<table>
<thead>
<tr>
<th>Contents</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>President’s report</td>
<td>1</td>
</tr>
<tr>
<td>Executive Board</td>
<td>1</td>
</tr>
<tr>
<td>Membership snapshot</td>
<td>2</td>
</tr>
<tr>
<td>Te Rūnanga o ngā Toa Āwhina</td>
<td>3</td>
</tr>
<tr>
<td>PSA strategic plan</td>
<td>3</td>
</tr>
<tr>
<td>PSA centenary</td>
<td>4</td>
</tr>
<tr>
<td>Issues and campaigns</td>
<td>6</td>
</tr>
<tr>
<td>Organisational and strategic</td>
<td>10</td>
</tr>
<tr>
<td>Local government sector</td>
<td>12</td>
</tr>
<tr>
<td>Community Public Services sector</td>
<td>13</td>
</tr>
<tr>
<td>State sector</td>
<td>14</td>
</tr>
<tr>
<td>District Health Board sector</td>
<td>15</td>
</tr>
<tr>
<td>Public Service sector</td>
<td>16</td>
</tr>
<tr>
<td>Networks and clusters</td>
<td>18</td>
</tr>
<tr>
<td>General update</td>
<td>20</td>
</tr>
</tbody>
</table>
President’s report

2012/2013 has been another tough year for our members. The government continues to put severe pressure on members through its policy of funding cuts that hold or reduce baselines. Continued restructurings and redundancies affect performance across the public sector.

As expected, the 2013 Budget did not provide any real support for the public sector. The consequences of budget cuts and forced redundancies are starting to become apparent. Mistakes are an inevitable outcome of the pressure applied to a reduced and overburdened workforce.

This centennial year has been my first year as president. It has been a year of learning. My task is to ensure our leadership team has a clear direction so the union can make progress with our work programmes and strategies. These give the PSA the ability to grow whilst continuing to meet the needs of members.

Despite the climate of political and global uncertainty, we are, from my perspective, in a strong position. I believe this has a lot to do with the forward thinking and progressive strategies and initiatives championed by the PSA, both before and during my tenure.

By way of example, the PSA has campaigned around the State Sector (Public Finance) Reform Bill and the proposed changes to the Employment Relations Act. We have strongly challenged the need for changes that take away workers’ rights and that seek to undermine the PSA’s ability to continue to give members effective support.

The current review of delegate development with its focus on fostering current and emerging leaders will help to strengthen our union. A strong emphasis on recruitment has enabled the PSA to maintain a healthy level of membership and financial viability. The organising centre has been strengthened to provide delegates and members immediate advice and is beginning to assist with personal cases.

A crucial element to our success is having skilled and experienced people providing strategic advice and leadership and implementing initiatives that engage members and encourage and empower them to make a difference through a united voice.

Over the past year I’ve had the pleasure to meet and work with many such people amongst PSA delegates, members and staff. I have come to appreciate, even more, the great people we have in the PSA.

In this, our centennial year, it is heartening to see what a strong and essential union we are, with a legacy to be proud of, one that gives me the fire to continue to work hard for our future.

I report that we are in good health but, as a vital organisation for people working in the public sector, we must continue to respond to the changing climate and the challenges we face. The PSA is up to this task and continues to proactively serve our members well. I think the positive trend of membership is a good indication of a healthy and vibrant union.

I would like to thank my fellow board members, our PSA staff and you, our members, for your continued efforts and support. We have all been able to look back and reminisce on our journey as a union. The work of those who came before us has made the PSA the legitimate voice of public sector workers that it is today.

Mike Tana
President of the PSA
The Public Service Association Te Pūkenga Here Tikanga Mahi

Executive Board

Since Congress 2012, the Executive board has met on six occasions: October and December 2012; and February, April, June and August 2013.

Executive Board members

Mike Tana, president
Renee Delamere, vice president: DHB Sector
Pam Jemmett, treasurer: State Sector
Colleen Boyer: Public Service Sector (from April 2013)
Benedict Ferguson: Local Government Sector (to October 2012)
Josh Gardner: Public Service Sector (seconded to PSA staff April 2013)
Daryl Gatenby: Staff
Jenny Goodman: Community Public Services Sector (from December 2012)

Lee Knight: Community Public Services Sector (to October 2012)
Bruce MacKinley: Public Service Sector (to October 2012)
Alby Marsh: Te Rūnanga o ngā Toa Āwhina
Brenda Pilott: Secretariat
Flash Sandham: Local Government Sector (from December 2012)
Richard Wagstaff: Secretariat
Membership snapshot

In the face of ongoing job cuts, PSA membership remains stable and now stands at 58,427, slightly up on last year. The Executive Board has identified recruitment as a top priority that must be a feature of all the union’s activities in order to maintain and increase our influence.

A number of new recruitment strategies are being tested, including prize draws for members who recruit new members. The PSA Benefits team, a company which specialises in union recruitment, has recruited 441 new members over the past year.
Te Rūnanga o ngā Toa Āwhina

Membership
Te Rūnanga o ngā Toa Āwhina covers more than 5600 Māori members across the PSA, with nearly 550 Māori delegates and 35 Māori enterprise delegates. There are enterprise rūnanga at Inland Revenue, Ministry for Primary Industries, Ministry of Social Development and Corrections. There is a rūnanga – Te Tira Hauora – for the DHB sector.

Issues and campaigns
Building PSA membership
The national komiti of Te Rūnanga o ngā Toa Āwhina has been working on new initiatives to increase the numbers and participation of Māori in the PSA. This includes a booklet on Māori in the PSA that can be used as a recruitment tool.

