



Public Service Association
Te Pūkenga Here Tikanga Mahi

Welcome In!



Ka tū
tahi tātou



Kiwhare Mihaka Kaumātua

Tēnā rā koutou katoa, E ngā maunga, e ngā awa, e ngā karangatanga maha o ngā hau e whā, o ia whānau, o ia hapū, o ia iwi, tēnā koutou, tēnā koutou, tēnā koutou katoa.

E mihi kau tēnei ki a koutou i runga i ngā tini āhuateanga e pā ana ki tō tātou uniana o te NZPSA mai i Te Pūkenga Here Tikanga Mahi.

Ka hoki ōku mahara ki a rātou mā, ki te hunga i tūmata i tēnei Rūnanga, ko rātou i pakanga kia tū ai he Rūnanga i roto i te PSA mō ngā mema Māori i te tau 1984 ki te tau 1986. Ka whakataua te Poari Matua o te PSA kia tū ai he Peka Māori o te PSA i te hui taumata, i te tau 1987.

Ko te tikanga mō te Peka Māori i taua wā kia tū kotahi ai tātou mō te katoa a te uniana o te PSA, engari kia mārāma tātou ki te pūtaketanga me te mau i ngā kaupapa rangatira kei a tātou.

Nā reira, tēnā ka whakamihī atu ki a rātou, ko te nuinga kua wehe ki tua i te ārai, haere atu rā koutou ki te okiokinga mutunga kore mō tātou te tangata. E kore e taea e wai rānei te kōrero mō tētahi atu, mā rātou anō ā rātou kōrero, kei a rātou anō ō rātou mana.

Heoi, ko aku kupu whakamutunga ko ēnei:
He aha te mea nui o tēnei ao
Māku e kī atu

He tangata, he tangata, he tangata.

Kiwhare is also kaumātua of the Council of Trade Unions, a great honour for the PSA.



Georgina Kerr Kuia

Kia ora te marino, kia whakapapa pounamu te moana, hei huarahi ma tātou i te rangi nei, aroha atu, aroha mai tātou i a tātou katoa, ki a tau te rangimarie, ki runga i ngā iwi, me, ngā mema o te uniana o Te Pūkenga Here Tikanga Mahi.

Throughout my life I have worked as an educator, professional and union activist. I have always encouraged young Māori women to have a voice and to use it.

I joined the PSA in 1985. I have enjoyed the opportunity to be involved in the union at the workplace, sector committee, rūnanga, national executive and as vice president.

Maintaining a balance of union principles and a Māori push for change has been a journey of growth and development for the Rūnanga and the union.

The development and implementation of Te Tiriti o Waitangi Policy, bicultural training modules for delegates, Maori Enterprise delegates and Ngā Kaupapa provides the PSA with guidelines, procedures and frameworks for continuous development.

We are progressing through a period of transformation. The PSA has a Māori name, kuia and kaumātua, and we've had Māori presidents. We also have Māori members on the executive board and national committees.

I am proud to be a member of this union where the major focus is on doing the best we can for our members and our whānau.

Tēnā koe

Nau mai haere mai



He mihi tino mahana tēnei ki a koe i runga i te rangimarie me te whakapono ā to tātou mahi i roto i tēnei o tātou uniana.

Ko te tumanako me ata mou tōnu ki ngā whakapai o tēnei mahi. No reira, haere mai, whakatau mai rā ki tēnei

o tātou uniana o te Public Service Association Te Pūkenga Here Tikanga Mahi (PSA).

Kia tau iho i ngā manaakitanga a te Runga Rawa kei waenganui i ā koe. Tēnā koe.

Welcome to the PSA, and to Te Rūnanga o Ngā Toa Āwhina, the voice for Māori members of our union!

You now stand alongside more than 70,000 members, nearly 10,000 of whom identify as Māori.

Through our rūnanga, our Māori members play a leading role in our union. We're active as workplace delegates, in our cross-union campaigns and alongside our colleagues from other unions in the Council of Trade Unions' rūnanga.

