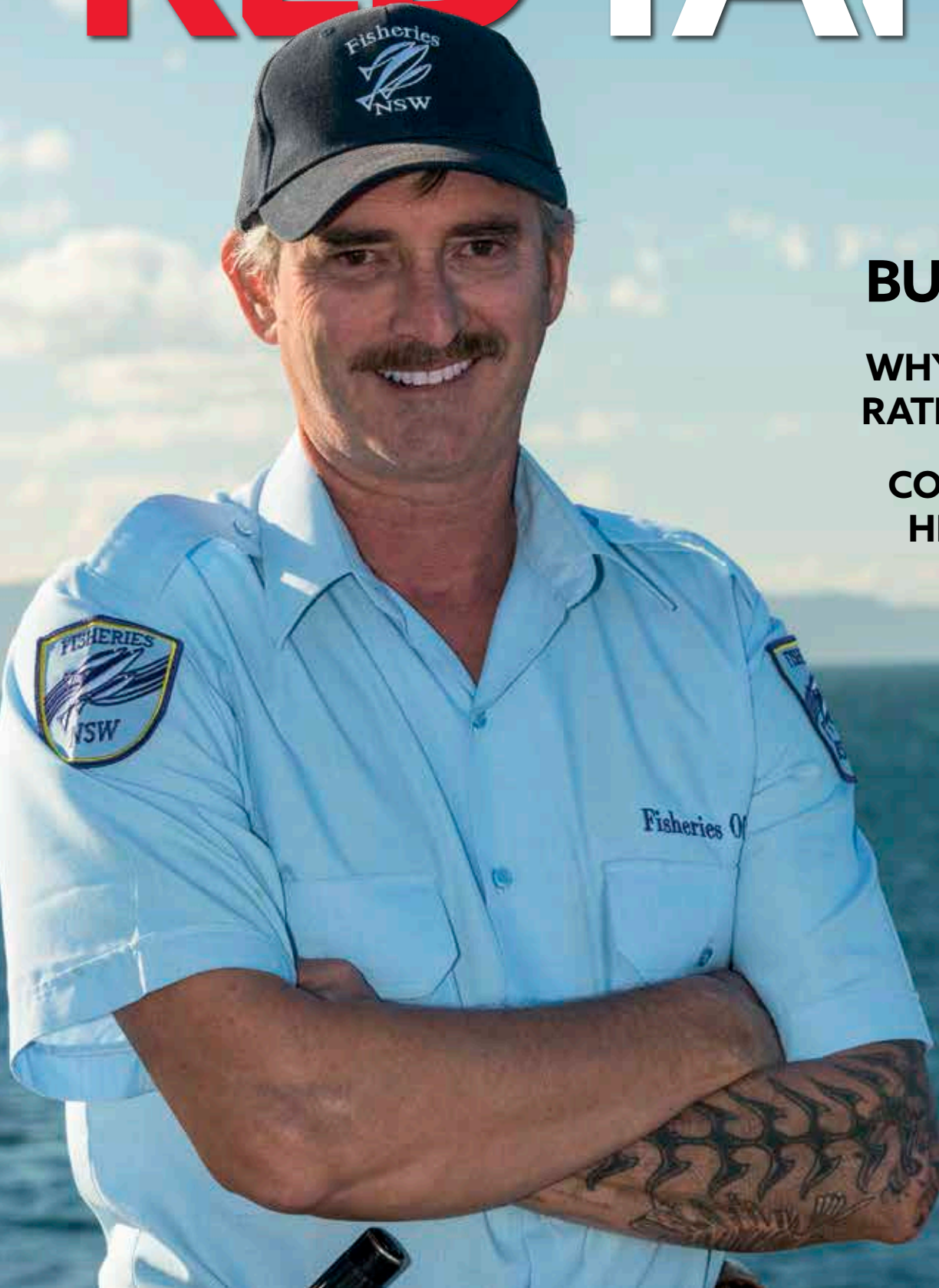


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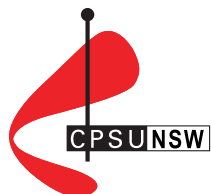


FISHY BUSINESS

WHY PENALTY RATES MATTER

CONFERENCE HIGHLIGHTS

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Member Support Centre

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RED TAPE

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All members of CPSU NSW are also members of the Public Service Association.
The PSA is the associated body that manages and resources CPSU NSW.



UNIONS UNITE TO RALLY FOR CHANGE

UNIONS MARCHED together through Sydney streets to celebrate May Day and demand a fairer system for working people.

Unions gathered at the Archibald Fountain, where they heard speeches from a variety of activists, including Unions NSW Secretary Mark Morey, lawyer and media personality Corinne Grant and indigenous union activist Uncle Kevin Tory. The International Longshore and Warehouse Union's William Adams spoke of unionism in the USA under Donald Trump.

The common theme of speeches was the Change the Rules campaign; applying the theme to gender disparity, Aboriginal dispossession, restrictions on the right to strike and legal haranguing of union officials.

Led by children, the May Day march weaved down Elizabeth Street to Prince Alfred Park by Central Station where there was a family-friendly event with fairground rides and musical performances. The PSA and CPSU NSW had a stall at the park.



THE PSA and CPSU NSW were honoured to be joined by two Indonesian activists at this year's May Day march.

Subono Bono, General Secretary of the SERBUK Indonesian trade union and Darisman, leader of a campaign to end the use of asbestos in his country, joined our marchers.

In Indonesia there are 27 factories that make products such as roof tiles using asbestos. There are some 7,000 workers exposed to the risks of asbestos-related diseases such as asbestosis, mesothelioma and stomach cancer.

Workers' families and their communities are also exposed to asbestos risks. The PSA and CPSU NSW support the campaign to end this.



AUSTRALIAN UNITY LOOKS FOR CHANGE

AS THE two-year employment guarantee has now expired, Australian Unity has recently indicated it proposes serving a Notice of Representational Rights.

In a recent conference with the CPSU NSW, Australian Unity advised it proposes a Single Agreement, which your union will oppose.

Members are reminded their pay and conditions are still guaranteed for up to five years.

There remain issues with members' workloads under the new management regime, with staff not being replaced

quickly enough, particularly in high-cost areas such as Inner Sydney.

"A group of members in the community engagement team are currently in 'limbo' due to secondments with present roles unclear," says CPSU NSW Industrial Officer Dean Allen, who has been working with Australian Unity members.

"They have, in some cases, been sent to diverse work locations.

"They really want some certainty. They are at their wit's end."

The CPSU NSW is seeking legal advice on their status.

CONTRACTORS IN THE CORNER OFFICE

DESPITE RULES to the contrary, contracted staff and consultants are still managing employees in the NSW public service.

In May a bulletin and survey were sent to all PSA members (except those in Transport and RMS) regarding contractors and consultants, with 623 responses received.

About two-thirds of respondents were not aware that consultants and contractors cannot supervise or manage public servants, nor exercise administrative and financial delegations.

The survey found the most common reported areas of problematic behaviour by contractors and consultants were:

- selecting or recruiting staff by themselves or as part of a panel
- approving or managing staff work plans
- signing off on flex sheets or time sheets
- approving leave applications such as sick leave, recreation leave or flex leave.



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OPEN PLAN

CSO DECISION PUTS CONFIDENTIALITY AT RISK

WHILE THE Crown Solicitor's Office (CSO) is continuing on its misguided plan to move staff into open-plan offices, the PSA will be advising how to reduce the change's impact on staff.

The CSO announced last year it planned to move staff to open-plan offices, despite such pitfalls as staff discussing sensitive cases within earshot of others.

More conventional problems with open-plan offices, such as cuts to productivity, were also ignored in the plan.

Now that the CSO has ignored expert advice and PSA work bans and a media

campaign, and gone ahead with the changes, your union is sitting on design panels to mitigate the worst aspects of a design philosophy that been largely discredited by research.

"We tried hard to overturn the plan, so now we have to just make sure we can reduce the Workplace Health and Safety pitfalls of open plan on our members," says PSA Industrial Officer Andrew Boulton.

The PSA is also pushing for greater workplace flexibility, so people can work from home or remote sites.

The decision to go open plan was

motivated by a government-wide direction from Property NSW. The PSA opposed the direction before the full bench of the Industrial Relations Commission more than a year ago. However, there has been no decision handed down.

