In 2014 the PSA embarked on its second century of union activism and after a very successful centenary year, we are facing the future with renewed vigour and confidence.

Transforming the Workplace (TTW), our flagship strategy to create better working lives for our members, is starting to make a real difference to the way we work. The five strands of TTW (Fair & Secure, Healthy & Safe, Career Development, Trust & Effectiveness and Personalised) encompass and integrate much of what the PSA already does, from wage bargaining to promoting inclusive workplace cultures.

The TTW agenda is already in some workplaces and is now a guiding force for the union's activities. It is driving our engagement with work on new employment relations legislation, our briefings to opposition parties to influence their policy formation, and in communication and media strategy. It also underpins our engagement with the government in its Better Public Services programme.

One aspect of TTW that we are giving particular attention to this year is pay equity. As an example, many of our members who work in the Community Public Services sector are underpaid simply because they are women. Their work with the elderly and the disabled is severely undervalued, and our goal is to have equal pay for men and women doing work of equal value by 2020.

State sector reform is another area we have been focusing on. The PSA has long been worried about fragmentation in the public sector, the failure of governments to innovate and public sector leadership that does not manage its most vital resource, people, well. Last year, in conjunction with the Fabian Society, we organised a seminar series on State sector reform. This year we commissioned leading experts in government management to help us chart the way forward. It is of vital importance to have a high performing public sector not only for New Zealand but also for our members who spend their working lives serving New Zealanders.

This year saw an important change within the PSA. Brenda Pilott, who had been PSA national secretary for 10 years, resigned to take up fresh challenges. Brenda brought a wealth of experience in Public Service management to the role and made a huge contribution to the PSA. Along with fellow national secretary Richard Wagstaff, she has helped guide the PSA to grow strategically in size, influence and effectiveness.

The election takes place just days before our National Delegates’ Congress in September, and, regardless of the result, the PSA can expect to face fresh challenges. We are well prepared for that: our membership remains high and we continue to be financially strong. We are also currently developing our delegate structure and fostering current and emerging strong leaders to further strengthen the PSA.

I would like to thank my fellow board members, our PSA staff and you, the members as our most vital asset, for your continued efforts and support. I continue to be impressed by the depth of talent and commitment that can be found at every level of the PSA.

I have elected to stand for another two years as your President. It was a privilege to lead the PSA in its centenary year and I look forward to the opportunity to take the union forward in our second century as leaders for fair employment and better conditions in the public sector.

Mike Tana
President of the PSA
Te Pūkenga Here Tikanga Mahi
Executive board
The executive board met on six occasions: October and December 2013; and February, April, June and August 2014. In addition there were two special meetings held by teleconference in March and July to deal with specific matters.

Membership snapshot
PSA membership remains stable and now stands at 58,938, up on last year. Recruitment remains a top priority and is a feature of all the union’s activities in order to maintain and increase our influence.

Our people

Mike Tana President
Renee Delamere Vice President, DHB sector
Pam Jemmett Treasurer, State sector
Colleen Boyer Public Service sector (April 2013 to September 2013)
Daryl Gatenby Staff
Jenny Goodman Community Public Services sector
Alby Marsh Te Rūnanga o Ngā Toa Āwhina (to August 2014)
Brenda Pilot Secretariat (to April 2014)
Peter Robertshaw Public Service sector (from April 2014)
Flash Sandham Local Government sector
Richard Wagstaff Secretariat

Membership growth 2000-2014

Gender

Male 30%
Female 70%

Age bands

Under 19
19-25
26-35
36-59
Over 60

PSA membership by sector

36% Public Service
10% Local Government
26% District Health Boards
8% Community Public Services
14% State sector

Te Rūnanga o Ngā Toa Āwhina

Te Rūnanga o Ngā Toa Āwhina has approximately 5,700 members and 600 delegates.

In the last year, it has implemented targeted recruitment strategies, across all enterprises, to increase Māori participation in the union. Training, induction, and mentoring initiatives for new Rūnanga delegates, Māori Enterprise delegates and sector māngai were introduced as well as regional leadership Hui for delegates.

Te Rūnanga is an active member of the NZCTU Rūnanga and has supported a number of initiatives important to Māori workers, including the campaign to highlight the deaths of Māori forestry workers due to the poor and hazardous conditions.

The Rūnanga worked with the PSA executive board and the secretariat to establish a Māori organiser role. This role was formally established at the end of 2013 with the goal of building and empowering Māori membership.

The PSI Sub-regional Advisory Committee for Oceania (OSRAC) was held in Auckland this year and gave Te Rūnanga an opportunity to offer support to Pacifica unionists, including the Fijian Public Service unions, which are under direct attack by the current Fijian regime.

Te Rūnanga intends to continue links with indigenous Australian unionism, receiving an invite for a delegation to attend the ACTU Indigenous Peoples conference in Adelaide, May 2014.

