to identify unmet needs and develop recommendations for a better mental health and addiction system for Aotearoa New Zealand."



BRINGING MEMBERS' VOICES TO THE FORE

For its part the PSA has been pushing hard at every opportunity for face-to-face, worker-only sessions with the panel.

A submission has been made to the Inquiry with input from PSA's Mental Health Committee. This

drew directly on survey responses from 500 members to questions about key issues such as workforce shortages and ideas for improved service delivery. It was complemented by a PSAY submission based on survey responses from another 149 members.

Professor Paterson states that meetings will go on with individuals and groups - including people with mental health and addiction challenges, their families and whānau, service providers, advocates, organisations, institutions and experts - through to late August.

He has also given an assurance that the final report will contain recommendations about mental health, addiction and suicide prevention that are "practical and doable - for the short and long term and at national and local level." ☺



PSA organiser Maddy Drew was on hand for the Inquiry panel when it met mental health and addiction workers from Hutt Valley DHB and wider Community on 22 May.

Maddy, who is based three days a week at Hutt Hospital, is seen here in deep discussion with a member of the team supporting the panel as it has been making its way around more than 20 locations.

On the Road

JOSIAH TUALAMALI'I chairs the Pacific Youth Leadership and Transformation Council (PYLAT) and has brought a youth perspective to the Mental Health and Addiction Inquiry panel. Josiah shares some insights from the experience of being on the panel here:

Talofa lava whanau. Out on the road with the Inquiry panel we've been hearing from young people at school, some who have accessed mental health or addictions support and others who are speaking out against the stigma that exists which prevents people from asking for help. Some have taken steps like putting work on hold to support their family members' wellbeing fulltime.

As the youth voice on the panel I've been inspired by these signs and examples of hope.

At St John's College in Hastings we met a group of 9 young men who, supported by staff, have created a strong relationship with a mental health provider, the Whatever It Takes Trust (WIT).

The students have visited clients at WIT multiple times in 2018 to get to know them. The mana of the young men and the WIT clients is being enhanced.

One of the amazing wahine toa I've met on the road is Lucy McSweeney, who presented a petition signed by 9,500 people to Parliament last year.

Lucy would like to see an Aotearoa where there is better mental health education in all schools. While pushing forward the petition, she has been visiting schools sharing her story. One of the key ideas Lucy shared with the Inquiry panel was



Josiah Tualamali'i at centre, with from left to right: Billy West, PSA delegate from Pathways; Sue McCullough, PSA organiser; Tarn Evans, PSA delegate from LinkPeople; and Alex Ward, PSA organiser.

how it's not realistic to expect young people to turn to their parents or counsellors for support when they are going through tough times, but they do talk with their friends.

A gem from this korero was the ideal of focusing wellbeing education on how to be an awesome friend, and how supporting a friend through a hard time is a practical way to take in the message for yourself too.

One visit that has left a significant impression on me was meeting young men who have completed Duke of Edinburgh awards, run marathons, grow their own garden, fix bicycles, paint beautiful murals and more, all inside a Corrections unit.

In Dunedin I met inspirational Vicki Taylor from the PSA, and learnt about the work done by the Yes We Care campaign last year to address our suicide statistics and about the safe space it provided for many people to connect and share their stories and hope.

In each of these examples young people have shared what the ideal, healthy Aotearoa would look like. They are living it now. We are so grateful for the taonga that we've heard from so many people.

So far, as a panel we have attended over 160 meetings with community groups and organisations and will continue meetings with interested people, including youth, student and school groups through until August. 🌍

Tracking the progress of the Inquiry

Full details about the process being followed by the Mental Health and Addiction Inquiry are available at www.mentalhealth.inquiry.govt.nz

PSA is including updates on the progress of the Inquiry on our social media channels, in *PSA News* and on our campaign page at www.psa.org.nz/media/campaigns #standtogetherformentalhealth



Current NZDF National Delegates gathered in Wellington in May to continue the hard yards that go into industrial bargaining. Pictured from left to right are: Paul Barton, Sam Dowd, Robert Sisterson, Lawrie Knight, Rachel Gabbard-Jaspers, Peata Warmington Hekenui, Andrew Fruean, Katene Peretini, David Coates (PSA National Organiser), Tre Hutchins

Winning one victory at a time

A significant victory won by civilian staff employed by the New Zealand Defence Force (NZDF) last year has removed a barrier to putting their employment relations on a new footing.

BARRIERS IN INDUSTRIAL bargaining don't come much bigger than an employer refusing to allow remuneration to be put on the table.

When PSA members at NZDF were invited to be 'consulted' about a pay system, on the proviso that this take place outside of bargaining and that all decisions would be controlled entirely by NZDF, a decision was taken to fight the good fight by taking a case to the Employment Relations Authority (ERA).

