



# strategic goals

2018 – 2024



Stronger  
Public &  
Community  
Services

Ratonga  
Hapori  
Tūmatanui  
Kaha

A strong,  
modern &  
influential  
union

He kaha, he  
whaimana,  
he uniana  
mō te ao  
hurihuri

Equal  
Pay

Utu  
Ōrite

Transformed  
Work

Mana  
Mahi

Kotahitanga	Rangatiratanga	Kaitiakitanga	Manaakitanga
Wairuatanga	Whakahiato Umananga	Whamaungātanga	Whakamama

# Public Service Sector - AMM Report 2020

## Transformed Work, Mana Mahi

### Fair and Secure – Kaitiakitanga

Collective Negotiations – We are negotiating this year for around 12,000 members in the Public Service sector including: Corrections Community/Managers), NZDF, MoJ (Frontline/Managers), MSD (National Office/Frontline/Managers), Oranga Tamariki (Managers), DIA, Ministry of Culture & Heritage, MFAT, GCSB, LINZ, Office of the Clerk, Te Puni Kōkiri, Statistics NZ

### Sector wide Bargaining goals:

- Removing Performance based Pay
- Pay increases
- Gender Pay Principles/Equal Pay
- Increased coverage for membership including Manager Collectives
- Common Terms and Conditions across the Public Service sector
- Management of change provisions, job security, and redeployments
- Union only benefits and delegate recognition
- Career development
- Ngā Kaupapa - Te Reo me ona tikanga
- Health & Safety (including Worker Participation agreements)
- High Engagement
- Emergency Provisions (including pandemics)

### Career Development - Te huarahi kite akonga

- Developing a model for meaningful professional and personal development for all workers that is free from bias.

### Healthy and Safe - Manaakitanga

- Working with Public Sector agencies to ensure Worker Participation Agreements are in place and H&S committees are well functioning,
- Working with State Services Commission on H&S projects (including: [Positive and safe working environments](#) and Social Sector staff safety)
- Reviewing H&S responsiveness for workers under Covid-19 including essential workers and access to PPE

### Trust and Effectiveness - Whakamana

- Continuing our work with many agencies and the State Services Commission on a High Engagement model for work design (Department of Conservation, MSD, Oranga Tamariki, MBIE and Corrections)

### Cross Sector Projects

- Several agencies are undertaking remuneration forums as part of bargaining outcomes.

## A strong, modern and influential union – He Kaha, he whaimana, he uniana mō te ao hurihuri

Membership of the Public Service Sector has grown significantly in the last 12 months to over 27,000 members (an increase of more than 4000 members). There is a total of 77,000 members in the wider PSA.

We have over 1730 Delegates across the Sector (an increase of over 200). Our target is to have all our Delegates fully trained and recognised at work. In 2019 at least 740 Delegates attending a training course. This is an increase of more than 160 from previous years.

Some agencies (MBIE, DIA) have modelled Pacific National Delegates, to give specific leadership to their Pasifika members; other agencies to follow.

## Stronger Public and Community services - Ratonga Hapori Tūmatanui Kaha

Your delegates have worked with PSA to make both written and oral [submissions](#) on several pieces of legislation and reform in the last 12 months:

- State Sector Reform (Public Service Legislation Bill)
- Protected Disclosures act
- Te Ture Whenua Reform
- Education Reform
- Oranga Tamariki enquiries
- Justice Reform
- Productivity Commission Inquiry Technological Change and the Future of Work
- Equal Pay Amendment Bill

### Standardised Terms and Conditions

Stand Together for one Public Service: On-going joint work with agencies and SSC developing standard terms and conditions across the Public Service.

## Equal Pay – Utu ōrite

- [PS Admin/Clerical Equal Pay](#) Lodged (Oct 2019)
- [Gender Pay Gap Action plans](#), joint work with agencies and SSC to close the [gender pay gap](#)
- [Gender Pay Principles](#) – Guidelines for Public Service Sector Agencies
- [Flexible Work by Default](#), including working from home
- Work together on the [Mana Wahine claim](#)

## Ngā Kaupapa

[Ngā Kaupapa](#) are values that promote unity and strength for Māori members across the PSA. PSA is working with several agencies on their Māori engagement strategies.