



# PSA

## strategic goals:

### 2024 – 2030

**He aha te mea nui o tēnei ao? He tangata, he tangata, he tangata.**

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.

The PSA affirms Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand and is committed to advancing the Treaty principles of partnership, protection and participation in activities pursuant to the purpose and objects of the union as they relate to the working lives of members.

#### Ratonga Hapori Tūmatanui Kaha

##### Strong public & Community Services

Strong and sustained political and public support for public and not-for-profit community services as the heart of creating a better Aotearoa.

- Community and public services are fully funded to provide high quality services and equitable pay and conditions.
- Public and community services are not organised for private profit, but to meet people's needs.
- Workers and communities participate in shaping services for universal access.
- Public and community services recognise He Whakaputanga o te Rangatiratanga o Nu Tirene and honour Te Tiriti o Waitangi.
- Public and community services provide a just transition for communities affected by climate, technology and other change.

#### He kaha, he whaimana, he uniana mō te ao hurihuri

##### A strong, modern & influential union

Strong and sustained political and employer support for worker voice and participation through unions at the national, industry and organisation level.

- Workers have a voice through their union as a social partner and tripartite engagement at the national, industry and organisation level.
- Ngā Kaupapa principles are reflected in the outcomes of all our work.
- We reduce our environmental impact, and educate members, delegates and workers on climate justice.
- All members have access to trained delegates and actively participate in their union.
- We are growing and sustaining density among all workers within our areas of coverage.

#### Mana mahi Transformed Work

Strong worker voice transforms work so it is valued, secure, and promotes wellbeing.

- Workers have a strong collective union voice.
- Employers are good Treaty Partners.
- Work is safe and healthy.
- Pay and hours of work meet workers' needs.
- Workers have job security, in all forms of work.
- When work changes, workers participate in the redesign and benefit from changes and negative impacts are minimised.

#### Mana taurite i ngā wāhimahi Equity in the workplace

Work is free from bias, discrimination and racism at the individual, organisational and system level.

- Bias and discrimination in work systems and processes is eliminated.
- All Pay Equity settlements are implemented, fully funded, and their value is maintained.
- Work meets the cultural, social and employment needs of Māori.
- Employers are transparent about pay.
- The Pacific pay gap, and all other pay and employment gaps for gender, ethnicity and disability, are eliminated.

**We promote and implement Ngā Kaupapa principles at the individual, organisational and structural level:**

**Rangatiratanga Kotahitanga Wairuatanga Kaitiakitanga Manaakitanga Whakahiato Umanga Whānaungatanga Whakamana**



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