

A Vision for Social Security for the 21st Century

Kia Pike Ake – Welfare Expert Advisory Group

The Kia Pike Ake The Welfare Expert Advisory Group (WEAG) was established by the Minister for Social Development Hon Carmel Sepuloni in June 2018 to conduct a review of the social welfare system. The government describes its vision for welfare as:

“A welfare system that ensures people have an adequate income and standard of living, are treated with and can live in dignity and are able to participate meaningfully in their communities.”

The WEAG group has been meeting regularly since then and is holding a

series of community forums for comment and feedback from the public during October and November before it is due to report back to the Minister of Social Development in February 2019. See p. 3 for dates and locations for the community forums.

A new Social Security Act 2018

Meanwhile, the current government has completed the work started by the previous government to re-write the Social Security Act 1964 into a modernised streamlined version designed to untangle the hundreds of amendments made since it was passed over 50 years ago.

This new Social Security Act 2018 was passed on 18th September and after receiving royal assent will come into effect on 26th November 2018. Because of the way this law has been framed by the government, it is only a precursor to further law changes that may be part of the recommendations for the WEAG group. NZCCSS and many others will be calling for more fundamental change to meet needs of our country for the coming decades.

A Vision for Welfare in the 21st Century

NZCCSS has set out the outlines for a vision for a social security system fit for the next 80 years in a media release on 18th September 2018 marking 80 years since the passing of the first comprehensive social security laws in this country in 1938.

The political leaders of the 1930s who were the initiators of the new welfare laws, such as then Prime Minister Michael Joseph Savage, drew on values of concern for others, that we are all our neighbour’s keeper, coming out of their own Christian faith. Those values are shared across all the great religions and indeed underpin our wider values of human rights and social justice.

“Aroha tetāhi ki tetāhi – let us look after each other, is the way we draw on these values to describe the hope we have for our country,” said NZCCSS President, Ian Hutson. “Our vision for welfare in this country must be for one that enables people rather than impoverishing them.

Continued p. 2

Pay rates for NGO social workers should not be left behind

NZCCSS welcomed the announcement on 25th September by Minister for Children Hon Tracey Martin today that Oranga Tamariki social workers have reached agreement on a pay equity settlement. The announcement will mean pay increases of up to 30% over the next two years for social workers working with children in the department. It does not include social workers not directly employed by the government.

“Recognition of the value of social work in supporting family, whānau and community wellbeing is long overdue. However, it is critical pay rates for NGO social workers are not left behind,” said Trevor McGlinchey, Executive officer, NZ Council of Christian Social Services.

“The NGO sector employs 28% of registered social workers, compared with 20% in Oranga Tamariki. They operate within the same employment market and in many cases work with the same clients.”

“An increase in pay for Oranga Tamariki social workers will have a serious impact on the ability of the NGO sector to recruit and retain social workers, particularly given that

services have not seen a funding increase in 10 years, while the volume and complexity of clients’ needs have significantly increased.”

“We are already hearing from NZCCSS members about the challenges of finding and retaining experienced social workers based on existing pay gaps of 20%. This problem is set to intensify if equity between NGO social workers and Oranga Tamariki social workers is not addressed.”

The sustained underfunding of the NGO sector and the impact of the pay equity claim on the sustainability of services are key sector issues NZCCSS and sector partners have raised with government and officials.

“NZCCSS understands that work within Oranga Tamariki is currently underway to identify key impacts on the NGO sector. This is a positive step forward and we look forward to being involved in this work and in further discussions on how equity across pay rates for Oranga Tamariki social workers and NGO social workers can be remedied within the short-term.”

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A VISION FOR SOCIAL SECURITY FOR THE 21ST CENTURY



SOURCE: WWW.CPAG.ORG.NZ

The priority must be to deliver sufficient income and other support so that whānau and families can thrive.”

“We look forward to a welfare system that engages from a Tiriti o Waitangi perspective with Māori. We seek a welfare system that results in wellbeing for Pacific peoples and for other ethnic communities.”

“Our health and social welfare system needs the vision of ensuring those living with disabilities and health conditions can live their lives with dignity, participate fully in our communities and experience outcomes that are equal to or better than those without disability.”

Our society is out of balance, with too many people missing out on what they need to even properly participate in our community and society. NZCCSS member organisations are working for changes to welfare that will be focused on whānau and families who live in the communities they work with throughout the country. Welfare benefit levels are

too low and the system of additional support is inadequate, too complicated and unfair.

Welfare Justice

That vision draws on the shared values for welfare justice that were set out in 2010 by churches’ sponsored Alternative Welfare Working Group that was a response to the then National-led government’s very narrowly focused Welfare Working Group review of social welfare.

Welfare Justice For All, the final report of the Alternative Welfare Working Group, sets out the values and vision that should underlie the approach to welfare in this country. It is these principles that need to inform the debate about social security in the 21st Century. These principles draw on the comprehensive work done in the Royal Commission of Inquiry into Social Security 1988 and the 1972 Royal Commission on Social Security.

The provision of social security reflects the values of interdependence,

social cohesiveness and the common good.

