



PSA 

Te Rūnanga o Ngā Toa Āwhina

Briefing to the Incoming Minister for Māori Development

“Ehara taku toa I te toa Takitahi, engari he toa takitini. My strength is not as an individual but as a collective.”

Congratulations

Ka nui te mihi ki a koe te Minita Māori. E whakamihi ki te kaha o tou whakaritenga ki enei mahi. Tena koe.

Ngā Mahi o Te Rūnanga O Ngā Toa Āwhina

The PSA Te Pūkenga Here Tikanga Mahi is the largest union in New Zealand Aotearoa, with over 75,000 members. Te Rūnanga O Ngā Toa Awhina is the governance structure established to provide leadership to our Māori membership and to ensure a strong Māori voice is represented within our union. We are proud to have the support of 16% of Māori membership within the PSA to ensure a strong Māori voice is present across all sectors of the PSA. This includes an effective structure support of Māori Rūnanga delegates to engage on interests or matters that affect Māori. (Add Sectors in Māori)

Ngā Kaupapa O Te Rūnanga o Ngā Toa Āwhina

Ngā kaupapa o Te Rūnanga o Ngā Toa was developed by Te Rūnanga o Ngā Toa Āwhina to encourage Māori to use our core principles in the workplace to provide strength and focus on creating the betterment of the working lives of all Māori members within the PSA. Ngā kaupapa principles are taonga tukuiho to us and we breathe and live these kaupapa everyday in our whānau, hapū and iwi; to empower Māori members across our union.

These kaupapa are:

- **Kotahitanga** – Building solidarity and unity together as a people
- **Rangatiratanga** – Empowering Māori leadership at every level
- **Kaitiakitanga** – Protecting Māori to secure working conditions and cultural identity
- **Manaakitanga** – Encouraging health and well-being and cultural safety in the workplace



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- **Wairuatanga** – Promoting cultural behaviour, Tikanga, Te Reo and Mātauranga Māori
- **Whakahiato Umanga** – Career development and professional development is available for Māori
- **Whānaungatanga** – Encouraging personalisation, identity, whakapapa to enable high trust
- **Whakamana** – Giving effect to Te Tiriti o Waitangi, in our practise in the work we do that enables strong advocacy for Māori.

A copy of the full Ngā kaupapa booklet is enclosed with this briefing.

Achievements of the previous government for Māori

We would like to acknowledge the achievements made by the previous labour government for Māori in the public service. In particular:

- Introduction of the Public service Act
- Amendments to Te Ture Whenua reform
- Established the Office for Māori Crown Relations - Te Arawhiti to oversee the Government's work with Māori in a post Treaty settlement era
- Supported over 3000 rangatahi going on to full employment through He Poutama Rangatahi.

We also welcome the commitment to making Matariki a public holiday, which will not only benefit working people but will continue to show the government's commitment to the principles of Te Tiriti of Waitangi and to Māori culture.

We encourage the announcement New Zealand history will be taught in all schools and kura throughout Aotearoa by 2022, and the commitment to integrate te reo Māori into early learning and schools by 2025 and see this is a vital step in educating and informing our rangatahi.

Māori in the PSA

Māori workers are essential each of the PSA's five sectors and make up a significant proportion of the workforce. Māori comprise a high proportion of workers working across the public service, the community sector, state services. our members in DHB's and Local government compared to the average number of Māori in the New Zealand Working Age population. However, a 2015 report from the New Zealand Human Rights Commission on Employment Equity in the public service found that "Māori representation is highest at the front line but drops away the more distant the work is from the public interface".¹ The pay gap for Māori across the public service is 11 per cent, which the Te Kawa

¹ Human Rights Commission. 2014. What's Working: Improving equal employment opportunities in the public service. <https://www.hrc.co.nz/files/1614/2360/7114/HRC-Whats-Working-web.pdf> p8-10



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Mataaho acknowledges is due to Māori and Pasefika workers being over-represented in lower paid occupations.² This has been ongoing, ever since the data started being collected, with no plan to rectify. We think this isn't good enough, and we want to work with you to fix this.

Māori Crown relationship

PSA is pleased in the government's commitment to improving services and outcomes for Māori and strengthening the Crowns relationships with Māori. With the reform of the Public Service Act 2020 section 14 recognises the role of the public service to support the Crown in its relationship with Māori under Te Tiriti o Waitangi. That new act includes provisions that put explicit responsibilities on Public service leaders for developing and maintain the capability of the Public Service to engage with Māori and to understand Māori perspectives, and the Public Service Commissioner when developing and implementing the newly required leadership strategy to recognise better the aims, aspirations and employment requirements of Māori and the need for greater involvement of Māori in the Public service. Ensuring the Commissioner and Chief executives are accountable to their Minister for upholding their responsibilities to support the Crowns relationships with Māori is a positive outcome for our members. The need for greater understanding of te ao Māori being woven into the work and ethos of public service including Te Ao Māori concepts, knowledge, values and perspectives, Te Reo Māori, Tikanga Māori and understanding how Te Tiriti o Waitangi is applied in our day to day mahi. We support the individual and collective responsibility for a culturally competent public service that delivers with and for Māori.

We value the guidance being issued to agencies on what It means to support and strengthen the relationships between Māori and crown under Te Tiriti. Te Arawhiti plays a crucial role in providing guidance and support across agencies to provide tools and training required to agencies on how the engagement with Māori should be approached.

