



Working Life

THE PSA JOURNAL MARCH 2017



**STANDING TOGETHER
IN 2017**

.....
EQUAL PAY CARE & SUPPORT
.....

TE TURE WHENUA
MAORI BILL UPDATE
.....

CORRECTIONS IN CRISIS



Sit back and make your membership work for you.

If you're looking for a competitive House, Contents, Car or Boat quote, your PSA membership gives you access to comprehensive insurance cover at preferential rates.

It's important to ensure your belongings are fully covered. With Vero CIS you can feel comfortable knowing that their comprehensive policies will leave you sitting pretty.

Call Vero CIS today for a quote on **0800 505 905** or email **cis@vero.co.nz**



Mates Rates!

Get exclusive deals on car rental in New Zealand & Australia, including **10% off** plus a **free additional driver**. With over 200 convenient locations, a fleet of modern vehicles with excellent ANCAP safety ratings, Thrifty has your car rental needs covered.



 NZ 0800 737 070

 AU 0800 445 320

 www.thrifty.co.nz/psa

 www.thrifty.com.au/psa



Think **Thrifty**



Working Life: the PSA Journal

Working Life is published quarterly.

Views and opinions expressed in *Working Life* do not necessarily represent PSA policy.

Co-editors: Shelly Biswell and Jem Yoshioka

Design & layout: Dan Phillips.

Contributors: Leah Damm, Briar Edmonds, Lamia Imam, Jess McAllen, Rhydian Thomas, Ta'ase Vaoga, Jessica Williams, Asher Wilson-Goldman and Jem Yoshioka.

Printing: Webstar, Masterton.

PSA Executive Board

Janet Quigley (president), Kathy Higgins, Caroline Fisher, Benedict Ferguson, Jacky Maaka, Gail Arthur, Marshall Tangaroa, Lesley Dixon, Pania Love, Erin Polaczuk and Glenn Barclay.

PSA contact details

PSA, PO Box 3817, Wellington.

Freephone 0508 FOR PSA (0508 367 772).

Email enquiries@psa.org.nz.



On the cover

PSA staff Murray Bean and Gene Saunders (with unknown bear) at Auckland Pride Parade

contents

8-11

Standing Together in 2017

The issues that matter to you ahead of the general election

5

Guaranteed hours: Care & Support update

12-13

Te Ture Whenua Māori Bill update

14-15

Corrections: a system in crisis

5 Guaranteed hours

Care and Support update

16 Labour Future of Work Report

8-11 Standing together in 2017

What PSA members care about this election

17 Parental Leave Survey

Juggling parenthood & work

12-13 Te Ture Whenua

Māori Bill update

22-23 International — Standing Rock

Aiding indigenous protest

14-15 Corrections -

A system in crisis

Regulars

4 President's message

6-7 In brief

18 On the job: Geonet/GNS

19 Behind the Scenes:

Women's Leadership Training

20 Worth a look:

I, Daniel Blake

21 Connected:

Intranets — Digital is Real Life

24-25 Networks update

26-27 Bargaining update

28-29 Around & About

30 Last word: Public servants in the Trump era



NGĀ MIHI O TE TAU HOU
KI A KOUTOU KATOA

HAPPY NEW YEAR TO YOU
ALL.

The role of public and community services is under the microscope – not just in New Zealand, but around the world. People are asking questions like: What services should be provided directly by the government? How should they be funded – and how well? What is appropriate for public servants to do or say, in their jobs or in their private lives? And, in an election year, what's more important to us – funding public and community services or getting tax cuts?

As the people who work directly or indirectly for the state, providing care, support and advice for the good of the public, we see the impact of government policy on people and communities up close. We play a vital role forming and informing that policy, at the front lines and in the back office. We are experts in our fields.

That means we all have the right, and the duty, to stand up, stand together, and speak out about the things that matter.

Our ability to be advocates, campaigners, and active members of society is crucial for a strong democracy; but it's under threat. Overseas, public service organisations are being silenced or shut down; here, PSA members face pushback and even disciplinary action for their personal political beliefs – or taking part in union activities.

We're not just servants; we're citizens and voters. We have a say



in who leads our country, and how our public and community services are funded and run. We're allowed to have political views, to join political parties, and even to run for elected office, as long as it doesn't interfere with our jobs.

Our delegates and organisers are working hard every day to ensure our rights are upheld. We'll be publishing guidelines about election activity for public and community services, and supporting any members who face difficulty.

That's why we're union members – because it's easier to stand up when you stand together. The whakatauki I started with talks about working together for the wellbeing of all, which nicely sums up what we are doing.

OUR ELECTION ASKS

We've surveyed delegates and members and created a list of the issues you think are the most important for this election year. The big three are health, housing, and wages. That may not come as much of a surprise! It's much the same in public polling. New Zealanders are concerned about the cost of housing and how stretched our public health system is.

Our Board has signed off on a set of eight policies that we will be putting to all political parties. Later this year we'll publish the results in *Working Life* so you can see which parties support strong public and community services – and make an informed decision about who to vote for.

OUR LOCAL HEROES

Wages are an important issue for PSA members. Pay rises in the public service are consistently lower than in the private sector. Often, we're asked to tighten our belts and go without a fair increase to make strained budgets go further – to ensure New Zealanders get the services they need. We do, because we know how important our work is.

Our Stand Together campaign is highlighting Local Heroes – PSA members who do tremendous work, often in difficult circumstances, under pressure to do more with less. We can change people's perceptions of public and community services with our stories – and when they go to vote, they'll vote for a government that will fund those services properly.

We are all local heroes. Each of us plays a part in building and supporting our communities, providing care and advice, managing important public assets – ensuring people can live their lives without worrying about the fundamentals.

Let's show our pride and stand tall together. ☺

Haere ora, Haere Pai
Go with wellness, go with care
Janet

Guaranteed hours



Guaranteed hours great news for support workers

IMAGINE HAVING A job where you are not guaranteed any hours of work but are expected to sit by the phone and be available to work if your employer needs you, without any form of compensation. This is exactly what workers in the home support sector – those supporting the elderly, people with disabilities and mental health issues – have been dealing with until now.

According to Kerry Davies, PSA assistant secretary, “About 20,000 workers are affected. Until now, employers and funders argued that there was no guarantee of hours for workers, enabling the employer to cancel the hours with little to no notice. It meant that many home support workers have had very uncertain incomes and certainly no career path.”

In November last year, the Ministry of Health, home support providers and unions reached an agreement requiring support workers to be guaranteed hours according to what they usually work. If a client cancels, the support worker will be found work elsewhere, or be given

a proper consultation period if this can't be done.

Union representatives have been working intensively to agree the details of how these guaranteed hours will be applied. This work has not been plain sailing, but finally home support workers will be offered guaranteed hours if they want them by the 1st of April.

This agreement is the second part of the In-Between Travel Settlement, which came into force in 2015/6 and requires workers to be paid for travel time as well as travel costs for transit between client visits.

WAITING FOR EQUAL PAY

While it's good news on guaranteed hours, negotiations on equal pay for support workers are ongoing. A broader equal pay case recently cleared the courts following years of union campaigning about the low pay care and support worker remuneration.

The courts upheld the right for women in female dominant

industries like these to argue that their work was historically undervalued and they should be paid the rate a male worker would get for similar skills, experience and degree of effort. This was an important win that established several key guiding principles for equal pay cases.

This prompted the Government to approach the unions and providers to enter into negotiations to reach a proposed settlement for all caregivers and support workers outside of court – just like the process to win travel payments. However, despite the establishment of the principles for equal pay cases, the unions are still in negotiations but are hopeful of a proposed settlement.

Getting to this point had only been possible due to members sticking together and speaking up about equal pay. We still have many challenges in the sector, but we have achieved this much already, and our membership is growing. ☺

PAUL SMITH – HALF A CENTURY WITH THE PSA

PAUL SMITH, NOW celebrating 50 years with the PSA, has had a varied career. He currently works for Inland Revenue but started out at the New Zealand Broadcasting Corporation (NZBC) in 1967.

His first duties: sweeping, dusting and polishing. His starting salary: \$730 a year.

“Back then what went to air was very severely controlled,” he says.