In its resulting determination the ERA affirmed that the PSA is entitled to seek a bargained outcome in respect to wages, further adding "the PSA is entitled to more than a

blanket refusal to discuss any form of salary scale having proposed one." The determination concluded by ordering NZDF to "negotiate meaningfully on the PSA's proposal a wage scale be included in the CEA."

As stated by PSA National Secretary Glenn Barclay at the time this also set "an important precedent for other workplaces in local government and the state sector where some employers refuse to bargain pay."

It was a reminder that a bargained approach requires an agreed consensus before a conclusion is reached and agreed, whereas consultation implies agreement need not be reached. It's a big difference.

In addition to acknowledging the work of the bargaining team, PSA national organiser David Coates says the outcome was "a real credit to the strength, tenacity and staunchness of the members who hung in, and by trusting the process and their representatives achieved a great deal for themselves and the wider movement.

"Thanks to this decision, the obligation of good faith in the employment relationship could be restored. With that battle won, national delegates have been freed up to move on to additional ways to reinvigorate the working lives of fellow PSA members at NZDF"

IN THEIR OWN WORDS

WHEN NZDF National Delegates gathered in Wellington in May *Working Life* collected some reflections on what the ERA victory has meant for them.

- » *Without this ERA ruling we would not have a new CEA.*
- » *In my opinion I think that it was a very significant thing for the members of NZDF civilian staff and potentially across other organisations.*
- » *(This) highlights that PSA members have rights and it highlights that bargaining pay is a fundamental right.*
- » *Both sides were waiting for an outcome, and both sides were unable to move without it.*
- » *This has given more strength to the bargaining team to ensure fairness and integrity.*
- » *Some of our members would have still been hindered and discriminated against, even more than other civilians are generally.*

- » *This was a taxing time but it's been worth all the time and effort put into it - not only in bargaining but at a local level too.*
- » *There is an historical effort involved from this team prior to my involvement but I have seen the results in the ratification of our new CEA.*

“This victory is only the beginning.”

- » *This set the tone for both the next bargaining round and how PSA and NZDF will interact in the meantime. It's made it easier and less stressful.*
- » *What happened was a complete change to a key foundation of the employment relationship, and it overturned several years of policy.*
- » *This has helped to bridge, but not fix, some of the inequity between union and non-union employees.*

- » *(This shows that) following and enforcing ERA processes generally resolves issues.*
- » *This has laid the groundwork for us to bring the CEA back into one document and enhance it for all members.*
- » *I look forward to more discussions around pay, and fighting to further strengthen the pay question/ argument, especially equal pay and gender equity.*

National Delegates also discussed how milestones like this help to keep them motivated:

- » *I'm motivated simply by supporting and representing the interests of our members.*
- » *For me (being part of the union) is about an overwhelming sense of looking after the little guy, and seeing that everyone gets a fair go.*
- » *I'm doing what I'm doing with PSA because I want to help people who don't have the confidence to have a voice, to have that voice. ☺*

The timeline

- August 2016** - Bargaining begins
- February 2017** - Claim filed in Employment Relations Authority
- April/May 2017** - Industrial Action
- April 2017** - PSA and NZDF attend mediation at MBIE
- 29 June 2017** - ERA investigation meeting
- 29 September 2017** - ERA determination
- November 2017** - Bargaining resumes
- February 2018** - New CEA Ratified
- April 2018** - CEA signed



NZDF National Delegates spent two days together in May working through common goals for building on an improved employment relationship. As one delegate put it "we are slowly building trust at national and local levels, and without trust we have nothing."

Bringing stories from Thailand

THAI UNIONIST 'BEE' brought some powerful stories from the frontline of unionism to the PSA in April.

Bee, pictured with host and good friend John Maynard of the Postal Workers Union (PWUA), was in New Zealand on a flying visit with opportunities to attend events such as the launch of the 2018 Living Wage and the re-opening of Wellington's historic Trades Hall following earthquake strengthening.

"A highlight," says Bee, "has been the introductions to so many people who are openly members of unions, and especially all the strong women".

Bee's family live and farm in the very far north of Thailand and not unusually she migrated to the world



of factory work to supplement their livelihood.

During Bee's working life she has made many sacrifices to provide leadership within area-based unions, while operating under harsh and draconian circumstances.

Now running a factory cafeteria, Bee's working life has included time as a journal writer and editor and celebration of victories we would take for granted like winning workers "the right to have chairs with a back on them". ☺

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Flying the regional PSI flag

THE PSA WAS WELL REPRESENTED at this year's Oceania Sub Regional Advisory Committee meeting of Public Services International (PSI) in Sydney on 21-22 May.

