

# KETE KUPU

WORD BASKET

ISSUE 25  
DEC 2012



New Zealand Council Of  
Christian Social Services

## Affirming Canterbury – The Canterbury Report

Life in Canterbury has changed most in the last couple of years for those who didn't do too well in the first place – those in Christchurch's eastern suburbs badly hit by liquefaction and with houses experiencing considerable damage.

However, even the wealthy have quite different lives. There are the road cones and the long convoluted ways of getting to many places. Many workplaces have moved, been reinvented in an interesting format, or taken the 'working from home' option seriously.

NZCCSS wanted to do something to assist Cantabrians to improve their lives. We talked to social service providers and we got together some statistics for the 2010, 2011 and 2012 June years. The result is the Canterbury Report modelled on NZCCSS's Vulnerability Report template.

Some things are not surprising. Some people did leave home. However a number just moved next door with Hurunui increasing by 400, Waimakariri by 1,600 Selwyn by 2,800 and Ashburton by 1,200. Back in Christchurch, mental health and housing were the service providers' biggest concerns.

Housing people is not enough of a priority according to the services. Too many cheap houses are either unusable or have been demolished, and available houses have dramatically increased in price. Anglicans working in the social sector say:

*The level of housing need in Christchurch is completely unassessed. We really need an overall housing plan.*

*The lack of overall co-ordination to gather stats on things like housing need throughout the city, leaves us very vulnerable.*

Housing and getting housing fixed is a major stressor. Too many stressors equals a greater likelihood of depression and / or anxiety or other mental or physical health problems. Sure enough, all the services identified mental health as a significant issue.

*Around 30% of our people had mental health issues a few years ago; it would be more like 90% now*  
– Delta Trust (Baptist).

On the plus side, there are genius approaches to building community.

*Ground-up activities work well, e.g. we have vege co-ops with 1,100 people involved around town. People help pack (and therefore have a valued role)*  
– John Day, Archdeacon for Mission, Anglican Diocese of Christchurch.

Government could really assist by helping ensure there is not a growing divide in Canterbury. NZCCSS is uneasy about some of the statistics. When Canterbury had all its chimneys back in June 2010, Work and Income made 1,014 electricity hardship advances. Following massive chimney destruction, electricity grants fell by almost half to 518 in 2011. Heat



Christchurch City Mission foodbank

pumps were installed all over town, and it did snow last winter. We would expect increased demand for electricity hardship grants. Instead, they fell even further - to 387. If the services had nothing to do, we wouldn't be concerned. However demand for the Salvation Army budgeting service has doubled, and St Vincent de Paul's Russell Williamson says:

*The big concern is power next winter. The trend is prices is upward, and people tend to decide 'Well we won't pay the power bill this month' and then they get really hammered with a big bill next month.*

The service providers themselves face funding uncertainties which has a negative impact on their ability to plan (Vaughan Milner, Presbyterian Support Upper South Island). They do, however, know what they want.

*Let us be a city where all people matter, including those who lack economic resources. A city where there is a safety net for those who lack adequate economic resources or family support. Let us be a city where small business can flourish. A city where every single person willing to work can get job training that leads to a job, and earn a living wage that can pay the bills. Let us be a city where citizens as well as property owners and investors participate in the planning and running of our city and our communities. Let us leave our children a city that is kinder and more just than the place where we grew up*  
– Mary Richardson, Methodist Mission, Touchstone, September 2012, p.10.

We thank them for their kindness in generosity, and wish them well.

