



***Living
Wage***

Aotearoa New Zealand

***Annual
Report***

2022-23

Message from the Chairs

Gina Lockyer (Chair, Living Wage Movement Governance Board to December 2022)

Rev. Stephen King (Chair, Living Wage Movement Governance Board from December 2022)

In another busy and eventful year, we're proud to share the work of the Movement. In this report, you'll find the events and milestones linked to four focus areas for 2022/23.

Building Community Power

We delivered training to 82 people who wanted to transform their communities by winning the Living Wage for workers. 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. The eight local networks understand their unique community and political environment. They strengthen our collective voice across Aotearoa and raise the profile of Living Wage to local businesses and local councils.

Growing and celebrating Living Wage Employers

Living Wage Employers turn the concept of a Living Wage into a reality. We closed the 2022/23 year with 377 Living Wage Employers. These Employers have taken the necessary steps to prioritise the financial wellbeing of their staff and regular contractors.

We continued to deliver events and celebrations for Living Wage Employers, and supported 72 new employers on their accreditation journey.

Delivering Living Wage Councils

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. Delegations and public meetings with councillors continued. We maintained relationships with Living Wage accredited councils, finding opportunities to celebrate their decision, and influence organisations connected to councils through shareholdings.

Local Government Election Forums

Forums across the country illustrated that action is the lifeblood of organisation. Communities asked candidates if they would commit to maintaining or moving towards Living Wage accreditation. We filled venues, and candidates from across the political spectrum attended. Our local networks will continue to follow up with elected officials on their commitments.

A reminder of the impact of our work..

'School cleaner Lulu Low said receiving the living wage has allowed her to receive dental care for the first time in years.

"Before now it was quite a struggle, especially with inflation going up, it was really hard to buy healthy food. It has improved things a lot. Over the years I have not been able to go to the dentist. I'd get an assessment, \$1000 to \$2000, I just threw it in the glovebox. I couldn't get treatment."

However, in the last couple of months that had changed.

"It gave me back my self-confidence, and improved my wellbeing." - from Chris Tobin, stuff.co.nz



The Living Wage Movement Aotearoa NZ aims 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.

Building Community Power

The Living Wage Movement is non-party political, built locally through local relationships and local issue, independent of government in terms of funding and association, is three streams of the membership: secular/community, union, faith-based groups.

82

participants in Aotearoa Living Wage education and training courses

8

active local Living Wage Networks

April 2022

Living Wage training - Auckland

June 2022

Youth Organiser training - Christchurch

July 2022

Youth Table Talk on the Cost of Living - Christchurch

September 2022

Living Wage Forum training - Christchurch

August 2022

Housing Costs Table Talk with Anglican Advocacy - Christchurch
Youth Organiser Training - Christchurch

March 2023

Living Wage Training - Wellington
Living Wage network emerging at Massey University, Wellington Campus.



Delivering *Living Wage Councils*

We seek to influence those who have the power to change the lives of workers and their families. Our focus of attention is where incomes are funded through public money, and large employers who can afford to pay a Living Wage.

Living Wage Councils

Christchurch City Council
Dunedin City Council
Hutt City Council
Porirua City Council
Wellington City Council

20

submissions and advocacy actions to local Government



June 2022

Porirua City Council agreed to formally seek Living Wage Employer accreditation.

May-September 2022

Delegations and 1:1 meetings with councillors and local council candidates across the country.

August 2022

ECAN votes to take next steps towards Living Wage Employer accreditation.

November 2022

Porirua City Council becomes accredited Living Wage Employers.

Christchurch Network called for a 2023 deadline for Living Wage accreditation of council-owned companies

Auckland and Christchurch networks meet with newly elected councillors.

December 2022

Kāpiti Coast District Council unanimously votes to take next steps towards Living Wage Employer accreditation.



Growing & celebrating Living Wage Employers

377

Accredited Living Wage
Employers

22

Events to promote the
Living Wage

18

Newsletters Published

10k+

Social media followers



April 2022

2022/23 Living Wage Rate announced: \$23.65 - based on the percentage wage movement for the year to June the previous year.

Easter Look Book of Living Wage Employers is released.

August 2022

Living Wage for the Legal Sector campaign is launched.

September 2022

First Living Wage Dentist, Automotive Brand and Fitness Centre.

Celebrating Living Wage Employers Auckland Event at Lumsden Freehouse.

November 2022

Accredited Living Wage Employer Seminar
Living Wage Week Celebrations around the country.

March 2023

Students 4 Living Wage hosts *It's time for a Living Wage* forum at Te Herenga Waka Victoria University .