Affirm adequate benefit levels to ensure participation in society and reject punitive stigmatising policies and a narrow focus on paid work.

Social security:

- *Requires investment in the well-being of all members of society*
- *Ought to properly reflect Māori aspirations for full citizenship and rangatiratanga*
- *Ought to protect the vulnerable from adverse conditions*
- *Ought to be financed by general taxation rather than individual contributions*
- *Should encourage opportunity for all citizens to participate in our society*
- *Ought to facilitate the achievement of paid employment, as well as other beneficial types of work*
- *Should provide an adequate standard of living*

Social security law should be simple, transparent, consistent and consistently applied

A comprehensive social security system should be linked with good economic, employment, housing, health, education and social services. (Welfare Justice For All, p.8–9).

Lift all benefits by at least 20% says CPAG

The Child Poverty Action Group (CPAG) has called for an immediate lift in all core benefits by at least 20%. They are also calling for an income that gives an adequate standard of living for families to be established and used as the basis for setting benefits and tax credits for children.

These recommendations are among a set of 17 recommendations to make welfare fit for families released by CPAG in September. These recommendation are a great guide for anyone wanting to make comment to the WEAG welfare review.

“The Welfare Fit for Families campaign recommends that benefit levels are significantly improved and the full package of Working for Families tax credits given to all low-income families,” said CPAG spokesperson Susan St John on the release of the recommendations.

“For welfare beneficiaries to be able to live with dignity and to be able to participate in society also requires linking all social assistance payments to wages as well as prices.”

The recommendations also include:

- Removing sanctions on sole parent beneficiaries;
- Removing the financial penalty for beneficiaries who are in a relationship;
- Improving access to child support for parents who receive a benefit; and
- Providing beneficiaries the opportunity to retain more of their benefit income when working part-time or when entering a new relationship.

Read the recommendations on the CPAG website.



Community Forums in October: Welfare Expert Advisory Group

The Welfare Expert Advisory Group was established in May this year to advise the Government on options to ensure the welfare system is accessible and fair to all New Zealanders. To ensure people have an adequate income and standard of living, are treated with and can live in dignity and are able to participate meaningfully in their communities.

There is a growing concern around

the potential marginalisation of different groups of New Zealanders, including an increase in homelessness and complex housing demands sitting alongside high rates of children in poverty.

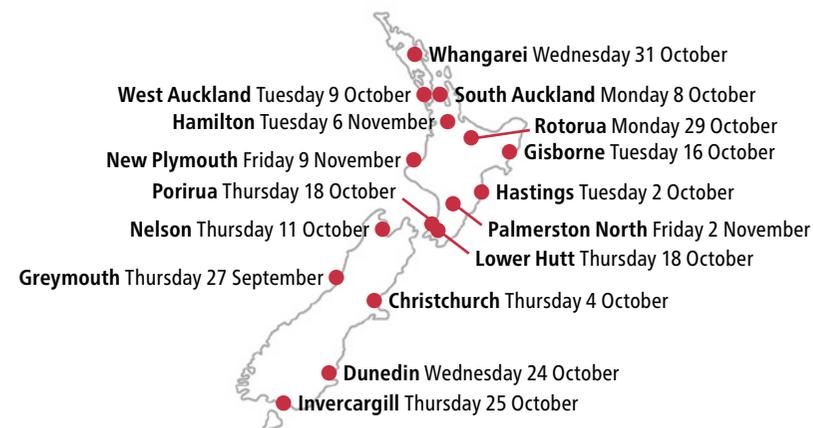
The WEAG is focused on improving the lives of people who engage with the system every day, rather than achieving a narrow set of goals. They will be focusing on solutions that will ensure the system is fair and accessible for all New Zealanders.

They are keen to hear your views on the Welfare System, in particular:

- what is working well
- what could be done better
- what isn't working well in the welfare system
- what level of support should be available
- what are the values that should underpin our welfare system.

They will be visiting 16 locations around the country, holding community forums, as well as running an online survey.

For more information on how to have your say visit our website at www.weag.govt.nz



All venues are fully accessible. New Zealand Sign Language interpreters will be available at all community forums.

Putting people at the centre of service delivery: A snap shot

Sonia Scott, NZCCSS Policy Advisor

Change has arrived at Willis Street Work and Income Office in Wellington and this is only the start. Four service delivery sites around the country are trialling a new front of house model aiming to create a more welcoming and responsive environment that puts people at the centre of service delivery.

Along with beneficiary advocates, a social worker, and community services providers, I was invited to the Willis Street Office (one of the

four sites) and to the design hub where new fit-outs and furniture for sites are tested. This work is one of a suite of work programmes lead by the Ministry of Social Development (MSD) to transform our social welfare system and put heart back into front line services.

Change starts at the top

Minister Carmel Sapuloni, Minister for Social Development, has made clear the dignity of every adult and



child walking through a Work and Income Office matters. "It can be difficult to ask for help. Creating a friendlier, warmer environment helps. Giving people more privacy,

a space that's welcoming and inclusive for everyone, and creating a child-friendly zone for children to learn and play is important."