"Property NSW guidelines require that before an enclosed office is provided, open-plan office arrangements must be 'fully tested'," says PSA Industrial Officer Ian Tuit. "This raises the questions: 'What does the test involve? What are the test criteria? What information is used for the test?' But there is no guidance included in the guidelines for such testing."



SAVE THE DATE:

MENTAL HEALTH CONFERENCE

THE FIRST ever PSA/CPSU NSW Mental Health Conference will be held on 9 October.

The event, to be held at PSA House in the Sydney CBD, will be held in conjunction with First State Super.

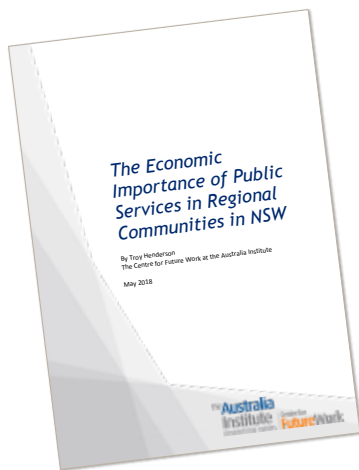
"We are holding the one-day training conference in an effort to further support our members, with a focus around mental health and safe workplaces," says Work Health Safety Officer Suzanne Mann. "We are working towards changing attitudes to mental

health in workplaces, normalising conversations around mental health, developing supportive and inclusive workplace policies, and promoting timely access to appropriate mental health services when needed."

Sessions include speakers reflecting on personal experience, SafeWork NSW advice for better workplaces, dealing with bullying and managing trauma.

Members are urged to monitor bulletins and the PSA and CPSU NSW websites for news about the event.

GOVERNMENT AUSTERITY STARVES THE REGIONS



THE BUSH is hurting. The 10 local authorities hit the hardest by the State Government's public sector cuts are in regional NSW, with only two metropolitan authorities in the top 20.

A report from the Australia Institute's Centre for Future Work has laid out just how important regional public sector jobs are for the state's smaller centres. *The Economic Importance of Public Services in Regional Communities in NSW* found the state's non-metropolitan areas face "particular employment, infrastructure and demographic challenges". While unemployment in Sydney in 2017 was measured at 4.6 per cent of the labour force, it was 5.3 per cent statewide, climbing to 8.6 per cent in the Coffs Harbour and Grafton region.

And lower incomes in the regions were exacerbated by reduced access to services such as health, education and transport.

Launching the report at the 2018 PSA/CPSU NSW Country Conference, the Centre for Future Work's Troy Henderson said, "Public services and facilities can act as 'anchor industries', with positive spillovers for the private sector." In essence, they bring money into communities.

Mr Henderson added stable public-sector jobs are particularly important when local private industry jobs are scarce; seasonal, such as in tourism and agriculture; or cyclical, as in with resources. He said that to turn around declines in local infrastructure and economies and accompanying demographic effects such as ageing populations, the State Government



YOU GET QUITE A LOT OF BANG FOR YOUR PUBLIC SECTOR BUCK

needs to end "current policies that reduce economic activity and opportunities in regional NSW and implement specific regional development plans".

He added spending more on public sector improves access to health and education services and brings people with higher education levels into the regions.

And with an area such as regional NSW, the "multiplier effect" of public spending can have far-reaching consequences.

"When you inject one dollar worth of investment, you get more than one dollar's worth of economic activity with that investment," Mr Henderson said. "That one dollar gets spent into the economy, it becomes part of someone else's income, and they spend that.

"When you have a situation like regional NSW, where you have chronic labour underutilisation, the multiplier can be quite strong.

"You get quite a lot of bang for your public investment buck."

The Economic Importance of Public Services in Regional Communities in NSW is available from the Australia Institute's Centre for Future Work - futurework.org.au.

RED TAPE GETS GREENER

YOUR edition of *Red Tape* is now delivered in degradable Biowrap, rather than conventional plastic. Biowrap breaks down faster than conventional plastic - although it should still be disposed of sensibly.

Members also have the option to receive the magazine via email: call 1300 772 679 to arrange this.

CHILDSTORY: SIX MONTHS ON

THE CHILDSTORY case management system has now been in place for more than six months.

The roll out of Release 1 was traumatic and difficult for PSA members due to glaring inadequacies and poor data migration. The Department's refusal for many months to acknowledge these issues resulted in many children being placed at risk.

FACS now claims that the issues raised by the PSA and our members have improved greatly.

PSA officials and delegates have had several meetings with the Minister, FACS Secretary and other FACS executives during which we provided results of surveys we had distributed to members. The feedback provided was invaluable as it dispelled any misconceptions or sanitised communications provided to the Minister or Secretary.

The PSA has rereleased a ChildStory survey to gather information on whether anything has changed for members and to monitor whether more issues need to be resolved.



TAX TIME IS HERE

THE PSA and CPSU NSW 2017-18 tax statements will be ready to email to members by mid-July. Tax statements will include all payments processed by the PSA/CPSU NSW up to and including 30 June 2018.

For members who pay via Direct Debit or monthly credit card, tax statements will be emailed to you.

For members still paying fees via payroll deduction, these will appear on the group certificate supplied by employers.

For any enquiries, please email membership@psa.asn.au.



FROM THE GENERAL SECRETARY

STEWART LITTLE

AT OUR enormously successful 2018 Annual Conference, I was proud to stand before the gathered PSA and CPSU NSW members and announce we had grown as a union for the first time since 2011.

At a time when continual cuts to public services reduce our pool of eligible members, this achievement is the result of hard work by our delegates and organisers and I thank them for their efforts.

With more members on our side, we are better armed for the two elections coming our way in less than 12 months. More members equal more people encouraging others to join. It means more resources to fight the scourge of privatisations and realignments that disrupt our working lives. And it means more people at rallies, giving hope to those affected by a system weighed against them.

And we are not alone. As ACTU Secretary Sally McManus pointed out at the same conference, the nation's union body for three weeks in a row registered record numbers of people signing up to their unions.

The theme for this year's conference was Fight for Change and the state and federal elections we face are vitally important. As Ms McManus said, "change doesn't happen by itself" and it was the trade union movement that has won victories for working people throughout Australia's history.

The Annual Conference heard that the enormously successful Your Rights at Work campaign in 2007 was waged without social media holding the strong role it has in our lives today. So we need to use these new tools to our advantage. The PSA and CPSU NSW have Facebook, Twitter and YouTube accounts, so please sign up and use these to spread our message to friends and family who may not be as involved in the union movement.

It was also a proud moment for our union to see the first Aboriginal Conference take place in PSA House, held the day before our Annual Conference. There we committed

ourselves to working to create not only more public sector positions for First Nations members, but in more senior roles, too.

Our country conference, held straight afterwards, coincided with the release of a report from Troy Henderson from the Centre for Future Work into the importance of well-resourced public-sector jobs to regional centres. As you can read on page 7, the State Government's sell-it-all-off agenda has been particularly brutal to the bush, with the National Party doing little to preserve employment in its turf.

Public sector employment in smaller centres is often the lifeblood of local communities. We need our members to stand up, not just for their jobs, but the economies that depend on them.

We have a big fight ahead of us but, with more members in our ranks, thankfully it will be that much easier.

In June the Treasurer handed down the 2018-19 Budget.

Whilst the PSA and CPSU NSW welcome new paramedics, new teachers, new nurses and police; the media did not highlight the real pain behind this budget. These new positions come without additional support staff and at the expense of the staff who support frontline workers.

For example the Government has announced a 253 increase in TAFE teachers. Welcome news; but it does not make up for the nearly 6000 workers cut from TAFE since the Liberal/National Coalition came to office. They must restore TAFE.

Similarly, the extra 100 Child Protection workers in no way alleviate the immense workloads experienced by existing employees today and every day.

Likewise, the handful of new schools planned barely touches the sides with the estimated 213 new schools NSW will need in the next eight years.

And there is a much darker side to the NSW Budget than its failure to plan.



**IT WAS THE TRADE UNION
MOVEMENT THAT HAS WON
VICTORIES FOR WORKING
PEOPLE THROUGHOUT
AUSTRALIA'S HISTORY**

This is the expected \$6 billion in efficiency dividends applied to government agencies over the next four years, with the efficiency dividend being raised again from two to three per cent. With 390,000 people working for the public service, this efficiency dividend has the potential to cut thousands jobs from our workplaces. This blunt instrument is highly destructive for public servants and the services we deliver to the community, as the dividend is often higher on the "non-frontline" workforce if the agency has a significant amount of "frontline" workers.

