

RED TAPE

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The PSA's regional organisers

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RED TAPE

Managing Editor Stewart Little, General Secretary
Issue Editors Murray Engleheart and Jason Mountney
Art Direction Michael Blythe
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Enquiries PSA Communications Unit, 1300 772 679



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

PSA Head Office

A 160 Clarence Street, Sydney NSW
GPO Box 3365, Sydney NSW 2001
T 1300 772 679 **F** (02) 9262 1623
W www.psa.asn.au **E** psa@psa.asn.au

Membership Section

T 1300 772 679 **E** membership@psa.asn.au

PUGH IN THE FIGHT FOR NORTHERN RIGHTS



ASREN Pugh is the PSA's new regional organiser, working from the soon-to-be-relocated Lismore office.

Pugh has been on the road in northern NSW, visiting members throughout the region. He is pictured here talking with members at the Acmena Juvenile Justice facility in South Grafton.

To read more on the role of PSA regional organisers, go to page 26 .

Pictured left to right: Raymond Smith (secretary), Asren Pugh, Jo-Anne Katon (delegate), Kevin King (chairperson), Jodi Rigg (delegate), Ben Bursle (vice-chairperson), Gino DiCandilo (acting PSA industrial officer).

RADICAL ACTION REQUIRED

JUVENILE Justice has seen a growth in the radicalisation of young offenders in its care.

The PSA is working to protect its members, other staff, detainees and, worryingly, the wider community by demanding the system separate offenders according to the risks they pose.

"Our concern is particularly with young offenders that are now identified as terrorists," says the PSA's senior industrial officer Julie Bond.

In one recent event, a detainee threatened to behead staff and police.

The radicalisation comes from 'model detainees' who ensure they do nothing in detention to get themselves removed from other inmates, all the while leading other offenders into more radical Islamic beliefs.

"They are very compliant," says Bond. "They're very understanding of what they need to do, but they are actually gaining other detainees into their religion with a view to hurt another young offender or one of the officers."

According to Bond, the PSA has warned the Department of Justice "we believe we are just one assault away from a death".

There is also a risk of a fatality occurring outside the Juvenile Justice system, when a young, angry, radicalised offender is released. The PSA therefore believes

authorities need to better monitor former detainees once they are in the community.

"What we are seeking from the Government is a separate centre to house these young offenders who are a great risk to themselves, our staff and our members," says Bond.

"We need a purpose-built centre. Let's put these provisions in - keep us safe; keep them safe - put some boundaries around their behaviour and hopefully we'll turn them around and end up with model citizens, rather than the next step, which is Corrective Services.

"WE BELIEVE WE ARE ONE ASSAULT AWAY FROM A DEATH"

"Assaults are increasing. We had seven in one four-week period in Cobham - kicks to the gut, one officer receiving seven stitches to the head, gashes on legs..."

Shadow Correctives Minister, Guy Zangari, has supported the PSA's demands for separate facilities and has asked the union provide him concerns and proposed solutions to create a safe environment for both clients and staff.

2.5 PER CENT PAY RISE AWARDED

PSA members will now have 2.5 per cent extra in their pay packets, thanks to a rise negotiated by their union.

The one-year increase came after 95 per cent of the more than 4000 PSA members who voted agreed to accept the 2.5 per cent agreement.

There is no trade off of conditions.

The 2.5 per cent pay rise is the maximum available under the Government's wages policy, and sits above the 1.9 per cent wage price index.

In a bulletin to members, General Secretary Stewart Little wrote, "The new PSA leadership is determined to provide members with greater certainty into the future and will push to have the productivity gains made by workers recognised in future pay rises, as well as longer-term pay rises to ensure certainty for members.

"These pay rises are won through the efforts of PSA members paying their membership dues and campaigning together. Stronger outcomes can be won with more members building a stronger union, so encourage your colleagues to join the PSA.

"With this pay rise secured, the PSA will focus on filling vacant positions, improving access to flexible work conditions and improving job security."

PSA CELEBRATES 50 YEARS OF NPWS

THE PSA and the NSW National Parks and Wildlife Service (NPWS) have celebrated the service's 50 years of operation.

The union and members had a celebratory dinner at Tumut and recognised the area's NPWS employees with more than 20 years' service: Loren Sturt, Alma Hurst, Stephen Cathcart, Megan Bowden, David Pearce and Steven Carter.

The event was covered by the *Tumut and Adelong Times* and other media.

In 1967, NPWS was created, replacing a variety of government bodies and taking responsibility for 25 national parks, state parks and historic sites.

NSW already had a long association with the national parks movement. In 1879, an area south of Sydney became only the world's second national park. In 1954, the reserve was renamed Royal National Park and, in 1967, its care entrusted to the new NPWS.

The NPWS now cares for 872 reserves covering 7 million hectares – covering more than eight per cent of the state.

Its workers look after a diverse array of landscapes ranging from the deserts of Mungo National Park, to the alpine peaks around Mount Kosciuszko, to the subtropical Arakwal National Park in the far north of the state; all in a national park network that last year attracted nearly 40 million visitors.

In its 50 years of operation, the NPWS has been the lead agency in conservation in NSW, preserving, protecting and managing its diverse landscapes, flora and fauna.

The organisation's employees are responsible for fire-hazard reduction, fire-fighting, pest and weed control,



Clockwise from top left: PSA organiser Latu Sailosi; ranger Megan Bowden receives a certificate for 20 years' service from PSA manager Nathan Bradshaw; NPWS rangers discuss the OEH's planned award variation with PSA representatives.

preservation and protection of cultural and historic significant sites.

Cultural preservation extends to the joint co-management agreements with local Aboriginal communities in place in 255 of the state's parks and reserves.

The service also provides regional areas of the state with vital, meaningful, well-remunerated jobs.

Originally called 'crown field officers', park rangers have been caring for the

state's wilderness since 1928. They are responsible for areas as diverse as harbourside historic military sites, marine reserves, busy national park picnic sites and remote wilderness.

"Our union is proud to stand up for the people who protect our national parks for the people of NSW," says PSA General Secretary Stewart Little. "We are proud to be part of the 50-year anniversary of this vital movement."

REGIONAL JOBS SAFE

IN another win for regional NSW, pressure from the PSA through the media forced the Office of State Revenue (OSR) to reverse a decision that would have seen job losses in the Lithgow Collection Centre and further losses in Maitland.

The OSR announced that as positions became vacant over the next 20 months, they would be filled in Gosford.

The PSA had already expressed its concerns to management at the Peak Consultative Committee on 16 May around the loss of jobs from Lithgow and Maitland. Instead it urged the OSR to

expand its presence in Lithgow and Maitland. ABC Radio ran an interview with the PSA about the issue just before midday on Wednesday 31 May.

Then, just before 4.30pm that day, Stephen Brady, Deputy Secretary, OSR issued a statement to the media which reversed their planned move and will keep the jobs in regional centres.

"We have listened to feedback from the community and staff members in the Office of State Revenue (OSR) about the Lithgow and Maitland Collection Centre positions moving to the new Gosford office through natural attrition."

The PSA is continuing to fight to keep fees and fines jobs in the Maitland Collection Centre.

HIGHER COSTS, LOWER RIGHTS: LABOUR HIRE IN THE BEREJKLIAN ERA

GOVERNMENT spending on contingent labour passed the \$1 billion mark for the first time last financial year, costing taxpayers more and giving workers fewer rights and stability.

Even more worrying, the Government is on track to spend even more on temporary labour this year.

So far this financial year, it has averaged more than \$122 million a month on contingent labour.

The Audit Office has found the State Government is overly reliant on temporary labour, singling out three departments for particular criticism.

A report released by NSW Auditor-General, Margaret Crawford, found "the Department of Industry, Transport for NSW and the Department of Education were not able to demonstrate that the use of contingent labour is the best resourcing strategy to meet their business needs or deliver value for money".

According to the Audit Office, between 2011-12 and 2015-16, Government spending on contingent labour more than doubled, increasing from \$492 million to \$1.1 billion.

Not only have costs blown out hiring

EVEN MORE WORRYING, THE GOVERNMENT IS ON TRACK TO SPEND EVEN MORE ON TEMPORARY LABOUR THIS YEAR

temporary labour, it means many workplaces in the NSW public sector have two classes of worker: permanent employees and temps who lack many of the conditions and the job security enjoyed by their colleagues.

The PSA is campaigning to reverse this trend; giving workers better job security and taxpayers better value for money.

The union is hoping contingency-hire workers are given the same rights and entitlements under the GSE Act or similar.

In line with the GSE rules, temporary workers would become permanent public sector employees after six months.

There will also be a campaign for labour-hire workers to have access to the same superannuation scheme as public servants.

In the meantime, the PSA is looking at how to increase its membership among contingent labour and is seeing what services it can offer.

SPECIAL CONSTABLES' SAFETY WIN

PSA staff and delegates representing Special Constables had a teleconference with SMU Management on in July to discuss serious Work Health and Safety concerns.

Members were worried about being one-out on overwatch, with no consultation or risk-assessment having been undertaken prior to implementation.

Management made a commitment to immediately ensure that no Special Constable is left one-out when completing overwatch or on any other post. It was clarified that overwatch at the Sydney Police Centre does not require staff to go out on the street or footpath - it can be undertaken from the top of the stairs.