Cultural clauses
Work is underway with the policy team on identifying clauses in collective agreements that relate to Māori culture with the aim of negotiating appropriate cultural clauses in as many agreements as possible.

PSA strategic plan
The Strategic Plan sets out the PSA’s goals and where we want to be by the year 2020. These commitments form an important part of our work programme across the union. They do not replace but are in addition to the PSA’s ongoing business, such as building the union, effective bargaining, and engagement with employers, politicians and other parties.

Underpinning all of the PSA’s work are our values around decent work and decent workplaces; advancing the interests of members; and advancing the principles of the Treaty of Waitangi as they relate to members’ working lives.

Progress on strategic goals
Closure of the gender pay gap within PSA coverage:
An across-union workplan is underway. The key components include organising for equal pay; case studies of good practice; promoting a law change; looking at overseas examples; and campaigns, starting with library workers and DHB administrative staff.

Transforming the workplace culture for better jobs:
This is a major programme of work across the union and was the focus of this year’s annual members’ meetings. Six strands of a good workplace have been identified: fair and secure; healthy; career development; personalised; effective; and high trust.

A reformed public sector:
The PSA has made considerable progress on developing our thinking on the desirable future shape of the public sector through amendments to the State Sector Act and a series of public forums, run in conjunction with the Fabian Society.

Building influence:
A considerable effort has gone into recruitment over the past year and this has contributed to maintaining membership levels despite the significant loss of public sector jobs. There has been a deliberate effort to build relationships with groups and agencies that share our goals and concerns. The PSA secretariat has continued to engage with chief executives and politicians of all hues.

Hui
Komiti representatives took part in the Council of Trade Unions hui held in Tauranga last September. The kaupapa was to strengthen relationships between iwi and CTU rūnanga. One of the outcomes was the forging of a relationship between the CTU and Ngāti Porou in the forestry industry. Komiti representatives also took part in the biennial hui of the CTU’s Te Rūnanga o Ngā Kaimahi biennial hui held in March.

Komiti members
This year the PSA celebrates its centenary. Though its origins date back to 1890, it became an incorporated society on 31 October 1913.

The PSA is celebrating the centenary with a year-long programme of events and activities.

**Banner**

For our centenary year the union commissioned a specially-designed banner to celebrate our past, represent our present and envisage our future. Artists and designers were invited to submit design proposals and the winner was chosen by an expert panel led by theatre director and designer Raymond Boyce. Wellington fabric designer Genevieve Packer was the winner with a visually stunning banner that incorporated traditional and modern design.

The grand unveiling of the banner took place at the centenary opening event in Auckland. After being exhibited around the country it will be on permanent display in PSA House, Wellington, and will be used for union conferences and other events. Replica banners have been produced for all PSA offices.

**Seminars**

In addition to the evenings of celebrations, the PSA teamed up with the New Zealand Fabian Society to deliver a successful series of five seminars on the State Sector Act and what needs to change in order to deliver more effective public services.

**Events**

The centenary celebrations were launched at an event in Auckland on April 17. Celebrations have also taken place in Wellington, Dunedin, Palmerston North, Napier, Hamilton,Rotorua, Tauranga, Nelson, Christchurch, Invercargill and Gisborne, with a final event in Wellington on October 22.

The Wellington event on May 7 included a screening of a video presentation of PSA history by the New Zealand Film Archive. Due to its popularity, a second screening was arranged.
Conference
A Public Sector Conference will be held in Wellington on 5 – 6 September, supported by the Institute of Public Administration of New Zealand (IPANZ), the Labour History Project, the New Zealand Public Service Association (PSA) and the School of Government at Victoria University.

The conference will mark both the Public Service Act of 1912 and the centenary of the PSA. The conference will examine the connections between New Zealand’s past, present and future public services, with a strong focus on the future.

Video
A video about the design and making of the banner was shown at centenary events and venues where the banner was exhibited.

A potted history of the PSA on video has also been produced and is shown at centenary events.

Plaques
Centenary plaques, commemorating a local event and a local PSA identity, were presented to each PSA office around the country.

The centenary online
A special centenary website was launched in April. The website, which will be an ongoing resource on the history of the union, includes stories from members and audio-visual material.

The PSA Journal, from the first issue in 1914 to the present, has been digitised and has been made available online for members, historians and anyone interested in union and political activism.

Other centenary material
Commemorative tea-towels, badges and pens have proved popular with members who wanted to buy a small memento of the union’s centenary.

Dan Long Trust
The Dan Long Trust, set up in 1977, has supported many PSA initiatives over the years, in particular the Dan Long Memorial Library now housed in Victoria University. In its centenary year, the PSA has received generous support from the Trust for the production of the centenary books and the banner. The Trust was wound up in July.

Books
Our centenary years was further marked by the publication of three books.

The State and the Union: an oral history of the PSA, 1984-2012 by Mary Ellen O’Connor was published by Steele Roberts Aotearoa. The book builds on Bert Roth’s 1987 history Remedy for Present Evils, which chronicles the union’s history from 1890 to 1984.

Coinciding with the PSA’s centenary, the Dan Long Trust commissioned White-collar Radical: Dan Long and the rise of white-collar unions by Mark Derby which was published by Craig Potton Publishing. This is a biography of Dan Long, who, as general secretary from 1961 to 1976, was a major influence on the development of the union.

The books are available to PSA members at a discount price.

In addition, a lavishly-illustrated centenary booklet 100 Years Strong: New Zealand Public Service Association 1913-2013 has been produced as a free presentation.
PSA campaigning
The Executive Board has allocated a budget for ongoing campaigning to build public understanding of the value of public services, involve members and attract new members, identify emerging union leaders, and connect with community networks.
Rather than promoting broad concepts, the PSA campaigns centre on specific services which are at risk and where members are bearing the brunt of funding cuts through low pay, excessive workloads and job losses.
The PSA has appointed a campaign organiser to plan and pull together the organising and resource capabilities required for each campaign, and to develop links with community organisations. The campaigns will provide a strong foundation for the 2014 general election campaign.