“I remember one incident where a radio commercial for Clearasil had to be urgently edited before it went to air because it contained the word ‘pimple’. We had to insert the word ‘blemish’ in its place.”

Smith says he remembers union strikes from a bygone era.

“Those union members and officials certainly paved the way for the conditions we have today. In those days there was more direct influence from government on the operation.

“When I first started work I was entitled to one week’s annual leave, now I am entitled to five.

“Back in 1967 it was a time of compulsory unionism. My parents and grandparents were great Labour supporters and I guess I inherited their philosophy.”

There has never been a more important time to be a union member than in 2017, says Paul.

“In unity there is strength. The world has changed. The way we work has changed. The way people

interact with each other has changed. Technology is moving at a pace never seen before.

“Self-service, and all that entails, is eroding the need for people to be employed in more and more sectors. Being a union member gives you support, encouragement, protection and power.”

Family plays a big part in Paul’s life – his children, grandchildren and great grandchildren. He enjoys sports, now as a spectator, as well as art and music from the 60s and 70s.

“I would love to travel,” he says.

“My wife and I recently went on a cruise around some of the Pacific Islands. I would love to do more of that.”

☆☆☆☆ WINNERS ☆☆☆☆



COLOURING IN COMPETITION

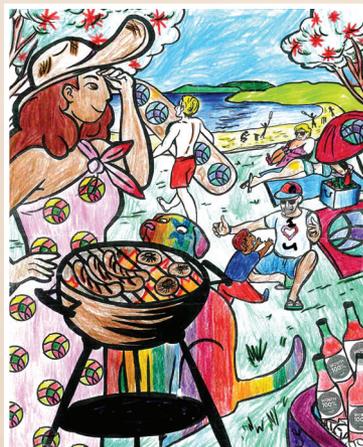
THANKS SO MUCH to everyone who entered our summer colouring in

competition! We had a wide range of colourful entries. We ended up awarding three entries to children and two to adults. Congratulations to **Inshira Diwan** and **Alishba Diwan** (joint prize), **Cavalli Kaea**, **Georgia Henderson**, **Anita Smith** and **Paul Taylor**. All winners received a PSA prize pack that included a picnic blanket, beach paddle ball set, beach towel, drink bottle and mini rugby ball.

PSA GIVEAWAY

Things can change a bit between the book and movie adaptations. Scenes get chopped, characters changed and things re-imagined. But films also breathe new life and vision into the world of the written word.

Win a copy of *I, Daniel Blake* as a DVD and book. Write us at workinglife@psa.org.nz and tell us whether you usually prefer the book or the film versions of things and why.



Above: entries by Anita Smith and Cavalli Kaea

CELEBRATION OF BOB MACDONELL'S LIFE

WE ARE SADDENED by the passing on Bob MacDonnell. He was a part of our union family as a member, delegate, activist and organiser for 37 years. Bob worked for the PSA in the 1970s and 80s when our membership size was pretty much the same as it is now, but the number of PSA staff was much smaller.

In that sense Bob was the “fix-it” guy, the person who looked after the detail, crossed the t’s and dotted the i’s. Bob was not the charismatic leader with the great speeches and all the vision stuff. But it was Bob who translated the big picture into actions. Actions that organised workers, resolved members’ problems, brought resolution for union members, and improved the lives of working people.

Bob was an extremely conscientious person and a great stickler for detail.

His advocacy for members was legendary and he fought for their rights tenaciously. Bob was cunning and knew how to play the system on behalf of his members.



Bob Macdonell (left)

The Central Districts generated two of the big disputes of the Muldoon era – New Plymouth Power Station and the meat inspectors’ heat dispute which germinated in Whakatū in the Hawke’s Bay. These events are lost in history now, but back then they involved thousands of workers and

brought about real confrontation. While others provided the public image and appeared on the TV, it was Bob who, behind the scenes, did the paperwork, helped the families of the strikers to get provisions, wrote up the depositions of the members for the various court cases. These were big victories for the PSA, for our members, and for the union movement, and Bob was toiling away in the engine room of those victories.

He did not just do a job. He was passionate and committed. He understood he was part of the union movement, had a keen sense of justice and all he did was intended to better the lot of working people.

Excerpts from Bob’s eulogy by John Shennan

BRIEFOSITY

- ANNUAL MEMBERS’ Meetings will be taking place from April this year. Talk to your local delegate team for more info!
- THE CTU’s Treat Her Right Campaign has launched, which aims to raise awareness of equal pay in New Zealand. Sign the pledge online at www.treatherright.co.nz
- HEY, DELEGATE! Yeah, you! Are your details up to date? Log in to MyPSA to make sure we’ve got the right contact info for you, and sign up for your free training days if you haven’t already. By the way, you’re awesome and we love you. www.psa.org.nz/my-psa
- THE INCREASE to your fortnightly PSA membership is 75 cents (for those earning above \$41,184 per annum), 35 cents (those earning \$18,970 - \$41,184) or 15 cents (those earning under \$18,970).

WE’RE NUMBER 1!

NEW ZEALANDERS SHOULD be proud of their public service, with Transparency International’s 2016 Corruption Perception Index finding that our public service is the least corrupt in the world (equal with Denmark).

The latest results are an improvement from fourth place in 2015, and should be seen as a credit to the hard work of tens of thousands of people across our country who are passionate about creating a better society for all.

“I’m proud that PSA members have been recognised by this highly regarded global institution for their transparency and honesty,” says Glenn Barclay, PSA national secretary.

“Despite years of static budgets and staffing caps, our public servants continue to perform their jobs with integrity and professionalism.

“We should all be proud of this achievement, which speaks volumes as to the credibility and capacity of our public service,” he says.

Feature

Standing Together

in 2017



Illustration by Jem Yoshioka

Story by Stephanie Rodgers

New Zealand's general election will be held on 23 September, and the Stand Together campaign is revving up for it. We want to make sure that the issues that matter to PSA members are front and centre when people decide how they're going to vote.

THE PSA ISN'T affiliated to any political parties. We stay independent so we can focus on getting the best outcomes for our members, no matter which party is in government.

But nonpartisan doesn't mean the same thing as non-political. Being a union for the public service is already a deeply political thing. The organisations we work for and the services we provide are often foundational in the election debate – especially in health, housing, and social welfare.

Sometimes it's hard to see that bigger picture. Understandably, we're caught up in the day-to-day reality of our working lives, and it's easy to forget about the important part we have to play in determining the future of our society and how the values we hold will shape the direction New Zealand moves in.

With the election around six months away, we're thinking about what public service means in 2017, and how that underpins the work we will be doing as an organisation before the country heads to the polling booths.

WHAT WE DO

Last year the PSA asked a range of people what they thought of when they heard the phrase "the public service". Some people named specific services – like the Police, transport, or local councils. They gave definitions – "support the government" or "service to the community". Quite a few people talked about negative stereotypes – the idea of faceless bureaucrats in grey suits all sitting in Wellington offices. It's a familiar and pervasive trope.

But once people were prompted to think of other jobs in the public service – like "people at the Department of Conservation maintaining national parks" or "the people who make sure that food sold is safe to eat" or "people who staff the 111 service to ensure you can get help when you need it" – their attitudes changed.

"I think those are all essential services that we pay our tax for," said one participant. "We don't always think of those things as public services – we just take them for granted, I suppose."

And another said, "All the unsung heroes, all the people who do all that lovely work and we forget about them. The people who manage our roads and pick up the rubbish and do all of that."

That's the message we're taking into the election this year.

“With the election around six months away, we're thinking about what public service means in 2017.”

WE'RE NOT JUST SERVANTS. WE'RE HEROES.

Every day, PSA members work hard. We help people in need. We strengthen communities. We support businesses to succeed.

Without us, not much would get done. But often, the work we do is invisible. Even we fall into the trap of talking about “public services” without making it clear we’re talking about people: the people who keep the country running. Who make sure the basics are taken care of so New Zealanders can live their lives a little more easily.

When you’re a PSA member, you can be a hero every single day, no matter what your job is. We’re often taken for granted, but we should all feel like superstars.

So a big part of the Stand Together campaign, since it was launched last year, has been about profiling our local heroes. On our website and Facebook page you’ll see photos and stories about “ordinary” PSA members and the extraordinary things they do every day.