In NSW Police, about 4,000 civilian officers support sworn officers. Cut these services and so-called "frontline" police will have to do lot of this work themselves.

The same problem occurs in schools, where inadequate support means education quality will decline as teachers are burdened with additional administrative work.

It does not need to be all cuts and doom. In April, after significant warnings to the Government that staffing levels were unsafe in our gaols, correctional officers across the state united against the cuts and ceased work. This has seen a re-examination of the cuts to prisons and significant gains to safety critical staffing. Read more on page 15.

Looking at the fine detail, this election budget is one of the worst I have witnessed. We need to work together to maintain our public sector and join the union's campaign to fight for our jobs. ●



MANY WORSE OFF UNDER 'LANDMARK' NDIS AGREEMENT

NSW PREMIER Gladys Berejiklian and Prime Minister Malcolm Turnbull have announced they had reached a "landmark" agreement that would ensure the full rollout of the National Disability Insurance Scheme in NSW.

But as advocates and disability groups were quick to point out, the NSW Government, which has withdrawn completely from providing disability services as of July, had always "guaranteed" the full rollout of the NDIS. At no time did it indicate the full rollout was in jeopardy.

Since then, PSA General Secretary Stewart Little has given evidence to a Federal Parliamentary Inquiry.

This isn't a "landmark" agreement. This is a state government trying to distract people with disability, their families and advocates from the appalling truth that it officially closed down the Department of Ageing, Disability and Home Care (ADHC) on July 1, 2018 as it finally transfers the last of its clients – the people with the most complex needs – to charities and private providers for their future care.

All the NDIS funding in the world will not disguise the truth of what is happening in NSW.

Many years ago, the people of this state decided that it was not the role of the church, charities and private business to take care of our most needy. And the government of the day agreed.

From that point on, state governments would play a role in providing services for people with the most complex disabilities.

Unlike the NDIS, the cost of providing these services would not be an issue. Everyone would receive the best possible care available. No-one would be allowed to fall between the gaps. Governments would provide disability services including accommodation and respite care.

But a few years ago, along came an opportunity for the NSW Liberal National government to do what it loves most; to sell off and privatise an entire department.

And it had a cunning plan. It would only agree to introduce the NDIS if it could withdraw from providing any services.

The NDIS would act as a decoy. The NSW Government insisted the privatisation of ADHC and the transfer of thousands of people with complex disabilities to the private sector would mean more funding.

It promised absolutely that no-one would be worse off under the NDIS.

Now thousands of people with disability and their families have had the "NDIS experience". It has become quite clear that 10 to 20 per cent of people with disability – mostly former ADHC clients with complex needs; a good number of them with no family or advocate to speak on their behalf, making the promise of "Choice and Control" totally meaningless – are in fact worse off under the NDIS. The services they received from ADHC are no longer available as their NDIS funding packages are either inadequate or do not cover those services.

Mothers with children who once had



THE GOVERNMENT WANTS NOTHING TO DO WITH DISABILITY OR THE NDIS

access to ADHC respite now have their respite care slashed. Families are being pushed to the limit as they spend weeks fighting the NDIA – and its lawyers – over the crucial funding they were promised.

Berejiklian and Turnbull's "landmark agreement" is smoke and mirrors.

The truth is the Government wants nothing to do with disability or the NDIS.

There will be no public services for people with disability in NSW. If you are lucky, you'll get a good charity or private operator to look after your needs but there's a good chance things won't work out the way you hoped they would. The Government previously had a duty of care to thousands of people with disability but in the private system things aren't quite the same.

So what's the solution? Well, the people of NSW almost certainly still think what they thought all those years ago; that it is not the role of the church, charities and private business to take care of our most needy.

We just need a government that agrees.

Image by Banksy, manipulation by Nigel Miles



FROM THE PRESIDENT

KYLIE MCKELVIE

LOOKING TO OUR UNION'S FUTURE

In May I was proud to be in a position to welcome attendees to our Annual Conference.

I was particularly happy to welcome younger members: these are the future of our union and of the labour movement in general. So while many of our opponents write off trade unions as irrelevant in today's economy, these young members are proving them wrong.

Many young people are today entering an employment market where what were once enshrined rights – think weekends, penalty rights and paid holiday and sick leave – are under threat.

For many people entering the workforce, the choices are stark: the Dickensian 'gig' economy, rapacious underpayment of staff in retail and food service, or unpaid

'internships' that last for months on end.

And bad luck if you want qualifications to improve your chances in the job market, as TAFE and the university system have been gutted.

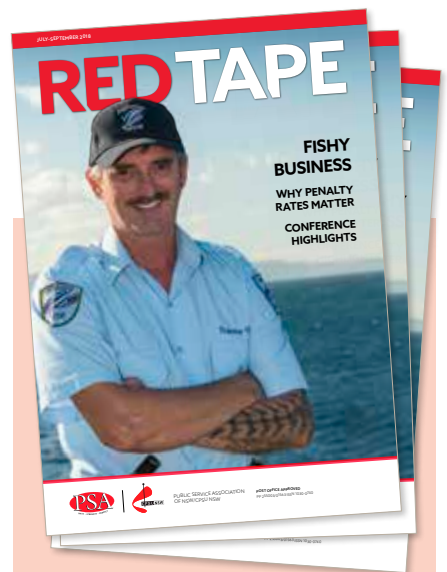
So it is vital that young people rediscover the importance of joining a union. As Jim Stanford of the Centre for Future Work says, the employment conditions many of us take for granted "didn't fall from the sky".

And our younger members need to realise there is a wealth of knowledge in our union, thanks to members who have fought battles in the past.

Without younger workers on board, our unions will struggle; and without unions on board, our younger workers will struggle. We are all in this together. ●



IT IS VITAL YOUNG PEOPLE
REDISCOVER THE IMPORTANCE
OF JOINING A UNION



TELL US WHAT YOU THINK

**Red Tape belongs to you,
the members of the PSA and
CPSU NSW.**

We want to know what you think about your magazine. Any story ideas or suggestions about content, design or photography can be sent to jmountney@psa.asn.au.



PSA LAUNCHES SCHOOLS NEED US CAMPAIGN



THE PSA wants more people to realise there is an army of professional support staff behind every teacher.

The Schools Need Us campaign aims to highlight the roles of support staff.

"We have heard from members right across NSW about the impacts of Local Schools Local Decisions, LMBR, the new HR and payroll systems and dramatically escalating reporting," says PSA Organiser Siobhan Callinan. "We know that this has led to unmanageable workloads for SAS staff from Coonabarabran to Cooma, Mullumbimby to Moruya and Penrith to Pymont.

"And yet, many members still work in temporary arrangements, are expected to take on duties that they are not recognised for and spend hours of their own time working without pay."

While everyone understands the roles teachers play in schools, public understanding of the other jobs in the education system is not as embedded. Therefore these jobs are often overlooked in a government decision-making process motivated by publicity and approval ratings.

"The Schools Need Us campaign will raise the profile of what you do and

how important you are to the school community and to education in NSW," says Ms Callinan.

"We must alert the community to the critical, but often unseen, work being undertaken by our members in schools including General Assistants, School Learning Support Officers, Aboriginal Education Officers, Psychologists and Business Managers alongside the vital Administrative Staff including School Administrative Managers and School Administrative Officers.

"These people are essential in the delivery of quality services to children."

APHEDA WORKS TO GET KIDS OUT OF WORK

UNION AID Abroad has been partnering with Pakistani organisation YHEC on a project in Khaliq Nagar, near Lahore.

The project aims to organise parents and children against child labour, as well as providing education options and community-based transition to decent work.

In October 2017 project workers met with 236 child workers who never went to or dropped out of school, identifying 24 shops, factories, brick kilns and houses

where work was taking place. Some work areas have poor lighting and most have insufficient fans for hot conditions. Hygiene, work safety and clean water are also deficient.

In November the YHEC enrolled 60 child working as labourers in an education centre. In the centre, there are morning and afternoon shifts with children learning basic Urdu, English and mathematics, as well as other life skills.

WATER BILLS UP AS THE GOOSE IS FATTENED

YET ANOTHER sign that Water NSW is being prepped for the market: storage costs are soaring.