Health and safety
The PSA submitted to the Independent Taskforce on Workplace Health and Safety set up by the government in the wake of the tragedy at Pike River. The report of the Taskforce came out in April, recommending a wide-ranging reform of our workplace health and safety system and, among other things, recognising the important role played by unions in protecting their members at work. The report also says the state sector should be an exemplar of good health and safety practice. The government has already introduced legislation to set up the new separate workplace health and safety agency WorkSafe New Zealand. More comprehensive legislation is expected.

Pay and employment equity
‘Kickstarting new thinking on pay and employment equity’ is one of the 2013 operating priorities. A working group has been set up to lead the union’s work towards achieving the 2020 strategic plan goal of ‘Closing the gender pay gap within the coverage of the PSA’. The group is responsible for delivering on the PAEE workplan, taking a whole-of-union approach. The PAEE work will contribute to the Transforming the Workplace agenda and other union strategies, organising work and around the Living Wage and low pay.

Local government legislation
The PSA strongly opposed amendments to the Local Government Act 2002 which removed the economic, cultural, social and environmental well-beings purpose of local government and replaced it with a new purpose requiring local authorities ‘to meet the current and future needs of communities for good-quality local infrastructure, local public services, and performance of regulatory functions in a way that is most cost-effective for households and businesses’.
Other amendments to the Act which we opposed were the setting of fiscal and debt caps for councils, and powers for elected members of councils to set staffing and salary caps. In late 2013 there will be another Bill amending the Act, and it is likely that these amendments will also have a significant impact on the jobs of members in local government.

Local elections
The PSA produced two leaflets to raise awareness of the importance of local elections: Good Health! which identifies issues to consider and discuss when voting for DHB candidates; and Where We Live which identifies issues to consider and discuss when voting for local authority candidates. The leaflets were distributed to workplace delegates and at public meetings, particularly in Auckland.
More Reforms Fewer Rights
More Reforms Fewer Rights is the PSA campaign in response to the government’s proposed changes to the State Sector Act and the Employment Relations Act to reduce work rights.

The campaign has had two main strands:

- providing information through newsletters, leaflets and meetings;
- encouraging members to make submissions to each of the select committees.

To encourage maximum membership involvement, the PSA invited members to sign and send in a form submission whilst at the same time encouraging and supporting members to write their own submission and appear before the select committee.

State Sector Act
The planned changes had the greatest impact on public servants but also posed threats to members in the wider state sector. The proposals that caused the greatest concern were:

- over-riding the negotiated entitlement to redundancy compensation
- the ability of the government to interfere in collective negotiations.

Nearly 500 members sent in a form submission and nearly 20 members fronted up to the select committee. This, combined with an intensive lobbying campaign by PSA officials, led to the worst aspects of the bill being overturned. PSA members made a real difference.

Employment Relations Act
A similar but more extensive campaign is underway to oppose the proposed changes to the ERA. The changes are pernicious and designed to drive down pay and conditions across the entire membership. In summary:

- Employers can walk away from collective agreement negotiations
- New workers can be paid less than the agreed rate
- Removal of entitlement to tea and lunch breaks
- Job protections to go for many low-paid workers
- Employers able to pull out of the national agreements for DHB workers.

The first stage of the campaign encouraged members to send in submissions, either by signing an online form submission or writing a personal submission. This resulted in 7495 form submissions and 345 personal submissions, with 218 members requesting to appear before the select committee. Submission-writing workshops and a guidebook provided information and support to assist members write their own submissions.

Planning is underway to maintain membership awareness and involvement. The PSA will take part in CTU-led national tea-breaks in October where members can talk about the issues and plan local activities, such as lobbying their MP or writing to the local newspaper. Other activities, including rallies and meetings, will be supported as much as possible.

DHB administrative campaign
The PSA has initiated a campaign to highlight the negative effects on hospital efficiency of the cap on administrative positions, imposed by the government in 2009. The campaign is designed to raise membership and public awareness of the importance of administrative staff as part of the hospital team and to build support for fair pay as a precursor to bargaining in 2014. It is part of the overall pay equity campaign: this is a female workforce that is poorly paid and possessing skills that are under-valued.
Love DOC
The PSA joined with Forest and Bird in a Love DOC campaign to raise public awareness of what the planned job cuts in the Department of Conservation would mean for the environment and tourism. This supplemented the work by organisers and delegates in preparing a submission on the serious risks posed by the restructure, including the loss of essential skills and experience. The two-pronged campaign led to the minister stepping in with additional funding to reduce the extent of job losses.

Asset sales
PSA delegates and members have been actively encouraged to sign the petition calling for a referendum on asset sales through newsletters, leaflets, and phoning delegates.

Family violence
The PSA has been working to highlight family violence as a union and workplace issue. Australian researcher and campaigner Ludo McFerran spoke to several well-attended member seminars. Website material and member resources around the issue were prepared and distributed. The PSA is taking part in a research project, in partnership with Auckland University, in which 10,000 members have been invited to share their experience of family violence in relation to their work and workplace. The results will help inform government and employer policy settings around family violence.

Youth Rates
The PSA Youth network played an active role in the Same Work Same Pay campaign against the introduction of the government’s starting-out wage for young New Zealanders. PSA Youth members worked to encourage members to write submissions on the legislation, and used social media and mainstream media to garner support.