THE ELECTION ISSUES FOR PSA MEMBERS

In late 2016, we surveyed delegates,

members, sector committees and Te Rūnanga about their priorities for the general election. The results were clear: economic issues like wages and family income for ourselves and the people in our communities are the big issues. Housing, poverty and inequality came in close behind. Funding of public services, including mental health, staffing levels, the environment and the climate were all mentioned too.

People working in public and community services frequently miss out on the kinds of pay rises employers give in the private sector. One reason for that is the lack of funding coming from government. By the time departments and agencies have paid for new equipment or additional staff, there’s not much left to transfer to workers to cover the increased costs of rent, petrol or food.

STAND TOGETHER FOR HEALTH

An Infometrics study commissioned by the Labour Party and released

in June 2015 looked at the growth in health spending – in terms of the basic numbers – and whether it was keeping up with inflation and demographic change. As our population grows and ages, healthcare costs naturally increase.

Infometrics estimated that the health budget was down \$1.7 billion on where it had been in 2010. Two years later, the shortfall has grown to an estimated \$1.85 billion.

The Yes We Care campaign is a new coalition of people working in health and the community, including the PSA.

The results of their recent workforce survey of healthcare professionals show that 9 in 10 people who work in health feel that the system is understaffed and under-resourced.

The survey of staff included respondents from First Union paramedics, the New Zealand Nurses Organisation, healthcare and hospital support staff from E tū, and the PSA, representing mental health



workers, support staff and the allied workforce.

Health staff said funding was affecting access to healthcare, and that their workloads and work pressures were not reasonable.

Having launched successfully, the focus now moves to the nationwide roadshow and building momentum through local support. There are events around the country and we could use your help. You can find the full list of event dates and locations at fb.com/yeswecare.nz/events

The Survey of almost 6000 health workers found:

- **90%** say the health system doesn't have the staff and resource required to provide New Zealanders with the healthcare they need when they need it.
- **61%** say New Zealanders access to Healthcare over the last five years has decreased.
- **72%** say their workload and work pressures aren't reasonable.
- **84%** say their workload and work pressures have increased over the last five years.
- **90%** say the Government's current level of health funding is affecting New Zealanders' access to healthcare.
- **82%** say the Government's current level of health funding is affecting their workload and work pressure.

JOIN THE CAMPAIGN

We have public and community services because when we all come together to support each other, everyone benefits. This election, we're encourage all of our members

to be active and engaged in the political dialogue, and in the next issue of *Working Life*, we'll be looking more closely at how our members can get involved.

By promoting the contribution PSA members make to New Zealanders' lives, we can make sure voters support strong, independent public and community services – and so does whoever forms the government.

If you want to get involved in the Stand Together campaign,

like us on Facebook or visit standtogether.org.nz. If you've got a story you want to tell about how you or your workmates make life better for New Zealanders, drop us a line. PSA members do amazing work on behalf of the public. In many ways, every day, we make life better for Kiwis – we help them live more freely. This year we need to tell that story together. ☺

Our vision

The PSA will be asking all political parties to support our policy priorities this election. They have been developed following consultation with members about what matters most to you, and we will publish parties' responses later this year in *Working Life*.

Below are the principles that guide our policy asks. More detail on specific policies can be found online at www.psa.org.nz/ourvision

- **Cost of living:** social, economic and employment legislation must be designed to reduce inequality.
- **Housing:** restore the integrity of the social housing sector.
- **Equal Pay:** legislation introduced to make it easier for workers and unions to resolve equal pay claims.
- **Health:** New Zealanders are not getting the healthcare they need. We need a substantial increase in government health funding to match unmet need.
- **Public Sector:** a strong public sector is fundamental to a thriving democracy. We need sustainable funding for public services.
- **Community sector:** we want to see responsible government procurement processes that ensure decent employment conditions for workers.
- **Local Government:** the constitutional independence of local government must be supported and strengthened.
- **Tax:** we support the principle of progressive taxation as a means of ensuring the fairer distribution of wealth, and because it sustains strong public services.
- **Social Security:** we support a fair social security system that enables people to live with dignity and enjoy full social and economic participation.

Te Ture Whenua Māori Bill update



Māori land reform has been a slow burning conversation since Te Ture Whenua Act was introduced in 1993. Its purpose centred on the retention and utilisation of Māori land. The reformation seeks to repeal the Act in its entirety and is expected to pass upon its final reading in Parliament in April this year.

TE TURE WHENUA Māori Bill (2016) will come into force in October 2018, giving affected agencies and Māori nearly 18 months to familiarise themselves with the complex legislation. During that time, the Māori Land Service will be formally established and a transition of services from the Māori Land Court (the Court) to the Māori Land Service will take place. The loss of knowledge, transfer of staff and funding for the new structure are among some of the key issues for the Public Service

Association and Te Rūnanga o Ngā Toa Āwhina.

TAONGA TUKU IHO – A TREASURE OF MĀORI HERITAGE

Nicole Nepe, who works at the Māori Land Court, believes it's essential in helping connect Māori with their whenua, an important role establishing clear lineage and preserving whanaungatanga. It is much more than administrative service or a judicial process; the

Court brings to life lineage for Māori. The Māori Land Court is a treasure of Māori heritage that needs to be preserved.

Nicole's four managers have worked at the Māori Land Court for 200 years, collectively. Their work based primarily on the relationships and kinship they have locally. This wealth of knowledge cannot be replicated with paper work and rests on the foundations of Māori oratory traditions.

"They are walking encyclopaedias," Nicole says.

This is what makes the Māori Land Court a taonga for Māori and a critical part of New Zealand's history. It is in part a living testament grounded on oral histories and carefully documented testimonies of tīpuna that rests upon the shoulders of the principles of Te Tiriti o Waitangi and ensuring mana motuhake for Māori.

It is essential that this remains a core part of any reformation and that this reformation is by Māori for Māori. While the repeal of the Act seeks to reiterate the importance of Te Tiriti and the retention and utilisation of Māori land, it is difficult to see just how this can be achieved in the absence of retention of knowledge passed from generation to generation through the Māori Land Court.

Paula Davis, who has worked for the Māori Land Court for 11 years – half of the average length of service in the Court says, “There won't be the same local knowledge base at the Māori Land Court that is expected by our customers.”

WORKING FROM HAU KĀINGA

Māori Land Court services are provided locally by Māori for Māori. Employment opportunities, as well as accessibility to essential services of the Court, will be seriously diminished without clear determination of what the new Māori Land Service will look like and where its staff will be sourced from. Without this assurance, there are serious concerns by some members of their ability to find comparable work, particularly if they are not based in a main centre.

The preference of PSA members is to work in their hau kāinga, preserving knowledge to be handed down to future generations. One PSA member says, “the Māori Land Court has been the only front-line, on the ground, agency that has been working with Māori on a day-to-day basis – providing service in the same regional areas – to generations of the same families.”

ROLES AND RELATIONSHIPS

Once the law is passed, the Māori Land Service will have its mandate to establish. This could bring more clarity of what support there will be for Māori and what employment opportunities there will be for Court staff come October 2018.

In its submission, the PSA suggests land owners will still be liaising with a multitude of agencies “who may not have the empathy with local iwi and tikanga values which Māori Land Court staff have developed over many years of working alongside owners.”

At its heart, kanohi-ki-te-kanohi (face-to-face) sets the tone of the work the Māori Land Court undertakes. Without it, many PSA members are concerned that the level of customer service will decline. “Any new service created will/may reduce kanohi-ki-te-kanohi opportunities.”

Similarly, Nicole Nepe's knowledgeable and experienced managers are able to provide vital information to our stakeholders from land complexities like paper roads, easements and landlocked lands to understanding the impact of section 40 of the Public Works Act 1981. This is no easy feat.