Komiti members
The Te Rūnanga o Ngā Toa Āwhina Komiti is represented at a national level by 13 sector māngai from across the PSA sectors. The Komiti provides cultural leadership and policy advice. The convener is a member of the PSA executive board.

Kiwhare Mihaka Kaumatua
Georgina Kerr Kaia
Alby Marsh Convener
Gail Arthur State sector
Lee Rauhina-August Local Government sector
Lesley Dixon District Health Boards sector
Sophie Fawcett Community Public Services sector
Allan Franks District Health Boards sector
Jacque-Anne Heta State sector
Denise Howell Community Public Services sector
Frances Lazarus District Health Boards sector
Marcia Puru District Health Boards sector
Marshall Tangaroa Public Service sector
Richard Wagner
Sophie Williams Local Government sector
Tiare Williams District Health Boards sector

“Māori organiser role was established at the end of 2013 with the goal of building and empowering Māori membership.”
The Strategic Plan sets out the PSA’s goals and where we want to be by the year 2020.

Pay and employment equity
As part of a pay equity action plan until June 2015, a pay equity organiser has been appointed and a legal strategy has been developed which will guide our next steps in filing several pay equity cases.

Raising awareness of pay equity issues among PSA members is now an organising priority and organisers will be raising pay equity matters in bargaining, with a specific focus on those occupational groups that have been discriminated against because of gender under the 1972 Equal Pay Act.

Pay equity was also a central to our election campaign where we were seeking a commitment to pay equity by 2020 with an immediate focus on low paid occupations dominated by women.

“We’re seeking a commitment to pay equity by 2020.”

State sector reform
Following a series of five seminars on State sector reform by the PSA and the Fabian Society, a booklet Rethinking the State sector was published.

Two papers on State sector reform were also developed by the PSA. Dr Matthew Palmer, a leading public law specialist, was commissioned to write a paper on proposals for legislative reform and other changes to the public management system.

An additional PSA paper has been prepared on proposals for changes to the State sector employment relations framework, including possible legislative changes, with input from Professors Margaret Wilson and Nigel Haworth.

Issues and campaigns
2014 election campaign
This year, the PSA was a strong supporter of “Get Out and Vote”, the union-wide election campaign led by the Council of Trade Unions. The focus of the campaign was to increase voter participation in the elections and particularly to re-engage non-voters in the democratic process.

This election saw an unprecedented effort by unions affiliated to the CTU to work together to achieve this. The PSA lent significant financial and in-kind support to the CTU. This included seconding PSA campaign organiser Conor Twyford to the CTU to assist with the campaign following unexpected mid-year changes to the core campaign team.

The PSA committed to bring 3,000 PSA members in total across to the wider CTU campaign. At time of writing, three months out from the election, the focus was on signing organisers and key members/activists up to the campaign as volunteers and we were set to reach that target.

As well as supporting the wider CTU campaign, we developed and campaigned on a set of PSA-specific election asks. These were based on what members told us via research conducted earlier in the year and on ongoing policy work done in conjunction with members, organisers and the policy team.

“The PSA-specific election asks were based on what members told us via research.”

Our main political asks are:
• a living wage for public and community services
• pay increases keeping pace with CPI
• pay equity by 2020
• fair employment laws
• investment in public services.

We also worked with the State Services Commission and the Electoral Commission to get government agencies to encourage members of the public to vote.

State sector reform e-booklet
The PSA supported the union-wide CTU campaign
The PSA’s specific election asks
Pay and employment equity
Pay equity is one of the four strategic goals in the 2011-2020 strategic plan.

Late last year the PSA engaged Lisa Heap, from the Australian Institute of Employment Rights, to assist us with our PAEE work. A work plan that included a political and legal strategy was developed. A pay equity campaign organiser was appointed to bring greater impetus and focus to the organising aspects of our pay equity action plan.

Pay equity is an integral part of our bargaining strategy. In some sectors such as DHBs (Admin Staff Add Value) and CPS (Time to Care) pay equity campaign material has already been developed and reflects the pay gap our members experience as a result of working in a female-dominated industry. Pay equity was the focus for the PSA Women’s Network Conference in August. In the general election the PSA sought commitment to pay equity by 2020 with an immediate focus on low-paid occupations dominated by women.

Both papers will then be considered by the board and more widely within the PSA and at congress.

State sector reform
In 2013 the Fabian Society and the PSA teamed up to deliver a series of five seminars looking at the State Sector Act and what needs to change in order to deliver more effective public services. The seminar speakers, who included Sir Geoffrey Palmer, Margaret Wilson and Steve Maharey, provided a wide range of perspectives on the issue.

Rethinking the State sector, a booklet and e-book based on the seminars, has been published.