As a Māori member of the PSA, you have a say in electing your Māori Enterprise Delegate, to represent the views and issues of Māori members in your workplace. You could even become one yourself!

However you choose to get involved in your union is up to you – through Te Rūnanga, as a delegate, in one of our networks or in our campaigns, there's plenty of ways to use your passion and drive to help create a better working life.

Marshall Tangaroa

(Te Atihaunui-A-Paparangi, Ngāti Awa)

Tuakana (convenor), Te Rūnanga o Ngā Toa Āwhina

Principal corrections officer,

Department of Corrections

Te Rūnanga o Ngā Toa Āwhina

Māori members play a vital role in the life of the Public Service Association Te Pūkenga Here Tikanga Mahi.

The PSA is committed to honouring Te Tiriti o Waitangi across our union. Our structures ensure a Māori perspective is heard at all levels of our organisation.

All members who identify as Māori are part of Te Rūnanga o Ngā Toa Āwhina.

Māori identity can be registered in the following ways:

- on the membership form;
- by notifying the PSA via enquiries@psa.org.nz or **0508 367 772**;
- by updating your details on psa.org.nz/mypsa

Te Rūnanga is the shared voice of Māori members of the PSA. It provides a network to ensure our perspectives are included, from our workplaces through to our union's top decision-making bodies.

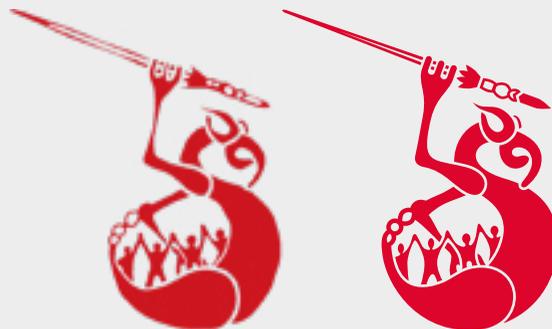
The tuakana (convenor) and teina (deputy) of Te Rūnanga o Ngā Toa Āwhina sit on the PSA Executive Board.

Our manaia

The manaia belongs to Te Rūnanga o Ngā Toa Āwhina. It was commissioned in 1989 and designed by PSA member Te Kenehi Teira.

It represents a helping warrior – Toa Āwhina – supporting and guarding its people and challenging others.

Shown below is the original art and the digital version.



Māori and the PSA: A short history

Māori have worked in the public sector since the nineteenth century. They were the first posties, built roads, railway lines and power stations, became public health officials and nurses, taught school children and worked in departments and ministries. They were not always treated equally.

During the 1930s depression, for example, Māori men working on public relief schemes earned 7 shillings and sixpence a day compared with the Pākehā rate of 12 shillings for married men and 9 shillings for single men.



Frank Winter (Ngāi Tahu) was one of the first Māori PSA activists. As a 20-year-old cadet in the Native Department (as Te Puni Kōkiri was originally called), he was an elected PSA representative. In 1947 he became PSA assistant general secretary, and in 1961 deputy general secretary. He also served for 20 years as chair of the Ngāi Tahu Māori Trust Board.

Opposing racism

The PSA executive opposed the 1960 All Black tour of South Africa as Māori were excluded from the team. Winter was a leading member of the Citizens All Black Tour Association, a forerunner of Halt All Racist Tours (HART).

In the 1970s, Māori could work in government departments, but they weren't allowed to run them. When a Pākehā was appointed district officer at the Auckland office of the Department of Māori Affairs, he arrived to a welcome from Māori protest group Ngā Tamatoa.

Paul Potiki (Ngāi Tahu) became vice-president of the PSA in 1970, the year we affiliated to the newly-formed Race Relations Council. Potiki was elected president of the Race Relations Council



the following year, promoting issues such as reviving Te Reo Māori and making Waitangi Day a public holiday.

Through the early 1970s the PSA regularly engaged with Māori issues. A guest speaker at our 1971 conference was the then chairman of the Auckland Māori Council, Dr Pat Hohepa (Ngāpuhi).

