President’s Report

This annual report documents another busy and challenging year for our union. As President I’ve enjoyed grappling with the issues and working with my colleagues on the executive board and with the secretariat to try to overcome some of the obstacles we faced. It’s been hugely satisfying to be able to make progress in this difficult climate. We have a government that’s not particularly union-friendly, a virtual wage freeze across the public sector, rolling restructuring and redundancies and an economy that is still far from healthy.

Yet despite all this, we have been able to progress our agenda and achieve some real gains for members. Last October members in the Ministry of Justice began an industrial campaign for fair pay and a fair pay system. For months the Ministry sat tight and refused to negotiate. It took an application to the Employment Court to get them back to the negotiating table.

I was very impressed with the tenacity and determination of our Justice members to hold firm to their goals and was delighted when a settlement was finally achieved. This was an important victory, not just for Justice members but for every worker in the public sector. It broke the wage freeze and signalled to employers that we, the PSA, are prepared to fight and that we’re prepared to back our members and our members are prepared to back us.

The national health settlement is another achievement we can all take pride in. For the first time, the main health unions, the PSA, the Nurses Organisation and the Service and Food Workers Union combined to negotiate a deal with all 21 district health boards. It gave pay increases to 45,000 workers at a time when health budgets were being pared back. It was also a major victory for collectivism and union cooperation.

Industrially we have been swimming against the tide, but that hasn’t stopped us making progress or being proactive. Earlier this year we launched a major campaign Working for You. Working for You promotes the value of public services and the people who deliver them. It was also a major victory for public services.

At a national level we have been successful in voicing our opposition to public sector cuts through the media, consistently making the link between cuts and loss of public services. The PSA enjoys a high media profile and is now seen as a key commentator on public sector issues.

Part of our strategy has been to forge closer alliances with community groups. We are working with those in the community public services sector, with NGOs and advocacy agencies, on shared issues such as the impact of public sector cuts on communities and funding difficulties for the sector. The PSA was instrumental in the formation, this year, of the ACC Futures Coalition which opposes cuts to ACC coverage and the privatisation of the scheme.

This year we launched Working for You, which promotes the value of public services and the people who deliver them. Over the next few months Working for You will be travelling to towns throughout New Zealand to talk with members and to shape together a vision for the future of public services.

Many of the strategies to manage in this new environment.

The PSA has developed a number of strategies to manage in this new environment. We have refused to accept the de facto freeze on public sector pay and have rejected offers that include nil wage increases at the bargaining table. This approach has been vindicated with a breakthrough settlement for Ministry of Justice members.

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The PSA has always had close links with other unions. In a notable example this year we explored the possibility of a merger with the Service and Food Workers Union. That did not eventuate but we continue to have a close working relationship with the Service and Food Workers Union. That did not eventuate but we continue to have a close working relationship with the Service and Food Workers Union.

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The road ahead is not going to get any easier. But we’ve been through difficult times before in our long history and come through them. The PSA will celebrate its centenary in 2013. Nearly 100 and still going strong!

The Year in Review

Report from the secretariat

For a union as large and diverse as the PSA every year is different and presents new challenges. This year’s big challenge was adjusting to a new political landscape. From the outset the Government has made it clear it has little commitment to the public sector. It intends to continue with its programme of downsizing and restructuring, reducing public services and privatising or contracting out services where possible.

Members have responded strongly to attacks on them and the services they deliver. Their union stands with them.

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The PSA is actively involved with the Council of Trade Unions (CTU). We liaise with the CTU on initiatives such as the Fairness@Work campaign, opposition to the cuts to ACC coverage, promotion of pay and employment equity, submissions on employment and health and safety law and support for public services.

As a union we pride ourselves on taking a constructive approach to workplace issues. We are developing a union approach to productivity called Sustainable Work Systems to give workers a real voice in the workplace. It promotes a new workplace culture to maximise public value by working with management to identify and eliminate wasteful business processes that are a barrier to our members getting the job done.

Within the PSA we have focused on increasing efficiency. We have invested in integrated information systems which will improve service to the union’s large and growing membership. Video conferencing is being installed in all offices to reduce travel costs and improve our sustainability as an organisation.

Our communications are constantly being reassessed in the light of changing technologies. The PSA is now using social media tools like Facebook, YouTube, Twitter and campaign microsites like Working for You, to channel our messages to members and to the wider community in new and innovative ways.

The PSA is a progressive union with the membership and resources to meet new challenges. We’re moving forward confident for the future.