Read the report at [www.nzccss.org.nz](http://www.nzccss.org.nz)

# Contents

Affirming Canterbury – The Canterbury Report	1
Child Wellbeing Test instead of a Work Test? Welfare Reform	2
Barefoot for Child Poverty - Experts Group on Solutions to Child Poverty	3
Breakfast and Lunch in Schools	3
Housing Policy Differences Become Clearer	4
Cardboard House Competition	4
Summit Confirms Commitment to Reducing Income Inequality in Aotearoa	5
Premium Charging in Rest Homes - what are your thoughts?	6
Family Trusts – Are the wealthy paying their fair share?	6
Challenging Inequality in Aged Care – Pay Equity Legal Action	7
Legislation and Submissions	7
2013 Events, Training and Conferences	7
The Young People of Manurewa	8

## Child Wellbeing Test instead of a Work Test? Welfare Reform

A “child wellbeing test” would be a far better than a “work test” as the basis for the latest round of welfare reforms and an “investment approach” based on “incentivising” people into work would be better than sanctions. These were two key points made to the Social Services Select Committee by NZCCSS at hearings on the latest Social Security (Benefit Categories and Work Focus) Amendment Bill last month.

This Bill is the latest round of the Government’s Welfare Reform programme and it focusses on sickness beneficiaries, sole parents and unemployment beneficiaries – turning them into “jobseekers” with a variety of social obligations placed on them. The preface to the Bill talks of government believing that most people on a benefit want to work and given this, Government wants to invest in them to make that happen. The body of the Bill describes the social obligations (enrolling your children in ECE, ensuring they are vaccinated, ensuring they attend school, being available for part-time and full time work when your children reached a certain age, drug testing, etc.) and the sanctions or punishment that would be meted out if you do not do what is required of you.

NZCCSS agrees that investing in people is always a good idea. Jobs which actually pay enough and are flexible enough have the potential to help families out of poverty. However, the job should not be the point. The wellbeing of the families’ children must be paramount. The recently released White Paper on Vulnerable Children puts children at the centre and proposes to put in place policy and solutions that are the best for the wellbeing of the child. NZCCSS believes this must apply in welfare reform policy as well. When working with families with children, substitute the “work test” (the test that says if you do not demonstrate you are willing to take a job, any job you will be sanctioned, i.e. lose half or more of your benefit payments) with a “child wellbeing” test.

When a parent on a benefit is being asked to take on

a job such a “child wellbeing” test would look at such factors as: are there quality ECE services available near the beneficiaries’ home? Is there appropriate public transport able to take the parent from the ECE centre to work and back – at appropriate times? Does the employer have family friendly policies (can the parent take time off for school holidays and for child illness)? Does the job pay enough after taking into account all of the additional costs of ECE, travel, etc.? If the supports and employment conditions are not available then forcing the beneficiary into a job of this nature is likely to be detrimental to the child’s wellbeing – and failing the “child wellbeing test” would mean no sanctions when the parent does not take up the offered position.

NZCCSS compared the “investment approach” when investing money in banks or companies to the approach taken towards beneficiaries in this Bill. Banks and companies “incentivised” high performance by offering financial rewards, not threatening the removal of half the income of the workers if they don’t do a good job, as is the case with the approach proposed for beneficiaries in this Bill. NZCCSS recommended the same “incentivised” approach to welfare reform.

More money could be provided for beneficiary families with children by paying extra to those families who ensure their children are enrolled with a PHO, have their vaccinations up to date and are enrolled in an ECE centre, etc. We believe this would be a politically palatable way of increasing incomes for some of our most disadvantaged children. The additional money would only go to those families who are doing the right thing for their children and this would be in line with government’s and the wider public’s desire for better outcomes for New Zealand’s children.

The NZCCSS submission is on our website:  
[www.nzccss.org.nz/publications](http://www.nzccss.org.nz/publications)



# Barefoot for Child Poverty - Experts Group on Solutions to Child Poverty



Trevor McGlinchey speaking at the Barefoot for Child Poverty rally.

