



Living Wage Movement Aotearoa New Zealand 2020/2021 Annual Report

The Living Wage Movement: What we do

We aim to facilitate the organisation of communities to:

- secure the income necessary to provide workers and their families with the basic necessities of life
- encourage and promote the development of better policies for working people
- raise public awareness and understanding of the issues associated with low income workers
- develop the capacity and skills of our members to support and advocate for low waged workers.

Our activity and action in 2020/21

79 member organisations

Our member organisations come from community, faith and union groups, representing thousands of people. Member organisations contributed \$58,356 to the Movement in the 2020/2021 financial year.

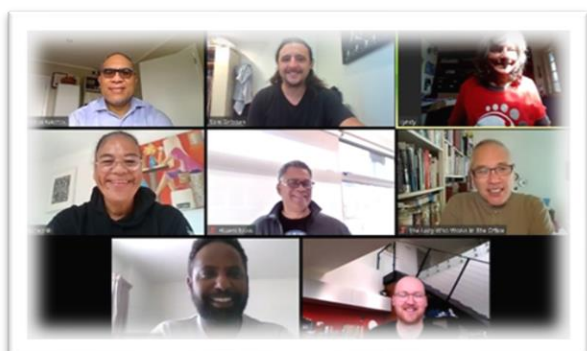
15 networks campaigning for the Living Wage in their region

The Living Wage Movement has networks and committees in Timaru, Invercargill, the Hawkes Bay, Hamilton, Lower Hutt, Porirua, Victoria University, Whanganui and Christchurch, Wellington and Auckland. Each network understands their unique community and political environment. Together, local networks strengthen our collective voice across Aotearoa and raise the profile of Living Wage to local businesses and local councils.

Submissions, lobbying and advocacy actions to local and central government

Our national and local networks play an active role in democratic processes. Across the Movement, we want to see the Living Wage for all local and central government workers and those contracted to deliver services on a regular and ongoing basis.

The General Election is a key opportunity for the Movement to advance the Living Wage through government procurement processes. In 2020, we held a national General Election Living Wage Forum. Political candidates from five parties attended.



We asked candidates if they would extend the Living Wage to government contracted workers and maintain an ongoing relationship with the Movement to oversee implementation. All parties who came to the forum, except the National Party, said 'Yes' to our asks by Election Day.

The forum was held online and broadcast on Facebook Live. It was a successful format, reaching 19,000 news feeds, 7.4K views, 739 reactions, 310 comments and 111 shares.

58 participants in our education and training programmes

Training participants are from our member organisations. Training brings together people who want to transform their communities by winning the Living Wage for workers. Our participants come to training with a wide range of skills, talent and community experience to learn new ways to grow the power of civil society through relational organising. We are supported through our affiliation to the Industrial Areas Foundation in advancing New Zealand's only community alliance committed to this broad-based organising model.



62 employers became Living Wage Accredited, bringing us to 235 Living Wage Accredited Employers in total

Accreditation continues to grow in the large centres of Auckland and Wellington. We are also seeing growth in the South Island and smaller areas such as the Waikato, Hawkes Bay and Bay of Islands. Businesses in costume hire, construction, law, food production and finance have joined us this year - just to name a few.

1 Living Wage Accredited industry: Banking

Every bank in New Zealand became a Living Wage Employer, under the guidance of the New Zealand Banking Association. This is a significant achievement, not only for the banks and the Living Wage Movement but for hundreds of cleaners, security guards and other contracted workers. The announcement was held in Parliament on 1 September 2020.

11 Principal Partners leading the way for businesses and organisations

The Principal Partner Council met for the first time in late 2020, creating a new advisory body of accredited employer champions to build the knowledge, innovation and adoption of the Living Wage across the business sector. The Council has 11 members from large corporations, NGOs, social enterprises, unions, and small to large businesses.



A delay to our 1 April 2020 Living Wage rate announcement

The announcement of the new Living Wage rate, due on April 1 2020, was delayed as the country entered lockdown.

The Movement ensured the integrity of the annual update of the rate, while recognising the ongoing uncertainty in business community.

Our Governance Board decided to allow businesses to apply for dispensation. Under a dispensation, businesses could maintain the 2019 rate, after showing evidence of difficulty paying the 2020 rate.