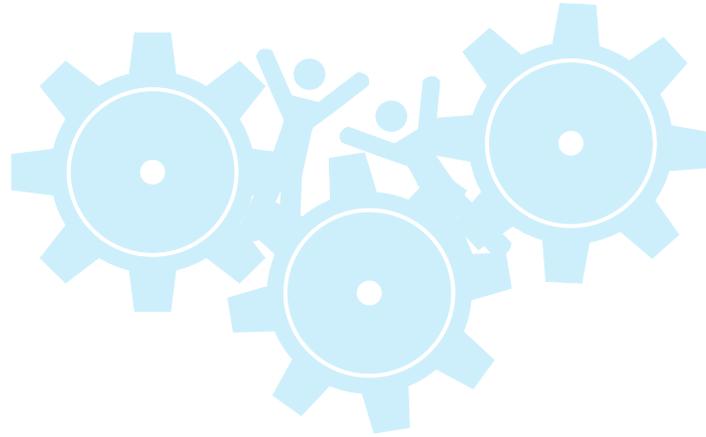
“The mechanisms and organisational structure for the service already exists, the expertise already exists, the systems and technology already exist, the case management expertise, the transactional expertise, the registry expertise, the land transaction expertise, the business expertise already exist in the current Māori Land Court structure.”

The PSA believes solutions for greater utilisation of Māori land should be designed by Māori for Māori, not by government. There are many ambiguities about the future of jobs, where the knowledge of lineage will come from and how exactly the services will be provided and by whom.

“What the Court will look like after the Bill is yet to be seen, but the most worrying part is how our landowners, whānau and clients will fare and whether their sentiments expressed at the Court wānanga are realised, providing accessible and simple avenues for them to undertake their work,” Nicole says.

The strength of the knowledge held by the Māori Land Court and its staff is unparalleled. While there are certain areas where improvements could be made, complete reformation of the Act was perhaps unnecessary. Amendments, rather than repeal, could have been made to improve the service provision while protecting the knowledge and taonga tuku iho that is the Māori Land Court. ☺

By Ta'ase Vaoga



Corrections – a system in crisis

The prison muster has hit 10,000 – and our system is struggling to cope. Two-thirds of inmates are double bunking, people are spending up to two years on remand, prisoners are bussed and flown all over the country as spaces open up for them.

PSA MEMBERS IN Corrections – particularly those who work in prisons – are doing it tough. Overcrowding makes their jobs harder and potentially more dangerous, but they're carrying on.

The system's ripping at the seams and PSA members are the sticky tape that's holding it all together. The PSA has been working with Corrections to tackle the safety issues and reduce the muster, to give everyone a little more breathing space. But with more crime, more convictions and delays in the courts, it's hard going.

Working Life spoke to three Corrections officers – all highly experienced, all PSA delegates and all deeply worried at where the system is going. The PSA is concerned the government thinks it can lock up more and more people, without addressing where it will put them, how they'll be rehabilitated and who'll do the work.

The first consequence of overcrowded prisons: inmates spend more time in their cells. The time prisoners spend “unlocked” has been halved, meaning that 14 hours out of their cells has been cut down to six. That leaves precious little time for training and rehabilitation work, which is crucial if the department's going to meet its Better Public Services target of reducing reoffending.

There's no privacy. Tensions run high. Everyone's more on edge. Officers need to be twice as alert to what's happening, read the body language and watch each other's backs. More staff have been recruited, they say, but that's not always the solution.

“We have new staff coming in, but they are not as experienced at reading a situation,” one Corrections officer told *Working Life*. “Some new staff can walk into a situation and inflame it without realising. So you have to be a lot more vigilant.”

MOVING INMATES

In January, TVNZ broke a story about how if overcrowding got too bad at Auckland Region Women's Corrections Facility, there was a deal which would allow inmates to sleep the night in the cells at Manukau District Court. They would arrive at night, sleep, then in the morning they'd be shipped back so the Court could use the cells. This hasn't happened yet, but it could. There's also a plan to change the law so that Corrections could use Police jails as if they were prisons.

And then there's the constant moving around. Every time the inmates are transported, they need escorts; extra staff. They're unsettled because they don't know where they're going to be from one day to the next.

As the muster increases, so do the workloads. New staff can't do the work of the officers in charge of a unit, who say they have so much paperwork to

do that they can't take breaks. There's no chance to give newer recruits the vital safety training they need on the job. The paperwork is all about the targets, they say, and these are targets that have been imposed on them by this government.

So what's causing this – and how can it be fixed before it's too late?

SYSTEM AT RISK

The officers I spoke to were unanimous in saying the system's ripping apart. They don't blame the department. They acknowledge that government forecasts didn't predict this, because New Zealand's bucking international trends which have seen violent crime rates falling

in many countries. They say that's down to drugs, particularly P. There are perceptions that where P is involved, Courts will deny bail and send people on remand. There are people spending up to two years in prison waiting for trial. More violent offences, more people ending up in jail with addiction and mental health problems.

Complicated problems, complicated solutions. The three officers *Working Life* spoke to said Corrections needs to go to the government and get fast-tracked action on building new facilities, and more money for training programmes and other resources.

But at the core of it, this is all about politics, they say.

“Politicians have to get real. They're constantly going on about the law and order issues, but they have to be cognisant that Corrections has to be able to deal with it. They say, 'lock em up, life means life,' they'll all say that to get some votes. But they need to deal with the consequences.”

Our members in Corrections, like all our members, do their jobs because they feel it's a vocation. But they're reaching the point where they can't do the jobs they signed up for. And that hits not just our members, but their communities. When we Stand Together for better public services this election, we're making all our voices heard. 🗳️

By Jessica Williams

Cross the ditch for less!

PSA members can get cheap accommodation - courtesy of our sister union.

With 14 holiday homes in 7 locations, there's never been a more affordable way for members to visit South Australia.

The South Australian homes sleep 4 to 6 people, with weekly rates starting from AU\$325 and nightly rates of AU\$85. Prices and units for every family's budget.

For more information go to www.cpsu.asn.au/holiday-homes, call on 00 61 8 8205 3287 or email holidayhomes@cpsu.asn.au

Locations

- Ⓐ Glenelg - 2 Units available
- Ⓑ Goolwa - 2 Units available
- Ⓒ Port Lincoln - 1 Unit available
- Ⓓ Robe - 4 Units available
- Ⓔ Port Vincent - 3 Units available
- Ⓕ Wirrina - 1 Unit available
- Ⓖ Kangaroo Island - 1 Unit available



To make a booking download a booking form from psa.org/ozhomes, complete and return to: holidayhomes@cpsu.asn.au.

PSA of SA will contact you via email to confirm your booking.





Labour Future of Work

The Labour Party's Future of Work Commission is positive about what's to come, but what does it mean for PSA members?

"THE BEST WAY to predict the future is to invent it", says a banner quote in the Labour Party's long-awaited Future of Work report. Behind the buzzwords, though, this report has some serious points to make about how technology, globalisation and collaboration are changing our workplaces at a pace we've never seen before. The Commission's big message – we can't let these changes just happen to us, passively. We must adopt and adapt.

How then to deliver decent work and try to combat rising inequality? Labour's come up with a bunch of recommendations, most of them around education and security of work and income. Some, like the three-years free post-school education, have already been implemented; others, like "making New Zealand a magnet for talent", would require a multitude of policy settings.

Labour proposes a guarantee that every worker who loses their job through technological change would get up to six weeks' training and support – and businesses that refuse to train their staff should pay a levy.

There are suggestions about abolishing secondary tax, partnerships with iwi and Pasefika, and a promise to investigate future income models like the Universal Basic Income.

How many of these recommendations end up in the party's manifesto – this year or in the future – is really anyone's guess. But the korero around employment relations and the role of unions isn't just about government policy.

CTU President Richard Wagstaff believes that union values – democracy, freedom, equality, justice, collaboration – will never go out of fashion. But as the environment changes, so must unions change. Labour's made it clear unions need to take the lead on this. With one of the lowest rates of collective employment agreement coverage in the OECD, change is needed now.

Working Life interviewed Grant Robertson about the Future of Work Commission for the March 2016 issue. In it, he pointed at the need for unions to change their traditional models

of organisation and offer different services to members.

"People in the 'sharing economy' may not need help negotiating contracts, but they realise they need support and organisation," Robertson says.

Large, stable workforces will feature less in the future, so reaching out to the new working environment will be key.

Last year, British researcher David Coats spoke to PSA audiences about the need to decouple industrial relations from left-wing politics. Professor Margaret Wilson of Waikato University, argues for a "workplace constitution" – a statement of rights and responsibilities in the workplace for all workers, not just employees.