December 12 was the day chosen by the Children's Commissioner' to release the "Solutions to Child Poverty in New Zealand Evidence for Action" report from his Experts Group on Solutions to Child Poverty. The report spells out the dire situation of the up to 25% of New Zealand's children who live in poverty. It identifies that not only is child poverty in a developed national immoral, it is also costly, with the current economic cost of the impacts of child poverty being some \$6-8 billion per year. It identifies that "without doubt child poverty can be reduced" and sets out 78 pragmatic and achievable recommendations that would undoubtedly seriously reduce child poverty in New Zealand

NZCCSS Executive Officer Trevor McGlinchey spoke on child poverty at a rally on the steps of Parliament organised by the Youth Branch of Child Poverty Action Group. This rally, a "Bare your Soles for Child Poverty" gathering, was well attended by CPAG supporters and by members of the Green Party and Labour Party caucuses. Here are some excerpts from Trevor's address to the rally.

"When we talk about our kids we have lots of sayings:

*He taonga ngā tamariki  
Our children are treasures*



Barefoot messages at Parliament [source: Every Child Counts]

*Ko ngā rangatahi ngā rangatira mo āpōpō  
Young people are our leaders for tomorrow  
Aotearoa he wāhi pai mo ngā tamariki  
New Zealand's a great place for kids*

But we just heard that's not true for children living in poverty. For the 270,000 children living in families on benefits and for many children living in low paid working families – Aotearoa is not such a great place."

"Yesterday the Expert Advisory Group on Solutions to Child Poverty released their recommendations. These are sensible recommendations that will make a difference. While, for some of us they don't go far enough, we must acknowledge they do provide good first steps to begin to eliminate child poverty."

"Governments will follow the lead of the people. If enough New Zealanders stand up for our children ... governments will begin to prioritise our children's wellbeing. To all of you who have come today kia ora for baring your feet for eliminating child poverty! Keep pushing, keep demanding and keep insisting that we eliminate child poverty in New Zealand".

A full copy of the report is available at: [www.occ.org.nz](http://www.occ.org.nz)

## Breakfast and Lunch in Schools

*"A nation with poor children is a poor excuse for a nation"*  
(Bryan Bruce)

One of the priority recommendations of the Experts Advisory Panel on Child Poverty is that a collaborative food in schools programme be implemented. The Experts Group recognised that a number of organisations and programmes are already providing some form of food to schools but "central government has a responsibility to provide leadership and resources to assist schools through a national strategy for food in ECEs and schools in low-decile neighbourhoods" (p.60).

Coincidentally, the Education (Breakfast and Lunch Programmes in Schools) Amendment Bill was drawn from the Member's Bill ballot in Parliament. The Bill submitted by Mana Party Leader Hone Harawira aims to set up government funded breakfast and lunch programmes in all decile 1-2 schools. The programmes would include employing a coordinator to work with the schools, local businesses, community groups and existing programmes to provide breakfast and lunch programmes. The costs

are estimated at \$100million including food, staffing, administration, monitoring and evaluation.

The main concerns voiced by those opposed to such legislation seem to be focused around concerns that parent responsibility for providing for kids would be undermined and that the money involved would be better spent on improving the resources and education provided in the low-decile schools. Both objections are legitimate concerns but need to be weighed up against the urgent and proven need in low income communities for direct and effective action to meet the nutrition issues affecting thousands of kids every day. The current ad hoc and charity-based programmes do not address those needs consistently and equally and many children in need are missing out on help. This Bill represents an opportunity for action that might not otherwise happen.

The Bill is due to be read for the first time on 13th February 2013 and already has the support of several parties and hopefully will win wide enough support to go to Select Committee. Find out more about the Bill at <http://feedthekids.org.nz/>



# Housing Policy Differences Become Clearer

By Paul Barber, NZCCSS Policy Advisor

Recent weeks have seen some significant housing policy announcements from the Government and the Labour Opposition.

