

RedTape

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New battle for Disability Services draws from personal experience

The first-hand experiences of new PSA General Secretary, Stewart Little, as a disability support worker will drive a reinvigorated campaign, that will include social media and video, to fight ADHC's privatisation.

"I was working at the NSW Police Association," said Stewart, "when two job opportunities presented themselves. One was a very good job at Treasury. The other a far more humbling role as a disability support worker.

"At the time I was considering whether to run for the position of General Secretary in the PSA elections.

"I knew the privatisation of Disability Services was a huge concern for the many members involved, as well as the families who depend upon their services. "I decided if I am to seek the support of members in the PSA election, I needed a real world education of life working for ADHC and so I took up a disability support role at a group home in Sydney's south.

"Working with five not-exactly-small-framed men with severe behavioral problems was

extremely challenging mentally and often physically.

"To say it was a grounding experience is putting it very, very mildly.

"These were the people the Government has a legal and moral obligation to support and assist, not wash their hands and walk away, leaving their care to ill-equipped non-government organisations.

"NSW will be the only state in Australia with no government safety net, throwing the care of people with disability into free fall."

Stewart's first-hand encounters – of both the demands of a support worker's job and the degree to which clients rely on ADHC – will inform a fresh PSA campaign on behalf of members in the sector.

The PSA strongly believes it is essential the NSW Government provide a public safety net for



Members and staff of the PSA confront Premier Mike Baird in Penrith over his privatisation of Disability Services.

people with disability and that it be the gold standard – that is, ADHC – and the expert-experienced services it now provides.

As part of the new campaign, the union will be launching a digital strategy that will include video as well as an industrial component led by new Assistant General Secretary, Troy Wright and the delegates from the ADHC Departmental Committee. Earlier

in 2016, Troy secured the right of the PSA to follow Home Care workers into the private sector.

A third element of the fight will be political, a tool that going forward will be part of a range of the PSA's other activities.

"It is critical that the politics of the ADHC sell off also be addressed," said Stewart Little, "On that front there is a battle looming and not just with the obvious opponents,

the Baird Government. Labor will also have to be brought along with the PSA's view on the importance of the need for publicly run disability services. That conversation has already begun."

For more information, go to publicdisabilityservices.org.au

Your union: under new management



Left to right: Troy Wright, Kylie McKelvie and Stewart Little

"We have won a clear mandate for change..."

The recent PSA elections have ushered in an entirely new leadership team with considerable experience in the public sector, the industrial relations arena and critically, a history with the PSA.

Stewart Little has been elected General Secretary, Troy Wright, Assistant General Secretary and Kylie McKelvie, President.

Nicole Jess is Senior Vice President, with Wendy Hurry and Ray Wilton Vice Presidents.

Stewart is a highly experienced former Senior Industrial Officer at the PSA and Troy was previously the Industrial Officer at the PSA's federal wing, the CPSU SPSF.

Kylie is from Corrective Services and takes the reins from Sue Walsh, the longest serving President in the union's history.

"We have won a clear mandate

for change on behalf of members," said Stewart. "We plan to implement that change in a considered and measured manner for the good of the entire membership.

"The previous leadership appeared desperate not to upset the Government or the Public Service Commissioner in any way – a position, to my mind at least, totally at odds with the most basic tenets of unionism.

"The results of that approach were sadly plain for all to see with the NSW Government marching forward unhindered by any opposition.

"In the rare instances where the PSA did stand up, they were poorly equipped. Petitions are tools; they are not weapons and highlighting a problem in the media is only the start of the battle.

"And while seeking to increase the profile of the PSA as a brand is commendable, it is a totally hollow gesture without some real substance behind it, as was the case over the last four years.

"The PSA is not a Government agency but was slowly forced into that mould, its fighting spirit almost completely sidelined in favour of process and management structures.

"As a PSA member for more than two decades, this white flag waving broke my heart.

"I vow that for the next four years your union will be transformed with a new combative spirit with hard lessons learnt from the past to shape a fresh approach to a challenging future," said Stewart.

Results on page 15.



Stewart Little

From the General Secretary

The PSA must be a real force once more

On Friday 28 October, I commenced duties as the new General Secretary of the PSA.

As a unionist all my working life and a PSA member since 1995, it is a privilege I shall never take lightly.

I will do all in my power to make a positive and lasting contribution to this union's proud legacy.

I would like to thank all those who supported me over the past few years and everyone who worked so tirelessly during the PSA election on behalf of myself and my leadership team.

I extend my warm congratulations to new Assistant General Secretary, Troy Wright and new President, Kylie McKelvie along with Senior Vice President, Nicole Jess and Vice Presidents, Wendy Hurry and Ray Wilton.

I welcome also the new members of the PSA's Central Council.

In my duties over the next four years I will be drawing on my experiences at the former Metal Workers Union, Parliament House – where I was a PSA delegate – the number of years I served as a PSA Senior Industrial Officer, in addition to my time as a disability support worker and at the NSW Police Association.

I wish to acknowledge the hard work and dedication of many staff at the Association, however, the past four years saw a number of missed opportunities for the union.

In essence, the Government has been rolling over the top of the PSA and laughing while it did so.

For the most part, the union has done little more than politely thank Mike Baird for his time.

The Government knew only too well the PSA was too internally focused to mount any sort of a fight.

Yes, there were rallies and strong media coverage but the next step, the critical industrial and political elements of campaigning were completely missing.

The introduction of the GSE Act should have been vigorously opposed rather than virtually waved through.

Likewise, a new Regulation under the GSE Act which strips redundancy rights from employees involved in privatisations.

With my recent experience as a carer with ADHC, I will be ensuring that the PSA combats the privatisation of disability services with a fresh campaign.

It was the new Assistant General Secretary, former Probation and Parole member, Troy Wright who earlier this year, as CPSU Industrial Officer, led the successful court case that won the PSA the right to follow Home Care workers into the private sector.

We intend to pursue a similar strategy for other members who may otherwise be lost through privatisation or outsourcing.

The new President, Kylie McKelvie, and Senior Vice President, Nicole Jess, will use their personal experience working in Corrective Services to reinvigorate our fight on behalf of those members.

It is also my intention that the union step up its efforts in a range of other areas including the fight for proper leave provisions for those impacted by domestic violence.

The PSA's Aboriginal Unit will be revived and bolstered.

The Government knew only too well the PSA was too internally focused to mount any sort of a fight.

We will make the most of our most valuable resource: delegates.

And I am committed to restoring the status of Women's Council in recognition of the specific challenges faced by our female membership, and ensuring our members in regional and rural NSW receive locally based industrial support.

To undertake these tasks effectively, my leadership team will reboot the business of the PSA to act on the concerns of delegates as outlined in our election campaign.

This will involve reshaping and realigning the internal structure of

the PSA which will be undertaken in full and open consultation with staff and the respective unions.

I want the PSA to be mentioned in reverent, even formidable terms in Hansard once more.

I want the union to engage with the politicians and law makers and I have already addressed the Labor Caucus.

