

RED TAPE

STATE OF CHAOS

NSW's compliance crisis

WHAT'S NOT TO LIKE?

The perils of social media at work

SALLY MCMANUS

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RED TAPE

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PSA ACTION KEEPS 800 JOBS IN PUBLIC HANDS



Delegates from the Liverpool office of FACS Corporate Services.

WORK by the PSA has saved 800 jobs in FACS from being outsourced.

The jobs, in Corporate Services, were earmarked for outsourcing under a restructure.

However, in a meeting the PSA outlined its concerns about outsourcing generally to the Minister, Pru Goward. Your union cited the example of the major problems

that arose from the outsourcing of OneSap, which not only impacted FACS staff but also the department’s clients.

FACS later advised staff “whilst we restructure ourselves, we will not be pursuing external delivery options for entire functions of Corporate Services, as this would create an additional level of risk and complexity for the business”.

UNIONS SUPPORT GLOBAL FIGHT AGAINST ASBESTOS

UNION Aid Abroad is campaigning against the deadly effect asbestos has on workers in Indonesia.

The organisation extended its asbestos disease prevention work into Indonesia, the world’s tenth biggest user of the deadly material, in late 2015 by working in partnership with an occupational health and safety (OHS) organisation called LION (Local Initiative OHS Network) – www.lionindonesia.org.

Since then LION has been working to help organise workers in 26 asbestos factories in conjunction with a local union, FSERBUK.

The organisations are working to provide an alternative to asbestos as a raw material, as well as organising unions, improving asbestos removal, and

working on behalf of people stricken with asbestosis.

One Indonesian worker who is afflicted with asbestosis, Siti Kristina, has addressed a global convention on chemical use on behalf of her country’s workers. Kristina, who was exposed to chrysotile asbestos as she worked in Indonesia’s massive textiles industry for 23 years, travelled to Geneva to address a Rotterdam Convention meeting on the continued used of asbestos throughout the world.

PSA Assistant General Secretary Troy Wright says he is proud the union has many staff and members who promote the interests of people in countries such as Indonesia.

For more information on Union Aid Abroad, go to apheda.org.au.

TAFE HAZARDS OFF THE SCALES



Not the usual workplace hazards our members face: a warning sign spotted at Richmond College.

CONDITIONS SAVED IN MAJOR ADHC WIN

ADHC members leaving the public sector will keep existing conditions thanks to a PSA case in the Industrial Relations Commission (IRC).

For more than eight months, the PSA has been fighting to make sure all ADHC members’ conditions of employment are transferred with them when they leave the public sector.

The IRC found all ADHC staff covered by the Crown Employees (FACS) Residential Centre Support Services Staff Award and Crown Employees Ageing, Disability and Homecare NSW Department of FACS (Community Living) Award were to receive their salary increase from 1 July 2017, and each year thereafter, and to maintain rostering principles and special paid leave.

“Congratulations to all ADHC Staff and a big thank you to our ADHC delegates who made statements as part of our case,” says PSA Industrial Manager Kris Cruden.

“The first tranche of staff from Western NSW; Far West NSW and the Mid North Coast left the public sector in September. They will be sad they left, but we hope will gain comfort from knowing their union has won the fight to ensure they transfer with these conditions.

“We will continue to be your union and to fight for your rights and entitlements.”

STANDING UP TO BULLIES

THE PSA has declared the public service “ground zero for bullying” in its submission to the Parliamentary Inquiry into Emergency Services Organisations.

The inquiry is looking at allegations of a bullying culture in areas such as Police and Fire and Rescue. But the PSA is pushing the inquiry to “include all public sector workers at high risk of discrimination, harassment and bullying in the workplace” and not just those in emergency services. It also points out that in similar jurisdictions such as Canada, corrective, police communications and juvenile justice staff are defined as “first responders” and are included in such definitions for mental health care.

The PSA’s recommendations also included amending workers’ compensation laws to define Post Traumatic Stress Disorder as a disease threatening emergency services workers.

Key recommendations were providing quicker access to support and the State Government reinstating tripartite management of SafeWork NSW and its enforcement policy, maintaining “there is currently no tripartite mechanism to manage SafeWork enforcement policy or practice as the organisation is now subsumed into the Department of Finance Services and Innovation”.

Conceding there is a diversity of opinion within its membership on the issue of the Rural Fire Service staying put in Sydney or going to Orange, Dubbo or Parkes, the PSA recommends against relocating to a rural area, as the risk of bullying increases during and after relocation.

The submission included sobering data about our members’ workplaces.

Eighty per cent of respondents surveyed had witnessed bullying with their current employer, while 51 per cent had experienced bullying. The most common reasons for not reporting bullying and harassment were fear of adverse consequences, ignorance of procedures or warnings from managers and colleagues to keep quiet.

“This very important issue has been neglected for too long,” says PSA Industrial Specialist Shay Deguara. “Bullying is causing workers great hardship all over the public service.”



PSA President, Kylie McKelvie (second from left), with members and one of our newest delegates, Teena Kennedy (third from left), at the Corrective Services Psychology CPD Conference 2017 in Sydney.

MORONY DEAL SIGNED OFF

THE NSW Government has finally signed the contract keeping the John Morony Correctional Centre in public hands.

The gaol, in Sydney’s northwest, went through the market-testing process.

Your union worked with Corrective Services NSW to devise a bid that was accepted by the Government over six bids from private companies.

During the market-testing period, a damning video of conditions inside the privately run Parklea Correctional Centre exposed to the public the failings of privately run prisons.

SURROGACY DEAL HITS SNAG

UNIONS NSW has warned some members are having difficulty accessing surrogacy leave.

In February, NSW Treasury assured Unions NSW leave would be available for those entering altruistic surrogacy agreements.

However, Unions NSW has been alerted that several public sector agencies are not applying the new protocol.

If members are meeting resistance obtaining surrogacy-related leave, they should contact the PSA.



CHRISTINE STICKS WITH THE PSA

PSA member Christine Kubica has retired after 35 years with the public service, but will still remain part of the PSA's Retired Associates.

"I still have a matter I am dealing with the department, but I would have joined the Retired Associates anyway," she says. "We're a union family."

"Retired Associates still get benefits like Union Shopper, too."

PSA Organiser Vivette Horrex says "Christine has always been in the union and a strong unionist in her workplace".

Kubica started her public service career in Education and has been at Housing since 1990.

LABOUR HIRE QUESTIONS RAISED

THE PSA has written to every agency head in the NSW public sector, demanding information on their use of contingent labour.

The letters ask how agencies manage contingent labour, how they conform to Public Service Commission guidelines, how many workers they use, and their plans to meet consultative requirements.

The letters come in the wake of a report from the Audit Office (see *Red Tape*, July September 2017), which found the NSW Government had for the first time spent more

than \$1 billion on contingent labour in the 2015-2016 financial year. It also stated the following year's use of contingent labour would be even higher.

The letter, from PSA General Secretary Stewart Little, says relying on contingent labour wastes public money and there is no system in place to monitor its use.

In light of the Audit Office's report, the PSA is seeking consultation on how much NSW is using contingent labour at the expense of permanent positions.

JUSTICE SERVED

THE Industrial Relations Commission (IRC) in August ordered the Department of Justice to cut its reliance on contingent labour in its Digital Technology Services section.

The PSA, which believes this is a strategy to eventually introduce outsourcing, lodged the dispute.

The IRC demanded the Department of Justice stop hiring contractors as supervisors, as this is a clear violation of the award.

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PSA HOLDS OUT ITS SAFE HANDS

ASSISTANT General Secretary of the PSA Troy Wright relaunched the Community Services Safe Hands campaign in Wollongong in September.

The launch coincided with media reports about children in the care of Community Services being placed in motels, hotels and caravan parks; in some cases the same accommodation as prisoners being released on parole.

Troy was interviewed by the media amidst children's pillow cases and stuffed toys, which represented children placed in unacceptable accommodation.

The Safe Hands campaign five years ago exposed the Department's refusal to fill vacant caseworker positions, resulting in fewer than 25 per cent of children reported as being at risk of significant harm receiving at least one home visit. Then Minister Pru Goward denied the PSA's figures and, following many walkouts by caseworkers and



Child Protection staff at the Safe Hands campaign launch in Wollongong.

administrative staff across the state, was moved out of the portfolio.

Goward is now back in the portfolio and the understaffing of caseworkers and administrative staff is still with us.

Members in Community Services have been concerned for some time that foster care placements are not available for many children. Members tell us that children as young as two weeks of age are being placed in this completely unsuitable accommodation, with three changes of staff every day. These vulnerable children can spend weeks, months and, in at least one case, a year

without a suitable placement. This is the direct result of outsourcing of Out of Home Care to the private sector.

Community Services can no longer recruit and train its own foster carers and the private sector can't fill this gap. Children taken into care deserve better care only the qualified caseworkers in Community Services can provide.

Troy says the campaign will run over the next 18 months in the lead up to the next state election to influence all parties to adequately resource Community Services to directly deliver Child Protection and Out of Home Care services.

KEEP UP TO DATE

PROVIDENT Fund members are reminded to keep their beneficiary details up to date with the PSA.

Members of the PSA and CPSU NSW are automatically entitled to Provident Fund benefits. No extra payment is required.

The fund provides \$3,500 to nominated beneficiaries if a member dies – a payment usually made within a few days of a claim.

All you need do is complete the Provident Fund form found at psa.asn.au/resources/value-added-services.

If you do not return a form, the beneficiary will be your spouse, next of kin or other appropriate person as determined by the Provident Fund Trustees.

Your beneficiary should either be a person or persons, or your own estate, and not a charity. Members wishing to leave the money to a charitable institution

should make provision for this in their will and nominate their own estate as the fund's beneficiary.

An officer or employee of the PSA or CPSU NSW may not be nominated as a beneficiary unless they are the husband, wife, father, mother, child,

brother, sister, nephew or niece of the nominator.

Retired members may remain in the fund until their 70th birthday, provided they have been continuously members of the Association or

CPSU (SPSF Group NSW Branch) then the PSA's Retired Associate Members Branch and the fund since retirement.

To update the details of your beneficiary or learn more about the PSA Provident Fund, email membership@psa.asn.au or call 1300 772 679.



THE FUND PROVIDES \$3,500 TO NOMINATED BENEFICIARIES IF A MEMBER DIES

MONARO MOVE DISRUPTS FAMILIES

FAMILIES have been disrupted as Deputy Premier John Barilaro shores up his hold on his seat by moving jobs to his electorate.

Fifty positions in Finance and Industry and 50 in Education and have been moved to Queanbeyan, the major town in his seat of Monaro, which he held at the most recent election with 52.5 per cent of the two-party preferred vote.