Love libraries
Across the country, public library budgets are being cut and librarians’ jobs are being downgraded. Librarians and library assistants form the PSA’s strongest base in local government, with higher membership density than any other occupational group. The PSA is developing close links with the professional associations and with community groups concerned at the cuts to library services and the increased costs being imposed on library users. This is designed to build and strengthen our campaign in support of public libraries.
Living wage

The PSA is actively supporting the Living Wage campaign. A living wage is currently set at $18.40 per hour, compared to the minimum wage of $13.75. As has happened overseas, there is a strong push on local authorities to pay staff a living wage and ensure it also applies to contracted workers. Hamilton City Council was the first to say it would pay a living wage but is now re-assessing this, while Wellington City Council is analysing the costs.

Parental Leave

The PSA has actively supported the 26 For Babies campaign to extend paid parental leave to 26 weeks. We made a formal submission on the legislation and encouraged members to make their own submissions through newsletters, social media and the PSA website. The PSA also helped organise and support events and media opportunities to raise awareness.

The Trans-Pacific Partnership Agreement

The PSA backs the CTU’s opposition to the Trans-Pacific Partnership Agreement. The agreement is being negotiated behind closed doors between New Zealand, the US and nine other countries. It poses serious risks to New Zealand’s public sector and appears weighted to serve the interests of powerful lobby groups in the United States.

In reaching its decision, the Executive Board set down some policy principles that should underpin fair trade agreements. These include: protection of worker and union rights; protection against interference with the role of public services; and respect for our sovereignty and national interests. The TPPA does not appear to meet any of these.

Time to Care

Time to Care is the PSA campaign to improve funding for home-care services and the pay, conditions and training opportunities of home-care and support workers, including reimbursement for travel costs and pay for time spent travelling between clients. The campaign is making links with service providers and interested parties, as well as raising awareness of the issues amongst members. Resources include a booklet, leaflets and bumper stickers.
Organisational and strategic

Transforming the Workplace

Congress 2012 passed a remit requiring the PSA to ‘develop and deliver a programme of work designed to achieve the Transforming the Workplace agenda’. Transforming the Workplace is an agenda for good work that builds on our goal for a better working life for PSA members.

These are the six elements of what we believe combine to create a good working life.

• Fair and secure: offering fair working conditions, protecting members’ future at work and into retirement
• Healthy: looking after the safety, health and well-being of members
• Career development: providing a range of opportunities for career development and on-going learning
• Trust: promoting a high level of trust in the relationship between employees and managers through high engagement
• Effectiveness: making it easy to perform well, contribute and be productive in a high performance/high engagement workplace
• Personalised: supporting and including all employees’ cultures, communities and families.

Workplace Dynamics survey

Close to 16,000 members from 349 organisations participated in an online survey in April 2013. The survey, a collaboration between the PSA and researchers from Victoria University’s Schools of Management and Government, captured PSA members’ views around topics such as workplace processes, management practices and worker experiences.

The main findings included that: PSA members are committed and motivated in their work; often work unpaid, unrecognised excess hours; receive effective downwards direction and communication but are not heard upwards; work in organisations that are poor in innovation and co-operation; work for managers with limited capabilities who are seen as risk averse and not overly trustworthy; do not rate their organisations as being particularly efficient or flexible; and carry the consequences of poor organisational situations.

Annual members’ meetings

Annual members’ meetings are now a well-established event in most workplaces. This year the focus was on delegate elections and discussion of the PSA programme Transforming the Workplace. The meetings were supported with background papers, videos and talking notes.

Discussion of the six strands of Transforming the Workplace was supported by a series of short videos in which delegates talk about issues they confront in the workplace.
Delegate development and review
The implementation of the redesign of delegate development is underway. An implementation project manager was appointed in early April 2013 for a 12-month period to manage the implementation programme.

There are six streams of work associated with the project - union leadership development, enterprise development, new delegate induction, e-learning, quality assessment of formal training, and administration and programme co-ordination.

Delegate awards
Two new delegate awards have been introduced. The first is a long-service award which recognises delegates who have been in the role for ten years. The other is a special delegate achievement award given to delegates who have made an outstanding contribution. This award is based on nominations and a panel has been established to make recommendations on the nominations. The recommendations then go to the relevant sector committee for a final decision.

Learning policy
The Executive Board has adopted a policy on workplace learning and the role of learning reps, following discussion at Congress 2012. It is part of the career development strand of Transforming the Workplace. Workplace learning has a role in enhancing members’ access to learning opportunities that can lead to better careers and pay and more ability to move between roles. Employers also benefit from a workforce that is learning new skills.

Richard Wagstaff is on the board of Careerforce, the ITO for health and community support services.

Public Services International
The PSA is a member of Public Services International, the global federation of public sector unions, and plays an active role in the Oceania region. Richard Wagstaff has been elected a PSI executive member, with responsibility for the Oceania sub-region, and organiser Nick Kelly as the regional male youth coordinator. At its world congress, held last November in South Africa, the PSI elected a new general secretary, Rosa Pavanelli, and it is believed this will reinvigorate the PSI.

Among its roles, the PSI carries out useful research on the role of public services and assists unions in developing countries build their capacity.

The most recent Oceania sub-region meeting, held in Auckland, identified a number of projects for the South Pacific, including raising awareness about the risks associated with the Trans-Pacific Partnership Agreement, the formation of a new public sector union in Vanuatu, union education programmes in Fiji, and an employment law programme in the Cook Islands.
Local Government sector

Membership
Membership in the local government sector remains steady at around 6050, with 269 delegates. Of the total local government membership, 2700 are in Auckland Council.