I do not intend to be "in bed" with any political party, but make no apology for seeking a strong dialogue across the political, trade union and community spectrum in order to influence the debate on your behalf as a PSA member.

The result of the recent Orange by-election showed what can be achieved when the trade union movement acts in a strategic industrial and political manner.

That election sent a very clear message to Mike Baird and his government that the community will not tolerate policies that privatise essential public sector services and cut jobs in the bush.

I'm proud to say the PSA played a role in telegraphing that rebuttal home to the Government, a strategy that will be part of the union's operating fabric going forward.

Fights like Orange are union business – don't let anyone try and tell you otherwise.

I want PSA members to be proud of their union, to know that the PSA is their insurance policy in the workplace, and most importantly,

that the PSA is a trade union, not a Government agency.

For me, the last four years of the Public Service Association can tragically be best summed up with the final image and line in the PSA's 2014 TV advertisement.

Two people are shown seemingly hopelessly lost in the bush and ask "which direction are we headed?".

Being totally clueless in the light of the Baird Government's relentless attacks isn't exactly the strongest of public game faces.

There is a great deal of rebuilding and rebonding to be done on a number of levels, not the least of which, as far as many members are concerned, involves the urgent need for the PSA to regain their faith and trust.

I am confident that, in time, belief in the union will be restored in full.

I am just as certain that in the coming years the PSA will retake its rightful position as one of the key unions in NSW.

Please join my team and I in making the Public Service Association of NSW a real force to be reckoned with once again.

I wish all members and their families a safe and happy Christmas and express particular appreciation to those shift workers for whom 25 and 26 December are just business as usual, keeping the state running.

Stewart Little
General Secretary



Land & Property Info errors due to privatisation process

The PSA has been proven right: selling off the Land and Property Information (LPI) Titling and Registry wing is a disaster for NSW.

As we have seen, the looming privatisation of LPI led to the issuing of incorrect certificates regarding the impact of infrastructure projects. More than 200 homes were bought without owners realising they were in the path of a future freeway through southern Sydney.

There will be no follow up, only cover up once the service is sold off.

A contributing factor to the errors was staff cutbacks, with many experts normally involved in these duties instead working on the preparatory process for the registry's privatisation.

These errors would never come to light in a privatised organisation. "At the moment, while LPI is still in public hands, the NSW Government remains accountable for these human errors. There is a Government guarantee", said PSA General Secretary, Stewart Little. "Once the service is privatised, there will be no regulation and no accountability, only a profit motive. "What private enterprise with a focus on its profits is going to raise its hand and advise the community of its errors? "There will be no follow up, only cover up once the service is sold off. "These errors do not bode well for the privatised organisation nor the community."

Sell-off hits media nerve

The PSA's concerns about the Baird Government's plans to outsource the Land Titles Registry have gained extensive media coverage and been boosted with support from the NSW public worried about rising costs and lower security. On October 17, *The Sydney Morning Herald* led its story with the warning "house hunters will ultimately bear the cost of a NSW Government decision to increase the registration fees for land and property". The fee hike is to make the branch of the LPI a juicier option for buyers. Richard Ackland in *The Guardian* wrote of the potential for conflict of interest. "The new operator is likely to be a consortium, comprising a bank, an insurance company, a

foreign sovereign fund and an international superannuation fund. "Certainly these institutions themselves would own and invest in significant amounts of real property. "For large land investors to be operating the titles registry could be seen as an inherent conflict." Local press also ran stories on the plan, with the *St George and Sutherland Shire Leader* interviewing two former senior officers of the Land Titles Office. Even the business press, which is usually among the media's biggest pro-privatisation cheerleaders, put the boot in. *Macrobusiness* called the move "yet another example of a short-sighted and deleterious privatisation", pointing out the absurdity of privatising a monopoly service.

Regions railroad by sale

The issuing of incorrect certificates on more than 200 properties in Sydney could be just the tip of the iceberg in regional NSW.

"Property owners in areas in regional NSW such as Orange and Bathurst – where their land is their livelihood – might well find themselves in the same situation that recently surfaced in Sydney," said PSA General Secretary, Stewart Little. "In fact, rural areas will potentially be hit more heavily due to size of holding and the chance of gas pipeline, road action, transmission lines and water supply lines affecting them. "Rural landholders will additionally be most affected by the privatisation, as it leads to Private Title Insurance on the value of rural properties adding many thousands of dollars to transactions. "Regional communities will also be horrified to know that their titling details may end up being owned and kept by a foreign company with all proceeds remaining offshore."

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Kylie McKelvie

From the President

A new beginning for your great union

Firstly, my heartfelt thanks to all those who supported my bid for the PSA presidency.

I am truly honoured by the faith so many placed in me but fully appreciate that the real hard work, the work on your behalf, has only just begun.

When I first became a PSA member 10 years ago, it seemed to me that the union was a huge organisation.

It was only when I became a delegate that I realised the power of the PSA is in the members in workplaces across the state.

As President, I intend to ensure the views of members are heard and acted upon wherever and whenever possible.

I would like to acknowledge the outstanding service to the union that was provided by my predecessor, Sue Walsh, for a record 16 years.

Sue was and remains an outstanding ambassador for the PSA and women unionists generally.

As far as my background is concerned, I have a young family and live in the NSW Central West so I am very much aware of the difficulty members face in balancing their work and personal lives as well as the importance of public services in regional areas.

For the past eight years I have been working in Corrective Services as a Senior Services Program Officer.

The future...

I intend to do more to advance the cause of women PSA members, a fight that for some reason was seemingly all but abandoned for the past four years. I have already begun re-activating the Women's Council.

I would like to acknowledge the outstanding service to the union that was provided by my predecessor, Sue Walsh, for a record 16 years.

More also needs to be done for members in regional areas and

that means empowering our staff in those non-metropolitan centres. The PSA's regional offices have provided wonderful assistance to members across the state over the past few years but they were not always given the support they needed.

For example, in Bathurst, the position of Regional Organiser was left unfilled for some time, apparently, for cost cutting reasons, which ironically and rather disturbingly echoed the actions and language of the Baird Government. Hardly a best practice look from a union.

Thank goodness for Belinda Pearce. Not only did she step up into the role, but she carried out the duties in an exceptional manner.

My warmest thanks and congratulations to Belinda for doing an excellent job under very difficult circumstances.

It is due to her efforts that members in the Central West received a proper service from the PSA.

I have given a clear commitment to members that I will engage with delegates. I support a review into improving engagement with members and delegates.

While there are many things I wish to work on, my main priority will be doing all I can to assist new General Secretary, Stewart Little and Assistant General Secretary, Troy Wright to transform the PSA into an industrial force again.

Kylie McKelvie
President

Minister disconnected from real Community Services helpline problems

The PSA was not surprised when media reports emerged about a police officer attempting to report a case of child abuse to Community Services, only to be placed on hold for 12 hours by the Department's Helpline.

Your union has repeatedly raised concerns regarding work overload and staffing issues with the Department and met with FACS Secretary Michael Coutts-Trotter as recently as September this year about these matters.