"This is not decentralisation, this is blatant electoral pork-barrelling," says PSA Assistant General Secretary, Troy Wright.

"This is a government that is so out of touch and so sure of itself that it thinks the rules or base ethics simply don't need to be applied.

"The Deputy Premier is uprooting families for his own political ends."

AGE BARRIERS



PSA Organiser Surabi Alauddin says young people are still politically engaged.

PSA organiser Surabi Alauddin, 24, says her peers often don't fully understand what a union does.

"Friends of mine who have been involved in politics or activism do, but the majority of my peers give me confused looks when I say that I'm a union organiser," she says. "Often they assume that I do event management of some kind."

"In general, there is little awareness of the important role that unions play, but especially among younger people, possibly because we weren't around when working conditions and rights were poor."

According to the Australian Bureau of Statistics, just nine per cent of employees aged 20 to 34 hold union membership, compared with 14 per cent for the whole population.

While their union membership is low, younger people are still quite politically engaged, and Surabi believes this can be utilised by organisations such as the PSA. "A way to engage younger people better with unions could be to emphasise the link between unionism and progressive causes which young people care about,

such as gender equality, anti-racism, indigenous rights, LGBTIQ+ issues and income inequality."

However, the Coalition is also bringing young people to the union movement.

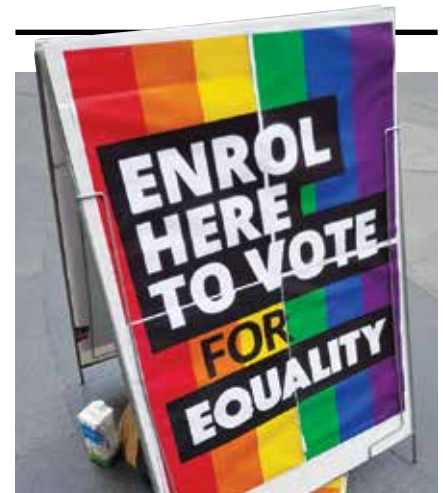


WORKPLACE RIGHTS AND CONDITIONS HAVE BECOME MORE PREVALENT IN THE MINDS OF YOUNG PEOPLE

"With the recent attack on penalty rates, I think workplace rights and conditions have become more prevalent in the minds of young people," says Surabi. "The challenge for the union movement is to convince young people, who are more likely to be in lower paid, and in precarious employment, that the solution is to come together collectively by joining their unions."

But while Malcolm Turnbull and Gladys Berejiklian are doing their best to fill union ranks, Surabi says it is still up to other members to have the conversation at work. "The good working conditions and rights that we enjoy today are hard fought wins by the union movement," she says. "The more union membership declines, the easier it will be for these to be eroded, so encourage your colleagues to join the PSA, especially your younger colleagues, who will be our future workforce."

FIGHTING FOR EQUALITY



AS the country votes in a divisive postal survey on marriage equality, PSA members have been working to strengthen the 'yes' vote.

Members volunteered with groups such as Unions NSW and Rainbow Labor, handing out pro-equality information and encouraging younger people - who are demographically more likely to vote yes - to ensure they were on the electoral role.

"As a union, we should stand up to all cases of discrimination," says PSA Assistant General Secretary Troy Wright.

Trainee Organiser with the PSA, Mary Jo Costache, has been volunteering with Rainbow Labor, an organisation within the ALP dedicated to LGBTIQ+ issues, leading up to the poll.

"So far I've been handing out at train stations to make sure people are enrolled to vote. Once the enrolment date closed, I started making phone calls, handing out flyers and knocking on every door to make sure we win a 'yes' vote.

"The union movement has always been at the forefront of social justice issues, so it's only natural that we are out there fighting for the rights of LGBTIQ+ Australians.

"Some people say unions have no business getting involved in this debate, but equality is union business. This isn't just about marriage, it's also about the right for all workers to live free from discrimination. We have a moral responsibility to fight for equality for all of our members, regardless of whom they love.

"I'm proud to work for a union that stands up for what's right, and as a queer woman I am proud to be PSA."

REMEMBERING WILDLIFE SERVICE

A memorial to National Parks staff killed in the line of duty has been unveiled in the Blue Mountains.

PSA representatives, including General Secretary Stewart Little, were in attendance at the ceremony revealing the plaque and statue of a lyrebird with its tail down in respect.

The memorial is dedicated to 10 rangers killed in active duty in the organisation's history, mainly while fighting fires.

The memorial is in the Blue Mountains National Park at George Phillips Lookout, Govetts Leap, near Blackheath.



ABOVE: National Parks delegate Kim de Govrik with PSA General Secretary Stewart Little. RIGHT: The plaque and statue that were unveiled.



FIRST NATIONS MEET

PSA General Secretary Stewart Little and Aboriginal Liaison Officer Ann Weldon met with members of the Aboriginal Council at PSA House in August.

The Aboriginal Council was formed this year and is the first of its kind in the union's 118-year history.



National Parks and Wildlife Service delegate Alex Deura (back row, third from left) was part of the deployment that left for British Columbia, Canada, to assist in the fight against wildfires in the region.

FORESTRY WINS LEAVES MEMBERS BETTER OFF

THE CPSU NSW has had a win for members in Forestry.

The CPSU's scope case successfully improved the process for Level 6s choosing to be on Common Law Contracts, with CPSU, Forestry and the AWU supporting the enterprise agreement.

Among the victories, Forestry Corp stopped guaranteeing Level 6s would be better off under a Common Law Contract – a document negotiated individually between manager and employee –

because this was not true. The employer was also required to ask Level 6s whether they wanted to be on Common Law Contracts, rather than simply imposing them on employees.

The case also won members a 2.5 per cent pay rise.

It is vital to remember all these improvements were as a result of union demands. Some independent bargaining representatives went to meetings and were unsuccessful in having their proposals adopted by Forestry Corp.





FROM THE GENERAL SECRETARY

STEWART LITTLE

RESILIENCE CRITICAL IN DIFFICULT TIMES AND WORKPLACES

WHILE going to the gym and physical fitness is now an integral part of modern life for many of us, psychological well-being, particularly in the workplace, remains a far less glamorous pursuit.

The fact is, mental health is critical and for some PSA members, resilience in that area is often tested to the extreme in the course of their normal duties.

In a recent assault on an inmate at a minimum security gaol, Correctional Officers were confronted with a harrowing sight that will undoubtedly stay with them for years to come. But they went about their duties and rendered assistance while ensuring the situation was contained.

A few years ago, when a smoking ban was introduced into prisons, the riot squad was on stand-by. There are not too many workplaces where the public order squad is required to be on high alert when there's a change to the rules.

Staff at Juvenile Justice centres, where violence is almost a daily occurrence, are required, without any protective or defensive measures, to deal with violent young people, some of whom feel they have nothing to lose and have direct family links to convicted terrorists.

These members have either witnessed or been subjected to open threats of being beheaded: not something everyone encounters on an average day at work.

Child Protection workers deal all too often with tragedies involving small vulnerable children that they can never "unsee" and must make heart-wrenching decisions on behalf of those kids.

Legal Aid employees can suffer vicarious trauma when dealing with some difficult cases.

These are situations which pose great psychological, in addition to physical, risks and are on top of the other working stresses created by job cuts, the resulting work overload and bullying bosses.

NSW Police runs a highly successful program and I'm pleased to say that the PSA has followed its lead and designed the Safer Together training package.

The course will be rolled out to members in high-risk employment, such as those above, before being available to all members of our union.

The training and associated resources will provide coping strategies that minimise workplace risks to mental health, support those with such conditions, and prevent discrimination.

Promoting good mental health and creating a positive, productive working environment go hand in hand.

The courses are being run at PSA House in Sydney and most members can access trade union training leave to attend.

Course details are on page 34.



JOB CUTS HAVE MEANT THE PUBLIC SECTOR WORKERS WHO ARE LEFT HAVE TO PICK UP THE SLACK

A *Four Corners* program in late July titled *Pumped: Who is benefitting from the billions spent on the Murray-Darling?* revealed some of the difficulties in policing water usage in this critical region.

It got me thinking about regulation and compliance issues generally.

The Coalition Government has decimated the NSW public sector, particularly compliance roles; that is, those who make sure the law is obeyed and adhered to.

Two things are now occurring as a result that are creating a perfect storm in

terms of non-regulation and lack of proper enforced compliance.

Firstly, job cuts have meant the public sector workers who are left have to pick up the slack and take on additional duties to the point they are overloaded with responsibilities.

Secondly, actual compliance is being dumbed down to the path of least resistance and for political expediency.

And as regulatory oversight is reduced, the likelihood of corruption increases.

But perhaps that's the whole idea, much like the cuts to the ICAC which, surprise, surprise, will make it harder to investigate the Government's business dealings such as the privatisation of disability services and the Land Titles Registry.

WorkCover field-based inspectors who have a critical role in ensuring workplace safety for every working person in the state have been re-allocated. This has become a ridiculous and totally unworkable situation.

Cuts to area managers in National Parks and Wildlife and amalgamating regions have been making law enforcement in that vital area next to impossible.

Meanwhile, the Federal Government has concerns over the alleged lack of compliance and corruption in the construction area and wants to regulate that area more intensely.

Here in NSW however, it's open slather where the old line, "you only get five years for murder" is slowly becoming a disturbing reality.

There are no longer enough people to enforce the law and those still in the role have too many rules to try and enforce.

When they do take action their political masters pull them back into line.

NSW – the do-what-you-want state.

Not if the PSA has anything to do with it.

PSA VS CPSU NSW: WHAT'S IN A NAME?

OUR union's members can be found in different workplaces throughout NSW, from prisons to schools to deep inside the state's national parks.

This sheer variety means different members are covered by a number of state and federal awards.

Most of our members are covered by state awards, are represented by the PSA, and will receive correspondence to that effect.

However, while members covered by federal awards are represented by the PSA, they will receive correspondence from CPSU NSW.

The CPSU came into existence on 1 July 1994 as a result of the amalgamation of the Public Sector, Professional, Scientific, Research, Technical, Communication, Aviation and Broadcasting Union (PSU) with the State Public Services Federation

(SPSF). For administrative purposes the CPSU now operates through two groups; the SPSF and the PSU. The SPSF group generally represents state public sector employees and university general staff, while the PSU group stands up for commonwealth employees.

The PSA runs the SPSF group in NSW.

The PSA is nearly 120 years old, and thousands of CPSU NSW Branch members have operated under the CPSU brand for the past few decades, making any amalgamation

and changing of union names difficult.

All members of the PSA are also members of the CPSU (SPSF Group) NSW Branch and vice versa.

Regardless of the name on top of the bulletin, all members get the protection provided by a strong union.