The Māori Land March from North Cape to Parliament in 1975 was supported by a large PSA donation. The September 1977 issue of the PSA journal included a lengthy article entitled The Great Māori Land Swindle.

The restructuring of the state sector in the 1980s hit Māori hard. Many Māori who worked in areas like public works and the forestry service, and saw their jobs privatised.

Corporatisation, the threat of redundancy, and the erosion of conditions prompted Māori public servants to get more involved in the Association.

PSA kaumātua Kiwhare Mihaka remembers the feeling at the time. "Here I am paying a fee to the PSA – what are they doing for Māori? The government is changing my life.... We need a voice in here, we need to know what's happening, we need to have some say. I need to be part of this."

Through the 1980s there was progress in wider society: the Waitangi Tribunal's jurisdiction was extended, and the position of Māori – as a culture, a language, and a people – was being recognised and given greater respect.

For Māori in the public sector, this has often led to extra work. The late **Marlene Pitman**, a PSA delegate and youth justice co-ordinator from Tokoroa, described it as “being used by the employer to organise hui, to organise pōwhiri, doing translation. We need to be able to reach an understanding with employers about how that work fits with our other duties”.

Building Māori union structures

In 1986, unions combined to hold a national hui of Māori trade unionists in Rotorua.

The 1986 hui was followed by a series of PSA hui throughout the country on the needs of our Māori members and how they could have a full voice within their union.

In a historic vote, the 1987 annual conference decided by overwhelming majority to establish a structure which would allow greater representation for Māori members.

By August 1988 ngā Toa Āwhina Rūnanga (later renamed Te Rūnanga o Ngā Toa Āwhina) became a recognised entity within the PSA.

It is thanks to the determination of the PSA's Māori members that all our collective agreements have provision for tangihanga leave and many now provide paid leave to attend hura kōhatu.

In a number of public sector workplaces, particularly in the health sector, Māori members have been successful in gaining paid recognition for skills and expertise in te reo and tikanga Māori.

Māori leadership grows

1993 saw the election of our first Māori president, **Huki Nepia**, who was followed by **Na Raihania** in 1997. During Na's presidency, five out of the seven members of the executive board were Māori.

Our Māori name, Te Pūkenga Here Tikanga Mahi, was adopted in 2003 after much discussion. Rather than a direct translation, our Māori name seeks to capture the essence of our union.

Our third Māori president, **Mike Tana**, was elected in 2012. His term in office saw Te Rūnanga tasked with developing Ngā Kaupapa, a plan to build inclusive workplaces with respect for diversity, so Māori workers can fully contribute and be respected for their contribution.

Today, Māori are represented across the PSA's diverse membership, and established in our governance structures. We continue to incorporate Te Tiriti o Waitangi throughout all that we do.



Ngā Kaupapa

*He aha te mea nui o te ao? He tangata! He tangata!
He tangata!*

What is the most important thing in the world? It is people! It is people! It is people!

He waka eke noa A waka we are all in without exception

We want inclusive workplaces with a culture of respect for diversity, with recognition of tikanga Māori and te reo Māori skills so Māori workers can fully contribute and be respected for their contribution.

In inclusive workplaces, everyone is treated with respect and treats others with integrity, manaakitanga and whanaungatanga.

We created a plan to ensure that:

- Māori origins, customs and traditions are be considered, respected and appreciated as a whole;
- We uphold Te Tiriti o Waitangi, and are responding to the needs and aspirations of Māori;
- We strive for strong participation and consultation processes to create effective decision making for Māori membership;
- We build strong delegate capability within the delegate structure of Te Rūnanga.

Ngā Kaupapa was developed by Te Rūnanga o Ngā Toa Āwhina to guide the PSA's work for our Māori members. It is split into eight areas:

- Kotahitanga (unity and solidarity);
- Rangatiratanga (empowering Māori leadership);

- Kaitiakitanga (protection of Māori to secure fair working conditions in the workplace);
- Manaakitanga (health and wellbeing);
- Wairuatanga (cultural behaviour);
- Whakahiato Umanga (career development);
- Whanaungātanga (personalise whānau);
- Whakamana (effectiveness).

