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E ngā iwi, e ngā reo, e ngā mana, e ngā mātāwaka. Tēnā koutou, tēnā koutou, tēnā koutou katoa. E mihi kau tēnei ki a koutou, i runga i ngā tini āhuatanga e pa ana ki to tatou uniana o te NZPSA mai i Te Pūkenga Here Tikanga Mahi.

Ngā tini mate, haere haere haere. Ratou te hunga wairua ki a ratou. Tatou te hunga ora ki a tatou. Tēnā koutou katoa.

Following the highs of a very successful congress last year we were faced with the re-election of a government with its agenda to cut public sector spending, increase privatisation and reduce workers’ rights. The PSA has always positioned itself, politically and organisationally, to withstand adverse environments such as the one we find ourselves in currently. The union’s policy goals and objectives continue to be strategic, relevant and achievable, albeit via different tactics and a longer time frame.

At congress delegates gave the go-ahead to a proposed merger with the Southern Local Government Officers Union (SLGOU). As a result of that merger, which took place in April, the number of PSA members in the local government sector has increased by about 25 percent – from 6000 to 8000. The outcome is that we have an even stronger voice for quality services and jobs in local government and a stronger union overall.

A major focus at congress was equal pay for work of equal value. Many of our members in the community public services sector remain grossly underpaid for the important work they do supporting some of the most vulnerable in society. A particularly satisfying outcome was the agreement we reached with the government to pay home support workers for travel time between clients and a mileage allowance.

Over the past year we have made real progress with our Worth 100% equal pay campaign. We are engaging with employers on equal pay through bargaining and partnership forums and seeing institutional barriers being challenged. We ran two equal pay seminars co-hosted with the EEO Commissioner and Victoria University of Wellington’s Centre for Labour, Employment and Work (CLEW). Equal pay was also a theme of the Council of Trade Unions (CTU) Women’s Conference this year.

Our 3406 workplace delegates are the heart of our union. To support them, this year we introduced an emerging leaders’ programme and mentor training. We are also updating our delegate training workshops.

We continue to work closely with the State Services Commission (SSC) to develop positive workplace cultures. The PSA was part of the sexual harassment reference group set up after the SSC investigation into former CERA chief executive Roger Sutton’s conduct following a complaint from a CERA staff member. Important new policy guidelines on the prevention and response to workplace sexual harassment have now been issued to the chief executives of all public sector agencies. The PSA is also working with the SSC to produce an overarching strategy for integrity in the state services.

Another important area is health and safety where we are working with Worksafe New Zealand and the SSC to develop agency risk profiles, a response to the shooting at the Ministry of Social Development Ashburton office in which two Work and Income staff were killed and another was injured.

Bargaining, of course, remains the union’s core activity and this is a big year with many collective agreements being negotiated across the public sector. While budgetary restraints in the public sector have meant that pay increases have been modest and negotiations difficult, our skilled and highly committed organisers and bargaining teams have settled, or are in the process of settling many of our larger agreements, including ACC, District Health Boards, Statistics New Zealand and the Department of Corrections.

Much of the union’s work comes under the umbrella of Transforming our Workplaces, the union’s agenda for building better working lives for our members. The strategy launched at congress 2012 is now firmly embedded in the union’s work and has had a positive response from members and delegates.

I am happy to report that despite the pressures on the public sector and on workers, the PSA remains in good heart and is making progress on its goals. Over the past 12 months I have made it my goal to engage with as many of our members as possible at meetings, rallies and in workplaces. I am truly inspired by both members and staff who work tirelessly for the rights of workers in the public sector.

I would like to thank my fellow board members, our PSA staff, and our wonderful delegates who give up their time and do so much, representing the union in their workplaces, serving on PSA sector committees, bargaining teams and the other working groups that keep our union going. Finally a big thanks to all our members without whose continued support, participation and solidarity, the PSA would simply not exist.

We are a strong, vibrant, caring and growing union which I am proud to be a member of and to serve. Kia Kaha!

Mike Tana
president
Public Service Association
Te Pūkenga Here Tikanga Mahi
Executive board

The executive board is a policy-making body accountable to congress. The board consists of the president, the secretariat, the elected convenor of each sector committee, the convenor of Te Rūnanga o Ngā Toa Āwhina and a representative of the staff group. This year the executive board met on five occasions: October 2014, December 2014, February 2015, April 2015 and June 2015.

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<tr>
<th>Name</th>
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<tr>
<td>Mike Tana</td>
<td>President</td>
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<td>Peter Robertshaw</td>
<td>Vice President</td>
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<tr>
<td>Pam Jemmett</td>
<td>Treasurer</td>
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<td>Ian Cooper</td>
<td>Local Government (from March 15)</td>
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<td>Andy Colwell</td>
<td>District Health Boards (from March 15)</td>
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<td>Renee Delamere</td>
<td>District Health Boards (until Feb 15)</td>
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<td>Daryl Gatenby</td>
<td>Staff representative</td>
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<td>Jenny Goodman</td>
<td>Community Public Services</td>
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<td>Marcia Puru</td>
<td>Te Rūnanga</td>
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<tr>
<td>Flash Sandham</td>
<td>Local Government (until Feb 15)</td>
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<tr>
<td>Richard Wagstaff</td>
<td>National secretary</td>
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<tr>
<td>Erin Polaczuk</td>
<td>National secretary</td>
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Congress

The PSA National Delegates Congress was held in Wellington on 23-24 September 2014. Held just days after the general election, it featured analysis of the results and the implications for the PSA and the union movement as a whole.