The Labour Party launched its Kiwibuild and Healthy Homes Guarantee policies at its annual conference in November. The Kiwibuild policy is a major commitment to Government-led investment in housing that is aimed at the middle of the affordability market. The promise to build 10,000 affordable homes per year at a cost of \$300,000 or less, half of them in Auckland, is a major commitment to address the lack of new housing construction and to give first home buyers a chance to enter the housing market. Accompanying this was the move to enforce a minimum insulation and heating standard for rental housing. Building on the success of the Warm Up NZ insulation programme, such a policy would be a welcome step towards raising the standard of rental housing, particularly for low income renters. While it does not represent a comprehensive housing warrant of fitness, it recognises the importance of improving all housing quality, including the private rental stock. In making these announcements, Labour has moved closer to the policy commitments of other opposition parties such as the Green Party and Mana Party to increase supply. Kiwibuild does not address the situation of those on low incomes who have to rent and whether there are plans to also increase the state and community housing rental stocks to meet the needs of those who cannot afford to buy a \$300,000 house.

Shortly before these Labour Party announcements, the Government finally released its response to the Productivity Commission report on its inquiry into Housing Affordability (from April 2012). This response amounted to accepting almost all its recommendations and then claiming to be “working on all of them”. Few specific commitments were made and there are few solid

timelines or concrete commitments. The major area of interest appears to be in loosening up constraints on urban boundaries to allow housing development on the margins of cities and a desire to speed up consenting processes for new development. A number of recommendations are directed at making it easier for Māori land owners to finance and build on lands held in common ownership (see: [www.beehive.govt.nz/release/govt-responds-housing-affordability-report](http://www.beehive.govt.nz/release/govt-responds-housing-affordability-report)).

Minister of Housing Hon Phil Heatley has reiterated current policy that his government is not going to invest any more than the current \$14billion asset that is the current level of social housing owned by Housing NZ. His government’s focus is on better utilising this resource for those most in need and for finding ways to better use the more than \$2billion spend each year in housing assistance (mainly through Accommodation Supplement and Income Related Rents). This government will maintain current stock but wants to grow the non-government sector to meet future demand. However, there are no details of how a sector that is currently funded to add around 200 – 300 houses per year is supposed to grow to provide the thousands of affordable houses a year that are actually needed.

Decisions can be expected in the first half of 2013 in several areas. It seems likely that responsibility for housing needs assessment will be concentrated with the Ministry of Social Development which already administers the largest part of housing assistance through the Accommodation Supplement. Decisions on initial asset transfers of state housing stock to non-government providers and related changes to the regulatory framework are also expected. It is also likely that funding for income-related rents will be extended to the non-government sector but with changes to make it more flexible form of assistance.

---

## Cardboard House Competition

By Jolyon White, Social Justice Enabler [justice@anglicanlife.org.nz](mailto:justice@anglicanlife.org.nz)



Hamilton Girls students with their winning cardboard house creation.

The 2012 Cardboard House Building Competition has just come to a close with the winning school receiving free insulation. The competition was an education campaign run in schools by the social justice unit of the Christchurch Anglican Diocese designed to raise awareness about childhood poverty and cold, damp rental housing. There were 41 entries across the country from Waiheke Island to Dunedin. Schools were provided with curriculum material covering social studies, art, science, maths, and technology to ensure any school that wanted to enter could find a way to do so. The entries were judged on structural impressiveness, creativity, and the way the construction highlighted the problems or cold, damp housing. Timed to catch junior high students while senior students were on exam break, the response from schools that entered was encouraging. All the entries showed great engagement with the issues and some pretty impressive design work (pictures of all the entries can be found on the facebook page “CardboardHouseCompetition”). Feedback from all the schools was positive no matter what part of the country they were from.



"Thanks, our kids had very little to no idea about the issues that are caused by poverty. This caused great discussion" (Cromwell).

"We had an absolute blast constructing and learning about insulation and health concerns that affect many of our children" (Manurewa).

Photos of all the entries were sent to the Minister for Housing with a request from the students for a warrant of fitness on rentals. This added an element of civics education to the competition; the response from the Hon Phil Heatley's office will be sent back to each school.

While a warrant of health fitness for rental properties would be great, it would be even better if landlords simply

lived up to their moral responsibility. Landlords with cold damp rentals are exploiting the tenants for profits. If you can't afford to own a safe, warm rental, then you can't afford to own a rental. It's summer now. Landlords have 6 months to sort out their properties before they start causing unnecessary suffering again.

