



Nau Mai, Haere Mai

Nga mihi o te tau hou ki a koutou!
Happy New Year to you all.

This is the first in a series of newsletters that we will produce to keep you up to date with what is happening with this project, and with employment relations issues and events in our sector.

But first, a little background about the project...

The Workplace Wellbeing project is a collaboration between the NZ Council of Social Services, the NZ Federation of Voluntary Welfare Organisations, Social Services Waikato and the Service and Food Workers Union Nga Ringa Tota. We have come together to explore ways in which our four organisations can support the development and maintenance of good employment practice and relationships in our sector.

This project has been around in some form for almost three years now. During this time we have run a series of successful workshops for community sector employers on Effective Employment Relationships. We were grateful to receive input from Department of Labour Mediators into these workshops.

Now, with the advent of project funding from the Department of Labour Employment Relations Education Contestable Fund, we can look forward over the course of this coming year to:

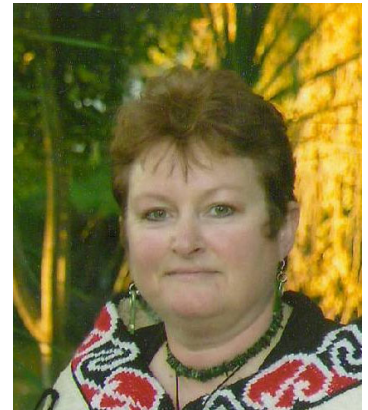
- a) expanding on this workshop programme (see page 2)
- b) developing a series of Employment Relations resources designed specifically for employers and employees working in our sector
- c) undertaking research into other areas of strategic interest, such as the increased use of sector-specific remuneration surveys, unionisation strategies for our sector, and the potential to roll out public sector pay equity evaluation processes to our sector.

We welcome your attendance and participation at the workshops we are holding round the country over the next few months, and hope that together we will be able to make some real progress this year in raising the visibility of employment relations issues in our sector.

Conor Twyford
Resource Officer, Workplace Wellbeing Project

Workplace Wellbeing Project Working Group Members:

Jane Stevens,
Social Services
Waikato/
NZCOSS



Tena koutou katoa

My name is Jane Stevens. I have worked in the tangata whenua, community and voluntary sector for 30 years and am currently Manager of Community Advisory Services at Social Services Waikato and I am a board member of NZCOSS. Both organisations are active supporters of this project.

My previous involvement in the sector includes roles as National Coordinator of the Unemployed Workers and Beneficiaries Movement, Regional Coordinator of Wairarapa Community Polytechnic's inaugural Community Sector tertiary certificate programme, and Community Development Advisor for Hamilton City Council. I was also a key player in the development of a collective award for community workers in the Wairarapa.

In 2003 as part of my studies toward a Post Graduate Diploma in Not for Profit Management at the University of Waikato I undertook a major research project investigating pay equity and employment conditions in our sector. My research showed that our sector has a higher rate of personal grievances than either the private or public sector.

If we are going to move forward as a sector we need to develop more sustainable practices and negotiate more secure funding that allows us to pay people properly and provide them with real job security and meaningful career pathways.

I would like to see a sector where paid workers and volunteers alike are accorded the value they deserve. Let's celebrate our successes – family friendly workplaces, flexible hours, passion for the cause – but let's also work together to ensure that we retain our most precious asset – our people.

Did You Know?

- 9,700 non-profit institutions (10%) employ paid staff - a total of 105,340 employees

- Among these, the average number of paid staff is 10.8

- A significant number are contracted to work less than a full time week

- Average median base salaries in our sector are 15.3% less than in the Public Sector and 17.6% less than the general market

- *Statistics NZ; 2007 Strategic Pay Not-for-Profit Sector Remuneration Survey*

Employment Relations Info Links

www.ers.govt.nz

Department of Labour
Employment Relations
Service website

[http://keepingitlegal.net](http://keepingitlegal.net.nz)

[.nz](http://keepingitlegal.net.nz)

Keeping It Legal - E Ai Ki Te Ture - find out about your legal responsibilities as a voluntary sector employer

Effective Employment Relationships Workshops 2008: Coming Soon to a Town Near You

Date	Location	For More Info Contact
February 29	Wellington (Ethnic Communities)	Lena Longman, 04-472 3364 or lena.longman@paradise.net.nz
March 6	Waiheke Island	Pirihira Kaio, 09-917 7643 or pirihira@xtra.co.nz
March 10	Whangarei	Anne Shaw, 09-430 0176 or wross@xtra.co.nz
March 17	Marlborough	Lyne Johnston, 03-520 7448 or lyne.johnston@marlborough.govt.nz
March 28	Porirua	Avalon Mikaere-Williams, 04-235 5218 or coordinator@pcoss.org.nz
March 15	Palmerston North	Geraldine Holmes, 06-354 3809 or pncsc@inspire.net.nz
May 9	Invercargill	Robyn Flowers, 03-214 3179 or southland@parent2parent.org.nz
May 10	Alexandra	Liz Duggan, 03-448 7435 or eaduggan@clear.net.nz
May 12	Dunedin	Alan Shanks, 03-471 6150 or admin@dcoss.org.nz
May 20 & 21	Timaru	Joy Silvia, 03-687 7364 or volmsc@xtra.co.nz
June 9	Tokoroa	Lana Ahomiro, 07-886 6314 x723 or OfficeManager@tcoss.co.nz
June 10	Taupo	Rachel Derum, 07-378 6832 or tpocoss@reap.org.nz
June 11	Hamilton	Sally Ridley, 07-838 1583 or sally@ssw.org.nz
October 20	Hawera	Simon Cayley, 06-759 1178 or actionfoundation@xtra.co.nz
October 21	New Plymouth	Simon Cayley, 06-759 1178 or actionfoundation@xtra.co.nz

Project Partners

New Zealand Federation of
Voluntary Welfare Organisations 



SFWU
Nga Ringa Tota



Social Services Waikato
Nga Whakaritenga mahi, toko
i te ora, ki Waikato

Forthcoming Conferences

- **Managing and Governing for the Social Good** Not-for-Profit Conference, Napier, 13-14 March. Includes presentation on performance and remuneration issues. Contact events@grow.co.nz
- **It's About Time: Balancing Business, Babies and Bottom Lines** Christchurch, 7 March. A conference for employers discussing how family friendly policies can improve business. Contact Family Works at 03-363 8229 or annam@psusi.org.nz

**For more info about the Workplace Wellbeing Project
contact Conor Twyford**

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✉ ere.project@gmail.com