SENATE PROTECTS PARENTS

UNION pressure has helped scupper one of the Federal Government's most contentious, anti-worker pieces of legislation, the Fairer Paid Parental Leave Bill 2016.

The Coalition Government had planned to end 'double-dipping', by denying parental leave to people who were entitled to receive employer-provided paid parental leave of at least 20 weeks at the minimum wage.

The day after the 2017 Budget, the

Minister for Social Services, Christian Porter, formally withdrew a range of Government business, including the Fairer Paid Parental Leave Bill 2016.

The ALP had opposed the legislation, claiming 70,000 mothers would lose access to paid parental leave under the changes. The Government's negotiations with cross benchers such as Nick Xenophon also failed.

The Australian union movement had led opposition to the moves.





Shelves, not suits: the library at Ultimo TAFE has been saved from renovation into offices.

PSA ACTION HUSHES PLANS FOR LIBRARY CLOSURE

AFTER a campaign by the PSA, TAFE NSW has decided not to convert level two of the Ultimo TAFE library into offices.

After TAFE announced the plan, the PSA, students and politicians campaigned against the closure, which would have seen the library's floor space cut by a third.

This was despite the fact other buildings in the campus were vacant.

This library is the largest facility of its kind in the state TAFE system.

According to PSA members opposing the renovation plans, the library was used by around 28,000 students, educational staff and other support staff.

The campaign gained a large amount of publicity, including stories in *The Sydney Morning Herald*.

Street newspaper *City Hub* reported a spokesperson Ultimo TAFE admitted the plan was axed as a result of the backlash from groups such as the PSA.

TURNBULL IN UNION SIGHTS

THE PSA was among the unions bringing central Sydney to a halt in a protest over the Federal Government's Australian Building and Construction Commission (ABCC).

Organised by the Construction, Forestry, Mining and Energy Union (CFMEU), the day of action saw largely

fluoro-clad protesters snake from the city's Central Station to Hyde Park to demand the end of the ABCC, which unions believe hinders workers' safety on building sites.

On average, a construction worker dies on an Australian building site somewhere once every 10 days.



Pitt Street comes to a standstill as unions from throughout NSW march to oppose the Federal Government's ABCC legislation.

'STRONG BONDS' TO UNITE PSA AND POLICE

INCOMING NSW Police Commissioner Mick Fuller has promised to maintain "strong bonds" with organisations such as the PSA.

In a reply to a letter from General Secretary Stewart Little congratulating him on his appointment (see previous issue of *Red Tape*), Commissioner Fuller said "the community can have great confidence in the more than 20,000 sworn and unsworn officers dedicated to ensure this State is a safer place for all of us".

The PSA represents police staff such as special constables, forensics experts and crime scene specialists.



GOWARD YIELDS TO PSA PRESSURE

PRESSURE from the PSA has forced the State Government to take on more caseworkers for the Department of Family and Community Services (FACS).

In addition, more money for caseworkers was allocated in the Budget.

The number of vacant child protection caseworker positions had shot up by 60 per cent in less than three months, according recent data released by FACS.

There were 127 vacant child protection case worker positions in the March 2017 quarter, according to the Community Services Caseworker Dashboard. In the December 2016 quarter it was 79. This was despite 68 per cent of children reported to Community Services not receiving a face-to-face assessment.

The jump in the number of vacancies had taken place since Pru Goward returned to the FACS portfolio. Prior to being dumped in April 2014 she cut more than \$180 million and 110 full-time caseworkers in her first year in the job, and failed to fill 2068 full-time caseworker positions in 2012 despite having promised to do so.

"It is pleasing that after urging from our union, the Minister has agreed to fund more case workers," says PSA Assistant General Secretary Troy Wright. "Unfortunately, this will not cover even the vacancies that currently exist in the Community Services."

MORONY STAYS IN PUBLIC HANDS

THE John Morony Correctional Centre is likely to remain in public hands.

The decision, made after the Government's benchmarking process, was backed up by more than 90 per cent of POVB members and 60 per cent of COVB members voting in two online surveys. At the time of press, Corrective Services NSW was obtaining approval from the Government to continue the gaol's operations.

In a message to members, Secretary of the State POVB, Natalie Howes, said "benchmarking is, of course, still moving on and we are still in close consultation with the Department and centres that are currently being benchmarked".



Away from the cells, members of the Correctional Services rugby league team (in blue) pose after taking on players representing Fire and Rescue.

100 YEARS OF THE PSOA

THE PSA executive has congratulated the Petty Sessions Officers Association (PSOA) on the 100th anniversary of its formation.

The PSOA is a section of the PSA established to represent local court registry staff.

Formed in 1917, the PSOA's first president was A H Parkes, who went on to become a police magistrate.

This is a common theme throughout

the organisation's 100 years, with many of its members moving on from clerical roles within the NSW court system to positions on the bench.

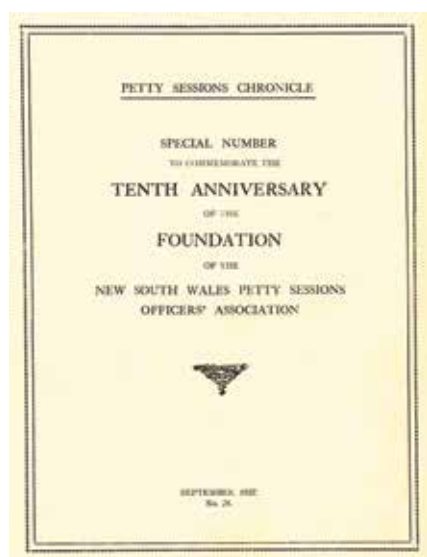
Jeff Walters, secretary of the PSOA says there will be a small celebration at PSA House in August to mark the group's centenary.

Walters adds the Association is looking for more delegates. Interested members can call him on 0400 623 771.

FLEXIBILITY SPARKS SUPPORT FROM RFS

AWAY from his job as a senior industrial officer with the PSA, Greg Corrigan volunteers for the Rural Fire Service (RFS).

He is pictured here with an award from the RFS to the PSA for allowing its staff the flexibility to volunteer to keep our community safe.



A 1927 copy of the Petty Sessions Chronicle marks the organisation's 10th anniversary.



FROM THE GENERAL SECRETARY

STEWART LITTLE

UNITY, STRENGTH, RESPECT

I CAN'T begin to say how proud I am to stand before you today as the General Secretary of this union, a union I have been a member of for more than 20 years.

We are blessed to have such strong women as Ann Weldon, Rachel Smoothy from ADHC and our President Kylie McKelvie who follows in the footsteps of Sue Walsh, at the forefront of our union. I would also like to make special mention of Nicole Jess, who has just been elected the Chair of the largest branch of prison officers in Australasia.

We have been in discussions to secure a wage increase and the usual offer of a 2.5 per cent rise was made from 1 July this year.

We were seeking a longer term arrangement, given the predicament of our members in Disabilities and the Land Titles Registry. I have written to members to inform them of the outcome and gave them the opportunity to vote online in respect to it.

We have commenced proceedings in the Industrial Relations Commission (IRC) in relation to pay equity for our members employed as School Administrative and Support Staff. This is a major case, the first of its type in more than 10 years. We have engaged Senior and Junior Counsel and I hope that this time next year I will be able to report a positive outcome for members.

Since taking the helm in October last year we have been extremely busy rebuilding this union. We have re-instituted dedicated Industrial Teams, we have restructured and streamlined the Member

Support Centre; and re-equipped the PSA's industrial services to provide assistance to members with mental health, return to work and workers compensation issues. Our Communications Unit has been restructured to incorporate digital media. We are finalising a new website and mirror website for CPSU members operating in the federal jurisdiction and have revamped *Red Tape*.

We have restructured the PSA into a contemporary trade union equipped to meet the needs of members and ready to meet the challenges we will face head on.

We can be under no illusion as to the great many challenges we face together in the coming days. We have seen what the Berejiklian Government is capable of. We recently uncovered a new regulation that will allow Serco and SALMAT and other private operators into Service NSW. Even though the Government is strongly denying it, I think it's fair to say that this is a government hell bent on selling everything off it can get its hands on.

The latest figures report the Government as led by O'Farrell, Baird and now Berejiklian has privatised \$50 billion in public sector assets in a little over six years. This is compared to \$6 billion over 16 years under Labor.

Transport Minister Andrew Constance announced the privatisation of all government buses in western Sydney: 1200 jobs. Why? They allegedly aren't efficient.

A few weeks before that, they privatised the Land Titles Registry: 400 jobs. In

2003, I personally redrafted their award and if anyone even suggested then that our Titles Registry would be privatised they would be laughed out of the room, so critical is its role within our economy. Despite widespread opposition, the Government thumbed its nose at the community and proceeded.

The Government continues to push for the privatisation of Out of Home Care in DOCs – placing at risk children at greater risk – devaluing and compromising the courageous efforts of our members.

Our POVB members who work at John Morony Prison at Windsor waited for 16 months to see the outcome of the "market testing" process that was imposed on them by the Government. Despite a prison overcrowding crisis that sees our members in Correctives manage a prison population of more than 13,000 inmates in a system designed to manage 11,000, the Department has commenced a process known as "benchmarking": a process that is all about cutting jobs and cutting the wages and conditions of our members who perform one of the most difficult and dangerous jobs in our community.