The PSA has also commissioned Dr Matthew Palmer, a leading public law specialist, to write a paper on proposals for legislative reform and other changes to the public management system. An additional PSA paper is being prepared, with input from Professors Margaret Wilson and Nigel Haworth on proposals for changes to the State sector employment relations framework, including possible legislative changes.

Both papers will then be considered by the board and more widely within the PSA and at congress.

Corrections staff took part in a training day as part of the “It’s Not OK” campaign to raise awareness in the workplace about family violence.

Domestic violence as a workplace issue
The PSA has helped to produce two pieces of research on the impact of domestic violence on our members’ working lives. The first, Productivity Gains from Workplace Protection of Victims of Domestic Violence, details the economic benefit to employers of supporting their employees who are victims of domestic violence. The second, The Impacts of Domestic Violence on Workers and the Workplace, is based on a survey of PSA members’ experiences of the impact of domestic violence, both direct and indirect, on their working lives.

We are also lodging claims in bargaining for support for victims of domestic violence, and have had success at adding these to some collective agreements already. Additionally, we are having discussions with peak bodies, including the State Services Commission, and with political parties, to gather their support for action on this serious issue which impacts on significant numbers of our members.

The PSA continued our active support as a member of the Living Wage campaign. We have a member on the Governance Committee and have ourselves become a Living Wage Accredited Employer. While there were setbacks in the efforts to achieve the Living Wage at Auckland and Hamilton City Councils, good progress was made, and Wellington City Council will soon have a Living Wage for its directly employed staff, and an investigation into how this could be extended to contracted staff. The Living Wage was increased to $18.80 per hour, compared to the minimum wage of $14.25.

The PSA has itself become a Living Wage Accredited Employer.
More Reforms Fewer Rights
PSA members strongly opposed changes to the Employment Relations Act and got behind the PSA’s campaign. Nearly 8,000 PSA members made submissions on the Employment Relations Amendment Bill, and over 50 members spoke before the Transport and Industrial Relations select committee. A series of “People’s Select Committee” hearings held in provincial centres were also well attended. PSA members also hosted a Big Tea Break for 11,000 PSA members and their workmates in some 550 workplaces to discuss issues and raise their concerns.

The results of PSA lobbying will not be known until Parliament passes the ERA Bill later this year or early next year. Employment relations was a key part of the PSA’s election campaign.

Asset sales
The PSA worked with the CTU, other unions and other associated groups to encourage voter participation and a “No” vote in the referendum on state assets that took place by postal ballot in November/December 2013. The referendum question was: “Do you support the Government selling up to 49% of Meridian Energy, Mighty River Power, Genesis Power, Solid Energy and Air New Zealand?”

Despite nearly 70% voting no, the government went ahead with its asset sales programme. The PSA will continue to oppose future asset sales.

Time to Care
The PSA “Time to Care” campaign for home support workers has delivered significant results. The PSA has filed claims in the Employment Authority on behalf of members who work in home support services and have to travel from job to job and who currently do not get paid for the duration of travel. This is an important case for thousands of workers in this industry and was highlighted in the recent Caring Counts report issued by the Human Rights Commission. If successful it is likely that a negotiated settlement will emerge as the Crown comes to terms with the issue.

Transform-Pacific Partnership Agreement
The PSA accepted an invitation to contribute to sponsorship and support for a short video promoting the need for transparency of the issues and decision making on the TPPA. The video is shown on the website www.transformright.org.nz

Transforming the Workplace
Transforming the Workplace (TTW) continues to evolve as the PSA’s flagship strategy. Transforming the Workplace is an agenda for good work that builds on our goal for a better working life for PSA members.

Its five strands (Fair & Secure, Healthy & Safe, Career Development, Trust and Effectiveness and Personalised) encompass and integrate much of what the union already does, from wage bargaining to promoting inclusive workplace cultures. The Transforming the Workplace agenda is already in workplaces. The use of Sustainable Work Systems, a union initiative to build more effective workplaces, has been successfully trialled in workplaces and continues to gain momentum in large worksites like Auckland Council. The State Services Commission’s Continuous Improvement Unit is strongly supportive of the PSA’s involvement in continuous improvement processes.

TTW is now central to the union’s activities. It is guiding our engagement with work on new employment relations legislation, our briefings to opposition parties to influence their policy formation, and in media comment. It also underpins our engagement with the government in its Better Public Services programme.

PSA organising staff and delegates are now using the Transforming the Workplace agenda to evaluate and prioritise the work they do. In late 2013 training and development sessions were held for organisers in Christchurch, Wellington and Auckland and further training was undertaken in April 2014. The PSA’s overarching bargaining strategy and sector bargaining strategies have been reformulated to reflect TTW priorities and organisations are using the agenda when engaging with employers, delegates and members.