The Northern Daily Leader has reported that Tamworth Regional Council is about to get a \$680,000 water storage charge for the local authority's use of Chaffey Dam. This is regardless of how much water the region draws from the dam.

Previously Water NSW charged a 40 per cent fixed fee and 60 per cent usage fee on stored water. As of 1 July this ratio changed to 80 per cent fixed and 20 per cent usage. The council currently holds a Local Water Utility License from Chaffey Dam of 16,400 megalitres but uses, on average, 4715 megalitres, with the remainder coming from another facility.

"We've been worried for a long time about what the Government has planned for Water NSW," says CPSU NSW Industrial Manager Blake Stephens. "It's definitely looking more and more like it's being commercialised for sale, as that billing system thrust on the council is far more profitable."



PSA ON SHOW AT SCHOOLS CONFERENCES

PSA stalls at a series of SAS staff conferences raised the profile of the union with staff throughout the NSW school sector.

The stalls also saw about 60 schools staff join the ranks of the PSA.

There will be similar conferences throughout the year.

Steven, a learning support officer from Dubbo's Delroy Campus, is welcomed to the PSA by President Kylie McKelvie after joining at a conference in regional NSW.



FROM THE ASSISTANT GENERAL SECRETARY

TROY WRIGHT

FIGHTING FOR CHANGE IS NOT JUST HOLLOW RHETORIC

*“If we don’t take action now
We settle for nothing later
Settle for nothing now
And we’ll settle for nothing later”*

Rage Against the Machine (1992)

NOTHING good has ever come to those not willing to ask or fight for it. Rarely do those with power give it up voluntarily without being forced to. Think the Suffragettes, the American Civil Rights movement, anti-Apartheid fighters.

Domestically we have seen the indigenous rights movement, conscientious objectors against National Service during the Vietnam War and more recently the fight for Marriage Equality. None of these causes would have succeeded were it not for the people power behind them.

It may appear glib to compare our current struggle for better working lives with those great fights for civil rights but, let’s be clear, the next 12 months will have ramifications far beyond the electoral cycle.

We currently have a Federal Government that, at times of record inequality and low

wage growth, responds not by addressing these issues but exacerbating them, in offering enormous tax cuts to corporate tax dodgers and slashing penalty rates. A government that has dismantled needs-based funding in our children’s schools, doesn’t believe in climate change and has demonised the union movement; a government that still believes in the antiquated falsehood of trickle-down economics.

The Berejiklian State Government performs no better. We have an under-resourced, under-appreciated yet over stretched public sector which is burdened with working under some of the most repressive industrial relations regimes this state has ever experienced. The GSE Act, the wages cap and the casualisation of the workplace are repeated concerns. This is a government whose legacies will be sports stadiums in Sydney no-one wants or needs other than the top end of town, a reintroduction of tolls on roads that were paid off years ago and the demolition of the city for privately-operate ‘public’ transport and tollways which have blown

their budget, all as the regions struggle.

Neither of these governments will resign on their own will. It is our duty as voters and union members to remove them from office.

The ACTU is coordinating the Change the Rules campaign targeting the Turnbull Government’s failures and arguing for a fairer workplace relations system – job security, fair pay, enforceable rights and a neutral umpire.



THE NEXT 12 MONTHS WILL BE DEFINING ONES FOR OUR COUNTRY AND OUR STATE

In the state election next March a lot of our demands and campaigning will be on the same points – no more failed privatisations, an improved industrial relations system and a commitment to fund and respect public services.

But these campaigns, like those before them, require a key component to succeed – your participation.

The union movement has done it before – the Work Choices campaign of 2006 and 2007 heralded a new government and an end to individual contracts as the centrepiece of a deregulated system.

Sadly, 10 years later we are facing the same challenges again but we know what we need all members to do. Speak to your colleagues and have them join our union. Sign petitions. Organise and attend local events. Become electorally active.

The next 12 months will be defining ones for our country and our state. We all need to be involved in bringing about change that will produce a society based on opportunity and merit, not wealth.

Because we cannot settle for anything less. ●





“The Government turned its back on staff, so they are turning their backs on the Government,” says PSA regional organiser Asren Pugh, pictured above with employees of the registry.

PSA GOES INTO BATTLE FOR FIREARMS STAFF

THE PSA has worked to publicise cuts to the Murwillumbah Firearms Registry. Fifteen workers were told they would not have their contracts renewed at the end of June, with another 15 to go in the near future.

It is understood the job cuts come after a \$20million blow-out in the cost of a new online application service for firearm owners, which is being developed for Service NSW.

PSA General Secretary Stewart Little has challenged the local member, the National Party’s Thomas George, to stand up to the Liberal Party’s bean counters and stand up for jobs in regional communities. Mr George had earlier denied any jobs had been cut from the registry.

“The jobs that are being cut from the Firearms Registry are real jobs, performed by real people, with real families,” says Mr Little. “If Mr George has information that contradicts what workers have been told by departmental managers, we would love to hear it.

“Unfortunately, Mr George was invited to meet with workers who are affected by the job cuts last week, but he did not show up on the day.”

The PSA’s stance received extensive coverage in the media in the Northern Rivers region of the state, which would come as bad news for the National Party. Mr George holds the seat of Lismore by a tight margin of 2.9 per cent, with both the Greens and Labor expected to launch strong challenges for the parliamentary seat next March.

It is expected Mr George will not contest the next state election.

THE BATTLE FOR MAITLAND

THE PSA notified Revenue NSW on 14 June it would relist the dispute between the two bodies as a result of a number of members being declared excess.

The decision to cut the staff was made despite there being more voluntary redundancies offered than positions set to be deleted.

The Industrial Relations Commission (IRC) instructed the two parties to confer regarding the dispute before it was heard.

As a result of the discussions between the PSA and DFSI Industrial Relations, Revenue NSW committed to further meetings with affected staff who did not wish to receive a voluntary redundancy.

The PSA offered support to the employees if they were members, with a view at looking at options for appointment to suitable positions.

This included an option for staff to be temporarily assigned to one of the new roles for a period of six months, with Revenue NSW to provide training and support for employees they have assessed to not have the skills required for direct assignment in to the new roles. The IRC made a recommendation that these meetings occur as soon as possible, and that this option be explored.

While the PSA argued that this option should have been explored before declaring staff excess, this represents a significant opportunity for those that wish to remain to be able to do so. The PSA would like to clarify that we are not seeking to have staff appointed who wish to take a redundancy.

At the time of press, the PSA was to confirm with DFSI on when these meetings will occur, and support will be provided for these meetings.

The PSA had appeared at the IRC on 8 May, 16 May and 6 June to advocate for a number of issues, including direct appointment for those who wished to remain employed by Revenue NSW.

However, the Department continued its attacks. ●



POWERHOUSE WIN EXHIBITS THE STRENGTH OF YOUR UNION

MANAGEMENT AT the Powerhouse Museum yielded to pressure from the PSA and will pay, in full, the balance of wages owed to underpaid casual Visitor Service Officers (VSOs).

The museum will eventually pay out well over \$1 million to underpaid staff,

After a 2014 restructure, which amalgamated two roles into one, a new pay rate was set for all VSOs, including temporary and casual staff.

However, a staff member noticed they had been underpaid under the new arrangement and alerted the PSA, which launched the complaint as an individual matter.

This matter eventually went before the Industrial Relations Commission, where attempts for conciliation dragged out for about a year, including an offer from the museum to pay staff 25 per cent of the shortfall.

Management attempted to have the role re-evaluated to a grade lower without any consultation with the PSA or members.

A date was eventually set for arbitration with the PSA backing its case with a witness statement prepared by Senior Industrial Officer Kerrie Butson.

"In my almost 30 years' experience as a union official working in the public sector in NSW, a new job evaluation would only be done if there had been a change of some kind to the role being re-evaluated," read the statement's conclusion. "This would usually involve consultation with the relevant union representing the employees who could be affected by the re-evaluation and why the change was being sought. There was no such consultation by the MAAS."

Before the case went to arbitration, the Department of Environment and Heritage,



AFTER PRESSURE FROM THE PSA, THE POWERHOUSE MUSEUM WILL EVENTUALLY PAY OUT WELL OVER \$1 MILLION TO UNDERPAID STAFF

which runs the museum, capitulated and agreed to pay 100 per cent of the monies owed to staff. The first round was paid in June, with the balance hitting pay packets in November.