National Parks have also been fighting off a relentless attack on their award.

The most shameful action of this Government is, however, the continued privatisation of Disability Services. This will result in the complete removal of any public-sector safety net for people living with disability in NSW. It will place the



most vulnerable and disadvantaged people in our community at risk of ending up in the criminal justice system, the already overstretched health system or simply being dumped on the streets.

But it is not all doom and gloom, because thankfully we have courageous workplace delegates who rally the members and stand up to the boss and fight back against a Government devoid of all responsibility except to their fat cat mates at the big end of town like Serco, Macquarie Bank, SALMAT and Deutsche Bank – Mike Baird’s mates.

It is delegates’ actions, guided by their trade union principles, that build strength, unity and respect.

Privatising public assets and services has a common theme. The Government starves the enterprise of resources so it can’t operate effectively. This in turn brings complaints from the people that rely on the service. The Government then announces the need to privatise to increase efficiency, before handing it over to a consortium of “business associates” through a “tender process” who go on to increase prices and usually lower services.

Then we have the plain old stupid or dumb privatisations, such as the private rail line to Sydney’s airport.

On the 14 May this year, *The Sydney Morning Herald* quoted that in 2016 an additional one million people used the train to get to the airport; an increase of 32 per cent. The NSW Government has put on an additional 200 services per week to

the airport. That costs you more than \$17 each way; \$13,50 of that goes straight to the private consortium; money that could go to child protection, Disability Services, the environment or justice system.

Another case of stupidity or dumb privatisation: the Land Titles Registry had a forecast profit of at least \$5 billion over the next 30 years but was sold for half of that. And for what, so Berejiklian can pork barrel it on Parramatta Football Stadium.

The sheer arrogance of this Government is breathtaking. They don’t even pretend to spend the money on schools or hospitals. They are openly trying to win seats in western Sydney by selling off the family silver.

Enough is enough. It is time for us to stand up and fight back. We must be strategic and we must be methodical.

The Orange and Gosford by-elections clearly showed the community opposes privatisation. The community has had a gut full of this Government selling off services and cutting our jobs.

If we are to be successful we need everyone to play a part. We will be targeting every marginal electorate in this state on the issue of public sector jobs.

We will stand up. We will fight back. We will rebuild our union on the tried and tested trade union principles of unity, strength and respect.

This is an edited version of Stewart’s address to the 2017 Annual Conference in May.

McNally Jones Staff

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Note: Work-related matters must be referred to PSA industrial staff in the first instance.

They will advise if a lawyer is required.



FROM THE PRESIDENT

KYLIE MCKELVIE

CHAIRING my first Country Conference and Annual Conference was an amazing experience.

The energy, enthusiasm and motivation in the room to not only advance the issues of our members, but to share our pride in the PSA and grow our union was fantastic.

Delegates and members took the opportunity to identify ways the PSA can increase unity, respect and strength in your workplaces, regions and departments.

Many of our delegates were recognised for their invaluable contribution and dedication to the PSA, with Sue Walsh and Maurie O’Sullivan honoured with Life Memberships. I look forward to replicating the success of these events at the Women’s Conference in September.

The ACTU’s NexGen17 conference was held in June, with myself and a delegation from the PSA joining more than 1200 unionists from across Australasia.

It was designed to explore the challenges that confront our movement and motivate each other to find new ways to win for working people.

Bringing together the ideas, tools and stories in our movement, learning from international experiences and our past, Sally McManus and Ged Kearney left us with the challenge to #ChangeTheRules and a campaign kit to launch us into action, to not only dump the Government at the next election



The PSA contingent at NexGen 17: from left, Surabi Alauddin, Ben James, Kylie McKelvie, Harry Wall, Mary Jo Costache, Chris Bird and Jessica Moore.

but change the narrative so that future governments create laws that respect workers’ rights.

NexGen17 raised some creative ideas and innovations to change our dialogue with our members and the community, utilising their stories to motivate change and address the power imbalance big business and corporations have over governments and workers’ lives, reaping profits at the expense of workers’ rights and conditions.

The delegation came away with many ideas to increase our support for delegates and members, ways to improve our communication and messaging with members and the wider

community, how to increase diversity and cultural inclusion, youth strategies, WHS improvements, leadership initiatives, how to campaign more effectively, and increase the growth of unions.

The experience of other unions is invaluable in working out what would assist to strengthen our very diverse membership. The essential component on any success hinges on the members.

Members own the direction of our union, identifying the issues we need to campaign around. It is only when we unite, that we can shift the power imbalance into the hands of the workers and be agents of change.

FLEX LIMIT OVERTURNED

IN a recent decision, the NSW Industrial Relations Commission reaffirmed members’ rights to accumulate flex leave. Part of the allegations were that a member employed as a civilian by NSW Police was directed not to work more than seven hours a day without approval, only to work if there was ‘urgent’ work and a supervisor approved and was present.

In the decision, Commissioner Murphy said, “It is not open to individual supervisors to impose additional arbitrary limitations on an employee’s right to accrue flex leave, such as restricting the working of additional hours to urgent work when a supervisor is present.”

This reinforced that if you work under a flex agreement, and there is work

available, you are entitled to work more than seven hours a day and accumulate flex time without prior approval.

The PSA is being contacted by members from many agencies reporting similar arbitrary restrictions. If this is happening to you please contact the Member Support Centre on 1300 772 679 for assistance.

FATHERLY ADVICE LEADS TO 48 YEARS OF PUBLIC SERVICE

FORTY-EIGHT years ago, John Baulman's father told him that as he was "no good with his hands" he had better join the public service.

He was accompanied by his mother to the Public Service Board, where he was told there was a clerical position with the Police available the following Monday. He says a nudge to the ribs from his mother convinced him to sign up straight away.

On 7 February, 1969, he also joined the PSA, where he remained a member for his entire working life.

Based at Merrylands, John retired from the Police Department in July this year, and in appreciation of his service, General Secretary Stewart Little awarded him a plaque at PSA House.

The member of almost half a century said he would recommend union membership to anyone.

"I have only had to call on the union once for a dispute my whole working life," he says. "But I would still tell anyone joining today to sign up to the union for the security it brings."

He adds that working with NSW Police was a privilege, as it is "a great institution".



John Baulman receives a plaque acknowledging his 48-year membership from PSA General Secretary Stewart Little.

VALE TRISH SMITH

THE PSA has been shocked by the sudden death of staff member Trish Smith.

She joined the PSA in December 1994 and was primarily based within the Membership Section. There she enjoyed dealing with many of our members who called over the years in regards to their membership. She also relieved in other sections of the PSA as a clerk to the industrial teams and was always ready to assist wherever a job needed to be done.

Trish assisted the PSA with Women's Conference and attended the many rallies – come rain, hail or shine – to support members in the fight against job cuts and privatisations.

Trish will be remembered as a bubbly and kind person who would always greet you with a smile. She was loved by all her colleagues and will be greatly missed.

LAST ADHC MEETING A SOURCE OF CONCERN



THE Ageing, Disability and Home Care (ADHC) departmental committee held its last meeting under that banner in July.

The next time it convenes, it will represent members employed by groups such as The Benevolent Society and other organisations.

"We're feeling concerned about the future," says delegate Rachel Smoothy (pictured above right). "We are worried about members and the people they support. Some people are already falling through the cracks. A great service is being disassembled and fragmented."

The PSA will continue to represent the privatised workers.



The ADHC departmental committee meets at PSA House.



FROM THE ACTING ASSISTANT GENERAL SECRETARY

KRISTINE CRUDEN

DESPITE the wealth of evidence warning against the move, the Berejikilian Government’s mantra of privatising as much of the state as possible has been extended to ADHC services.

The State Government has ignored warnings about the adequacy of funding as the National Disability Insurance Scheme is rolled out. It has ignored distressed parents who have told harrowing tales of the fears they have about the quality of care for vulnerable family members with disability. And it has ignored numerous media stories highlighting problems in the existing private services.

Clinical support teams (CSTs) will be the first to go; they will transfer to The

Benevolent Society in August this year. The PSA is therefore working with its CST members to develop an advisory group to ensure their issues are clear before, during and after their handover.

In September, Disability Support workers in the western and northern regions of NSW, and the mid north coast, will follow in their footsteps and start transferring to providers such as the House With No Steps.

The PSA, through its federal body the CPSU, will remain the union for workers in Disability Services; even after their work is transferred to the non-government sector. The PSA has lodged amendments to the awards (Residential Centre Award and Community Living Award)

to include provisions such as rostering arrangements to further protect workers who are transitioning.

Obviously the PSA is concerned about the level of scrutiny that will be on the private providers once the State Government completely withdraws from the sector.

Therefore we will be contacting private providers to introduce ourselves and to develop a working relationship.

They will soon realise we have plenty of experience in bargaining with private organisations and will continue to strongly represent our members, regardless of who the boss is.

Troy Wright is on leave.

CUTTING

the cost of living for members

The PSA/CPSU NSW has signed up to Union Shopper, giving members discounts on a wide variety of products.

The union’s affiliation with Union Shopper means members can get discounts on items as diverse as everyday groceries, through to cars and white goods.

The Union Shopper NSW site even lets you enter the make of a product and will search for the best available price among its affiliated vendors.

Union Shopper is yet another value-added service for your PSA/CPSU NSW membership, along with journey insurance and free legal advice for non-work related matters.