Highlights of key motions that passed during congress:

- Gender equity in PSA governance – the women’s network proposed that women’s representation in PSA governance bodies and official delegations be in line with the gender demographics of the membership they represent. After debate, the motion was passed with a requirement that gender equity be implemented by next congress, and a working group set up to amend the existing structures.
- Recognition of gender diversity – the Out@PSA network asked the PSA to expand gender choices on PSA forms and record-keeping to include the option of indeterminate, intersex, unspecified in addition to male and female. The proposal was accepted and the PSA is in the process of implementing it across its range of materials.

Executive board during congress 2014: From left; Marcia Puru, rūnanga convenor; Peter Robertshaw, public service sector; Erin Polaczuk, national secretary; Pam Jemmet, state sector convenor; Glenn Barclay, acting national secretary (until October 2014); Mike Tana, president; Daryl Gatenby, PSA staff representative; Jenny Goodman, community public services sector; Richard Wagstaff, national secretary; Flash Sandham, local government sector (until February 2015). Seated in front: Kiwhare Mihaka, kaumātua.
Our delegates

- Network representation – each of the formal networks is now entitled to three representatives to congress. Formal networks supporting this proposal were the Women’s network, PSA Youth Network, PSA Pasefika and Out@PSA. The motion was passed.
- Merger with SLGOU – the executive board asked delegates to endorse the amalgamation of SLGOU with the PSA, subject to satisfactory negotiations. The vote in favour was unanimous with one abstention.

Our people

Donald Bruce, Richard Wagstaff, Angela Collier, and Erin Polaczuk at the SLGOU pōwhiri.

Life membership awards

The congress 2014 voted unanimously to award life membership to Sue Piper and Keith Gutsell. This is a special honour that marks a significant and sustained contribution to the PSA.

Keith Gutsell and Mike Tana

Sue Piper

Official photo of the congress 2014 delegates. In 2015 the number of delegates increased from 3160 to 3406, an increase of 240, partly accounted for by the merger with SLGOU. The gender breakdown is 2117 women and 1289 men.
Membership snapshot

Membership was boosted this year by the merger with SLGOU and currently stands at 61,738. Recruitment remains a top priority and is a feature of the union’s activities to maintain and increase our influence.

And the numbers:

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<tbody>
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<td>Members</td>
<td>41,556</td>
<td>43,570</td>
<td>45,778</td>
<td>49,502</td>
<td>54,859</td>
<td>55,010</td>
<td>55,569</td>
<td>57,652</td>
<td>58,258</td>
<td>57,581</td>
<td>58,332</td>
<td>58,427</td>
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<td>61,738</td>
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PSA membership by sector

PSA membership by gender

Membership growth 2001 – 2015

Age bands
Te Rūnanga has 5767 Māori members and 756 Māori delegates.

Membership participation in union activity continues to grow.

Te Rūnanga is working to develop union density data and targeted recruitment strategies across all enterprises to increase participation of Māori in the union. Te Rūnanga now has a “Haere Mai” booklet used to recruit Māori across the PSA and a poster to complement the booklet.

Te Rūnanga is developing training, induction and mentoring initiatives for new Rūnanga delegates, Māori enterprise delegates and sector māngai. A series of regional leadership hui were held for delegates across the country.

The bargaining environment is difficult for all members, especially Māori members. Te Rūnanga continues to research, review, and collate cultural clauses in PSA collective agreements.

Te Rūnanga is also progressing towards a Māori bargaining strategy that will see better outcomes for Māori across all enterprises to assist bargaining teams to ensure that the minimum outcomes for Māori members are achieved.

Te Rūnanga has developed the “Nga Kaupapa Māori” document that has a Māori perspective and aligns with the PSA’s Transforming our Workplaces agenda. Feedback from Māori members, delegates and sector committees has welcomed our approach to support Kaupapa Māori within the workplace.

Delegates at congress 2014 endorsed Te Rūnanga remits to implement new sector names in te reo Māori.

These are now known as:

- Public Service – Rātonga mahi ā te Kāwanatanga
- District Health Boards – Pōari Hauora ā Rohe
- State Sector – Rāngai Tūmatanui
- Local Government – Kāwanatanga-ā-Rohe
- Community Public Services – Rātonga Mahi ā Hāpori.

Te Rūnanga continues to forge links with indigenous Australian unionism.

Komiti members

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

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<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>Kiwhare Mihaka</td>
<td>Kaumātua</td>
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<tr>
<td>Georgina Kerr</td>
<td>Kuia</td>
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<tr>
<td>Marcia Puru</td>
<td>Convenor</td>
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<tr>
<td>Marshall Tangaroa</td>
<td>Deputy Convenor</td>
</tr>
<tr>
<td>Gail Arthur</td>
<td>State sector</td>
</tr>
<tr>
<td>Lesley Dixon</td>
<td>District Health Boards sector</td>
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<tr>
<td>Allan Franks</td>
<td>District Health Boards sector</td>
</tr>
<tr>
<td>Pania Love</td>
<td>Community and Public Services</td>
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<tr>
<td>Alby Marsh</td>
<td>State sector</td>
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<tr>
<td>Lee Rauhina-August</td>
<td>Local Government sector</td>
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<tr>
<td>Richard Wagner</td>
<td>Public Service sector</td>
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<tr>
<td>Sophie Williams</td>
<td>Local Government sector</td>
</tr>
<tr>
<td>Tiare Williams</td>
<td>District Health Boards sector</td>
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PSA strategic goals

The strategic goals set out where the PSA wants to be by the year 2024.

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

Our strategic goals:

- **Equal Pay**  Utu ōrite
  All women and men PSA members are paid equally for work of equal value.

- **Building our union**  Hāngaia i to tatou Uniana
  Membership of the PSA is strong and growing, and the union is resilient and sustainable.