"This case is a great example of a union standing up for its members," says Ms Butson.

BLACK FRIDAY WALKOUT GOES STATEWIDE

POVB MEMBERS walked off the job at Long Bay Gaol on Friday, 13 April.

The move, over the Government's benchmarking policies, received support from comrades in the COVB and saw other POVB staff walk off the job throughout the state.

The staff walked off when plans were announced to cut 50 staff from the Metropolitan Special Purpose Centre and 41 staff from the Long Bay Hospital.

These staff cuts were announced, despite the PSA receiving information showing assaults around the state have risen in each location by at least 20 per cent. In the centres at the Long Bay complex, assaults had risen by more than 25 per cent, making the decision by Government and Corrective Services NSW to cut 91 staff nonsensical.

At 8.50am of 13 April, Long Bay Complex went out on strike and asked for state-wide support. Within hours, Correctional Officers throughout the NSW prison system had walked off the job.

"It was a proud day today for POVB

and clearly shows that we are united and we have had enough," says POVB Chair Nicole Jess. "I commend the POVB and the stance we took in April."

As a result of this action, Commissioner Murphy of the Industrial Relations Commission (IRC) decided to see for himself what conditions Correctional Officers work under.

The Commissioner left the cosy environs of the IRC and moved to less-salubrious venues of Long Bay Goal and the South Coast Correctional Centre.

In a bulletin to members, POVB Chair Nicole Jess said the visits "were of benefit to Commissioner Murphy to understand the intricacies of the processes, [and] how inmates are housed".

The PSA and POVB have long maintained the benchmarking reforms are little more than a job-cutting exercise.

There have been job cuts throughout the entire state prison system and the Senior Correctional Officer rank has been deleted.

LANDMARK VICTORY TO REINSTATE SACKED POVB MEMBER

THE PSA has achieved a big win for Senior Correctional Officer (SCO) Jason Wattie.

SCO Wattie was suspended from duty in January 2015 as a result of allegations of excessive use of force against an inmate at the Amber Laurel Correctional Centre.

Corrective Services NSW (CSNSW), at the completion of the Court process 13 May 2016, dismissed Mr Wattie.

In June 2016, the PSA appealed to the Industrial Relations Commission (IRC) for unfair dismissal. The IRC ordered SCO Wattie be reinstated on 18 October 2016.

CSNSW refused to reinstate SCO Wattie and appealed to the Full Bench of the IRC.

On 28 February 2017, the IRC denied the

Leave to Appeal of CSNSW and SCO Wattie was allowed to put his uniform back on.

On 30 November 2017, CSNSW decided to pursue the matter to the Supreme Court of Appeal. On this occasion CSNSW got the decision it was seeking and subsequently sacked SCO Wattie.

On 20 December 2017, the PSA sought leave to appeal and to appeal the decision of the previous month. The union was granted a stay in the proceedings and again SCO Wattie was reinstated to duty.

The final appeal was heard in the Supreme Court on 28 February 2018, the decision from that hearing being handed down in June.

SCO Wattie won the appeal and costs.

PSA PRESSURE GETS \$3.18 MILLION FROM EDUCATION DEPARTMENT FOR SUPPORT STAFF

THE PSA has highlighted to the Department of Education just how busy School Administrative and Support (SAS) staff can be.

And for once they listened to your union's concerns.

After lobbying from your PSA delegates and staff, the Department of Education recognised members are suffering from work overload thanks to the many changes that are affecting their jobs.

To help with new work systems, the department approved additional \$3.18 million in funding just for administrative staff hours (overtime or relief) for the period up to 30 June, 2018.

This allocation was to be used only to support SAS staff.

PSA Industrial Manager Kris Cruden says the extra money was the result of hard work from delegates.

"PSA schools delegates put in a lot of extra work doing surveys and getting data together to assist us in demonstrating the unfair increased work load in schools, resulting in the Department recognising the need to take action to support our members in schools," she says. "The PSA will continue to fight for sufficient staffing in schools to alleviate unmanageable workloads."



2.5% AGREEMENT GETS A RISE

PSA MEMBERS took home a little more in their pay packets from July thanks to agreement reached in the Industrial Relations Commission in May.

On May Day, the PSA's application for a 2.5 per cent pay rise for the majority of the public sector workforce was approved. The increase, for all employees covered by the Crown Employees (Public Sector Salaries) Award and the Local Land Services Award, took effect from July 1, 2018.

"These pay rises are won through the efforts of PSA members balking to a united group and campaigning

together," says Secretary General Stewart Little. "These outcomes can be won with more members building a stronger union, so encourage your colleagues to join the PSA."

This is the highest wage rise available under the restrictive legislation the State Government introduced to cap the pay rises of PSA members under state awards.

"Unfortunately, this deal will only be for one year, as the government continues to deny us longer deals to try to force our hand on changes to conditions," says Mr Little. "This the PSA will refuse to do while I am General Secretary."

Under the legislation, employees can obtain a higher annual pay increase only by trading away conditions.

In order to get better pay rises there needs to be a change of rules to favour workers and the public, not corporate Australia.

PSA members may take that into consideration when they go to the polls in next year's state election.



SERVICE NSW WINS INCREASE AND NEW CONDITIONS

THE NEW Service NSW (Salaries and Conditions) Employees Award has given employees two consecutive annual 2.5 per cent salary increases, as well as better conditions.

The award, which came into effect on 1 July, includes a number of new conditions that bring the Service NSW Award more in line with the Crown Employees Conditions of Employment Award including study leave, military leave and leave without pay.



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William Leslie (in high-vis shirt) is surrounded by Eora campus and CPSU NSW staff to celebrate his long overdue elevation to full-time employment status.

CPSU NSW ENDS TWO DECADES OF CASUAL STATUS FOR UNCLE WILLIE

INTERVENTION from the CPSU NSW has won full-time status for a TAFE employee who had worked as a casual for 24 years.

William Leslie, who works at the Eora campus of TAFE, in the inner-Sydney suburb of Darlington had been in insecure employment for 24 years. The CPSU NSW negotiated successfully with TAFE to have his position converted to ongoing. William now has a permanent position in TAFE.

"We have lots and lots of casuals who do a great job, then get discarded," said Organiser Shane Jobberns at a morning tea

to celebrate Mr Leslie's win. "I am looking forward to more morning teas as more members go full-time."

A teacher at the campus, Chico Monks, talked about how 'Uncle Willie', a former boxer, was also an important part of the Aboriginal community in Redfern and Waterloo, often helping out after hours in programs to get children off the streets.

CPSU NSW Aboriginal Liaison Officer Ann Weldon hailed him as "a brother from way back ... a strength and tower in our community".

TAFE LIBRARIAN GETS FULL MATERNITY LEAVE

INTERVENTION from the CPSU NSW has won full maternity leave entitlements for a member employed as a TAFE librarian.

In 2012 the member commenced work at TAFE NSW as a Grade 2 Librarian. After competitive selection, she started acting up as a Grade 3 Librarian.

She applied for maternity leave and was then informed her higher duties contract would not be renewed, meaning she returned to work as a Level 2 Librarian.

Hence, her maternity leave will be paid at the lower rate.

The member rang the CPSU NSW MSC for advice but preferred to keep the matter as low key and local as possible. Given her manager was not supporting her contract being renewed as "there was too much paperwork", it was agreed the member would contact TAFE Employee Relations herself, CCing the union in the email.

Within a week the member was told she would receive the level 3 rate.

WATER WIN FLOWS ON TO OTHER AREAS

A WIN for the CPSU NSW in the Fair Work Commission has seen pay rises to a slew of members employed in the federal system.

In December 2017, CPSU NSW applied to the FWC Full Bench to review its 2017 Annual Wage Review and its application to copied state awards.

In the face of opposition from Water NSW, the CPSU NSW successfully argued there was a drafting error and that the full 3.3 per cent should be paid to former public servants who had transitioned to

jobs in the State Owned Corporation.

In its decision in January this year, the Full Bench suggested a new way of applying the Annual Wage Review to State Copied Instruments. The proposal, which the ACTU and the CPSU NSW supported, has now been confirmed by the Commission.

This decision means the Annual Wage Review handed down passed on the full 3.5 per cent wage rise, effective from 1 July 2018, to all employees on state copied awards, regardless of the transition date.

