

# RedTape



Public Service Association of NSW  
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## TAFE – 81% vote NO to slashed conditions

**First students were under attack with the crippling Smart and Skilled program, then TAFE workers faced the blowtorch with proposals to slash their wages and conditions.**

But TAFE members have fought back magnificently with a massive NO vote of 81 percent when TAFE put its slash and burn push to a ballot.

That means:

- NO to slashed conditions
- NO to working unpaid extra hours
- NO to a rushed and untested classification system
- NO to broken shifts
- NO to part year employment.

Thank you to all the PSA (CPSU) members who spoke with colleagues and distributed union material.

And of course to all who voted and brought about this fantastic result.

The PSA had lobbied TAFE for a guarantee of the 2.5 percent pay increase awarded to workers in the government sector, demanding it be extended to the education body's staff and backdated to 1 July 2015.

TAFE informed the PSA the 2.5 percent would only be backdated if unions agreed to its proposals within eight or nine weeks, including a new classification system and a consolidation of employment conditions.

In order to finalise a new classification system, TAFE and the PSA needed to negotiate on the standards against which every TAFE employee's job would be evaluated, the translation from the current system to the new system, the implementation processes and any flow-on impacts.

TAFE wanted its demands settled and voted on by 16 September.

The PSA expected the process would take four to six months to finalise and advocated for TAFE to take an alternative position back to the NSW Government Wages Policy Task Force.

Your union believed a new classification system, and the consolidation of a large, diverse range of related employment conditions, should not be rushed, even for a small pay rise over a couple of months.

The PSA asked for:

- a 2.5 percent pay rise for TAFE staff to be paid from 1 July, with the current agreement being extended by six to 12 months

- a 2.5 percent pay rise from the next earliest pay date, with the current agreement being extended for six months
- a commitment to provide 'salary maintenance' for any staff affected by a transition to a new classification structure.

Both these proposals would allow the implantation of a new classification system to be negotiated fairly.

But TAFE rejected this.

In addition to rushing in its classification system, TAFE was proposing the following consolidation of employment conditions:

- eighty percent of TAFE staff currently working 35 hours per week to work an extra 1.25 hours per week, for no extra pay
- extend the span of hours for all staff to 6am to 9pm, seven days a week
- cut shift penalties, cut overtime rates, cut allowances, cut rostered days off
- introduce broken shift work for all staff, so people may be expected to work for two hours in the morning, have a fivehour break, then have three hours on duty in the evening
- drastically restrict and limit access to flexible working arrangements – supervisor's approval would be required for all additional time worked, every single day
- automatic loss of accrued hours, even if a supervisor refuses to give you time off for "operational requirements".

TAFE has a wide range of other proposals, which drastically slash wages and conditions.

Under the current conditions proposed by TAFE, the PSA expects the majority of staff would eventually:

- have their salaries slashed, transitioning to a rushed and untested classification system
- work longer hours, for less pay
- have no ability to review or participate in how the new classification system works
- be pressured into doing more and more "flexitime" with no extra pay, no time off, and accrued hours being lost forever.



This photograph has been digitally altered

The PSA called upon members to:

- reject the initial insulting offer made by TAFE
- reject slashed salaries
- reject slashed conditions.

Over the past two years TAFE has already embarked on restructure after restructure, cutting thousands of jobs.

The organisation now wants to step up its attack on its remaining staff.

Staff could have salary cuts of as much as \$20,000 per annum.

Recently TAFE announced around 200 jobs will be lost in its North Coast operations.

The PSA and other unions have made submissions to a State Government inquiry on vocational education.

Acting General Secretary Steve Turner and Chair of the TAFE Delegate Council, Leon Parissi, were witnesses for the PSA at the inquiry on September 22.

Interestingly the National Party has no representatives on the inquiry, given the impact TAFE changes will have on education opportunities in regional areas.



**Steve Turner From the Acting General Secretary**

# PSA members prevent greater tragedy in Parramatta

The shooting of long-serving public servant Curtis Cheng at NSW Police Headquarters was horrific and I would like to extend the sincerest sympathies of the PSA to the family and friends of Mr Cheng. I would like to praise the Special Constable who was so bravely involved in this shocking incident, preventing the incident escalating.

Special Constables place themselves in harm's way each day on behalf of the people of NSW yet theirs is a role virtually unknown and unrecognised within the community.

The PSA has been providing every assistance in an effort to support those involved in the Parramatta shooting and will continue to do so in the weeks and months ahead.

This will not be a speedy healing or recovery process.

The shooting has highlighted the need for improved, more comprehensive training for these members, an issue the PSA has been pursuing for some time.

In light of the events at Parramatta, it is clear those discussions and that process needs to be accelerated on behalf of everyone in NSW.

## Schools in turmoil

The PSA was able to highlight just some of the problems associated with the roll out of the Learning Management and Business Reform (LMBR) program

in schools. The *Daily Telegraph* over two consecutive days in the first week of August reported this.

The coverage, which made it to the front page, was on the back of reports the cost of the program to date was around \$500 million.

School Administrative and Support Staff, however, know only too well that the personal cost to them is far greater than even that massive figure.

The fact is this "reform" has not only turned the manner in which these members work on its head, but the long unpaid hours fixing the system's problems have made doing their job infinitely more stressful and difficult.

Overwhelmed members, who had major workload issues prior to the introduction of LMBR, are confronted with the system's shortfalls each and every day.

Imagine having to deal with a new system as part of each working day and finding some tasks have to be repeated because of a glitch?

Worse, despite these massive teething problems, these members are responsible for the effective operation of that system, a system for which inadequate training has been provided and there is a lack of support when problems arise.

These are a group of people who love their school and the school community and are working hard to keep everything running despite the considerable odds stacked against them.

But they can only do that for so long.

The impact this situation is having on the public education system in this state is too awful to think about.

The PSA has written to the Department with our serious concerns about LMBR but to date the reaction has been muted.

It is time for the Minister to step in and take some action, not just for the sake of PSA members, but for all those who rely on public education in this state.

The PSA recently met with Minister Piccoli about our concerns.

## Home Care – clear, unarguable discrimination

Home Care is the first cab off the rank in the privatisation of Ageing, Disability and Home Care.

The PSA has been involved in extensive discussions with the Government for many months to secure the best possible transfer deal for members.

The PSA was not prepared to accept the terms proposed by the Government as those conditions were vastly inferior to what was granted to other Government employees who have transferred to a private operator.

For example, employees of Sydney Ferries received a 30-week transfer payment.

Home Care workers were offered only up to eight weeks.

Other workers in privatised areas also received employment guarantees with their existing conditions legally enforceable so they cannot be changed by a future employer.

The Government has repeatedly refused to provide the same guarantees for Home Care workers, the vast majority of whom are women, while other male-dominated industries were treated far more generously.

Whichever way the Government wishes to spin it, this is discrimination pure and simple and the PSA is pursuing the matter as such.

Despite this hostile operating environment, the PSA's actions have led to some important outcomes.

## Lastly, some good news...

While the Government's wage cap policy is nothing to cheer about, the recent 2.5 percent pay increase won by the PSA sits well against private sector wage rises which dropped to just 2.2 percent in the past financial year.

That said, the PSA is currently looking at ways to address the Government's wages stance.

**Steve Turner**

**Acting General Secretary**

# Telegraphing PSA concerns about LMBR in schools

The PSA's concerns about the introduction of the flawed Learning Management and Business Reform (LMBR) program in schools have been given plenty of attention in the pages of Sydney's *Daily Telegraph*.

The story – in which the PSA took a lead role – made the front page on 5 August and, by the end the month, was still receiving plenty of coverage.

Described by the NSW Audit Office as a tool to "improve service delivery to schools, corporate staff and TAFE NSW", the LMBR package was introduced in 2006 to cover finance, payroll, student administration and more than 100 additional smaller school and TAFE-based programs.

As pointed out by the *Daily Telegraph*, the system's introduction to NSW schools has been a costly failure, with \$576 million already spent setting it up in fewer than 10 percent of the state's schools.

Trialled in 229 schools throughout NSW, the package is creating extra work and stress for SAS Staff, with schools struggling to keep up.

After a PSA campaign, the Minister agreed the roll-out had to stop at the 229 unlucky trial recipients until the myriad problems were sorted out.

In a letter on 27 August to the Minister for Education, Acting General Secretary Steve Turner pointed out the roll-out was "causing extra workload and work practice issues for our members", adding this resulted in "high levels of stress".

The following week, the Minister was hammered in the Budget Estimates Committee over the cost of the disaster which it is believed could have paid for the construction of as many as 20 new schools.

The Premier, Mike Baird, was dragged into the mess, with the *Daily Telegraph* accusing him of "running a protection racket" by refusing to release the amount of money allocated by the Government to continue the error-laden implementation of the system.

The article quoted Mr Piccoli's defiant statement to the Budget Estimates Committee: "There is a budget, I am just not telling you what it is."