ALL MEMBERS OF THE PSA ARE ALSO MEMBERS OF THE CPSU (SPSF GROUP) NSW BRANCH AND VICE VERSA

DISABILITY SERVICES TAKE THE STAGE AT ALP CONFERENCE

THE PSA held a fringe event on privatising disability services at the ALP Annual Conference at Sydney Town Hall in July.

The event was chaired by PSA delegate Rachel Smoothy. Opposition MP Sophie Cotsis opened the event by committing the ALP to restore a public safety net for disability services.

Lucille McKenna spoke about her experience with her grandson Kenneth in ADHC care, while the University of Sydney's Associate Professor Damien

Cahill talked about the folly of privatisation.

CEO of Disability Macarthur, Annamaria Wood, discussed her experiences as a registered nurse in disability working both in the public and private sectors, noting that cuts to services in the private sector have already begun, resulting in job losses.

"The fringe event was well attended and shows this issue has not gone away," says PSA Industrial Manager Kris Cruden. "The PSA will continue to fight to keep a public safety net for those with disability."



The PSA's Rachel Smoothy (left) and Labor MP Sophie Cotsis and address the fringe event the ALP State Conference held at Sydney Town Hall.



BAD DEAL LOOMS ON HORIZON

A conference in Sydney has heard how the Trade in Services Agreement (TiSA), being negotiated in secret between the world's richer nations, will reduce government regulation on services.

The agreement, which Australia is negotiating, could set uniform global rules on services such as education, healthcare, aged care and childcare.

It is claimed public services are not covered by the deal, but the TiSA has quite vague definitions of what constitutes a public service. This could make it easier for corporations to fall back on the agreement when pushing to further privatise government functions. They also may be able to sue governments when laws they don't like are passed.

PSA organiser Harry Wall, who attended the conference at the United Services Union offices, says "free trade agreements are obviously being used to push privatisation and restrict government and unions' future capacity to protect society and members".

For more information on the campaign against TiSA, go to aftinet.org.au

SYDNEY UNI HEADED OFF AT THE BYPASS

STAFF at Sydney University have rejected the institution's plans to bypass enterprise bargaining with unions such as CPSU NSW and the NTEU.

In the wake of a decision by the Fair Work Commission to allow Western Australia's Murdoch University to terminate its enterprise agreement, Sydney University put the proposal to its staff.

However, 61 per cent of Sydney University employees voted against the move in a hastily convened ballot.

"The university tried to bypass unions and give staff an offer they had already rejected," says PSA Industrial Manager, Blake Stephens. "Unsurprisingly, when asked, they decided to stick by their unions."



FROM THE PRESIDENT

KYLIE MCKELVIE

A PRIVILEGED ADDRESS

CHAIRING my first Women’s Conference was a moment of privilege, honour and immense pride. To stand alongside the first female ACTU Secretary, Sally McManus, and first female Unions NSW Assistant Secretary, Emma Maiden, and share that moment with 150 women from across the state was inspiring.

I took the opportunity in my address to share my journey as a union member and delegate. I showed how one can draw upon their union in times of need, but ultimately give back to their union as well.

In February 2006, I commenced as a casual youth officer at Orana Juvenile Justice Centre in Dubbo, where it was apparent quite early on there was a systematic culture of bullying. This was manifested by a casualised workforce and management. The promise of temporary employment or permanency was always utilised as a tool to gather other information on staff, effectively pseudo performance-managing others and instigating disciplinary action when they saw fit.

A culture of directly talking to management, prior to speaking to other staff or individuals involved if you had a concern or an issue, was fostered. The use of file notes or informal reports on other employees’ performance or behaviour was looked on favourably by management, and encouraged. This led to a culture of mistrust, anxiety and bullying among staff. Acting-up opportunities were given as a pseudo reward for assisting management or conforming to their requests. If you questioned direction from management in regard to policy or procedure, the inquiry was disregarded or you were bullied into conforming.

The threat of not being offered shifts placed casuals and others in a position of uncertainty. If you were not called in, it was not for one shift; it was for the month or the roster. If they did not like you, you did not get called in. If you knocked back a shift, you

went to the end of the list, and it was often meant as punishment when you were not called in on the next roster. If you did not like it; “You’re a casual; you can leave”.

Inconsistency in policy and procedure, inequality, rampant bullying and a desire for change led me become a union delegate.

Fortunately, I had a supportive delegate team and the Bathurst PSA Regional Office to assist. I became acquainted with the *Personnel Handbook* and accessed PSA training. I knew I was having an impact when a manager yelled, “At what point do



I HAVE SEEN FIRSHTHAND THE EFFECT INSECURE EMPLOYMENT AND BULLING HAVE HAD ON THE WORKPLACE

people go to Kylie McKelvie before they come to their senior management team?”

However, my involvement as an active union delegate led to increased pressure and ultimately my unfair dismissal as staff turned to me for support and assistance.

Effectively, I was isolated from my colleagues. I was not informed I had been terminated, even though other staff were told. My workmates were not allowed to contact me in fear of retribution. I was left financially ruined, feeling overwhelmed and depressed and questioning myself. At one point I felt I could not go through the process any longer. It was exhausting and draining, and I was constantly questioning and doubting myself. However, if I had given up, it would have been for nothing.

I was very fortunate to have a very supportive husband, father, mother, family

and close friends. I needed to stand up and be heard to instill change and to ensure that no-one went through such a harrowing experience. I am very proud I did.

I have seen firsthand the effect insecure employment and bullying have had on the workplace, the detrimental effect they have on staff and their families, and the destructive spiral into depression and associated health problems. The stress was so great and so immense that I suffered from Bell’s palsy as a result. Many people suffer in silence. I have seen many a work colleague just quit and walk away.

The Industrial Relations Commission acknowledged I was unfairly dismissed for my role as a delegate and the moment I stepped back into the worksite, I had altered my career path forever.

I stayed at Orana for a short time, until I transferred to Wellington Correctional Centre. I vowed I would keep my head down and tow the company line. Two weeks later I was a union delegate again and had a position on the Non-Custodial Departmental Committee. The fire and passion would never be suppressed.

After a period as a Central Councillor, In 2016 I was approached to run for PSA President. This was the opportunity to give members and delegates a voice in how our union would operate.

I have been told I am too young to be President. I do not see my age as an obstacle. My experiences, my passion, my enthusiasm for our union far outweighs how old I am. The membership clearly holds the same view as I have been given the utmost honour to being elected to the role.

As they say, a strong women stands up for herself, but a stronger woman stands up for everybody else.

Don’t ever let anyone tell you were a women’s place is... we know exactly where a women’s place is and it is in a union.

OPENING EYES ON SEXUAL HARASSMENT

THE CPSU NSW has urged university staff who have experienced sexual harassment at work to contact their union.

The demand comes in light of the Australian Human Rights Commission's project on sexual assault and sexual harassment of university students. The project aims to provide an accurate picture of the nature and extent of these incidents at universities, and how the institutions respond.

This project consisted of a national university student survey and an open call for submissions on sexual assault and sexual harassment on campus.

It came after years of advocacy by survivors of sexual assault, student representatives and other organisations to raise public awareness of the issue.

Universities will fund a new national support line over the next four months to ensure student survivors of sexual assault can access round-the-clock specialist support in the wake the survey.

The additional service will ensure strong specialist support is available to student survivors. The Commission is also providing universities with information about the rates of assault and harassment at their institutions.

All 39 universities that took part committed to release this data publicly on 1 August, the day the national report was released.

The CPSU NSW is looking to develop a strategy with members' input.



At a protest, tertiary students in Sydney called for action on sexual harassment.

PSA DOES THE HEAVY LIFTING

IN 2007 a political event equivalent to a solar eclipse occurred – one party, in this case the ALP, was in power in the Commonwealth and every state and territory at once. Council of Australian Government (COAG) meetings actually focussed on policy rather than arguing over GST. One of its focuses was ending state-by-state duplication of regulation... and thus the National Heavy Vehicle Regulator (NHVR) was born.

The NHVR is responsible for the implementation and enforcement of the Heavy Vehicle National Law, mirroring legislation passed by every parliament in the country. Until recently it had focussed on policy and the issuing of permits for interstate truck travel. However, earlier this year, it contacted our Federal counterpart union, the CPSU, to advise it wanted to start employing inspectors to carry out enforcement work. In NSW, this has been a function performed by our members employed as RMS Enforcement Operations Inspectors.

Given the PSA had more heavy vehicle

inspectors as members than almost all other jurisdictions combined, we agreed to take the lead in enterprise agreement negotiations with the NHVR. This would be what the *Fair Work Act 2009* (Cth) calls a 'Greenfields agreement' negotiated directly with unions as at the time there were no employees employed under it.

Negotiations were productive, fast and efficient. The NHVR needed an agreement in place as soon as possible to commence employing inspectors in South Australia. The CPSU/PSA and other unions at the table were determined to get the best possible conditions from each state and territory jurisdiction so no worker would be worse off.

The CPSU/PSA obtained some significant concessions:

No forced transfer Unlike other areas of the public sector where workers have been treated appalling and almost like chattels in being forcibly transferred to a new employer (ADHC anyone?), NHVR has made it clear it only wants employees that opt to come to it by choice.

2020 or beyond The NHVR indicated during negotiations for the enterprise agreement that it does not anticipate it will be in a position to roll out operations in NSW during its proposed term – almost three years' time in August 2020.

A competitive agreement We have secured comparable annual salaries; the capacity to transfer sick leave balances; a 38-hour week, but with a paid lunch break included in daily hours worked and a monthly RDO; a closure over Christmas-New Year with any days in that time that are not public holidays credited as additional leave; the paying out of long service leave balances but recognition of service for future accrual; and many other of the current conditions.

Other legal protection That all said, should members transfer to the NHVR as above and believe that their terms of employment under the award are significantly better than under the enterprise agreement, there remains an avenue under section 768 of the *Fair Work Act 2009* (Cth) that the award will stay in place for up to five years.



FROM THE ASSISTANT GENERAL SECRETARY

TROY WRIGHT

SOME RULES ARE MADE TO BE BROKEN

IMAGINE settling down on a Sunday afternoon to watch your favourite team in your chosen sport.

You are looking forward to a strongly contested game between two equally passionate sides, but are confident the team you support can pull off the win thanks to its players, coaches and training.

But as the teams run out you realise something is amiss.

Your side has four fewer players than the opposition; their hands are tied behind their backs; the goals you defend are twice the size of the opposition. Then when play commences you quickly notice the referees are only interested in policing infringements on one team – yours – while their opponents are allowed to flout the rules in any way possible without consequence.

The score quickly blows out and a horribly imbalanced and unfair spectacle ensues. No sporting fans of any code would tolerate this.

Our community's supposed collective commitment to a "fair go" would see talkback radio alight with calls the next day, demanding referees and administrators be fired, rules reviewed and balance restored.