A project implementation group continues to oversee integration of the TTW agenda into organising practice at the enterprise and sector levels.

Workplace Dynamics Survey
Further analysis of last year’s Workplace Dynamics Survey of PSA members, done in partnership with Victoria University of Wellington, continues to reveal new insights.

An analysis of responses from Māori members found, among other things, that Māori were more likely than those in other ethnic groups to be active in the union, feel empowered in their work, secure in their jobs and committed to their organization.

An analysis by gender revealed that the men responding to the survey were significantly older, more senior, better educated, had longer tenure with their current employer and were better paid than women. Both women and men were unimpressed with workplace cooperation (communication and information sharing) in their organisations, but women rated it as significantly worse than men. Both women and men had mixed views of managerial relationships (management support for staff), but once again women rated it significantly lower than men.

This project has a growing standing with others, with the Productivity Commission, some Public Service departments and academics using the data to inform their understanding of the working experience of PSA members.

Annual members’ meetings
Annual members’ meetings are now a well-established event in most workplaces. This year the focus was on the general election. The aim was to mobilise members to encourage their workmates, friends, family, and community contacts to enrol and vote. Members were given a hand-out and ‘enrol to vote’ poster and encouraged to sign “Get Out and Vote” pledges or sign up on the GOAV website.

Organisational and strategic
Delegate development and review
A substantive area of work in 2013 has been the development of a pilot ‘Emerging Leaders’ programme which began with a two-day workshop in early June. The programme will run for a period of twelve months and will be facilitated by the project manager with support from the PSA education team. A comprehensive review of delegate training has also been a core piece of work. This has resulted in the re-focussing of the formal delegate education with a staircased approach to learning. Redevelopment of existing workshops and design of new workshops has been undertaken and will continue for most of 2014. In addition, the PSA education team will be offering enterprise specific training on an ‘as needs’ basis.

In 2014, delegate induction and orientation (including mentoring) and enterprise delegate development along with the emerging leaders’ programme will be core pieces of work. The implementation project manager’s role has been extended for a further 12 month period to enable this work to continue.

Delegate awards
Last year two new delegate awards were introduced: a long service award recognising 10 years as a delegate and a special delegate achievement award given to delegates who have made an outstanding contribution to the union. 377 delegate long service awards were made over the last year and three special delegate achievement awards are under consideration.

Public Services International
The PSA is a member of the global federation of public service unions, and plays an active role in the Oceania region. The PSI affiliates in the Oceania region are looking at restructuring the PSI involvement in the region to better provide to the needs of the affiliates and the promotion of the programme of action agreed to at the World Congress held in 2012.

The aim for PSI Oceania in the future will be to refine the focus it has on delivering both campaign support and educational, capacity building support for the affiliates, along with the traditional solidarity activities. Support is particularly important for affiliates in countries where the political situation is detrimental to the trade union movement.

The sub-regional meeting of the affiliates held in Sydney earlier this year identified a number of priority issues for the affiliates to work together on, including the G20 meeting to be held in Australia in November 2014.

Activities to promote workers’ issues included the ongoing campaign for a financial transaction tax as well as issues surrounding the lack of transparency and consultation over the negotiations for a Transpacific Partnership Agreement (TPPA) and the Trade in Services Agreement (TiSA).

This meeting also included the first dedicated youth committee meeting for PSI in the sub region and will continue to be a part of the meeting programme in the years to come.

377 delegates received delegate long service awards (see page 63 for list)

Wellington City Council agreed to implement it for directly employed staff, and to investigate how it could be extended to contracted-out staff as well.

“One priority has been to implement the bargaining strategy.”

Bargaining
Members at Auckland Council signed a three-year collective agreement with increases of at least CPI each year, plus two union-only lump sum payments. The Bay of Plenty Regional Council won average increases of 1.9% plus improvements in parental and long service leave, while the Otorohanga District Council negotiated a two-year term with 2.2% in the first year and 2% in the second.

Other collective agreements were negotiated at Kapiti Coast District Council, Wairoa District Council, Auckland Transport, Far North District Council, Waikato Regional Council, Auckland Council Regional Parks, Matamata-Piako District Council, Paimenten North City Council, Waikato Regional Council and Waipa District Council.

Flash Sandham (convener), Lee Rauhina-August, Ceinwyn Bannister, Ian Cooper, Richard Foster, Gary Gabbittas, Sara Moylan, Cris Pokidin, Annette Smithard, Sophie Williams.

Membership
Membership in the Local Government sector has contracted slightly, from 6,050 last year to approximately 5,940 members currently. The membership spread is across 73 enterprises, with 286 delegates. Of the total Local Government membership, 3,220 are in Auckland Council and CCs.