## Baird under fire for computer budget snub

**ANDREW CLENNELL**

PREMIER Mike Baird was accused of running a "protection racket" for Education Minister Adrian Piccoli yesterday after his office refused to divulge the budget set aside for the botched schools computer

system, the LMBR. And Mr Piccoli was accused of "going into hiding" by the Public Service Association, refusing to answer requests for a meeting over the botched program. "The minister expects these low-paid workers to do extra work for nothing while he's gone into hiding on top pay in

parliament — not even responding to PSA requests for a meeting," acting general secretary Steve Turner said. The *Daily Telegraph* has revealed that the LMBR (Learning Management Business Reform) has blown out to \$576 million despite going, at this stage, to only 10 per cent of

the state's 2218 schools. It has been called a "disaster" by principals. At a budget estimates hearing on Monday, Mr Piccoli said yet more funding had been approved for the rollout of the program but said: "There is a budget, I'm just not telling you what it is."

# Baird Government dissects WorkCover

The State Government's erosion of workers compensation in NSW has been partially reversed.

However, the changes will be accompanied by splitting WorkCover into three separate agencies.

The 12-month restriction on the time people with less-serious conditions can access treatment has been extended to two years.

In addition, workers will have access to further assistance and vital items such as prosthetics will now be provided for life. Employers implementing health and safety improvements may be eligible for discounts on premiums.

The PSA has been campaigning against the cuts to workers compensation.

Minister Perrottet has announced WorkCover will be split into three separate organisations, to avoid the poacher and gamekeeper-type conflict of interest arising from having its functions all under the one banner.

The three new agencies are:

- **SafeWork NSW**, which will regulate work health and safety regulation and carry out worksite inspections
- **Insurance & Care NSW – icare**, which will deliver services to injured workers

- the **State Insurance Regulatory Authority (SIRA)**, which will regulate all NSW insurance schemes, including workers compensation.

Unless they apply for other positions advertised by Jobs NSW, WorkCover employees will not get the choice to remain in the public service, instead receiving transfers in a similar manner to administrative change orders.

Staff who transfer to the Insurance and Care NSW Division will fall outside the Government Sector Employment Act (GSEA) and therefore the award.

Management has corresponded with the PSA about this fact.

The PSA is seeking to protect all entitlements until any new awards are in place.

Your union has been informed entitlements will be protected in the regulations.

However, the PSA is concerned the new Insurance and Care Division is set up in a way which may lead to privatisation.

No attempt to privatise the new division is currently proposed, but the PSA remains vigilant.



## Left in the dust...

The changes to workers' protection have claimed one high-profile scalp: the Dust Diseases Board.

Despite the Board receiving a positive, bi-partisan review in Parliament in 2014, it has been axed, with its decision-making powers now under control of the Minister.

Unions NSW has voiced concerns that the scheme simply becomes beholden to the decisions of a public servant or their Minister, whereas once it was made up of three employers and three workers, with an independent chair appointed by WorkCover.

According to a statement from Unions NSW, "In effect the Minister is adding

another level of decision-making from parties with no industrial, medical or subject area knowledge or experience where the exposure is alleged to have occurred, and with no independence."

The PSA is concerned there will be downward pressure on the awarding of benefits, including the provision of services to victims of asbestos.

It may also undermine the work of members and the care given to victims.

The PSA has been working with Unions NSW and other unions to oppose the changes to the board

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Sue Walsh

From the President

# SAS Staff Recognition Week - not a moment too soon

SAS Staff Recognition Week was held again this year from 31 August to 4 September.

As always during that week, the PSA encouraged school communities to celebrate the vital role played by School Administrative and Support Staff (SASS) right across NSW.

The theme for this year was "School Administrative & Support Staff: Our jobs, your children, their future".

It was a fitting slogan given all that this group of members has had to cope with of late.

While the entire public sector is straining under the weight of the cost cutting and privatisation agenda of the Baird Government, SAS Staff in the 229 trial schools have seen their already huge, seemingly ever expanding

workloads increase tenfold since the introduction of the disastrous LMBR system.

The system's problems and a lack of adequate training has placed an enormous strain on the staff who perform a vital role within schools and ensure the smooth running of the public education system in NSW.

Just as important, it is also SAS Staff who provide the all important link between the school, parents and the local community.

Why any employer in their right mind would want to crush this pivotal group with unrealistic workloads, additional unpaid hours each week and an enormous

weight of expectation to make the LMBR system – with all its faults – function like clockwork is beyond me.

If anyone is in need of some appreciation and recognition (and probably a hug) it's SAS Staff.

**Sue Walsh  
President**



## Government winds back the clock on science

The Environmental Protection Agency and National Parks and Wildlife Services are among the arms of government targeted as the Baird administration wages war on science.

This year the Baird Government launched the first Premier's Prizes for Science and Engineering, yet in the past few years, hundreds of scientists, engineers and technical staff have been cut across the NSW public sector.

Scientific staff have been cut from state-run institutions such as the Royal Botanic Gardens and the latest round of 'savings' at TAFE have also seen engineering support staff shown the door.

With these short-sighted moves, the frank and fearless advice based on scientific foundations of inquiry and rigorous research is being eroded.

A large portion of the scientific community in NSW are PSA members.

They ensure that food you buy is safe to eat and correctly labelled and the air you breathe and water you drink are safe and clean.

NSW scientists monitor the state's biodiversity and the health of its ecosystems.

They provide advice and education to the farming community to increase crop productivity in an environmentally sensitive way.

Other government departments rely on their advice.

They notify the Department of Planning that development applications will not impact on the community and environment, or our archaeological history.

The Government's scientific staff have monitored and contained biosecurity events such as the Hendra and Newcastle virus episodes.

On a day-to-day level, they maintain the health of plants and animals in our national parks, botanic gardens and zoos, while preparing and preserving exhibits in our museums.

Another target for cuts, the education sector, develops and supports the next generation of scientists and technicians studying in schools, TAFE and university laboratories and workshops.

Last year the PSA created a forum for these members from the diverse areas of our coverage.

The Science, Engineers and Technical Vocational Working Party was created to develop an operational charter with the goal to establish a vocational advisory group.

The PSA executive has endorsed the Science, Engineers and Technical Vocational Advisory Group and a call for nominations is now open.

If you work as a scientist, engineer or technician and are interested in becoming an advocate for your vocation, nominate for the Science, Engineers and Technical Vocational Advisory Group.

**See the elections section on page 15.**



Scientific staff have been cut from institutions such as the Royal Botanic Gardens. Photo credit: Bidgee

## Member profile

**Ron Bak**  
Sheriff's Officer



### What do Sheriff's Officers do?

Sheriffs work in NSW court security, ensuring a safe environment for all court users, public and Department of Justice staff. We execute and serve process from various courts, including seizure and sale of property. We carry out tenancy and mortgage evictions, family law and serve other documents and have responsibility for jury administration.

We are recognised law-enforcement officers, have child mandatory reporting responsibilities and, in general, carry out and assist in the orders of the courts. Officers on evictions have at times been met with suicide scenes, drug labs, barricade situations and sieges.

### What is a typical day for you?

Supervising security in courts involves scanning posts at entry and exit points using X-ray machines, hand scanning and a walk-through magnetometer to ensure the complex is free from prohibited or restricted items.

The day may start out with office administration duties, leading to field attendance of scheduled evictions or long-standing matters that need particular attention, such as writs for levy of property, family law enforcement warrants, or writs of delivery.

Orders received from courts may relate to giving Sheriff's Officers the powers to enter premises without permission.

The day can incorporate a number of things happening at the same time, but ultimately the objective is to deliver an acceptable client service and maintaining a safe environment for the public whilst at court.

### What do you enjoy about your job?

I joined the Sheriff's Office in 1988. I still enjoy the integrity, impartiality and variety. As an Officer in Charge, being able to move between the enforcement and court responsibilities is something I enjoy.

Flexibility and work/life balance is very important.

The most important skill a Sheriff Officer needs is communication. Confidence builds from the knowledge obtained over the years through experiences. Being able to translate court processes to simple language that assists and eases the irate and panic-stricken customer is rewarding. Sheriff's Officers see the same debtors many times, and the respect shown at the time of their need is reciprocated, making the work itself an easier task. I feel I have mastered this to a great extent.

The job can be very challenging and at times dangerous but at the same times very rewarding when understanding how available tools can be used to obtain positive results.

# FACS changes one giant gamble

The Industrial Relations Commission (IRC) has found workers at the Department of Family & Community Services (FACS) would be competing for jobs without a clear idea of the position's roles or duties.

Ruling on a dispute between FACS and the PSA and the Professional Officers' Association Amalgamated Union, Commissioner Peter Newall stated "I strongly recommend that nobody, no employee be asked to compete for a position without having the position description against which they are to be assessed in their hand."

Commissioner Newall added: "there are a number, not a large number, as I understand it, of outstanding role descriptions yet to be finalised, they must be finalised forthwith."

The agency has since complied with this recommendation.

This lack of clarity is one reason the PSA is concerned about FACS being run by a single management structure.

In a separate move, the department has agreed to agency-wide restrictions on the external advertisement of non-front line roles for the duration of the reorganisation process.

The OneFACS proposal to merge leaderships of Housing NSW, Community Services and Ageing,

Disability and Home Care (SDHC) is expected to affect more than 430 executive staff, with changes phased in over a number of years.

There are no voluntary redundancy offers for non-executive staff under the merger proposals.

The PSA has lodged a dispute with the NSW Industrial Relations Commission (IRC), amid concerns the department's change-management plan for non-executive Central Office and Corporate Services staff will lead to unnecessary job losses and redundancy.