How then have we allowed an analogous situation to occur in industrial relations in this country?

The purpose of industrial relations law is to strike a fair balance between the two fiercely competing interests of labour and capital.

There is probably no area of law or public policy more prone to fluctuations and dramatic shifts as workplace relations – it has become the push me-pull you of politics.

Unfortunately, what has occurred across successive governments are big swings to the employers' favour, generally by Coalition governments.

This is corrected by small returns to

the perceived 'middle ground' by Labor governments.

This type of incremental creep has left us seriously out of whack, where the middle ground is one that serves the employers' interests more than ever. It has been a case of two steps to the right and one step back.

In the coming months you will see a lot of communication, both from your union and generally, about the ACTU's Change the Rules campaign – see page 18.

It is this fundamental imbalance in the current set of laws that has driven the cry for change across the union movement.



THERE IS PROBABLY NO AREA OF LAW OR PUBLIC POLICY MORE PRONE TO FLUCTUATIONS AND DRAMATIC SHIFTS AS WORKPLACE RELATIONS

The issues and inequities workers and unions face in the Federal Fair Work system have been relatively well publicised.

They include the recently developed capacity of the Commission to terminate enterprise agreements during enterprise bargaining such as in the Aurizon and, more recently, the Murdoch University cases. These decisions effectively pulled the rug out from under our feet by removing the status quo.

There's more. The enterprise bargaining system places the parties at the table for seemingly interminable periods of time in gridlock without the capacity to seek arbitration.

There are limitations on taking industrial

action and disproportionate fines are imposed upon unions for breaching them, particularly when compared to those levelled out to employers for more serious offences, such as industrial manslaughter.

There is capacity to slash penalty rates for our country's lowest paid workers without compensation.

And finally, the system has an absence of a regulator with any teeth allowing wage theft, underpayments and breaches of workplace health and safety by employers to run rife.

All the while, the sole focus for regulation seemingly is unions.

We are moving into an era where the NSW jurisdiction, which traditionally has determined the rights of employment for the majority of our membership, is becoming equally skewed in favour of the employers.

This is done by and particularly assists the NSW Government which openly uses its legislative powers to tweak the system in its favour.

We can see this in the legislated wages cap; the limits on industrial action, and the hefty fines now imposed by the Supreme Court; and the right to transfer employees like office furniture in the event of privatisation.

As a union we can choose to operate in this system, or openly advocate for the rules to be changed and some balance restored.

That is why we will be strongly supporting the ACTU's campaign in the coming months up to and beyond both the next federal and state elections.

The plan must be to convince both sides of politics the current system is not working and wholesale legislative change is necessary to allow workers and unions an opportunity to obtain improved outcomes.

After all, if we don't tolerate not getting a fair go when it comes to sport, why would we tolerate it in our workplaces?

SCHOOL'S OUT AS STAFF CELEBRATE RECOGNITION WEEK

EVERY year Recognition Week supports non-teaching staff in schools across NSW.

Staff mark their contribution to the state's future with cakes and coffee or other celebrations.

"Despite the important role they play in the NSW education system, school administration and support staff are underpaid," says PSA Assistant General

Secretary Troy Wright. "We believe this is due to the sector being dominated by women, so we are taking action in the Industrial Relations Commission.

"In addition, they are often called on to perform tasks outside their already vast job descriptions, such as medical procedures. This puts them and their students at risk."



Treats at Bidwill Public School.



Tamworth High School takes a stand.



Inner city life at Glebe Public School.



Coffee, cake and solidarity at Goulburn Public School.



PSA General Secretary Stewart Little at Bonnyrigg Public School.

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JONAS CLIMBS ON BOARD

JONAS Wan was one of nine new members to sign up at a PSA morning tea held in August at Parramatta Justice Precinct.

More than 100 members and potential members attended the morning tea, which was jointly held by the PSA and the SCU credit union.



PSA organiser Roland Harris with new member Jonas Wan.

WOMEN READY FOR A FIGHT

2017 PSA 'BE BOLD FOR CHANGE' WOMEN'S CONFERENCE

THERE were many highlights at the PSA's 2017 Women's Conference.

ACTU Secretary Sally McManus gave a presentation on the Change the Rules campaign (see page 18). The event also saw a number of other speakers present issues, such as flexible work, that are important to women, who make nearly 65 per cent of the union's membership.

Speaking on day one, PSA General Secretary Stewart Little talked about the PSA's pay equity case for staff in schools and paid tribute to the strong women in the PSA.

At the panel discussion on flexible working hours, Unions NSW Assistant Secretary Emma Maiden said "we work to live, we don't live to work; and that is why flexible work matters".

Conceding flexible work "can be used for evil" by a government hell bent on casualisation, Maiden said there is a need for a cultural change to get more women in flexible roles higher up the career path.

Rachael Shaw from FACS talked about the challenges thrown at her when working while pregnant and part-time in the early stages for her children's lives. Later Fran Collins, who once worked with the PSA, addressed the issue of shift work and its medical and legal implications.

The following day, Alex Grayson from Maurice Blackburn lawyers talked about the perils employees face when their

bosses see social media postings. She warned members should "assume that at one point your employer will one day find out what you have posted online".

Economist Jim Stanford discussed the decline in working standards, pointing out "less than half the labour force is now in traditional, full-time jobs" as casualisation, part-time contracts and labour hire take over the Australian employment market.

After an outline of how the Change the Rules campaign will work within the PSA and CPSU NSW, Campaign Coordinator Marianne Ledic got the conference floor involved. She encouraged attendees to provide input into how the campaign can take off in NSW.

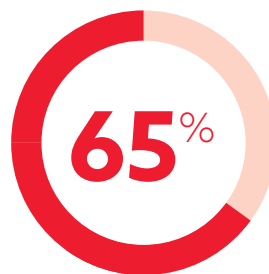
PSA President Kylie McKelvie says the conference

– her first since being elected to the presidency – was a huge success.

"Events like the conference are what I enjoy so much about being involved in the PSA and the union movement," she said. "It was great seeing women so committed to making their workplaces better for all."

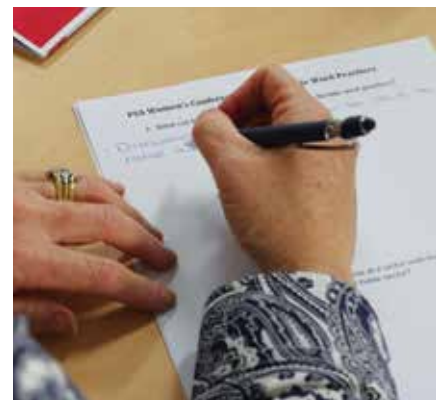
One member's feedback summed up the two days: "I really enjoyed the solidarity of being in a group of supportive women".

A regular Women@Work feature will be in Red Tape from next issue.



WOMEN MAKE UP NEARLY 65 PER CENT OF THE UNION'S MEMBERSHIP

2017 WOMEN'S CONFERENCE



Some of the highlights of the Women's Conference.

GAME

CHANGER

**THE ACTU SECRETARY SAYS THE
PENDULUM HAS SWUNG TOO FAR
IN FAVOUR OF EMPLOYERS.
AND SHE WANTS TO FIX THAT**

SALLY McManus is not happy about the direction Australia is taking.

As casualised labour, the 'gig economy' and outsourcing take their grip, the Sydney-born Australian Council of Trade Unions (ACTU) Secretary wants to lead the country back to a time when the Australian labour force had a sense of job security, the 'fair go' was not a nostalgic pipe dream and home ownership was within reach of most people.

Before a packed room at the 2017 PSA Women's Conference, McManus talked about the ACTU's fight against the erosion of Australia's egalitarian nature, calling "insecure work the number one issue" facing the country.

"One in four jobs is now an insecure job," she said. "Young people now struggle so much to get a good, steady job. Only one generation ago, that wasn't the case.

"Even people who do have good, steady jobs know their kids face a different future. They know their neighbours face a difficult future."

While 48 millionaires paid no tax, "not even the Medicare levy", as well as 678 corporations, the country's workers were facing the double bind of record low wage growth and rising prices.

"What we have seen since the global financial crisis is wealth shifting to the top faster than ever before," she said. "Profits are being made and we are not sharing them.

"We have had penalty rate cuts and 700,000 workers have gone backwards at a time of record low wage growth."

She added even rules that are in place are poorly policed, citing the example of wage theft, where workers who are not paid their full entitlements are forced to endure long, costly legal battles against

employers such as the Domino's pizza chain and George Calombaris.

"It is a long, expensive process for workers," she said. "Employers are adding it up - they know they can get away with it. They are just ignoring what our laws are.

"And this means, of course, that good employers who want to pay what the law says they should pay are then at a disadvantage because they are competing with these people engaging in wage theft."

Privatisation, she adds, is another threat to the public sector, which was once regarded as a path to secure employment and is being undermined as services are flogged off to the highest bidder.

CHANGING THE RULES

Under McManus, the ACTU is launching its Change the Rules campaign to win back basic rights that have been chipped away by successive state and federal governments -



both Labor and Coalition – as neoliberalism became the orthodox economic mantra. And she believes most Australians are on board with a change in tack.

While many Australians are waking up to a widening gulf between rich and poor, McManus says part of the battle is getting politicians such as Federal Treasurer Scott Morrison “to admit there is a problem” – even if that realisation challenges his party’s core beliefs.

“If he acknowledged that inequality was a problem, then he would have to look at what caused it,” she said. “And what caused it have been the policies they have pursued for a long period of time. Policies even the Labor Party pursued.

“We are coming to the end of the era of neoliberalism. This story was told to us: if we privatised public services, if we gave the already-rich tax cuts, if we gave more and more of our money to the top, it

would trickle down to us in good jobs and prosperity.”

However, she said this theory failed as “we can’t expect that people will put limits on their own greed”.

The power and political clout that concentrated wealth brings, McManus said, is what needs to be challenged.

“Our campaign to change the rules acknowledges that we are in a context of power inequality that has been brought about by wealth inequality,” she said.

McManus believes the system is stacked against workers and that without wholesale change to the industrial relations system, Australians will continue to watch their children’s prospects dim as inequality rises.

“We need to make sure our rights at work are strong enough,” she said, citing the case where the Industrial Commission can’t even order employers to pay stolen

wages, forcing anyone claiming unpaid money to go through the expensive, time-consuming Federal Court system.

“We need to change these rules.”

She added bodies such as the Fair Work Commission, which succumbed to years of pressure from the Coalition and business lobbyists to cut Sunday penalty rates in some low-paid sectors, should ensure “fair decisions keep up with modern times”, rather than resort to cutting pay packets in a depressed wage market.

The enterprise bargaining system, she said, is constantly reducing pay and conditions and needs an overhaul.