Who had input into the design?

Broad consultation with users, advocates representing distinctive groups i.e the disability community, and community service providers sits underneath the design of the fit-outs currently being trialled. A good example of a seemingly effective co-

design process between government and NGOs.

Haere mai Welcome: some initial first impressions

The before and after photos of the Willis Street Office speaks volumes about the progress made by MSD. It is still early days working through what works for different sites, but the signs of positive change look good. Here are some of the things that stood out for me on my visit. →



Before



After

First impressions

I received a welcoming hello from security guards as I walked straight into the office. I was disappointed to see them wearing a uniform, but I understand replacing a uniform with a polo shirt and pants is still to be rolled out.

- **Concierge desk** – A young person stood behind the Haere mai welcome desk ready to greet people as they entered and to direct them to where they needed to be. A great addition to the front house area, providing an immediate point of contact as people walk into the service site.
 - **A spot of colour to lift spirits** – The bright green walls, together with the scattering of orange chairs lifted the whole waiting area, making it feel warm and bright and a pleasant place to wait. Great job!
 - **Youth art** – The inclusion of local youth art on the walls was a nice touch and made the environment feel inclusive to young people seeking support.
 - **Seating arrangement** – I was impressed by the seating arrangements. Rather than rows of chairs, there were clusters of chairs and sofas to create a range of separate waiting spaces. Some smaller to create quieter spaces and others larger and more public.
- The addition of plants also helped to achieve these different spaces. And our seniors were not forgotten with the provision of appropriate seating and a separate space.
- **Carpet** – The use of different coloured carpet helped to demarcate specific sections of the service site i.e. reception, child's space.
 - **Water cooler** – Any church congregation would say a cup-of-tea breaks down barriers but providing a water cooler is a good start.
 - **Children's area** – I noticed a table on which there was a few reading books, an i-pad which (I was assured) had educational games on it, and an etch a sketch which children love. For younger children I saw an awesome chalk table to play at. More children's reading books could be added to this space. New Zealand has an array of outstanding children's writers so there are no excuses here.
 - **Kiosk area** – I noticed a separate area where computers are available for people to use, with Wi-Fi access and charging ports.
 - **Toilets** – bathroom facilities are available at 14 services centers. Where they are not available Work and Income staff will direct them to the nearest available facility and hold their place. This is no doubt a welcomed step forward to crossing legs or missing an appointment.

Kore Hiakai: Zero Hunger

The elimination of food poverty in Aoteroa New Zealand

*"Not having enough food means I have no energy and getting food consumes my thoughts"
("Charlotte", quoted in the Families 100 Project, Auckland City Mission, 2014).*

Across Aotearoa New Zealand social service agencies, social enterprises, and food industries are giving out more and more food as a response to food poverty / insecurity. As more initiatives emerge to meet this growing issue of hunger within our communities no long term systematic solutions are resolving this. This compassionate charitable response creates a level of dependency on this charitable system. This dependency lies not only with those who receive from it but with our society as a whole as we continue this cycle of food insecurity.

Aotearoa New Zealand is a compassionate innovative well connected society. We are capable of thinking outside the box for empowered, community driven, connected solutions. We invite you to join us in seeking long term sustainable solutions to end food poverty and to ensure that all New Zealanders are empowered to source sufficient nutritious food in an ongoing way.

We invite you to join us at one of our Hui
in February and March 2019 in:

Auckland
Wellington
Christchurch

You can contact us ... www.korehiakai.org.nz or email korehiakai@nzccss.org.nz

*"We have an increasing number of people accessing our services who are in employment but struggling to make ends meet. They say things have got tougher and they are not managing to meet their costs each month so constantly in a deficit. The first costs to go are food – our clients say they make do and ensure the children are fed before the adults, however we know this is not a good solution".
(Salvation Army, quoted in the NZCCSS Vulnerability Report June 2016)*

Nāu te rourou, nāku te rourou, ka ora ai ngā iwi

Rental Law Changes a Chance for Greater Fairness

This is “another step towards a more just and fair rental market, especially for the tens of thousands of people struggling with high rents and low incomes,” said NZCCSS Policy Advisor Paul Barber in response to the government’s discussion document released on 28th August. “We are delighted to see that the Government is asking for public feedback on more changes to the law to make life better for renters.”

NZCCSS supports the call for change in rental laws and the Government’s focus on improving security of tenure, controlling rent increases, further controls on boarding houses, as well as better ways of enforcing renting law.

NZCCSS is urging people to take the chance to have their voice and their story heard to help bring about change for renters. The Plan to Fix Renting launched last month by Renters United is a great resource of ideas for positive change which the Government’s proposals can be measured against.

The private rental market is a very unequal place. Most landlords want to do the right thing, but the combination of lack of knowledge and skills plus a group of property managers and landlords that have little

respect for the rules adds up to huge unfairness and injustice.

Nearly nine tenths of all rental households rent in the private rental market. Around 160,000 of children living in poverty live in rental housing and they are likely be in rental housing for much of their childhood. People living with a disability are also significantly more likely to be living in rental housing.