On 25 June, the PSA wrote to the department requesting:

- an agency-wide freeze on the external advertisement of non-frontline roles
- a voluntary redundancy program
- priority placement of ongoing staff in roles in the new structure
- a closed recruitment process for residual roles including eligible temporary staff
- job/voluntary redundancy swaps between equivalent employees

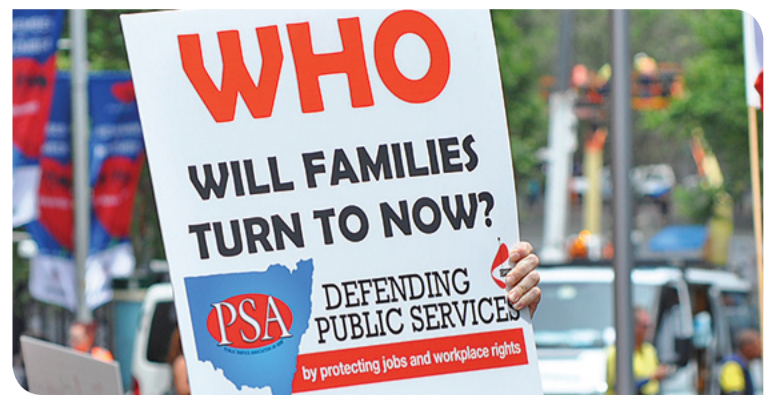
- other additional information including current and proposed staffing establishment data, new role descriptions and other matters relevant to the change proposal.

For executives, a general voluntary redundancy program was completed in January this year for eligible senior officers, their equivalents and eligible grade 11/12 staff.

Separate to the voluntary redundancies, any deletion of Senior Officer and grade 11/12 roles will be dealt with in accordance with the Managing Excess Employees policy, such as staff being given priority assessments for other suitable roles.

All public service agencies are required to transition executive staff to the new GSE Senior Executive Service at a date determined by the Commissioner but no later than 23 February 2017.

The OneFACS 'transformation program' is anticipated to result in the loss of three in 10 jobs from the central parts of the agency, including major central



program hubs in child protection, ageing and disability and housing and homelessness.

The PSA has also asked for amendments to the department's draft *OneFACS Non Executive Staff Transition and Change Management Plan* to enhance non-executive staff's employment security.

The PSA submission is based on five core elements:

- a freeze on external advertisement of all non-executive, non-front line roles until completion of an internal placement process
- a general program in which all affected non-executive staff are invited to express interest in voluntary redundancy
- prioritising, wherever possible, the assignment of ongoing staff to suitable ongoing roles
- a closed (internal) recruitment process for promotional/residual vacant roles including eligible long term temporary staff prior to external advertisement
- job/voluntary redundancy swaps between employees with equivalent roles/classifications.

The advantages of our approach include:

- ensuring the department has the best opportunity to match staff to their preference for either ongoing employment or voluntary redundancy
- allowing the department to factor this information into its budgeting and final structural design
- maximising reassignment and redeployment opportunities for existing employees
- significantly reducing the department's overall redundancy liability risk.

The PSA will continue to consult with the department to improve outcomes for members.

Your union will make a further submission to the department regarding the process and will report back to members prior to the conclusion of the consultation period.

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# Some strong steps forward for Home Care transfer

The PSA has secured a number of major provisions for Home Care members who are being transferred to the new private provider, Australian Unity.

Acting PSA General Secretary Steve Turner wrote the following letter to members in Home Care on 25 September:

*You will have recently received correspondence from Kevin Reilly, Director, Home Care regarding the transfer to Australian Unity.*

*As you would be aware, the PSA has taken a strong stand on your behalf to secure the best possible deal in relation to the transfer.*

*While we were not able to secure every measure we sought, I am pleased to report that the union has in fact secured a number of important outcomes that we, with your support, have been fighting for throughout the negotiation period.*

*We have ensured:*

- that Australian Unity will not seek to negotiate a new enterprise agreement for two years, meaning that conditions are guaranteed for that period
- protection of MEE Policy redundancy entitlements post-transfer
- that all leave entitlements and accruals to date will be transferred to the new employer, including sick leave.

*I have been in discussions with FACS Secretary, Michael Coutts-Trotter, in pursuit of these issues and it is pleasing to see the results reflected in some way in Mr Reilly's correspondence.*

*I want to congratulate all members for staying strong in this campaign. It is because of your strength that these outcomes have been achieved.*

*Let me assure you that the PSA will continue to represent your interests with Australian Unity and ensure that you receive the best possible deal through the transition and beyond.*

*Yours faithfully,*

*Steve Turner*

*Acting PSA General Secretary*

The PSA is continuing its fight for legally enforceable guarantees, with Home Care workers implementing state-wide bans to protest against the Baird Government

suddenly deciding to end negotiations on a transfer package.

Your union was involved in extensive discussions with the Government for many months to secure the best possible transfer deal for members.

After consultation and surveys with members, the PSA had originally asked the Government for:

1. the choice of Home Care employees to transfer to the new employer or access redeployment within the public sector or voluntary redundancy
2. a fair and reasonable transfer payment such as those offered to staff in other areas
3. a legally enforceable deed to ensure members' conditions and the transfer agreement were enforceable
4. full protection of all current wages and conditions.

All of these requests have been rejected by the NSW Government.

The PSA is not prepared to accept the terms proposed thus far by the Government, as its conditions are vastly inferior to what was granted to other state employees transferring to the private sector.

For example, while employees of Sydney Ferries received a 30-week transfer payment, Home Care workers were offered only up to eight weeks.

Unlike Home Care workers, power employees received a five-year employment guarantee.

Further, the guarantees for power and ferry workers were given in a manner that was legally enforceable and cannot be changed by a future employer, yet the Government has repeatedly refused to provide the same guarantees for Home Care.

Responding to a letter from the PSA, Vicki Tefler, executive director of NSW Industrial Relations, wrote to your union claiming her organisation "has determined the entitlements and arrangements which

will apply to PSA members transferring to a private Home Care Service employer will be what was originally agreed to by United Voice".

However, these are the same arrangements PSA members had rejected for their inadequate protection of job security, wages and conditions.

Despite being the largest employer in the southern hemisphere, the NSW Government has refused to offer staff the choice of redeployment or voluntary redundancy.

Staff will be forced to work for the private employer that takes over Home Care, even if they don't wish to.

This forced transfer goes against basic principles of fairness and real choice the PSA and its members have been campaigning for.

## 92% of survey respondents in ADHC agree to strike

The PSA recently conducted a survey asking ADHC members to vote on escalating action against the privatisation of the Department.

A whopping 92 percent of survey respondents agreed to strike.

On 1 October, PSA members in the Hunter district are voted on strike action.

Members will strike for four hours on 4 November 2015.

## Temporary staff win Home Care protection

The PSA has won temporary Home Care staff job security ahead of any privatisation.

After negotiating with your union, the Department of Family & Community Services (FACS) has agreed to conversion arrangements for temporary staff.

The win improves employment security for staff facing an uncertain future. It means temporary staff will be able to:

- convert to ongoing employment with the Home Care Service ahead of any privatisation
- gain access to any employment guarantee period offered to staff when privatisation takes effect.

FACS has written to the PSA to confirm "arrangements have been made to prioritise regularisation of temporary employment in the Home Care Service. Temporary employment arrangements are progressively converted to ongoing arrangements where there is eligibility under the GSE Rules.

"FACS is committed to converting temporary employment arrangements to ongoing wherever possible."

## Children left more vulnerable by changes

Intervention by the PSA has provided better protection for members in the rollout of a Government plan that would have seen over-stretched Child Protection workers being forced to complete a 159-line audit for each child.

This plan was part of the outsourcing from FACS of vulnerable children in Out of Home Care to a tragically ill equipped non-Government sector.

According to the most recent OOHC dashboard figures, there are 19,909 children in care.

Of that number, the non-Government sector have just 7,344 while Community Services is left with 12,344 children.

That's a ratio for Community Services Caseworkers of roughly one worker for every 20 to 30 kids.

Clearly, the Department urgently needs to recruit additional child protection staff. Instead, they are heaping more red tape onto what are already massive workloads.

"This audit process is bureaucracy gone mad," said Acting PSA General Secretary, Steve Turner.

"This Government has been using the lack of resources in the Department as an excuse to transfer child protection work to the non-Government sector which is unable to handle the situation.

"Now they are placing Community Services staff under increased pressure with demands they fill out reams of paperwork. "When will this Government address the fact that only one in four kids in need sees a caseworker?"

"And why are they making the correction of that situation an impossibility by overloading the very people who should be out dealing with these kids with even more paperwork?"

## Privatisation rocks state's skill base



### The Baird Government's plans to outsource public works will put the state's valuable sandstone heritage buildings at risk.

The NSW Government employs about 40 stonemasons – positions Finance Minister Dominic Perrottet announced in June were to be put to private tender.

The Minister's Stonework Program was established in 1991 to maintain heritage buildings in NSW.

It was managed by NSW Public Works on behalf of the Minister for Finance and Services.

The masons care for heritage sandstone buildings such as the State Library and Sydney Hospital – vital parts of the city's colonial-era history.

When a long thought lost statue of Charles Dickens was found, it was this team that returned it to its former glory before being placed in Centennial Park.

Staff at Public Works have been advised the Baird Government does not want to run any services in competition with the private sector, but instead wants to be a "smart buyer".

However, while a quick look at the phone book will find no end of stonemasons, the work the unit performs requires experts trained in heritage work, using stone from in and around the Sydney CBD and nearby suburbs such as Pyrmont.