The regional OSRAC meeting brings together public service union affiliates from New Zealand, Australia and throughout the Pacific - Fiji, Tonga, Samoa and the Cook Islands. In total PSI's wider Asia and Pacific region covers 122 unions in 22 countries and related territories with a membership of two million workers.

Executive board and Rūnanga representative Marshall Tangaroa delivered a presentation on Nga Kaupapa. He says the gathering allows a great appreciation of international unionism; noting too that issues being faced are “not hugely different” from country to country. Vice-president Benedict Ferguson says something the PSA is leading the way on is its engagement with younger union members. “We should be proud of what PSAY has achieved and we need to continue



Representing: PSA's Benedict Ferguson, Glenn Barclay, Marshall Tangaroa, Caro Fisher, Kelly Cotter, Lauren Hourigan and Erin Polaczuk.

to promote how we are working with young PSA members to the world”.

Trade topics such as the CPTPPA were well covered at the meeting and one of the guest speakers was Jason Ward from the Tax Justice Network in Australia. Ward spoke about

that network's successful efforts in pursuing corporate tax avoidance.

PSA National Secretary Erin Polaczuk and recent addition to the executive board, Caro Fisher, presented to OSRAC on the topic of whistleblowing. ☺

An international union resource for May Day and beyond

IF YOU ENJOY short films of stories told well, then the ONE DAY series produced by Public Services International (PSI) and released on May Day comes highly recommended.

As stated at oneday.world-psi.org ONE DAY stars over a dozen workers from across the globe and features struggles against privatisation,

austerity and neoliberalism, coupled with campaigns for trade union rights, disaster preparedness and access to quality public services.

The *Working Life* team love the movie titles so much we think they alone make for a great trailer. How can you beat titles like these: Guardians Of The City or Sound and Silence (both from Italy); We're Not Trash

(Brazil); Dr Activist and Justice: A public service (both Chad); Showing Human Face (USA); Higher Ground (Japan) or Comrade Chepeto! (Guatemala).

As PSI says, while these mini-documentaries might be different “the goal of these public workers is the same: To make their communities better for all - not just the rich few.” ☺



Connected

by Peter Griffin

THE EUROPEANS HAVE BEEN LEADING THE CHARGE ON PRIVACY PROTECTION.

If you've had a flurry of emails from companies asking you to review their updated terms and conditions, you have the Europeans to thank for it.

Sweeping privacy regulations

May 25th saw sweeping data privacy regulations going into effect in the European Union, with ramifications for how the data of citizens is used and stored here in New Zealand as well.

The General Data Protection Regulation (GDPR) continues the European Union's recent theme of cracking down on the power of technology companies.

Whether it is anti-trust action to water down Google's market power or stiff fines to claw back taxes from Apple, Brussels is on a quest to make those profiting from the 'big data' explosion more accountable for their actions.

The 'right to be forgotten'

The GDPR mandates that EU citizens can find out what information companies are holding on them, request it in a 'machine readable' format so they can take it to a rival provider, and all data about them erased - the so-called 'right to be forgotten'.

It impacts not only companies that use EU citizens data, but the myriad range of companies that host and process that data.

It is also backed up with stiff fines for non-compliance - a company flouting the law could face a fine of up to 20 million euros, or four per cent of its global revenue, whichever is largest.

That has seen the likes of Google, Facebook, Microsoft and Amazon, which have major operations in Europe and millions of customers there, hastily changing their policies to become gdpr-compliant.

Ripple effect for New Zealand

New Zealand companies doing business in the EU will also need to be compliant. But the roll-out of the legislation will provide some measure of boosted data privacy protection to Kiwis as well, with Google and Facebook vowing to make the tighter data protection the Europeans will enjoy, apply to the rest of the world as well.

Our own Ministers are turning their attention to data governance as artificial intelligence is set to play a greater role in government services.

The goals of innovative, open government and protection of citizens' privacy will have to be carefully balanced as more data-driven decision making is employed across government.

The GDPR has been in the works for years, but its official roll-out now is timely, with the Facebook-Cambridge Analytica data scandal, which saw profile details of tens of millions of people mined by political consultants, serving as a reminder of the power of big tech companies in the data age.

Expect to see test cases working their way through the courts of Paris, Berlin and London in the coming months and years as Europe's new data privacy laws are tested.

With a privacy bill currently before Parliament that currently includes provisions to beef up the investigative powers of the Privacy Commissioner, the GDPR could also influence the development of data privacy legislation here too.