“This is a once in a decade chance to bring about change that will help overcome the very large and growing inequalities in our communities,” said Paul Barber. “We know from the experience of the social services in the communities they work with how important a good quality rental house at an affordable rent is to help people to improve their lives. It helps people to plan and think about the future, to find and keep a job, help their children succeed in education, and look after their health better”.

Renters United have also developed a very helpful submission tool to help make commenting on the proposed changes easier. Go to their Make A Submission webpage.

Find out more on the MBIE RTA Consultation webpage.

Comments are due by Sunday 21st October.

Make Rental Homes Warmer and Drier Healthy Homes Guarantee Standards Consultation

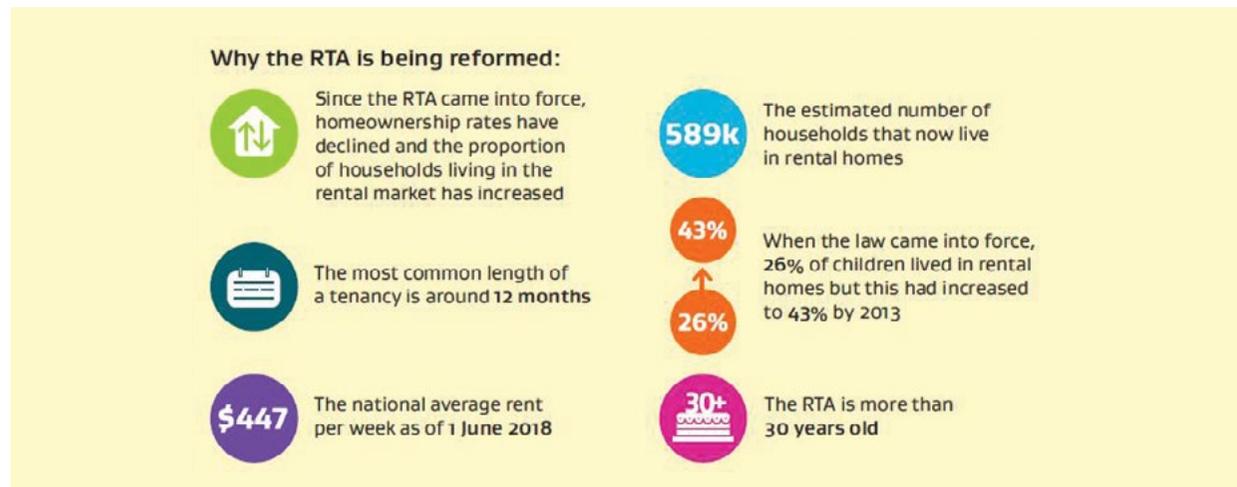
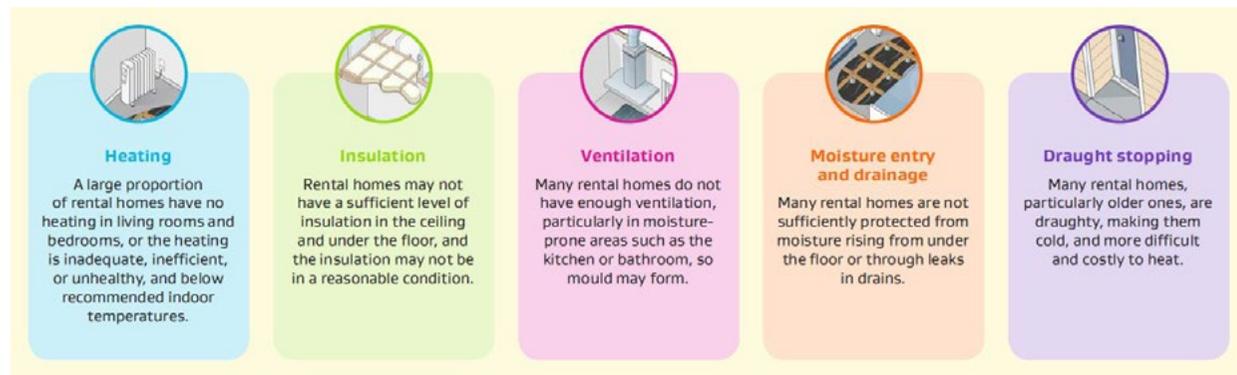
Another chance to help improve renting is the consultation on the rules about insulation, heating, moisture, ventilation and draught-stopping that will be set under the Healthy Homes Guarantee Act.

With nearly 600,000 rental households including more than 200,000

children, it is vital that the warmth and dryness of our houses be improved. NZCCSS strongly supports this legislation and along with many other has been calling for improvements to housing standards.

Check out the key proposals in the graphic below and go to the MBIE

Health Homes Guarantee Act 2017 Regulations for Healthy Homes Standards webpage for more information, including an online survey and a discussion document to download.



Churches Leading the Way with More Housing

Faith-based housing organisations are at the forefront of new community housing developments opening recently in Auckland.