In the past, quality sandstone extracted by building works in these areas was required to be sold to Public Works as part of the development application process.

Now it is sold to a private company with no responsibility towards maintaining Sydney's historic buildings.

Described by Greens MLC John Kaye as destruction of "the last of [the public sector's] project management expertise", the move runs counter to the Baird Government's claims to be on a mission to boost NSW's infrastructure.

NSW has become a state that wants to build things – but has no staff to perform the actual building.



# Labour hire work counts toward full-time service

**The Fair Work Commission (FWC) has found service by a worker moving from a labour-hire firm to full-time status contributed towards her termination entitlements.**



This decision has wide-ranging implications for outsourcing in the public sector.

Training company ERGT Australia Pty Ltd had contracted labour hire company Hays to place Nicole Burdziejko with them from 3 June until 3 September 2014.

After 3 September, she became a full-time employee, only to see her employment terminated on 19 December.

Ms Burdziejko argued there had been a transfer of business from Hays to ERGT under FW Act s311, because ERGT had first outsourced work to Hays then brought the work back in-house, as required under s311(5) for the old and new employer to be associated entities.

Therefore, she believed her period of service at Hays should be counted.

FWC Deputy President Anne Gooley found it was not disputed Burdziejko was employed at ERGT, the "new employer", within three months of leaving Hays, the "old employer", and that she performed "the same or substantially the same work", as required by s311(1)(b) and (c).

Deputy President Gooley noted the dictionary definition of outsource – not defined in s311 – was "to contract work outside the company rather than employ more in-house staff".

She found no full bench had dealt with what "outsourcing" meant

and rejected ERGT's argument labour hire was not outsourcing.

Deputy President Gooley ruled true outsourcing required the other company to actually provide the services rather than merely provide a "warm body" to do the work.

ERGT's claim it had not outsourced the customer service work to Hays because it had not previously required the work was also rejected.

Deputy President Gooley found ERGT had outsourced the work because "instead of engaging an employee" to perform it when it gained a new client it had engaged Hays to provide a worker to do it.

Fair Work Act transfer of business provisions were intended to have

"wider application" than their predecessors.

The explanatory memorandum made clear the provisions focus not on "whether the new employer had taken over that business or part thereof, but whether there has been a transfer of work between the two employers".

Deputy President Gooley ruled Hays and ERGT were connected such that there was a transfer of business, and Burdziejko was a transferring employee entitled to have her earlier service counted. ERGT's jurisdictional objection was dismissed.

# Gunning for change in court



**Sheriff's Officers were not consulted about changes that allowed police to wear their firearms in court and could potentially reduce their role.**

The NSW Department of Justice announced that from 10 August 2015, a new protocol signed by the NSW Sheriff and NSW Police Commissioner meant police could keep their guns with them in courthouses.

The protocol was developed in consultation with the Chief Justice of the Supreme Court, the Chief Judge of the District Court and the Chief Magistrate of the Local Court.

Consultation with PSA members should have occurred in accordance with the provisions of the 'Consultative Framework (Policy and Guidelines) July 1997'.

Police were previously not permitted to bring their firearms into court unless they sought and gained special permission from the judiciary or in courthouses where no security points were installed.

The new protocol outlines the circumstances in which police will be allowed to carry their firearms as a standing arrangement, including:

- when police are giving evidence
- when briefing prosecutors at court
- when police are within court complexes.

The PSA was aware the NSW Police Association was seeking approval for police to wear firearms in court and so member feedback was sought.

On 12 May 2015, the PSA General Secretary, Anne Gardiner and Manager Strategic Industrial and Bargaining, James Shaw met with Scott Weber, the President of the NSW Police Association, to discuss the matter.

Mr Weber agreed with the PSA position that issues relating to court security are in part, due to a lack of resources.

Mr Weber said that he supported the PSA and PSA members in our efforts to increase resources in the courts and he assured the PSA the Police Association was not attempting to have their members perform any of the work being undertaken by Sheriff's Officers.

## Members' concerns

PSA members have several concerns about the new protocol including:

- the NSW Sheriff has responsibility for enforcing court security and it is now unclear how the new protocol will affect the work performed by Sheriff's Officers

- the potential reduction of Sheriff's Officers roles in the courts, resulting in an unsafe court environment.

The PSA filed an urgent dispute with the Industrial Relations Commission of NSW.

The matter was heard on 11 August 2015 before his Honour Justice Walton, President.

The PSA and the Department attended the Compulsory Conference before the President.

Justice Walton heard the concerns of the PSA relating to the lack of consultation and made the following orders:

- direct the parties to confer in accordance with the 'Consultative Arrangement – Policy and Guidelines – 1997'
- listed the matter for further report back on 13 August 2015.

On that afternoon, the PSA attended a consultative meeting with the department and the parties mapped out a timetable for urgent ongoing discussions including the creation of a Consultative Working Group comprising representatives from the department, your union and WHS representatives.

The further report back before Justice Walton was held on 13 August 2015.

Significantly, the Police Association made a commitment to support the role of the Sheriffs.

Justice Walton then convened a private conference for a confidential discussion of the issues with the parties.

Further consultation took place on 22 September.

Justice Walton then reconvened the report back and relisted the proceedings for a further report back in November.

## Sheriff's Officers recruitment win warranted

The efforts of the PSA have secured an increase in Sheriff's Officer numbers with the NSW Government announcing that security at key courthouses across NSW will be strengthened with the appointment of 40 new officers.

Sheriff's Officers are responsible for the safe and efficient functioning of the courts and justice system. They maintain the security of court complexes and ensure the safety of judicial officers, legal professionals and the public in NSW courts and tribunals.

These members also have law enforcement responsibilities – serving warrants, summons and other orders issued by NSW courts and tribunals and the enforcement of orders within NSW on behalf of Commonwealth courts – the High Court, Federal Court and Family Court of Australia.

Over the last few years, the number of Sheriff's Officers throughout NSW has been declining, with many unsatisfactory reasons given for failing to recruit and/or not fill vacant positions.

The heightened national terror alert announced in September 2014 further amplified the need to address Sheriff's Officer numbers.

PSA staff and delegates on the Sheriff's Officers' Vocational Branch Advisory

Group (SOVBAG) have been campaigning tirelessly for an increase in Sheriff's Officer numbers.

An element of the dispute lodged by the PSA against the Office of the Sheriff in March 2015 was the considerable reduction in Sheriff's Officers and the need to rectify this shortfall as a matter of urgency.

The PSA was advised by the Department in June this year that an increase in funding for one year had been granted for the recruitment of Sheriff's Officers to address the heightened national terror alert.

The NSW Government announced that security at key courthouses across NSW will be strengthened by the 40 new officers.

The persistence of the PSA in highlighting the need for more Sheriff's Officers had clearly paid off.

The new recruits will undergo a five-week training program, with the first classes already underway. Once the recruits have successfully completed their training, they will be located in Sydney and regional areas of NSW.



# PSA Women's Conference 2015

## - what's that in the palm of your hand?

Keeping up with all that's going on in the modern workplace is often a job in itself. But in that madness take a quiet moment and watch out for any colleague with a black dot on their palm. It's a silent sign, a mute alarm that they are facing hell outside the workplace and are too frightened to speak out. This was just one of the many stories and insights that came out of this year's PSA Women's Conference which was held at PSA House in Sydney on 15 and 16 September.

**Speaker Eva Cox, a founding member of the Women's Electoral Lobby, and self-described "strange ratbag" believes the label 'domestic violence' may be diminishing the public's perception of this problem.**

She says differentiating domestic violence from other forms of assault, such as the one-punch or coward-punch attacks given so much recent publicity, has the potential to make the problem "feel unimportant".

"We need to stop people bashing up other people at all," she said in her address to the 2015 PSA Women's Conference.

Ms Cox says as well as the widely understood 'pay day violence', where alcohol acts as a trigger for assaults on family members, women should also be alert to what she called "control freak" abuse, where partners control aspects of lives such as finances and social circles, often as a precursor to actual assault later in the relationship.

She said the ALP and the Coalition both placing "very low priorities on women's issues" is part of what makes domestic violence a broad social problem, not just a case of individuals assaulting members of their families.

"It is not about individuals doing the wrong thing, it is about social attitudes allowing it to go some of the way - then it gets out of control." A big problem with tackling domestic violence, she added, was society's reluctance to talk about it.

"People are embarrassed about being part of domestic violence because we don't talk about it. "We don't talk about it - we talk about dead women.

"We are not looking at causes - there is a social pressure on women not to talk."

Ms Cox cited Tackling Violence, a program run in rugby league clubs in country areas, where discussion about assaults within families was encouraged and players are cut from teams if found to be perpetrators.

She said one of the program's biggest achievements was getting men to talk about violence in the family.

An issue close to the hearts of PSA members, government cutbacks, was cited as an issue affecting the fight against domestic violence. Ms Cox said women-run refuges for people fleeing violence at home "have fallen off the agenda", while the NSW Government has handed over running refuges to the Catholic-run St Vincent de Paul Society.

Reducing gender inequality is also a big step governments can play to fight violence against women and children.

"Domestic violence is lowest in countries where the gender gap is smallest."

Ms Cox also pointed out that perpetrators and potential perpetrators may need help.

"Imprisonment is not the answer.