Brenda Pilott and Richard Wagstaff

PSA secretariat

PSA Centenary

The PSA’s planning to celebrate the union’s centenary in 2013 is progressing well. A brochure has been produced to initiate discussions with potential partners such as museums in the year-long centenary year celebrations. The Wellington Museum of the City and Sea is partnering with the PSA to stage an exhibition during 2013. It is hoped the exhibition will be able to be shown in other centres.

Work has begun to update the recorded history of the PSA, focusing on the past 25 years. An historian is gathering oral history recordings which will form the basis of a book and an interactive history website. The Labour History Project is supporting the centenary project and is planning a history symposium during 2013.

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Membership snapshot

The PSA had 58,374 members as at 31 July 2010. This represents a 0.911 percent increase in membership over the year.

Membership growth 2000-2010

Networks

The PSA Rules provide for networks of members with common interests. Formal networks exist to provide support, share information and organise events and activities. They have no governance role but can present remits to Congress and provide ongoing advice and expertise to the board and sector committees.

The formal networks recognised in the Rules are:
- PSA Pasefika
- Women’s network
- PSA Youth network
- Out@psa network

PSA Pasefika

The prime focus of PSA Pasefika is to “build, strengthen and influence ‘Pasefika for Quality’ to champion and celebrate the interests of Pasefika.” Nearly 3000 PSA members have identified as Pacific Island. PSA Pasefika plays a leadership role in CTU Pasefika.

PSA Women’s Network

The Rules, confirmed in 2008, established a formal Women’s Network. The network has collaborated with researchers from Victoria University on a successful survey of women members that attracted over 7300 responses. The survey - A Woman’s Place, what women think about work - explores the voice women have in their workplace, their working lives and in their union. The survey report will be published later in 2010.

PSA Youth

PSA Youth (PSAY) was established in 2008 for members under 35 years of age. Its purpose is to encourage activism among young workers and strengthen the union’s focus on issues for younger workers. In June 2010, PSAY sent out a survey to all the 35-year-old and under PSA members. Over 2000 young members participated in the survey and a plan is being drafted from the survey results.

Out@psa

The Out@PSA network is for PSA members who identify as gay, lesbian, bisexual, transgender/transsexual or intersex. Its main role is to provide advice and support on employment-related matters, usually by phone or email. Out@PSA is a very active participant in the CTU network Out@Work. The past year has seen growth in network membership. A training resource for organisers is being developed and the PSA webpage revamped.

Delegate Development

The PSA runs an extensive delegate development programme that builds skills, knowledge and confidence. Over 2000 delegates participated in 148 workshops during 2009. In addition to the introductory “Building Your Union” workshop, the workshop covering practical skills to handle disciplinary issues attracted the most participants. Delegate feedback is very positive and reflects an appreciation of being able to learn new skills and gain confidence in the process.

Delegate training also focuses on enterprise-specific workshops, 38 of which were run since 1 April last year. These included change management, disciplinary issues and negotiation team training. A major training programme in the department of Internal Affairs, involving the department’s management, provided 13 workshops for staff members on Creating a Positive Workplace.

Over the past year 15 delegates have also chosen to enrol in the CTU-sponsored delegate qualification, the National Certificate of Employment relations (Union representation). This qualification is undertaken via a combination of distance learning, written assessments and attendance at PSA workshops.

CTU workshops

Delegates participated in the CTU-organised educators’ workshops. These consisted of information and practice sessions for delegates who wished to provide training to other delegates or members in their organisations. Some other delegates participated in CTU Health and Safety workshops which involved follow-ups of identified tasks after the workshops.

PSA Delegates

PSA membership: gender

PSA membership: age bands

PSA leadership

National Delegates Congress
The highest decision-making body. Held every two years.

Te Rūnanga Taumata
The congress of Te Rūnanga of ngā Toa Āwhina, held every two years prior to Congress.

Annual General Meeting
Provides constitutional oversight.

Executive Board
Accountable to Congress. Comprises the president and convenors of sector committees and the committee of Te Rūnanga o ngā Toa Āwhina, a representative of PSA staff and the national secretaries.

Sector committees (6)
Represent the interests of members within their sector. Each committee includes a sector rūnanga.

Committee of Te Rūnanga of ngā Toa Āwhina
Represents the interests of Māori members.

Workplace delegates
Members may establish local, regional and national delegate committees for their enterprise.
Bargaining for decent pay and decent work

Continuing budgetary constraints, job cuts and restructurings have created a challenging bargaining environment across the public sector. However the PSA remains determined to push for fair pay increases and no clawbacks.

The government has continued to send messages to public sector employers that additional funding will not be available for wage increases and budgets will remain static or decrease in the coming years. “Doing more with less” is the government’s mantra.