This applies not only to Water NSW employees, but those in the many disability service providers in the federal system, as well as Land Registry Services.

"This was only possible due to the support of CPSU NSW members," says Industrial Manager Blake Stephens.

"If you know any colleagues at Water NSW, or another employee performing work that transferred, ask them to join the CPSU NSW to help continue to get excellent outcomes for all members.

"We are stronger together." ●

SCALES OF JUSTICE

FISHERIES OFFICER GAVIN MCDONALL WORKS TO PROTECT OUR STATE'S NATURAL RESOURCES

SINCE HE first put on a diving mask and ventured underwater in a rock pool at the age of four, Gavin McDonall has wanted to work with the sea.

Forty-three years later, he still loves the aquatic world, and has worked for Fisheries NSW for the past 16 years.

"I've always had a fascination with the sea," he says.

Working out of an office on a windswept point in Port Kembla, Mr McDonall is one of about 100 Fisheries officers who prevent overfishing and other misdemeanours in the state's seas, lakes and rivers.

"Without Fisheries staff, it would leave our state's fish resources vulnerable to exploitation," he says. "It would expose the aquatic environment, which is vulnerable to exploitation and potential damage."

Fisheries Officers enforce laws such as catch limits, enforce minimum sizes and ensure commercial operators stay out of conservation zones.

One of the job's appeals, says Mr McDonall, is that there is "no standard day at work".

"One day we might be in our large offshore patrol boat out at sea conducting quality inspections on commercial and recreational fishers. Another day we might be patrolling in a remote area in the freshwater environment. We might be dealing with threatened species issues, or we might be providing education and advisory work to interested groups, community groups, fishing clubs and schools and so on."

With the *Aquatic Conservation* journal recently pointing out that Australia's fish

stocks have dropped by as much as a third in the past decade, having people such as Gavin McDonall on the beat is vital for not only our environment but also the preservation of a sustainable industry in NSW.

To enforce laws such as size and bag limits, Fisheries NSW officers have the power of arrest. They are issued with batons and cuffs, yet Mr McDonall admits Fisheries staff try where practical to get the Water Police – there is a station right next to the Fisheries Port Kembla office – to take in those breaking the law.



"I THINK EVERYBODY SHOULD BE A MEMBER OF A UNION. I LIKE THE FACT IT PROVIDES GOOD SERVICE AND NEGOTIATES PAY INCREASES AND WORK CONDITION FOR US"

Nick Player, the PSA Industrial Officer working with Fisheries, says when employees deal with law-breakers, there is a greater potential for violence.

"Illegal trade in products such as abalone can be very lucrative," says Mr Player. "And when you have officers standing in the way of ill-gotten earnings, safety is paramount."

"The PSA has long pushed for our members to have access to high-quality phone and radio communications to ensure

they are safe. And we advise members to avoid situations where there is a serious risk to their health and safety.

"The PSA is supportive of the important role these officers play and would like to see more of them on the ground and the seas. We have only two officers controlling a large part of the Riverina, for example."

Gavin McDonall says not all the hazards he and his fellow officers face have two legs.

"We face quite a few dangers," he says. "The marine environment has lots of stingers, such as shellfish that can harm and sting you. We do lots of work with sharks, as well. So we have very strict policies that we adhere to when we work with such animals."

Mr McDonall says that working in the sea that has fascinated him since he was young as tempered his desire to dangle a line on his time off.

"I don't tend to go fishing much these days," he says. "That is probably one of the negative sides to this job. I don't want to go out fishing and see people doing the wrong thing and not being able to do anything about it."

"And, to be honest, the last thing I feel like doing on my day off is going out in a boat."

Before working with Fisheries, Mr McDonall worked for the Department of Housing and altogether says he has been "a member of the PSA for approximately 20 years".

"I think everybody should be a member of a union," he says. "I like the fact it provides good service and negotiates pay increases and work condition for us."

"I find that good value for what we pay." ●



MORE THAN A JOB

FISHERIES OFFICERS such as Gavin McDonall are just a few of the PSA members working to enforce a safer, cleaner NSW.

"Our campaigning is not just about better conditions for our workers," says General Secretary Stewart Little. "We are working on behalf of those working to improve our state.

"From the Correctional Officers standing between violent felons in Goulburn's Supermax and the general community, to National Parks staff stamping out illegal hunting of native fauna, you will find PSA members who get out of bed in the morning and go to work for a better place for the citizens of NSW to live.

"A well-resourced public sector has many great benefits to the state today, including economic flow-ons to local communities. But it is staff like Fisheries Officers who are ensuring NSW remains a great place to live for future generations as well."



Top, Gavin McDonall looks out to his work environment from his Port Kembla base. Above, PSA Industrial Officer Nick Player says he'd like to see more Fisheries staff on the beat.



WALKING TOWARDS TREATY

by Kody Boney



“THIS LAND WAS NEVER GIVEN UP, THIS LAND WAS NEVER BOUGHT AND SOLD. THE PLANTING OF THE UNION JACK NEVER CHANGED OUR LAW AT ALL...” TREATY, YOTHU YINDI

EVERY TIME I listen to Yothu Yindi’s famous words, I think of how important a treaty was to them, to our Elders and Ancestors, and to us all today.

Put simply, a treaty is a formal agreement between Indigenous peoples and those who colonised their land. Since colonisation, Aboriginal and Torres Strait Islander peoples have asserted sovereignty and demanded self-determination.

Australia’s treaty timeline extends back to the mid-1800s, when the first NSW Attorney General, Saxe Bannister, promoted the idea of a treaty in a submission to the Select Committee of the House of Commons on Aborigines in 1837. It didn’t go anywhere. Our people continued to call for a treaty, rally and lobby countless times across the next century. Then-Prime Minister Bob Hawke also called for a treaty in his 1988 Barunga Statement but Australia kept faltering.

Thirty years later, we’re still on that road but we have new direction for treaty conversations between Aboriginal peoples and governments.

More than 250 Aboriginal leaders gathered at Uluru last year for the First Nations National Constitutional Convention, which led to agreement on many things that are important to Aboriginal people and all Australians.

The Uluru Statement from the Heart included official assertion that Aboriginal

sovereignty has never been ceded. It set out the need for a Bill of Rights in the Australian Constitution and the establishment of a Truth and Justice Commission. And of course, a treaty.

The leaders agreed that a Treaty/Makarrata Commission should be established to develop a national framework that would allow each Sovereign Nation State to negotiate their own respective treaty.

Unions backed the Uluru Statement from the Heart, with the ACTU and MUA vowing to support and advocate for substantive change and avoid past failures when recommendations were ignored by governments.

So it was very disappointing that Prime Minister Malcolm Turnbull rejected the Uluru Statement’s recommendations, including an Indigenous voice to Parliament, saying it was neither “desirable or capable of winning acceptance at referendum”.

I’m not quite sure what he thought we would do next but, as a young Kamilaroi

woman, I'm glad to see our leaders aren't taking no for an answer.

My employer, the NSW Aboriginal Land Council (NSWALC) is taking a leading role on the road to a treaty or treaties in our state. It has developed a framework based on the United Nations Declaration on the Rights of Indigenous Peoples, to guide future discussions. It has also begun work to seek commitments for a treaty or treaties from all political parties before the next state election.

Other states are further down the track. Victoria has already established a Treaty Advancement Commission to pave the way for formal negotiations between an Aboriginal representative body and the Victorian Government over the next five years. South Australia has a Treaty Commissioner and signed the historic Buthera Agreement, which lays the foundation for a treaty between the state and the Narungga nation. However, the incoming Liberal Government has stalled on implementing the treaty.

NSW needs to sit down and start a conversation about what should be included in a treaty, and whether we have one or many treaties.

NSWALC isn't prescribing a process for a treaty or treaties but believes the process should be based on the following principles:

- Genuine partnership between Parliament and Aboriginal peoples
- Multi-partisan process and outcome, so that it may endure
- Sufficient time to gain the support of Aboriginal communities.

Some important areas that NSWALC and the Land Rights network want to look at are: self-determination; the protection of identity, languages, law and culture; reparations; the recognition and restoration of rights to, and ownership of, land; sustainable employment; and a redefinition and restructuring of the relationship that Aboriginal peoples have with the Australian nation.