"Prevention involves a lot more involved process.

"We are not looking at causes.

"There are no programs to look at attitudinal change."

She recommended organisations, including the PSA, look at ideas such as workshops for men who might have issues with domestic violence.

"What are we doing about the people who are violent?"

"What are we doing about the control freaks?"

The Black Dot Campaign encourages domestic violence victims who can't ask for help verbally to draw a simple black dot on the palm of their hand as a silent plea for assistance.





## Take your leave

**What do we know about our current domestic and family violence rights and entitlements? This is an extract from a presentation to the Conference by Shabnam Hameed, senior researcher at the UNSW Gendered Violence Research Network.**

For those of you in the state jurisdiction and covered by the Crown Employees (Public Service Conditions of Employment) Award, you have the right to use family and community services leave, sick leave or sick leave to care for a family member for reasons of domestic violence.

Once that leave is exhausted, your Department Head can grant up to five days per calendar year for matters arising from domestic violence situations.

The Award also makes provision for personal information regarding domestic violence to be kept confidential by the agency.

For those of you in the federal jurisdiction, that's state owned corporations, TAFE and anyone else that is facing imminent transfer to that jurisdiction, your minimum entitlements are contained in Sc 65 of the Fair Work Act – that's a right to request a change of hours of work, days of work, or work location.

You may also be covered by an enterprise agreement with specific provisions for domestic and family violence.

These provisions commonly extend to:

- confidentiality – to ensure that the privacy of employees experiencing domestic and family violence is maintained
- trained in-house contact persons who can respond effectively to employees who are affected
- provision or referral of staff to appropriate accommodation, counselling, medical, legal and protective services
- safety planning including the use of flexible work arrangements and protection orders to maintain the safety of individuals, co-workers and the organisation
- additional paid leave or flexible work arrangements for employees to attend to matters arising from domestic and family violence
- protection against adverse action and discrimination so

that employees who are victims feel safe to come forward and access support.

Some industrial instruments refer to domestic violence whilst others refer to domestic and family violence.

According to the Council of Australian Governments' *National Plan to reduce violence against women and their children (2013)*, "domestic violence refers to acts of violence that occur between people who have, or have had, an intimate relationship. While there is no single definition, the central element of domestic violence is an ongoing pattern of behaviour aimed at controlling a partner through fear, for example by using behaviour which is violent and threatening. In most cases, the violent behaviour is part of a range of tactics to exercise power and control over women and their children, and can be both criminal and non-criminal. Domestic violence includes physical, sexual, emotional and psychological abuse. "Family violence' is a more inclusive term referring to violence which may occur between a range of family members, as well as... between intimate partners. It involves the same sorts of behaviours as described for domestic violence."

In New South Wales, the Crimes (Domestic Violence and Personal Violence) Act 2007 (NSW) defines a domestic relationship as extending to:

- intimate partner relationships, whether or not the intimate relationship involves or has involved a relationship of a sexual nature
- members of the same household
- members of the same residential facility but not including a correctional centre or detention centre
- carers relationship including paid and unpaid care
- being a relative of the other person, or
- in the case of Aboriginal and Torres Strait Islanders, extended family or kin.

## Your PSA: pioneers against domestic violence

**Acting General Secretary Steve Turner spoke to the conference on the PSA's leading role setting up domestic violence leave. This is an edited version of his address.**

In 2008, the PSA was approached by the Australian Domestic Violence Clearinghouse to make a joint submission for research funding into the effect of domestic violence in the workplace.

This submission was not successful, however in 2009 when the clearinghouse approached the then Acting Women's Officer Maria Cirillo, a new approach to this important issue was taken.

Maria immediately arranged a meeting between Ludo McFerran from the clearinghouse and myself about the lack of recognition for domestic violence as a workplace issue.

In this meeting I discovered the primary cause of homelessness for women is domestic or family violence.

I also learned that for many women, family violence and abuse negatively impacts their participation in the labour force.

People experiencing family violence need support in the workplace to maintain employment which in turn is critical to their

ability to successfully leave an abusive relationship.

The PSA designed a strategy aimed at having domestic and family violence recognised in the industrial arena.

This was not easy. Various (unfortunately male) union leaders told Maria the work was an "embarrassment". Others asked her if she was "hawking a solution looking for a problem".

It was also controversial in more women-friendly spaces. Luckily, Ludo and the PSA had already secured the formidable support of the ACTU President Ged Kearney.

Despite this controversy, the strategy the PSA designed was simple and incredibly successful: develop a model clause utilising the UK UNISON union research and launch the clause at a respected, high-profile university during a round of enterprise bargaining in that sector.

Maria contacted someone she knew who worked at UNISON to set up a meeting between the clearinghouse and people at that union.

This model clause was adopted by other unions across Australia.

Our strategy was an Australian first and I am proud that the PSA invested the necessary resources into a launch at UNSW. As a result of lobbying, Sex Discrimination Commissioner Elizabeth Broderick swung in behind us and agreed to speak at the launch – as did then ACTU President-elect and Federal Secretary of the Australian Nursing Federation Ged Kearney.

The PSA's key win was to develop a strategy that led to family violence being recognised as a workplace issue.



## Your role in stopping sexual violence

Your workplace plays a key role in fighting sexual assault.

This was the message in a powerful address by Karen Willis of Rape and Domestic Violence Services Australia to the Women's Conference.

Speaking on the horrific subject of sexual assault, Ms Willis talked about how workplace policies on domestic violence, pioneered by the PSA, can be extended to cover people who have suffered rape and sexual violence.

She says workplace policies to aid employees suffering from sexual assault must:

- feature access to paid leave, so people have time to access assistance such as rape crisis centres, lawyers and police
- include a quick approval process, rather than obliging people to fill out countless forms and recount their experience repeatedly
- ideally have practices such as flexible start and finish times, in case perpetrators of sexual

or domestic violence know an employee's routine

- alert the relevant employees about an offender who may show up at the workplace
- clearly state a role for a go-to person in the workplace who can be approached about domestic violence- or sexual assault-related leave
- publicise the 1800 RESPECT number for Rape and Domestic Violence Services Australia.

"I am not sure how many people will access [sexual assault leave]," she said. "It will depend on the culture of the workplace."

"The workplace needs to stamp out sexual assault, sexual harassment and homophobia. "We are seeing more and more workplaces take up these options; and that is just great."

Ms Willis says she believes "gender inequality is the biggest cause of sexual violence".

"We need to change attitudes and behaviours that cause gender inequality and sexual assault."

She said surveys of perpetrators of sexual assault found that one criterion they used when determining the target of their assault was "their perception of vulnerability", which can sometimes stem from an unequal relationship in the workplace.

She says to combat this inequality and its resulting violence, individuals need to lose their "sense of entitlement that those around them are there to do their bidding".

She said institutions such as workplaces must never accept violence as a form of conflict resolution and that society as a whole needs to tackle gender inequality.

Ms Willis, who was drafted in to speak to the conference at short notice, ended her at times harrowing presentation with a note of optimism.

"Together, women and men will put an end to sexual violence. "Full stop."



# Privatisation's failings for all to see

**Not only are state assets around the world being sold off to the private sector – many of the buyers are using offshore tax minimisation schemes to avoid contributing to the host countries' coffers.**

This issue was raised at *Privatisation: Alternatives in the Public's Interest*, a forum for public sector unions held in July in Sydney.

Opening the forum, Asia Pacific regional secretary of Public Services International, Lakshmi Vaidhiyanathan described outsourcing as "an introduction to corruption and tax evasion".

Jason Ward, senior global strategist with the International Transport Workers' Federation, said corporations that are "driving the neo-liberal agenda" of privatisation are not paying their fair share of tax to Canberra or state capitals.

He cites the case of entrepreneur Li Ka-shing, who has a large share in Victorian and South Australian power generation.

Mr Li has moved many of his interests from low-tax Hong Kong to even lower-tax Cayman Islands.

Mr Ward added the privatised airport in Sydney "pays about three percent tax".

"Prices go up and there is no tax revenue," he said.

Greg McLean, assistant national secretary of the Australian Services Union, said "under privatisation, things like local jobs and communities come second".

"Often new communities and shareholders are overseas," he said.

"Public-sector unions are having the same battles around the world."

The forum also heard about social impact bonds, with Professor Dick Bryan warning of the risk companies eager to earn returns on investment will measure themselves on standards more lax than those applied to publicly run providers.

He says there is a risk, for example, that providers of employment services-related social impact bonds will "risk shoving people into inappropriate jobs".

Privately run corrective services, popular in NSW with the Baird Government, were raised.

Professor Bryan said the Virgin-run prisons in the United Kingdom had failed, while national secretary of the New Zealand Public Service Association, Richard Wagstaff, said outsourced prisons in his country had been afflicted by unsupervised 'fight clubs' thanks to staff cutbacks.

Dr Michael Wright of the NSW Nurses and Midwives' Association (NSWNMA) said the National Disability Insurance Service (NDIS) was under threat from privatisation in his state.

He said while privatisation of social services for many "conjures images of benevolent NGOs and a 19th-century concept of charity", it was companies such as Transfield and Serco, the firm responsible for New Zealand's prison 'fight clubs', that will often fill the gap.

"The reality is that any organisation other than the Government will be allowed to provide services," Dr Wright said.

"Attempts to challenge privatisation are painted as reducing choice for people with a disability.