The Privacy Commissioner's 136 page submission on the bill included 51 references to the GDPR. The bill's key purpose is to promote people's confidence that their personal information is secure and will be treated properly. The Justice Committee's report, due back by 11 October, will make for interesting reading.

Journalist Peter Griffin was founding manager at the Science Media Centre from 2008 to 2018. He hosts the RNZ programme Bits+Bytes. ☺



On the job

by Ben Aulakh

A LIFE ON THE OCEAN WAVES.

A working life sailing the ocean waves has proved a perfect preparation for PSA member Jenny Cuttriss's current job of investigating accidents at sea as a marine accident investigator for the Transport Accident Investigation Commission (TAIC).

The back story of Cuttriss's 18 year career at sea was captured in Emmanuel Makarios' book *All at Sea: Stories of New Zealand Seafarers* published last year.

Her love of the sea was first sparked by spending 10 days on board the sailing ship Spirit of Adventure when a seventh former at St Oran's College in Lower Hutt.

She later worked on ferries in the United Kingdom, before becoming the first female Interislander captain when she was on board the Aratere in 2014.

Cutriss says a move ashore into her current role had been a change from a more pressurised position on the water.

"Moving to TAIC has been a nice sideways step to being at sea.

"Coming in to a shore job I needed to find something that kept my brain ticking over, and this role definitely keeps me intellectually motivated.



"I don't have the immediate responsibility for a couple of hundred souls as I did on the Interislander, navigating them through quite dangerous waters and sometimes some very challenging conditions.

"In this job the pressure is different, you are looking forward all the time and thinking what can the organisation do to make things less dangerous in the future."

"From the evidence of an accident we try to assess the circumstances and reasons why an accident happened.

"There are a set of criteria around which ones we investigate and which are done by Maritime New Zealand, but certainly we investigate the more serious accidents that are in the public interest. I find it fascinating to look into why these things have happened, and whether there is

something we can do to prevent that sort of thing happening again."

The former captain says she also enjoys the greater balance between the genders in her current role at the commission.

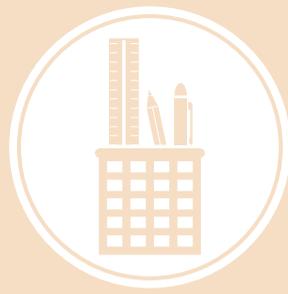
"You do have women coming up through the ranks at sea, but the gender balance is still very much skewed towards the male side. The office environment is so much more balanced as far as the genders go."

Cutriss also emphasises that as invaluable as her experience in the marine industry had been, keeping an open mind when carrying out her investigations was a key attribute of her role at TAIC.

"Especially with some of the overseas accidents, when you look at the evidence it's not something you can do quickly. You have to be careful your experience doesn't bias what you see in front of you. The last thing you want to do is jump to conclusions.

"We have to be very measured and fair in what we determine from the evidence."

The Wellington-based Transport Accident Investigation Commission comprises five Commissioners, supported by a Chief Executive and 27 staff, with an annual budget of about \$5m. ☺



The workplace

by Harry Johnson

THE WORKING WEEK'S CURIOUS CONTINUUM...

The question periodically arises as to when public servants began to work a 37½-hour week.

It gains attention for instance whenever comparisons are made about progressive European nations that are continuing to reduce or trying to reduce hours of work.

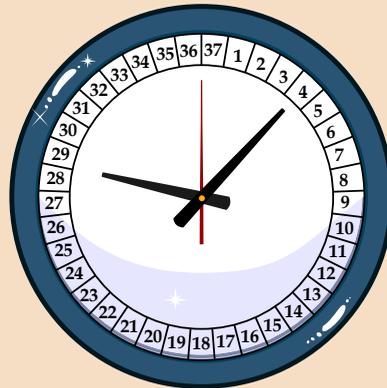
And yet a little research shows that this is one of those areas where New Zealand was once a trail blazer.

So far as an 8 hour day goes it appears we could claim to have been in the vanguard at least three times:

- an 8-hour-day movement traceable to Wellington in 1840
- an approximate statutory 8-hour day in 1901 with the enactment of our first Factories Act
- the 40-hour week introduced by the Savage government on the basis of the 1936 amendment to the Industrial Conciliation and Arbitration Act

So what about the 37.5 hour week?

Using the PSA journal as a source throws up interesting historic markers, like central government clerical workers moving from a 38-hour six-day week to a 37-hour 55 minute five-day week in November 1936. Old Department of Labour books of industrial awards show that



some local government workers were working 37½ or 38 hours a week by the late 1930s.

A little further on from then detailed minutes of a meeting between the PSA and the Public Service Commission, as reported in our union journal of 1940, includes a comment from the Commission that 'You have to remember that forty hours is the nominal amount per week. It is a privilege that we only work 37½.'