Issues
Local Government Act
PSA members campaigned strongly against ill-conceived changes to the Local Government Act. The PSA’s main concerns centred on the extension of the government’s public service staffing cap ideology into local government and the ability for elected councillors, rather than chief executives, to set policy on staff numbers and salary levels. The sector committee intends to keep a close eye on how councils manage their staff and employment policy as a result of the legislation which parliament passed by a narrow vote in November 2012.

Work plan
The local government sector committee has identified three areas of work around amalgamations and restructurings, workplace culture and the changing role of local government. The goals are to protect jobs and terms and conditions, along with building more positive cultures and influencing local government changes.

Libraries
Within the local government sector the PSA has launched a libraries campaign and has been working with other stakeholders to highlight and stop further budget cuts to library services.

Living wage
The local government sector is involved in the Living Wage campaign. The PSA is working alongside other organisations to encourage councils to adopt the living wage for their own staff, and extend it to contracted workers.

Bargaining
Bargaining has become tougher in local government with some employers seeking to take away or grandparent existing terms and conditions.

The PSA continues to re-negotiate collective agreements. The largest is the Auckland Council’s collective agreement which covers some 2600 PSA members. It has been ratified and provides a three-year term, with minimum annual adjustments of at least the Consumer Price Index and two PSA-only lump-sum payments during the agreement’s term. Funding for the transformation initiative has been guaranteed for the life of the agreement.

Other examples of settlements in local government include the Bay of Plenty Regional Council agreement with average pay movements of 1.9%, and enhancements to both parental and long service leave; and the Wairoa District Council agreement with a 1% increase to wages and allowances, backdated to February.

Local Government sector committee
Flash Sandham (convenor), Michelle Argyle, Ian Cooper, Neil Coup, Benedict Ferguson, Gary Gabbitas, Queenie Harding, Lee Rauhina-August, Annette Smithard (deputy convenor).
Community Public Services Sector

Membership
The Community Public Services Sector has seen a rapid growth in membership and now covers over 4,800 members in more than 200 enterprises providing public services such as disability support, home-based support for older people, and social services.

Over the past year, there has been a 143 net gain in CPS membership which has come largely from recruiting members in social services organisations, and within the home-based support part of the sector.

Issues

Home-based care and support
The PSA has filed a test case to establish that travel time between clients is work time and should be paid for. Most home support workers do not get paid for this time and are not fully reimbursed for vehicle running costs. The campaign seeks to enlist the support of the community and lobby the government to improve funding for this part of the sector.

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, can be sheeted home to inadequate government funding. The PSA has developed a business case to show the level of funding required to achieve more equitable pay and conditions in this part of the sector.

Sleepover payments
The PSA and the Service and Food Workers Union won a major legal battle in 2011 to have sleepover shifts recognised as work which must be properly paid for. The PSA has been working through the implementation process with each employer to get members their sleepover payments. This process is taking time to complete, partly because the settlement needs to be negotiated employer by employer, and partly because it has not been given high enough priority at government level.

Bargaining
The CPS bargaining strategy is focused on improving pay and conditions through our goals of national pay rates, security of employment and hours of work, adequate support and training, long-service leave, and less use of split shifts.

The sleepover settlement process has been frustratingly slow, largely caused by stalling over the payments by some DHBs and disagreements between ACC and the Ministry of Health. The PSA has been pushing this matter along and we anticipate the final payments will be made soon.

The PSA home-support campaign aims to increase government funding, via DHBs, to achieve pay parity for home-support workers. Through collective bargaining, the PSA has achieved memorandums of understanding with some employers, including Healthcare NZ, Access and Presbyterian Support Central, to work jointly on this campaign. Alliances are being built with organisations such as Rural Women. The report by the Human Rights Commission, Caring Counts, is a useful campaign resource that has been supplemented with PSA resources.

A new pay system has been negotiated with Barnardos. Members at Workbridge and the New Zealand Film Archive have won their first collective agreements, with improvements to employment protection and pay and conditions.

Community Public Services sector committee
Jenny Goodman (convenor), Liz Bowman, Anna Huffstutler (deputy convenor), Frances Lazarus, Carrol Mace, Taipu Moana, Amy Ross, Mele Sanerivi, Karen Turner.
State Sector

Membership
The PSA has 8,231 members in the State Sector and 472 workplace delegates. This compares with 8,553 members and 499 delegates in 2012. The net membership loss over the year was 322 made up of 939 new members and 1,261 resignations.

Issues

Social Support
After three-and-a-half years, the ACC collective agreement was signed in December 2012. Concerns remain around job security, restructuring and work load. A new collective agreement was also negotiated for Housing NZ Corporation. However, their tenancy management restructuring has been unpopular. Housing NZ functions are soon to be transferred to the Ministry of Social Development.

Transport
Civil Aviation Authority and Aviation Security have been through a management restructuring and have merged their ‘backroom’ functions. The New Zealand Transport Agency and Maritime New Zealand have also been through reviews and, along with Aviation Security, are in bargaining this year.

AsureQuality
The biggest issue is the continuing push for the privatisation of meat inspection which is an ongoing battle for PSA members. Collective agreement negotiations have concluded.

Tertiary
Continued under-resourcing has created pressure on general staff in universities and The Open Polytechnic, with increased workloads and staff losses. Most universities are in a non-bargaining year cycle with some trades bargaining continuing, along with Aviation Security, in bargaining this year.

Science
There have been some redundancies across crown research institutes, with the exception of Industrial Research Limited (IRL) where members took no salary increase to minimise potential redundancies. The main issue in science is the creation of Callaghan Innovation (CI) and the demise of IRL. The decision by AgResearch to close two of its centres has created public disquiet at the prospective loss of jobs in Dunedin and Hamilton.