- **Transforming our Workplaces**  Whakahoungia te Wāhi Mahi
  Workplaces are transformed so that work is fulfilling, productive and satisfying.

- **Advocating for strong, innovative and effective public and community services**  Ratonga Hapori Tūmatanui Kaha
  Our influence has led to sustained political and public support for properly funded innovative public and community services.

Supporting these goals, and woven through them, is the PSA’s commitment to advancing the Treaty of Waitangi principles of partnership, protection and participation as they relate to the working lives of members.

Strategic goals – progress

**Equal pay**

The equal pay campaign has been gaining momentum since October last year when the Court of Appeal dismissed an appeal by Terranova Homes against an earlier Employment Court ruling backing Lower Hutt rest home worker Kristine Bartlett’s claim that women care workers’ low pay was discriminatory. Legal action is ongoing and the PSA has joined with the New Zealand Nurses Organisation (NZNO) and the Service and Food Workers Union (SFWU) in pursuing the case.

Equal pay advocates have been recruited and a training module for advocates is being rolled out. Our community public services advocates have begun lobbying MPs.

We have sought to engage with employers on equal pay through bargaining, partnership forums and two equal pay seminars co-hosted with the EEO Commissioner and the CLEW at Victoria University of Wellington.

The Worth 100% campaign was reviewed and updated to continue to raise the profile of this important issue.

**Building our union**

Recruitment remains a core part of the union’s activity and we are always looking for opportunities to sign-up new members. This year we have had success with phone-based recruitment. We also appointed an online organiser (recruitment) to better build and maintain our membership.

SLGOU and the PSA merged on 1 April 2015 – joining together two unions with a strong public services ethos. By the numbers, SLGOU’s members increased the number of PSA members who work in local government by about 25 percent – from 6000 to 8000.

**Transforming our Workplaces**

The Transforming our Workplaces strategy has five strands: fair and secure, career development, healthy and safe, trust and effectiveness, and personalised.

For an update on this year’s initiatives under each strand of Transforming our Workplaces see page 8.

**Advocating for strong, innovative and effective public and community services**

The PSA’s role as the leading voice in favour of properly funded, innovative, public and community services has led to a number of positive steps for our members in these areas.

We have signed relationship agreements with public service agencies this year, moving beyond good intentions to a concrete positive working relationship between organisations and the PSA. Our Sustainable Work Systems tool has also been taken up more widely, with a number of new employers trialling and adopting it. Discussions are continuing with other organisations.
Our strategic goals set aspirational targets about where we want the PSA to be in 2024, and within that has three year cycles where we set more specific goals and plan towards achieving them.

This whole-of-union approach has been signed off by the executive board and has been developed through the governance structures of the union and after consultation with other interested parties.
Transforming our Workplaces

Transforming our Workplaces is the strategic agenda of the PSA. It was included in the PSA’s strategic plan 2011 – 2014 and launched at congress 2012 as Transforming the Workplace. As part of the recent review of the strategic plan, however, the agenda has been renamed as Transforming our Workplaces to emphasise that it is inclusive and relevant to members’ working lives. Initial work focused on identifying the five strands that comprised this agenda: fair and secure; healthy and safe; trust and effectiveness; personalised; and career development. This included identifying the key features of the kind of workplaces we want.

In the last year there has been good progress in advancing the Transforming our Workplaces agenda. Organisers are integrating the agenda in their daily work with delegates and members and it is also a component in delegate training. Employers are becoming more informed about Transforming the Workplace either through bargaining or through union presentations. Below are some notable achievements in the five strands.

Fair and secure strand

In the fair and secure strand we are making progress in the campaign for equal pay through collective agreements and raising awareness activities.

The In Between Travel Settlement Agreement negotiated this year by the PSA, SFWU, providers, DHBs, and the Ministry of Health means that on 1 July 2015 many home support workers started to be paid for their travel time as an interim payment until the new travel bands come into effect by 1 March 2016. The negotiated agreement affects about 23,000 workers across about 70 home and community-based support providers.

In addition, the initial negotiations for this agreement have led to a broader discussion about the sustainability of the Home and Community-Support Services model. As a result, a working group that includes representatives from the PSA, SFWU, DHBs, the Ministry of Health and providers is looking at ways to transition to a “regularised” workforce. The changes are significant and when achieved will ensure guaranteed hours for the majority of the workforce, paid training to enable support workers to gain level 3 qualifications, wages based on the required levels of training, and fair and safe workload allocations.

Career development strand

In the career development strand we have been working closely with Careerforce on a development programme for the kaiāwhina workforce in community, health and disability. This work also includes building a relationship with working with Skills Organisation, with whom we are developing a memorandum of understanding.

Healthy and safe strand

In the healthy and safe strand we reviewed our model employee (now worker) participation agreement (WPA) and agreed a WPA with WorkSafe New Zealand. We also worked with WorkSafe New Zealand and the SSC as part of a programme to get the state sector to show leadership in health and safety.

We continued to serve as an advocate for our members, for example, challenging Waikato DHB’s poor review processes aimed at pushing through dangerous changes to the rostering of mental health workers of the Henry Bennett Centre.

We worked to revive our health and safety network and established a working group to develop an organising strategy and resources on dealing with workplace violence.

Personalised

As part of the personalised strand, the union has been continuing its work on family violence, developing a resource kit for organisers and successfully including clauses into some collective agreements.

Out@PSA has organised the training of some PSA delegates and Out@PSA members by the CTU as part of the first training for trainers of the Gender and Sexual Diversity at work resource.

Trust and effectiveness

In the trust and effectiveness strand we have developed resources for Sustainable Work Systems, the union-based system of continuous improvement and work is underway in the DHB, public service and state sectors to implement this approach.
Delegate development and review

The delegate development steering committee, consisting of delegates and PSA staff, met several times in 2014. Between meetings, work took place in three areas – delegate induction and orientation, enterprise delegate development, and the PSA education programme.