"However, Ageing, Disability & Home Care clients will lose capacity to choose the care they receive.

"People have fought for years for this care; now once they have certainty it is being ripped away.

"Caring for people with a disability: if this is not a role for the state, I don't know what is." In July Serco, which is infamous in Australia for running immigration detention centres, advertised for an NDIS expert to help the company get access to the \$22 billion nationwide scheme.

Serco has faced criticism in Western Australia for a number of escapes from its privately run prisoner-transport service.

Serco's British arm has been accused of fudging figures in health contracts it runs in that country.

The forum discussed the fact much of the outsourcing of state services has come via public private partnerships (PPSs).

Yet despite their popularity with state treasuries, Kieran Dalton of the NSWNMA, said "more than half the PPSs in Australia have failed".



He cites the example of the infamous Port Macquarie Hospital, which was 20 percent more expensive than state-run facilities to run, had waiting lists twice as long, and was eventually returned to public ownership in a humiliating retreat for its backers.

Mr Dalton said PPSs such as Port Macquarie Hospital are often foisted on safe conservative seats, often after facilities are underfunded for a number of years to make communities more receptive of new services regardless of ownership.

He gave the example of the Liberal-voting Northern Beaches of Sydney, where Manly and Mona Vale hospitals were neglected for years to ensure an outsourced facility in Frenchs Forest was more palatable to the community.



## Privatised plans not safe as houses

**The PSA has questioned how private investment in social housing will help tenants.**

In an introduction to a discussion paper released last year, then Minister for Family and Community Services Gabrielle Upton stated social housing in NSW "was designed at a different time and for a different purpose".

In a familiar mantra for the current Government, Ms Upton went on to say social housing "cannot be delivered by government alone".

The report's authors stated: "The NSW social housing system could evolve toward a system which draws on the expertise and resources of the non-government and private sectors in the particular areas where they deliver improved client outcomes and greater value for money."

However, the PSA is concerned tenants such as the aged, the infirmed and people with disabilities will suffer when groups such as community housing providers (CHPs) decide to "cherry-

pick" easier-to-place tenants currently in public housing.

The PSA believes there is no advantage in parcelling out public housing to the private sector.

Instead, tenants are just shifted from a government organisation to a non-government organisation, with no more control over their housing.

In a submission to the Legislative Assembly Inquiry into Tenancy Management in Social Housing, the PSA proposed alternative solutions for the sector other than simply privatising.

Members have advised the PSA that better use of technology, including portable devices, will improve the delivery of services.

Filling vacant roles and converting temporary staff to full-time positions will also make the sector more efficient.

The PSA also believes restrictions on Commonwealth Rent

Assistance for State Public Housing should be reviewed.

With some tenants unable to access rent assistance, Housing NSW's rental stream is lower, diminishing the quality of service the organisation can provide.

The PSA has also expressed concern that its staff are being held to tighter standards than CHPs as the Government tries to make a case for privatisation.

In its response to a meeting with Housing NSW last year, the PSA pointed out a case worker for Housing NSW may be responsible for 400 clients, CHP workers will only cater for 200.

## Tenants' concerns may not be met

The Acting Auditor-General has admitted in a recent report he has no idea if tenants' outcomes have been achieved, despite the Department being "close to achieving its goal of 30,000 homes managed by the community housing sector by 2016-17".

According to the report by Acting Auditor-General, Tony Whitfield, by 1 June 2015, community housing providers in NSW managed:

- 28,353 properties, up from 15,624 at 30 June 2007
- 6,008 properties that have been transferred from government ownership to community housing ownership

• 20 percent of the social housing portfolio.

However, the report admitted "it is unclear whether the Department has achieved its desired outcomes for tenants.

"For example, it wanted more flexible, tailored services for tenants and more resilient communities but it did not determine how it would measure these outcomes."

In his report, Mr Whitfield admitted, "the Department has not had a strategy for the community housing sector for a number of years, despite previous reviews recommending that a strategy be put in place."

# Police staff remembered in Sydney memorial

Police staff, both sworn and unsworn, who have died in the line of duty have been remembered at a new memorial in Sydney.

The memorial, built at the NSW Police Centre in Surry Hills, also honours police staff who were unable to continue work because of an injury or illness, and subsequently passed away as a result.

The design is an amalgam of four finalists picked from a number of submissions.

It features the names of 79 police officers and unsworn members, who have died while serving or were unable to continue work because of an injury or illness since 2006, the year the National Police Memorial opened in Canberra.

A standing committee will consider which names of those who have passed away prior to 2006 will be added.

The design includes a corner reflection garden with seating and a feature wall where the names are inscribed.



# PSA locks down flexible working hours



The PSA recently preserved flexible working conditions for non-custodial staff in three NSW prisons.

In December 2014 and January 2015, Offender Services and Program staff at Cessnock, Mid North Coast and Lithgow correctional centres received a nasty surprise.

Despite there being no consultation with staff or the PSA, workers were told their flexible working conditions were to be scaled back.

In December 2014, management at Cessnock and Kempsey told staff they had to be on duty from 8am to 4pm, with prior approval required for any work outside these times.

In Lithgow, staff were directed to work within the hours of 7.30am and 4.45pm.

The PSA was worried if it succeeded in these three facilities, this scale back would be repeated in other prisons throughout NSW.

In February this year, the PSA lodged a dispute with the Industrial Relations Commission (IRC), requesting the flexible working options, which were introduced in 1998, be revived.

After consultation with management at all three facilities, the PSA achieved the following three terms of agreement:

- Corrective Services NSW agreed to rescind the directions that were the subject of this dispute.
- The parties are committed to local negotiations at Cessnock CC and Mid North Coast CC to resolve all outstanding matters.
- PSA members are to have reasonable access to union meetings on duty while these negotiations continue.

The changes in Lithgow were also rescinded.

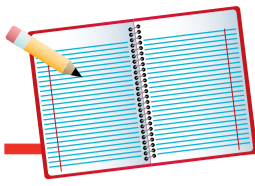
# SAS Staff get place in the spotlight

Every year the PSA celebrates the behind-the-scenes role played by SAS Staff.

This year's theme was 'School Administrative & Support Staff: Our jobs, your children, their future'. Recognition Week is designed to give principals and the school community a chance to acknowledge the role SAS Staff play in education in NSW.

With the roll-out of the flawed LMBR IT package looming over them and duties and responsibilities that have not been updated in decades, SAS Staff have been under pressure in the workplace and need to be recognised for their role as the heartbeat of the state's education system.





## PSA members sink teeth into shark challenge

PSA members working with the Department of Primary Industries (DPI) are getting close to some large predators.

An additional \$250,000 has been allocated to the department to increase surveillance on the number of sharks, including great whites, off the coast of NSW.

As well as monitoring shark numbers, DPI staff are also tagging sharks to learn more about the animals' movements.

The program will focus on the north coast of the state, where there has been a recent increase in the number of shark attacks on people.

Another \$100,000 has been allocated to review shark-control technologies such as deterrents and barriers.



## PSA Aboriginal officer takes Congress stage

The PSA's Aboriginal Liaison Officer, Mal Cochrane, addressed the ACTU Congress this year on issues affecting indigenous workers.

Introducing the union movement's policy on Aboriginal and Torres Strait Island workers, Mal pointed out the inequality faced by the first Australians is "about a lack of power".

The policies introduced by Mal oppose the entrenchment of this power vacuum from policies such as the forced closure of

communities in Western Australia and the erosion of land tenure since the 1992 Mabo ruling.

He urged ACTU Congress to ignore a "neoliberal agenda which seeks to punish the vulnerable; paternalistically control and assimilate Aboriginal and Torres Strait Islander peoples".

In closing, Mal said, "we would certainly like the union to walk with us and work with us, going into the future".

## Unpaid wages win for ADHC staff

The PSA has won four years of unpaid overtime for ADHC staff at the Tomaree Centre.

The Centre is a facility for adults with an intellectual disability at Shoal Bay, in the Port Stephens region of NSW.

Staff realised they had been continually working more hours than their mandated 76-hour

fortnights, yet were not paid for any excess time on the job.

Regional organiser for the PSA, Paul James, approached the department's regional director and requested a pay audit.

After the audit, the director arranged for staff to be paid for the extra hours worked over the past four years.

If you think staff in your area are working without being paid, talk to your PSA delegate or call the Member Support Centre on 1300 772 679.

## W.G. McNally Jones Staff LAWYERS



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We have accredited specialists in Personal Injury, Employment and Industrial Law. We can also provide legal advice and representation to all PSA members on:

**Litigation | Wills**

**Family law including de facto relationships**

**Police matters | Discrimination | Conveyancing**

**Deceased estates**

**Superannuation & disability claims**

**General legal advice**

As members of the PSA you are entitled to the first consultation free of charge upon presentation of a letter of referral from the PSA.

*Note: Work related matters must be referred to PSA industrial staff in the first instance. They will advise if a lawyer is required.*

## Outsourcing a risk to privacy

Outsourcing public sector responsibilities is putting the personal details of the members of the community at risk of exposure, claims the NSW Privacy Commissioner, Dr Elizabeth Coombs.

In the report by the Privacy Commissioner under Section 61B of the Privacy and Personal Information Protection Act 1998, Dr Coombs recommends the Privacy and Personal Information Protection (PPIP) Act be amended to ensure outsourcing government services does not continue to pose a risk to people's privacy.