By using Union Shopper for your groceries and major purchases, you can offset the cost of your annual membership.

For more information call **1300 368 117** or visit www.unionshopper.com.au



NAIDOC ART HOLDS COURT

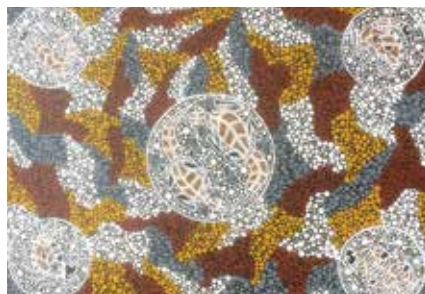
THE Downing Centre courthouse complex celebrated NAIDOC Week with an exhibition of 15 artists from the Long Bay Correctional Centre. The art exhibition, entitled Wullung, features artists working within Long Bay's Boom Gate Gallery.

The works are on display at the front of the building and are on sale to the public.

"It's an opportunity to showcase the programs within the justice system that give the artists in custody a pathway to future employment," says Aboriginal Client and Community Support Officer Tracey Cooley.

"Each of the inmates involved in the exhibition will be presented with a portfolio of their work for them to build on for the future."

The display also features information on the campaign to preserve Aboriginal languages in NSW.



Four of the pieces welcoming visitors to Sydney's Downing Centre.

SIGN UP AND SAVE WITH UNION SHOPPER

THE PSA/CPSU NSW has signed up to Union Shopper, giving members discounts on a wide variety of products and services.

Whether you are buying a car, booking a holiday or filling the pantry, PSA/CPSU NSW members now get discounts using the service.

Union Shopper's online price-comparison service can get members the best price on major purchases. Users just type in the model number and compare available offers.

For more information on how Union Shopper works, call 1300 368 117 or go to www.unionshopper.com.au.

Other added benefits of PSA/CPSU NSW membership include discounts on loans and legal advice.



MEMBER PROFILE JANICE HARTMANN

SERVICE NSW

SEVENTEEN years ago, Janice Hartmann started working for the Roads and Traffic Authority.

The name of her employer changed to Roads and Maritime Services (RMS), then to Service NSW.

But while the name on the office door has changed, the PSA has been alongside her all the way.

She works at Service NSW's contact centre in Newcastle.

What does your job involve?

I work in Service NSW's phone contact and customer service for RMS, answering customer enquiries.

Do you enjoy what you do?

I do. I like helping people. And helping people is also the reason I am in a union.

Tell us what the PSA means to you.

A colleague and I came to Sydney for a conference and we told the PSA we needed someone to come to our centre and talk, otherwise there would be no more members left. Some people there did not know they had a union. The union agreed and [regional organiser] Paul James contacted us and asked what we needed. We were excited.

The PSA sent a coffee cart and five organisers who spoke to people at the call centre. We let people know what the union could do for them.

Even young people came up. I thought we'd have to chase them, but they came and asked about the PSA. I really enjoyed it. The buzz around the place since has been amazing.

CONFERENCE OF FIRSTS



A COUNCIL meeting of 'First Nation' Aboriginal members kicked off the 2017 PSA Annual Conference.

The first of its kind in PSA history, the Council addressed issues relating to Aboriginal and Torres Strait Islander members, including getting indigenous employees into higher ranks within the NSW public service.

Regional organisers attended the Council before joining other members from country NSW for the PSA's Country Conference.

The conference heard about the growing percentage of non-metropolitan members in the PSA and the importance regional organisers play in covering often vast areas of the state.

The regional conference also heard

from Assistant Secretary of Unions NSW, Emma Maiden, on the poor treatment the State Government has meted out to services in the bush, with the complicity of the National Party. An edited version of her address can be found on page 29.

One of the biggest drawcards at Annual Conference was Professor Jim Stanford of the Australia Institute's Centre for Future Work, who spoke of the importance taxation plays in countries such as ours and his native Canada.

Stanford pointed out the union movement and its supporters had "had some wins", including three new taxes and levies, including the recent bank levy.

He says, while not perfect, it shows that pressure from unions, think tanks and lobby groups such as GetUP! can force even

conservative governments to do more about revenue shortfalls through taxation.

He pointed out Commonwealth tax revenues need to grow by 30 per cent over the next four years, but the three new taxes account for just 6.5 per cent of that new revenue.

"Where does the rest come from?" he asked.

Stanford added that, framed correctly, increases in tax need not be electoral suicide, pointing out Justin Trudeau won the Canadian prime ministership on a campaign that included higher tax.

Opening the conference, General Secretary Stewart Little praise the "strong women" in the union and the importance of the fight ahead. An edited version of his speech is on page 10.

Secretary of Unions NSW, Mark Morey, spoke about the role the trade union movement has in combating extremism and nationalism in Australia.

"We need to recognise the political symptoms of this economic malaise," he said. "These range from benign, populist and opportunist slogans peddled by the likes of Derryn Hinch, through to the darker forces of Hansonism.

"The roots of the new populist right, are, as always, to be found in economics. For three decades, authorities have dressed up the pursuit of profit as progress.

"But this fiction is coming unstuck."



Top: the PSA Executive take questions from the floor. Above left: the PSA's first Indigenous Council meeting. Above right: PSA Aboriginal Liaison Officer Ann Weldon performs a welcome to country "to all you deadly people out there".



WORKING TO BE SAFER TOGETHER

MANY PSA members work in enormously stressful environments.

Places such as prisons and juvenile justice centres can be violent, while workers dealing with situations such as separating families and child protection can be traumatising.

There have been employees murdered at work in the Department of Environment and Heritage and NSW Police, while front-counter staff are frequently subjected to verbal abuse.

Cutbacks throughout the NSW public service, teamed with the looming threat of outsourcing, means employees in all departments are often working in stressful circumstances.

The PSA is developing a mental health strategy that will be initially rolled out to members in high-risk workplaces in coming months, before eventually being offered to everyone in the union.

A package of resources and tools is being put together to help address mental health issues at work and mental health training has been added to the PSA website.

The *Safer Together* strategy aims to

build a positive workplace culture in a three-tiered approach.

The primary tier is preventing workplace trauma. What systems are in place, are people being consulted, and are they working?

The second tier is harm minimisation, ensuring that when an incident occurs, management acts promptly, offers support and provides information.

The third tier is offering affected employees ongoing support.

There are many ways to reduce the stress of work, such as leaving the premises during lunch breaks, restricting work's reach into your personal time and taking regular leave where possible.

Most importantly, the PSA is encouraging members to ask for help.

To assist in cutting workplace stress and trauma, the PSA is compiling a guide to workplace resilience and care, giving members strategies to avoid being adversely affected by work stresses.

For more on bullying in the workplace, see our feature on page 24.

ORGANISATIONS THAT CAN HELP

Beyond Blue - 1300 224 636

Heads up - www.headsup.org.au

Lifeline - 13 11 14

Mensline - 1300 78 99 78

Mental Health Information Service
1800 011 511

Mental Health First Aid
www.mhfa.com.au

SAFER TOGETHER MENTAL HEALTH & RESILIENCE TRAINING

Thursday 27 July

Wednesday 9 August

Wednesday 23 August

All sessions are held from 9.30am – 4.30pm at PSA House, 160 Clarence Street Sydney.

Regional dates will be advised.

Sessions for your workplace can be organised through your delegates committee and organiser.

For further information contact training@psa.asn.au.

MARK TEDESCHI

...AND JUSTICE FOR ALL

THE GUARD behind the glass, several floors below the Sydney office of Mark Tedeschi AM QC had requested a form of identification. But he didn't just look at the image on the licence to see if it matched the face before him. He carefully studied it, turned it over and held it up to the light as if inspecting what could have been counterfeit currency.

The tight security was not really a surprise, given some of the individuals the state's Senior Crown Prosecutor has faced off against in court.

Tedeschi, the highly respected Head of Chambers of the 92 Crown Prosecutors is probably the closest thing the Australian

legal fraternity has to a household name, due to his chief prosecutorial role in such infamous cases as Ivan Milat, Gordon Wood and the murders of Dr Victor Chang and MP John Newman.

The man himself appeared during the security screening process and provided a personal escort to his office, its walls filled with photographs and several stunning examples of Indigenous art. The Chinese calligraphy brushes that rested on a coffee table at the end of the room quietly spoke to a collective interest in art, history and distant horizons.

He became a Barrister in 1977, a Crown Prosecutor in 1983, a Queen's Counsel in ▶



"I JOINED THE PSA IN THE YEAR THAT I BECAME A CROWN PROSECUTOR, WHICH WAS 1983.

I FIRMLY BELIEVE EMPLOYEES GENERALLY HAVE A LOT TO GAIN BY BEING PROTECTED BY A UNION"

1988, a Deputy Senior Crown Prosecutor in 1990, and the Senior Crown Prosecutor for NSW in 1997.

"I wanted to be a lawyer from when I was about five and if I look back I think the reason was my father," he began after removing the court robes he had graciously offered to don for our photos.

"He came to Australia from Italy in 1939 and from when I was born until when I was about eight or nine, he was, amongst other things, working as a Court Interpreter. He would come home with these amazing stories of people he had interpreted for, and I think that's what originally drew me to the law. I have always been fascinated by the law and the way it affects human interactions in society, how it binds society together."