“People are coming off agreements and coming back to awards,” she said.

In welcome news to many PSA members, privatisation is also in the ACTU’s sights.

“We need to put a stop to privatisation and start turning it around,” she added ▶

“EVEN PEOPLE WHO DO HAVE GOOD, STEADY JOBS KNOW THEIR KIDS FACE A DIFFERENT FUTURE.

THEY KNOW THEIR NEIGHBOURS FACE A DIFFICULT FUTURE”



to applause from conference attendees. “I really believe that Australians have had enough of privatisation.

“We were promised a lot in the 1980s and 1990s when privatisation kicked off. We were promised better services, cheaper prices and more choice. Let’s think about that and energy privatisation. It hasn’t happened.

“Especially where you have once-government-run organisations and utilities run as monopolies, privatisation has allowed companies a cash cow to gouge money out. The way to make money and deliver for your shareholders is to cut corners, cut wages, cut jobs and put up prices.

“The 30-year privatisation experiment has run its course.”

But changing the rules requires a strong union movement she maintains, pointing out workers on an insecure contract or

from labour hire will find it tough to ask for a pay rise.

“Most countries around the world recognise the public good of unions,” she said. “We were the only people there arguing for pay increases. People in unions get better wages and conditions than those who are not.”

She adds even those outside union membership benefit from across-the-board pay rises won by labour organisations.

However, standing in the way is the Federal Government, which she said “is out there union-bashing every single day”.

The latest attack, she said is the Turnbull Government’s plan to amend the Registered Organisations Act to create a ‘public-interest test’ to stand in the way of mergers.

“It would allow the minister of the day, employers and business lobbyists to make applications to sack union leaders,

to deregister unions and to stop union amalgamations,” she said. “We have to stop this. This is a fundamental attack on our democracy.

“The harder they are on us, the stronger they will make us.”

The ACTU is lobbying Senate crossbenchers to stymie these proposals and, in a longer term hopes the union movement will be working with a more worker-friendly government, as “to change the rules we need to change the government”.

HEARTS AND MINDS

McManus acknowledged that “a key part of our campaign has to be winning public opinion”, appealing to members of unions such as the PSA to “take back control”.

“We are going to have to take the argument to our community.”



ONE IN FOUR JOBS IS NOW AN INSECURE JOB. YOUNG PEOPLE NOW STRUGGLE SO MUCH TO GET A GOOD, STEADY JOB



ABOVE: ACTU Secretary Sally McManus with PSA Member Services Manager Kym Ward (left) and PSA President Kylie McKelvie.

RIGHT: Making a point during her keynote speech at the PSA's 'Be Bold For Change' Women's Conference.



WEST SIDE STORY

SALLY McManus is a product of Sydney's western suburbs, studying at Carlingford High School and at Macquarie University in the city's northwest.

As secretary of the NSW branch of the Australian Services Union, she even stood up for Western Sydney Wanderers players denied win bonuses for their triumph in the Asian Champions League.

A unionist since fighting for a rate rise as a teenage pizza-delivery driver in Seven Hills, McManus has pushed the interests of casual and low-paid workers in regions such as Sydney's west since becoming ACTU Secretary.

In an address to the National Press Club, McManus spoke of how "our minimum wage once led the world".

"Now it does not, it has been slipping rapidly down the rankings. It has barely moved in real terms while bills have soared. It has lost touch with the average wage. It's \$17.70 an hour or

just less than \$35,000 a year for a full-time worker. Imagine what it is like trying to live on \$35,000."

In the address, McManus warned that continued cuts to workers' wages and reductions in conditions "creates a class of the working poor as exists in the US, and a low minimum wage provides a big incentive for employers to destroy good, steady fairly paid jobs by outsourcing them, cancelling agreements and using labour hire.

"A low minimum wage affects every Australian. It affects all of our jobs. And it affects our economy, it affects our tax revenue."



RELEASING THE HANDBRAKE

CAPPING WAGES IS NOT JUST BAD FOR OUR MEMBERS, IT IS HOLDING BACK NSW

THE relentless onslaught on unions and workers has achieved its inevitable result: employees now take home smaller pay packets while the cost of living continues to rise.

Australian wages have stagnated at an annual growth rate of just 1.9 per cent annually, while the cost of living has risen by 2.1 per cent at the same time – even more if you want to buy a home in Sydney. The Fairfax press recently claimed “Australian household incomes have grown by less than the price of a coffee a year since 2008”.

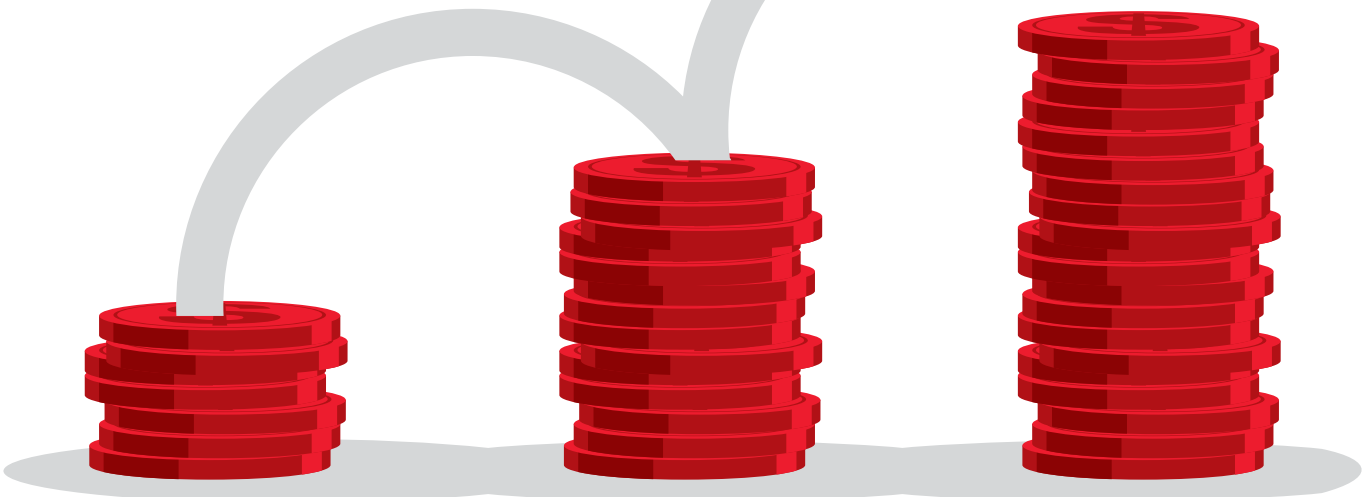
“Wages, salaries and super contributions

– all forms of labour compensation – as a share of GDP, are down to 46 per cent of the pie,” says economist with the Australia Institute’s Centre for Future Work, Jim Stanford. “The peak would have the high 50s in the 1970s.”

The decline in employees’ share of the national pie, now at a 53-year low, comes as productivity has increased. So while workers are better at creating wealth, they

are getting less of it. And unsurprisingly, this drop in workers’ share of wealth correlates closely with the decline in union power.

“Clearly the erosion of the institutions of collective bargaining, the decline of minimum wages relative to the overall average, the erosion of the awards system



– all of those factors explain why wages have declined relative to the overall economy,” says Stanford.

While it is understandable unions would be worried about Australia’s sluggish wages growth, the other side of the political spectrum needs to take note.

Simply put, poor wage growth is holding back the Australian economy. Slow wage growth cuts into discretionary spending, putting a handbrake on the economy and slowing household consumption, which according to *Business Insider Australia*, is the largest component within the Australian economy. The less money workers have, the less they spend. The less they spend, the worse off the business community is.

Even Coalition Treasurer Scott Morrison has voiced concerns about wages growth – although the fact at the same time he cut hospitality pay rates even more shows his concern may be more about sound bites than actual action.

Another unlikely ally for the underpaid worker is Reserve Bank Governor Philip Lowe. In an address to a conference at the Australian National University, Lowe said workers demanding bigger pay rises “would be a good thing” for the nation’s economy, urging the nation to hit up the boss for a raise.

Stanford says that is a fine idea – if only workers had someone to make that demand on their behalf.

“We saw Philip Lowe almost begging workers to ask for higher wages,” he says. “Well, what does that mean for a public sector worker in NSW, where there is nothing to ask? For the last six years the Government just dictates what the settlement is going to be.

“Even for other workers in the private sector, you can’t just ask. You have got to have some bargaining power with which to make a demand and try and enforce the demand.

“This is where all the structural and institutional factors, like the minimum wage, penalty rates, the national employment standards, the award system and collective bargaining and union membership; all of those have to be strengthened to win the wage increase Mr Lowe thinks we need.”



Economist with the Australia Institute’s Centre for Future Work, Jim Stanford.

By capping public sector wages – the NSW Government has limited pay rises to 2.5 per cent unless other conditions are sacrificed – the state has forsaken one of the easiest levers it has to stimulate the economy. Raising public sector wages would boost spending, as well as create a knock-on effect of wage growth in the private sector.



YOU’RE TAKING BILLIONS OF DOLLARS OUT OF THE ECONOMY

“You’re taking billions of dollars in purchasing power out of the economy by artificially suppressing wages of public sector workers,” Stanford says. “The Government really shoots itself in the foot when it suppresses wages in such an artificial and dictatorial way.”

In regional parts of NSW, the economy’s dependence on public sector earnings is particularly acute. In the Far West and Orana region, the state accounts for more than 17 per cent of the labour market, so any curbs on public sector wages will have a particularly

brutal effect on local businesses already inconvenienced by small customer bases, high transport costs and dependence on climate conditions.

The inability for wage growth to match increases in the cost of living, particularly housing, is also pricing people out of the state capital. “The current wage system is contributing to the inability for people to live in much of Sydney and other high-cost centres throughout the state and is entrenching the gap between the haves and the have nots,” adds PSA General Secretary Stewart Little.

Governments know stimulus spending has worked in the past – and has saved the economy in living memory. As the world plunged into recession in 2008, the Rudd Government injected money into the economy on the advice of the Secretary of Treasury Ken Henry, who implored the Prime Minister to “go early, go hard, go households”. Economic boosts such as one-off payments to families, school building projects and incentives for businesses to buy new cars boosted consumption and ensured Australia staved off recession, experiencing only one quarter of negative growth and an unemployment peak of 5.8 per cent, while the rest of the developed world took a harder hit.

TO RETWEET OR NOT TO RETWEET



MEMBERS need to be aware of their rights and pitfalls as their social media use comes under their employer's scrutiny.

The CPSU recently exposed the Turnbull Government's plans to muzzle the opinions of federal public servants through a new social media policy that prohibits negative criticism of the Government.