Earlier this year, the Te Taha Māori synod of the Methodist Church opened a new complex of five units that replaced a minister's house that was no longer needed. The new units are housing families and children in need of housing and were built in partnership with the Methodist Airedale Trust. With support from LifeWise social services, [the project is bringing new hope into the lives of the families.](#)

On the 21st September three other housing schemes involving church-based organisations celebrated their opening with the Ministers of Housing Hon Phil Twyford and Hon Jenny Salesa.

Eight new housing units designed and built especially for older Pacific elders on land owned by Lotofale'ia Tongan Methodist Church of Mangere is another Airedale Property Trust project.

In Otahuhu, the Community of Refuge Trust has replaced two old houses to make way for three new buildings with four one-bedroom units in each.

Across town in West Auckland, church-based community housing organisation VisionWest together with Accessible Properties have purchased 10 houses in a new development being built by Ngāti Whātua Ōrākei and Fletcher Living. The full new development of some 200 homes will include a significant proportion of state-owned and community housing and these [first 10 houses are an exciting step along that path.](#)

Find out more:

Airedale Property Trust
<https://airedaleproperty.org.nz/>

VisionWest
<http://www.visionwest.org.nz/>

Community of Refuge Trust (CORT)
<https://www.cort.org.nz/>

A Decade Overdue: the need for regulation of property management in New Zealand

Anglican Advocacy in Christchurch released this [damning report on the antics of the property management industry](#) on 28th August. Tenants and property owners shared their stories of how property managers have broken the law or failed to provide even the most basic services to tenants and often to the property owners as well.

Examples of property managers' failings include:

- Negligence in duties to tenants and landlords
- Losing or not filing bond monies
- Deceit and manipulation
- Discrimination
- Withholding bond
- Wrongly claiming arrears
- Invading privacy
- Using unenforceable clauses in agreements.

Jolyon White, Director of Anglican Advocacy told Anglican Taonga magazine that a "lack of regulation is causing harm to tenants and landlords alike, as well as to property managers who are striving to operate ethically and professionally."

"There are really good property managers out there who help landlords and tenants alike with their obligations under the RTA (Residential Tenancies Act). They must be pulling their hair out in frustration that these horror stories are bringing their entire industry into disrepute."

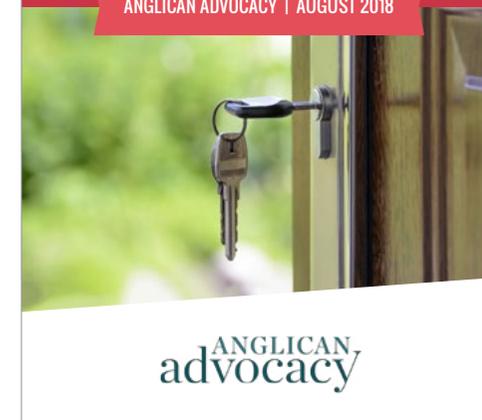
Property managers have a high level of responsibility. They keep keys and personal information, handle rent, and conduct inspections. Their companies handle billions of dollars worth of housing, and millions of dollars in rent.

Despite this, New Zealand law does not require them to have a license or any form of accreditation to operate, nor are they required to keep payments in a separate trust account or carry indemnity insurance. This is causing harm to tenants and landlords alike.

A Decade Overdue

The need for regulation of property management in New Zealand

ANGLICAN ADVOCACY | AUGUST 2018



ANGLICAN
advocacy

A decade ago the government did not take the opportunity to follow the advice of a Parliament Select Committee and most people in the sector to regulate the sector. Now is a golden opportunity to fix that omission along with other changes proposed to rental laws and regulations.

[Read the full report A Decade Overdue on the Anglican Advocacy website](#)

Building a Dementia Friendly New Zealand

Harriet Payne, Alzheimers NZ

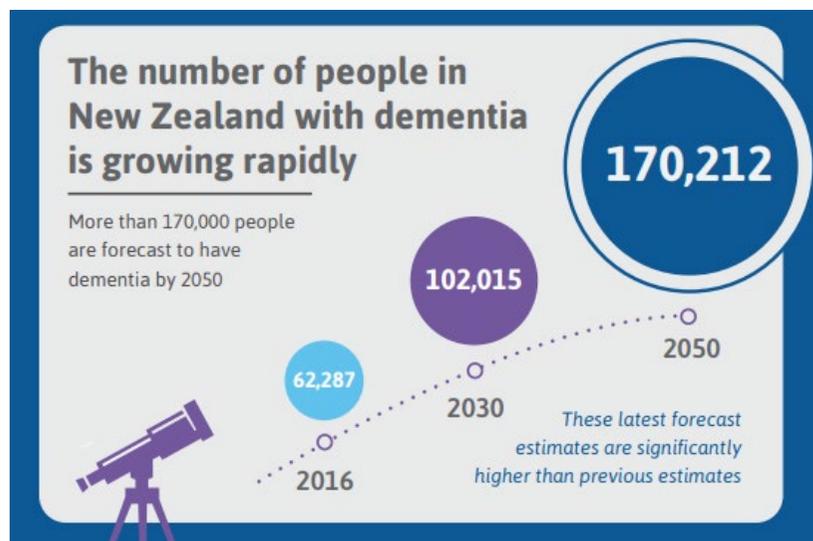
Every 3 seconds, someone in the world develops dementia. Here in New Zealand, 4 out of 5 Kiwis are affected by dementia. The impact of dementia on Kiwi families and whānau is growing each year, and affects people of all ages.