Tedeschi did some work for Legal Aid when he was at the private Bar before becoming a Prosecutor. His first criminal case was as a private Barrister after being at the Bar for about a year. It was 1979, and the 27-year-old received a call from a solicitor who asked if he would do a case in the Local Court that would run for about three weeks – the longest matter Tedeschi had been involved with to that point. But three weeks ended up taking three years with the Greek Conspiracy case eventually involving more than 100 defendants.

"That's what drew me to criminal law. Before that, I always thought I would become a commercial lawyer.

"There was very little that didn't come up [during those three years] and I got thrown in at the deep end to cross-examine witnesses on behalf of my client. But there were some very senior silks that were representing some of the other defendants and I learnt a lot from just watching them."

He also got the bug for trial work and applied for a job as a Public Defender.

"I didn't even get an interview. The next job that came up was as a Prosecutor and I got an interview and got offered the job.

"I joined the PSA in the year that I became a Crown Prosecutor which was 1983. So I've been a member for 35 years.

"It's a matter of belonging. I firmly believe employees generally have a lot to gain by being protected by a union.

"I just have this belief that worker organisations, employee organisations are very important, and even though I haven't got much personal benefit from it, I have always felt that I should be a member and I should contribute."

Such was his commitment to that belief in the collective that in 1999 Tedeschi established and remains the inaugural President of the Australian Association of Crown Prosecutors, representing all

the Crown Prosecutors across the country.

It has been as a Prosecutor that Tedeschi has really made a name for himself.

"As a Prosecutor you've got the incredible privilege of representing the community of NSW, so it's a very heavy responsibility. But you are also an officer of the court, you are there to see that justice is done.

"It's a bit of a schizophrenic role; you're there to pursue the Crown case at its highest, to put it in its best light and to advance arguments that support your case as a Prosecutor. But you are also there to see that the system works properly and that the accused gets a fair trial. So it's a very varied role. It's a lonely role because you are constantly making decisions, and if you get 95 per cent of them right, I think you're doing pretty well. You can't get them all right."

Given his role and status, it would surprise many people to know that Tedeschi is actually a public servant, in the truest sense of the term.

"People [mistakenly] think, you're a QC, you're at the private Bar, so you must be very wealthy. Most people also think that you must be very aggressive. I made a conscious decision to come into the public sector in 1983 when I was 31. I took a pay drop even then from what I was earning at the private Bar. I would certainly be earning a lot more if I was



He's my brother - photo by Mark Tedeschi

at the private Bar. But I have never regretted for a single moment moving to the public sector. The quality of the work has been superb and the fact that it has such high value in the community. It's such a responsibility and a real privilege."

Over the years, those duties have occasionally been accompanied by some bizarre, even disturbing moments. One such incident took place outside the actual court room itself during a murder trial. Ethics won the day.

"The police officer in charge gave me some information when I was on my own that had the potential to completely gut my case. I had to decide very quickly what I was going to do about it, so I got my solicitor and we went to the Defence Counsel and I notified him what I'd been told and I waited for him to take advantage of this information that I'd given. For reasons that I still don't understand, he never did."

"I think maybe I was being set up, so that if I hadn't communicated that information [to the Defence Counsel], there was an out later on. I just don't know. I did the right thing."

Tedeschi turned his attention to true crime writing with his first book, *Eugenia* hitting the shelves in 2012. It's the story of a woman named Eugenia Falleni who

lived in Sydney as a man and in 1920 was charged with the murder of her first 'wife'. The book was shortlisted in 2013 as a finalist in the Australian Book Industry Awards and the Australian Crime Writers Association's Ned Kelly Awards.

"I got into true crime when I found out the story about Eugenia Falleni. I thought it was the most extraordinary legal story I had heard anywhere in the world. So I decided to write a book about it and to bring the case to the attention of the public."

His second book, *Kidnapped* came in 2015 and it too was shortlisted as a finalist in the Ned Kelly Awards.

"In *Kidnapped*, which is the story of the kidnapping and murder of Graeme Thorne in 1960, I had to very much put myself into the shoes of the major participants: the victim, the victim's family, the perpetrator of the kidnapping and murder. I think that I was really only able to do that because of my experience with people in the court system."

Tedeschi's third true crime book, *Murder at Myall Creek*, was published in 2016 and clearly strikes a chord deep within him, given that it centres on the importance of the justice system and Indigenous culture, two of his great passions.

Just two days before our interview, Tedeschi was at a memorial ceremony

for the Myall Creek Massacre, an annual event to remember the 28 Aboriginal men, women and children massacred in 1838. He was honoured to give the guest address before more than 300 people.

"It was almost unheard of during the Colonial period for whites to be prosecuted for the murder of Aboriginals. Basically, what I said [at the memorial] was that what was being perpetrated in those days, not just at Myall Creek but all over Australia, amounted to war crimes, as we recognise it today. But what attracted me to the story of Myall Creek was the identity of the Prosecutor, John Hubert Plunkett, who was the Attorney-General of NSW.

"The more I found out about John Plunkett the more I felt it was extraordinary that he wasn't as well known as some of the most famous Australians from the Colonial period, like the great explorers and Governor Macquarie and Governor Bourke, and people like that.

"He achieved so much for Australia during his 24 years as Attorney-General and Solicitor-General, and yet he is virtually unknown. So I wrote the book to bring to public attention John Plunkett's life and his achievements, and of course one of his major achievements was to obtain a conviction of seven white, convict men for the murder of these 28 Aboriginal people." ▶

COVER STORY



Tedeschi captures two legal professionals in unusual locations; former Director of Public Prosecutions Nicholas Cowdery (above), while retired barrister Chester Porter is opposite.

Taking that conviction one step further, since 2010, Tedeschi has sponsored two annual Aboriginal Art Centre internships for students from the National Art School in Sydney to live and work at indigenous art centres in two remote communities in the Northern Territory.

“I’m a member of the Board of Directors of the National Art School. I think it’s one of the most wonderful tertiary educational institutions in Australia and it deserves to be protected, preserved and enhanced.

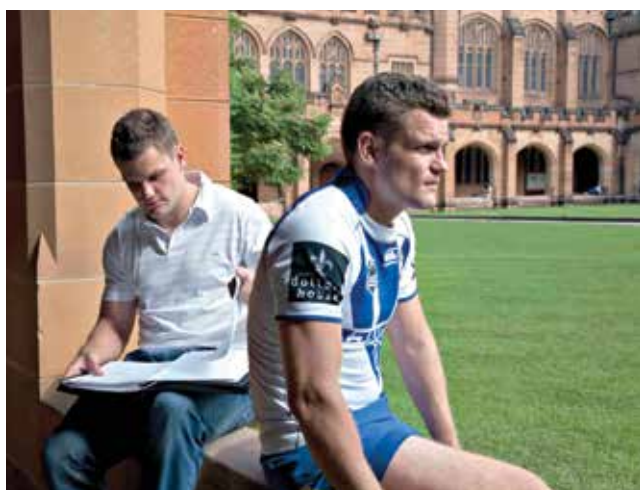
“In 2009, my wife and I went on a long

trip to Central Australia and we visited a lot of Aboriginal art communities and I became aware of how important these art centres are. What I realised is that some of these art centres are the best functioning, most creative, most dynamic organisations within these communities.

“It occurred to me that there was a win/win situation in sending students from the National Art School to these communities in Central Australia, in the Northern Territory, and having them experience the beauty of Central Australia and having

them assisting these art centres, and that the art centres would also benefit from having someone helping the manager and also having the input of a student artist from another part of Australia.

“It’s been enormously successful. I think this is the seventh year it’s been running, and my wife and I sponsor two students from the National Art School to go to two communities, a couple of hours out of Alice Springs [Ikuntji and Titjikala]. They live there for 10 weeks and work with the art centre manager, helping the



Rugby league players Corey Payne and Paul Gallen by Tedeschi for the NRL.





indigenous artists. Some of the students have actually introduced new art forms to the communities.

“They’ve seen that there is a [printing] press there and it hasn’t been used for 20, 30 years and they will show people how to do some print work, so the art centre will suddenly start doing printing or sculpture or something like that. So it’s been a very mutually beneficial process.”

Tedeschi’s passions and talents don’t end there. He is also an acclaimed photographer, for which he has won numerous awards as well as exhibiting his work not only in Australia but Italy, France, and the United States. The State Library of NSW alone contains more than 200 examples of his work.

Interestingly, in 2013 when he was appointed as a Member of the Order of Australia, it was not only for service as a Prosecutor, but also for his photography.

Tedeschi was given his first camera when he was 12 and has spent much of his life looking into a viewfinder ever since.

A few years ago, he was even commissioned to take photographs of Rugby League players such as Paul Gallen in roles on the field and off. He has also used his camera in and around the court system.

“I am one of the few people who have had access to taking photos around the courts.

Not during court hearings obviously, but taking photos of court personnel, court rooms. I’ve even had some Judges sitting in court for me to take their photo in court.”

So does photography provide respite from the intensity of court appearances?

“I FIND IT QUITE INTENSE WHEN I’M ACTUALLY TAKING PHOTOGRAPHS”

“I don’t think it’s so much that. I find it quite intense when I’m actually taking photographs because you see something that you want to capture and the urgency to capture it creates a degree of tension. What I do find, though, is that it’s a completely different form of expression. As a lawyer, particularly as an advocate, my tools of trade are words.