GREY MATTERS

Unfortunately, workers' legal protections have not kept up with technological leaps and bounds, so the law on social media and its consequences is opaque.

There are, unfortunately, a significant number of cases that are now being found in employers' favour in relation to adverse comment.

"There is a real push by government to get into our personal lives," warned lawyer Alex Grayson from Maurice Blackburn in her address to the 2017 PSA Women's Conference. "There is a real desire to regulate what we get up to after hours."

Cases over social media use relate to breaches of the employment contract (the legal duty of faithful service of an employee), arguments that the employment relationship has broken down, excessive use in work hours, and where users have been attacking or questioning the employer's reputation.

These are balanced against workers' rights of political communication, freedom of association, public assembly and trade union and political affiliations; rights that are guaranteed by the Human Rights Convention and the International Convention on Civil and Political Rights, and enshrined by discrimination law, the Fair Work Act, and the NSW Industrial Relations Act.

This decision went against the worker, as the Victorian TAFE was able to pull up the delegate not because of their union work, but because they should have notified the employer of the alleged misconduct.

Other cases have occurred in the context of employees with the Federal Department of Immigration criticising Government's inhumane policies and whistleblowing.

The PSA/CPSU NSW has also dealt with cases where members posted negative commentary about their departmental executive on a closed Facebook page.

In the NSW public sector, there is a framework for codes of conduct based on the Public Service Commission's *Behaving Ethically* document.

This is adapted to each agency in codes of conduct and conflict-of-interest policies, as well as media delegations, and often includes social media policies.

The union needs to be consulted regarding this and it can be amended if they do not keep up with the times or weren't the subject of adequate consultation.

Political issues discussed on social media can create a lawyers' picnic, as your employer, the Government, is part of the debate.



ACCORDING TO SOME SOCIAL MEDIA POLICIES, IF YOU 'LIKE' OR RETWEET SOMETHING, YOU ARE TACITLY ENDORSING THE CONTENT

One precedent case is Bendigo TAFE v Barclay, regarding communication via email.

The case, which went to the High Court, related to adverse action of a trade union delegate communicating alleged misconduct with members.

As opposed to the Federal Government's whole-of-government approach, many codes of conduct are based on the department you work for. Therefore, if your department is not part of the debate, you may be free to get involved in the discussion, albeit with caution.

ALGORITHMS, RETWEETING AND LIKING

Many social media policies prohibit activities that detract from the organisation you work for. According to some others, if you 'like' or retweet something, you are deemed to be tacitly endorsing the content.

Other incidents have involved employers reviewing users' Facebook 'friends' to see if they pose a conflict of interest or threat to the organisation's reputation.

This problem is heightened when the algorithms of the social media programs put the content of people who are your 'friends', or whom you have liked or retweeted prominently into your feed.

INVOLVEMENT WITH CAMPAIGNS

Generally, involvement in social media campaigns such as #stopTAFECuts is safer. But you are better not making

comments on the site. Again, exercise caution.

Aliases cannot make you immune from cross identification by your employer, and most social media allows geo targeting and mapping of users' profiles.

Unions are trying to change these rules. We're fighting for a fairer society based around workers and the public's civil rights, including political communication, and transparency in government for better public services, rather than corporate rights.

If you think your employer's social media policy is in need of review or has not involved proper consultation please send a copy to membersupport@psa.asn.au

SOCIAL NICETIES: TIPS TO KEEP OUT OF TROUBLE

- 👍 There is no general right to privacy in Australia when it comes to social media. Employers may be able to take disciplinary action against employees if online activities have an impact on the employment relationship. Usual public commentary rules do apply, so ask whether you are potentially defaming somebody or harassing them.
- 👍 Be careful about making comments about your agency, the Government, its policies or co-workers on social media, particularly with an 'open' social media account or where you are 'friends' with co-workers. Similarly, if the comment is related to an area you deal with, be careful in relation to how much you are involved in the decision-making, and what forum you are using.
- 👍 Check privacy settings. You might want to consider having them set at the highest possible level and avoid having your account accessible by the public at large.
- 👍 Be careful in 'liking' or 're-tweeting' comments which have negative impact on your employer's reputation. They may imply agreement.
- 👍 If you have open social media, think about how photos you post may be perceived by your current employer or prospective employers checking up on you.

Advice provided to PSA members by Maurice Blackburn Lawyers at PSA Women's Conference on 13 September 2017.

PRISON RESCUES DOGS FROM A LIFE BEHIND BARS

WHEN Seb first came to train with Corrective Services, he'd cower in the back of his cage.

Now the 22-month-old kelpie-cross, whose tail had been docked by his previous owners, is a confident member of the department's K9 Training team, trained to sniff out drugs in cells.

Trainer Mick Campbell not only works with Seb, he takes him home, boosting their bond. Campbell says that despite the social stigma of "being a screw" and the inferior workers' compensation package he receives, he enjoys working with smart, well-trained animals like Seb.

He adds that the four-month dog-handlers' course was gruelling and more than once "I felt like dropping out".

"Seb did the same four-month course," he says. "We were both green starting out."

Seb is a rescue dog. He was adopted by Corrective Services NSW from Herd2Homes, an organisation set up to rehome working dogs from farms.

Campbell says the dog is keen to work, admitting "he gets antsy" after too long off the job.

Campbell was initially paired with another dog, but the two failed to develop a working bond. Seb, also failed to gel with

the trainer he'd been assigned to, so the trainers swapped dogs and Campbell says both new pairings have thrived.

Greg Breeze works alongside Campbell with Wilbur, a 21-month-old kelpie cross, who also accompanies him home.

"Coming to work with your mates and these great dogs," says Breeze. "It's a good place to be."

Wilbur also came to Corrective Services from Herd2Homes.

"We've housed about nine or 10 dogs with Corrective Services," says vet nurse and dog trainer Jennie Dryden, who runs Herd2Homes with her friend Peri Chappell. "Working dogs have a high prey drive and high energy. They are highly intelligent and can maintain focus.

"They are bred to run and think all day long."

The group has also sent dogs to the armed forces and also sends canines, including "failed" working dogs, to suitable homes and hobby farms with less intense workloads.

"We home them as PTSD therapy dogs as well," Dryden says. "And also as companion dogs for children with disabilities."

The canine unit is based at John Morony Correctional Centre, near Windsor. The facility's Dillwynia Correctional Centre, which houses medium-security women, has a greyhound rehabilitation facility. Also at Morony, the Outer Metropolitan Multi Purpose Correctional Centre, a minimum-security facility for men, works with the RSPCA rehabilitating abandoned dogs for rehoming.



Members Mick Campbell with Seb and Greg Breeze with Wilbur.



COMING TO WORK
WITH YOUR MATES
AND THESE DOGS:
IT'S A GOOD PLACE
TO BE

STATE OF CHAOS



PSA MEMBERS WORK HARD TO MAKE NSW A GREAT PLACE TO LIVE. WHY ARE OUR POLITICAL LEADERS DOING THEIR UTMOST TO PREVENT THAT?



ATTACKS on the public service don't just affect our members, they are wreaking havoc with our state

When the ABC's *Four Corners* program covered "the biggest water grab in Australia's history", the country saw firsthand the devastation wrought by the winding back of the public sector's compliance powers.

The program aired allegations of widespread water theft and vandalism of measuring equipment. Yet public servants hired to monitor the water use spoke of attempts to ensure compliance were stymied and staff resources rolled back.

Phillip Glyde, Head of the Murray-Darling Basin Authority, said on the program "it's the measurement, the recording, compliance activities and enforcement activities that are absolutely vital to having faith in the basin plan".

Jamie Morgan, a former investigator on water usage for the NSW Government, said on the program the water-use set-up "needed significant compliance attention".

Yet allegations cotton farmers were siphoning off more than their share of water were not investigated.

In Sydney, the 2016 *Audit of the Sydney drinking water catchment* found that inadequate monitoring of the city's catchment means the true effect of coal mining on the city's drinking water is not measured. Some data has not been updated since 2013 and monitoring

equipment is nowhere near the Springvale coal mine – potentially a major source of pollution.

The Government's response? Limit the release of the audit – perhaps hoping the whole issue will go away and its mates in coal mining can carry on as usual.



**CUTS TO COMPLIANCE
RARELY HELP THE EVERYDAY
PEOPLE OF NSW.**

**OVERWHELMINGLY,
THEY MAKE IT EASIER FOR
POLLUTERS, BUSINESS
SHONKS AND CRIMINALS PLY
THEIR TRADE UNHINDERED**

"The forced transfer of key DPI Water and Sydney Catchment Authority to Water NSW, a corporation – even if state-owned – has seen a growing number of staff including key regulatory, compliance and research staff, leave and not be replaced," says PSA Industrial Manager Blake Stephens. "Dozens and dozens of years of corporate knowledge are going out the door."

The provision of safe drinking water is one of the key responsibilities of

government, and cutbacks are putting this at risk.

"The failure to accurately monitor this vital service can be put down to the two mantras of staff cutbacks and privatisation," says PSA General Secretary Stewart Little.

LAST LINE OF DEFENCE

Many of the PSA's members work in compliance; enforcing the rules and regulations that maintain a civil society.