Core areas of work this year included the design of a new three-day stage two delegates' course. This was piloted in Auckland, Hamilton and Christchurch. The course was designed to broaden and deepen stage one and to provide content that both challenged and nurtured delegates. Feedback from the pilots was very positive, and this course is now running nationally.

A document has been produced which will assist enterprises to incorporate delegate development into enterprise plans. A revised and updated delegates’ handbook is in the process of design and publication.

The pilot emerging leaders programme is due to conclude in 2015. Fifteen delegates representing a broad range of our membership were selected to participate. There have been real successes with the programme, with participants stepping up to senior roles within the PSA. The programme is resource intensive, and we will need to be sure to allocate sufficient time and money to allow this programme to continue.

A new full-time implementation project manager has been appointed to continue the work in the delegate development re-design project. Future work includes the design of stage three modules and workshops, increasing the amount of mentoring education, and embedding the work of the delegate development steering group.

Affiliations

National

New Zealand Council of Trade Unions

The PSA is a committed affiliate of the CTU and participates in CTU national and local forums and programmes. National secretary Richard Wagstaff holds the position of vice president of the CTU.

This year we have been involved in the following CTU bodies:

- Health Sector Steering Committee
- Pay and Employment Equity
- State Sector Council
- Women’s Council
- Stand Up
- Out@Work
- Komiti Pasefika
- CTU Runanga

The PSA is also represented at CTU conferences. The CTU’s Stand Up youth biennial conference was in held in May. About 10 active PSA Youth members attended the conference, alongside young members from other New Zealand unions. The conference focused on building youth voices within the union movement and strengthening Stand Up’s structures.

International

Public Services International

The PSA is a member of Public Services International (PSI), the global federation of public sector unions, and plays an active role in the Oceania region. PSI Oceania aims to deliver both campaign support and educational, capacity building support for the affiliates, along with the traditional solidarity activities. Support is particularly important for affiliates in countries where the political situation is detrimental to the trade union movement.

Over the past 12 months the sub-region has reviewed its operations and decided that it was important to coordinate activities and actions more congruently with the PSI global plans and goals. That means aligning our local activity with the goals of: influencing global policies, opposing privatisation, asserting trade union rights, and focusing on organising and the growth of PSI.

PSI is coordinating activity in the Oceania sub-region in keeping with these goals. Trade agreements in this sub-region are especially important to affiliates, including building an organised response to the Trans-Pacific Partnership agreement (TPPA) and the Pacific Agreement on Closer Economic Relations Plus.

Annual members’ meetings

Annual members’ meetings (AMMs) took place from April to June. A small number were delayed slightly, with approval to proceed later, due to alignment with bargaining preparation meetings.

The meetings met the requirements of PSA Rule 27. Members received reports on sector and enterprise activity, and discussed the year ahead.

The biennial election of delegates was the main requirement for this round. An effort to lift the number of women delegates was made. More women will help address balance issues in representational structures such as enterprise and sector committees. This was done indirectly; for example, organisers discussed how they might appropriately encourage more women to stand for delegate roles, and posters featuring female delegates were released.

The number of delegates increased from 3160 to 3406, an increase of 240, partly accounted for by the merger with the SLGOU. The gender breakdown is 2117 women and 1289 men.
**Issues and campaigns**

**Living Wage**

The PSA continues to actively support the Living Wage campaign. This year we have established a national network of organisers, with at least one organiser in each office who is connected to what is happening locally with the Living Wage campaign. We continue to play a role on the national governance committee. The big success this year has been in Wellington City Council, where the council has agreed to budget in 2016 and 2017 to extend the Living Wage ($19.25) to contracted out workers as well as those directly employed by council. This is compared to the minimum wage of $14.75. The PSA is proud to be a Living Wage Accredited Employer, meaning that all staff and people we regularly contract for services are paid at least the Living Wage.

**Health**

Along with other health sector unions, the PSA has returned to the bargaining table this year with a determination to achieve a good settlement. We know that the government has consistently, across several years now, continued to underfund services and wages in the health sector. At the time of writing, we were seeking to elicit an offer from DHBs. Members are committed to standing strong for a better outcome this time round.

**Trans-Pacific Partnership agreement**

The PSA has supported the campaign to release the text of the TPPA and has also voiced its concern about the Trade in Services Agreement. We will continue to advocate alongside the CTU and other union affiliates for full transparency in our trade negotiations.

**Worth 100% Equal Pay campaign**

May 2015 marked a year since the appointment of a full-time PSA equal pay campaign organiser and the launch of the PSA Worth 100% Campaign. The steering committee reviewed the campaign and noted that equal pay remains a high-level goal for the PSA. Our union is again seen as a leader in the equal pay debate with our Worth 100% branding and logo receiving positive public recognition. The Worth 100% campaign was the theme of the Women’s Network Committee conference, and this year the network has made it the focus of their work. The development of an equal pay advocates’ network will be useful in taking our equal pay message out to the community and educating politicians and employers. Delegates have had the Worth 100% campaign incorporated into their training and national meetings and are spreading the word in workplaces.
We have sought to engage with employers on equal pay through bargaining, partnership forums and two equal pay seminars co-hosted with the EEO Commissioner and the CLEW at Victoria University of Wellington.

The PSA has entered into a memorandum of understanding with other unions in the aged care sector, NZNO and SFWU, to cooperate on lobbying and public campaigning and to contribute to the landmark Terranova case.

Our legal team are prepared for the possibility of taking key equal pay cases to court.