Minister Brad Hazzard however appeared to blame Helpline staff and is using his Government's under-resourcing of the service to justify radical plans to decentralise it.

"It's unfortunate the Minister chooses to attack Community Services casework staff, when the real issue is and has always been funding," said PSA Assistant General Secretary, Troy Wright.

"The 12-hour wait for the police officer was due to a technical issue created by one of the other models on trial.

"The tragic fact is the need for child protection as a core statutory role of Government is growing rapidly but staffing and resourcing in Community

Services has been cut to the point where it is becoming dangerously compromised.

"There has been a 20 percent increase in call volume from last year but this has not been matched with an increase in Caseworker numbers.

"The Helpline received almost one quarter of a million calls last year from police officers, teachers, nurses and community members reporting potential abuse or neglect.

"The Helpline has been woefully understaffed on most weekends for the past two to three years, since the rosters were changed.

"Many calls result in multiple reports being generated and on weekends far more complex matters are received, which take more time and resources to process."

Member profile

Shane Elliott
Disability Support Worker



I'm a Disability Support Worker in what's known as a group home, which is just one of hundreds of normal suburban homes throughout the community.

People ask what do we do, but because we provide all the care and assistance that five or six people (with various levels of disability) may need living in their group home together, it's almost easier to say what we don't do. On any given day we can be a personal carer, friend, pseudo nurse, admin officer, behavioural support, accountant, big brother or sister, taxi, referee, chief cook and bottle washer.

I work 24/7 shift work, so in many ways there is no typical day, as there are different routines for different days depending the shift.

Busy times tend to be in the morning and afternoon periods. In the morning you are assisting people with their breakfast and personal care so that they can get ready for their daily work, activities or day programs. And in the evening you are cooking meals, going on outings, therapy, medical appointments, personal care and preparing for the next day.

Most people get to feel very privileged to be part of someone else's household, assisting them to do all the things that you and I take for granted. But we still have to balance this with the knowledge that it is a professional and challenging workplace with increasing responsibility.

Morale is at an all-time low where the elephant in the room

is the Baird Government's plan to use the introduction of the NDIS as the excuse and the cover for privatising yet another human services industry. You don't work in disabilities for very long if you don't care about what you do, but we as workers are feeling very neglected and disrespected.

The Government is forcibly transferring us over to the NGOs and/or the large private for profits for a miniscule transfer payment. And Disabilities looks set to be the latest privatised industry forced into shonky practices; deregulated health, safety, wages and conditions; casualisation; minimum shift lengths; reduction or abolition of shift penalties; sleep overs; and no real job security to speak of.

Staff are saying they will leave in droves. It seems it doesn't pay to care.



Attendees from the South West region in Wagga Wagga are all smiles after completing their Role of the Delegate course, run by regional organiser Michelle Mackintosh.

Realising delivering courses closer to members' homes would reap benefits, the PSA has worked to improve the way regional offices run and administer training outside Sydney.

More regional courses are being scheduled for next year.

Rank and file thirst for brewing fight

Australian beer drinkers are being urged to boycott some of the nation's best-known beer brands in solidarity with workers at Carlton United Breweries (CUB).

Earlier this year, 55 workers at the brewery were stood down, then told to reapply for the same jobs at 65 percent less pay.

Unions such as the AMWU and the ETU are encouraging drinkers to boycott CUB brands, including Victoria Bitter, Pure Blonde and Carlton Draught.

CUB is owned by SAB Miller, a British-based company that is the world's second largest brewing company.

As such, drinkers are encouraged to avoid SAB Miller imported brands, which include Corona, Beck's and Miller.

A full list of the beer, cider and spirits to avoid can be found at www.australianunions.org.au/cub.

Support for the boycott has also come from outside the union movement.

A number of Melbourne bars and pubs have taken CUB products off their lists, while Sydney microbrewery Willie the Boatman donated two kegs of beer to picketing workers.



Latham pushed out of ICAC to give Baird clear privatisation passage

The resignation of ICAC Commissioner Megan Latham is the ultimate prize for the Baird Government in its quest to keep its dealings out of the public eye.

"Megan Latham's resignation is the scalp the Baird Government has been seeking as part of its push to curb the capacity of the ICAC to investigate the Government, its dealings and business associations," said PSA General Secretary, Stewart Little.

The State Budget slashed ICAC's funding, cutting staff numbers by 15 percent or approximately 20 positions. This greatly reduced investigative capacity, meaning less scrutiny of the actions of the increasingly secretive Baird Government.

The Baird Government is currently privatising disability services, Out of Home Care for vulnerable children, the land titling and registry of the Land and Property Information Service, TAFE – handing additional millions in public funds to cheap private providers with no accountability – prisons, public housing, Sport and Recreation and National Parks. All without proper scrutiny.

"The last thing that NSW needs is less scrutiny of process involving these critical services but that is exactly what the NSW Government wants," said Stewart Little.

"This Government is attempting to issue a get-out-of-jail-free card for itself and all its business mates".

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Troy Wright

From the Assistant General Secretary

Delegates – the key to the PSA's fresh fight against Baird

It is no exaggeration to say delegates hold the most essential role in our union. They are, after all, not only members but have been endorsed by their colleagues to act on their behalf and represent their views.

That makes delegates best placed to advise on, be involved in and consulted regarding any course of action in relation to members.

Over the last few years however, despite some occasional lip service, when it really mattered, delegates seemed to be relegated to virtual bench players in the PSA, sidelined while the business of the union was conducted around and above them from a central location.

That 'strategy' was not only hugely disrespectful, but deliberately ignored the fact delegates are at the coalface each day, all too aware of problems in the workplace and any issues that require attention.

Yes, the leadership is charged by the members with the responsibility of running the union but that operation must be done in concert with the shareholders – not in strategically designed isolation from them.

The PSA's new leadership team of General Secretary, Stewart Little, President, Kylie McKelvie and myself will be restoring the status and role of delegates.

The PSA's new leadership team of General Secretary, Stewart Little, President, Kylie McKelvie and myself will be restoring the status and role of delegates.

All three of us have served as delegates at different points of our respective careers.

A more inclusive and unified approach in which everyone is on the same page can only benefit the union's members, strengthen its base and fortify its structure.

We intend to create a culture within our union where our members are increasingly inspired to step up and assist their colleagues by becoming delegates.

The last thing this or any other union needs in the current political environment is a perception of disunity or being in any way fractured, thereby exposing a weakness and potential point of attack.

Of course that scenario also works in reverse: the PSA will be moving to capitalise on the Baird Government's now open flaws and sliding standing with the community as revealed in the results of the recent Orange by-election.

In addition to recalibrating how the PSA does business, there is also a great deal of work to be done on the internal mechanics and workings within the union.

This transformation is being handled with extensive consultation, dignity and respect at all times.

You will begin to see real changes within your union over the next few months with a major functional overhaul to be completed before Christmas.

I would like to warmly thank all those who believed in and supported the vision that new PSA leadership successfully put forward in the recent elections.

