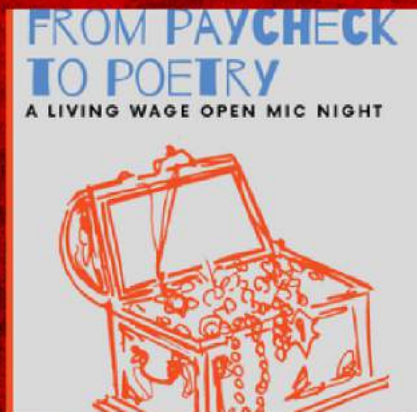


Living Wage Aotearoa New Zealand Annual Report

2021/2022



The objectives of the Movement

Facilitate the organisation of communities in New Zealand 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 with the primary focus on rights to a living wage that will enable workers to live with dignity and to participate as active citizens in society.

Raise public awareness and understanding of the issues associated with low income workers and the importance of those issues to the wider community.

Develop the capacity and skills of the members of communities that support and advocate for low waged workers so that they are better able to identify and help meet their needs and more fully participate in society.





336

**Living Wage
Employers**

133

**faith, community
and union member
organisations**

15

**local networks
across Aotearoa**

25

**events to promote
the Living Wage in
Aotearoa**

75

**participants in Living
Wage training and
education courses**

12

**submissions and
advocacy actions made
to local and national
government**

Financial Report

Statement of Financial Performance

Living Wage Movement Aotearoa NZ Incorporated
For the year ended 31 March 2022

	NOTES	2022	2021
Revenue			
Donations, fundraising and other similar revenue	1	126,151	134,155
Fees, subscriptions and other revenue from members	1	261,133	215,718
Revenue from providing goods or services	1	-	478
Interest, dividends and other investment revenue	1	543	576
Other revenue	1	3,544	2,231
Total Revenue		391,370	353,158
Expenses			
Expenses related to public fundraising	2	-	2,407
Volunteer and employee related costs	2	305,854	162,492
Costs related to providing goods or service	2	1,927	11,345
Grants and donations made	2	-	-
Other expenses	2	72,166	56,470
Total Expenses		379,947	232,715
Surplus/(Deficit) for the Year		11,423	120,444

Accumulated Funds			
Accumulated surpluses or (deficits)	5	283,698	272,275
Total Accumulated Funds		283,698	272,275

The Living Wage Movement's operating income was \$391,370. This is up from 353,158 in 2021 and represents an increase of 10.8%. This is just below the budgeted target of \$399,120.

The main income streams were:

- Grants and donation income - \$126,151 (\$75,320 JR McKenzie Trust Grant for Waikato and Christchurch .5 community organisers; donations from individuals - \$50,831, an increase of \$15,896 on 2021
- Membership Income - \$58,448, just above \$58,356 in 2021
- Employer Accreditation License Fees - \$131,960, and increase of \$127,289 (3.7%) on 2021
- Principal Partner Council fees - \$70,725, more than double the 2021 figure of \$30,072.

The operating expenses in the same period were \$379,947, considerably higher than the expenses for 2021 at \$232,715 (63.3%).

The salary costs rose from \$162,192 to \$305,854 (88.6%). This was marginally below the budget of \$311,177. It included a 6-month period during which an Executive Director was employed, followed by new appointments of Lead Community Organiser and Lead Living Wage Employer Programme.

Other expenses incurred were:

- Consulting and accounting - \$13,150
- Printing and promotion - \$20,059.

The net surplus for the current financial year was \$11,423. This was much higher than budgeted, -\$32,707 but lower than the 2021 surplus \$120,444.

View our [full financial statement](#) on the Charities Services Register

Financial Report

Statement of Financial Position

Living Wage Movement Aotearoa NZ Incorporated
As at 31 March 2022

	NOTES	31 MAR 2022	31 MAR 2021	31 MAR 2020
Assets				
Current Assets				
Bank accounts and cash	3	511,569	457,174	304,107
Debtors and prepayments	3	24,750	15,305	22,910
Total Current Assets		536,319	472,479	327,017
Total Assets		536,319	472,479	327,017
Liabilities				
Current Liabilities				
Creditors and accrued expenses	4	7,757	8,544	738
Unused donations and grants with conditions	4	207,734	176,997	157,791
Other current liabilities	4	37,130	14,663	16,656
Total Current Liabilities		252,621	200,204	175,185
Total Liabilities		252,621	200,204	175,185
Total Assets less Total Liabilities (Net Assets)		283,698	272,275	151,832
Accumulated Funds				
Accumulated surpluses or (deficits)	5	283,698	272,275	151,832
Total Accumulated Funds		283,698	272,275	151,832

Financial Position at the end of 31 March 2022

The cash bank balance was \$511,569.

The accounts receivables stood at \$24,750.

The total assets were \$536,319 on 31 March 2022, which represents an increase of 13.5% compared with the total assets on 31 March 2021 (\$472,479).

The total liabilities were \$252,621. This represents mostly the unused donations and grants with conditions, of \$207,734, including employer accreditation fees received in advance of \$79,534, Principal Partner fees of \$40,072, and Member fees of \$20,360.

The Living Wage members' funds were \$283,698 on 31 March 2022, which represented an increase of 4.2% (2021: \$272,275).

Annie Newman, Treasurer
Auckland, 20 July 2022

View our [full financial statement](#) on the Charities Services Register



Year in review

2021 | April

2021/2022 Living Wage Rate announcement - \$22.75

Launch of Principal Partner Council

Living Wage Training in Wellington

Living Wage Auckland celebrated reaching \$22.10 per hour for Auckland Council cleaners, on the way to the next milestone of \$22.75.