We have established a productive working relationship with Jackie Blue, EEO commissioner, as our goals for equal pay are closely aligned. In addition, we are working strongly with umbrella groups of union and civil society in both Wellington and Auckland to spread the equal pay message and protect the Equal Pay Act 1972.

Our plans for the upcoming year include strengthening organiser engagement, resources and skills around advocating for equal pay, widening our lobbying particularly among the small parties who are government allies, engaging more with the Rūnanga on Worth 100% and working to ensure job evaluation exercises are gender neutral and fair to women.

In the Thick of It seminar series

Last year we ran a successful seminar series, *In the Thick of It*, on issues of interest to state servants. The first seminars looked at how public servants can engage in the political system and the relationship between public servants and ministers.

The speakers from those talks are helping us to draft a charter of political rights for state servants. We will be producing a publication launching the charter and drawing on the issues covered by these talks.

The seminar series continued this year. In February, Helen Wyn, a deputy chief executive of the Department of the Prime Minister and Cabinet, spoke on the project she is leading to improve policy outputs across the state services system. In April we began a series of talks on the Official Information Act 1982 and speakers included journalist David Fisher and deputy ombudsman Leo Donnelly.

The seminars continued in June with presentations on “How Are Your Workplaces Changing” and “What’s Happening with Pay in the Public Service”. Where there is sufficient interest, the seminars are video-linked to other centres. Most have been filmed and are available on the PSA website.

Merger with SLGOU

On 1 April 2015 the PSA merged with SLGOU, a union for local government workers based in Canterbury and Otago. This brought nearly 2000 new members to the PSA, increasing the local government sector’s membership by 25 percent.

The merger means the PSA now represents workers at nearly every city, province and regional council in the country, and can be a national voice on local government issues.

SLGOU had members working for 27 different employers, two of which were shared sites with the PSA. A system of phased changes to membership fees will bring them into line with PSA membership fees by July 2017.

Existing SLGOU delegates have become PSA delegates, and will be given the opportunity to attend PSA delegate development.

The merger strengthens the voice of PSA local government members across the country and will lead to a better working life for all local government workers.
Community Public Services sector activity

Membership

Over the past 12 months the Community Public Services (CPS) sector has grown to around 5600 members and continues to be the fastest growing sector within the union.

Issues

Time to care campaign

This campaign for home support workers was launched two years ago in time for the local body elections and initially targeted DHB candidates. Home support workers sought a commitment from DHB candidates to ensure their DHB passed on all funding increases the DHB received from the government, and support for pay parity for home support workers with DHB health care assistants. This campaign also targeted politicians for better funding for the home support sector, and paid travel time between clients alongside proper payment for travel costs.

The campaign resulted in a negotiated settlement that has now been ratified by members including payment for travel time and travel costs as well as a move to regularise the home support workforce.

Up where we belong – equal pay

The PSA goal by 2020 is to ensure that jobs predominantly performed by women will be paid at rates that reflect the real value and the skills involved. The groundwork has been set with the successful case taken for Kristine Bartlett. The PSA has made equal pay claims in bargaining and is preparing to take a legal case too.

Insecure work

The CPS sector has many workers employed as casuals, fixed term, zero hours, no guaranteed hours or assignment workers. Combined with low pay and poor funding, many PSA members are in vulnerable insecure work. The PSA in conjunction with the CTU is campaigning to bring improvements to funding and to make sure that vulnerable employees’ rights are not eroded through anti-worker legislation.

Bargaining

The CPS sector has the most collective agreements of any PSA sector. Collective bargaining trends show that the CPS sector continues to see improvements in pay, terms and conditions above what the employer was or is providing in individual agreements. Currently many agreements in the sector are up for renewal. Key elements of the sector’s bargaining strategy are:

- equal pay – raising the pay rate of support workers to meet the true value of the work
- security of work – such as having a majority of the workforce having permanent work and guaranteed hours
- funding – that any funding increases for providers of community public services are passed through to workers.

DHB sector activity

Membership

The DHB sector has 16,954 members in 20 enterprises and 731 workplace delegates. This compares with 15,831 members in 20 enterprises and 720 workplace delegates in 2014.

Many of the worksites are small and a large number of employees are part-time or casual.

Issues

At the Heart of the Hospital

The PSA continues to work 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.

To improve the pay for administrative staff PSA will be pursuing equal pay claims as well.

Health Sector Relationship Agreement

The Health Sector Relationship Agreement (HSRA) is a tripartite forum involving the DHBs, CTU (and affiliated health sector unions – ASMS, NZNO, PSA and SFWU), along with the Ministry of Health. The HSRA works on areas of common interest and has identified a work plan for next year including health and safety, HSRA-sponsored forums, and engagement with the sector, for example Health Workforce NZ.

Bipartite relationships

The National Bipartite Action Group (NBAG) held regular meetings over the last year. The NBAG programme included work on safe staffing, healthy workplaces, the Living Wage, the impact of family violence on
the workplace, and the implications of the Vulnerable Children’s Bill/Guidelines on the sector.

**Healthy workplaces**

The PSA continues to be 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. The PSA now has formal representation on Care Capacity and Demand Management Group for Mental Health, Addiction and Disability Services.

**Sustainable work systems**

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

**Bargaining**

The DHB sector bargaining strategy is broadly based on the PSA overarching bargaining strategy. The bargaining strategy is set within the context of continued funding constraints, restructurings and changes to the Employment Relations Act 2000.

While recognising the contextual factors the bargaining strategy promotes members’ expectations for fair pay and conditions of employment. The key matters addressed in the strategy are that we engage with members at the earliest possible time to identify bargaining issues and engage with employers either collectively or individually to promote our bargaining briefs.