As part of its strategy to achieve the best possible outcomes for members, the PSA is pursuing several initiatives to improve pay and conditions and the quality work: fair pay increases; targeting low pay; job security; pay rates and pay steps negotiated as part of the collective agreement; improvements to annual leave and common leave provisions for the public service; and pay and employment equity across the wider sector; multi-employer collective agreements; support for delegates; and union facilities. Membership recruitment has been central to all bargaining campaigns.

Pay increases

A de facto freeze on wages increases in the public sector was successfully challenged by members at the Ministry of Justice. Their intense five-month campaign of industrial action brought the Ministry back to the bargaining table and resulted in a settlement. Most members saw improvements in pay, a fairer pay system with negotiated progression steps plus a one-off payment of $1250 for members.

The settlement was important for bargaining across the sector because it broke the wage freeze, raised morale, and provided inspiration for other members facing similar issues.

Low pay targeted

The PSA continues to advocate for the removal of hourly rates below $15 in the public sector; lifting the bottom rates in salary scales; and campaigning for decent pay in community public services.

Pay negotiated collectively

Despite employer resistance, pay is now included in most public service collective agreements and there has been some progress in developing a pay system that is less discretionary and provides for more transparency, certainty and fairness.

Leaves provisions

The PSA aims to maintain annual leave entitlements across the public sector that are above the statutory minimum.

The PSA is setting leave provisions which set an employment standard across the public service that would enhance most employees’ leave entitlements. Implementation was through bargaining or as a variation to the collective agreement. They were achieved in two-thirds of government departments before a change in government when previous commitments were revoked.

Pay and employment equity

Despite the government’s determination to ignore pay and employment equity issues, the PSA continues to voice its concern about inequities and has been active in the Pay Equity Challenge, the CTU-led campaign against the government’s acceptance of gender-based pay inequities in state sector workplaces.

Multi-employer collective agreements

In an historic first, the PSA, the NZ Nurses Organisation and the Service and Food Workers Union joined forces and negotiated a nationwide, across the board pay increase with all district health boards. The settlement delivered a 2 per cent pay rise for 43,000 hospital workers and an agreement that DHBs will work with unions on safe staffing levels and healthy workplaces. Just under 16,000 PSA members received pay rises as part of the settlement.

South Island clerical workers, whose pay had been unfairly frozen, got larger increases though they still remain behind their counterparts in the North Island. The PSA continues to promote multi-employer collective agreements as an efficient, cost-effective approach to bargaining.

Science Sector

Collective agreements have been negotiated for all Crown Research Institutes, with most members receiving a pay increase of 2 – 3 per cent. The bargaining has seen no loss of conditions in the science area with the PSA retaining its member-only benefits.

Health and disability community public service organisations

The PSA is working with disability providers to identify our common interest in improving the pay and conditions of disability workers. In an environment with very limited funding, we are generally managing to settle collective agreements with increases to pay and no compulsory reductions in conditions.

Increases for home support workers are more difficult to achieve due to a lack of funding and cutbacks from DHBs to community home support services.

Local government

After several months of negotiation between the PSA and the Auckland Transition Agency, the union has negotiated three new collective employment agreements to replace 11 current agreements. The agreements protect conditions that PSA members said were important and in some cases enhance existing conditions. PSA members now have consistent conditions of employment across the Auckland region.

Support for delegates

The PSA is negotiating for union facilities to support workplace organisation and the role of delegates. These include such things as time for delegates to carry out their role, access to online union resources and opportunities to meet with members. In addition, along with other CTU unions, the PSA is seeking clear agreement on the right of members’ access to the union.

Recruitment

Recruitment strategies linked to bargaining, sometimes including a premium for union members, have been largely successful and driven membership growth across the PSA.

Bargaining strategies

The PSA bargaining strategies have been reviewed in light of the new environment. The 2009–11 strategies apply to the state sector with separate strategies for health, local government, science and the community public services sectors. The common thread is for:

- Pay levels negotiated as part of collective agreements.
- Step-based pay systems to replace existing discretionary-based performance-pay systems.
- Fair pay increases targeting inequitable rates.
- Maintaining the value of pay and conditions.
- Job security through robust change management processes and redundancy provisions.

Employers often put forward a pay increase versus jobs scenario. This can present a dilemma for members but there is no guarantee jobs will be saved whether or not pay increases.

The PSA is keen to work with employers to identify savings to protect members’ jobs and living standards. This links to our policy to engage on productivity initiatives.