But when we talk about self-determination, what do we mean exactly? The United Nations Declaration on the Rights of Indigenous Peoples explains it clearly in Article 3: *"Indigenous peoples have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development."* Article 18 continues the theme, asserting that Indigenous peoples have the right to



"NOW TWO RIVERS RUN THEIR COURSE, SEPARATED FOR SO LONG. I'M DREAMING OF A BRIGHTER DAY WHEN THE WATERS WILL BE ONE"

participate in decision-making in matters that affect their rights, with their own representatives and procedures.

However, self-determination also holds states and governments accountable for their intent, actions and timing before making any decisions that affect Indigenous peoples, as stated in Article 19. *"States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free, prior and informed consent before adopting and implementing legislative or administrative measures that may affect them."*

It also involves governments shifting their powers into Aboriginal and Torres Strait Islander hands. Treaties are an important part of that shift. NSW Opposition Leader Luke Foley says a Labor Government will negotiate a treaty with Aboriginal peoples in the state if it wins the next state election. But the NSW Government is so far silent on being a partner in any treaty conversations.

Unions have been energetic and consistent supporters of Aboriginal peoples in many arenas over many decades and I'm proud to be a part of that movement. Just as I'm proud of my Elders and Ancestors and all their work to this point. And when I listen to Yothu Yindi's famous cry for a treaty, I sometimes imagine how my future children will feel when I tell them, that 2018 was the year that all our work really started to bear the fruits of self-determination.

"Now two rivers run their course, separated for so long. I'm dreaming of a brighter day when the waters will be one." ●

Images Courtesy of the NSW Aboriginal Land Council



PAYING THE PENALTY



IT HAS been a year since many Australian workers had their penalty rates slashed. This erosion of conditions needs to stop.

"I'm missing seeing my kids at soccer today," says Mark Behan, a Compliance Operations Inspector (COI) with Roads and Maritime Services. "Without penalty rates as some sort of compensation, I wouldn't do it."

While much of Sydney sleeps in, stirring for weekend activities like kids' sport or languid café breakfasts, Mr Behan and his colleague are rugged up against the morning cold in Camellia in Sydney's west, monitoring trucking traffic entering a Sydney tip for their loads, registration and road worthiness. Working from 6am until 2pm, he receives penalty rates of 150 per cent for the whole shift.

Services such as monitoring the tip Mr Behan works at do not cease on Friday afternoon, so across the state, COIs such as himself are busy working on fixed and mobile sites.

The same story is repeated across the PSA and CPSU NSW membership

throughout the state. Prisons don't shut up shop at night; people with disability need help 24 hours a day; national parks are at their busiest on weekends; and is there a more convenient day than Saturday for people to head to Service NSW offices to update their licence?

Further south, at Jenolan Caves, staff are working in a cold, dark evening during the busy weekend periods.

"Our busiest time is on the weekend and public holidays, so in order for our visitors to come and enjoy Jenolan Caves we need to be here," says Ingrid, who works at the facility. "But we sacrifice a lot, too. We give up our weekends and public holidays and we deserve our incentives. Otherwise we wouldn't work on Christmas, Easter and public holidays."

Lost time with family is a prime motivator for paying penalty rates.

"I miss a lot with my family as I work late hours, on weekends and public holidays," says another Jenolan employee, Scott.

In the case of regional areas such as the Jenolan Caves, cuts to rates have a flow-on

effect in the local community, as the extra money in employees' pockets is what drives discretionary spending.

"My wife works part-time, I have a mortgage and a one-year old," says Scott who works at the Caves. "I don't really want my pay to drop. I can't afford it."

July marks a year since penalty rates for a number of workers on federal awards were cut, with the next range of cuts now taking effect. Employees, mainly in hospitality and retail, have worn cuts to Sunday rates as the Turnbull Government, egged on by groups such as Restaurant and Catering Industry Association of Australia, slashed their wages on weekends.

The industries selected for the cuts were low-hanging fruit. The employees are generally younger, with low union coverage in their workplaces. Better organised groups, such as the public sector, construction workers and those employed in the finance industries, were spared.

For now.

Importantly, PSA and CPSU NSW members should not be complacent.

In March last year, State Government ministers refused to rule out following Canberra's lead and slashing the take-home pay of many of our members.

Questioned on the floor of Parliament, Minister for Corrections, David Elliott; Minister for the Environment, Gabrielle Upton; and Minister for Family and Community Services, Pru Goward, all refused to guarantee penalty rates for public servants such as correctional officers, national park rangers and community workers, many of whom are obliged to work nights and weekends.

PSA Assistant General Secretary Troy Wright says the Federal Government's attack on workers is particularly vicious when compared to its plans to slash taxes for businesses - many of whom go to great lengths to avoid paying tax in the first place.

"On one hand they are cutting the take-home pays of some of Australia's most badly paid workers, and on working hard to hand out a tax cut to businesses at the big end of town," he says.

"And with wage growth is so sluggish all across Australia; it is hard to think of a worse time in our country's history to start messing around with workers' take-home pays."

"It would take many years of minimum wage increases to offset the impact of the halving of penalty rates," wrote economist with the Centre for Future Work, Jim Stanford, at the time cuts to penalty rates were announced. "And moreover the real value of the wage would be badly eroded in the interim by the effects of inflation."

"We aren't talking pin money," says the PSA's Troy Wright. "Cuts to workers' take-home pay, when compared to often low wages, are considerable. This extra money makes a big difference to their households' economic situation."

"We consider the case of the Retail Award, for which the Sunday penalty rate is being cut from 200 per cent of the base rate to 150 per cent," adds Mr Stanford. "This is equivalent to a reduction of 25 per cent in hourly wages for Sunday work. For workers in the lowest wage category, this translates into a pay reduction of almost \$10 per hour."

Or, more simply put by those who will wear the cuts, this can be the difference between having access to any leisure time at all and having to find another source of income.

"I can't afford to retire yet, so my penalty rates are important to me," says Felicite,

who was also working on that cold, dark weekend morning at Jenolan Caves. "If they drop my penalty rates I would need a second job." ●



"WITH WAGE GROWTH SO SLUGGISH ALL ACROSS AUSTRALIA; IT IS HARD TO THINK OF A WORSE TIME IN OUR COUNTRY'S HISTORY TO START MESSING AROUND WITH WORKERS' TAKE-HOME PAYS"

Below, PSA President Kylie McKelvie rugs up with staff at Jenolan Caves. Bottom, Assistant General Secretary Troy Wright and RMS Inspector Mark Behan are up early on a Saturday.





TAKING THE FIGHT TO OUR OPPONENTS

WITH TWO elections looming the 2018 Annual Conference was a call to arms for the fight ahead.

Titled Fight for Change, the event outlined the industrial landscape bequeathed to members by the O'Farrell-Baird-Berejiklian Government, backed up by a federal industrial relations system also geared to appease the big end of town.

The conference was preceded by the annual Aboriginal Conference and the Country Conference was held straight after.

The First Nations event featured presentations by Northern Territory senator Malarndirri McCarthy, who spoke of battles she has fought, including with her own party. Rugby league player Beau Champion talked about his journey from the streets of

La Perouse to the heights of NRL stardom.

The Country Conference featured an insight into the Centre for Future Work's report into the importance of the public sector in regional NSW.

The first day of the Annual Conference featured two heavyweight speakers; ALP leader Luke Foley and ACTU Secretary Sally McManus.

Mr Foley talked of the "dud deal" that is privatisation.

"I can't accept a future where the NDIS is used as a cloak for the privatisation of Disability Services," he said.

He also used the example of rising power prices and more tolls as an example of how asset sell-offs have disadvantaged consumers.

"I will fight an election on public services before stadiums."

Ms McManus talked about weak tax laws that allow corporations and millionaires to pay no tax, starving "properly funded, quality public services".

She ended her address with a final call to arms for all members.

"What I ask of all of you is have these discussions with workmates and people in your community about having a better world and a fairer world.

"The fair go in our country is not some that magically came about. It is something we, working people, fought for."

Two workers from the long-running Esso dispute in Victoria, Troy Carter and Steve Solomon, also talked about their fight. ●



KIM DE GOVRIK GETS LIFE

Long-time National Parks and Wildlife Service Delegate, Kim de Govrik (pictured above), was awarded life membership of the PSA at this year's Annual Conference.

"In his 28 years with the service, Kim has been dedicated to the welfare of his fellow workers, as well as the state's national parks," says General Secretary Stewart Little. "His commitment is what being a proud union member is all about."