Even though the competition was reasonably small the response was so good we will build on it with another event next year. We don't know what we will set as the challenge yet, but the issue we will focus on will be inequality. If you 'like' the cardboard house competition page we will keep you posted when the next event is announced.

Oh, the winning school? Hamilton Girls High - check out their creation on Facebook.

## Summit Confirms Commitment to Reducing Income Inequality in Aotearoa

**CLOSER TOGETHER  
WHAKATATA MAI**  
  
**REDUCING INEQUALITIES**

  
**closing the gap**  
THE INCOME EQUALITY PROJECT

Around 50 people representing a cross-section of people and organisations who have already committed expertise and energy to the movement to reduce inequality were invited to a gathering in Auckland in November. Organised through the NZCCSS Closer Together Whakatata Mai – reducing inequalities project

([www.closetogether.org.nz](http://www.closetogether.org.nz)) and the Closing the Gap - The Income Inequality Project ([www.closingthegap.org.nz](http://www.closingthegap.org.nz)) with support from the JR McKenzie Trust, the day was aimed at seeking shared commitments to further collaboration on the issues.

Two keynote speakers shared their vision for a more equal country. **Major Campbell Roberts**, Director of Salvation Army Social Policy and Parliamentary Unit, reminded the group that income inequality has increased faster in Aotearoa than in any other OECD country in the two decades from the mid-1980s – mid-2000s. Most of the increase was due to larger rises in overall incomes for the top 20 per cent of income earners while those in the bottom 20 per cent saw their incomes continue to decrease in relation to inflation. The issue is a distribution issue and not a scarcity problem. He said that New Zealand is suffering primarily from a "poverty of compassion", as there seems to be little political will to reverse the growing and unnecessary deprivation. He outlined three areas which he believes can effectively reduce inequality in New Zealand in a practical way:

- creation of a liveable wage
- reduction of childhood poverty
- ensuring everyone has access to healthy and affordable housing.

His full address is online at: [www.salvationarmy.org.nz](http://www.salvationarmy.org.nz)

**Dr Tracey McIntosh**, Head of the Department of Sociology, Auckland University, talked about her work as Co-Chair of the Experts Group on Solutions to Child Poverty. She spoke of the need to have child poverty legislation and targets to reduce child poverty. Solutions that are identified need to work for Māori and Pasifika

children, as they make up the largest proportion of children affected. She spoke of ensuring that we honour the social contract, where benefits must accrue to the collective and not be captured only by some.

Among the responses and actions she suggested were:

- Investing in the wellbeing of our Māori and Pasifika children who when they grow up will make up 50% of the workforce by 2030.
- Education must be at the heart of responses – but education that really works for the most disadvantaged.
- Use the NZ Science Challenge – People's Portal to suggest projects to fund research into quality of life, reducing inequality, a good life for all  
[www.thegreatnzscienceproject.co.nz/home](http://www.thegreatnzscienceproject.co.nz/home)

**Current Initiatives:** There are several initiatives already underway that provide a basis to further build the momentum to reduce inequality and poverty.

- **Book project** "Inequality: A New Zealand Crisis – and what we can do about it" edited by Max Rashbrooke and published by Bridget Williams Books with NZCCSS (May 2013 publication).
- **Bryan Bruce documentary film** on the growing gap between rich and poor in New Zealand  
[www.redsky.tv/home.html](http://www.redsky.tv/home.html).
- **Spirit Level documentary film** being produced in the UK (September 2013 likely release)  
<http://thespiritleveldocumentary.com/>.
- **Living Wage Campaign** - [www.livingwagenz.org.nz](http://www.livingwagenz.org.nz)
- **CPAG Court of Appeal case** on discrimination against children through the Working for Families legislation  
[www.cpag.org.nz](http://www.cpag.org.nz).
- **UN Periodic Review of Human Rights** – an opportunity to draw attention to the international moral commitments NZ has made to equality. The Human Rights Commission is coordinating the submissions on this (Jan – June 2013) [www.hrc.co.nz](http://www.hrc.co.nz).
- **Local Body elections** in September 2013 will be a chance to promote local responses to inequality.