Employment law changes

The Government’s proposed changes to the Employment Relations Act 2000 could impact on public sector bargaining. Proposed changes include extending the 90-day trial period to all employees, making union access to the workplace more difficult and allowing an employer to communicate directly with workers during bargaining and at settlement. The PSA, in conjunction with the CTU and other unions, is mounting a campaign to oppose the changes.

Changing the way we work

A proposal has been developed to reconfigure the way PSA operates by creating five new sectors to replace the current ones. The proposed new sectors are called: community public services, DHBs, local government, public service and state sector. The rationale for this change is to better reflect both the external organisation of the public sector and the PSA’s internal strategy and organising groupings.

The proposal has been developed and discussed with sector and rūnanga committees and will be considered by Congress.

The principle of one representative per sector on the executive board is retained. There are no direct structural changes arising from this proposal for the rūnanga or sector rūnanga. There are no changes relating to staff support for the sector committee.
Job cuts

The public sector job cuts and restructuring that began with the change of government in November 2008 continued, despite Prime Minister John Key’s earlier assurance to the PSA that a National government would not radically reorganise the public sector. In the May Budget Finance Minister Bill English signalled that public sector budgets would not increase in the foreseeable future, activities would be curtailed or dropped and back-office functions reduced or restructured. Inevitably, all this is having an effect on the delivery of public services. For example, district health board cuts to home help for the elderly are increasing health and safety risks for older people and affecting their ability to live independent lives.

In 2009 1480 fulltime positions were lost in the public service overall. Many were positions that were not filled. A large number of positions were lost in the regions. Many of the cuts affected frontline positions such as border control positions at MAF and jobs lost through the closure of ACC regional offices. Restrictions on funding for district health boards and the review of public health services in a number of regions has resulted in job losses and more are expected as the reviews are completed. Clerical and administrative staff are being particularly targeted.

Job losses in local government as a result of the Auckland restructuring are unknown in the transition period to the new single Auckland Council and members’ job security remains a priority for the union. The contracting out of council services and privatisation of public assets by a new council could result in considerable job losses and reduction in pay and conditions for members. Further job cuts are expected as a result of a review of expenditure on policy advice.

The PSA is responding to the jobs cuts and restructuring in a number of ways.

Change management

Change management in the public sector continues to be an important focus for the PSA in its fight to protect services and members’ job security. The PSA approach is aimed at:

- minimising job losses and exploring options
- ensuring members have a say in decisions
- fair and transparent processes and decision-making
- monitoring the effects on workloads and services
- maintaining public ownership and control.

Delegates in a number of departments have been highly effective in analysing the effects of restructuring proposals and presenting options to lessen job losses and protect services.

Keep Auckland working

The PSA is continuing to run an effective Keep Auckland Working campaign to protect jobs and conditions during the transition to a single council; retain services and assets in public ownership; and strengthen local democracy. The PSA has made submissions on the Auckland legislation. PSA representatives have regular meetings with Auckland Transition Authority executives to help safeguard members’ pay and conditions in the transition to the new council on November 1.

Job watch

A “public sector job watch” on the PSA website provides a running tally of public sector job cuts. We are monitoring the effects of job cuts on services; these may take time to become evident.

Media coverage

The PSA’s media campaign is ensuring that public sector job cuts and the negative impact on services and productivity maintain high visibility, with regular coverage in newspapers and on radio and television.
Up Where We Belong
A website has been set up to encourage groups and employers to support the campaign for better funding to support decent pay and quality services.

Up Where We Belong is putting the spotlight on disability support services to raise public awareness of the need for a radical overhaul in the way the government funds these essential public services.

Keep prisons private
Private prisons cost more and deliver less but the government has nevertheless passed legislation to allow private companies to manage prisons. The campaign aims to highlight the issues surrounding private management and ownership of prisons.

Bargaining
Bargaining is a key campaign for PSA members. The campaign is based on the bargaining priorities of the PSA for the period 2009 to 2011. The bargaining campaign focuses on:
- fair and equitable pay, democratic pay systems
- improving the quality of working life
- strong workplace organisation
- workplace partnership agreements.

Value Clerical – Pay Fair
The PSA supported South Island Clerical workers who had been campaigning to get pay parity with their counterparts in the North Island. The clerical workers are one of the worst paid occupational groups in the health sector, many on little more than the minimum wage.

Justice for Us
After an intense five months of industrial action, PSA members at the Ministry of Justice ratified a settlement that broke a pay freeze and won them much-needed improvements to their working conditions.

The campaign was drawn out by the reluctance of the Ministry of Justice to negotiate. It wasn't until an Employment Court judge ruled that pay negotiations weren't over and that bargaining should resume that a swift result was achieved.