A dispensation was given to 11 businesses, who were required to meet the 2020 rate of \$22.10 by April 1, 2021. Only 8 businesses withdrew from accreditation due to the pressures of COVID-19.

\$34,895 from individual donors and one off donations

Donations are gratefully received by the Living Wage Movement. These contributions goes towards events, training, networks, and much more. Thanks to donors, we have the resources to transform the lives of low paid workers. Individual donors and one off donations provided \$34,895 in the 2020/2021 financial year.



1 major funder for community organisers

Our key funder, JR McKenzie Trust, continued to support our community organisers in Auckland and Wellington through to the end of 2020. Later in the financial year, the Trust approved additional grants to employ two 20-hour community organisers in Hamilton and Christchurch for a final three-year period. This will enable these active voluntary networks to gain real traction in building member organisations and accredited employers in their areas.

We express heartfelt thanks to the JR McKenzie Trust. Over nine years, the Trust has contributed over \$600,000 to the Movement. This contribution has enabled us to campaign, organise and deliver tangible results for thousands of workers living in poverty.

3 employees, focused on community organising and the Accreditation Programme

The Movement employed three employees in the 2020-21 financial year: 1.5 FTE Community Organisers, a .2 FTE Administrator and a 0.8 FTE Living Wage Employer Accreditation Coordinator.

Industrial Areas Foundation (IAF) affiliation

The Living Wage Movement has been supported since its inception by the US-based Industrial Areas Foundation, to which we now affiliate. IAF provides organiser supervision, training, advice and resources. We are grateful for their commitment to our Movement. We lean heavily on the 75-years of experience they bring in broad-based organising to a network now spanning the globe.

The departure of Sr Maribeth Larkin, who has returned to her Order, the Sisters of Social Service, is a great loss for the hundreds of New Zealanders who were inspired by her teaching, mentoring and friendship. IAF Director Joe Chrastil has rebuilt his lengthy relationship with our Movement and now provides our organisers with much appreciated support. This valued relationship is a scaffolding on which to grow our exciting local campaigns.

Treasurer's Report for the period ended 31 March 2021

Statement of Financial Performance

Living Wage Movement Aotearoa NZ Incorporated For the year ended 31 March 2021

	NOTES	2021	2020	2019
Revenue				
Donations, fundraising and other similar revenue	1	134,155	143,384	104,170
Fees, subscriptions and other revenue from members	1	215,718	100,502	76,944
Revenue from providing goods or services	1	478	15,887	6,739
Interest, dividends and other investment revenue	1	576	2,537	2,175
Other revenue	1	2,231	12,492	1,612
Total Revenue		353,158	274,801	191,640
Expenses				
Expenses related to public fundraising	2	2,407	1,341	2,207
Volunteer and employee related costs	2	162,599	138,647	112,352
Costs related to providing goods or service	2	11,345	37,765	5,815
Grants and donations made	2	-	8,000	-
Other expenses	2	56,363	24,691	32,225
Total Expenses		232,715	210,444	152,599
Surplus/(Deficit) for the Year		120,444	64,357	39,041

The Living Wage Movement's operating income was \$353,158

This represents an increase of 28.5% compared with the previous year (\$274,801) and 49% above the budgeted target of \$237,672.

The main income streams were:

- Grants income - \$99,260 (JR McKenzie Trust Grant for community organisers)
- Donations - \$34,895 received from different organisations and individuals
- Membership Income - \$58,356
- Employer Accreditation Licence Fees - \$127,289 and
- Principal Partner Council fees - \$30,072.

The operating expenses in the same period were \$232,715

This represents an increase of 10.6% compared with the previous year (2019/2020: \$210,444) and it was 7.6% higher than the budgeted expenses (\$216,312).

The major expenses incurred were:

- Volunteer and employee related costs for three employees - \$162,599
- Training expenses - \$10,713
- Consulting and accounting - \$16,208
- Printing and promotion - \$10,306
- Book project - \$15,040.

The net surplus for the current financial year was \$120,444
This was 464% higher than budgeted. In the previous year, the LWM's surplus was \$64,357.