Delving further back in time reveals the PSA was working hard in 1921 to secure overtime payment for hours worked after 38 hours. Our argument was based on the fact that some officers worked 38 hours in their own department and then went to work at the overtime rate in another department. If they worked the extra hours in their own department they were not paid overtime until they had completed 44 hours.

The Public Service Commission indicated in this discussion that working overtime in other

departments had been a measure introduced in WWI.

Going to the journal issues for 1914, we find the following letter to the editor: 'I notice in the last number of the Journal, under the heading of matters still under consideration on the subject of Overtime that the Commissioner is considering the payment of overtime on special work performed in excess of 44 hours per week.'

It goes on: Do the members of the clerical division note what this means? At present the hours are, say, from 9 a.m. to 1, and 2 to 5 p.m. seven hours five days per week, and from 9 a.m. to 12 noon three hours on Saturday, a total of 38 hours per week. This means that the Commissioner expects us to work an extra hour a day or six hours per week before we are entitled to overtime.'

Such indignation, timelessly expressed!

As with so much to do with historical searches there are many other directions this can take, and other clues that point to the origins of a 38-hour week dating as far back as the era of the Liberal Governments from 1890 and 1912. Given the access we all now have to a searchable online archive of past PSA journals at <http://psa.recollect.co.nz/> there are many more searches to be done! ☺



Behind the scenes

by Jem Yoshioka

COMICS AND POLITICS

Cartooning and politics have long gone hand in hand. Working Life spoke with comic artist Toby Morris about his work, and why his pictures featured under the title of Side Eye are worth at least one thousand words.

How did you end up in comics, and how did you end up bringing a political spin to your work?

I always had been into comics and was interested in politics and social things, but they were two separate things in my life. After I got into the work of Joe Sacco, his book *Palestine* opened my eyes to doing comics about serious things. So I started writing non-fiction comics. I came to realise comics are a really effective way to get a message out because of their format.

Why do you think illustration - and especially comics - are an effective way of communicating difficult topics such as poverty and inequality?

The combo of illustration and text lets you be emotional quite quickly and they only take a second to read. They're really emotional as well – I think they provide a shortcut to being human and intimate. It's a good way to discuss heavy issues that might otherwise be too daunting. Sometimes writing about serious topics gets quite heavy. It can be work that is really insightful and smart, but



Stories like the tale of Tasia, above, are told by Toby Morris and regularly featured at thespinoff.co.nz

it can be overly academic. In order for a message to resonate with people you can't just show numbers. You have to show how it really affects peoples' lives. For me it resonates much more if you can make it personal and make it human.

Do you ever get a sense before you release a piece how it will land, or is it always a surprise to see people's reactions to it?

I'm always really nervous when a comic is about to come out – you just don't know what's going to resonate or if you've missed something that makes your argument invalid.

Or if you're going to accidentally offend someone or if no one's going to care. Sometimes you publish and there's crickets, that's the worst.

What is something you hope people take away from your work when they see it?

I guess I just want to pique people's interest in the topic. [Due to length] I can't get across every single thing about an issue. I hope it inspires people to learn more about things.

I think a lot of people don't identify themselves in terms of being big P political, but when you ask them about poverty or climate change and the gender gap, people have opinions.

So I wanted to show people that they have these opinions. I wanted it to be a way to involve people who might be usually outside the conversation, and give them a way to be heard. ☺



Challenging theatre with a workplace twist

By day PSA member Jane Yonge can be found at Wellington City Council's Toi Pōneke Arts Centre and by night she's an award winning theatre maker and director.

ONE OF JANE'S successful collaborations in the last year has been with Waylon Edwards and William Duignan, actors and musicians, on a workplace satire with 21st century sensibilities called WEiRdO.

Originally devised by Edwards and Duignan, Yonge says the play went through multiple versions as everyone discussed how to tackle building theatre-centred pressures and high stakes around the unusual subject of "work".

LAYERS OF TENSION

In WEiRdO, a pair of Māori and Pākehā co-workers – played respectively by Edwards and Duignan – unravel layers of racial tension and unspoken unease in their office environment.

This comes to a head around their rivalry to secure a 'golden lanyard'.

The challenge or WERO of this scenario is literally embedded in the title, along with the shorthand of id for identity.

Yonge, a Chinese-New Zealander with roots in Fiji says "I was interested in Waylon's thoughts surrounding cultural identity, especially the idea of being 'plastic' Māori (looking Māori but feeling Pākehā).

"I identify with that because I also

struggle with looking Chinese but being disconnected to any kind of Chinese cultural heritage."

It happens that the selected workplace setting for WEiRdO is the Department of Lifestyle Encouragement, or DoLE for short.