Camps supported by the PSA
The PSA endorsed campaigns that support better communities. It has endorsed:
- Fairness at Work
- ACC Futures Coalition
- Pay Equity Challenge Coalition

Engagement

Government
The PSA secretariat and president engage as much as possible with government ministers on matters that affect members’ jobs, working conditions and living standards. This affords the opportunity to present ideas and information that may influence decisions in a way more favourable to members’ interests.

Local government
The PSA has been working closely with the Auckland Transition Agency on the plan to merge all Auckland councils to a single council on 1 November. The aim is to safeguard members’ jobs, pay and conditions in the transition.

Public sector productivity
The PSA continues to work closely with the CTU in promoting a partnership approach to raising workplace productivity as a means of enhancing workplaces, contributing to better jobs, and improving economic and public sector performance. The PSA is represented on the Workplace Productivity Reference Group which is made up of influential unions and business organisations.

The government has been critical of public sector productivity but has presented few facts to back up their assertions. The PSA continues to advocate for job security and workplace stability as a basic requirement for high-performance workplaces.

Health sector relationship agreement
Health sector unions and district health boards are signatories to the health sector relationship agreement (HSRA) designed to draw on everyone’s professional skills to improve the quality of health services and the work environment. Training in HSRA processes is being provided to organisers, delegates and managers. With the support of the partnership resource centre, the PSA is working on a productivity project in mental health.

Science
The PSA’s 2500 members in Crown Research Institutes (CRIs) continue to be represented by the National Science Committee (NSC) which meets three times each year. Representatives of the NSC met with the Minister of Research Science and Technology on several occasions to discuss issues of concern to our science members. These included funding difficulties and consequent redundancies occurring in particular CRIs.

During the year the NSC pursued its goal of engaging with policy makers and the science industry by having regular meetings with representatives from Science NZ and from MoRST. Considerable effort was invested on submissions to the CRI Taskforce and the NSC continues to lobby for improvements in job security, career pathways and pay rates in order to ensure New Zealand retains a viable and dynamic science workforce.

Workplace engagement
In workplaces with partnership agreements, PSA delegates play an important role in engaging with employers and providing a voice for union members in the decision-making process. There are some highly effective and sophisticated partnership arrangements in some of our well-organised workplaces that are valued by union members and the employer. These partnership arrangements are proving to be not only influential but also enduring.

Think tanks
The PSA maintains contact with the Institute of Public Policy Research and with The Work Foundation in the UK.

Other bodies
The PSA has representatives on the following:
- Institute of Public Administration (IPANZ)
- Advisory Board of School of Government, Victoria University of Wellington
- Local Government Industry Training Organisation
- Learning State (public service industry training organisation)
- Te Kākāwhia Aumahiri (social services industry training organisation).

Health sector

Committee members
Taula MacDonald, (Convenor) Waikato District Health Board
Colleen Sayer-Roberts, (Deputy Convenor), Auckland District Health Board
Philip Brown, Waipara District Health Board
Nancy Daly, Counties Manukau District Health Board
Renée Delamare, Bay of Plenty District Health Board
Allan Franks, (Runanga), Auckland District Health Board
Hine Haig, (Runanga), Taiaoatah District Health Board
Richard Hemingway, Whanganui District Health Board
Annie Hetherington, West Coast District Health Board
Lee Knight, Te Roopu Taurima
Iwan McCafferty, Taranaki District Health Board
Pari Tomariha, (Runanga), Whanganui District Health Board
Debra Taylor, Waitakera District Health Board

Points of note
- 21,155 members, 1008 delegates
- Significant increase in workloads faced by members across the sector as a result of funding cuts and the non-replacement of staff
- National Terms Of Settlement (NTOS) achieved a 2% increase in salaries for nursing staff and allied health and technical members in 2010. Clerical members in South Island and Auckland also achieved MICA settlements.
- Bargaining fees negotiated for the first time for PSA
- Health Sector Relationship Agreement (HSRA) reathred between DHBs and health unions
- Day of action for low paid workers held on 27 November
- National Mosi PSA health delegates’hui held in August
- Oral Health National Occupational Panel established for dental therapist and assistant members.