Statement of Financial Position

Living Wage Movement Aotearoa NZ Incorporated As at 31 March 2021

	NOTES	31 MAR 2021	31 MAR 2020	31 MAR 2019
Assets				
Current Assets				
Bank accounts and cash	3	457,174	304,107	231,557
Debtors and prepayments	3	15,305	22,910	8,796
Total Current Assets		472,479	327,017	240,354
Total Assets		472,479	327,017	240,354
Liabilities				
Current Liabilities				
Creditors and accrued expenses	4	8,544	738	19,372
Unused donations and grants with conditions	4	176,997	157,791	120,644
Other current liabilities	4	14,663	16,656	12,864
Total Current Liabilities		200,204	175,185	152,879
Total Liabilities		200,204	175,185	152,879
Total Assets less Total Liabilities (Net Assets)		272,275	151,832	87,475
Accumulated Funds				
Accumulated surpluses or (deficits)	5	272,275	151,832	87,475
Total Accumulated Funds		272,275	151,832	87,475

Financial Position at the end of 31 March 2021

The cash bank balance was \$457,174. The accounts receivables stood at \$15,305.

The total assets were \$472,479 on 31 March 2021, which represents an increase of 44.5% compared with the total assets on 31 March 2020 (\$327,017).

The total liabilities were \$200,204. This represents mostly the unused grants with conditions of \$ 62,767, employer accreditation fees received in advance of \$45,342, Principal Partner Council fees received in advance of \$42,101 and membership fees received in advance of \$26,786.

The Living Wage members' funds were \$272,275 on 31 March 2021, which represented an increase of 79.3% (2019/2020: \$151,832).

Annie Newman, Treasurer

Auckland, 13th July 2021

Summary of activity in the local networks



Auckland

- Established the Living Wage Auckland local board
- Met with Living Wage friendly councillors
- Planned and participated in the national General Election Living Wage Forum
- Continued to network and build community power
- Ran three one-day training with Te Ohu Whakawhaungatanga.

Auckland Local Board

Sarah Letford
Elle Sun-Min Park
Tina Pan
Christine King
Gadiel Asiata

Sago Feagaiga
Eteviseloane
Xavier Walsh
Hannah Shelton-Agar
John Tagi

Hamilton

- Submitted to Hamilton City Council on the Long Term Plan 2021
- Contacted Councils within the Waikato
- Continued to build connections with the union and faith sector
- Held Living Wage week celebration for network and local employers
- Planned and participated in the national General Election Living Wage Forum
- Secured funding from the JR McKenzie Trust to employ a part-time organiser in Hamilton.

Hamilton network members

Blyth Cody
Maxine Campbell
Melissa Gibson
Anna Casey-Cox
Matariki Roche

Tony Stephens
Caitlin Wilson
Rōpata Moore
Gordy Lockhart
Mel Martin
Jax Oldham



Porirua

- Campaigned and submitted on the Porirua City Council (PCC) Long Term Plan
- Successfully extended the Living Wage to all contracted workers at PCC.

Hutt City

- Campaigned to Hutt City Council to get accreditation over the line, made submissions and lobbying the Mayor and Chief Executive
- Hutt City Council voted to become accredited before the end of 2021.

Leaders in the Hutt City

Muriel Tunoho (Community & Convenor)
 Norman Wilkins (St Andrews)
 Katy Miller (TEU)
 Michelle Maguren (NZEI)
 Julie Engelbretsen (NZEI)

Sally Mulitalo (E tū)
 John Ryall (E tū)
 Kasia Waldegrave (community)
 Drew Mayhem (NZNO)
 Mere Te Paki (Hutt Union Health)
 Robyn Winther (Hutt Union Health)



Wellington

- Pushed beyond accreditation at Wellington City Council (WCC) and looked at how the council can champion the Living Wage in the 2021 - 2023 Long Term Plan
- Successfully submitted to WCC to change the procurement policy to include a preference for Living Wage employers for all goods and services, not just those in accreditation
- Successfully submitted for WCC to introduce a \$300,000 per year fund to top up wages to the Living Wage for workers at events in the community funded by WCC, for example theatre companies' and community organisation's events.

Victoria University of Wellington

- Secured the Living Wage for cleaners, being implemented over two years.

Greater Wellington

- Made submission to the Greater Wellington Regional Council



Wellington Local Board

Stephen King (St Peters)
Yvette Taylor (E t)
Katy Miller (TEU)
Una Dubbelt-Leitch (S4LW)

Taylah Shuker (S4LW)
Hiueni Nuku (PUCHS)
Muriel Tunoho (HUCHS)
Stella Teariki (PSA)

South Canterbury Living Wage Network

- Corresponded with the councils in the area seeking information
- Attended council meetings to advocate for the Living Wage.