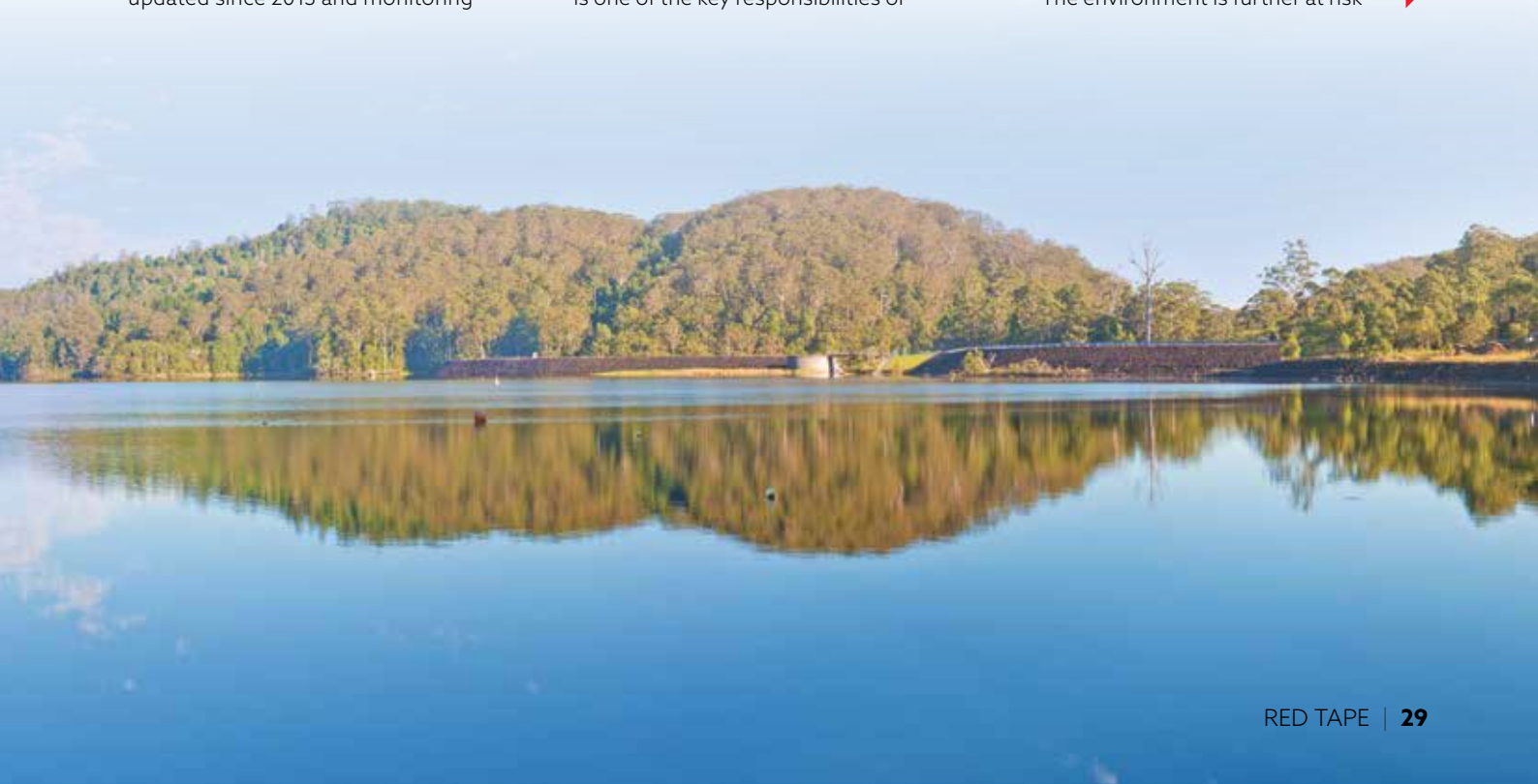
"Without an adequately funded public sector enforcing them, no amount of laws will protect the people of NSW," says Little. "Without them, regulations are just words on a page."

However, job cuts, and farming out compliance to organisations with conflicts of interest are undermining these important roles and compliance powers are dying through neglect.

Environmental Protection Authority staff, for example, have warned powers to monitor the Forestry Corporation's logging impact have been curtailed.

A story in Fairfax Media showed the Environment Protection Authority found the Government's draft native forestry bill removed licensing requirements for the corporation while maintaining them for landholders or industry seeking private native forestry.

The environment is further at risk ▶



CONTINUED FROM PAGE 29

due to downgrades to National Parks and Wildlife staff. Under the Office of Environment and Heritage's (OEH) planned reorganisation, experienced top-level staff are being demoted, resulting in hundreds of years' experience, including fire-fighting, walking out the door.

"Six ecologists working to protect biodiversity have been let go and not replaced," says PSA Manager Nathan Bradshaw.

This undermines a key role of the national parks system – protecting wildlife.

The environment is also a loser as new land-clearing laws come into effect. There are not enough staff at OEH to ensure farmers leave some native vegetation in place; or to give certainty to rural producers wanting to do the right thing.

A story in the Fairfax press about the new laws included an anonymous tip-off from someone in OEH admitting the department was not ready to implement the regulations. With staff cutbacks in place, little wonder land-clearing laws will also involve than old Coalition favourite: self-assessment.

CANBERRA TURNS ITS BACK

The Federal Government is also turning its back on its regulatory duties in favour of handing the henhouse keys to the fox.

In August, Assistant Health Minister

David Gillespie introduced a bill allowing chemical importers to "self-regulate" whether the products they were bringing into the country were hazardous.

The toxic state of soils around Port Botany and the carnage wrought on workers by asbestos-related conditions are testimony to the past failure of self-regulation in the chemical industry – yet the Coalition Government in Canberra insists on ignoring history and making the same mistakes again.

THE WINNERS

Cuts to compliance rarely help the everyday people of NSW. Overwhelmingly, they make it easier for polluters, business shonks and criminals to ply their trade unhindered.

They also, conveniently, help out some of the biggest donors to the Liberal and National parties.

Recently The Agenda Group, a pro-business organisation, put forward a report recommending a loosening of casino regulation in NSW, claiming "it is doubtful whether the scheme of mandatory reviews provides any particular value to the state".

Unsurprisingly, the NSW Government agreed and Sydney's two casinos will operate with less oversight – a move no doubt welcomed by money launderers.

The Independent Commission Against

Corruption (ICAC) has been popular with the NSW public for its work uncovering poor behaviour in the political – and more recently judicial – spheres.

Perhaps for this very reason, its ability to police the corridors of power has been undermined by cuts to its powers and a reduction in staffing levels.

In the past year the organisation has had its workforce cut by 15 per cent and its Commissioner, Megan Latham, undermined to the extent she eventually retired.

There is no recurrent additional funding allocated for the corruption buster's future operations.

In a discussion with the PSA, members at ICAC felt the organisation was at risk of becoming a "lame duck without direction" thanks to cuts to staffing and powers.

"What is really troubling is that now ICAC has lost its muscle and investigative capacity due to budget cuts, the Government knows full well it can do what it likes without scrutiny," says PSA Assistant General Secretary, Troy Wright.

A GRIM OUTLOOK

"Cuts to the public sector make good headlines in tabloid papers and outsourcing jobs to the private sector is music to the ears of the big end of town," says the PSA's Stewart Little. "But it is the people of NSW who will continue to suffer as laws are not policed and crooks thrive."

SAVINGS GAP NOT SO SUPER FOR WOMEN

GENDER-BASED pay disparity not only affects women’s earnings, it also cuts into their retirement savings. Throw in the amount of time many females leave the workforce to care for children and older relatives and the result is too many women without sufficient savings for a comfortable retirement.

“Data compiled by the Workplace Gender Equality Agency shows the superannuation gap is, on average, 46.6 per cent,” says Jeannie Dyson, Alliance Manager with Bridges Financial Services, which works with SCU Credit Union. “This means the average Australian man retires with \$197,054 while the average woman retires with just \$104,734.

Dyson adds that time from work raising children – which is still predominantly done by women – is also cutting super nest eggs.

“One of the biggest financial challenges we face as women is time taken out of the workforce to raise a family,” she says. “If a workplace doesn’t offer paid maternity leave, women will forgo their employer 9.5 per cent super guarantee contributions during their time away from work. Many women return to work on a part-time basis meaning future contributions to super are smaller amounts.

“I have two children, and I took two years’ maternity leave; then I returned to work on a part-time basis for a period of time. I experienced this challenge firsthand as have the majority of my female friends. I can’t stress how important it is for women to have strategies in place to ‘catch up’.

“For example if you earn \$60,000 per

annum, that means a \$5,700 per annum contribution into super you missed out on while on unpaid maternity leave. If you decide to return to work three days a week on the same rate of pay your employer super guarantee contribution reduces to \$3,420.



Jeannie Dyson, Alliance Manager with Bridges Financial Services.

“The compounding effects over time are huge.”

Even without the effects of time out for child-rearing, Dyson says women are still disadvantaged via the wage disparity in Australian workplaces.

“Unfortunately for women, the gender pay gap is sitting at around 18.8 per cent per annum,” she says.

So what can women do to ensure a comfortable retirement?

“When I speak to women the most important message is that small changes can make a bit difference later on,” says Dyson. “There are substantial tax benefits for some people via salary sacrificing into super.”

She says there are also government schemes available to low-income earners.

“Basically, the Federal Government can contribute up to a maximum of \$500 to your super, tax free. To be eligible you must make an after-tax contribution to your super during the financial year and the Government will contribute 50 cents for every dollar you contribute – subject to a maximum government co-contribution of \$500 – to super if your total assessable income is less than \$36,813.

“However, the maximum available government co-contribution reduces as your income increases, cutting out for incomes over \$51,813.”

She adds there are other conditions to the scheme. Women can also get help from the partners.

“A contribution of up to \$3,000 per year can be made to your spouse’s super if they earn less than \$40,000 per annum. The contributor can qualify for an 18 per cent tax offset.

“If they have investments held outside of super, they could also consider having them held in the lower income earner’s name as any investment earnings get added to your assessable income and taxed at your marginal tax rate. If the spouse isn’t working or is in part-time employment, they may not have to pay any tax on investments at all.”

PSA FEES 2017-2018

PSA fees have been adjusted in line with the Public Service pay rise from 1 July. These figures include 10 per cent GST. The salary ranges indicated are based on the Crown Employees Award rates.

Members proceeding on Leave Without Pay in excess of three months need to advise the Association so as to maintain their financial membership of the PSA and the Provident Fund at a special rate of \$35.00 per annum. However, members on Leave Without Pay for a lesser period than three months pay the usual rate.

SALARY	ANNUAL	QUARTERLY	MONTHLY <small>(CREDIT CARD ONLY)</small>	4-WEEKLY <small>(DIRECT DEBIT ONLY)</small>	FORTNIGHTLY
\$57,961 >	\$755.10 <small>(\$14.50 P/W)</small>	\$188.75	\$62.90	\$58.10	\$29.05
\$40,805-\$57,961	\$580.40 <small>(\$11.15 P/W)</small>	\$145.10	\$48.35	\$44.60	\$22.30
\$10,201-\$40,804	\$360.70 <small>(\$6.95 P/W)</small>	\$90.15	\$30.05	\$27.70	\$13.85
Less than \$10,201	\$186.00 <small>(\$3.55 P/W)</small>	\$46.50	\$15.50	\$14.30	\$7.15

PSA fees are tax deductible. Retired Officers \$35.00. Retired Officers with Provident Fund \$40.70.

CALL FOR NOMINATIONS

WOMEN'S COUNCIL COMMITTEE

ALL women members of the Association are members of the Public Service Association Women's Council.

Nominations are called for positions of delegate on the Women's Council Committee.

Each nomination must be seconded by two other women members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 22 September 2017.