Social services sector

Committee Members
Richard Chalklen, (Convenor), Special Residential Schools
Nicole Bradbury, Ministry of Education
Dennis Ellis, Education Review Office
Georgina Kerr, (Runanga), Education Review Office
Craig Matthews, (Runanga), Ministry of Social Development
Ben Prasad, Housing New Zealand Corporation
Alison Van Dyk, Ministry of Social Development
Richard Wilson, Department of Labour

Points to note
- 10, 576 members
- 796 delegates
Legal Representation
The PSA legal team provides advice and, where appropriate, advocacy in legal proceedings. In line with the principles of the Employment Relations Act 2000, most of the cases we pursue are resolved at mediation. A snapshot of some of the types of issues that have reached the Employment Relations Authority includes:
- Disputes about the interpretation of collective agreements
- Personal dismissal cases
- Defence of nurses in the Health Practitioners Disciplinary Tribunal
- Defending an appeal to the District Court about an ACC review decision
- Disputes with employers about communications during bargaining and employer attempts to bargain directly with our members

The PSA has also been involved in a number of larger cases this year including:

Ministry of Justice
At the height of the industrial dispute, the Ministry of Justice claimed that bargaining was at an end. The PSA challenged this in the Employment Court which considered the good faith obligations on an employer to bargain and conclude a collective agreement. The Court found in favour of the PSA and required the Ministry to continue to bargain in good faith with the PSA.

Sleepover Case
The PSA is involved in a landmark case seeking payment of the minimum wage for community support workers who sleep overnight at residential care facilities. The case has been heard in the Employment Court. The employer claimed that workers who were sleeping over were not working but the Court found sleepovers are valuable work for the employer and play a critical role in care of vulnerable people. The court found that workers should be paid the minimum wage for each hour worked. The employer has gained leave from the Court of Appeal to appeal the decision of the Employment Court which will be heard during 2010. The PSA has filed proceedings on behalf of members at Spectrum Care. The Government has described the sleepover case as an “unquantified fiscal risk” and its Budget such is the significance of the financial implications of the decision.

90 Day trial case
The legal team is taking a case referred to it by the CTU for a worker dismissed under the new 90 day trial provisions of the Employment Relations Act 2000. The case was removed directly to the Employment Court for determination because of the untested nature of the legislation and because the important questions of law which will have a wide impact.

ENVIRONMENT
Committee members
Bruce McKinlay, (Convenor), Department of Conservation
Dave Nendick, (Deputy Convenor), Ministry of Agriculture and Forestry
Chris Buckler, Landcare Research
Craig Ross, Landcare Research
Lisa Reuben, AsureQuality Ltd
Lynnell Greer, Department of Conservation
Jenny Fraser, Plant and Food Research
Alby Marsh, (Runanga)
Chris Buckler, Land Information NZ
Forestry
Bruce McKinlay, (Convenor), Department of Conservation
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Defence of nurses in the Health Practitioners Disciplinary Tribunal
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PSA Plus
Holiday homes
The PSA holiday homes continue to be popular with members. The occupancy rate continues to be high: 66% for the year ending July 2010, with most demand in school holidays and at weekends. A new online booking system has been developed which makes it easy for members to book via the website.

Other member benefits
The PSA uses our strength of numbers to attract membership deals on a range of financial, insurance and other products. PSA membership attracts special deals from:
- Vero – home, contents, car and travel insurance
- Crombie-Lockwood – health and risk insurance
- Kiwibank – banking package
- Avis – rental cars

Public service departments bargaining difficult and protracted
- National Science Committee met regularly with the Minister of Research Science and Technology
- Submissions on CRF Taskforce and research science and technology priorities
- All sector committee delegates attended a delegate development workshop

PSA Submissions
Health
Submission to the Ministry of Health on Discussion Document: Proposals for Organisational Change for the Ministry of Health. April 10. Response to the Horn Report identifying issues with the health system that are consistent with issues raised by members.
Submission to the Ministry of Health on the report of the ministerial reference group on health and disability services. September 09. The suggested solutions are inconsistent with each other. The Ministry of Health should be strengthened, not dismantled.
Submission to the Whānau Ora Taskforce. November 09. Recommended that the PSA concept of decent work be incorporated within the framework for whānau-centred approaches to service delivery.

Health practitioners
Submission to the Nursing Council on the Consultation on the registered nurse scope of practice under the Health Practitioners Competence Assurance Act (2003). July 2009. The Court found in favour of the PSA.
Submission on the enrolled nurse and nurse assistant scopes of practice under the Health Practitioners’ Competence Assurance Act (2003). September 09. Generally supportive of the changes to the scopes of practice of second level nurses that will strengthen the clinical workforce.
Submission to the Nursing Executives of New Zealand and the New Zealand Nurses Organisation on the FDPR Evidential Requirements Working Party Consultation Document. September 09. The PSA is generally supportive of the approach taken in the document.
Submission to the Ministry of Health on the Draft Credentialed Framework for New Zealand Health and Disability Service Providers. September 09. The PSA is supportive of the direction outlined in the draft framework with reservations.