South Canterbury Living Wage Network members

Julian Maze
Don Swann
Jon Henning (supporting South Island networks)

Living Wage Waitaki

- Contacted local council, local health services and connected organisations
- Established that these agencies are not Living Wage Employers
- Advocated for the Living Wage in these agencies and encouraged them become exemplars for the local community.

Bluff Living Wage

Anna Huffstutler	Linton Winder
Carl Stapleton	Mark Smith
Damon Plimmer	Heather Machi



Otago/Southland

- Formed two new committees in Otago: Living Wage Waitaki and Wanaka
- Focused on Invercargill City Council and the Southland District Council and Environment Southland
- Pursued the goal to have the Wanaka committee become one of three 'companion committees', based in Wanaka, Queenstown and either Cromwell or Alexandra.

Living Wage Timaru

- Presented written and oral submissions to the Timaru District Council's Long Term Plan
- Lobbied and corresponded with Environment Canterbury
- Filed a Local Government Official information request to confirm how many employees at Waimate District Council are paid below the Living Wage
- Presented written submissions on the Waimate District Council's long-term plan.

Living Wage Ōtautahi Christchurch

- Held 11 network meetings
- Made submissions to the Christchurch City Council Long Term Plan
- Planned and participated in the national General Election Living Wage Forum
- Held a successful Living Wage Week event at XCHC with over 30 people attending
- Secured funding from the JR McKenzie Trust to employ a part-time organiser in Christchurch.

Living Wage Ōtautahi Christchurch Steering Group

Karena Brown, Chair (E tū)
 Chas Muir (Anglican Transitional
 Cathedral)
 Gabrielle Moore (TEU)
 Gareth Bezett (Anglican Social Services)

Jo McLean (Ngāi Tahu)
 Kathy Power (NZEI)
 Shane Lean (PSA)
 Sue Molloy (NZEI)

National Governance Board 2020/21

Gina Lockyer - Chair
Rev. Stephen King - Faith
Rev. Jenny Dawson - Faith
Chas Muir - Faith
Kerry Davies - Union (co-opted)
Annie Newman - Union - Treasurer (co-opted)
Camille Nahkid - Community
Anna Casey-Cox - Community
Muriel Tunoho – Secretary - Community
Hiueni Nuku - Community

Sandra Grey (resigned October 2020) - Union
Ricardo Menendez March (resigned due to 2020 General Election campaign) - Community
Marlon Drake (resigned to take up employment June 2020) - Community
Cat MacLennan (term ended July 2020)
David Hall (term ended July 2020)- Treasurer

Accreditation Advisory Committee

David Hall - Faith
Jenny Dawson - Faith
Camille Nahkid - Community
Hiueni Nuku - Community
Mat Danaher - Union
Jeff Rowe - Union
Kevin Church – Living Wage Employer

Principal Partners Council

Blair Vernon - AMP NZ
Brenda Talacek - Vector
Charlotte Ward - Kiwibank
Ian Hankins - Westpac
Paul Goulter - NZEI Te Riu Roa
Annie Newman - E tū
Benedict Ferguson - PSA Te Pūkenga Here Tikanga Mahi
Jennifer Del Bel - Downlights
Cindy Black - Wiri Licensing Trust
Gwilym Waldren - Rogue and Vagabond
Martin Hill - Auckland City Mission

Staff

Community Organisers:

Marlon Drake (Wellington)

Jocelyn Vicente-Angeles – to October 2020 (Auckland)

Teisa Unga – from October 2020 (Auckland)

Danielle Marks – from March 2021 (Hamilton)

Accreditation Coordinator: **Felicia Scherrer** (Auckland)

Administrator: **Sami Smart**

Accounts

Treasurer/payroll: **Shirley Zhuang** (to July 2020)

Accountant: **Marina Kokanovic** (to July 2020)

Accountants from July 2020: **Frank Accounting**

Review: **Barry Lee**

There are many people behind the activities and outcomes reported in the 2020/2021 Annual Report. The Governance Board thanks and acknowledges Living Wage leaders, supporters, and all people who contribute to the Movement.

You change lives with your time, skills, energy, and advocacy.

Tēnā rawa atu koutou!