Media, education, energy, services, and support
The biggest change affecting the energy area is the shedding last year of 450 jobs in the coal mining industry by Solid Energy. North Power negotiations are taking place in Whangarei as they look to focus on contracting and getting itself in order for that purpose as opposed to trying to sell itself as an asset management company. The sale of Mighty River was also a significant event in the sector.

Bargaining
As with other sectors, there has been strong pressure from employers to reduce terms and conditions. Members in a number of agencies have stepped up to resist these demands, with industrial action in the NZ Qualifications Authority.

Negotiations for new collective agreements are underway in Aviation Security, Maritime NZ and the NZ Transport Agency.

Across crown research institutes, bargaining for the year is almost completed. Collective employment agreements were renewed with no loss of conditions and small gains made in some CRIs. All of the PSA-only benefits were retained. Members in CRIs that negotiated pay during the last year achieved modest gains of between 1.5% and 4%. ESR is still to conclude a settlement.

State Sector committee
Pam Jemmett (convener), Mark Andersen, Sam Bhattacharjee, Ian Bull, Judy Gardner, Keith Gutsell, Jacque-Ann Heta, Alby Marsh, Ben Prasad, Martha Selwyn, Hamish Trolove (deputy convener).
District Health Board Sector

Membership
Membership has remained fairly stable over the past year with around 17,000 members represented by 747 delegates (July figures).

Issues

Hospital administrative staff
At the Heart of the Hospital is a campaign to improve the pay and status of hospital administrative staff and to raise awareness of the negative effects of the staffing cap, including excessive workloads, mounting backlogs and poor use of resources.

The Lower North Island clerical remuneration working party has presented its report and is working on a methodology for a single salary scale with its cost implications.

Oral health
The Oral Health Strategy has evolved differently across the country. Workloads and workforce planning have been identified as key concerns and there is a plethora of employment conditions across DHBs, particularly for therapists. The Oral Health Occupational Panel has been working on policy guidelines around travel, laundry, merit criteria, roles of assistants and health and safety.

Health Sector Relationship Agreement
The HSRA is an agreement between the 20 DHBs, the Ministry of Health and the main health unions including the PSA. After a review in 2011, the parties agreed to continue with the HSRA as a forum to engage and foster a cooperative relationship.

Bipartite relationships
The PSA MECAs provide for a framework to support national and local bipartite structures between unions and DHBs to achieve healthy workplaces, engage in change management processes, and provide a dispute and problem resolution process.

The National Bipartite Action Group was established in June 2010 with representatives from health unions, DHB chief executives and DHBNZ. It has functioned well and continues to work on matters of mutual concern and provide a forum for DHBs and unions to meet and discuss initiatives by the government and Health Benefits Ltd.

Healthy Workplaces
The PSA is represented on the Safe Staffing Healthy Workplaces Unit governance board. The unit has appointed a full-time staff member to help develop tools to better measure workloads of allied health clinicians. PSA organisers and delegates are involved in helping to develop these tools. There is also a programme of work to develop tools to manage mental health workload issues.

Sustainable work systems
The Waitemata DHB 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 joint productivity programme with other DHBs; so far, this has been picked up by Hutt Valley DHB.

Bargaining
The bargaining priorities for 2013 to 2015 are: to maintain the value of wages; improve wages for those on low pay; achieve regionally-consistent rates of pay for administrative staff in the Lower North Island; and resolve outstanding problems with the career and salary progression framework.

The health multi-employer collective agreements (MECAs) come up for negotiation in 2014 and consultation with members on bargaining priorities is already underway. The PSA has discussed with other health unions the ability to address members’ priorities as part of a co-ordinated, multi-union approach to bargaining. As this does not seem likely, the PSA is planning to initiate bargaining separately.

Members covered by the Allied Health and Nursing MECAs received a 2.5% pay increase from 1 May from the settlements reached in 2011.

Preparation is well underway for negotiation of MECAs for DHB administrative members in the South Island and lower North Island. This includes a campaign to build support for fair rates of pay for administrative staff.

District Health Board sector committee
Auckland/Northland DHBs: Andy Colwell, deputy convenor; Nancy Dally; Rosemary Cullen. Midland DHBs: Janet Calley; Renee Delamere, convenor; Jacky Maaka. Lower North Island DHBs: Caz Thompson; Ewan McCafferty; Richard Hemingway. South Island DHBs: Janet Quigley; Mike Prouting; Annie Hetherington. Te Tira Hauora: Allan Franks; Ellaina Martin; Tiare Williams; Carol Padgett.
Public Service Sector

Membership
PSA membership across the sector was 21527 as at June, an increase of 151 on the previous year. This is despite ongoing cuts to staffing levels in most departments.

Issues
State Sector Act changes
The sector committee played a leading role in the PSA campaign to get rid of the worst aspects of the changes to the State Sector Act that threatened members’ existing employment rights. This was largely successful.

Environment
Government continues its freeze on the public service operating budgets, resulting in continual change and downsizing. This not only makes obtaining fair outcomes in bargaining difficult but is also resulting in higher workloads, insecurity, increasing stress and, in a number of places, reduced quality of public service.

Constructive engagement
The State Services Commission has met with the Public Service Sector twice in this period with discussions focusing on the industrial front and Better Public Services in particular. The major political parties have met on several occasions with the PSS committee and shared views on policy and legislative change.

Technology change
The PSA continues to work with the State Services Commission and the Better Public Services programme to ensure members’ voices are heard at the strategic level. The PSA has set up a delegate committee to get member feedback on how technology changes will impact on members and employment conditions in the future.