Local government

Hardship Fund
During the Ministry of Justice dispute which lasted several months a hardship fund was established to aid members in financial difficulties because they had paid docked when taking lengthy or sustained industrial action. Members who applied for assistance were given supermarket food vouchers. On 27 May it was decided to cease considering applications due to the settlement of the MoJ dispute and the members receiving the pay out in June. The balance of the money remains in the fund for future use in emerging disputes deemed appropriate.

Submission on the Auckland Transition Agency Discussion Document Council-controlled organisations of Auckland Council. March 10. The proposed framework is deeply flawed and will not serve the people of Auckland well.
Submission to the Auckland Transition Agency on Discussion Document – Organisational Structure and Staff Transition. November 09. Services should be retained in-house and should not be outsourced to council-controlled organisations or private providers without compelling reason.

Freedom of association
PSA submission on Education (Freedom of Association) Amendment Bill 2010. March 10. Changes proposed by the Bill are neither necessary nor desirable.

Special education

Personal grievances
Submission on the Review of Part 9A: Personal Grievances. March 10. Further regulation is unneeded as the current system works well and is cost effective.

Privatising prisons

Science
Submission to the Taskforce on options for strengthening the settings for Crown Research Institutes – terms of reference. November 09. Mergers should only take place if there is sufficient evidence that the merger will strengthen the science and research capability of the new institute.
Submission on New Zealand’s research, science and technology priorities. November 09. New Zealand’s approach to publicly funded science must be strategic and the PSA supports the general principles listed in the strategy document.
Submission on the Draft Tertiary Education Strategy 2009. November 09. The PSA agrees with the government’s focus on the importance of skills and innovation to achieving growth potential, but the strategy needs to be clear and take account of more variables.

Full text of the submissions can be downloaded from the PSA website: www.psa.org.nz
Working with other unions

Council of Trade Unions
The PSA is a committed affiliate of the Council of Trade Unions, actively participates in its national and local forums and programmes, and contributes expertise on public sector issues. PSA national secretary Richard Wagstaff is vice president of the CTU.

The PSA liaises with the CTU on initiatives such as the Fairness@Work campaign, opposition to the cuts to ACC coverage, promotion of pay and employment equity, submissions on employment and health and safety law and support for public services.

The PSA supports Unions Aotearoa International Development Trust (UnionAID), the overseas development agency of the New Zealand Council of Trade Unions and promotes it through its regular publications and on the website.

The PSA is represented by the secretariat on the National Affiliates Council. Over the past years, PSA members and officers have actively participated in the CTU Rūnanga, CTU Kōmiti Poerakia, the Biennial Women’s Conference, the Women’s Council, Out@Work, and Stand Up!, a forum for young union members.

The PSA secretariat and national president attended the CTU president of the CTU.

Joint negotiations with other unions
In joint bargaining, the PSA the NZ Nurses Organisation and the Service and Food Workers Union negotiated a nationwide, across the board pay increase with all district health boards.

Service and Food Workers Union
The PSA had exploratory talks with the Service and Food Workers Union (SFWU) to consider whether merging the two unions would be in the best interests of members. After a series of discussions with the SFWU, the PSA executive board decided not to proceed with a merger.

Public Services International
The PSA is an active member of Public Services International, a global union federation made up of more than 650 trade unions, representing more than 20 million workers who deliver public services in 160 countries around the world. PSA House in Wellington is the headquarters for the PSI Oceania sub-regional headquarters secretariat.

Our contribution to PSI activities is concentrated largely on building public sector union organisation in the Pacific. We have developed close links with union leaders in Fiji, Samoa, Tonga and the Cook Islands and assist with training and development programmes.

International Trade Union Confederation
The International Trade Union Confederation (ITUC – formerly known as the International Confederation of Free Trade Unions) comprises 311 national trade union affiliates, representing 168 million trade union members in 156 countries and territories, and campaigns to defend workers’ rights worldwide. The PSA is represented at ITUC through the CTU.

Union Network International
Union Network International (UNI) is a global union federation representing 15 million members in 900 unions including workers in the mass media, entertainment, and the arts. The PSA has affiliated its broadcasting workers to UNI.

Overseas unions
The PSA maintains close links with public sector unions in Australia, Britain and Ireland that face issues similar to ours.

Operational
The PSA is working to ensure our operational systems are future proofed to deal with change, whether welcome or unwelcome.

Staffing
Currently the PSA employs 129 staff: 122 permanent staff and seven fixed-term (for projects and backfilling). Permanent staffing levels have increased by two with the creation of new positions: an online multimedia communications adviser and a business systems coordinator. There are 83 organising staff and 46 clerical and support staff.