**Worth Respect**

The Worth Respect brand and messaging strategy was developed this year to support bargaining and bring public awareness to the hidden hard work of DHB staff.

As part of this strategy, a petition to DHB chief executives asking to support healthcare workers garnered 6000 signatures and reached a third of PSA DHB members.

The Worth Respect branding has been used across a variety of channels including posters, web banners, newsletters, stickers and brochures.

Members stories are at the forefront of the messaging strategy. Shareable images containing messages from DHB staff and bargaining team members are being shared on social media.

**Bargaining priorities**

The bargaining priorities for the past year have been:

- wage increase to maintain the current value of wages
- focus on improving wages for those on low pay
- regionally consistent rates of pay for clerical administration workers.

The Lower North Island Clerical and Administration multi-employer collective agreement (MECA) was ratified by members. While there was low pay increase, the single-salary scale for the seven DHBs was a good step forward to ensure a framework to develop progression criteria and an overall job evaluation system.

The following MECAs have been settled: South Island Clerical and Administration MECA; Auckland and Northland Clerical MECA; and Allied and Nursing MECAs.

National and regional meetings are being held with delegates and organisers to commence the work from the Allied MECA.

**Sector committee**

Andy Colwell (convenor), Jacky Maaka (deputy convenor), Janet Calley, Rosemary Cullen, Nancy Dally, Lesley Dixon, Allan Franks, Hilary Genet, Tracie Glennie, Te Whaea McFarlane, Mike Prouting, Janet Quigley, Caz Thompson, Tiare Williams, Glenda Young
State sector activity

Membership

The state sector has 8244 members in 143 different enterprises and 475 workplace delegates. This compares with 8030 members in 131 enterprises and 509 delegates in 2014. Many worksites in the sector are smaller and there is an increase in part-time and casual work.


Issues

Fruit fly outbreak

AsureQuality is one of the principal organisations involved in the fruit fly outbreak in Auckland, with up to 120 staff involved. Members from around the country have been seconded to help in a variety of roles.

Tertiary funding

Funding pressures from reduced student numbers leaves tertiary members concerned at the potential effect on jobs and workloads. The removal of mandatory staff, student, and community representatives from university councils has meant their activities are under less scrutiny.

Performance pay

The transportation cluster has identified performance-based pay as an area of particular concern and the “take it or leave it” approach to collective bargaining, as well as the growth of digital surveillance and what this might mean for workers.

Māori

Te Rūnanga ō Ngā Toa Āwhina members are busy refining the “Ngā Kaupapa Māori” document for the PSA board’s approval, as well as planning a number of regional hui.

Restructuring effects

Some organisations still bear the consequences of past restructuring which may have brought improvements but more often higher workloads and a loss of institutional knowledge. In some places the lack of new investment over the past years has impacted on the organisation’s ability to be responsive to the people they serve.

Delegate achievement

Thirty-three delegates received long service awards which highlights the commitment they have to their organisations and members. Paula Scholes and Bala Beeram were presented with the Delegate Achievement Award and Keith Gutsell from AsureQuality was awarded an honorary life membership at congress.

Bargaining

Bargaining is still on everyone’s agenda, with modest member claims and low settlements the norm. A bargaining strategy has been developed for the state sector that seeks to have good collective agreements that cover all employees. A goal is to have pay settlements included in the collective bargaining process.

Te Rūnanga ō Ngā Toa Āwhina is developing a bargaining strategy for Māori that will include recognition of cultural skills.

Closing the gender pay gap is a priority for members, and recruitment is the key to improving density and bargaining power.

Sector committee

Pam Jemmett (convenor), Judy Gardner (deputy convenor), Mark Andersen, Gail Arthur, Sambol Bhattacharjee, David Do, Brian Grey, Keith Gutsell, Alby Marsh, Liisa McMillan, Ben Prasad

Local Government sector activity

Membership

The local government sector has 5881 members in 73 enterprises and 285 workplace delegates. As a result of the merger with SLGOU, the sector was boosted by an additional 1965 members and 29 enterprises.

Many of the worksites are small and a large number of employees are part-time or casual. Good communication across the sector is therefore a challenge.

Issues

Merger with SLGOU

The SLGOU merger with the PSA was completed on 1 April makes the PSA the predominant union organising local government in New Zealand. This means local government union members across the country have a much stronger voice.

Council amalgamations

In Northland, Hawke’s Bay and Wellington the debate around council amalgamations has continued.

Negotiating for fairness

The PSA will soon be in talks with Careers New Zealand for a new collective agreement.

We’ll be negotiating for fairness – fairness in pay and in the way we work.

Join us to help make a difference, and get the benefits of:

- The support of New Zealand’s biggest union
- Better safeguards in times of change
- More influence over your working conditions.
Public Service sector activity

The public service sector members have 22,092 members in 36 enterprises and 1353 workplace delegates. This compares with 22,458 members and 1344 delegates in 2014.

Issues

Recruitment

The most successful recruitment has been connected to bargaining, particularly in the Department of Conservation, Inland Revenue, Ministry for the Environment and Statistics New Zealand.

Membership activism

Membership participation continues to grow as shown by attendance at union meetings on bargaining and change management, increased numbers on PSA networks, and participation in PSA surveys. Both the women’s network and PSA Youth have had conferences, forums and leadership development workshops.

The sector committee will play a leadership role in encouraging members to be an active part of the Worth 100% campaign, including through the equal pay advocate initiative.

Delegates

Public service delegates continue to have a strong presence in delegate training. Delegate structures have been reviewed and reformed in a number of enterprises to improve engagement with both members and the employer.

Māori enterprise delegate structures are continuing to be established, along with a clearer understanding of the role and purpose.