Those who attended the summit supported continued collaboration and several working groups were established to follow up on strategies and shared tasks. Contact [paul.barber@nzccss.org.nz](mailto:paul.barber@nzccss.org.nz) or [peter@closingthegap.org.nz](mailto:peter@closingthegap.org.nz)



## Premium Charging in Rest Homes - what are your thoughts?

The Government is seeking public feedback on an issue that has been sitting with the Minister of Health for some time. How to manage the pressure from rest home providers who want to offer rest home places to older people at a “premium rate” above the amount the government is willing to pay through the aged residential subsidy?

More than 30,000 people are living in aged residential care in New Zealand provided by around 680 facilities throughout the country. Every older person has a right to access this service and, as a basic principle of such health services, it can be freely and equitably accessed if a person is assessed as needing this level of care and support. Unlike public hospitals, this service is not provided by a DHB directly but is contracted out to a mix of private for-profit companies and owner-operators, as well as not-for-profit agencies such as NZCCSS member organisations. The price DHBs pay for this service is fixed nationally and service providers are not allowed to charge residents more than that fixed price for that service.

For a number of years it has been clear that the price paid lags behind the amount independent experts have calculated is necessary to cover the full costs of running such an operation, including the costs of reinvesting in building and replacing existing capacity (the “investment gap”). Both the previous Labour-led government and the current National-led Government have consistently refused to increase subsidy funding to a level that meets all costs of providing the service. As a consequence, the process of premium charging has become more and more common, where providers charge a “premium” to recognise the fact that the room and services provided go beyond the minimum required by the Government subsidy.

The Government wishes to allow some operators to offer only premium rooms, meaning that there would be no “standard” rooms available at the subsidised rate in that facility. People who are unable or unwilling to pay for services above the subsidised rate would have to seek a room in another facility offering the service without additional charge.

The Minister Hon Jo Goodhew says: “Allowing some premium-only facilities will give New Zealanders increased choice and give providers greater freedom to design and operate their facilities. It will also support continued private sector investment in aged residential care, particularly in higher cost areas. To balance this, safeguards are proposed to ensure aged residential care remains affordable and available to all older New Zealanders. Sufficient standard, or no extra charge, rooms will still be required to be available in each region.”

There are proposed ways to ensure that sufficient standard rooms will be available. NZCCSS will be asking whether the more than 50% of older people with little or no extra income or wealth from which they can pay “premium” charges, will still have equitable access to good quality aged care? Will the proposed system for managing available standard rooms be workable and equitable?

The consultation document is online at the Ministry of Health website; ([www.health.govt.nz](http://www.health.govt.nz)).

If you have comments to make that you would like NZCCSS to consider in its submission on the document, please contact [paul.barber@nzccss.org.nz](mailto:paul.barber@nzccss.org.nz)

---

## Family Trusts – Are the wealthy paying their fair share?

New Zealanders are “world leaders” in family trust creation, with an estimated one family trust per 18 people compared with Australia’s one to 34 or the UK one for every 294, according to the Law Commission. There are many theories why New Zealand has so many trusts, but it is clear that family trusts are a routine part of tax planning used by lawyers and accountants to minimise their clients’ tax liability. For instance, when the top tax rate was raised in 2000, the number of family trusts rose by 60% ([www.lawcom.govt.nz/project/review-law-trusts](http://www.lawcom.govt.nz/project/review-law-trusts)).

In times when things are tough and we constantly hear government saying there is not enough tax revenue to meet the costs of social assistance, it is of great concern that high wealth and income families appear to be using trusts to hide assets and income and even qualify for social assistance such as the aged residential care subsidy, student allowances or Working For Families.

The Inland Revenue Department is reported to be scrutinising those using trusts for tax purposes more closely and the Ministry of Social Development is also reported to be taking a much more proactive interpretation of the law around family trusts as it relates to eligibility for social assistance programmes.