Over the year there were two retirements, six resignations, 10 permanent appointments and eight fixed term appointments.

Membership fees
Membership fees are based on annual gross salary. The current fortnightly fees are $3.60 for earnings under $16,500; $7.10 for earnings between $16,500 and $33,000; and $14.20 for earnings over $33,000. Under PSA Rules membership fees are reviewed every two years taking into account cost-of-living and wage movements. The next review is due in 2011.

Membership database
We continue to improve our membership systems for staff and provide facilities for delegates and members. An “Update your details” facility on our website has also proved invaluable for maintaining up to date records. To date there have been 10,000 updates and 7,253 new items of information recorded in our database from members. Delegates are now receiving regular membership lists for membership tracking and site mapping. We are working on a web facility for delegates to update information directly into our membership system. Statistical reports have been developed and are provided to our sector committees, national organisers and management to assist with strategic decision-making. Gathering up-to-date email addresses and mobile phone numbers for members has been a priority. More than additional 6000 mobile contacts have been collected this year, ensuring we have instant contact with more than a third of the union membership.

Information systems
The PSA adopted a new information systems strategic plan (ISSP) in 2006. A review of progress against this plan showed that its recommendations had been successfully implemented. A new plan valid to 2013 has been introduced and work is proceeding in alignment with its recommendations. Last year saw the introduction of a computer telephony integration system. This year a new intranet linked to the membership database, administration systems and the website was launched. This provides staff with quick and easy access to information and records. A replacement finance payroll, HR and budgeting system is currently being introduced and will be completed by 2011. New colour photocopiers have been installed in all offices, eliminating the need for posters, leaflets and flyers to be couriered from the Wellington office. Later this year the video conferencing system will be upgraded to reach all offices.

Business continuity plan
Work has been completed to ensure our financial and operational systems are safeguarded and the union can continue to function in the event of significant disruption. An offsite disaster recovery system for critical systems has been put in place and was successfully tested in June.
Sustainability

Good progress has been made with a number of the projects set out in the PSA Sustainability Action Plan. An new online operating manual has been completed and a new strategic planning process is in development. We have established an eco-rep role. Eco-reps will work with members in workplaces to involve them in union activity around sustainability issues. On Earth Day 2010 in March the PSA joined forces with the Tertiary Education Union, the World Wildlife Fund and the Hikurangi Foundation to take action on climate change.

We are building our relationships with communities through our Working For You campaign.

Regular reports to PSA staff on their travel usage are helping us to reduce our impact on the environment and the capital expenditure plan for this year includes sustainability measures such as the installation of solar panels on PSA House in Wellington. The Joint Union Management Committee has a number of projects underway which will contribute to decent work for PSA staff.

Resource use

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vehicles (litres of fuel)</td>
<td>91,697</td>
<td>90,715</td>
<td>94,514</td>
</tr>
<tr>
<td>Vehicles (tonnes of CO2-e)</td>
<td>245</td>
<td>243</td>
<td>253</td>
</tr>
<tr>
<td>Air travel (tonnes of CO2-e)</td>
<td>309</td>
<td>300</td>
<td>264</td>
</tr>
<tr>
<td>Electricity (kWh)</td>
<td>427,666</td>
<td>459,264</td>
<td>490,031</td>
</tr>
<tr>
<td>Natural gas (M3)</td>
<td>636</td>
<td>8,539</td>
<td>10,189</td>
</tr>
</tbody>
</table>

Note: 2010 data is for the period 1/4/2009 - 31/03/2010

Financial sustainability

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ratio of reserves to operating cash requirements</td>
<td>83.96%</td>
<td>84.35%</td>
<td>94.22%</td>
</tr>
<tr>
<td>Ratio of current assets to current liabilities</td>
<td>6:4:1</td>
<td>6:2:1</td>
<td>6:4:1</td>
</tr>
<tr>
<td>Ratio of total assets to total liabilities</td>
<td>5:4:1</td>
<td>5:5:1</td>
<td>6:2:1</td>
</tr>
</tbody>
</table>

Membership sustainability

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delegate to member ratio</td>
<td>1:18</td>
<td>1:17</td>
</tr>
<tr>
<td>Number of training days delivered</td>
<td>237</td>
<td>192</td>
</tr>
</tbody>
</table>
| Female to male (%):
  - Members | 69:31 | 69:31 |
  - Delegates | 60:40 | 60:40 |
  - Governance | 48:52 | 41:59 |

Note: Figures not available for 2008. Delegate training days for 2010 do not include enterprise-specific training.