These kaupapa are consistent with the Māori world view to help us define and maintain our focus on the betterment of working lives for Māori across our union.

Ngā Kaupapa also asks Māori in the PSA to be role models in practice and that in doing so they educate, inform and protect their colleagues within the realm of the Māori world view.

For more information go to psa.org.nz/ngakaupapa



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I am very proud to be a PSA delegate. I have always been a huge supporter of unions for many reasons, but mainly because when I was growing up I felt my parents were being treated unfairly at work but didn't want to make noise due to being scared of the outcome. I think the PSA provides a fair and reasonable voice for those who feel they cannot speak up at times. Plus the more voices we have singing the same tune, the better the song.

Shella Chou-Lee, local government



The PSA gives me a sense of whānau and belonging, knowing that my voice is being heard above the crowd. I love being part of something bigger than myself that's influencing change for a better working life for all New Zealanders.

Tiare Williams, hospital administration



I have seen enough tough situations in my working life where management has forgotten there are people on the other end of the decisions they make.

That is why I have always been a union member.

Martin Garrood, project analyst



During a recent grievance at work, the PSA was there to support me. They brought expertise and a level-headed approach which allowed the problem to be resolved to all parties' satisfaction. People spend money to insure their house, cars and lives but are reluctant to insure their working environment. I am very pleased I did.

Alex Lowings, hospital technician



I'm pleased I joined the PSA. There are numerous networks that enable me to be part of things that affect me. I have met a lot of like-minded people and there is support available if and when I need it.

Temira Risetto, public servant



I am pleased I joined the PSA because it connects me to other people. Being part of an informed and engaged workforce is really important to me. I think union membership is part of being a modern employee and a conscious citizen.

Peter Huggins, conservation



The PSA offers me a place to gain supportive assistance on workplaces issues. I feel confident and comfortable as a member of a strong union! I love that the PSA wholeheartedly advocates equity for its members, as well as being politically active in representing the organisation on contemporary issues.

Cathy Agnew, social worker



I'm stoked to have joined the PSA and now have the confidence to report employment matters to people who will actually care, listen and take action when things do not seem fair or just.

Esther Longley, public servant



I believe in the power of many when it comes to working conditions. Joining served me well when local government was reformed; the union was instrumental in maintaining employment conditions. I became a delegate 25 years ago and still enjoy helping workmates get through tough times.

Peter Mora, local government

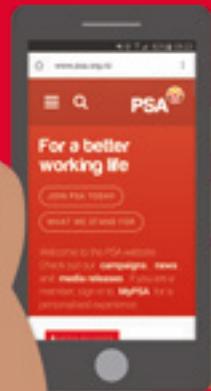
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Log in to My PSA

psa.org.nz/mypsa

- For the latest news
- Update your personal details
- Find your delegate
- See our great member benefits

1. If this is your first time, you will need to register an account. To do this, click on the link that says '**Register here**' below the log in button.
2. To register, you will need to know your **PSA member number** – this is on your membership card, and in brackets at the end of the subject line of most emails you receive from the PSA.
3. Once you are registered and logged in, you will be taken to your profile – make sure this is **up to date** and that we have all your contact details, including email address and mobile number.



PSA 

Contact the PSA

For information or if you have a problem at work

The PSA Organising Centre is open weekdays, from 8.30am to 5pm, to provide immediate help and information.

Email: enquiries@psa.org.nz

Freephone: **0508 367 772**

Online

Keep up to date with what's going on across our union. On our website, you can also book a holiday home, find out who your delegate is, update your details and plenty more.

Web: psa.org.nz

Facebook: facebook.com/NZPSA

Twitter: twitter.com/NZPSA

Youtube: youtube.com/user/NZPSA

PSA Plus for holiday homes and discounts

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