But it's clear that for any of this to happen, the union movement will need to push Labour – or whoever's in government at the end of this year. Because while politicians think about what to do next, workers will be bearing the brunt of this rapidly changing environment, and someone needs to stand up for them. ☺



Parental leave survey

ENTERING PARENTHOOD IS an event that requires a near unfathomable amount of energy, time and preparation. It also requires juggling between work commitments and adjusting to having a new baby in the home. The balancing act between work and parenthood is navigated by expectant mothers as well as by non-pregnant parents – whose roles cannot be understated – including partners of pregnant people, foster parents, and adoptive parents.

This is reflected in the rapidly increasing number of non-pregnant parents taking some form of paid and unpaid leave to ensure they get the time they need with their whānau both in the early and ongoing stages of parenthood. At present, legislation allows partners:

- up to 18 weeks of primary carer leave that attracts government parental leave payment if transferred from the mother
- up to 52 weeks (inclusive of any primary carer leave taken) unpaid extended leave with job protection that can be shared between both parents if they're both eligible

- two weeks additional unpaid partner's leave.
- Any other flexible working arrangements are at the discretion of their employer. But is this what families today want or need?

Through the December *PSA News*, we asked partners to share with us what arrangements they've made. On the birth or adoption of a child, most partners took up to three weeks of some form of leave. The dedicated unpaid partners' leave was not widely used and seen as unaffordable, as taking it would leave their family with no income.

What people did do was use combinations of annual leave, sick leave and time off in lieu. About one in 10 partners were able to access paid parental leave from their employer and a similar proportion used government paid parental leave transferred from their partner. People said they deeply valued the time spent with their partner and new arrival and some wrote of their regret at not being able to take more time.

It seems that it's outdated to assume that after a partner returns to work

following the birth, fostering or adoption of a child, their working life returns to business as usual. We found that over half of parents continued to take leave for childcare purposes (mainly annual leave) and over half made ongoing changes to their working hours or location to enable them to cover childcare and school hours and holidays.

Many of those who did the survey were surprised or disappointed that there aren't better entitlements for new parents and wanted better support from government and from their employers. Overall, it seems that it makes all the difference to have a good manager who is flexible and understands that people can't just work as if they aren't parents.

Taking time from work for a new arrival and having working arrangements that support families is something that's needed not just by individuals but for healthy, resilient communities. It's time that legislation and employment agreements caught up with this, and advocating for this through your union is a great place to start. ☺



On the job

by Jess McAllen

AT GNS SCIENCE

In the early hours of Monday, 14 November, when a 7.8 earthquake hit Kaikoura, GeoNet – New Zealand’s geological hazard monitoring system – proved a vital source of information.

Gill Jolly, the director of GNS Science’s Natural Hazards Division, was asleep in Wellington when the rocking started. Her young son came into her room to wake her and they dropped, covered and held.

THE MIDNIGHT QUAKE

“It was pretty intense when Kaikoura happened,” she says.

“Most of us were at home in bed or trying to sleep. Knowing the duration and strength of the shaking, we knew it would have a significant impact... when it became apparent it was pretty serious and there was a potential tsunami, I went into work. There was a team of about 15 people already in work by 2.30am responding.” [Initial response was within minutes from the duty officers at home – others mobilised to Avalon within an hour.]

GeoNet’s primary role in a response is “supporting the Ministry of Civil Defence and Emergency Management during any geological hazard event,” Gill says.

Despite the big workload during and after the Kaikoura earthquake, GNS

Science staff are passionate about what they do.

“We have field teams trying to capture important data before it degrades as a result of landowners trying to get back to business; members of the public come up to the staff and say they’re thankful for the work we’re doing, which is really nice for our staff,” Gill adds.

EMERGENCY CUTE

GeoNet was praised for its use of social media following the earthquake and the new “emergency cute” feature – where pictures of animals are posted with positive messages – was a hit.

“That came out of the response to the Christchurch earthquake,” said Gill, who has a background as a volcanologist.

“A number of studies looked at information that was put out to the public. One of them said people felt comforted getting an early heads up. Even if accurate information wasn’t directly out there quickly, someone was onto it. Post-Christchurch we got very into social media.

“Emergency Cute started a couple of days after the Kaikoura earthquake. It was a way to reassure people with a little humour instead of just being like ‘an earthquake happened here’”

LOOKING AFTER OURSELVES

But it wasn’t just the public that needed to de-stress: Gill had difficulty getting her staff to take time off in the weeks following the November earthquake.

“We had to almost force people to take time off because they wanted to do the best job possible.

“It’s also really interesting science. The scientific brains immediately get into gear, so trying to get people to pause was challenging.”

As a way to help, the SPCA brought in puppies and rabbits to GeoNet. “Little animals can really reduce your stress. It was good to break things up a wee bit.”

FAULT SCIENCE

The science surrounding the Christchurch earthquake six years ago and the recent Kaikoura one differed dramatically, Gill says.

“In the 2011 quake, the fault rupture was right underneath Christchurch. We relied on modelling and interpreting instrument data to provide information.

“The Kaikoura earthquake included 17 different faults (so far), so it was a huge logistical challenge to capture that. For Kaikoura, we’ve been able to use different types of data from lots of different research teams, which has helped to build the picture of what happened.” ☺



Behind the scenes

by Jem Yoshioka

WOMEN'S LEADERSHIP TRAINING

Women make up over 70 percent of our union. We talk with new Women's Network Committee member

Maree Nilson on her recent leadership training and joining the committee.

How long have you been a member of the PSA?

I've been a member for 13 years, that's when I started with the Ministry of Justice. Basically when I became employed in the public service I joined the PSA. I have been a union member that entire time.

What prompted you to join the Women's Network, and subsequently the committee?

I first attended the National Biennial conference last year. I was surprised by how much was being done by the Women's Network and the talented women who were involved. I thought "I want to be a part of this", so I put my name forward for the committee.

Has joining the Women's Network committee had an effect on your working life? If so, what's changed?

Absolutely. It has shifted my perception on my own work and career. I want to be encouraging other women in both personal and professional development.



I had passion about women's rights and equal pay before, but it's been further installed by the support of the other outstanding women on the committee. I just get blown away when I go to meetings, the work they're doing is an inspiration.

I'm better educated on union issues than I was before. Often when I talk to people they say, "If I had a problem I'd go to an employment lawyer". But a union isn't just about when you have a problem – they provide good working conditions. The good things we have are the result of the hard work of unions.

I've been guilty of this thinking too – where you just pay your union subs and don't think too much about what being part of a union means so it's been fantastic to learn more.

The Women's Network conducts leadership training around the country. You've taken this course, how has it benefited you and your work?

It was really good to hear other people's stories and the challenges they had around professional development. We looked at the barriers that stopped women from progressing or applying for jobs and what we could do about it. I think everyone went away going "I can do this".

It's been an absolute benefit for me. I'm now thinking about what I can improve on professionally. I've spoken to my manager and am looking at changing things in my work environment and working on new projects. This was the inspiration from the course.

What do you hope the Women's Network will achieve for women members this year?

Keeping equal pay topical is key because it just flows on to everything else. If you've got the income you deserve then it makes such a difference in your life.

The attitude is "We can help you, we will help you, it will be resolved". We do have challenges like equal pay, but we're there together in the collective movement, and we can make a difference.

I look at my friends' children and I think, "We're going to make a difference for those young women when they come into their working lives". And we can make a difference. I'm determined to be a part of that. ☺



Worth a look

By Nick Kelly

I, DANIEL BLAKE

Veteran filmmaker Ken Loach's latest movie *I, Daniel Blake* is a powerful story highlighting the injustices that people face on a daily basis in austerity-era Britain.

This hard-hitting movie tells the story of Daniel Blake, a joiner, who is unable to work after suffering a heart attack. The film shows the way that the combination of austerity policies, privatisation and government underfunding are hurting the disadvantaged in society.

The protagonist in the film, Daniel Blake, has been told by his doctors that he is unfit to work. Yet the Department of Work and Pensions requires Daniel to be assessed by a "Healthcare professional" who appears to have no medical qualifications.