The Call for Nomination is for two delegates from each of the 10 electorates below:

ELECTORATE 1 – HIGHER EDUCATION (2 delegates)

TAFE NSW
Universities

ELECTORATE 2 – OTHER NATIONAL SYSTEM EMPLOYERS (2 delegates)

Aboriginal Land Council NSW
AGL Macquarie
Ausgrid
Australian Health Practitioner Reg. Agency
Coal Services PL
Corrective Services – Geo Group
Delta Electricity
Employed Solicitors
Energy Australia NSW
Eraring Energy
Forestry Corporation
FSS Trustee Corporation
Mercer Administration Services (Australia) PL
Murrumbidgee Irrigation Ltd
NSW Lotteries
NSW Self Insurance Corporation
Pillar – Superannuation Administration Corp
Public Service Association
Transgrid
Universities Admissions Centre
Urban Growth
Water NSW
National Rail Safety Regulator

ELECTORATE 3 – FACS AND PRIVATISED ADHC (2 delegates)

Aboriginal Housing Office
Ageing, Disability & Home Care
Australian Unity
Benevolent Society
Community Services
Corporate Services, Business Services
Family & Community Services
Housing NSW
Multicultural NSW
NSW Advocate for Children and Young People
NSW Land and Housing Corporation
Office of Communities – Corporate Services
Office of the Children's Guardian
Sydney Olympic Park Sports Centre
Youth NSW

ELECTORATE 4 – SCHOOL EDUCATION (2 delegates)

Aboriginal Affairs NSW
Board of Studies, Teaching & Educational Standards NSW
Early Childhood Education & Care
Education Dept of
Education Dept. of – General Assistants
Education Dept. of – Schools

ELECTORATE 5 – FINANCE, SERVICES AND INNOVATION (2 delegates)

DFS – Better Regulation
DFS – Customer Services – LPI Titling & Registration Service
DFS – Customer Services – Service NSW
DFS – Govt. & Corporate Services
DFS – ICT & Digital Government
DFS – Office of State Revenue
DFS – Office of the Registrar General
DFS – Procurement
DFS – Property & Advisory – Public Works Adv.
DFS – Property & Advisory – SHFA
DFS – Property & Advisory – THA
DFS – Property & Advisory – Valuation Services
DFS – Property & Advisory – Waste Assets Management
DFS – Regulation – Fair Trading
DFS – Regulation – SIRA
DFS SIRA – Motor Accidents Ins. Regulation
iCare – Dust Diseases Authority
iCare – Lifetime Care & Support Authority
iCare NSW Workers Compensation Commission
NSW Self Insurance Corporation
Office of the Valuer General
Safework NSW
Servicefirst
State Records Authority

ELECTORATE 6 – INDUSTRY, SKILLS AND REGIONAL DEVELOPMENT (2 delegates)

Create NSW
Destination NSW
DPI Water
Local Land Services
NSW Crown Holiday Parks Trust
NSW Food Authority
Primary Industries, Dept. of
Primary Industries, Dept. of – Crown Lands
Primary Industries, Dept. of – Soil Conservation
Primary Industries, Dept. of – State Parks
Rural Assistance Authority
Skills & Economic Development
Subsidence Advisory NSW
Training Services NSW

ELECTORATE 7 – JUSTICE (2 delegates)

Corrective Services NSW – Casual Corr. Officers
Corrective Services NSW – Custodial
Corrective Services NSW – Industries
Corrective Services NSW – SES
Corrective Services NSW – Admin & Clerical
Corrective Services NSW – CC & Offender M&P
Fire And Rescue NSW
Information & Privacy Commission
Justice, Dept. of
Justice, Dept. of – Office for Police

Justice, Dept. of – Reg. of Births Deaths & Marr.
Justice, Dept. of – Crown Solicitor's Office
Juvenile Justice NSW
Legal Aid NSW
Liquor & Gaming NSW
NSW Crime Commission NSW Police Force
NSW Police Force (Blue Uniform)
NSW Police Force (Police Band)
NSW Trustee & Guardian (OPG)
NSW Trustee & Guardian (Public Trustee)
Office of Racing
Office of The Director of Public Prosecutions
Rural Fire Service, NSW
State Emergency Service

ELECTORATE 8 – PLANNING AND ENVIRONMENT (2 delegates)

Art Gallery of NSW
Australian Museum
Centennial Park & Moore Park Trust
Environment and Heritage, Office of
Environment Protection Authority
Jenolan Caves Reserve Trust
Lord Howe Island Board
Museum of Applied Arts & Sciences
Natural Resources Commission
NSW National Parks & Wildlife Service
Office of Local Government
Planning and Environment, Dept. of
Royal Botanic Gardens and Domain Trust
State Library of NSW
Sydney Living Museums
Sydney Opera House
Taronga Conservation Society Australia
Western Sydney Parklands Trust

ELECTORATE 9 – PREMIER AND CABINET; TREASURY; EXTERNAL TO GOVERNMENT SECTOR; HEALTH (2 delegates)

Audit Office of NSW
Electoral Commission
Health, NSW Ministry of
Health Care Complaints Commission
Health NSW – SES
ICAC – Indep. Comm. Against Corruption
Independent Pricing & Reg Tribunal Of NSW
Judicial Commission of NSW
Law Enforcement Conduct Commission
Medical Council of NSW
Ombudsman NSW
Parliament of NSW – Members
Parliament of NSW – Parliament House
Parliament of NSW (Speaker only)
Parliamentary Counsel's Office
Premier & Cabinet, Dept. of
Office of Sport
Public Service Commission NSW
SAS Trustee Corporation
Sydney Olympic Park Authority
Treasury
Women NSW

ELECTORATE 10 – TRANSPORT AND INFRASTRUCTURE (2 delegates)

National Rail Safety Regulator, Office of the
Roads & Maritime Services
Transport for NSW

ROADS AND MARITIME SERVICES DEPARTMENTAL COMMITTEE

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

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

Nominees, nominators and seconders must be financial members of the Association as at 22 September 2017.

The Call for Nomination is for the following number of delegates from the electorates listed on the right:

ELECTORATE	RMS AREAS	PSA REGIONS and OFFICES	DELEGATES REQUIRED
Electorate 1	METRO / SYDNEY	METROPOLITAN (SYDNEY H/O)	6 delegates
Electorate 2	HUNTER	HUNTER (Newcastle PSA office)	2 delegates
Electorate 3	NORTHERN	NORTH WEST (Tamworth PSA office) NORTH COAST (Lismore PSA office)	2 delegates
Electorate 4	WESTERN	CENTRAL WEST (Bathurst PSA office)	1 delegates
Electorate 5	SOUTHERN	SOUTH EAST (Wollongong PSA office)	2 delegates
Electorate 6	SOUTH WEST	SOUTH WEST (Wagga PSA office)	1 delegate

THE STATE EXECUTIVE OF THE COMMISSIONED PRISON OFFICERS (VOCATIONAL BRANCH) ADVISORY GROUP

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

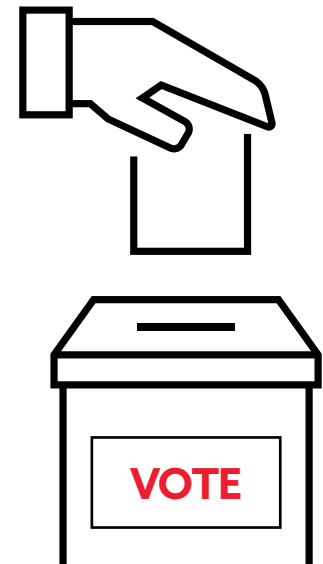
Chairperson	1
Vice Chairperson	1
Secretary	1
Executive Officers	2

Nominees, nominators and seconders must be financial members of the

Association as at 22 September 2017 and be Prison Officers employed in:

- » the positions covered by the Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Justice – Corrective Services NSW) Award 2009.
- » the position of Principal
- » the position of Chief

Each nomination must be signed by two other members from within this group.



HOW TO NOMINATE

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

Nomination Forms are available at:

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

Nominations must be addressed to:
The Deputy Returning Officer Public Service Association of NSW

Nominations may be submitted:

- » by post:
GPO Box 3365 Sydney NSW 2001
- » by email:
elections@psa.asn.au
- » by fax:
(02) 9262 1623
- » hand delivered to:
PSA Inquiry Counter
Level 5, 160 Clarence Street, Sydney

Nominations must be received at PSA Head Office no later than **10am, Wednesday, 25 October 2017.**

If there is a ballot, candidates who wish to have a profile sent with the ballot material should provide a brief statement of 300 words or less stating how they will best represent members' interests.

Space is provided for this purpose on the nomination form.

G R BENSLEY
Deputy Returning Officer

TRAINING YOU



NEW COURSE

Keep your workplace safe

The NSW public sector has a poor record for work health and safety if you compare compensation claims with other industries for both incidence and length of time off work.

The best way to avoid injuries at work is an effective health and safety consultation structure including well-resourced health and safety representatives (HSRs).

HSRs have powers to demand consultation, access to information, and can issue notices to improve safety or cease work with unsafe equipment or practices.

The WHS Act gives HSRs the power to choose their training provider. The PSA offers licensed, union-delivered training to HSRs in the public sector.

To get an enrolment form, contact whs@psa.asn.au

Each 'Keep your workplace safe' course runs over five days;

12-14 and 27-28 October – **Sydney**

2-4 and 23-24 November – **Newcastle**

4-8 December – **Sydney**

18-19 and 22-24 January – **Lismore**

UPCOMING COURSES

Tuesday 10 October	Public speaking
Wednesday 18 October	Achieving workplace flexibility
Thursday 26 October	Safer Together
Tuesday 31 October	Role of the Delegate
Wednesday 1 November	Role of the Delegate
Friday 10 November	Dealing with workplace bullying
Thursday 16 November	Safer Together
Tuesday 28 November	Dealing with restructures
Tuesday 5 December	Role of the Delegate
Wednesday 6 December	Role of the Delegate

GENERAL INFORMATION FOR ATTENDEES

Venues

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

Special needs

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

Special leave for trade union training

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

COURSE OUTLINES

Safer Together

Learn how to create a supportive workplace free from bullying, violence and stress.

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 workplace bullying

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

Dealing with restructures

Covers government guidelines that inform the restructure process, how the PSA responds to restructures at the consultation and implementation stages, and the role members and delegates can play. The course discusses specific restructures and case studies. Fact sheets and other resources are provided to assist members in the workplace.

Achieving workplace flexibility

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

Public speaking

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

Contact PSA Training at training@psa.asn.au



CUTTING

the cost of living for members

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

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

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

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

By using Union Shopper, you can offset the cost of your annual membership by **saving around \$650 a year** on groceries alone.

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



DON'T PAINT OVER THE CRACKS



Labour hire is NOT the solution

Labour hire in the NSW public services continues to grow, cutting permanent public service jobs and eroding hard-fought conditions.

Nearly **\$500 million** was spent in the 2011-12 financial year on labour hire, increasing to more than **\$1 billion** in 2015-16.

The NSW Government relies on labour hire to paint over the cracks left from budget cuts.

Join us in the fight to make all public service and government sector jobs permanent, with proper award conditions and workplace safety.



www.psa.asn.au | 1300 772 679