Transforming our Workplaces

As the PSA further refines the objectives for Transforming our Workplaces, the sector committee is exploring the opportunities to advance this agenda through both direct engagement with members and employers, or bargaining, or both.

We are getting increased interest from employers on high-performance engagement with programmes underway in Worksafe New Zealand and Land Information New Zealand. The PSA's work in this area featured in a Listener article.

Accommodation

The PSA provided feedback to various enterprises on these issues from the perspective of the health, safety and well-being of members. Particularly in Christchurch where co-location was piloted by a number of agencies in response to the Canterbury earthquakes, and also following the tragedy at Work and Income in Ashburton.

Bargaining

The bargaining environment continues to get tougher as we enter the seventh year of frozen operational budgets in the public service. There is a growing concern of ministerial interference in bargaining, making it even more difficult to achieve fair wage outcomes, improved and or new conditions and PSA-only benefits.

National organisers continue to meet as a group to plan and improve the approach to bargaining, change management and implementation of the PSA’s Transforming our Workplaces agenda. They also continue to discuss and develop an overall response on pay rates and pay systems.

Sector activity

The PSA took a position of opposition to amalgamation in Northland and Hawke’s Bay as this reflected the view of the members and the local community. The PSA, however, does not have an overall position on amalgamations and any proposal is considered on its merits.

The PSA continues to have concerns regarding the local government legislation that governs how amalgamation ballots are run and the lack of power given to community boards.

Bargaining

The PSA local government bargaining strategy developed by the PSA’s local government sector committee is derived from and underpins the overarching PSA bargaining strategy 2013 – 2015.

The issues for bargaining in local government fit within the four broad themes identified as bargaining priorities within the PSA bargaining strategy: wage movement, fair pay and careers; secure work; towards a better working life; and ensuring the PSA can better support members.

Sector committee

Ian Cooper (convenor), Ceinwyn Bannister, Richard Foster, Sara Moylan, Flash Sandham, Annette Smithard, Sophie Williams

Sector committee

Peter Robertshaw (convenor), Nicole Benkert, Robert Bennett, Caroline Fisher, Jackie Kerr, Esther Longley, Premnath Menon, Bruce McKinlay, Dave Nendick, Marcia Puru, Robert Sisterson, Verna Sutherland, Marshall Tangaroa, John Upfold, Richard Wagner
**Women’s network**

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

Membership of the network stands at 2357 members which is a 62.8 percent increase from 2014. Women make up 69.6 percent of the membership, so there is still considerable potential to build the network membership.

Delegates at congress 2014 passed a gender equity remit which requires the PSA representative structure to reflect the PSA gender membership make-up. Women’s network representatives are actively involved in the working party to achieve this requirement.

The network takes an active role with the Worth 100% campaign and encourages women members to sign up as PSA equal pay advocates.

The network ran level one leadership courses that encourage and enable women’s participation in leadership positions in the PSA’s governance structures. This year we ran a pilot of stage two of this course – Targeting the Untapped Talent: building on our skills and learning new skills like assertiveness and public speaking. The new course was very well received in Auckland and will be rolled out over the rest of the country in 2015/16.

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**Out@PSA**

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

The Out@PSA Network is growing rapidly and has increased 41 percent over the past three years from 250 to 425 members. A new Out@PSA committee was selected in 2014 bringing broad representation to the network’s leadership. The diversity represented includes a variety of sexual orientations, gender identities, ages, ethnicities, geographical locations, and all PSA sectors. We once again hosted stalls at Wellington’s Out in the Square and Auckland’s Big Gay Out. The committee is considering entering a float in next year’s Auckland Pride Parade with equal pay as the theme.

Out@PSA sent 14 network members to the first training offered by the CTU for Out@Work’s Gender and Sexual Diversity at Work – A Resource for Organisers and Delegates held by the CTU at PSA House last August. Several copies of the resource were purchased and have been placed in every PSA office. Those who have been trained are now in the process of initiating their own seminars.

Out@PSA committee member, Merv Taukei-Ransom, and Out@PSA organiser, Art Daniel, represented the PSA and the CTU on a Standards New Zealand committee tasked...
with developing a new standard for organisations to measure their commitment to gender identity and sexual orientation diversity in the workplace. The standard is now in place and represents the first such governmental standard in the world.

A dozen network members attended the CTU’s Out@Work biennial conference in Hamilton where Out@PSA convenor, Maddy Drew, was one of the keynote speakers and Art Daniel was elected as co-convenor. The PSA’s communication team has developed an impressive Out@PSA banner which is proudly exhibited at public events.

**Deaf and Disabled members’ network**

The Deaf and Disabled members’ network is a place for Deaf and Disabled members to share information, organise and lobby on issues which affect them and their communities. The network celebrates diverse communities living with different abilities and their right to organise and be heard.

One of the network’s current projects is the auditing, by the company AccEase, of the PSA website for accessibility. We are getting the full assessment which requires we list a number of things we would like people to be able to do on our site and they are independently tested by members of the Deaf and Disabled communities to see how achievable they are. A report will be produced which will carry a series of recommendations for improvement which the PSA is committed to undertaking.

**Social workers action network**

The social workers action network (SWAN) has around 323 members and is still growing rapidly. Over the last year we have been working on getting good resources out for social workers and now have two brochures available. The first Trouble at Work? is a step-by-step guide for social workers who are facing problems at work. The other brochure details all the organisations relevant to professional social workers.

Actions we have taken over the last year include sponsoring the conference packs at the 50-year celebration of Aotearoa New Zealand Association of Social Workers and writing a formal letter on behalf of the network to Anglican Family Care New Zealand Association of Social Workers and writing a formal letter on behalf of the network to Anglican Family Care in Otago when they locked out their social work staff.