As noted in reviews this cheekily named setting is given a "modern and refreshing" twist, with the performances equally praised for their whimsicality and playfulness.

“ Talking about ourselves and our identity doesn't have to be tiring.”

"WEiRdO follows Waylon, as its protagonist, and there were experiences he'd had in the public sector that he drew from," says Jane.

"In terms of the cultural awkwardness or confusion, that stuff is definitely from his personal experience.

"We also look at the mechanical aspects of work done by public servants and offices everywhere, like the staging of a Powerpoint presentation, and the bureaucratic

steps around how we communicate, which is from my experience".

Yonge is pleased that WEiRdO has pushed a boundary by challenging how people communicate with each other in office settings, as well as how well we respond to each other's successes.

"I'm not sure that is something we're very good at, and likewise we trip over the way we speak to people from different cultures. The public service tries really hard to be culturally correct, respectful, and appropriate but sometimes suddenly everyone feels unsure about what they are doing. We don't want to get it wrong. I think it's good that we don't want to get it wrong. But then suddenly we're all very uneasy.

"We're all trying very hard but sometimes we fail. How we acknowledge that and move on from that is a valuable question. How do we acknowledge how we've acted in the past and where we are now – including the effect of colonisation and how that relates to success."

As Waylon puts it "talking about ourselves and our identity doesn't have to be tiring - it can be exciting and funny. We wanted to empower people who feel like outsiders to laugh at themselves, each other, and make up for lost time.

"The interconnectedness of our experiences helps."



In the dark comedy WEiRdO William Duignan and Waylon Edwards play out a fraught working relationship within the walls of the fictional 'Department of Lifestyle Encouragement'.

A MULTI-GENRE APPROACH

Yonge says the “tricky” nature of the topic of cultural identity suited the multi-genre approach taken for the staging of WEiRdO which mixes in musical elements with ‘high concept horror’ in a way that led reviewer Matt Loveranes to compare it favourably to the vibe of popular Netflix series *Black Mirror*.

Posing the question of how cultures fit together is something that Yonge

is likely to return to. “I think it starts with being a bit more curious, not worrying so much about being constantly right and admitting ‘I genuinely don’t know this. I’m curious’, while remaining respectful.

“How we relate to each other in order to be able to embrace the multi-culturalism of Aotearoa is something we can keep cracking open.”

By Ben Aulakh and Stephen Olsen, with thanks to Pantograph Punch.

WEiRdO gets up close and personal

True Hayes is a PSAY member at Auckland Council.

True went to Auckland's Basement Theatre in April during WEiRdO's brief season there, and filed a short, spoiler-free review of the play for *Working Life*:

When entering the theatre, guests were greeted by the two leading characters, who by shaking hands and staring intently at you forced you to engage with them.

Given the small theatre this intimacy and eye contact continued to reinforce the feeling of being in the same ‘office’, as though we were all work colleagues listening in.

As an audience member the fact it was so up close and personal gelled with the issue of grappling with identity and race and having to think deeply about it.

It made you ask the question: Have we been sweeping racism under the rug?

The comedy in WEiRdO and music both used irony successfully, amping up the feelings and emotions through to an effective closing scene of our conflicted lead character delivering a passionate speech in te reo Māori.

Throughout WEiRdO the message of racial identity in Aotearoa New Zealand is prominently explored to reveal some deeper truths behind an important conversation. ☺

Our collective environmental responsibility

IN THE RECENTLY published *Sea Change: Climate Politics and New Zealand* (BwB, 2017), author Bronwyn Hayward emphasises the need to “address shared problems like climate change through collective action at many levels”.

She argues: “It is only through collective, democratic action involving ordinary people... that we will achieve and sustain the extraordinary policy transformations needed to address climate change and hold powerful interests to account.”

As union members we understand the power of the collective. The recently relaunched PSA Eco Network is exploring the unique role of our union in encouraging democratic conversations and collective action on climate change and other environmental issues.

THE NEED TO ADAPT

PSA members working in health, environmental services, primary industries, town planning, civil defence and more are already planning for and grappling with changes brought on by a changing climate and increasingly severe extreme weather events. All public and community services, and workers, will need to adapt.

Of course, the nature and manner of our work also affects the environment. This includes travel, waste, procurement, and energy consumption.



Taking part in the ECO Network planning day in Wellington were PSA Assistant Secretary Jeff Osborne, Fiona Hodge, Karen Munro, union organiser Susannah Bailey and Cassie McCracken.

We also know that the drivers and impacts of environmental damage are not distributed evenly.

We have a responsibility as a union to show leadership on these issues.