We will be working hard over the next four years to make that blueprint a reality for the benefit of each and every member.

Troy Wright
Assistant General Secretary

PSA helps Orange peel off Nationals

PSA staff and members urged voters in the Orange by-election to "put the Nationals last" and helped wrest the Central West seat from the junior Coalition partner.

The National Party, which has held the seat of Orange since 1947, lost it to the state's first successful Shooters and Fishers candidate in the Lower House.

On election day, PSA representatives talked to voters about the effect the Baird Government's privatisation plans have on regional centres such as Orange, and the Nationals' complacency in this agenda.

The campaign heavily featured the fates of Sport and Recreation centres, Disability Services, and Land and Property Information.



Smoking start to new Central Council

An Aboriginal smoking ceremony opened the first Central Council meeting under the new executive.

After a welcome to country by acting PSA Aboriginal Liaison Officer Ann Weldon, members from the Koomurri Aboriginal Dancers performed a smoking ceremony to open the meeting.

"The smoking ceremony, to me, is about renewal," said Ann Weldon. "It is about getting rid of negative forces and bringing in positive ones."

Later Ann thanked her predecessor, Mal Cochrane, who is on secondment, and urged all factions in the PSA to work together to defeat the Baird Government's agenda.



National Park fire-fighting plans get torched

The PSA has warned nearly 10 percent of the state has been left exposed to critical fire damage, thanks to a decision by The Office of Environment and Heritage not to appoint experienced regional managers.

National parks, covering eight percent of NSW, will not have regional managers in charge to formulate fire management plans as the summer heats, thanks to a restructure of the park system that will see between 200 and 300 years' management experience out the door by Christmas.

"This decision to remove dedicated, highly experienced staff from the organisation without transition arrangements in place at the start of the fire season is nothing short of grossly irresponsible," said PSA General Secretary Stewart Little.

"National Parks staff are front line fire fighters all over the state protecting lives, private property, forestry, homes, pastures, the lot. They stand shoulder to shoulder with Fire and Rescue and the Rural Fire Service.

"The Government's assault on this highly experienced workforce is a nothing less than a direct attack on public safety with bush firefighting plans either never being approved or hastily signed off with insufficient care due to staff shortages."

As well as fire-fighting skills, the managers take with them a wealth of knowledge on how the state's national parks operate.

These skills are learned on the ground, not in a classroom, so it will take years to replace the knowledge we have lost.



Contacting the PSA over Christmas

The PSA will be closed from 23 December 2016 to 6 January 2017 for the Christmas and New Year break.

However, there will be staff on hand to answer emergency calls on 1300 772 679 from members from 3 January to 6 January 2017.

The executive, staff and delegates of the PSA wish all members a safe, enjoyable break.



W.G. McNally Jones Staff

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

Workers rally to enable compensation justice

Unions gathered in central Sydney in November to demand stronger protection for workers killed and injured in the workplace.

PSA General Secretary Stewart Little was among the speakers on the day, declaring “this is a fight that we dare not lose” to representatives of the PSA and unions such as the CFMEU and the Nurses and Midwives Association.

“What often astounds me is that every day we have Mike Baird and his government telling us we have the best economy in the world,” Stewart said.

“What I don’t understand is why we have the worst workers compensation scheme in this country.

“It is an absolute disgrace.

“It’s about time that Mike Baird and his government started serving this community and stopped living off this community.”

“The PSA doesn’t begrudge any emergency services workers who have an exception [from the 2012 workers comp reforms], we don’t. They are pillars of our community: the police, the fire fighters, the paramedics. “But PSA members who work in National Parks fighting wild fires want to know why they’re treated differently in relation to workers comp. Our members who work in the overcrowded jails want to know why they’re treated differently. Our members who work in Juvenile Justice, one of them



severely injured just recently, they want to know why are they are treated differently. Our members that work in disabilities, our members that work in child protection, why are they being treated differently? “It’s about time that Mike Baird and his government started serving this community and stopped living off this community.” Other speakers included union members in professions such as teaching and construction whose lives had been turned upside down after being injured in the workplace and largely neglected by an inadequate workers compensation scheme.



\$70,000 – the price tag for doing your job

A Parliamentary Inquiry has heard prison officers, Juvenile Justice workers, bushfire fighters and other government employees involved in dangerous occupations deserve better workers compensation.

On day one of an inquiry by the Law and Justice Committee of the NSW Legislative Council into the savage 2012 workers compensation reforms, PSA General Secretary Stewart Little said many other categories of emergency service employees should have been afforded the same exemptions to the 2012 changes as police. “For some reason, it appears there are different classes of emergency workers when it comes to workers compensation,” said Stewart. “Prison officers go to work each day in the most dangerous environment in the country. They stand between some of the state’s most notorious criminals and the community but are expected to do so without adequate protection for them and their families. “The same challenging circumstances apply to our members in Juvenile Justice,” he said. “There are several young offenders in custody across the state with terrorism links including one at Cobham in western Sydney where [recently] a staff member –

in an unrelated incident - was assaulted in a totally unprovoked attack.” The PSA also has concerns for those who work in areas such as National Parks, State Forests and Crown Lands. Some years ago, several National Parks firefighters were killed and others seriously injured during a hazard reduction operation at Ku-ring-gai Chase National Park. “You cannot tell me that someone who is dropped from a helicopter in the middle of nowhere in the bush with a can of petrol strapped to their back to do backburning isn’t worthy of being deemed a frontline emergency worker for the purposes of workers compensation,” said Stewart. Using evidence from a worker who was injured, then found her efforts to re-enter the workplace resisted, Stewart called for better return-to-work provisions. “There is resistance by the employer to actively help employees recover at work. “We all know that the best place for employees to recover is at work with the

support of their peers, no matter what industry, rather than having them sit at home and then lead to secondary injuries, particularly psychological injuries that, unfortunately, can arise. “You would actually save money if you had a proactive whole-of-government approach and good corporate policy in that particular area. Why would you want injured workers sitting at home being paid by lifting your insurance bills when they can actively be deployed just for a period and supported?” Stewart added that cuts to ongoing medical expenses are also affecting PSA members, citing someone who “suffered severe facial injuries during a riot at Silverwater”. “He requires ongoing work to his teeth, basically, he has to get them replaced every few years. That is not covered anymore. “He is out of pocket now by \$70,000.”



Lake Keepit; a popular spot for regional school children now at risk.
Image: Castiber

The PSA has warned that moves to privatise Sport and Recreation centres will not only affect its members employed in camps, but also the local business communities.

Lake Burrendong Sport and Recreation Camp, outside Stuart Town, spends about \$100,000 a month in the communities of Orange, Wellington and Dubbo, which supply the facility with food and services. The camp is just one of 11 under threat by the privatisation plans.

“The plan would hit the business communities of Central West centres like Orange very hard,” said PSA General Secretary Stewart Little.

“Every month the camp buys \$1500 worth of milk alone from local providers.”

“A loss or reduction in wages for locals would be devastating.”