“As a photographer, your tools of trade are images, and I’ve got to constantly resist the temptation of trying to explain

my photographs in words, because they should really speak as images without the need for words. I feel very familiar and very comfortable with words. I feel a lot less adequate with taking images”.

Words are the art for which Tedeschi is best known, a craft that is not only used to argue a case in court.

“Sometimes you have to explain to victims and their families that you’re not representing them. Sometimes you have to explain to the police that you’re not representing them either.

“But victims have a right to be informed, to be consulted, and I think that as Prosecutors we have an obligation to try and shepherd the victims and victim’s families through the process, so that they feel at the end of the day that they have had a fair go, that the community has been represented properly, so that whether they like the outcome or not, they feel that the process has worked properly.

“I’m very proud of the work I’ve done. I feel greatly blessed to have been given the position of Crown Prosecutor 35 years ago. I feel it’s a wonderful privilege to have been able to do it for so long.

“I have had numerous offers to do other things. I’ve been offered a Judgeship four times and I’ve said no: I feel I can contribute more as a Prosecutor than as a Judge.”

WHEN WORK GOES BAD

WHEN 'Priya' was targeted by a supervisor, her working life became hell. "I did not want to come to work," said the WorkCover employee in her submission to the 2013 Parliamentary Inquiry into bullying in the organisation.

"It affected my health, caused poor sleep, an inability to relax, severe migraines and stomach complaints. I took leave from the workplace as it became an uncomfortable place to be."

'Priya' was excluded from team work, ordered to attend meetings on her day off, given conflicting directions and had colleagues played off against her.

Other employees to give evidence included 'Irina', who alleged she was allocated a heavy workload outside her skill set and isolated by workmates; Colin Fraser said he was unfairly targeted for redundancy by managers; 'Casey', who said her complaints were directed to an inspector who closed her case without talking to her; and 'Kim', who said her complaints about bullying saw her dismissed.

These and other serious cases of bullying of staff at WorkCover were discovered by the Parliamentary Inquiry. The culture of bullying at WorkCover was described as "systemic" in the Inquiry's report. Bullying is rife in the public sector.

WHAT IS BULLYING?

According to the *Safe Work Australia Guide*, bullying is repeated and unreasonable behaviour directed towards

STOPPING BULLYING IN THE EMERGENCY SERVICES

The NSW Government has announced it is conducting a Parliamentary Inquiry into bullying in emergency services agencies, including the NSW Rural Fire Service (RFS), State Emergency Service, Police, NPWS and Justice.

The Legislative Council Legal Affairs Committee will conduct the Inquiry to report on the prevalence of bullying, as well as the effectiveness

of the protocols and procedures in place to manage and resolve such complaints within agencies.

The PSA has raised bullying issues with emergency services agencies numerous times in various platforms aiming to implement good prevention policy and stronger support mechanisms for those that have been affected by bullying in the workplace.

a worker or a group of workers that creates a risk to health and safety. Repeated behaviour refers to the persistent nature of the behaviour and can involve a range of behaviours over time.

Unreasonable behaviour means behaviour a reasonable person, having considered the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.

Obvious examples include directing insulting or offensive language at staff. It can also include assigning someone too much work or insufficient or meaningless work, allocating them tasks they are not trained to do, or isolating or excluding workers.

Bullying is nothing new. But as staff numbers drop due to cutbacks and stress in the workplace increases in the face of looming workplace changes and privatisations, there is a greater chance of it taking place in the NSW public sector.

WHAT DOES THE LAW SAY?

Employers have an obligation under Work Health and Safety legislation to protect all workers.

Workplace bullying has been found to cause headaches, back or neck problems, poor memory or reduced concentration, insomnia, fatigue, skin rashes, loss of confidence, tearfulness, gastrointestinal



problems and nausea. In extreme cases it can lead to mental disorders, self-harm or suicide.

As it risks the health and safety of workers, an employer's legal obligations extend to ensuring workplace bullying is prevented or stopped. Employers have a statutory and common law duty of care to their employees.

Where workplace bullying involves acts such as sexual harassment or discrimination, non-responsive employers may also be liable under anti-discrimination legislation.

WHAT GOES WRONG?

The People Matter Employee Survey 2016 found that in the previous 12 months 20 per cent of NSW public servants had been bullied, with more than a third of employees witnessing bullying. However, successful bullying cases are rare.

PSA Manager Industrial Specialist Shay Deguara says the system is geared towards the employer, making it difficult to secure successful bullying decisions and, most importantly, effective resolution.

"People go into a grievance process that is weighted towards not seeing systems as a problem," he says. "It is focused more on individuals with no analysis of causation."

However, the PSA is moving to make changes to the way bullying is dealt with.

"We've developed an issue-resolution process where employers stop bullying in agreement with workers," says Deguara.

"It aims to resolve risk factors and behaviours that lead to workplace bullying through a risk-management approach."

BULLIED AT WORK? HOW TO GET HELP

SEEK SUPPORT FROM YOUR COLLEAGUES

Union workplaces are safer workplaces. Solidarity within a workplace is a powerful force against bullying. Bullies often play workers off against each other, play 'favourites' or undermine those they see as a threat.

GET HELP

The PSA provides a support network, advice and representation that can be vital in dealing with workplace bullying.

KEEP A DIARY OF WORKPLACE BULLYING

Bullying can often be difficult to define and prove. Keeping a written record of events and behaviours can help your case. The PSA can provide you with more information and an example of such a document.

BODY MAPPING

This technique, which identifies common patterns of health problems in a particular workplace, is a useful way of illustrating the breadth and seriousness of the health implications of bullying. It is a good tool to use when raising the problem with management or the workplace health and safety committee. The PSA can provide more information on how to use body-mapping.

APPROACH THE BULLY

Sometimes speaking to the bully directly may solve the problem. A union delegate or workplace health and safety representative can do this on your behalf. Most workplaces will have grievance or complaints procedures in place. Also, consult any bullying and harassment, anti-discrimination and code of conduct policies that apply to your workplace.

CONTACT THE PSA

Contact membersupport@psa.asn.au.

WIDE OPEN ROADS

How the PSA serves members in regional NSW.

WHEN the PSA's Wagga Wagga office was inundated with rodents, regional organiser Michelle Mackintosh was hardly fazed.

"Mouse plagues are a common happening in the country, once the outside temperatures drop they head inside to the warmth a bit like humans," says Mackintosh, who has worked for the PSA for nine years. "We noticed a few calling cards – if you know what I mean – and then 'that' smell.

"Firstly they built themselves a lovely little nest under the bookshelf. Then there was a little fellow dancing in the light fittings in the roof he thought he was a star, then racing around the office popping out to say hi and finally greeting me with his little face looking up at me on my desk. Luckily mice don't worry me."

The smell of rotting rodents saw the office's doors shut for a couple of weeks for health reasons.

While Wagga dealt with mice, the PSA's Lismore office this year had to deal with a vast amount of water. When the central business district of Lismore was flooded in the aftermath of Cyclone Debbie, the office was destroyed and, after the clean-up, is looking to move to the campus of Southern Cross University.

The PSA operates regional offices in six centres: Bathurst, Tamworth, Newcastle, Wollongong, Wagga Wagga and Lismore.

Each office covers a large portion of the state, with Bathurst, for example, responsible for a huge area from Lithgow to the South Australian border.

Mackintosh says her Wagga Wagga office "covers approximately one third of the state".

"My longest journey would be 683km one way to Pooncarie in the far south west of the state. When I travel a circuit visiting members ▶





“JOBS ARE EXTREMELY IMPORTANT IN REGIONAL AREAS.”

MICHELLE MACKINTOSH



some journeys will be over 1000km. My travel involves two or three days per week on the road around this beautiful region.”

Rural communities face particular challenges from changes to industrial relations laws. A report from the McKell Institute, for example, showed workers in 45 regional communities will lose \$667 million each year from the Fair Work Commission’s penalty rates cuts which came into effect in July, dramatically affecting regional centres.

Two consultants, Nathan Taylor and David Kennedy, recently wrote in *The Australian* that automation’s effect on employment will be particularly harsh in regional areas.

“Jobs are extremely important in regional areas,” says Mackintosh. “One single job loss has such an enormous effect on the local town and economy 10-fold. There are small centres, such as Ivanhoe, where nearly all the employment is public service jobs, provided by Corrective Services and the Department of Education.”

Tony Heathwood, who works from Wollongong covering areas such as the south coast and Goulburn, agrees many

regional economies are far more dependent on public sector jobs than metropolitan regions.

“There are substantial numbers of members in towns such as Nowra, Goulburn and Queanbeyan,” he says. “In Cooma, the prison is vitally important. If three guards were put off, that would take more than \$400,000 a year out of town.

“And in country towns, if you lose your job, you are more likely to move. Their partner will move, too. So now their partner is not working and spending either. The kids are taken out of the local school, so numbers drop there and fewer staff are required.

“There is a large flow-on effect.”

From the Wollongong office, Heathwood can travel nearly 500km to the furthest town under the office’s control, Eden.

“On a three-day round trip, I can do anything in excess of 1000km,” he says.

The Newcastle office’s Paul James says his position, like Wollongong, is a bit different, “We are half metropolitan, half country.”