From its growing base of 1033 members the Eco Network is well placed to take this lead, and recently held member planning days in Auckland and Wellington.

These were a great opportunity to connect interested members, share what’s already happening in our workplaces, tap into the skills and knowledge of our membership and build a plan for the network.

Ideas discussed include connecting interested members virtually, sharing ideas and resources, influencing policy and practice through collective bargaining, political lobbying, and promoting environmental campaigns run by PSA members ☺

By Susannah Bailey

SIGNS OF CHANGE

Union activity on environmental issues is steadily gaining momentum. Recent examples include an Open Letter in April on ending oil and gas exploration - co-signed by PSA - just prior to the Government’s announcement it will issue no new offshore exploration permits.

Next to this the CTU is continuing its work on a just transition to a sustainable economy.

Other signs of change include Health Minister David Clark singling out the need for a strong response to climate change in his expectations for DHBs, with reference to “both mitigation and adaptation strategies”.

JOIN THE NETWORK

You can join the PSA Eco reps Network at psa.org.nz/eco

NETWORK SNAPSHOTS



PSA YOUTH

As covered under the International section of this edition of *Working Life* two youth representatives attended the Oceania Sub-Regional Advisory Committee meeting of Public Services International in Sydney in

May. PSAY network member Kelly Cotter's takeaway from the event was a wider appreciation of "how many dedicated, passionate and talented people we have within the union movement in our region", as well as learning more about the "different political landscapes which each of the different countries are trying to work within".

An 18-page PSAY submission was made to the Inquiry into Mental Health and Addiction in June, wholly thanks to the sterling work of regional co-convenor Liam Russell. At short notice almost 150 PSAY network members responded to a survey that formed the basis for the submission. Six key recommendations were made to the Inquiry - from calls for greater funding and subsidised counselling to identifying the need for improved education about mental health and more holistic approaches to mental wellbeing.

DEAF & DISABLED NETWORK

In March the Deaf and Disabled members' network welcomed the publication of Employment Support Practice Guidelines by the NZ Disability Support Network. In support of the guidelines network convenor Candace McCabe commented that the issue of ensuring disabled workers receive at least the same pay and conditions as everyone else in their workplaces has been left parked for too long without getting the attention it deserves.

In a media statement she added that "related issues such as progress to remove breaches of human rights in areas such as minimum wage exemption are of central interest to the PSA and its members. The sooner those exemptions end, the better."

In the 2018 Queen's Birthday Honours a loyal past member of PSA, Martine Abel-Williamson received a Queen's Service Medal for her work in the disability sector for 22 years. As well as serving as vice-president of Blind Citizens New Zealand she is currently Treasurer of the World Blind Union and chairs Auckland Disability Law.

Congratulations Martine!



SWAN

In March SWAN members from around the country gathered together for their first leadership training with sessions on campaigning, policy writing, lobbying and using the media.

A continued focus for SWAN has been the Social Work Registration Legislation Bill which is on the cusp of its 2nd reading at Parliament, and the issue of addressing its lack of a defined scope of practice for social work and social workers despite the Social Workers Registration Board having already drafted one. The show of unity across the social work community in standing our ground on this defining issue bodes well for upcoming struggles for equal pay across all the social work sectors. Divided we can be picked off, together we are a real force for change.



OUT@PSA

Out@PSA continues to offer workshops on Gender and Sexual Diversity. If you'd like to learn more about these you can contact Art Daniel, Out@PSA organiser (art.daniel@psa.org.nz). A meeting has been held with representatives of the State Services Commission to discuss an initiative to create links between public service rainbow networks and encourage assessment of state sector employers by the government rainbow standard.

Out@PSA will have 3 PSA Congress delegates: Jax Doyon (MOJ), Daniel Freeman-McGrath (Oranga Tamariki) and Caleb Gordon (Experience Wellington). Lastly, congratulations to Garth Marchbank, the T-shirt winner from our giveaway competition in March.



WANT TO JOIN A NETWORK?

Some of the most active and interesting work that happens within the PSA is spurred by our networks. If you're interested in getting involved you can go online to psa.org.nz/networks or give us a call on **0508 367 772**.

facebook.com/nzpsa to see more photos of union activity



Pasefika Network members Stella Teariki, Mercy Brown and Nia Bartley celebrate Samoan Language Week and Samoan Independence Day. The Week's theme for 2018 was: Alofa atu nei. Alofa mai taeao – Kindness given. Kindness gained.



PSAY convenors assembled on the steps of Parliament in April: Mahesh Khupse, Liam Russell, Mo Abdi, Andrei Gilbert, Daniel Freeman McGrath, Megan Barry and Jacqueline Atkinson with PSA staff (at front left and right) Alex Ward and Lauren Hourigan.