It is believed camps in regional areas, which are more heavily subsidised than those on the coast, are more likely to be parcelled out to private operators.

This means country kids, who are more likely to come from homes with lower incomes than those on the coast, will be charged more to attend school camps.

Plans to outsource school camps is driven more by ideology than any real need and will also affect disadvantaged children

such as those with disabilities and from indigenous communities.

Lake Burrendong also provides 18 beds in its disability unit accommodation.

Groups using Lake Burrendong include Camp Quality, Canteen, Red Inc, Sunnyfield Respite, Westmead Children’s Brain Injury Unit and Family Respite.

School children from as far afield as Broken Hill use the camp and would be left without any school camp options if Lake Burrendong were to fail under the Baird Government’s leasing arrangements.

The move will also impact upon local Sport and Recreation employees.

“Privatising the Sport and Recreation Centre will be detrimental to the job security, pay, entitlements and conditions of employment for our highly skilled and qualified members,” said Stewart Little.

“These people are not just skilled workers; to many of the kids they see, they are almost life coaches.”

The State Government wants to ‘reform’ the Office of Sport based on a 2015 capability review that has never been made public.

Historically and culturally, these camps have played an important part in education programs for students across the state.

Children across NSW benefit from these programs which assist the development of life-skills and the obtaining of learning experiences that they may not otherwise be able to acquire and access.

According to the *Northern Daily Leader*, the Lake Keepit camp near Tamworth, on average “spends \$170,000 to \$190,000 a year on food and beverages, all sourced and supplied from local businesses.

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The Public Service Association is an active, member driven union that successfully asserts members’ interests and advances the value of public services for the people of NSW.



'Deadly' women make connections at conference

Described by Aboriginal Liaison Officer Ann Weldon as a "deadly mob of women for a deadly organisation", the PSA Annual Women's Conference was held at PSA House in September.

The theme for the conference, attended by 108 PSA members, was 'Connecting the Generations'.

"I think it is hard to connect generations," said one of the speakers, noted Australian feminist Eva Cox.

"You now have generations who have grown up almost entirely under the assumption that the most important thing in the world is the economy", adding many people have forgotten about "living in a society".

Eva Cox said this erosion of civic pride began in the 1980s, when society became dominated by the idea that the market

should supersede government in more aspects of life.

"We need to put the social back on the agenda," she said.

"Somewhere in the 1980s and 1990s, when neoliberalism turned up, feminism lost the plot to some degree."

She said there is a lack of coverage for alternatives to privatisation in the media, making it tougher for younger people to see there is an alternative to the neoliberal model that dominates society today.

Eva floated the idea where every person gets a basic income to ensure "the

necessities of life are within your reach" – or shorting working hours, which would relieve the domestic burden on many women with partners at work for a long portion of the day.

She also warned about people turning away from democracy, citing upheaval in Europe as voters flock to authoritarian politicians, and the American electorate's embrace of Donald Trump.

Taking on 'a force of nature'



Taking inspiration from the resilience of Aboriginal Australians' survival after nearly 230 years of European occupation, ACTU President Ged Kearney addressed Women's Conference, talking about the fight against neoliberalism and its role on privatisation.

"Right now, we are dealing with a violent, unequal system that is being shaped by neoliberal greed," she said.

"They see the market as a godlike force of nature."

However, Ged believes neoliberalism's appeal is starting to lose its lustre with the Australian public – something the union movement has played a part in.

"[Neoliberalism] is an agenda people are beginning to reject: I am very proud to say that.

"Within only a few decades of existing, that neoliberal, conservative agenda is beginning to self-destruct.

"The union movement ran an election campaign – and your great union was a wonderful part of that – on no more tax cuts to multinationals and wealthy people.

"We ran on a campaign to save public services and to increase spending to

education, to save our public healthcare system, and to save our rights at work.

"And we damn near beat a first-term Liberal government."

When it comes to the "battle for gender equality", Ged Kearney said the issue was more complicated than "just adding women to the status quo".

And, fittingly for an address to a women's conference, Ged reminded the audience to keep supportive networks in place.

"It is also about remaining connected to each other. Women need to meet with women: we need to support each other," she said.

"The whole world is a men's club."

Quoting a wage disparity, on average, of \$261 a week for women in full-time work, the ACTU President said there are other challenges women face, including "blatant discrimination", such as the difficulty

many face re-entering the workforce after childbirth, male favouritism for promotions and the dearth of female directors on the country's boards.

"It is about some men simply not taking women seriously," she said, mentioning demeaning comments about women's abilities from former conservative Prime Ministers John Howard and Tony Abbott.

But the debate, she said, is not just about giving women better access to the job market, but men better access to roles within the family, mentioning the resistance many men met from employers when they opted to work part-time to have a greater involvement in child-rearing.



“Do they really get the chance to work full-time?”

Unsurprisingly, women with children up to high school age are more likely to work part-time – as much as 75 percent of female workers in this situation.

Even women returning to work will face barriers, such as:

- the gender pay gap steadily increases up to the age of 54, leaving women about 21 percent worse off than their male colleagues by this time
- one third of mothers “experience worsened career choices after they’ve had children and returned to work”
- once they turn 50, about a quarter of women in the workplace will face some form of discrimination, including negative perceptions about their ability to implement contemporary work skills
- almost a quarter of women who are 45 or above will also be balancing care for elderly relatives with their careers.

The workplace juggle

Professor of Gender and Employment Relations at the University of Sydney, Marian Baird, spoke to the conference about the impediments to women in the workplace.

Reflecting on her own career path, including terms in part-time employment and juggling work, motherhood and study, Professor Baird has examined the way women today fit into employment.

Professor Baird said, over the past 40 years, some aspects of employment for women had improved, particularly in the fields of workplace participation, which is now less likely to be impeded by having children.

She found, for example, that 45- to 54-year-old women are engaged in the workforce in similar percentages to men. However, she said women are still more likely to come under the pressure from work and family responsibilities and

“women’s full-time employment has hardly shifted in 30 to 40 years and the big increase in women’s participation is in part-time and casual work”.

According to her figures, nearly half the women working in Australia are in part-time and casual employment.

While conceding some women may choose part-time and casual work, Professor Baird says many others have opted for that employment pattern via “constraints”.

“Do women chose part-time and flexible and casual work because that is the only way they can balance their work and family?” she asked.

Professor Baird said a number of policies could address the issues women face at work, starting at the very outset of women’s working lives, when the pay gap kicks in.

Another impediment to equality at work is Australia’s embattled childcare system, which is overdue for a rehaul.

Professor Baird argued laws giving access to flexible working conditions need to be strengthened, while it was important to maintain the country’s relatively high minimum wage, which is “the basis on which our awards, or enterprise agreements and all our wage surveys actually spring from”.

More men working in flexible arrangements, she believes, would put these agreements higher up the political agenda.

Domestic violence leave push

High winds did not discourage unions, including the PSA, from gathering in the shadow of State Parliament to push for domestic violence leave to be available to all workers in NSW.