All of this is consistent with the PSA's policy on Te Tiriti o Waitangi and the state sector. That policy called for agencies to develop a plan in consultation with Māori to enhance their relationships with hapū, iwi and other Māori organisations and for the establishment of a central agency to perform the role that Te Arawhiti is undertaking. However, the policy also proposed that each agency should review "the state of their relationships with their Māori workforce, including the implementation of a programme to ensure that each organisation meets the employment needs of Māori as described in Ngā Kaupapa o Te Rūnanga o Ngā Toa Āwhina".

While we have made some progress with including Ngā Kaupapa in some collective agreements it would be good to have all government agencies make such a commitment and we are happy to work with them to achieve this.

² <http://www.ssc.govt.nz/ethnic-pay-gaps>



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Support for Te Reo Māori

We commend the government's position to lead the work of Te Maihi Karauna which sets out a vision for Te Reo Māori in the future. It outlines the Crown's vision of what they will do to support a strong, healthy thriving Māori language in NZ. "Kia mahorahora te reo – Everywhere, everyway for everyone, everyday'. This vision is crucial to the revitalisation of the language and the need to protect the integrity of Te Reo and recognise its Kaitiakitanga by iwi and Māori. Particularly to rāngai tūmatanui (public servants) as a priority, where often Māori workers on frontline, face to face delivering services, shows the need for reo speaking public servants.

From a 2016 research collaboration with Te Taura Whiri exploring the use of, and support for Te Reo Māori in government organisations, we know that: (stats)

- The proportion of PSA members who speak Te Reo (13%) is significantly higher than in the general population (4%)
- Interest in using Te Reo in the workplace is high (37.9%)

For this reason, it is our strong view that State services employers better supporting state servants to learn and use Te Reo Māori in their day to day work should be a key strategy to achieve the vision Kia haruru a Aotearoa whānui i tō tātou reo taketake. We note that all public service departments are to have te reo Māori language plans in place by next year. Te Rūnanga o Ngā Toa Āwhina lodged a submission in the 2018 consultation round for Maihi Karauna, and noted therein that we, as representatives of the workers of each department, would like work jointly on these plans, because we want to work together to make te reo a working, living language.

We also note that these plans are mainly being developed in the core public service. It makes sense to us that they are also used in the wider public service, such as our DHBs and crown entities, where Māori access services. We would be happy to engage and help develop te reo plans in these organisations too.

Gender Pay principles

The PSA has worked with Te Kawa Mataaho and Ministry for Women to seek guidance on Remuneration which includes the removal of gender bias from remuneration policies and practises, and implementing the Gender Pay Principles. We are pleased that the Gender Pay Principles provides agencies with the ability to remove biases from these processes and have conversations across agencies to address the Gender Pay gap, including the pay gap for wahine Māori. We are pleased that



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the Principles also require agencies to integrate the principles of Te Tiriti o Waitangi and address the needs and perspectives of Māori women.

In a recent survey looking at the pay of PSA members, the pay average pay for wahine Māori members was up to 20.5% lower than that of Pakeha men across our five sectors.

Gender Pay Action Plans, derived from the Gender Pay Principles, have been developed by core public service departments and those crown entities who are involved in the public service leadership team. If they haven't done so already these plans need to address the ethnic pay gap alongside the gender pay gap. The PSA recommends the requirement and use of these action plans, this requirement to develop Gender Pay Action Plans incorporating these measures should also be extended to the wider public service, including the DHBs and other crown entities.

Mana Wahine Claim and Pay Equity

The claimants on behalf of Te Rūnanga o Ngā Toa Awhina have raised a claim with the Waitangi Tribunal - The mana wahine claim 2864 lodged in 2018. The claim aims to address the inequities faced by wahine Māori in employment. The claimants on behalf of our Māori public servants across the union want to see, but not limited to;

- adequate steps to address inequities suffered by wahine Māori in employment
- Assess and address the systematic failure of the education system to prepare wahine Māori for employment
- Wahine Māori enjoy just and fair working conditions and contracts for fair remunerations
- Ensure wahine Māori enjoy healthy, safe working conditions and environments
- Ensure recruitment practices are without ethnic bias, and that the skills and experiences that Māori bring to their workplaces are valued by their organisation
- Influence employer to encourage diversity in the workplaces and to encourage wāhine Māori into positions of leadership
- Have appropriate mentoring, training and support mechanisms for advancement of wahine Māori in the workplace and to eliminate inherent bias and discrimination in the workplace.

This is an opportunity to raise through the Waitangi Tribunal the key issues and concerns on behalf of our members across the union.

Te kōmiti o Te Rūnanga o Ngā Toa Āwhina took the opportunity to meet with you last year while you were the Minister of Employment. We noted your kōrero about pay equity campaigns across the world – that indigenous women never realised the same benefits as Pākehā women. We would like to work with you on this mahi, so that wāhine Māori are valued as workers within the wider Public Service.



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Conclusion

The PSA is committed to a fair and just Aotearoa for all Māori and we look forward to working with you in progressing this shared goal.

“Kua tāwhiti ki to tatou haerenga, ki te kore e haere tonu. He tino nui rawa ā tātou mahi, kia kore e mahi nui tonu.”

We have come too far not to go further. We have done too much not to do more
Sir James Henare