One in seven PSA members are covered by his office in a region stretching from the Central Coast to almost as far north as Port Macquarie and as far west as the Upper Hunter Valley.

Newcastle’s strong links to the labour movement, James says, are part of the reason the PSA is well-represented in the Hunter.

“There is an advantage in being in a Labor-voting region, particularly when Labor MPs are in the local seats,” he says.

“And if Labor wins power, we’ll have greater influence.

“Although when the Coalition has local seats, more people come to rallies and community events.”

James likens the job to “being a GP, covering a huge amount of issues in a huge amount of agencies”.

“And like a GP, if they need specialist attention, we send their case to Sydney.”

From her Bathurst office, Belinda Pearce “covers nearly two-thirds of the state”.

“I am on the road three days a week,” she says. “I have more than 600 work sites.”

In her patch, Pearce says Wellington and Broken Hill are particularly dependent on the public sector, but “the further west you go, the more important government jobs are”. Despite this reliance, she says regional centres are let down by National Party local members who play lip service to jobs in the country, then obediently follow the Liberal Party in Parliament and vote to cut services.

“It can be a hard job,” says Pearce. “But it is also the coolest job.”



WHAT SHOULD THE NSW GOVERNMENT BE DOING FOR PEOPLE IN THE COUNTRY?



by Emma Maiden

THE first area where we need quality jobs for people in the country is in the field of Aboriginal employment.

Aboriginal employment in the public sector has grown more 30 per cent in the past 10 years. The NSW Government committed in 2009 to increasing Aboriginal and Torres Strait islander employment to 2.6 per cent by 2015.

This goal was achieved by 2011.

This is commendable, but Aboriginal employment is concentrated in lower-paid positions. It is over-represented in casual and temporary employment, and 63 per cent of Aboriginal employment is in the three lowest grades. Only half a per cent is in senior management.

We need a new target for Aboriginal and Torres Strait Islander employment. And we need a target that creates genuine career opportunities for Aboriginal and Torres Strait Islanders across all pay grades.

The second area for action by the NSW Government is to boost regional employment.

The NSW Government can play a much bigger role here. Decentralisation is part of that, but it must be done right.

We can't simply tell city workers "take it or leave it – your job is moving

to the country". We need to work more cooperatively with city workers who may want to make a sea change or a tree change. And we need to work with regional communities to create durable opportunities for quality local jobs.

Where are the incentives for employers to move their business inland rather than off-shore? Where are the commitments from the NSW Government that they will buy local? And by local I mean NSW.

Instead the O'Farrell, Baird and Berejiklian governments have closed down the motor registries and re-opened them the next day – with the same staff at a lower pay level and a new sign out the front titled Service NSW.

They have moved, or threatened to move, your jobs from one part of the state to another, uprooting you and your families from your communities.

There's the ongoing threat to move the Office of State Revenue from Maitland. There's the on again off again centralisation of the Department of Primary Industries at Orange. There's the closure and re-opening of Grafton Gaol. There's the movement of what was WorkCover from Gosford back to Kent Street.

There's the wholesale privatisation of jobs in NSW, especially in the regions:

areas the size of European countries have been privatised by Housing NSW.

Our power industry has been chipped away at, so foreign and corporate interests in boardrooms around the world have control over our energy policy.

Which brings me to my third point. The NSW Government needs to stop cutting public sector jobs, stop devaluing public sector jobs and start putting some jobs and respect back.

Since 2012 NSW has lost 8000 government jobs. In country NSW, the decentralisation program has equated to more than 700 regional jobs lost in the last year alone and almost 300 of those just in the Central Coast.

But to win, we must be united and we must be strong. That means we need more union members.

That means we need more community understanding and support for our issues.

That means we all have to do more.

We all have to ask our fellow workers (and our friends and neighbours) to join their union.

Emma Maiden is Assistant Secretary of Unions NSW. This is an edited version of her address to the 2017 PSA Country Conference in May.

CALL FOR NOMINATIONS

**Public Service Association of NSW
General Assistants in Schools
(Vocational Branch) Advisory Group**

NOMINATIONS are called for 12 Committee Members for the above group. Each nomination must be seconded by two other persons who are from the same group as the nominee.

Nominees, nominators and seconders must be financial members of the Association as at 14 July 2017.

If there is a ballot, candidates who wish to have a profile sent with the ballot material should provide a brief statement

of 300 words or less stating how they will best represent members' interests.

Space is provided for this purpose on the nomination form. Nominations must be on the prescribed form (or facsimile of it).

Nomination forms are available at:

- » PSA website www.psa.asn.au and click on RESOURCES/Election Nomination Forms.
- » 5th floor Inquiry counter PSA House 160 Clarence Street Sydney or from Regional Offices.

Nominations must be addressed to:

- » The Deputy Returning Officer
Public Service Association of NSW

Nominations may be submitted:

- » by post:
GPO Box 3365 Sydney NSW 2001
 - » by email:
elections@psa.asn.au
 - » hand delivered to:
PSA Inquiry Counter
Level 5, 160 Clarence Street, Sydney
 - » by fax:
(02) 9262 1623
- so as to reach the PSA Head Office no later than 9am Thursday, **24 August 2017**.

*L. Liamin For GR BENSLEY
Deputy Returning Officer*



**BE BOLD
FOR CHANGE**

2017 PSA WOMEN'S CONFERENCE

- ▶ 12–13 September 2017
- ▶ PSA House, 160 Clarence Street, Sydney 2000
- ▶ Nominations close 31 July 2017

GUEST SPEAKERS:



Sally McManus
Secretary, ACTU



Emma Maiden
Assistant Secretary, Unions NSW



Jim Stanford
Director, Centre for Future Work



psa.asn.au/wc2017

FLOOD WORK REWARDED

A PSA member has been named in this year's Queen's Birthday Honours.

Nichole Richardson was awarded an Emergency Services Medal for her leadership and incident management skills with the State Emergency Service (SES).

Special mention was made of her work during flooding in western NSW in the latter part of 2016, where she was involved in a 180-day operation that involved 41 rescues and evacuation orders.

Richardson, who has been involved with the SES for 29 years and a full-time employee with the group for the past 10, says she did not expect to be named in the honours.

"It was certainly a surprise I was even considered for the award," she says.

Richardson, who has been a PSA member since she was hired in a full-time position by the SES, says she enjoys working in the organisation and has recently been promoted to management.

"I think we have a lot of opportunities in the future."

WHAT DOES FINANCIAL FREEDOM REALLY MEAN?

HOW would you define the term 'financial freedom'? Loose descriptions might be along the lines of "not having to worry about money" or "being able to afford whatever you want".

Different things to different people

Just as we all have different personalities, beliefs and values, our understanding of financial freedom can be very specific. For some, needs and wants in life can be fairly simple and not dependent on having a lot of funds to spend. They may be content with the stimulation they derive from activities such as social relationships and a hobby.

For others, there may be a need for greater financial resources to underpin what we seek in life, such as global travel or expensive lifestyle assets such as a boat. Most of us will fall somewhere in between these two extremes.

This suggests that the first thing we need to give consideration to is defining what we really do place importance on in terms of a lifestyle. What is it that motivates us to get up every day, what makes us happy and what gives us a sense of fulfilment and purpose?

This kind of self-analysis needs to be done very specifically and consciously. Getting concrete ideas down on paper is essential; you will be able to look at them objectively and prioritise.

Putting a value on your goals

You can then make an assessment of the level of funds you need to bring those goals to life. If spending every weekend on your 30-metre cruiser is your idea of the ultimate retirement lifestyle, then quantifying the funds needed to purchase and upkeep such an item is relatively straightforward. If your goals are more modest, such as a three-week road trip once a year, the funding required will be lower, but equally straightforward to calculate.



Don't forget the day-to-day cost of living

Apart from the major recreational goals you may have, there will also be the question of what week-to-week standard of living you want to enjoy in retirement. Do you want the freedom to eat out a couple of times a week? Are there family activities that you want to be able to fund? What type of car do you want to drive? All such activities, together with day-to-day living expenses, can be quantified, so that you can arrive at a monthly income target that your investments will need to generate in order to cover your lifestyle.

Inflation also needs to be factored in to cater for the fact that you will potentially be retired for an extended period of time

Unlocking the 'mystery' of financial freedom

Financial freedom need not be a mysterious 'pie in the sky' notion. Be definitive in nominating what is really important to you then put dollar values on what you need to accumulate to achieve it; you can end up with a very clear and tangible idea of what financial freedom means to you personally.

A financial planner can be an important ally in managing this process. Their role is not just to help you choose investments and monitor their performance. They can help clients articulate and prioritise a definitive set of goals and paint a picture of what an ideal lifestyle will look like.

An adviser can then apply their knowledge on projecting savings goals and constructing a durable long term financial strategy that helps you take care of the funding needed to make your financial freedom a reality.

Take the next step

SCU has established an alliance with Bridges, to provide our customers with financial advice.

Bridges has been helping Australians with financial advice for 30 years. A Bridges financial planner will develop a plan specifically for you; one that's tailored to your needs and circumstances to help you achieve your goals.

To make an appointment with a Bridges financial planner, call 13 61 91. The initial consultation is complimentary and obligation-free.