Dementia is one New Zealand's most significant and growing health challenges, with almost 70,000 Kiwis currently living with the condition. That number is set to increase to around 170,000 by 2050 as our population continues to age.

And of course, that is just the tip of the iceberg. For every one of those people there are family/whānau and friends also affected by the diagnosis.

Dementia also has a significant economic impact, costing around \$1.7 billion in 2016 and, if we do nothing, we expect that to rocket to nearly \$5 billion a year by 2050.

And we are not alone. With the number of people living with dementia around the world set to double every 20 years, it is a global issue that also demands a global solution. In 2017 the World Health Organization member states, including New Zealand, adopted the Global Action Plan for the Public Health Response to Dementia.



Sadly, New Zealand is currently doing a poor job of meeting the expectations of the Global Action Plan, with only one of the seven Action Plan areas showing any significant progress.

Too often the services and support people with dementia in New Zealand need to live their best possible life are not available – services are provided inconsistently across the country and are of variable quality.

Despite the fact that the New Zealand Framework for Dementia Care already provides a blueprint for doing more and better for people

living with dementia, five years on implementation of the Framework has barely started.

New Zealand simply cannot afford

to do nothing about this critical issue. Government needs to act urgently to address the looming dementia challenge. Our view is that the first step must be to invest in fully implementing the New Zealand Framework for Dementia Care. Without real change the human and fiscal cost of dementia will just continue to grow.

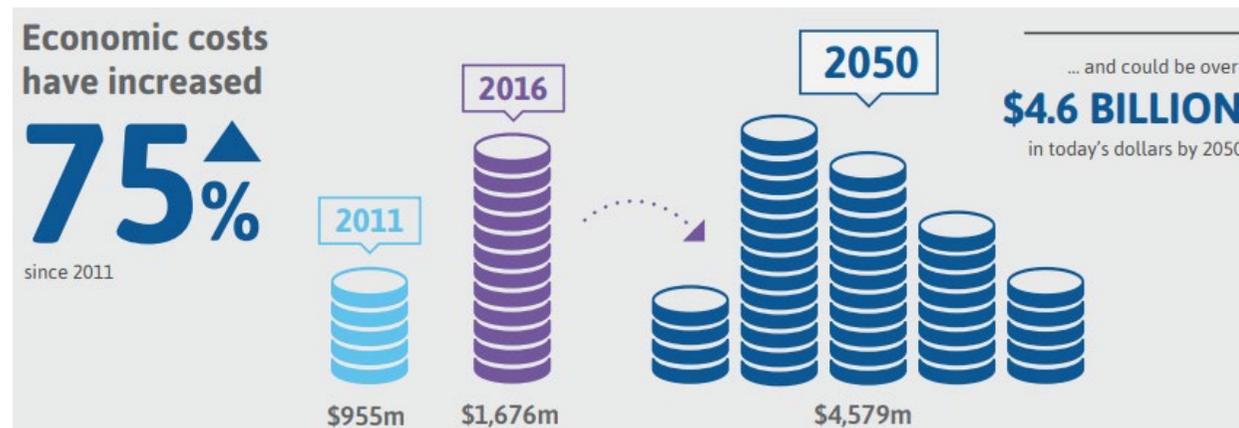
There is much that we can do, too, to build an open, inclusive and Dementia Friendly New Zealand – one where people with dementia feel valued and safe, where they can contribute to and participate in their communities and where they get the help and support they need.

September is World Alzheimers Month, a global campaign united in its call to raise awareness and

challenge the stigma associated with dementia. It is a time of action, but it's also a time of reflection for the millions of people around the world, both young and old, who are affected by dementia.

If we are serious about building a Dementia Friendly NZ, it will require all of us to do our bit to support people living with dementia to live well and play a meaningful role in their communities. As a society, there is much more we can all do, and with almost 70,000 people already living with dementia in NZ today, there is no time like the present to start.

Find out more about how to get involved at <http://www.alzheimers.org.nz/>.



Prize-winning programme – Connecting Cultures

Photo and article courtesy of Presbyterian Support Otago

Presbyterian Support Otago's Iona Enliven Care Home in Oamaru was thrilled to be announced as a category winner during at the 2018 NZACA / EBOS Healthcare Excellence in Care Awards at the NZ Aged Care Association Conference in September.

The Connecting Cultures programme, which has been developed and piloted in partnership with Immigration New Zealand at Iona for the last eighteen months, was entered in the Arjo Training and Staff Development Award Category. Iona was one of three category finalists, before being announced as the category winner.

The pilot programme primarily focused on reducing the number of international staff leaving employment at Iona. Initial results show the programme has reduced this by 75% over two years.