This "professional" is employed by a private US company contracted to this department. Based on the Healthcare professional's dubious decision, Daniel is denied a sickness benefit despite his doctors saying he isn't ready to work.

While waiting in the Work and Pensions office, Daniel meets a young woman who has been moved to Newcastle from London, away from her family and support structures. She and her kids turn up late to her appointment due to not

knowing the city and accidentally taking a wrong bus. In spite of her obvious need, because the woman is late, she is turned away by the department's staff and told she'll need to make another appointment.

The movie is heavy-going and demonstrates the way welfare systems can grind people down through dehumanising bureaucracy and processes designed to reduce costs rather than to help people. Loach successfully uses dark humour to illustrate this point.

At the start, when being asked a number of health questions unrelated to his heart condition, Daniel responds that he has already filled out the 52-page form. When questioned about his bowel movements Daniel replies "my arse works a treat", but suggests if he keeps being asked these questions this may change.

It would be easy for this film to vilify public servants employed by the Department of Work and Pensions, but the film is more nuanced than that and shows the difficulties of being human within the system. For example, one of the main characters is an employee of the department who goes out of her way to help Daniel.

After being told the forms he needs to fill out are online, Daniel explains that he is "no good with computers"

and an employee makes an effort to help him complete the forms. This employee is soon after called into the office by her manager and is told it is inappropriate to help clients find forms online, even if they can't find the forms themselves.

This movie has some heart-breaking moments that illustrate how the system breaks people. In one scene, the mother who Daniel met in the Work and Pensions office is shown in a foodbank. When no one is looking she opens a tin of fruit and starts eating from it. When discovered, she is embarrassed and starts crying and says, "I was just so hungry".

Towards the end of the film, Daniel gets arrested for tagging on the wall of the Department of Work and Pensions. He spray-paints messages criticising the way the department is run, including the annoying music on the phone when waiting over an hour to speak to someone. This act attracts a crowd of people who start cheering him on before he is taken away by police.

I, Daniel Blake is a must-see. It tells the important story of what is happening in our communities without being preachy. The small acts of resistance by Daniel during the film are heart-warming and remind us that no matter how tough things get, we should never give up. ☺



Connected

by Jem Yoshioka

INTRANETS – DIGITAL IS REAL LIFE

New jobs always bring new challenges. Names to learn, security to navigate, kitchen etiquette to observe. But one of the things that can strike fear into the heart of anyone, no matter how steely, is what awaits you when you log in to your computer – your new intranet.

THE NET WHICH MUST NOT BE NAMED

In every organisation I've worked in, saying the word "intranet" is usually accompanied by an unconscious flinch. The muscle memory of frustration, as people recall the swampy world of bad experience design. It's a place to avoid, until you need that one piece of information you have to go there to get.

But at heart, all intranets want to be good intranets. Most of them were built with big dreams in mind. Sometimes the people doing the building, however, don't ask the right questions of the people who will be using the intranet. The builders get swept into another direction, distracted by shiny-sounding features, or they build something without thinking about the daily requirements of others.

ENTROPY BY DESIGN

When a new intranet is built, you can expect a big shiny launch for it.

The design team will promote all the ways this new intranet will totally and completely be better than the last one – "we promise". But this dance is always the same, and after a few months of steadily decreasing interest, the system slowly loses its veneer and people go back to whatever workflows they were using before, even if they're technically less useful.

With the spotlight shifted elsewhere, the intranet gets a bit forgotten. Pages date, things end up in the wrong place and important information might not even end up there. What's left is a tangle of pages, and no clear map to what's still useful. Navigating the intranet becomes more of an archaeology expedition through ancient ruins.

Maybe I've just had bad luck with the intranets I've met in my life. Maybe there are beautiful intranets out there, palatial havens of landscaped beauty, meticulously maintained, updated and cultivated. Everything an intranet should be, and nothing it shouldn't. Maybe, you never know.

OUR DIGITAL SPACES REPRESENT US

So how do you build a good intranet? It comes back to one thing – who are you building for? Just like having a good physical workspace, good digital spaces support positive office culture. They show respect of people's

different experiences and abilities with technology. An intranet should be designed to meet the continuing needs of the people you work with. And since those needs will change, your intranet needs to change too.

CONNECTING VIA INTRANET

Intranets are a place to show off to and celebrate your colleagues. They can set the tone for the day. Regular updates from people you don't get to see in person can help you to feel connected to your wider organisation.

We so often let ourselves get siloed into our own little corners that it can become all too easy to forget we're actually in this thing together. We have a common goal and direction, and the intranet can be a way we broadcast this to each other.

We're not living in the early days of the web. We can expect more than the delivery of information. You don't want a dinner that's edible, you want one that's delicious. We shouldn't settle for 'acceptable' when we can have 'delightful' with a bit of work.

Time and attention spent internally might seem like a lower priority than customer-facing things, but in the long term it will ensure we're all better connected and can deliver better service. ☺



Standing Rock

In early 2016, indigenous and environmentalist protesters organised a resistance movement against the approved construction of the Dakota Access Pipeline.

THE PROPOSED PIPELINE was projected to cross beneath part of a vital water source located near the Standing Rock Indian reservation. Protesters' voiced concerns that the pipeline would contaminate and threaten indigenous water supplies and sacred land areas.

In an already divided sociopolitical climate, protests were widely publicised due to a heavily armed police presence and their hostilities towards indigenous protesters.

In late 2016, Inland Revenue's PSA delegate, Catherine Weusten,

travelled to the United States to join in after witnessing the protests and the police hostilities through social media. When she returned, we talked to Catherine about her experience.

This obviously isn't the first or the last time indigenous Americans have had to fight to protect their resources. How did you find the protesters' morale when you got there?

They were in good spirits but they do also feel like history is just repeating itself where they aren't

being respected or listened to and their rights aren't being upheld.

So it was a real mix of emotions for some people – some were really fired up and angry about the whole thing and understandably quite mistrusting of anyone who wasn't indigenous who came into the camps.

But otherwise, they were actually really welcoming and so happy to have the support and get more people there... so there was a real sense of community.

As you mentioned, there has been some intense police presence at the protests. Did you ever find yourself in similar confrontations with an armed and militarised police?

Well, because it was over the Christmas period it was quite quiet. So I didn't see anything like the things that happened prior to November where police used mace and rubber bullets and water cannons in sub-zero temperatures.

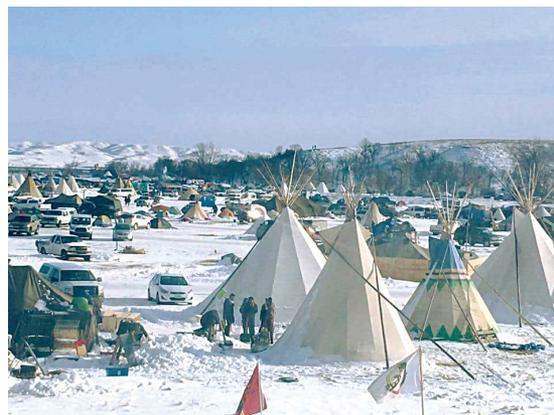
So I had prepared for more confrontation in that sense, but the closest I came was probably when some armoured vehicles and helicopters were launched while we were on a prayer walk.

They kept their distance and they weren't hostile towards us though, I guess because their numbers were quite scarce because of the holiday period. I did also see on occasion people being detained and arrested on completely bogus charges like trespassing – even though they were on their own treaty land.

President Trump has recently taken executive steps to go ahead with the pipeline. Where to from here for the protesters?

At the moment, it's become rather difficult for them. The Oceti camp was served an eviction notice and forcibly removed by a militarised police – the same happened to one of the other camps as well. So the camps have dwindled in size – before November, there were as many as 10,000 people.

Now they're probably down to about 200 to 300 people. But many of the protesters are still in high spirits, they're still determined – it's the only home they have and they're



fighting for their environment for their children and future generations.

I do think the battle's going to be long and hard but I think the

more people who get involved and become more aware of what's going on, the more we can help.

I mean there's already been over \$61 million divested from the pipeline because people have been lobbying their representatives and contacting their banks to protest. So I'm still hopeful that people can make an impact.