Sector plan
The Local Government sector committee has identified the following three priorities in its sector plan:

- Implementing the bargaining strategy including developing a model collective agreement, advancing fair and transparent pay systems, promoting the Living Wage and tablaing a family violence clause
- Focus on libraries including a libraries campaign, exploring the impact of new technology on the jobs of our members and addressing pay equity in the sector
- Amalgamation and local government legislation with a focus on building regional delegate structures and networks to enable the PSA to respond collectively to mergers or legislative changes.

Issues
Council amalgamations
In Northland, Hawke’s Bay and Wellington the debate around council amalgamations has continued, with the PSA writing submissions to the Local Government Commission on amalgamation proposals. We have also issued media releases regarding amalgamation in Northland, Waikato, Hawke’s Bay and Bay of Plenty.

Currently, the PSA has no overall position on amalgamations and any proposal is considered on its merits. However, the PSA does have concerns regarding the local government legislation that governs how amalgamation ballots are run and the lack of power given to community boards.

Living Wage
The Local Government sector was a key target for the Living Wage campaign through the 2013 local body elections. Pro-Living Wage candidates were elected in many parts of the country, and while the Living Wage was voted down following an extensive campaign at Auckland Council,
The CPS sector covers workers delivering services through community-based workplaces as well as ensuring that home support workers are small, and a large number of workers employed as casuals, poor funding and we find vulnerable, insecure work. At the last collective agreement, the sector committee regrets the recent death of Liz Bowman, a long serving CPS sector committee representative.

**Community Public Services sector activity**

A home support workers campaign was launched last year.

**Issues**

**Sleepover payments**

All sleepover settlements for PSA members have completed the formal Order in Council process and final payments are currently occurring for the final settlement agreements.

**Disability support**

“Up Where We Belong” is the PSA’s ongoing campaign to raise the status of disability support. Many of the current problems, including low pay, poor training and high staff turnover, arise because of inadequate government funding. The PSA continues to advocate for better funding for the sector.

**Home-based care and support**

The “Time to Care” campaign for home support workers was launched last year in time for the local body elections and initially targeted district health board (DHB) candidates. Home support workers sought a commitment from DHB candidates to ensure their DHB passed on all funding increases from the government to staff, and support for equal pay for home support workers with DHB health care assistants. This campaign also targets politicians to ensure that this low-paid sector receives better funding and that home support workers get paid for travel time between clients and proper payment for travel costs. PSA representatives are currently in discussions with government and provider representatives.

**Bargaining**

The CPS sector has the most collective agreements of any PSA sector. Collective bargaining trends show that the CPS sector continues to see improvements in pay and terms and conditions above what the employer was or is providing in individual agreements. 2014 is a big year for CPS bargaining with many agreements due for renewed negotiations. Key elements of the sector’s bargaining strategy are: • passing-on funding; ensuring any funding increases for providers of community services are passed through to workers • pay equity: raising the pay rate of support workers to meet the true value of the work • security of work: the CPS sector has many workers employed as casuals, fixed term, zero hours or assignment workers. Add to this low pay and poor funding and we find many of our members are insecure, insecure work.

**Sector Committee**

Jenny Goodman, convenor, Carol Hastie, Frances Lazarus, Carol Maxe, Mele Sanaerini (to August), Harry Pihema. The committee regrets the recent death of Liz Bowman, a long serving CPS sector committee representative.

**Membership**

Over the past 12 months the Community Public Services (CPS) sector of the PSA has passed the 5,000 member mark, up from 4,800 in the previous year. It continues to be the fastest growing sector within the union. The CPS sector covers workers delivering services through community-based organisations. Many of the workforces are small, and a large number of employees are part-time or casual. Good communication across the sector is therefore a challenge, so a primary task has been to grow delegates and contact people in workplaces as well as ensuring that members’ details are up to date.

**Issues**

Pay equity:

- rising the pay rate of support workers to meet the true value of the work
- security of work: the CPS sector has many workers employed as casuals, fixed term, zero hours or assignment workers. Add to this low pay and poor funding and we find many of our members are insecure, insecure work.

**Bargaining**

The sector has seen some bargaining dragging out and slow to settle. Pay is regularly excluded from bargaining and we would like to see this change. We have a lot of work to do to close the gender pay gap which seems to be getting worse, and we are all dealing with lots of day-to-day issues. Progress has been made in most areas, with a number of agreements reaching ratification. Pay movements tend to be in the 1 to 2% range. However, making real improvements to pay systems continues to be difficult. Collective agreements were ratified at ECEA, Ag Research, NIMIA, ESR and Plant and Food Research.

A brand new collective agreement is in place now at the Environmental Protection Agency, with good membership growth. Bargaining was completed for a major variation to the ACC collective and agreements renegotiated for Airports in Auckland. Flight service officers in central Otaha, the Office of Film and Literature Classification, Te Tumu Paenga (ex-Māori Trustee) and the Open Polytechnic.