May Day was good cause for a morning tea at the Ministry of Health – organised by delegates Richard Lee and Heidi Irion (front left and right).



Local Government sector committee members deep in concentration: Peter Mora, Michael Ogden, Alana Reid and Lee Manaia.



PSA members around New Zealand joined in marking PINK SHIRT DAY on Friday 18 May. The photo above is of staff from Oranga Tamariki's Waitakere office: Leslie-Ann Nikolaisson, Ilka Adams, Helen Willets, Pauline Mapuranga, Clare Bates, Tamara Hemana, Sandra Bowden, Azzy Leefe, Sue Mac, Medbh Sheppard, Georgia and Juvilyn Maliwat. In New Zealand

this event, which began in Canada, is coordinated by the Mental Health Foundation. Its call to action is for New Zealanders to speak up and stand together to Stop Bullying. Thank you also to Colleen Smith of DOC in Auckland and Kim Salamonson of the Havelock North Library for sending in photos. We love these for social media shares!



Department of Internal Affairs' delegates gather together in Wellington in April. The DIA is instituting the Living Wage as its minimum starting salary from 1 July.



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Turning back time

By Stephen Olsen

WHEN A FASCINATION with the stories that can be revealed by historical archives takes hold, it can be hard to shake.

In the case of Emil McAvoy, an Auckland based ‘artist’ – an artist and activist – his archival source of choice since winning an Archives New Zealand scholarship several years ago has been the National Publicity Studios (NPS) collection. His findings from that collection – “I rapidly figured I’d stumbled on a huge goldmine” – received another outing this year as part of the popular *This Is New Zealand* exhibition mounted at the Wellington City Art Gallery.

As described by co-curator, Robert Leonard, the exhibition's purpose was to tease out “connections between images, ideology, and identity” – taking a critical look at the stories we’ve told ourselves, and promoted to others, about this notion of a nation called New Zealand.

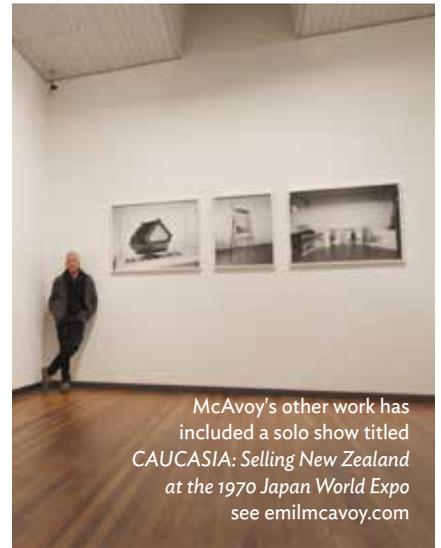
The National Basement was the title of McAvoy’s section of the exhibition – a body of work consisting of 19 full-frame, digitally revived black and white photographs that lift the lid on some unfiltered aspects of the NPS’s outputs. Established in 1945 the NPS was a manufactory of image production and also held responsibility for advising government departments and state agencies on the provision of photographic, art, and display services.



McAvoy’s selection of “found photography” takes viewers around the often mundane behind-the-scenes activity that went into this business of nation-building. At the same time as exposing how idyllic scenes were set in place, McAvoy also sparks thinking about undercurrents such as the appropriation of Māori culture.

When I visited The National Basement the first thing to catch my attention was a photo of a carved wooden shield that once upon a time occupied a wall-space of the Lambton Quay office of the Government Tourist Bureau or GTB.

The GTB sat within the Tourist and Publicity Department back when official tourist bureaux could be found “in each of the main cities of the Dominion”. It’s where people would go to have their tours of New Zealand mapped. The GTB ceased its existence a long time ago, while the NPS briefly became Communicate New Zealand in 1987 before being privatised for a mere \$200,000 a few years later.



McAvoy’s other work has included a solo show titled *CAUCASIA: Selling New Zealand* at the 1970 Japan World Expo see emilmcavoy.com

In my case the rotating cycles of public service organisations have always held a certain fascination. Back in the day (30 years ago) I was employed at the Department of Scientific and Industrial Research at Gracefield, Lower Hutt, as a library assistant.

At the time I wrote an article for the PSA journal about moves to restructure the science sector. Sure enough the DSIR was gone by 1992 after a proud life of 66 consistently productive years.

Not everyone remembers DSIR, or the GTB or NPS for that matter, yet nor have they completely disappeared from the collective memory, as brought out of the basement by exhibitions like *This Is New Zealand* (citygallery.org.nz).

If you have memories of government organisations you’ve worked at which haven’t survived the passage of time please share them with editor@psa.org.nz



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