Local Government Election Forums

Local Government Election forums bring our communities together, to ask local council candidates to commit to delivering or maintaining Living Wage Councils.

LIVING WAGE FORUM DATES, TIMES & VENUES

AUCKLAND
15th September 6:30pm - 8pm
St Matthews-in-the-city

HAMILTON
12th September, 6:30PM
46 Hyde Ave Nawton

WELLINGTON
Wellington
14th September 6pm -7.30pm, St Peters, 211 Willis Street.

Porirua
22nd September 6pm -7:30 Pm, The Helen Smith Room, Pataka, 17 Parumoana Street, Porirua City Centre.

Lower Hutt
21st September 6pm-7:30 Pm, Avalon Intermediate, 1041 High Street, Avalon.

CHRISTCHURCH
14th September, 5pm
Aldersgate Centre, Durham St.

INVERCARGILL
8th September 5:30
158 Elliot Road, Invercargill



Living Wage
Aotearoa New Zealand



Financial Report

Annie Newman, Treasurer

Statement of Financial Performance

Living Wage Movement Aotearoa NZ Incorporated For the year ended 31 March 2023

	NOTES	2023	2022
Revenue			
Donations, fundraising and other similar revenue	1	175,773	126,151
Fees, subscriptions and other revenue from members	1	322,717	261,133
Revenue from providing goods or services	1	5,400	-
Interest, dividends and other investment revenue	1	3,761	543
Other revenue	1	2,017	3,544
Total Revenue		509,669	391,370
Expenses			
Expenses related to public fundraising	2	1,773	-
Volunteer and employee related costs	2	272,050	305,854
Costs related to providing goods or services	2	12,641	1,927
Other expenses	2	130,764	72,166
Total Expenses		417,228	379,947
Surplus/(Deficit) for the Year		92,440	11,423

The Living Wage Movement's operating income was \$509,669, up from \$391,370 in 2021 and above the budgeted target of \$411,320.

The increased income was driven by increased Employer Accreditation Fees and donations.

A breakdown of the income from Donations, fees and other revenue from members is:

- Grants and donation income - \$175,773 (\$83,820 of a grant; donations from individuals - \$90,983, an increase of \$40,152 on 2022)
- Membership Income - \$35,861, significantly lower by \$22,587 in 2022
- Employer Accreditation License Fees - \$215,841, and increase on \$131,960 (63.6%) on 2022.
- Principal Partner Council fees - \$71,015, almost equal to the 2022 figure of \$70,725.

The operating expenses for the year were \$417,228, a 9.8% increase from 2022.

Increased operating expenditure was largely driven by an increase in other expenses, a breakdown of these is provided below. Staff salary costs fell from \$305,854 to \$272,050 due to vacancies. This was below the budget of \$311,177. Other expenses incurred were:

- Consulting and accounting - \$14,400
- Travel – International - \$14,442
- Affiliation – \$50,444.

The net surplus for the financial year was \$92,440.

This was much higher than the expected deficit budget of \$32,707 and higher than the 2022 surplus \$11,423. The Living Wage members' funds (accumulated funds) were \$376,139 on 31 March 2023, which represented an increase of 32.6% (2022: \$283,698).

[For more detail on income and expenditure, and the Financial Position click here.](#)

Acknowledgements

Governance Board

Gina Lockyer - Chair to Dec 2022
Rev. Stephen King - Faith - Chair from Dec 2022
Rev. Jenny Dawson - Faith
Chas Muir - Faith
Kerry Davies - Union
Xavier Walsh- Union
Annie Newman - Union - Treasurer
Bridget Sinclair - Union - Secretary
Camille Nakhid - Community
Alec Toleafoa - Community
Muriel Tunoho - Community
Hiueni Nuku - Community

Accreditation Advisory Committee

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

Staff and administrative support

Felicia Scherrer - LW Employer Programme Lead
Finn Cordwell - Community Organiser
Nathaniel Herz-Edinger - Community Organiser
Sammie Ngingini - Community Organiser
Sami Smart - Administrator
Teisa Unga - Lead Organiser
Frank Accounting & Thankyou Payroll

Principal Partners



The Movement

JR McKenzie Trust for funding two half time community organisers.

Living Wage Movement local networks, for your advocacy and leadership all over Aotearoa.

The Industrial Areas Foundation (IAF) for organiser supervision, training, advice and resources.

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

The Principal Partners Council - Living Wage Employers who provide strategic advice and financial support to strengthen our Living Wage Employer programme.

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

Our volunteers who support our operations - 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.

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