Restructuring
The sector committee continues to monitor, provide leadership and assist in the responses to change management across the Public Service. The PSA campaign with Forest and Bird against substantial redundancies in the Department of Conservation succeeded in reducing the number of proposed job losses.

The establishment of the Ministry of Business, Innovation and Employment was the result of the largest restructure for a number of years. It brought together the Department of Building and Housing, the Department of Labour, the Ministry of Economic Development and the Ministry of Science and Innovation.

High engagement, high productivity
The PSA has been promoting a high-engagement model of continuous improvement as an alternative to the shock treatment of restructuring that we are constantly having to respond to. At the Ministry of Justice, we have successfully piloted a small project at Waitakere Court and are preparing for another joint project with the ministry.

There has been extensive discussion between national delegates and senior management in the Child, Youth and Family section of the Ministry of Social Development. We anticipate a joint project will eventuate from this.
Bargaining

There is strong pressure from employers to reduce terms and conditions. Members in the Public Service sector have stepped up to resist these demands and have fended off the worst attacks.

There has been industrial action by members in Statistics New Zealand, the new Ministry for Primary Industries, the Ministry of Education, and Land Information NZ (LINZ). Those that have concluded negotiations have achieved small gains.

Settlements for new collective agreements have been achieved this year at NZ Defence Force, the Ministry for Primary Industries and the Ministry of Education.

Collective agreement negotiations are underway at Inland Revenue, Crown Law, the Ministry of Foreign Affairs and Trade, Corrections Prison Services, LINZ, the Ministry of Justice and the Ministry of Business, Innovation and Employment.

At the Ministry of Social Development, members in Work and Income, Students, Seniors and Integrity Services voted to accept an agreement that provided a $500 payment for PSA members only, and increases of 1%, 1% and 1.5% over the next three years. Employer attempts to extend hours of work and reduce the value of relocation allowances were successfully resisted. Members at national office have ratified a new collective agreement.

Public Service sector committee
Colleen Boyer (convenor), Robert Bennett, David Coates, Asher Goldman, Carol Hart, Tracey Karena, Jackie Kerr, Bruce McKinlay, Dave Nendick, Gwenda Nicolle, Dale Parkes, Peter Robertshaw, Mike Tana, Marshall Tangaroa John Upfold
Networks and clusters

Youth Network
PSA Youth has 1349 signed-up members. A monthly e-newsletter goes to 10,000 young PSA members. The PSA Youth Facebook page has more than 400 members and a PSA Youth Twitter feed was launched with 83 followers.

National conference: 47 members attended the two-day PSA Youth conference in November 2012. The focus was on encouraging union participation and how to lead social change. A new national convenor and central regional convenor were elected. Asher Goldman was elected convenor and has since become co-convenor of the CTU’s youth wing, Stand Up.

Leadership training: This has been held in Auckland, Christchurch and Wellington. It has led to young members becoming more active in the PSA, taking up delegate roles and putting their hands up for committees.

Student membership: The PSA Executive Board waived fees for full-time students. PSA Youth launched the free student membership during university orientation week in March which resulted in 180 new student members.

Campaigns: PSA Youth has engaged young members in a number of campaigns, including opposition to the Starting Out Wage and the State Sector Bill, and the campaign to extend paid parental leave. PSA Youth members have been well represented in the pool of personal and oral submissions presented by PSA members.

Out@PSA
Out@PSA has 287 members. The network has enjoyed an active and successful year. The first phase of a research project looking at issues facing rainbow workers in the public sector workplace was conducted jointly with Victoria University and resulted in a paper presented to the Human Resources Institute of New Zealand and will soon be published in the New Zealand Journal of Human Resource Management. The network is presently engaged in a second phase of research conducting one-on-one interviews in order to delve more deeply into these issues.

At the request of the Executive Board, the network was surveyed regarding their opinions on the Marriage Equality Act. Consequently the Executive Board supported a formal submission to the select committee. Brenda Pilott led our delegation to parliament and the PSA was commended by the select committee chairperson for an excellent submission. Eventually the Act was voted into law.

Out@PSA was well represented by a dozen network members at the CTU’s Out@Work biennial Kamp held in Paekakariki. Highlights of the two-day Kamp included presentation of the new Diversity Training Manual for Union Staff and Delegates and the various panel discussions. Out@PSA continued its tradition of hosting stalls at Wellington’s Out in the Square, Auckland’s Big Gay Out, and various social events around the country.
Deaf and Disabled Members’ Network
The Deaf and Disabled Members’ Network has 91 members. There is also an informal list of associated groups who attend meetings and keep linked in. The network started in Auckland with two convenors, Paul Brown and Nicola Owen, who became very active in promoting the rights of deaf and disabled workers. The network plans to develop regional groups within the national network to bring about more consistent communication and more ability to identify key issues.

There is a good membership base in Wellington and a convenor is currently being sought. The network hosted a meeting in Christchurch where network members discussed the need for resources and regular events so they can share information and news.

Mental Health Committee
The Executive Board has established the Mental Health Committee as a formal cluster under the PSA rules. The committee has 10 members, mainly from the DHB and Community Public Services sectors. The committee works on strategies and policies in mental health. This year, the focus has been on how the views of PSA members can feed into the review of qualifications that’s being undertaken by the industry training organisation Careerforce.

ECO Rep Network
The PSA Eco Rep network has 394 members. The network joined forces with PSA Youth to sponsor 13 young PSA members to attend Power Shift NZ Pacific in Auckland from 7-9 December. They were amongst 700 young leaders attending New Zealand’s largest-ever youth climate summit. It was an opportunity that was taken up eagerly by the PSA members who attended. They were interested about union engagement on environmental issues and the conference was a chance for PSA members to make connections with other individuals and community organisations committed to action on climate change, for young PSA members to take a leadership role in their communities, and to educate others about unions and union engagement in issues beyond the industrial. The conference was followed with a teleconference of all PSA attendees, where discussion focused on encouraging workplace action on environmental sustainability and climate change.