The PSA won praise at the meeting for its role as a pioneer in winning public sector employees domestic violence leave.

Speakers included Opposition Leader Luke Foley, who pointed out that despite media focus, “more people die from domestic violence than shark attacks”.

Luke Foley committed the Labor Party to doubling domestic violence leave from five days to 10 per year if it wins the next election.

Former president of the ACTU, Sharan Burrow – who is now General Secretary of the International Trade Union Confederation and President of the International Centre for Trade Union Rights – pointed out she learned from Prime Minister Justin Trudeau that Canada is planning to introduce paid domestic violence leave to all workers.

“Let’s not let them be first,” she said.

Unions NSW will lobby the Council of Australian Governments in December for better domestic violence leave nationwide.

The PSA has written to Mike Baird urging him to match Luke Foley’s offer and to ditch the requirement that workers first exhaust other leave before accessing domestic violence entitlements.

The PSA is also urging the Premier to support domestic violence leave at the Council of Australian Governments meeting in December.



Baird Government ducks responsibility to disadvantaged kids

Rather than adequately funding programs to assist vulnerable children and youths in the state, the NSW Government instead wants to expand its social impact program.

After announcing results from the third year of the Benevolent Society social benefit bond, the Government issued a Request for Proposals to enlarge the program, asking for “new collaborative solutions to improving outcomes for vulnerable children and youth”. The PSA believes the Government should be taking full responsibility for “vulnerable children and youth”, rather than hawking their care out to the state’s business community. “Children and young people in crisis need the very best, focussed attention,” says PSA General Secretary Stewart Little. “The

Government has access to expert staff who can turn kids’ lives around, yet won’t properly fund its own programs.” He added properly funded government assistance can add certainty to social programs. “Social benefit bonds are subject to the whims of market forces, or changes in focus from companies’ philanthropy. “If the Baird Government is serious about caring for vulnerable children and youths, it will take full responsibility for their welfare and adequately fund their care, not just hand it over to a private bidder and wash its hands of the matter.”

Fire and Rescue burnt by move

The PSA recently surveyed members at Fire and Rescue, who are being moved from the CBD to a site in Greenacre, which is less accessible to public transport.

And the results aren’t pretty for the department’s bosses. Fifty-two percent of PSA members responded they did not consider that there was transparent communication from management around the move to Greenacre. Some members were concerned there had been misleading information around access to public transport and there was a general concern that there had been a lack of proper consultation with staff. A number of PSA members reported they have not received any response from management after requesting additional information. There were also concerns some of the information being provided was subject to ongoing change. While members are fairly comfortable as to the safety issues around the car parking, some were concerned about safety late at night. There was a very high level of dissatisfaction amongst members with 80 percent of responses stating they found the public transport access to the site to be less than satisfactory and quite difficult. Other issues raised by members were the frequency of buses, no bus shelter and cost of travel. There was more dissatisfaction from members, with more than 78 percent of respondents opposed, is the introduction of activity-based work stations – the infamous ‘hotdesking’. Overwhelmingly, members stated a preference for permanent work stations.



Fair cop:

Staff welfare on agenda

PSA General Secretary Stewart Little and Senior Industrial Advocate Julie-Ann Bond discussed worker welfare recently with Robert Redfern, Superintendent Commander Workforce Safety with NSW Police. The meeting, held in PSA House in November, discussed workers compensation; mental health, both at home on onsite; and the need to create supportive networks for both sworn and civilian staff.

Library closure shelved



Librarians Arundathie Wijesinghe and Martin Stott

The incoming Executive has restored the PSA library, which was controversially removed by the previous administration. The facility has a large amount of resources, including periodicals and legal texts that staff and members are welcome to borrow.

Holding out wins benefits for Pillar staff

The Fair Work Commission approved a three-year Enterprise Agreement in October.

This Agreement protects Pillar employees’ entitlements during that period, giving them a 2.5 percent pay rise this year, a two percent pay rise next year and a 1.5 percent pay rise in the third year. This is a significant win for members, who were told both by management and by Treasury that they would not get an agreement that went for longer than 12 months. It was believed that Pillar would be less popular as a sale item in the Government’s privatisation marketplace, but with members’ backing, the PSA persevered

Redoubling efforts on pay equity case

PSA General Secretary Stewart Little has committed the PSA to continuing its pay-equity case on behalf of members in schools. The incoming PSA executive has met with lawyers working on the case and a special Schools Departmental Committee was called to discuss the major issues affecting schools staff. The case is based on the concept that men and women should be paid equally for their work. The PSA believes the female-dominated workforce in schools is a reason this sector’s pay and conditions lag behind those of industries largely staffed by men. Former PSA President Sue Walsh, as Schools Departmental Committee Chair, will lead the pay-equity case. The Departmental Committee will also deal with a dispute before the Industrial Relations Commission in relation to the provision of Health Care Procedures and the impact on School Learning Support Officers. The dispute arose after it emerged school staff were being asked to perform intrusive medical procedures such as inserting catheters to students, despite not being medically qualified to do so.

Rally against prison teaching cuts



PSA members joined a rally in September in support of teachers in prisons.

The Baird Government plans to fire 120 of the state's 150 teachers, who perform a vital role in rehabilitating inmates, and replace them with private contractors.

Photo: Dylan Moore

Sick leave win – and it cost Corrective Services \$20,000

The PSA has won back sick leave payments denied to a Corrective Services employee.

The case began when a Correctional Overseer at Cessnock Correctional Centre, who suffered from a long-term illness, took sick leave.

After returning from leave, his line manager determined the employee's sick leave certificate was rejected and recorded the absence as not acceptable.

The leave was rejected because the overseer had completed a marathon during his absence.

The PSA initially contacted the Director of Corrective Service Industries, who would not reverse the decision.

The union then lodged a dispute with the Industrial Relations Commission (IRC) of NSW.

There Commissioner Newall issued a recommendation stating: "It seems

inescapable that whatever view one takes of the reasons underpinning this absence, if a registered medical practitioner tells the agency, with full knowledge of what he is writing, that a man was unfit for work."

Commissioner Newall said the employee should be paid the time he spent away from work.

Corrective Services declined to accept Commissioner Newall's recommendation and sought to have the matter arbitrated.

The PSA estimates Corrective Services spent about \$20,000, including hiring a barrister, to avoid paying less than \$2000 in owed leave to the overseer.

Before Commissioner Murphy, the PSA argued the employee had run the marathon on a rostered day off and had

been advised exercise would actually assist him and his condition.

No matter what activity he had engaged in over the period of absence, he met all the requirements of CSNSW sick leave policy and was entitled to be paid.

Commissioner Murphy ruled in favour of the employee, ordering Corrective Services to pay the outstanding leave.

This decision clearly indicates to managers of agencies that if an employee needs to take time off work due to illness and meets all the requirements of the agency's sick leave policy, then the employee shall be paid as per policy.

Keeping Morony in our hands

The PSA has worked with the NSW Government for a bid to keep the John Morony Correctional Centre under public control.