In the debate about funding for aged care or social assistance for vulnerable children, the hundreds of thousands of New Zealanders who are using family trusts need to consider if they are being fair to those around them. Those who feel their hard-earned wealth is being targeted by the government need to consider the social responsibilities that come with large wealth. Those responsibilities include paying your fair share and concern for those who are less fortunate. We need to remember the aphorism “there but for the grace of God go I”. Our tax system funds aged care and other social support precisely for those who through illness, misfortune or disability cannot support themselves.



# Challenging Inequality in Aged Care – Pay Equity Legal Action

At the same time that hundreds of thousands of New Zealanders are busy managing their wealth in family trusts away from the scrutiny of the tax authorities, hundreds of thousands of workers and their families are struggling to get by on incomes at or barely above the minimum wage.

Legal action is being taken by the Service and Food Workers Union (SFWU) against employers in the home support sector and in the aged residential care sector. The first case arises out of the work of the Human Rights Commission inquiry into equal employment opportunity in aged care. The report of the inquiry and a legal opinion obtained by the HRC suggests that travel time between clients for home support workers constitutes work time according to the Minimum Wage Act and should be paid at least the minimum wage.

In the second case, a rest home worker is taking action against her employer in the Employment Court under the Equal Pay Act. The SFWU argue that the aged care sector workforce, almost all of whom are female, are not treated equitably under the act and are not paid at the same level as male workers with similar skills performing similar work.

While it is not appropriate to comment on the details of the specific cases, the NZ Home Health Association has made it clear that home support travel time is not funded by the Ministry of Health or District Health Boards, and ACC reimburses travel time at only half the minimum wage rate. Prices paid by DHBs for home support services vary considerably around the country and are based on funding models that do not allow for travel time and assume very low wage rates for caregiver staff.

In the rest home worker case, the union is drawing inspiration from the success of the disability support workers sleepover case that was recently resolved. They argue that the Government cannot justify underpayment with by arguing that there is not the money to pay people fairly.

Any resolution of the pay equity situation will have to include a willingness from Government to fund appropriate pay rates. It is time for the Government to step up and work with employers and unions to find a path towards fair pay in the sector. NZCCSS is actively supporting work across the sector aimed at achieving agreement on such a path to pay equity.

## Legislation and Submissions

### Vulnerable Workers legislation Changes Proposed

Changes are planned by the Government to legislation protecting vulnerable workers under the Employment Relations Act 2000. Changes are planned to Part 6A that deals with the service industries such as cleaning, catering, orderly and laundry industries. This part of the law protects transferring employees' entitlements and information to the new employer when an existing contract is taken over by another company. The Government intends to exempt small to medium sized businesses (those with up to 20 employees).

This legislation gives important protection to vulnerable workers, including those employed in the aged care sector. Capital and Coast DHB re-tendered its home support services in 2011 and the transition to new contracts

included taking on all existing staff with their current conditions and entitlements, as required by the legislation. NZCCSS will be looking closely at the proposed legislation and how it affects aged care sector employers and their employees as well as vulnerable workers generally: [www.beehive.govt.nz/release/changes-part-6a-approved-cabinet](http://www.beehive.govt.nz/release/changes-part-6a-approved-cabinet).

### Premium Charging in aged residential care consultation due

15th February 2012 (see article on p.6)

### Education (Breakfast and Lunch Programmes in Schools) Amendment Bill.

First reading due 13th February (see article p.3)

### 2013 Events, Training and Conferences Precarious Work and the Living Wage in our Communities

14 – 15th February 2013, AUT Business School, Auckland  
[www.livingwage.org.nz/events.php#event3](http://www.livingwage.org.nz/events.php#event3)

### “Squeeze, stretch and flex: Home & community 2013” NZ Home Health Association Conference 2013

11 – 12th April 2013, Rendezvous hotel Auckland  
[www.nzhha.org.nz/conference/](http://www.nzhha.org.nz/conference/)