**State sector activity**

**Membership**

The State sector has 8,030 members in 131 different enterprises and 509 workplace delegates. This compares with 8,231 members and 472 delegates in 2013. Growing sector membership remains a key goal and a target of an additional 5% in the coming year has been planned. This will be achieved through bargaining and improving recruitment processes. New enterprises to the sector include: British High Commission, Canterbury Earthquake Recovery Authority, Earthquake Commission, Financial Markets Authority, Law Commission, NZ Lotteries Commission, Parliamentary Commissioner for the Environment, Royal Forest and Bird Protection Society of NZ, Skills4Work, Workforce Development Ltd and Worksafe NZ.

**Issues**

Constant restructuring is still occurring, placing a strain on members and demoralising workplaces, and we continue to work with members through this.

**AgResearch**

In AgResearch many members face either a move to another site, or potential job loss, over the next three years. This affects the sites at Invermay and Ruakura. The PSA is working with AgResearch to minimise disruption for members. The union conducted a survey to assess the impact on members and get their views on the possible effects on the science sector.

**Housing New Zealand**

The PSA engaged with Housing NZ (HNZ) and the Ministry of Social Development (MSD) in preparing for a transfer of the housing assessment function from HNZ to the Ministry. This is a major matter, with over 100 jobs affected, and the need for MSD to pick up an important new role. The union worked with both employers to limit redundancies to those who wished to take redundancy.

**AsureQuality**

The push to privatise for meat inspection remains an issue but further moves to company inspection have been put on hold due to the added flexibility of meat inspectors in the last collective agreement. A Metro magazine article highly critical of the plan to privatise meat inspection may have helped slow down the company inspection plan.

**Bargaining**

The sector has seen some bargaining dragging out and slow to settle. Pay is regularly excluded from bargaining and we would like to see this change. We have a lot of work to do to close the gender pay gap which seems to be getting worse, and we are all dealing with lots of day-to-day issues. Progress has been made in most areas, with a number of agreements reaching ratification. Pay movements tend to be in the 1 to 2% range. However, making real improvements to pay systems continues to be difficult. Collective agreements were ratified at ECEA, Ag Research, NIMIA, ESR and Plant and Food Research.

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**Sector Committee**


“Constant restructuring is still occurring, placing a strain on members and demoralising workplaces.”
The PSA continues to work to improve health and safety and the workplace environment. The DHB sector has 15,831 members and the HSRA has also supported the Ministry of Health and the health sector to develop these tools. The PSA now has formal representation on Care Capacity and Demand Management (CCDM) Group for Mental Health, Addiction and Disability Services.

Sustainable work systems
The Waitemata DHB Sustainable Work Systems (SWS) programme, Te Aranga Hou, continues to be used and is in the process of being introduced to Auckland DHB mental health services. The PSA continues to promote a much wider agenda of high-performing workplaces with the DHBs. Currently, the PSA together with other health sector unions is working with Hutt Valley DHB to create such a workplace.

Bargaining
In line with the DHB sector bargaining strategy, the PSA has begun bargaining for its multi-employer collective agreements (MECALs) that have expired or are about to expire. The bargaining priorities for these MECALs are to maintain the value of wages, improve wages for those on low pay and achieve regionally-consistent rates of pay for administrative staff in the lower North Island. Other priorities include resolving problems with the career and salary progression framework and access to training and development leave and funding to attend courses.

Bargaining is underway already and is proving particularly difficult because of the very narrow and low bargaining parameters that the DHBs have set. The PSA is determined to achieve a reasonable pay increase and make some progress on its priorities.

Sector Committee
Renee Delamere, convenor, Andy Colwell, deputy convenor, Janet Calley, Rosemary Cullen, Nancy Dally, Allan Franks, Richard Hemingway, Annie Hetherington, Jacky Maaka, Elliana Martin, Ewan McCafferty, Carol Padjett, Mike Prouting, Janet Qugley, Caz Thompson, Tiane Williams.

The bargaining environment continues to get tougher as we enter the sixth year of public service frozen operational budgets. The PSA bargaining strategy for the public service as a whole is currently being reviewed. Despite the difficult environment, we have achieved a number of settlements that resulted in more employees joining the union. A new Ministry of Justice collective agreement included a one-off payment as a recruitment incentive. This has proved successful and through phone recruitment a further 350 new members have been recruited.

The major opposition parties are now a permanent feature of the sector committee’s face-to-face meetings. The current focus is on election year and those parties’ intentions for the public service and for industrial relations. The Transforming the Workplace process change over a medium-term timeframe, with consequent impact for the workforce. Discussions are underway about the PSA’s engagement in this programme.