First Living Wage Hawkes Bay network meeting

2021 | May

Local networks made Annual Plan submissions to councils

Students 4 Living Wage held forum at Victoria University

Victoria University committed to increasing the wages of cleaners to the Living Wage

2021 | June

All Managed Isolation Quarantine hotels pay the Living Wage

Waikato network Living Wage workshop

2021 | July

Living Wage Training in the Hawkes Bay

Hamilton East By-Election Candidate Forum

2021 | August

All of New Zealand at Covid Alert Level 4

Christchurch City Council voted to become a Living Wage Employer

2021 | September

Auckland at Alert Level 4

Living Wage Movement internship programme
Una Dubbelt-Leitch, from Students 4 Living Wage and Yared Kebede, from Changemakers Resettlement Forum spent ten weeks organising in their communities.

Year in review

2021 | October

Auckland at Alert Level 3

Open Polytechnic became the first fully-accredited Living Wage Employer in the tertiary education sector

2021 | November

Auckland at Alert Level 3

Government guaranteed living wage for public service contractors:

Government directed all public service departments to pay the living wage to contracted cleaners, caterers and security guards.

The 'Plan B' Living Wage Week: Covid-19 restrictions necessitated a Plan B approach.

- Global Living Wage Affiliate Network webinar
- A Toast to the Living Wage, Christchurch: celebrated a year of wins
- Living Wage Hutt Valley with Hutt City Council: 'How can we make Hutt City a Living Wage City?'
- Songs of Shit Pay, Christchurch: open mic night
- Online Fair Pay Agreement Forum
- Petition supporting the Waikato bus drivers
- From Paycheck to Poetry: WORD Christchurch teamed up with the Living Wage Movement to offer a night of poetry on low pay.
- Launch of video series: Living Wage in Wellington Region
- Living Wage billboard at St Matthew in the City
- Waikato Living Wage, Go Eco, Poverty Action Waikato and FIRST Union presented to the Regional Connections Committee of Waikato Regional Council, in support of Waikato Public Transport workers

Hutt City Council became a Living Wage Employer

Celebrated 300 Living Wage Employers

2021 | December

Wellington City Council introduced fund to support community events to pay the Living Wage

Waikato bus drivers received the Living Wage

Launch of the Living Wage Christmas Catalogue

2022 | March

Braemar Hospital (Hamilton) became the first hospital in New Zealand to be Living Wage accredited

Living Wage South Canterbury pushed for supermarkets to pay more



Thank you from the Chair

JR McKenzie Trust for funding two half time community organisers in Christchurch and Hamilton. The JR McKenzie Trust is a philanthropic family trust and a Living Wage Employer.

The people who keep our Living Wage Movement local networks running. We win the Living Wage town by town, city by city. Your dedication does not go unnoticed.

The Industrial Areas Foundation (IAF) for organiser supervision, training, advice and resources. We lean heavily on the 75-years of experience they bring in broadbased organising to a network now spanning the globe.

UK Living Wage Foundation for their continued support and guidance. We work with them and their global network to share information and ideas, to win the Living Wage around the world.

Our regular and one off donors. Your donations give us the resources to spread the Living Wage message, projects and initiatives.

The Accreditation Advisory Committee, who uphold the standards of the Living Wage Accreditation Programme.

Our volunteers who support our operations - writing newsletters, auditing, social media, IT support - thanks to you, the business of the Movement ticks on.

The national Governance Board, for your commitment, guidance, and strategic leadership.

Our staff, for your dedication to growing and supporting the Movement. Your skills and contributions are valued.

Member organisations from our faith, union, and community streams. Your participation, sharing, and generosity are the foundations of our Movement.

Essential workers who continued to show up, work hard and support all New Zealanders during the Covid-19 lockdowns.

Tēnā rawa atu koutou!

- Gina Lockyer, Chair, Living Wage Aotearoa NZ
info@livingwage.org.nz



Our people

Governance Board

Gina Lockyer - Chair
Rev. Stephen King - Faith
Rev. Jenny Dawson - Faith
Chas Muir - Faith
Kerry Davies - Union
Dennis Maga - Union
Annie Newman - Union - Treasurer
Bridget Sinclair - Union - Secretary
Camille Nahkid - Community
Anna Casey-Cox - Community
Muriel Tunoho - Community
Hiueni Nuku - Community

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

Staff and administrative support

Felicia Scherrer
Finn Cordwell
Nathaniel Herz-Edinger
Sami Smart
Teisa Unga
Caroline de Castro - 2021
Danielle Marks - 2021
Marlon Drake - 2020-2021

Accountants:
Frank Accounting

Audit Review:
Barry Lee



Photo: Ingrid (left) with Open Polytech cleaners Temukisa Petelio and Mary Grace Pilyan



Our people

Principal Partners Council

Our principal partners are from a diverse range of small to large businesses and not-for-profit organisations. They draw on their organisational knowledge, resources and experience to enhance our Movement and lead the way for business.

The Principal Partners Council are an advisory group to the Living Wage Governance Board. Each member is a champion of the Living Wage in their respective industries. They have a deep commitment to valuing and improving the lives of all workers.



AMP Wealth Management – Jeff Ruscoe



Vector – Vince Hurley



Kiwibank – Charlotte Ward

Westpac – Kerry Conway

E tū – Annie Newman



PSA Te Pūkenga Here Tikanga Mahi
– Benedict Ferguson



New Zealand Nurses Organisation – Paul Goulter

Braemar Hospital – Fiona Michel

Downlights – Jennifer Del Bel



Porirua Union Community Health Services – Hiueni Nuku