### Welcome...

to Sharee Eden, new team member at the NZCCSS Secretariat. Sharee has taken on the Kaiawhina Whakahaere Administrator role since November and she is helping us get organised. She is first point of contact for enquiries [admin@nzccss.org.nz](mailto:admin@nzccss.org.nz)



# The Young People of Manurewa



Manurewa High School students in discussion with a school-based youth worker

NZCCSS has been working in the South Auckland Community of Manurewa regularly over the last twelve months. During this time meetings were held with sixty-three young people and seventy-two social service, government agency and youth workers, from forty-two different organisations. As a result of this work the report, "Manurewa Young People and the Potential for Service Collaborations – A Qualitative Study" was published.

The report was presented back to the Manurewa community at a meeting held at the Manurewa Sports Centre on December 5. The community members present responded positively to the study findings and NZCCSS has received requests for further community presentation meetings and for additional copies of the report. The study focusses on the strengths and areas of development for

Manurewa's young people, it considers the socioeconomic context of Manurewa and examines local collaborative activities.

The following is an extract from the report's conclusions:

*Manurewa's young people are strong, resilient and capable. These young people are growing up in an environment that is impacted by structural issues such as poverty, lack of access to sufficient affordable housing and a continual eroding of properly paid manufacturing jobs and even a decrease in lower paid service work. While a community development approach to supporting community, whānau, aiga and family capability and independence will provide long-term solutions, many people need support to meet their most basic needs now. Young people and their whānau deserve access to effective, efficient and accessible social supports.*

*Greater results could be achieved by bringing together the combined strength of Manurewa's youth support organisations. By having a joined-up vision, with each group contributing its unique strength in a coordinated fashion, a platform for both meeting the immediate needs of our young people and a base for the long term community development could be established.*

A copy of the report is available here: [www.nzccss.org.nz](http://www.nzccss.org.nz).  
A hard copy can be ordered by emailing [admin@nzccss.org.nz](mailto:admin@nzccss.org.nz)

## Christmas Greetings



Ngā mihi o te wā. Ākuanei ka tae mai te mutunga o tēnei tau, no reira kua huri ngā moemoeā ki te tau a heke mai nei. Kia tau te rangimārie, kia mārama ai te huarahi kei mua i a tātau.

He honore he korōria ki te Atua.

He maunga rongo ki te whenua he whakaaro pai ki ngā tāngata katoa o te ao. Āmine

Ngā mihi nui mō te Kirihimete me te Tau Hou.

*Season's Greetings. Soon the end of the year will be upon us therefore our thoughts and aspirations turn to the year that is coming. Let us all follow paths of peace and enlightenment.*

*Honour and glory to God*

*Peace on earth and goodwill to all people. Amen*

*Merry Christmas and Happy New Year*

**From us all at the NZCCSS Secretariat**

**Our offices will be closed from Monday 24th December 2012 – Wednesday 2nd January 2013 Inclusive.**

## KETE KUPU WORD BASKET

**Designer:** Tessa Hansen Cane

**KETE KUPU - Word Basket**  
**ISSN 1174-2514 (Print), 1174-2526 (Online)**

The newsletter of the NZ Council of Christian Social Services  
Post address: PO Box 12-090, Thorndon, Wellington 6144  
Physical address: 3 George Street, Thorndon (ground floor)

If you would like to receive this mailing in a different format, (by email, mail or both) please contact NZCCSS (04) 473 2627 or email to [admin@nzccss.org.nz](mailto:admin@nzccss.org.nz)

**Acknowledgements:** In addition to its member subscriptions, NZCCSS extends its thanks to: Community Trust of Southland, JR McKenzie Trust, TG Macarthy Trust for the grants and donations that help to make the work of NZCCSS possible.

**Disclaimer:** Every effort is made to ensure the correctness of facts and information in this newsletter. However, we cannot accept responsibility for any errors. Items from this newsletter may be freely copied provided the author and the sources are acknowledged.