Christchurch reconstruction
Christchurch Public Service members are facing future disruption as plans have been announced to relocate 1,700 workers from outdated Christchurch suburbs into the new government precinct within the city. Not all Christchurch-based public servants will be affected, with service delivery functions in some cases remaining in communities. This is not due to take effect for several years, as the precinct is under construction. As part of the national organisational allocation, a designated part-time role has been established to provide oversight and coordination of our work in Christchurch as the rebuild progresses.

The settlement of the Inland Revenue collective agreement also included a member-only payment and led to the recruitment of more than 400 members. After nine months of negotiations, members in Parliamentary Services ratified a new collective agreement that included a $1,000 payment for union members upon ratification, then a minimum increase of 1.5% to apply to pay rates from the start of the new Parliament. After members took strike action, a settlement was reached with the Ministry of Business, Innovation and Employment (MBIE), bringing together terms and conditions from four former agencies. The Health and Safety Inspectorate has transferred to a new agency, Worksafe NZ.

Negotiations are continuing for a MSD managers’ collective agreement. Preparations for bargaining are underway in Statistics NZ, DOC and ERD.

Sector Committee
Peter Robertson (convenor), Nicole Bennett, Robert Bennett, Caroline Fisher, Gabe George, Jackie Kerr, Esther Longley, Bruce McKinlay, Premnath Menon, Dave Nendick, Marcia Puru, Roberts Sisterson, Verna Sutherland, Marshall Tangaroa, John Upfold, Richard Wagner.
Network activity

Women’s network activity

The network is a strong voice for the improvement of the working lives of PSA women members and it aims to be influential both inside the PSA, and externally.

Membership of the network stands at 1,484, 3.6% of the total membership. Given that 69.6% of the PSA’s membership is female, there is considerable potential to grow the network membership.

One of the PSA’s operating priorities for 2014 is for the network to continue to provide leadership and influence members in workplaces.

The PSA Women’s network was established in 2008 to:
- promote the interests of women within the PSA
- facilitate the sharing of information and experiences
- encourage and support women’s participation in PSA representative structures at all levels.

Closing the gender pay gap within PSA coverage is of utmost importance to PSA women members. The network is part of the PSA’s Pay and Employment Equity (PAAE) steering group and plays a key part in developing and implementing the PSA’s PAAE strategy.

The network continues to promote “26 for babies”, the campaign in support of the bill to extend paid parental leave to 26 weeks. The government has already made gains towards better parental leave entitlements but there is much more work to be done.

The network also encourages and enables women’s participation in leadership positions in the PSA’s governance structures by providing training and support. “Targeting the Untapped Talent”, the PSA women’s leadership workshop, is run every year across the following centres: Auckland/Northland, Central North Island, Wellington, Christchurch and upper South Island, Dunedin and lower South Island.

The aim of the workshop is to increase women members’ confidence to participate at all levels of the PSA’s democratic structures. The workshops were over-subscribed in 2013 and were very well received by those who attended.

PSA Youth activity

PSA Youth is a network of PSA members aged 35 and under. It was created to promote the interests and issues of young workers.

Approximately 21.2% of PSA members are aged 35 and under, giving the network over 10,000 members.

The network has two overall goals:
1. increasing youth participation and engagement in the union and in the workplace
2. supporting the sustainability of unions in New Zealand by helping to modernise the union movement.

PSA Youth communications are distinct from regular PSA efforts: the network has its own “look” and materials. Monthly e-newsletters and social media have proven to be popular choices of communication for the network. The Facebook page, in particular, has seen rapid growth over the last year with over 600 likes.

Regional action groups were set up in response to feedback to provide more local content and activities. Regional convenors continue to develop local content as the regional action groups grow in size.

PSA Youth lobbied to introduce a trial for free student membership of the PSA. The trial proved successful with almost 250 student members now signed up. PSA Youth are pushing to extend the trial to a permanent offer from the PSA at congress this year. The network is also lobbying for representation and voting rights at congress, as well as free transitional membership for PSA members between jobs.

Four election-focused regional conferences were held across the country in May (Auckland, Wellington, Christchurch and Dunedin). The regional conferences gave 75 PSA Youth members a chance to hear about the PSA’s and the CTU’s campaign and how they can get involved. Members discussed their priority issues, quizzed panels of MPs, and formulated an election plan for their regions.

PSA Youth is made up of five elected representatives:
- National convenor, Joseph Murray-Cullen
- Upper North Island convenor, Cory Anderson
- Lower North Island convenor, Peter Kim
- Upper South Island convenor, Jessi Abrams
- Lower South Island convenor, Erin Hodgson

The network is supported by two PSA staff members.
The Deaf and Disabled members’ network is a place for Deaf and Disabled members to share information, organise and lobby on issues which affect them and their communities.

The network celebrates diverse communities living with different abilities and their right to organise and be heard.