The report's recommendations express concern about a lack of "formal privacy protection for clients of some State Owned Corporations".

"I recommend amendments to the PPIP Act to ensure no diminution to the protection of privacy and personal information in the outsourcing of government sources," she writes.

Dr Coombs recommends privacy compliance obligations need to be explicitly entered into any outsourcing agreements.

The Commissioner praises NSW public sector agencies for their "overall commitment to good privacy frameworks and practices".

However, she says the move to provide more services using communication technologies, "including 'Big Data' and cloud computing" have placed greater pressures on privacy.

## PSA on the waterfront

### PSA members and staff continued to support the protest at Port Botany for maritime workers fired via text.

Employees of Hutchison Ports in Sydney and Brisbane were dismissed in the middle of the night via text – perhaps given Hutchison's links to Vodafone, someone in management thought this was a great crossover of services.

When negotiations over the dismissals broke down, the Maritime Union of Australia protested at the gates of Sydney's Port Botany.

Other unions came to support the sacked workers.

The PSA members and staff were joined by representatives of many other unions.

Most unions in NSW had representatives at the port for the protest.

PSA staff and members also joined a protest in the Sydney CBD, held at the Pitt Street Mall.

The city protest parodied the Vodafone 'Little Big Protest', hijacking the phone company's marketing hash tag.



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

ABN 83 717 214 309

## Summary of Financial Accounts for 2014

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.



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

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 2014, and the comprehensive income statement, statement of changes in equity and statement of cash flows for the year ended on that date, and related notes, derived from the audited financial statements of the Association for the year ended 31 December 2014.

#### 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 2014. 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.

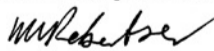
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Independence

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

#### Opinion

In our opinion the concise financial report of Public Service Association of NSW for the year ended 31 December 2014 complies with Accounting Standard AASB 1039: Concise Financial Reports.

  
Weston Woodley & Robertson

Michael Payne

Date: 15th of June 2015

Sydney



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## Public Service Association of NSW

Statement of comprehensive income for the Year Ended 31 December 2014

	2014	2013
	\$	\$
Revenue	22,879,103	23,826,449
Other income	23,072	32,746
Employee benefits expense	(14,308,817)	(14,531,716)
Depreciation and amortisation expense	(570,518)	(547,744)
Finance costs	(310,263)	(502,950)
Other expenses	(6,987,438)	(7,539,907)
<b>Profit before income tax</b>	<b>725,139</b>	<b>736,878</b>
Income tax expense	-	-
<b>Profit for the year</b>	<b>725,139</b>	<b>736,878</b>
<b>Other comprehensive income:</b>		
<i>Items that will not be reclassified to profit or loss:</i>		
Gain on revaluation of land and buildings	-	-
Actuarial (loss)/gain on defined benefit pension plans	(5,763,541)	9,144,427
Income tax relating to these items	-	-
<b>Other comprehensive (loss) income for the year, net of tax</b>	<b>(5,763,541)</b>	<b>9,144,427</b>
<b>Total comprehensive (loss) income for the year</b>	<b>(5,038,402)</b>	<b>9,881,305</b>

## Public Service Association of NSW

Statement of financial position as at 31 December 2014

	2014	2013	1 January 2013*
	\$	\$	\$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2,486,517	3,366,324	3,133,849
Trade and other receivables	411,883	637,108	618,786
Financial assets	27,412,754	16,327,735	15,630,107
Other assets	695,681	587,822	309,926
<b>TOTAL CURRENT ASSETS</b>	<b>31,006,835</b>	<b>20,918,989</b>	<b>19,692,668</b>
<b>NON-CURRENT ASSETS</b>			
Trade and other receivables	44,671	60,954	74,500
Financial assets	-	10,015,196	10,015,196
Property, plant and equipment	24,578,660	24,013,776	23,842,076
<b>TOTAL NON-CURRENT ASSETS</b>	<b>24,623,331</b>	<b>34,089,926</b>	<b>33,931,772</b>
<b>TOTAL ASSETS</b>	<b>55,630,166</b>	<b>55,008,915</b>	<b>53,624,440</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	2,132,724	2,934,899	3,547,937
Provisions	4,302,400	4,420,928	4,339,100
Retirement benefit obligations	13,836,023	7,269,485	15,254,446
Other financial liabilities	88,368	15,350	18,409
<b>TOTAL CURRENT LIABILITIES</b>	<b>20,359,515</b>	<b>14,640,662</b>	<b>23,159,892</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	225,100	284,300	261,900
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>225,100</b>	<b>284,300</b>	<b>261,900</b>
<b>TOTAL LIABILITIES</b>	<b>20,584,615</b>	<b>14,924,962</b>	<b>23,421,792</b>
<b>NET ASSETS</b>	<b>35,045,551</b>	<b>40,083,953</b>	<b>30,202,648</b>
<b>EQUITY</b>			
Reserves	19,444,858	19,444,858	19,444,858
Retained earnings	15,600,693	20,639,095	10,757,790
<b>TOTAL EQUITY</b>	<b>35,045,551</b>	<b>40,083,953</b>	<b>30,202,648</b>

\*Restatement as a result of a change in accounting policy to comply with AASB 119 "Employee Benefits" which became applicable on or after 1 January 2013

# Attack on penalty rates just the start

The Productivity Commission has penalty rates for hospitality and retail workers in its sights. Is the public sector next?

While health and emergency-services penalty rates have not been targeted, the Commission is pushing a two-tiered system which will reduce the take-home pay of employees such as waiters and shop staff. "Weekend work is now common," read the report. "The traditional Monday-to-Friday week is not dead, but nor is it as predominant as in the past. "Some four million employed people – more than one in three in the workforce – work at least a Saturday or Sunday each week." The Commission is using "increased female workforce participation rates, the reduction in religious observance, changing social norms about shopping times, the softening of trading hour restrictions, and the emergence of international online commerce" to snatch Sunday rates from the people who serve food and staff shops on the weekend. No mention is made that kids' sports days, weddings and other traditional weekend activities often remain the domain of Saturday and Sunday. The Commission report authors have decided Sunday rates are

wasted on hospitality workers because they are young and unskilled. "In the controversial industries, the average skill levels are low, job tenure short, much of the work is part time and casual, the average age of employees is low and award dependence is relatively high. "The frictions from moving from job to job do not appear to be high." They could also be targeted because they largely work outside the union system. The report concedes organisations such as the PSA have shielded public sector employees from the worst excesses of an increasingly deregulated labour market. "The wages of public sector employees have not been systematically depressed," reads the report. "This may be due to several factors, including the high unionisation rates in parts of the public sector." The Commission also wants to change the way the Fair Work Commissioners are appointed. "The Australian, state and territory governments should create an expert appointments panel, which would provide a merit based



shortlist of candidates for the two divisions," the report reads. "The relevant Australian Government minister would then choose members from the shortlist for a fixed tenure (with the potential for renewal). "Both the panel and the relevant minister would need to be satisfied that the person would be widely seen as having an unbiased and

credible framework for reaching conclusions and determinations." The report's attack on penalty rates has stirred Australia's union movement. Australian unions and PSA members doorknocked voters in September to point out the dangers of cutting wages for vulnerable workers.



Vale

## Rachel Polanskis

It is with a heavy heart the PSA/CPSU announces the loss of a powerful advocate of union solidarity in the workplace. Rachel Polanskis, a 20-year member at the University of Western Sydney, was an active delegate and passionate fighter for workers' rights. Rachel lost her own fight for life on 25 September and will be sadly missed by all who knew her. Never afraid to step up for members' rights, she was respected by both those she supported and by management. Delegates new and old often came to her seeking sage advice. Rachel is survived by her long-time partner, devoted friend and soulmate Robert Hazeltine, also a PSA/CPSU member until his recent retirement. The PSA/CPSU would like to acknowledge the hard work and dedication of Rachel Polanskis across the past 20 years. RIP Rachel.



## Let's rock the boat on bullying

Too often fear of being labelled a whinger stops people reporting a colleague's unacceptable behaviour. This allows the situation to continue, often for many months, if not years. Bullied staff may lose concentration at work, which could affect their performance management. When dealing with precursor behaviour in bullying situations, most people think letting the treatment slide will be enough. However, dedicated bullies have a pattern. They will start out small to test whether people will take action. A lack of action is confirmation for them that victims are too fearful to take them on and they continue their behaviour at an accelerated pace.

Even if the bullying starts with a co-worker – known as horizontal bullying – the end result is the same; the victim's performance is questioned in an all-round attack on their character and competence in the workplace. Once performance management starts, a person's claim of bullying is null and void in the court's eyes. If you have done nothing to raise the issue of bullying during your workplace's internal reviews, then the only matter for discussion is your performance. The Australian Workplace Barometer (AWB) study estimated in 2012, 6.8 percent of the adult employed workers surveyed had been bullied in the previous six months.

## General Training Courses

### 2015 Sydney Schedule

- Dealing with member issues – Tuesday 13 October
- Public Speaking – Friday 23 October
- Advanced Delegates – Tuesday 27 October
- Role of the Delegate – Tuesday 17 & Wednesday 18 November
- Dealing with Bullying in the Workplace – Friday 13 November
- Dealing with Member Issues – Tuesday 8 December

### 2015 Regional Training

- Role of the Delegate (Bathurst) – Wednesday 23 September

### COURSE OUTLINES:

#### Role of the Delegate

TWO-DAY COURSE: 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

ONE-DAY COURSE: for delegates who want to develop their ability to assist members with individual workplace issues. The course will look at how to deal with individual issues by using the problem solving framework, and by developing advocacy skills.