Iona Care Home is a busy place, with over 100 staff, 80 volunteers and 78 residents who live in the facility. Recognising high staff turnover, the diversity of cultures among staff members and the challenges this brought, Iona Manager Steph Leith knew something needed to be done differently.

The pilot programme was undertaken in partnership with Immigration New Zealand, and involved developing and facilitating inclusion workshops for all staff, and establishing a 'Connecting Cultures' Group. Various staff and external organisations are involved, and a passionate resident is also part of the group.

"Connecting Cultures gives us more of an insight into the staff cultures."

The aim is to grow respect for different cultures, increase awareness of other cultures (for New Zealanders and international staff), and create a happy, safe environment for residents, staff, and volunteers.

Different cultures are now being celebrated and showcased every two months at Iona – Indian, Filipino and Kiwi cultures have been the focus in recent months. This is done through notice boards explaining aspects of the chosen culture, a food sharing activity/exhibition, and activities with involvement from residents.



"We must embrace our migrant workforce ... without them we wouldn't be able to continue at Iona."

Iona Resident Joan stated, "Connecting Cultures gives us more of an insight into the staff cultures... It's a good exercise to learn how other people live and get on."

Feedback, and the results, have been very positive. Iona staff feel there is more connection between cultures, and more understanding of how to avoid unintentionally offending someone of a different culture.

Iona Manager Steph Leith is positive about the impact of the programme and the difference it makes for the Iona staff team and residents, "We must embrace our migrant workforce, and make them feel comfortable because they are a wonderful part of our team and they are increasing in number every year. Without them we wouldn't be able to continue at Iona."

Congratulations to everyone at Iona for helping to spread knowledge, understanding, awareness and respect for all cultures through the Connecting Cultures programme.



The Selwyn Institute

In the spirit of ageing well

2018 Ageing and Spirituality Conference

1 November 2018 at Selwyn Village, 43 Target Rd, Pt Chevalier, Auckland.

The Selwyn Institute invites you to come to the 2018 Ageing and Spirituality Conference, a full-day event offering an in-depth programme of thought-provoking insights, presentations and perspectives by leading commentators representing a diverse range of spiritual backgrounds.

Keynote speaker and psychiatrist Dr Gary Cheung will be asking "*Is there a link between loneliness and suicide in late life?*" Suicide is a major public health concern in many parts of the world. There is a clear relationship globally between increased suicide rates and age; and in New Zealand men aged 85 and above have one of the highest suicide rates among all age groups.

Find out more on The Selwyn Institute website.

For registration information contact selwyninstitute@selwynfoundation.org.nz

Payday filing starts soon – get ready now



All employers will need to file PAYE information each payday from April 2019. Over 400 employers have already started so do you know what you need to do to get ready?

Through September and October, Inland Revenue is holding over 300 free seminars for employers on payday filing across the country.

These seminars are designed to support all employers – both large and small. In around 90 minutes, each seminar will cover what payday filing is, how it works, and what you should do to get ready. And there will be plenty of time to ask more specific questions.

This is a big change for some employers, but it's important. The more accurate and timely information

Inland Revenue gets as a result of payday filing will give New Zealand families more certainty about what support they're entitled to and what their payment obligations are.

Over time, payday filing will help integrate tax into standard business processes, particularly for businesses that use payroll software. Make sure you talk to your software provider to find out when they'll be offering payday filing-compatible software.

So to make sure you are ready and if you've got questions – [register today](#) for a free payday filing seminar with Inland Revenue.

You can also find more information about payday filing at www.ird.govt.nz/payday, or email questions to IRTransformation@ird.govt.nz.

Tax Working Group Ideas to Tax Income on Capital

Some ideas for first steps towards better taxing income on capital were a feature of the interim report of the Tax Working Group (TWG) released on 19th September. The TWG is asking for feedback over the next few weeks on those two options as it prepares its final report, as well as the other interim findings.

“The need to restore fairness runs like a silver thread through the TWG analysis” said researcher and journalist Max Rashbrooke in [response to the report](#). The report shows that our current system does not do enough to enhance fairness and reduce inequality.

The [Salvation Army](#) welcomed the [report's](#) ideas for taxing capital income as a “good start” on the path towards addressing the rising wealth inequalities within our economy.

The [Equality Network](#) also welcomed the report and its focus on fairness and inequality.

Tax plays a critical role in reducing inequality, and the Equality Network would like to see the TWG set out more clearly how the changes proposed to the tax system will help reduce inequality.

