Meeting Briefing

Health New Zealand
Te Whatu Ora

Meeting with PSA 22 July

Due to MO:	17 July 2025	Reference	HNZ00088422
To:	Hon Simeon Brown, Minister of Health		
From:	Fiona McCarthy, Interim Chief Human Resources Officer		
Copy to:	N/A		
Security level:	In Confidence	Priority	Routine
Consulted:	N/A		
Proactive Release:	This title is proposed by Health NZ for proactive release		

Contact for further discussion			
Name	Position	Phone	1st contact
Fiona McCarthy	Interim Chief Human Resources Officer	▒▒▒▒	x

Attachments	
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Appendix 2:	Attendee biographies

About the meeting

Purpose	You are meeting with the Public Service Association (PSA) as part of your regular series of meetings with them
Date	22 July 2025
Time	4.30–4.50pm
Venue	Beehive, EW 6.6
Attendees	Fleur Fitzsimons, National Secretary Melissa Woolley, Assistant Secretary, Community and Public Services Ashok Shankar, PSA Organiser **or** Sue McCullough, National Sector Lead Grace Millar, Policy Advisor Note, biographies are attached as Appendix 2
Health New Zealand | Te Whatu Ora officials	Fiona McCarthy, Interim Chief Human Resources Officer Nadine Gray, National Chief Nurse
Media	No media are expected

Background and context

1. The PSA is a trade union that represents ~80,000 workers across local government, the public service, the state sector, community public services, and Health New Zealand | Te Whatu Ora (Health NZ).

2. The PSA has a prominent voice and runs campaigns, including ones focused on health reforms, pay equity and equal pay. The union frequently prepares submissions on behalf of members for issues that require public consultation. They are also active in collective negotiations, employment relation issues and other union activities and are affiliated with several national and international organisations, most notably the New Zealand Council of Trade Unions and Allied Health Aotearoa New Zealand.

3. In relation to Health NZ, the PSA represents a subset of nurses, health staff previously employed by the former DHBs, and the majority of mental health nurses.

4. In contrast, PSA has a strong presence across central government agencies as the main union for administration, advisory, policy and management roles within the public sector. For Health NZ, PSA membership for this area is estimated to be around 15,000.

5. The PSA undertook a campaign to cover more of Health NZ's corporate functions, leading

to the creation of the Policy, Advisory, Knowledge and Specialist Collective (PAKS) Agreement. This is in addition to the National Health Administration Collective Agreement already in place.

Appendix 2: Attendee biographies

Fleur Fitzsimons, National Secretary

- Fleur Fitzsimons has worked for the PSA for 20 years, starting as an organiser, then Media Advisor, Legal Officer/Solicitor, and now as Assistant Secretary since April 2021.

- Fleur was a member of Wellington City Council from 2017 to 2022 and ran in the 2023 election, standing as the Labour candidate for Rongotai.

- She became National Secretary of the PSA in February 2025.

Melissa Woolley, Assistant Secretary, Community and Public Services

- Melissa Woolley has worked for the PSA since 2009. She began her career at the PSA as an organiser, and became Assistant Secretary for Community and Public Services in 2018.

- Before joining the PSA Melissa worked for IDEA services, part of the IHC group of charities which support people with intellectual disabilities.

Ashok Shankar, National Sector Lead – Health

- Ashok Shankar is a PSA organiser and the PSA's lead for the health sector.

Sue McCullough

- Sue McCullough is a PSA organiser and may stand in for Ashok Sankar at the meeting.

Grace Millar, Policy Advisor

- Grace Millar is a policy advisor for the PSA and a historian for the union.