New Zealand has had its own debates over fears of water pollution. Do you see any parallels between New Zealand and what's going on at Standing Rock?

Absolutely. At the moment we've got Chevron and other big corporations looking for oil along our coasts but after the Paris Climate talks it doesn't make sense that we're still looking for fossil fuels when we should be moving towards renewable energy. It's not just big oil corporations that we're talking about – if you look at our own industrial dairying practices, it's having a real impact on the quality of our waterways.

And I know the government have said they're aiming for 90 percent of our rivers to be swimmable in the next few years, but they're actually just changing the standard for what a 'swimmable' standard should be.

They're not actually fixing the problem. So it's our government that needs to be held to account as well, because I want my grandchildren to be able to swim in the waterways and enjoy a safe and clean environment. ☺

PASEFIKA



NETWORK

WHILST PASEFIKA PEOPLE make up a relatively small proportion of the New Zealand population, Pasefika remain overrepresented in low socioeconomic brackets, made worse by their simultaneous underrepresentation in higher management positions. Recent figures show that the median household net worth of the total New Zealand population is a healthy \$289,000, however very little of this wealth is shared by Pasefika. In fact, the median net worth for Pasefika households is a mere \$12,000. These inequalities bleed into the social fabric of Pasefika communities; 90-day trials, long hours, and low wages exacerbating the ability to effectively provide the social and financial support for our families and wellbeing.

Yet the policies that promise to reduce the barriers that obstruct Pasefika success often feel disconnected from the reality of navigating the workplace and wider New Zealand society as a Pasefika person. This disconnect is just one area that the PSA Pasefika Network has identified and hopes to address as part of the network's overall, long-term vision for its Pasefika members.

STRENGTHENING OUR NETWORK

The PSA Pasefika Network was established over a decade ago to help represent the specific needs and advancement of PSA members who self-identify as Pacific people. Despite the network having been in operation since 2004, it has seen limited activity until recent years. Last year, however; PSA convenors began re-connecting the PSA Pasefika Network with the Council of Trade Unions' Komiti Pasifika, which oversees the representation of Pacific people across various unions, and attended the CTU Komiti's biennial fono in September 2016.

In addition to reigniting its activities and engagement with the CTU Komiti, the PSA Pasefika Network has re-familiarised itself with the advocacy needs and objectives of its members.

COMMUNICATING OUR MEMBERS' CONCERNS

Stella Teariki, PSA Pasefika convenor, says that whilst the long-term objective is to eradicate the social and economic disparities that disadvantage Pacific communities, the upcoming 2017 general elections

offer an opportunity to keep Pasefika members engaged, informed and connected in the lead up to the elections. This focus on the elections for the coming year also allows the network to facilitate ways in which the concerns of its members can be communicated to policy-makers and representatives – particularly through the network's involvement with the CTU Komiti.

The PSA Pasefika Network's vision for the 2017 election year is a means of addressing the disconnect that is often felt by Pacific people when it comes to the development of social, economic and employment policy.

Being heard is a crucial tenet of union advocacy and there are various ways to achieve this. Being involved in policy development through consultation in an election year is just one of the many goals and objectives the PSA Pasefika Network hopes to explore in the future. The work of the network itself provides Pasefika union members with a broad means of collective advocacy that is specifically focused on the issues that impact Pasefika so disproportionately. ☺

NETWORK BRIEFS



WOMEN'S NETWORK

This year is going to be a busy one for the women's network. As the driving force behind the Worth 100% campaign, we'll be working around the country to make equal pay a reality. We'll also be focusing on election issues for women this year.

Coming up soon are your workplace's Annual Members' Meetings and delegate elections.

If you've ever thought about being a delegate, we want to encourage you to step forward! Gender representation is important, and your voice will make a difference throughout the whole PSA.

MP Jan Logie's Domestic Violence—Victims' Protection Bill has been drawn from the ballot, which we support.

It is being read in the House on 8 March; International's Women's Day. What happens at home affects what happens at work, and these agreed provisions will ensure victims are supported in their workplaces.

DEAF AND DISABLED NETWORK

This year presents some exciting opportunities for the Deaf and Disabled Members Network. In 2016 Congress passed a resolution that recognised our network as a formal PSA network.

This gives us the power to move our own resolutions to make changes or additions to the rules and direction of the PSA, and gives us official

representation at Congress. As a formal network, we have a much greater part in ensuring that the PSA moves continually forward on being inclusive, accessible and positive as a union to meet the needs of our communities.

We have also formed our first committee. Our members are: Candace McCabe, Paul Brown, Jasmin Taylor, Roseanne Boddy, Dave Hati, Claire Vincent, Barbara Cameron, Sean Parker, Martine

Abel, April Mae Marshall, Kathleen Crawford, Catherine McHaffie, Jason Watson, Catherine Wickham-Manawaiti and Anthony Seymour.

Congratulations to all the committee members, and a big thank you to everyone who put their name forward to be involved. We had an impressive amount of interest. Check out psa.org.nz/ddmn for full bios and more information about the network.

OUT@PSA

The Out@PSA network is in the midst of its busiest time of the year. We hosted a stall at the Big Gay Out in Auckland on 12 February where we signed up 14 new PSA members and several new members to the network.

Our entry in the Auckland Pride Parade on 25 February with the theme of Equal Pay was well received. The PSA Equal Pay

campaign was championed to 20,000 spectators and 10,000 viewers via live stream. Our entry was one of 61 total entries with 3500 parade participants. A big thank you goes to the many PSA members, staff, and friends who joined us for the night and special thanks to the five fabulous artists performing great women's anthems. The performers were Amy Lautogo, Dave Hati, Di Boss, Namphon, and Ria Walker.

Out@PSA will host a stall at Wellington's Out in the Park and join the Wellington Pride Parade on 18 March.

This year the network is developing a new logo. Members have voted on which of three early concepts they prefer, and the winning concept will be refined into a final design. The logo will be used on all Out@PSA materials and to represent the logo in the wider PSA.

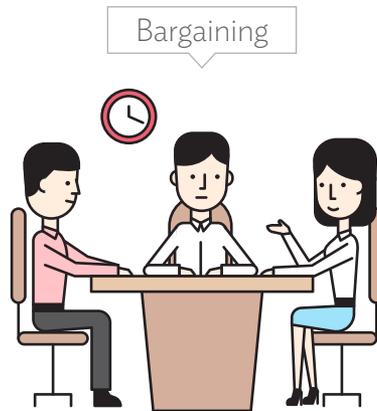


PSA YOUTH

Did you know it's free for students to be members of the PSA?

Now you do! As a growing union, we value the important voices of our young people. All members under 35 are automatically members of PSA Youth, which gets

you access to information, events and activities specifically for us. Sign up for student membership online at: <https://www.psa.org.nz/join-the-psa/student-membership/>



Agreement reached at CYF

OVER 2000 PSA **Child, Youth and Family** members have ratified their Terms of Settlement with the Ministry of Social Development after relatively quick negotiations concluded in late January.

The Terms of Settlement included two parts: first, minor changes to the Collective Agreement that include a 2% pay increase from December 2016 and a further 2% a year later.

The second part importantly includes a medium- and long-term plan

towards addressing workload issues, which has been an ongoing struggle for our members.

This plan acknowledges the need to begin addressing these issues prior to the formal establishment of Oranga Tamariki (Ministry for Vulnerable Children), which comes into effect from April 2017. This enables our members to have a strong voice in the process of identifying the key issues affecting workload, and commits to the PSA contributing to the new Ministry's work plan. ☺

These Terms of Settlement were received before Christmas last year and ratification meetings began in mid-January, concluding by the end of the month with 88% of members in favour.

Bargaining In brief

After a long and challenging process, members at the **National Institute of Water and Atmospheric Research (NIWA)** have just ratified a new Collective Agreement. The process included an unprecedented vote by members to take industrial action, and urgent mediation was held just prior to Christmas. A settlement was reached that averted industrial action.

Members at **Housing New Zealand (HNZ)** have achieved a number of positive outcomes in negotiating and ratifying a new Collective Agreement. HNZ will review positions in range for all PSA members with five or more years' service, and will work alongside the PSA to review its performance in partnership approach and remuneration framework. The agreed work programme will also investigate gender pay inequities.