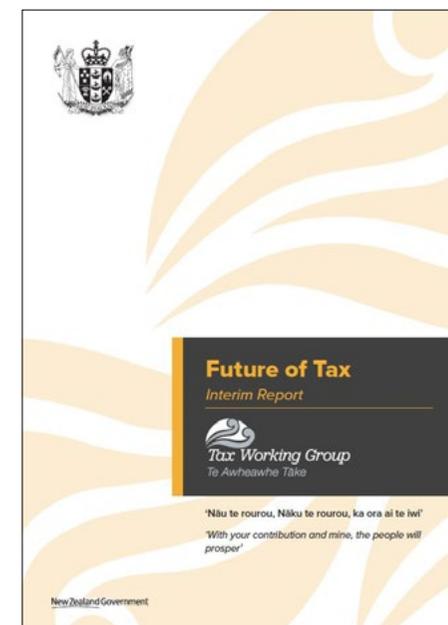
The Equality Network noted its concern about the constraints the

TWG has placed on it around government revenue targets. “A key part of reducing inequality is the adequate provision of Government services like health and education. So, a tax system must provide sufficient funds to properly fund Government services at a significantly higher level than the 30% of GDP that the TWG is working from,” said Peter Malcolm from the Equality Network.

The TWG is considering reducing income tax rates for lower and middle income earners. This will help reduce income inequality. But further measures should include a steeper progressive tax scale, with much more tax on very high incomes.

The Equality Network is also pleased the interim report is considering a more comprehensive tax on capital income. At this stage it is not clear if this includes all the largely untaxed capital gains that would continue to benefit a relatively small group of the wealthiest in our country.

The Equality Network would like to see a deeper consideration of the links between the tax system and



welfare, including secondary employment taxes and the abatement of benefits once a certain income level is reached. The TWG report puts this issue clearly in the hands of the Welfare Expert Advisory Group (see article p.1).

Comment on the interim report is due **no later than 1 November**. Feedback can be sent to submissions@taxworkinggroup.govt.nz or find out more on the [TWG submissions webpage](#).

Study Faith-Based Leadership – New Post-graduate Degrees at Otago



Professor Paul Trebilco

From February 2019, managers and leaders in faith-based organisations will be able to gain postgraduate qualifications via new programmes offered by the University of Otago's Department of Theology and Religion.

The qualifications – a Postgraduate Diploma in Faith-Based Leadership and Management and a Master of Faith-Based Leadership and Management – are being offered in conjunction with the Otago Business School's Master of Business Administration (MBA) programme.

Department of Theology and Religion Professor Paul Trebilco says the new qualifications will provide professional development for leaders in faith-based organisations, those

hoping to enter into this sphere of work, and those involved in leadership and management in parish churches, or in ministries based in local churches.

The Department has recognised a need to provide access to professional development for those in employment throughout New Zealand so, like many of its Theology papers, the programmes will all be available via the University's distance learning programme, and can be taken part-time.

Programme content is also aimed at recognising and enhancing pastoral leadership, which often requires a high level of skill in managing people, staff, community trusts and complicated budgets.

The qualifications will also benefit people who hope to exercise their faith within their workplace in ways that enhance their positions and bring benefit for their businesses, their clients and other staff members.

University of Otago Division of Humanities Pro-Vice-Chancellor Professor Tony Ballantyne says the new programmes will make a significant contribution by augmenting the Department's ability to offer sector-focused qualifications.

“Our Theology Programme has a long history of providing top-quality content for students on-campus and through distance teaching. It is very pleasing to be in a position where Theology at Otago can draw upon the outstanding expertise of its teaching staff and their relationships with communities of faith to expand its offerings to meet clearly identified needs in the sector.

“These new postgraduate options will also have wide appeal because, by partnering with the Otago Business School's MBA programme, we can offer highly-focussed and socially-relevant content for practitioners to apply in a range of settings,” he says.

NZ Council of Christian Social Services Policy Adviser Paul Barber says he believes the new programmes will make a significant contribution to building capability in leadership and management in the faith-based social services that are part of the Council's networks.

“The social services of the six member churches in NZCCSS employ nearly 12,000 people and 16,000 volunteers. These new programmes look ideal for people working in such organisations as well as other similar

religious and community-based services,” he says.

Salvation Army Principal Adviser Dr Greg Coyle says the qualifications are much-needed. “The University of Otago is to be congratulated on this innovation. It will assist The Salvation Army and many other faith-based organisations in career development for our staff. Both the government and philanthropic sector provides significant funding for services to such non-government organisations in the areas of welfare, advocacy, addiction treatment, emergency and public housing and employment readiness. These new degrees will provide a high level of skill in managing people and budgets, and will provide the funders of these services with assurance that they are being run by competent and well-educated people in relevant areas in organisations with a Christian perspective.”

For further information, contact Professor Paul Trebilco, Department of Theology and Religion, University of Otago paul.trebilco@otago.ac.nz 03 479 8798 or go to: <https://www.otago.ac.nz/courses/subjects/fblm.html>

Kete Kupu Word Basket

ISSN 1174-2514 (Print)
ISSN 1174-2526 (Online)

The newsletter of the NZ Council of
Christian Social Services

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Wellington

To receive this newsletter in a
different format (by email, mail or
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or admin@nzccss.org.nz

Acknowledgements: In addition to
its member subscriptions, NZCCSS
extends its thanks to Combined
Community Trusts and TG McCarthy
Trust for grant funding as well as
Ministry of Social Development,
Oranga Tamariki and the Ministry of
Health for contract funding that help
to make the work of NZCCSS possible.

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