



# PSA

## strategic goals

### 2021 – 2027

**He aha te mea nui o tēnei ao? He tangata, he tangata, he tangata.**

Our purpose is to build a union that is able to influence the industrial, economic, political and social environment in order to advance the interests of PSA members – creating a better working life for our members.

The PSA affirms Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand and is committed to advancing the Treaty principles of partnership, protection and participation in activities pursuant to the purpose and objects of the union as they relate to the working lives of members.

#### Strong public & community services

##### Ratonga Hapori Tūmatanui Kaha

*Strong and sustained political and public support for public and not-for-profit community services as the heart of creating a better Aotearoa.*

##### By 2024

- Public and community services support a just transition for communities affected by climate, technology and other change.
- There is universal access to inclusive public and community not-for-profit services based on need.
- Workers and communities participating in shaping services including through longer term, wellbeing and Te Tiriti o Waitangi based approaches.
- Public and community organisations are exemplar employers that contribute to high industry standards of employment.
- Community services are fully funded to provide high quality services to the public and equitable pay and working conditions for workers.

#### A strong, modern & influential union

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

*Strong and sustained political and employer support for worker voice and participation through unions at the national, industry and organisation level.*

##### By 2024

- Workers have voice through their union as a social partner and tripartite engagement at the national, industry and organisation level in all PSA sectors.
- We are a sustainable and decarbonised union, fit for the future of union work.
- Ngā Kaupapa principles are reflected in the outcomes of all our work.
- We are an inclusive and bicultural union that reflects the diversity of its membership.
- We have more engaged members and activated delegates, trained and equipped for the future of union work.
- We are growing and sustaining membership among all workers within our areas of coverage.

#### Transformed work

##### Mana mahi

*Work is transformed so it is valued, secure, and influenced by strong worker voice to create wellbeing for all workers.*

##### By 2024

- Work culture is positive, trusting and effective through strong industrial democracy mechanisms that give workers strong collective voice through their union.
- Workplaces and working conditions empower and meet the cultural, social and employment needs of Māori.
- Workplaces are physically, mentally and emotionally safe and healthy, with safe staffing and no bullying and harassment.
- Within the PSA's areas of coverage there is security and resilience in all forms of work.
- Public and community service workplaces are leaders of decarbonisation and digital rights.
- A just transition for public and community service workers affected by climate, technology and other change.

#### Equity in the workplace

##### Mana taurite i ngā wāhimahi

*Workplaces are free from bias, discrimination and racism at the individual, organisational and system level.*

##### By 2024

- Pay equity settlements are implemented, fully funded and their value is maintained in all PSA sectors.
- All workplaces are inclusive, with equitable pay and working conditions.
- Working conditions of Wahine Māori are improved through the Mana Wahine claim.
- The Gender Pay Principles are broadly applied across public and community services to eliminate bias and discrimination in all of its forms.
- There is gender and ethnic pay equality within the PSA's areas of coverage through pay transparency, including through legislation.

**We promote and implement Ngā Kaupapa principles at the individual, organisational and structural level:**

**Rangatiratanga Kotahitanga Wairuatanga Kaitiakitanga Manaakitanga Whakahiato Umanga Whānaungatanga Whakamana**

**PSA**  
**strategic goals**  
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