



Collective Bargaining and Workforce Development

Home Health Association
Conference October 2007



NEW ZEALAND COUNCIL OF TRADE UNIONS

CTU and health sector unions

- CTU : represents 350,000 members
 - Goals : high skill high wage, high trust economy, participative and inclusive society
- Major CTU unions in sector:
 - Service and Food Workers Union, NZ Nurses Organisation and Public Service Association



Focus today

- Role of unions
- Sector issues
- Collective bargaining
- Future and plan



NEW ZEALAND COUNCIL OF TRADE UNIONS

Role of Unions

- Advocacy, representation and bargaining for wages, employment conditions
 - Especially important for vulnerable workers
 - Delivering pay and employment equity
- Sustainability and democracy
- Workforce development participation
- Standards and quality
- Tripartite and social partnership roles



Sector Issues: Workforce

- Characterised by
 - Very, very low wages
 - Precarious employment: casualisation, part-time isolation, health and safety issues
 - Access issues to training, skill and career development
 - Under-valued workforce
 - Predominantly women's workforce

What led to this....

- Employment Contracts Act effects
 - Breakdown of awards, decrease in union density
- Huge growth in unregulated workforce
- Changes in health and social /policy
Breakdown of national training structures and workforce planning
- Funding processes and contracting-out



CTU Objective

- Need for intervention
- Promotion of collective bargaining
 - Provide assured pass on mechanism for funding
 - Mechanism unions could use
 - Accountability for government funding
 - Build union density in sector
 - Provide a framework for ongoing dialogue
 - Support the objectives of the ERA



Increased Funding, Variation and Workforce Plan

- Provides a significant wage increase
- Promotes collective bargaining
 - Supports ERA “duty to conclude... and participate positively in collective bargaining”
- Recognise union legitimate role
- Phase 1 of a comprehensive plan
- Establishes tripartite process



Collective bargaining and workforce development

- Provides organisation and democracy
Increases wages and reduces pay and employment equity
- Skill development and training framework
- Audit and monitoring process
- Builds relationships at all levels
- Enables change



Collective Bargaining: a core ILO Labour Convention

- ILO Convention No 87 Freedom of Association and Protection of the Right to Organise, 1948
- ILO Convention No 98 Right to organise and Collective Bargaining 1949



The future

- Working with the Association and set up processes for implementing collective bargaining
- Having structured relationships and understanding
- Working together on workforce issues
- Building relationships in workplaces and having workplace meetings