WINZ settlement ratified

BARGAINING HAS ALSO concluded for our members at **Work and Income New Zealand**, who have secured salary rises of 2% and 2% from October 2016 and 2017 in their new Collective Agreement, which came into effect late last year.

The Agreement also includes a commitment to the Ministry upholding and reaffirming the importance of the principles of the Treaty of Waitangi in its day-to-day practice, updates to reassignment and voluntary severance clauses in the Change Management process, and increased clarity around management of hazards and risks in the workplace.

Part 2 of the Terms of Settlement contains an important agreement to consult with the PSA during the Ministry's development of a work programme for the next eighteen months, with key elements of the programme centred on job descriptions and expectations, new pay bands and appropriate job sizing, and guidelines for additional Ministry investment.

The Terms also provided clarification around the granting of domestic leave for victims of domestic violence, and established a lump sum payment for PSA members. They were ratified in mid-November of last year. ☺

Maritime Union Lyttleton – strike

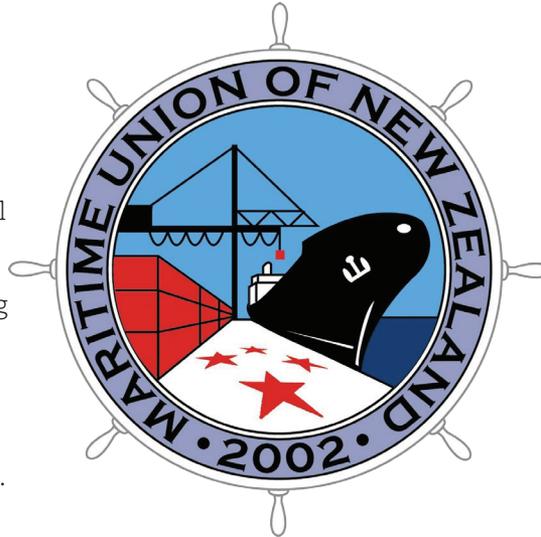
IN RECENT MONTHS, workers at Lyttleton Port Company and members of the Lyttleton Maritime Union have been going on strike after negotiations on their new collective employment agreement floundered.

The previous contract expired in March 2016 and negotiations on the new contract did not start until June 2016.

Strikes started in December, taking place over a series of weekends. Gary Horan, Union representative, says: “Workers had been waiting a long time to get some results and their patience was really stretched. Strike action had to be taken.”

Gary says, “During the strikes, people have been really supportive of each other and have stuck

together. We had a weekly barbeque for everyone who was picketing and received support from the Lyttleton community, with local businesses



chipping in free food and coffee for us, which we have been really grateful for.

“The company used new health and safety legislation to challenge our right to picket, with concerns for the health and safety of other port users as a basis for its attack on peaceful picketing. This has major ramifications for all unions.

“In the last few weeks though, things have progressed a lot, with terms of settlement finally being hammered out and ready for ratification by members on 1 March, if they accept the terms,” he says.

Should the settlement terms be agreed and ratified, key benefits for workers will be a protected 7.00 am finish time and the protection of eight-hour shifts. ☺

First Union hits the brakes

AUCKLAND’S HOUSING AND living costs are the highest in the country. Yet for many Aucklanders, pay rates have not kept up.

At Brake and Transmission, workers start on just over minimum wage. There are people who have been with Brake and Transmission for many years, but are still earning barely over minimum wage.

According to First Union organiser for Transport and Logistics, Emir Hodzic: “Workers are struggling to keep up with living expenses even though they are working full time. A conversation about wages needed to happen.”

First Union initiated bargaining with

Brake and Transmission in August 2016 and met with the company to negotiate in November. However, the first meeting adjourned with no discussion of wages having taken



place. A second meeting was set for continued bargaining. Unfortunately, Brake and Transmission postponed the meeting.

Workers’ patience was stretched and so they initiated a first strike, which took place on 14 December and lasted

two days. This was quickly followed by a second strike on 26 January, when the company postponed a second meeting.

First Union and the company finally met again on 10 February for another bargaining meeting, six months after bargaining was initiated. Sadly, the company was again unwilling to discuss wages. Workers were disappointed and decided to walk out that day, and are still on strike.

Emir Hodzic says he hopes the company will come to the table to resolve this dispute at an upcoming mediation meeting with the company. ☺

2017 Auckland Pride Parade





What does it mean to be a public servant in the era of Trump?



By Lamia Imam

BEFORE MOVING TO the US to pursue a Master's in public policy, I was a public servant in New Zealand. As a public servant, I viewed my role as serving the public to improve the lives of New Zealanders, with the added component of serving the government of the day.

Public servants are required to be neutral and, despite having a point of view, I understood my responsibility and fulfilled my duties according to the principles of neutrality. But is there a limit to neutrality? Bishop Desmond Tutu said, "If you are neutral in situations of injustice, you have chosen the side of the oppressor".

Is there ever a time when public servants should shirk their responsibility of neutrality to serve the greater good? How does one decide what constitutes a greater good?

A few days after the election the dean of the Lyndon B. Johnson School of Public Affairs, The University of Texas at Austin (my alma mater), sent an email to students reassuring them of their decision to pursue an education in public policy saying, "Your decision to invest in a public policy education could not be more important and timely." But for a lot of people, this seems to be the worst time to be in public policy in the US.

Since Trump's inauguration, his administration has been plagued with leaks, there have been articles written about the role of the deep state, alternate social media accounts have popped up purporting to be employees and observers from within. The administration seems to be in chaos with many roles unfilled and many departments without adequate direction.

It started on Inauguration Day when the National Park Service tweeted photos comparing inauguration crowds of Obama and Trump. We later learned that Trump demanded they find other photos of his inauguration. A few days later the Badlands National Park's Twitter account posted tweets that seemed to directly challenge the president's position on climate change. Those tweets were later deleted, prompting alternate twitter accounts from various government departments.

These accounts have not been independently verified and their lack of validity brings into question the information that they are trying to communicate to the public. It appears that despite these new mediums, the best way to get information to the public that is reliable is still via traditional media because reporters are trained to verify and protect sources.

My dean said in that email that "this is the time for thoughtful reflection on how we are going to come together to contribute to the national discourse" but it appears we are not going to be allowed that privilege if this administration has any say.

The president's advisor – Steve Bannon – a controversial figure in the White House said recently that his goal is to "deconstruct the administrative state". Bannon, a nationalist, who believes that state institutions are a hindrance to governance is in a way a threat to the civil service. If he is directing presidential policymaking, what hope do public servants have to contribute meaningfully to the national discourse?

How seriously should public servants take this threat? Does this extend to public servants in the international community whose governments are working with Trump's? The question public servants undoubtedly need to ask themselves is: Will I be contributing to the public discourse or will ideological decisions driven by sheer force overtake policymaking?

If it is the latter at what point do public servants have duty to shed their commitment to neutrality? 🌐

PSA Travel Insurance

Member Exclusive

- o Discounted rates
- o Easy online quoting
- o Special policy features
- o Different price options to choose from
- o 53 Pre-existing medical conditions automatically covered

Getting a Quote is Easy

Visit the 'PSA Plus' page on the PSA website:

www.psa.org.nz/travel-insurance

Follow the 'get a quote' button, you can then proceed straight to purchase and cover starts immediately.

Your policy will be underwritten by
Chubb Insurance New Zealand Ltd, a Chubb company.



CHUBB®

Are you getting the most out of your PSA Member Advantage program?

PSA and Member Advantage have bought together a range of exclusive offers and services, so you can take advantage of value for money savings and benefits all year round.

Popular Products and Services Include:

- Accommodation
- Online Shopping
- Electronics & IT
- Package Tours
- Lifestyle Experiences & Gifts
- Airline Lounge Membership
- International Money Transfers and much more...

0800 453 244
www.psa.org.nz/plus





Holiday homes

The great kiwi bach
owned by union members

Contact us:

Web: psa.org.nz/holidayhomes

Freephone: 0800 10 30 90

E-mail: holidayhomes@psa.org.nz

Address: PO Box 3817, Wellington 6140

Office hours: Mon - Fri, 8.30am - 4.30pm