#### Advanced Delegates (NEW)

ONE-DAY COURSE: for delegates who have completed the Role of the Delegate course and wish to further develop their skills as a delegate. It will look at advanced recruitment techniques, analysing issues, campaign skills and dealing with member issues.

#### Dealing with Bullying in the Workplace

ONE-DAY COURSE: designed to assist members and delegates in dealing with bullying and harassment at work.

#### INFORMATION

These courses are available at no charge to PSA/CPSU members.

Non-members wishing to attend our training will need to submit a membership application first.

Participants are responsible for their own travel and other costs incurred in attending training.

#### Venues

All training courses are held at PSA House, 160 Clarence St, Sydney unless otherwise stated.

*NB: Lunch is not provided. Tearoom facilities available with tea, coffee, fridge and microwave.*

#### 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.

These courses are available at no charge to PSA/CPSU members.

Non-members wishing to attend our training will need to submit a membership application first.



CONTACT BY EMAIL: [training@psa.asn.au](mailto:training@psa.asn.au)

## PSA/CPSU DIRECTORY

### PSA EXECUTIVE

Anne Gardiner, General Secretary  
Steve Turner,  
Assistant General Secretary  
Sue Walsh, President  
Cassandra Coleman,  
Senior Vice President  
Wendy Hurry, Vice President  
Nicole Jess, Vice President

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Red Tape: 1300 772 679  
Email: redtape@psa.asn.au  
Distribution of publications:  
1300 772 679  
Website: www.psa.asn.au

### CENTRAL WEST REGION

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BATHURST 2795  
Phone: 1300 772 679

### CENTRAL COAST-HUNTER REGION

Suite 3, Level 1,  
Hunter Unions Building  
408 King Street  
NEWCASTLE WEST 2302  
Phone: 1300 772 679

### NORTHERN REGION

2/133 Keen Street, LISMORE 2480  
PO Box 818  
Phone: 1300 772 679

### NORTH WESTERN REGION

Shop 14 The Atrium Shopping Centre  
345 Peel Street, TAMWORTH  
PO Box 682, TAMWORTH 2340  
Phone: 1300 772 679

### SOUTH EASTERN REGION

Suite 13, 104 Crown Street  
PO Box 986  
WOLLONGONG 2520  
Phone: 1300 772 679

### SOUTH WESTERN REGION

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Phone: 1300 772 679

### COMMUNITY & PUBLIC SECTOR UNION (SPSF GROUP)

Karen Batt  
National Secretary  
Level 1, PSA House  
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SYDNEY, NSW 2000  
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Fax: (02) 9299 7181  
website: www.cpsu-spsf.asn.au

### COMMUNITY & PUBLIC SECTOR UNION (SPSF GROUP NSW BRANCH)

Sue Walsh, Branch President  
John Cahill, Branch Secretary  
Steve Turner,  
Branch Assistant Secretary  
Kirsten Cameron,  
Branch Assistant Secretary  
Ron Davis, Branch Assistant  
Secretary for 'POA' Sub-Branch  
Wendy Hurry, Branch Vice President  
Boyd Kellner, Branch Vice President  
Nicole Jess, Branch Vice President

# PUBLIC SERVICE ASSOCIATION of NSW CALL FOR NOMINATIONS 2015

## Department Of Education Departmental Committee

Nominations are called for positions of delegate on the above departmental committee.

### Metropolitan State Offices

Electorate	Site	Delegates
Electorate 1	Bridge St	3 delegates
Electorate 2	Oxford St	5 delegates
Electorate 3	Blacktown	2 delegates

### Non-Metropolitan State Offices

Electorate	Site	Delegates
Electorate 4	Newcastle	1 delegate
Electorate 5	Wollongong	1 delegate
Electorate 6	Bathurst	1 delegate

### Metropolitan Non-State Offices

Electorate	Sites	Delegates
Electorate 7	All DE Non State Offices in Metro (e.g. ITD Australian Technology Park; Safety & Security Blacktown, ECEC)	7 delegates

### Non-Metropolitan Non-State Offices

Electorate	Region	Delegates
Electorate 8	Newcastle	1 delegate
Electorate 9	Central West	1 delegate
Electorate 10	North Coast	1 delegate
Electorate 11	North West	1 delegate
Electorate 12	South East	1 delegate

## Environment and Heritage Departmental Committee

Nominations are called for positions of delegate on the above departmental committee.

METROPOLITAN Environment and Heritage	9 delegates
NEWCASTLE/HUNTER Environment and Heritage	1 delegate
NORTH WEST Environment and Heritage	1 delegate
NORTH COAST Environment and Heritage	2 delegates
CENTRAL WEST(Bathurst) Environment and Heritage	2 delegates
SOUTH EAST Environment and Heritage	4 delegates
SOUTH WEST Environment and Heritage	1 delegate
METROPOLITAN Environment Protection Authority	2 delegates
NEWCASTLE and NORTH Environment Protection Authority	1 delegate
BATHURST and SOUTH Environment Protection Authority	1 delegate

## Department of Planning and Environment Departmental Committee

Nominations are called for positions of delegate on the above departmental committee.

METROPOLITAN	2 delegates
NEWCASTLE and NORTH	2 delegates
BATHURST and SOUTH	2 delegates

## Juvenile Justice Departmental Committee

Nominations are called for positions of delegate on the above departmental committee.

Metropolitan North Community Office	1 delegate
Northern Community Office	2 delegates
Western Community Office	1 delegate
Metropolitan Southern Community Office	1 delegate
Orana JJC	1 delegate
Frank Baxter JJC	1 delegate
Acmena JJC	1 delegate
Reiby JJC	1 delegate
Riverina JJC	1 delegate
Cobham JJC	1 delegate
Juniperina JJC	1 delegate
Court Logistics	1 delegate
Central Office	1 delegate
Women's Contact Officer	1 delegate
Aboriginal Contact Officer	1 delegate

Nominees, nominators and seconders must be financial members of the Association as at 12 October 2015

Each nomination must be seconded by two other persons who are from the same group and electorate as the nominee.

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.

G R BENSLEY, Deputy Returning Officer

## Election of the State Executive of the Commissioned Prison Officers (Vocational Branch) Advisory Group

Nominations are hereby called for the following positions on the State Executive of the Commissioned Prison Officers (Vocational Branch) Advisory Group.

Chairperson	1
Vice Chairperson	1
Secretary	1
Executive Officers	2

Nominees, nominators and seconders must be financial members of the Association as at 12 October 2015

The nomination must be seconded by six financial members of the Branch

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.

G R BENSLEY, Deputy Returning Officer

## Science, Engineering and Technical Vocational Advisory Group

Nominations are called from financial members employed in scientific, engineering and technical roles for the position of delegate in the following electorates:

Metropolitan	4 delegates
Central West	1 delegate
South West	1 delegate
North West	1 delegate
North Coast	1 delegate
Hunter	1 delegate
South Coast	1 delegate

Nominees, nominators and seconders must be financial members of the Association as at 12 October 2015

The nomination must be seconded by two financial members of the Branch .

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.

G R BENSLEY, Deputy Returning Officer

Nominations must be on the prescribed form (or facsimile of it).

Nomination Forms are available at:

- PSA website [www.psa.asn.au](http://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.

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.

The nomination 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 to [elections@psa.asn.au](mailto:elections@psa.asn.au)
- hand delivered to the PSA Inquiry counter on Level 5, 160 Clarence Street, Sydney
- faxed to (02) 9262 1623

and reach PSA Head Office no later than **5pm Monday, 9 November 2015**.

G R BENSLEY, Deputy Returning Officer

## Red Tape

**Editorial Production:** PSA Communications Unit  
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**Managing Editor:** Steve Turner, Acting General Secretary  
**Issue Editors:** Murray Engleheart & Jason Mountney  
**Writers:** Jason Mountney & Murray Engleheart  
– with significant input from members

### Contact the PSA

Phone 1300 772 679 | Fax (02) 9262 1623  
Email [redtape@psa.asn.au](mailto:redtape@psa.asn.au) | Visit [www.psa.asn.au](http://www.psa.asn.au)

# Any sign the person next to you is a PSA member?



## Are they aware that...

...since 1899, the PSA has been fighting for the rights and conditions of workers in the NSW public sector?

...their 2.5% pay increase came about as a direct result of the efforts of the PSA?

...following the State Government's cuts to workers compensation in 2012, the PSA introduced a journey protection scheme to provide income insurance for members injured while travelling to or from work?

...the PSA pioneered domestic violence leave in Australia – with a policy now adopted by major corporations nationwide?

...paid lactation breaks and facilities for lactating mothers were added to the Public Service Conditions of Employment Award thanks to the PSA?

...the PSA has been the leading campaigner against bullying at work and has succeeded in placing the issue on the Government's agenda as a matter that must be addressed?

...united we stand, divided we beg?

To join the PSA, call **1300 772 679**  
or go to **[www.psa.asn.au](http://www.psa.asn.au)**

(Feel free to cut out this page and display it where it can be seen by your colleagues.)

**PSA**  
ESTABLISHED 1899