Pressure from the PSA ensured the Government placed a bid from Corrective Services NSW, despite its usual zeal for privatisation.

There are three other bids from private operators to run the facility, which is currently government-run.

The 'market-testing' of the prison's operations are being overseen by Professor Gary Sturgess, who is renowned for his enthusiasm for privatisation.

More needed to ensure Juvenile Justice staff safety

The PSA has warned it will take more than an additional \$1 million in training funding to provide a safe place to work for Juvenile Justice employees.

After a staff member was seriously assaulted at the Cobham Juvenile Justice Centre in St Marys, Minister David Elliott pledged more money to train frontline employees entrusted with high-risk detainees.

The PSA wants the re-establishment of the Chisholm Behaviour Program in managing young males in custody with significant challenging behaviours.

The Chisholm Behaviour Program aims to modify behaviour so that young people may be reintegrated into the mainstream custody population.

In order to complete the program, each young person must progress through a series of phases, which are reviewed with strategies developed for managing behaviour.

Your union and its delegates are working closely with Juvenile Justice on how and what training will be delivered to aid members in working with high-risk detainees.

PSA pressure locks in Berrima

PSA pressure has seen a third NSW prison re-opened to reduce the overcrowding pressure in Correctional Services.

The minimum-security jail in Berrima re-opened last month, and will be a publically run prison.

First opened in 1839, Berrima was the country's oldest operating correctional facility when it was closed in 2011.

At the time of its closure, it was an all-women facility, but will now house 75 male inmates.

Prisons in Grafton and Kirkconnell have been re-opened since the PSA put pressure on the NSW Government over the dangers overcrowding presented to Correctional staff.



Photo: AYArktos



By Damian Graham

A steady course for your super trumps short-term reactions

If increased short-term volatility and disruptive political events are now the 'new normal', how should you respond?

One of the memorable images from the US election was President-elect Trump standing somewhat ominously in the background during one of the debates. For me, this was a metaphor for what's been occurring around the globe in investment markets since late 2015.

While Australian super members continued to work and contribute to their super, financial volatility and unexpected political events crept up and gave some people a fright. No matter how unsettled you feel about today's investment markets, it's essential to avoid knee-jerk reactions.

The new normal

For some time, I've been closely monitoring the increase in US interest rates, unexpected political events, market volatility, national debt and technological disruption. Correspondingly, I've also noted that global growth and returns from some asset classes are now more modest than before. Given modest growth, it appears that some unexpected events such as Brexit are now more likely but it's important not to overplay their impact on your super savings.

Short term events in perspective

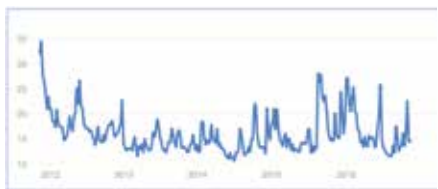
A good chart to illustrate why is the Chicago Board Options Exchange (CBOE) volatility index (VIX), one of several measures tracking implied volatility on the S&P500. The higher this so called 'Fear Index' rises, the greater the volatility

Ten tips for riding the roller-coaster

- Be aware that less probable events may now be more likely
- Don't overplay the impact of these events on the long term
- Remember, market fundamentals haven't changed
- Know that your super fund is managing these risks carefully and searching for growth
- Avoid knee-jerk reactions to short-term events, like switching options
- Note how many more units your contributions buy when values fall, don't just track the balance
- Stay informed about events from trusted sources, including your super fund
- Use your super fund's phone-based advice if you need to speak with an expert
- If you have a large super balance, check your investment options are suitable for you
- Get professional financial advice before making any changes to your super. First State Super can help.

and market stress. The five year VIX (See chart 1) shows a notable increase in volatility from late 2015 with spikes mid-2016 during the Brexit vote and again last month following the US election result.

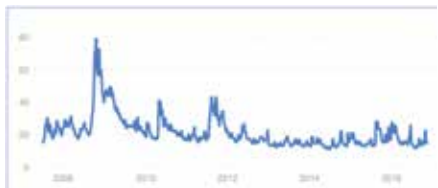
Chart 1 – CBOE VIX – 5-year



Source: Google Finance – Yahoo Finance – MSN Money, 14 November

This may imply it's now a little harder for your super fund to deliver consistent returns and manage 'downside risk' in the short term. Of course, super is a long term savings vehicle – for some, it's a 40-year plus investment. So while the five year VIX is useful, the maximum eight year VIX (See chart 2) puts the recent volatility into perspective by illustrating how a longer time frame 'smooths out' the 'bumps'.

Chart 2 – CBOE VIX – Maximum (8-year)



Source: Google Finance – Yahoo Finance – MSN Money, 14 November

Your super fund has you covered

At First State Super, we considered the real possibility of a Trump victory and factored it into the management of our members' portfolios and investments a while back. There are plenty of levers we can pull behind the scenes to help ensure your money is not overly exposed to unnecessary risk but to appropriate assets that may provide better return outcomes. Much of it comes down to quality analysis, careful decision-making and clear investment goals.

Damian Graham is Acting Chief Investment Officer at First State Super
www.firststatesuper.com.au.

FSS Trustee Corporation ABN 11 118 202 672, AFSL 293340 is the trustee of the First State Superannuation Scheme ABN 53 226 460 365.

This is general information only. You should seek personal advice before making any decisions. Past performance is no indicator of future performance.

**Financial planning advice is provided by First State Super Financial Services Pty Ltd ABN 37 096 452 318, AFSL 240019.*

Modest growth ahead

Looking ahead to 2017, we are expecting similar investing conditions as 2016. The fundamentals of the market won't change either. This suggests modest economic growth in the major developed regions of the US and Europe, with European banking showing a recovery. We may see a move out of bonds (which have had increasing yields but this may now have peaked) and into more growth driven investments.

For many super funds, the near term aim will be finding new ways to grow member savings in a tight market. Good funds will be able to tap pockets of growth in different places – such as emerging markets – while managing the risks inherent with these alternative assets.

So how should you respond?

If you're a member aged in your 40s or 50s and increasingly interested in the role super will play in your future, it's really important to maintain a steady course. Super savers in this age group with larger balances are often compelled to react when the value of their savings dips suddenly. While that's understandable, it's a not usually the best response.

An alternative approach is to expect more volatility in the short term but put its impact on your savings into perspective. First State Super, like many other funds, publishes regular market commentary and notes on how we are managing your retirement savings. So check our website or call for information. If you think you need to switch investment options for example, speak to a qualified and licensed financial adviser* before making a decision. First State Super can answer your questions relating to your investment options; simply phone 1300 650 873.



Letter to the editor

I witnessed Stewart Little's presentation in the NSW Parliamentary Enquiry into Workers Compensation.

I want to thank Stewart for presenting the real issues that affect injured workers so clearly. I have 20 years of injury management and workers compensation experience and have never, ever seen it as bad as this.

His description of the scheme as being fundamentally broken is accurate. Injured workers are being vilified by scheme agents, not paid in keeping with the Act and substantive delays in having treatment are observed.