Women’s Network
The Women’s Network has 1064 members. There is a strong focus on education and training to support network members to take up leadership roles at all levels of the PSA. A women's leadership workshop was successfully piloted in Wellington in October 2012. It was repeated in Auckland in July 2013 and more will be held in other regions over the coming year.

The network is playing a key role in addressing pay and employment equity (PAEE) issues in PSA campaign work. Another key objective is strengthening the connections between the network and the union’s governance structures which has been endorsed by the Executive Board.

PSA Pasefika Network
PSA Pasefika has 391 members. The network aims to encourage the involvement of Pacific Island members in union activities and decisions. Members of PSA Pasefika are active in the CTU Komiti Pasefika and attended the biennial fono in June.

National Science Committee
The National Science Committee is a cluster with 2438 members. The committee meets regularly and provides an authoritative voice on science and research policies. The committee continues to advocate for increased public funding for science, along with improvements in salaries. However, cuts in public spending have led to restructurings and redundancies in the crown research institutes. Negotiating improvements to members’ pay and conditions has been particularly challenging this year with a number of CRIs pushing for performance-pay systems. The committee sees this as being led by CRI boards adopting a more political agenda in the current climate.

Social Workers Action Network
Over the last year, Social Workers’ Action Network (SWAN), an informal network, has taken off from a small group that met monthly to one that is well organised, with a social worker working in the PSA office one day a week.

SWAN’s goal is to position the PSA as the core union for all social workers in New Zealand. As part of this, SWAN members will be speaking to social work students across the country to engage them in unionism.

SWAN has developed targeted resources, a network page on the PSA website and a regular newsletter. The network continues to be active in campaigns and in taking the temperature of social workers so the PSA can respond to issues that affect social workers.
General Update

Organising centre
The role of the organising centre has been expanded to provide more support to delegates and members, including handling personal cases where possible. Two organisers are working in the organising centre and further staff training and development is being provided.

State-of-the-art IT systems are being installed to provide the organising centre with immediate or fast access to membership records and other information. These measures have reduced the wait time for callers.

PSA plus
PSA Plus offers PSA members extra benefits on top of their union membership. Holiday homes continue to be popular with members and bookings were up by 1% on the previous year (10,377 bookings compared to 10,214).

More members than ever took advantage of the deals we have in place with Vero Insurance, Crombie Lockwood, Kiwibank, AVIS, Budget, and Beaurepairs.

The PSA is currently reviewing the PSA Plus membership benefits programme. The review will see the PSA deliver a stronger programme that adds further value for current members and will attract new members by providing savings on day-to-day expenses and activities.

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 throughout a number of restructuring processes across the public sector.

There have been instances of employers seeking to limit access to annual leave, sick leave and salary movement which we have challenged. In most cases, these have been settled without the need for proceedings to be filed. Examples of cases we have worked on are:

Salvation Army annual leave case: The PSA filed proceedings seeking an extra week of annual leave above the statutory minimum of 4 weeks after five years’ service. We won in the Authority; the employer appealed where we won again. The members got backdated annual leave and the extra week.

Facilitation in collective bargaining: The PSA sought and gained facilitation in collective bargaining in ACC and Refugee Services to assist in resolving difficulties in collective bargaining.

Information technology
Over the last year the PSA has developed uOrganise and other tools which access and interrogate Unison – the PSA’s membership database. These tools provide organisers with instant access to membership records, reducing the need to be in the office to access information.

As part of the PSA’s on-going technology plan, the introduction of Microsoft Lync and Windows 8 phones has given organisers greater flexibility and connection to colleagues and members. Windows 8 phones have also provided better Bluetooth connectivity in PSA cars.
Communications
The PSA continues to build its efforts on low cost and effective ways to communicate with members. Templates for newsletters, posters and other resources mean we can maintain a consistent look and quickly turn around requests for posters and leaflets.

The PSA website is being redeveloped as priority over the next year, giving members a more personal and relevant experience.

Connection with members through social media continues to grow, with Facebook, Twitter and YouTube all proving popular.

Submissions and surveys
Since September 2012, the PSA has presented nearly 30 submissions to parliamentary committees in response to bills that affect members’ working life. There has been a concerted effort to encourage members to make submissions in response to threats to work rights. This has proved to be a successful way of raising awareness and involving members in campaigns.

The PSA is making extensive use of online surveys to gauge members’ views, particularly on matters to do with bargaining or to assist in preparing submissions. A major online survey, The Workplace Dynamics Survey, a collaboration between the PSA and Victoria University Schools of Management and Government, was carried out in April and involved 16,000 members. This is covered in more detail in the Organisational and Strategic section of this report.

PSA Earthquake Hardship Fund
The PSA Earthquake Hardship Fund has distributed 454 one-off grants to members, amounting to a total of $158,157. The fund was closed in June 2013, with all funds paid out plus an additional $893 over and above the amount in the fund.

The fund was prompted by the generous donations from the Community and Public Sector Union in Australia (NZ$67,460); Jichiro, the public sector union of Japan (NZ$8,009); and Public Services International (NZ$8,009). The PSA matched these donations and set up the Earthquake Hardship Fund to support members struggling to deal with the challenging circumstances.

Initially, the fund was used mainly to help members whose hours had been cut and so had lost earnings. But other needs became apparent which the fund assisted with. These have included help with the cost of power bills, car repairs, accommodating displaced family members, and extra travel because of work re-location.

Sustainability report

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