Growing the network, promoting key disability events, and making stronger connections with the Deaf and Disabled community have been key activities over the last year.

The network trialled a sign language video, introducing the network to Deaf members. The video was welcomed and paves the way for more accessible content in the future.

A workshop on the Minimum Wage Act and exemption permits rounded off the year. This was an interactive and inspiring forum where the current situation regarding the legislative allowance for exemption permits to the minimum wage to be issued for disabled people is examined and critiqued.

The CTU’s Out@Work network has developed and launched a new training resource entitled, Gender and Sexual Diversity at Work – A Resource for Organisers and Delegates. Out@PSA and the PSA have been very supportive of this new resource and were involved in its development. The resource will be utilised as part of the personalised strand in the PSA’s Transforming the Workplace programme.

Social Workers Action Network (SWAN) activity

SWAN is a network within PSA for social workers to come together and organise around the issues facing social workers, ensuring that the unique needs of social workers are identified and responded to.

The PSA has, for a long time, provided comprehensive coverage of social workers working in the public sector. We have a strong commitment to extending this support out to social workers in every practice area.

SWAN seeks to advocate for the social work community and develop a sense of cohesion, unity and strength amongst social workers. Making strong links with other social work organisations was a key activity of the last year. Shared resources have been developed by the PSA, Aotearoa New Zealand Social Work Association, the Social Work Registration Board, and the Tangata Whenua Social Work Association.

Out@PSA is a network for PSA members who identify as gay, lesbian, intersex, transgender, takataapui, fa’afafine or bisexual (GLITTFAB).

The network made a submission to the parliamentary select committee on proposed amendments to the State Sector Act. Members of the network spoke to the submission at Parliament in support of workers’ rights.

Members made a proposal to the PSA to expand recognition of gender identities. The PSA is in the process of implementing the proposal by expanding gender choices on PSA forms and record keeping to include the option of X (indeterminate, intersex, unspecified) in addition to the existing male and female options.

Out@PSA hosted stalls at Wellington’s Out in the Square and Auckland’s Big Gay Out, recruiting new members and advertising the network to existing members.

In conjunction with Victoria University, the network completed the last phase of its research into the working life of GLITTFAB people across the PSA’s five sectors. The methodology utilised in-depth interviews and the data is now being analysed in preparation for publication.

As part of a Council of Trade Union’s Out@Work committee, the network has been working with Standards New Zealand to develop new standards for organisations to measure their commitment to gender identity and sexual orientation diversity in the workplace.

Out@PSA’s network banner
General update

Submissions
Since September 2013, the PSA has presented 13 submissions to parliamentary committees in response to bills that affect members’ working lives. Encouraging members to make submissions has proved to be a successful way of raising awareness and involving members in campaigns. The PSA made submissions on a wide range of issues from health and safety to Māori language strategy. The submissions are available on the PSA website.

Legal representation
The PSA legal team provides advice and representation in legal proceedings and supports organisers in dealing with disciplinary investigations, ACC reviews and appearances before professional bodies.

Most matters are resolved confidentially with the employer or at mediation, with a minority of cases resulting in litigation.

This year we have provided legal advice and assistance about collective bargaining throughout the PSA membership including assisting with drafting bargaining process agreements and requests for information under the Employment Relations Act 2000 from employers to substantiate their claims. We have also assisted members in a number of restructurings.

There have been instances of employers seeking to limit public holiday rights, failures to pay agreed salary rates, disparity in starting salaries in groups of workers and changes to hours of work without agreement that we have challenged.

Information technology
The IT team have had a busy year introducing new call handling software for the organising centre. When linked to a unified communication solution, which is about to be deployed, the PSA should see significant cost savings and there should be improved call handling for members. This is anticipated to be live by the end of the year. A great deal of work has gone into researching the viability of tablets and other hand-held devices for use by organisers when at members’ workplaces. The outcome has been to replace the current HP laptops with Toshiba Ultrabooks which are significantly lighter than a laptop and are nearly as fast as a tablet to start up, but still have the keyboard.

Merger with SLGOU
The PSA and the Southern Local Government Officers (SLGOU) is considering a merger. A committee composed of representatives from both unions is exploring the issue and working towards the development of a draft Memorandum of Understanding on entering in good faith into a formal process towards a merger. If the merger process proceeds to a successful conclusion, both unions will require ratification in accordance with their respective rules.
Financial report

12 May 2014

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<th>Resource Use</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
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<tr>
<td>Vehicles (litres of fuel)</td>
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(These figures are ONLY for PSA offices. Another 207,746 KWH of electricity and 1057 M3 of LPG gas was used by the PSA Holiday Homes.)

N.B. 2014 data is for the period: 01/04/2013 – 31/03/2014 or as near to that entire year as possible with regard to the various times of energy company meter readings and other information supplied.