We have also been actively responding to the Child, Youth and Family (CYF) Review that was announced by the social development minister on 1 April 2015.

**PSA Youth network**

All PSA members aged 35 and under are automatically members of the PSA Youth network (PSAY), making it our largest network with over 10,000 members.

The network has two overall goals, supported by a regularly updated strategic plan:

- increasing youth participation and engagement in the union and in the workplace
- supporting the sustainability of unions in New Zealand by helping to modernise the union movement.

At the congress 2014, PSAY members put forward three remits, two of which (for voting rights at congress and for permanent free student membership) passed, while the third (for a transitional PSA membership category between employment) has taken effect through operational measures.

PSAY members are kept up-to-date and engaged through a range of communications, including a monthly newsletter, Facebook and Twitter accounts, and local events. Articles from the monthly newsletter are also available on the PSA website.

PSAY’s major focus is on developing our young leaders. Earlier this year, youth leadership training was held in Auckland, Hamilton, Wellington and Christchurch, with nearly 400 people applying to fill only 100 places. A number of PSAY members also took part in the pilot emerging leaders programme.

The network is tracking the union journeys of members who attend trainings, conferences and events, and positive results are emerging. After attending PSAY events a number of members are becoming delegates, considering nominations for sector committee positions, and taking other leadership roles within our union.

PSAY has a structure with five elected representatives, supported by two PSA staff with some dedicated time. All positions are open for nomination. Elections for 2015/16 leaders were determined at a PSAY hui in August 2015.

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<thead>
<tr>
<th>National convenor</th>
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<td>Upper North Island</td>
<td>Cory Anderson</td>
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<td>Jessi Abrams</td>
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<td>Lower South Island</td>
<td>Erin Hodgson</td>
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Communications

Print resources, including *Working Life*, booklets, leaflets and flyers, continue to be used for both industrial and campaigning purposes, including for the election campaign. Digital communication is also heavily used, with PSA members across all sectors being kept updated on the work of the union with regular email newsletters.

The launch of the new website in late 2014 gave PSA members a whole new way to interact with their union online. More features are in the works to allow members to customise their interaction with the PSA, and we look forward to the website playing a supportive role in future PSA organising projects.

Social media use continues to grow, with the PSA Facebook and Twitter accounts both having their most successful year yet in terms of new likes/follows and engagement.

Submissions

Since September 2014 the PSA has presented 12 submissions in response to bills that affect members’ working lives. Encouraging members to make submissions has proved to be a successful way of raising awareness and involving members in campaigns. The PSA made submissions on a wide range of issues from health and safety and local government reorganisation to health services and social services. The submissions are available on the PSA website.

Member benefits

The PSA has now signed up with other New Zealand unions to Member Advantage, an Australian union-owned company that specialises in negotiating member benefits. The new arrangements are expected to greatly enhance the benefits the PSA will be able to offer members in the future at no extra cost to the union. The PSA’s existing benefits will continue under the new Member Advantage programme.

Information technology

The new call handling software introduced last year in the Organising Centre has been linked to a unified communication solution and has been rolled out across the whole organisation and is settling down as expected.

A new user interface to the Unison membership database has been designed and is undergoing testing with organisers. This new user interface called uOrganise will enable members’ calls to be handled more smoothly. By keeping track of interactions with members it will allow a more complete picture of our members’ needs to be developed.
Legal representation

The PSA legal team looks after the legal interests and rights of the union and its members. On a day-to-day level its work includes supporting organisers in dealing with bargaining and disciplinary investigations, enforcement of collective agreements, employment legislation, and providing advice and representation in legal proceedings in the employment jurisdiction, ACC reviews and before professional bodies. Most matters are resolved confidentially with the employer or at mediation, with a minority of cases resulting in litigation.

This year we have provided legal advice and assistance about collective bargaining throughout the PSA membership. We have also assisted members in a number of restructuring situations including privatisation of public servants’ work. There have been instances of employers seeking to limit public holiday rights, failures to pay agreed salary rates and changes to hours of work without agreement that we have challenged.

The team has worked on a number of personal grievances and contractual disputes on behalf of members who have been unjustifiably dismissed, disadvantaged or faced unlawful discrimination in their work, most of which have been resolved with an agreed settlement either through mediation or the Employment Relations Authority. Some examples of specific matters we have worked on this year are listed below.

Travel case

We filed litigation against an employer in the home support and disability sector seeking lawful payment of the time that PSA members spend travelling between clients. We are now involved in discussions with the Crown about a resolution of this matter.

Unlawful preference cases

We successfully challenged an employer who conferred an unlawful preference on its non-union staff. This employer was also held to have breached its good faith obligations.

Changes to legislation

We advised the union about changes to various pieces of legislation including changes to the Employment Relations Act 2000. We have developed and delivered training for union officials about the strategy and approach we should adopt to ensure that the rights and interests of PSA members are best protected.

Drug testing

We are increasingly seeing employers adopting drug and alcohol testing policies. We advised a number of members about the lawfulness of the tests they have been asked to do and advised the union about the lawfulness and fairness of proposed drug and alcohol policies (with mixed success).

Precarious work

We have challenged a number of examples of precarious work including the unlawful use of casual employees and unlawful fixed terms. We have had significant success in gaining permanent employment for a number of members in the public service and in DHBs.

Facilitation

We successfully applied for facilitation to assist with the bargaining with a Dunedin-based Child and Family Support Service for a new collective agreement. In the current environment, we will be increasingly looking at how we can use facilitation and other levers in the Employment Relations Act 2000 to achieve bargaining outcomes for members.

General update

The PSA team continues to work towards our aim of building a union that is able to influence the political, economic, industrial and social environments in the interests of our membership.