This November, the Workers Health Centre celebrated its 40th anniversary. I want to extend thanks for the support the PSA has provided to the Workers Health Centre.

I look forward to doing everything I can to assist your members to recover and return to work so they can get on with their lives.

Thanks again for your support on such an important issue.

Matthew Buxton,
Different Employer and RTW Service Manager

Bach Nursing, Grad Dip Rehabilitation Counselling,
NSW RTW Coordinator

Working on board restructure

The PSA is working to protect members in the Anti-Discrimination Board (ADB) affected by a restructure.

The PSA attended the Peak Justice Joint Consultative Committee with the Secretary, Andrew Cappie-Wood, in late October, and delivered a letter outlining concerns about the ADB restructure due to commence early 2017.

The letter requests the restructure be held in abeyance until the role of Chief Executive and the Statutory Board vacancies were advertised and filled and the incumbents able to make informed decisions about the direction of the board.

Mr Cappie-Wood stated he was of the same opinion and had already requested the above roles be advertised and filled as a matter of urgency prior to the commencement of the restructure.

This restructure has been in flux for a number of years, and the PSA maintains it continues to create a lot of stress among members.

Indigenous students pay more under TAFE funding model

Latest statistics from the Federal Department of Education show that under the current flawed VET FEE HELP scheme, some of the country's most economically disadvantaged students take out larger loans for their courses.

According to the 2015 report into the scheme, "indigenous students pay \$5600 per EFTSL [equivalent full-time study load] more than non-indigenous students". It gets worse: "students who are not in employment pay, on average, \$3700 per EFTSL more than employed students." As TAFE funding declines, nearly three quarters of students receiving loans are studying in private institutions.



Results of the 2016 PSA election

General Secretary

Candidate	Division	First-preference votes	Total votes
Delprado, Greg	Corrective Services	575	583
Calder-Little, Stewart	FACS	2197	2384
Walsh, Sue	Education	1630	1894
Greenwood, Judy	EPA	471	471
Gardiner, Anne	SafeWork NSW/PSA	1190	1451

Formal 6063 Informal 128 Total votes 6191

Stewart Calder-Little was elected to the position

Assistant General Secretary

Candidate	Division	First-preference votes	Total votes
Turner, Steve	PSA	1372	1761
Hutchinson, Mark	Corrective Services	533	542
Wright, Troy	State Public Services Fed	1939	2512
Shaw, Greg	NSW Parliament	1119	1216
Griffiths, Julie	Trustee and Guardian	366	366
Rochford, Matte	Education	695	754

Formal 6024 Informal 167 Total votes 6191

Troy Wright was elected to the position

President

Candidate	Division	First-preference votes	Total votes
Court, Mary	Education	1348	1675
Wallace, Steve	FACS	1325	1385
Moratelli, John	Legal Aid	582	597
Coleman, Cassandra	Office of State Revenue	448	448
McKelvie, Kylie	Corrective Services	2296	2909

Formal 5999 Informal 192 Total votes 6191

Kylie McKelvie was elected to the position

The following vice presidents were elected:

Nicole Jess (Corrective Services), Wendy Hurry (Education) and Raymond Wilton (FACS).

The following delegates were elected to Central Council:

Michelle Bogatyrov (FACS), Kellie Bottrell (Ageing, Disability and Home Care), Jason Charlton (Corrective Services), Cassandra Coleman (OSR), Tina Cotton (Education), Mary Court (Education), Kim de Govrik (Environment and Heritage), Greg Delprado (Corrective Services), Brook Down (TAFE), Shane Elliott (Ageing, Disability and Home Care), Angela Field (Education), Anne Gardiner (SafeWork NSW/PSA), Judy Greenwood (EPA), Julie Griffiths (Trustee and Guardian), David Halliday (NSW Parliament), Caroline Heads (Ageing, Disability and Home Care), Natalie Howes (Corrective Services), Mark Hutchinson (Corrective Services), David Illingworth (RMS), Craig Jones (Corrective Services), Wendy Jones (Corrective Services), Tracey King (Education), Frank Kovic (Community Services), John Lievore (RMS), Jan Lyon (Education), Peter McGlynn (RMS), Brendan McMenamin (Community Services), Erin Mitchell (Corrective Services), John Moratelli (Legal Aid), Joanne Nieass (Education), Shelley Odewahn (Southern Cross University), Leon Parissi (TAFE), William Pinkstone (NSW Police Force), Jason Schnepf (Corrective Services), Greg Shaw (NSW Parliament), Heather Shields (Community Services), Rachel Smoothy (Ageing, Disability and Home Care), Jodie Stubbs (NSW Police Force), Sallyann Sullivan (Education), Ian Tuit (State Insurance Regulatory Authority), Steve Turner (PSA), Steve Wallace (FACS), Sue Walsh (Education), Carmen Wells (Corrective Services), Julie Westacott (NSW Health).

For full results, go to www.psa.asn.au/results

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Troy Wright,
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Kylie McKelvie,
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Nicole Jess,
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Wendy Hurry,
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Ray Wilton, Vice President

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NEWCASTLE
Phone: 1300 772 679

NORTHERN REGION

LISMORE
Phone: 1300 772 679

NORTH WESTERN REGION

TAMWORTH
Phone: 1300 772 679

SOUTH EASTERN REGION

WOLLONGONG
Phone: 1300 772 679

SOUTH WESTERN REGION

WAGGA WAGGA
Phone: 1300 772 679

General Training Courses

SYDNEY METRO

Role of the delegate – 14-15 February
Dealing with workplace bullying – 24 February
Women in the union – 8 March
Dealing with member issues – 28 March
Achieving workplace flexibility – 4 April
Dealing with restructures – 5 May
Public speaking – 16 May
Role of the delegate – 6-7 June
Dealing with member issues – 20 June

REGIONAL TRAINING

Dates for regional courses will be developed in consultation with regional organisers.

COURSE OUTLINES:

Role of the delegate

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

Dealing with member issues

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.

Dealing with workplace bullying

Designed to assist members and delegates in dealing with bullying and harassment at work.

Achieving workplace flexibility

Looks at the benefits of workplace flexibility and what flexible work practices exist in the NSW public sector. It will examine what you can do to access and implement these flexible work practices, by providing negotiation and organising strategies.

Dealing with restructures

This one-day workshop outlines the PSA's whole-of-union approach to supporting members through restructures, and provides resources and strategies for members undergoing workplace change. It utilises case studies, discusses the role of members, delegates and staff, and can be targeted to specific agency situations.

Women in the union

Celebrate International Women's Day in 2017 by learning about the important role women have and can play

in building strong unions. Topics include history of women's participation in the workforce, your rights and entitlements, union structures, assertiveness, EEO and anti-discrimination.

Public speaking

Speaking in public is something that all union activists will have to do at some stage. This course is designed to assist PSA delegates and activists to be more confident public speakers.

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.

Venues

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

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 when you enrol.

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.

Travel

It is proposed travel will be paid for members who attend training in Sydney and regional centres.

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