Public Service Association and Professional Officers' Association Amalgamated Union of NSW

ABN 83 717 214 309

PUBLIC SERVICE ASSOCIATION OF NSW

STATEMENT OF PROFIT OR LOSS AND OTHER - COMPREHENSIVE INCOME

For the Year Ended 31 December 2016

	2016 \$	2015 \$
Revenue	22,181,484	22,501,847
Other income	9,657	32,818
Employee benefits expense	(15,201,816)	(14,057,748)
Depreciation and amortisation expense	(596,662)	(589,870)
Finance costs	(416,105)	(391,559)
Other expenses	(6,830,402)	(6,422,559)
Profit before income tax	(853,844)	1,072,929
Income tax expense	-	-
Profit for the year	(853,844)	1,072,929
OTHER COMPREHENSIVE INCOME:		
<i>Items that will not be reclassified to profit or loss:</i>		
Gain on revaluation of land and buildings	-	5,757,423
Actuarial gain/(loss) on defined benefit pension plans	1,564,778	340,669
Income tax relating to these items	-	-
Other comprehensive income/(loss) for the year, net of tax	1,564,778	6,098,092
TOTAL COMPREHENSIVE INCOME/ (LOSS) FOR THE YEAR	710,934	7,171,021

Summary of financial accounts for 2016

THE Financial Accounts of the Union have been audited in accordance with the provisions of the New South Wales Industrial Relations Act, 1996 ("the Act"), and the following summary is provided for members in accordance with Section 517(2) of the Industrial Relations Act 1991, preserved as regulations under section 282(2) Industrial Relations Act 1996.

A copy of the Auditor's Report, Accounts and Statements will be supplied free of charge to members on request. Certificates

required to be given under the Act by the Accounting Officer and the Committee of Management have been completed in accordance with the provisions of the Act and contain no qualifications.

In accordance with the requirements of the Act, the attention of members is drawn to the provision of the Sub Sections (1) and (2) of Section 512 of the Industrial Relations Act 1991, preserved as regulations under section 282(2) Industrial Relations Act 1996, which read as follows:

1. A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.
2. An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations.

PUBLIC SERVICE ASSOCIATION OF NSW

STATEMENT OF FINANCIAL POSITION

As at 31 December 2016

	2016 \$	2015 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	2,363,501	3,122,295
Trade and other receivables	808,832	534,908
Financial assets	29,425,340	29,346,200
Other assets	655,190	672,081
TOTAL CURRENT ASSETS	33,252,863	33,675,484
NON-CURRENT ASSETS		
Trade and other receivables	20,062	21,729
Property, plant and equipment	29,820,450	30,005,551
TOTAL NON-CURRENT ASSETS	29,840,512	30,027,280
TOTAL ASSETS	63,093,375	63,702,764
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	1,566,179	1,980,574
Provisions	4,213,300	4,301,400
Retirement benefit obligations	13,668,363	14,348,452
Other liabilities	349,127	399,766
TOTAL CURRENT LIABILITIES	19,796,969	21,030,192
NON-CURRENT LIABILITIES		
Provisions	368,900	456,000
TOTAL NON-CURRENT LIABILITIES	368,900	456,000
TOTAL LIABILITIES	20,165,869	21,486,192
NET ASSETS	42,927,506	42,216,572
EQUITY		
Reserves	25,202,281	25,202,281
Retained earnings	17,725,225	17,014,291
TOTAL EQUITY	42,927,506	42,216,572

The 2016 CPSU-SPSF NSW Branch accounts are located on the PSA website at www.psa.asn.au/financial-statements



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PUBLIC SERVICE ASSOCIATION OF NSW

Report on the Concise Financial Report

We have audited the accompanying concise financial report of Public Service Association of NSW ('the Association'), which comprises the statement of financial position as at 31 December 2016, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, and related notes and statement of executive committee, derived from the audited financial statements of the Association for the year ended 31 December 2016.

The concise financial report does not contain all the disclosures required by the Australian Accounting Standards and accordingly, reading the concise financial report is not a substitute for reading the audited financial report.

Central Council's Responsibility for the Concise Financial Report

The Central Council of the Association are responsible for the preparation and fair presentation of the concise financial report in accordance with Australian Accounting Standard AASB 1039: Concise Financial Reports, the Industrial Relations Act 1996, the provisions of the Industrial Relations Act 1991 and the Industrial Relations Regulation 1992 and for such internal control as the Central Council determine is necessary to enable the preparation of the concise financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures which were conducted with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements. We conducted an independent audit in accordance with Australian Auditing Standards of the financial report of the Association for the year ended 31 December 2016. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report for the year is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the concise financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the concise financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association's preparation of the concise financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control. Our procedures included testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the concise financial report complies with AASB 1039: Concise Financial Reports.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Opinion

In our opinion the concise financial report of Public Service Association of NSW for the year ended 31 December 2016 complies with Accounting Standard AASB 1039: Concise Financial Reports.


Weston Woodley & Robertson


Ian Cooper

- Partner

Date: 10th of April 2017

Sydney



Suite 3, Level 1, 15 Blue Street, North Sydney NSW 2060 • PO Box A230, Sydney South NSW 1235 • DX 54 Sydney
• Telephone: +612 9264 9144 • Facsimile: +612 9264 6334
• Email: gmn@wwr.com.au • Website: www.wwr.com.au • ABN 65 110 899 420

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TRAINING YOU



UPCOMING COURSES

Thursday 27 July	Safer Together
Friday 28 July	Achieving workplace flexibility
Tuesday 8 August	Role of the Delegate
Wednesday 9 August	Safer Together
Wednesday 9 August	Role of the Delegate
Tuesday 22 August	Meeting and negotiation skills
Wednesday 23 August	Safer Together
Tuesday 5 September	Dealing with restructures
Thursday 21 September	Dealing with member issues
Tuesday 10 October	Public speaking
Wednesday 18 October	Achieving workplace flexibility
Tuesday 31 October	Role of the Delegate
Wednesday 1 November	Role of the Delegate
Friday 10 November	Dealing with workplace bullying
Tuesday 28 November	Dealing with restructures
Tuesday 5 December	Role of the Delegate
Wednesday 6 December	Role of the Delegate

GENERAL INFORMATION FOR ATTENDEES

Venues

All training courses are held at PSA House, 160 Clarence Street, Sydney unless otherwise stated. NB: Lunch is not provided. Tearoom facilities such as tea, coffee, fridge and microwave are available.

Special needs

If you have a disability and/or special needs, please contact the PSA training staff at the time of your enrolment.

Special leave for trade union training

Most state public sector members are entitled to paid Trade Union Training Leave. Your delegate/organiser will be able to provide the details. Contact training@psa.asn.au.

COURSE OUTLINES

Safer Together

A new course designed to ensure wellbeing in the workplace.

Role of the Delegate

Discusses the role of the delegate and active members: what delegates do, delegate protections, organising skills, recruitment, working with issues, union values and involvement. Any member can learn from this course and is welcome to apply.

Dealing with member issues

This one-day course is for delegates who want to develop their ability to assist members with individual workplace issues. It will look at how deal with individual issues by using the problem solving framework, and by developing advocacy skills.

Dealing with workplace bullying

Held over one day, it is designed to assist members and delegates in dealing with bullying and harassment at work.

Dealing with restructures

Government guidelines that inform the restructures process, how the PSA responds to restructures at the consultation and implementation stages, the role members and delegates can play, discussion around specific restructures and case studies. Fact sheets and other resources are provided to assist members in the workplace.

Achieving workplace flexibility

This course will look at the benefits of workplace flexibility and what flexible work practices exist in the NSW public sector. Learn what you can do to access and implement flexible work practices, by providing negotiation and organising strategies.

Public speaking

This course is designed to assist PSA delegates and activists to be more confident public speakers.

Meeting and negotiation skills

These are invaluable tools for anyone representing union members.



PSA GAINS

2.5%

PAY RISE!

The PSA has been continuing the fight to maintain your conditions of employment and improve your salary.

After consultation with members, the PSA has secured a new salaries award to apply from 1 July 2017 which includes a 2.5% wage increase. The 2.5% pay rise will be paid in the first full pay period after 1 July 2017.

Members who retire or are made redundant and leave the service after the first full pay period after 1 July 2017 will also be entitled to the increase.

If you have not received your pay rise by the end of July, please contact the PSA. **Who would fight for you if not the PSA?**

The strength and effectiveness of the union depends on you and your colleagues.

The more people who join the PSA, the stronger our voice on important matters in your workplace. Join the fight for better pay and conditions.

Visit www.psa.asn.au and **JOIN THE PSA TODAY!**



www.psa.asn.au | 1300 772 679

AUTHORISED BY STEWART LITTLE, GENERAL SECRETARY,
PUBLIC SERVICE ASSOCIATION OF NSW, 160 CLARENCE STREET SYDNEY



CUTTING

the cost of living for members

The PSA/CPSU NSW has signed up to Union Shopper, giving members discounts on a wide variety of products.

The union's affiliation with Union Shopper means members can get discounts on items as diverse as everyday groceries, through to cars and white goods.

The Union Shopper NSW site even lets you enter the make of a product and will search for the best available price among its affiliated vendors.

Union Shopper is yet another value-added service for your PSA/CPSU NSW membership, along with journey insurance and free legal advice for non-work related matters.

By using Union Shopper for your groceries and major purchases, you can offset the cost of your annual membership.

For more information call **1300 368 117** or visit www.unionshopper.com.au