Mr de Govrik has played integral roles in campaigns such as stopping hunting in the NPWS system and was recently fighting the cutbacks to senior staff in the system.

NOTES FROM A PROUD UNIONIST

WESTERN SYDNEY University's Lorraine Fordham was named PSA/CPSU NSW Delegate of the Year. This is an edited version of her response.

I just wanted to thank those people, some of who I have known for many years, who were there when I was presented with an Award from the PSA/CPSU as Delegate of the Year.

I had been invited to the PSA/CPSU NSW Annual Conference Dinner a couple of weeks ago but due to feeling unwell I was unable to travel to the city to attend where it turns out that I was being honoured.

It was a complete surprise to me to go to what I thought was an enterprise bargaining celebration meeting at lunchtime to find out it was to 'celebrate' me.

I really appreciate officials from the union coming out today so a big thank you to Troy Wright, Blake Stephens, Nigel Miles, Jen Mitchell and Maryanne Stuart.

A further surprise was seeing delegates and members from other campuses. Kathy Kyle, previous Branch President for many years, also took time out of her busy retirement schedule to call in.

I was a bit embarrassed to receive this award but I also recognise it as a wonderful personal achievement. Anyone who knows me well will know I am a strong and staunch unionist.

The conditions and benefits we have here at WSU have been fought for and won by our union. But we need to remember a union is nothing without its members.

I have and will always fight for what I believe is right. I believe in equality, social justice and a fair go for all. I am firm in my opinions (and yes, I know I can be very self-opinionated) and pride myself on my honesty, integrity and passion.

I am always a proud union member but today I feel extremely proud that my fellow unionists have thought to recognise my passion and commitment and, I hope, good work.



CPSU NSW HITS TAFE CAMPUSES

THE CPSU NSW had stalls throughout campuses to mark National TAFE Day.

“National TAFE Day 2018 celebrates the importance of the work done by support staff and teachers alike,” says CPSU NSW Organiser Shane Jobbers. “It’s more than training; it’s about giving students the opportunity to develop careers and learn in a safe environment.

“TAFE NSW was once world-renowned and employers throughout the world searched for its students. TAFE was, and should be, the backbone of our skills and training network, but under the Liberal government it has been denigrated, attacked and near on destroyed.

“Look at your surroundings; there us a good chance a TAFE employee and student was indirectly involved in its construction or maintenance. Your electrical wiring, your house, even your pet may have had care from a trained VET nurse.

“TAFE is too bloody good to lose.” ●



GET READY FOR WOMEN'S CONFERENCE



THE 2018 PSA/CPSU NSW Women's Conference is on the horizon.

"More than 60 per cent of our members are female, so this annual event ensures our union addresses the issues that are important to women in the workplaces we represent," says PSA President Kylie McKelvie. "This is the chance for us to set the agenda."

The conference will be held on Tuesday 11 and Wednesday 12 September.

A call for nominations to attend the conference will be issued soon. Members should monitor the PSA and CPSU NSW websites for more details about the annual event.

Left, last year's PSA/CPSU NSW Women's Conference.

OPENING THE BOSS'S EYES CAN OPEN THEIR WALLET



ALERTING MANAGERS to gender-based pay disparity may be the best way to ensure women are paid at the same rate as men.

A report, Gender Equity Insights 2018: Inside Australia's Gender Pay Gap, showed organisations that completed a pay gap audit and took action boosted the pay packets of female top-tier managers by \$24,000 on average, while male top-tier manager salaries decreased by \$4,000.

The report, issued by the Australian Government's Workplace Gender Equality Agency, shows "one of the most common actions among firms that undertook a gender pay gap analysis is to report these results to the Executive".

Of course, while alerting the boss that there is gender-based discrimination in the ranks is a good first step, this needs to be backed up with actions.

"Improved gender pay outcomes are far stronger for companies that combine

specific pay equity actions, reinforcing the effectiveness of those actions with accountability through reporting to company executives and boards," reads the report.

Surprisingly, the mining and finance industries, renowned for their 'blokey' cultures, were among the best performing sectors for pay equity.

The report is available to be downloaded at wgea.gov.au



ON THE MOVE

Barbara Stannard, physiotherapist with Disability Services, looks back on 40 years working in a rapidly changing field.

WHAT I DO

I am now 80 years of age. I have been working, part-time, with clients with intellectual disability, mostly, for 40 years. I worked for 20 years at an NGO school at Dural then joined Family and Community Services of NSW as a part-time physio.

Firstly I worked at a large residential place, then as a physio in an ADHC community support area around northern Sydney. I see my role as a physiotherapist to keep people moving: trying to maintain clients' walking ability by perhaps using aids such as walking frames and hydrotherapy. Motivating clients to move can be difficult, and exercises have to be fun to motivate them. Music and the tempo of music is a great motivator and group activities are also beneficial. Liaising with parents and caregivers is a very important role. Parents have a huge responsibility looking after their child and adult child and need a great help from the community to carry out their life's work.

THE FUTURE

The future for younger physiotherapists in this field will be restricted by the costing of these services. Privatisation and the NDIS insurance funding may limit services, as getting to know these clients and their parents and caregivers takes time. There is much more competition amongst providers of services now.

I am still in the workforce but not for much longer, so hopefully I am not taking a job away from a younger person.

WHY I AM IN A UNION

Over the years our PSA union has made sure our salaries are keeping up with the cost of living and our expertise and years of service have been acknowledged. Also, the union is the only independent source to discuss work issues which haven't been resolved at work. Getting advice from the union has been beneficial for me over the many years that I have been a member. I am very grateful that I have been able to work in this field and, God willing, just a little longer.



I AM GRATEFUL I HAVE BEEN ABLE TO WORK IN THIS FIELD

MY FIELD TODAY

The challenges and changes in the workforce have been many.

I think the privatisation of the services for the people with intellectual disability in NSW is a retrograde step, as clients have many different needs. As it is a lifelong disability, many clients are unable to express their thoughts and wants, so carers need to take many years to understand and get to know them. This all requires money.

WOMEN LEAD THE CHARGE TO CHANGE THE RULES

THE ACTU'S Change the Rules campaign is highlighting way Australia's trickle-down economics have failed women.

Insecure work and stagnant wage growth have characterised the way neoliberalism has let workers down. And for women, the situation is even worse.

Women usually get paid less, are disproportionately affected by insecure work and underemployment, have lower superannuation balances and are therefore more likely to retire in poverty.

They are also more likely to take time out of their careers for childrearing or to care for elderly relatives. And these caring responsibilities, which our society traditionally expects women to shoulder, are almost universally unpaid.

Polling on gender perceptions of the labour market conducted for the ACTU by Cadreon found:

- 66 per cent of women think that business have too much power, compared to 54 per cent of men.
- 63 per cent of women oppose cuts to penalty rates, compared to 50 per cent of men.
- 54 per cent of women think the results of cutting penalty rates will result in businesses making more profits, not employing more people or delivering wage rises, compared to 47 per cent of men.
- 67 per cent of women say they have not had a pay rise in the past 12 months, compared to 61 per cent of men.
- Only 31 per cent of women have had a wage rise in the past 12 months, compared to 39 per cent of men.
- 52 per cent of women think that it is harder to get a wage rise that covers the cost of living compared to 45 per cent of men.
- Both men and women have similar levels of concern around the levels of insecurity they feel in their work.

"We need action on the gender pay gap, penalty rates, secure jobs and flexible work arrangements," says ACTU Secretary Sally McManus.

"We need to change the rules for women in work and I encourage every Australian woman to join your union, and join a movement for change."



YOUR UNION CELEBRATES INDIGENOUS WOMEN

THE PSA and CPSU NSW will have a presence at this year's NAIDOC Week, which is celebrating the role of women in Australia's First Nations communities.

Under the theme – Because of her, we can! – NAIDOC Week 2018 will be held nationally from Sunday 8 July and continue through to Sunday 15 July.

This is the first year NAIDOC will have focused on the role of women in its annual week of celebrations.

The PSA and CPSU NSW will be at the

National Indigenous Centre of Excellence and the Aboriginal Health Service, both in Redfern, and at an event in Campbelltown. Aboriginal Liaison Officer with the unions, Ann Weldon, urges indigenous members to monitor the NAIDOC website – naidoc.org.au – for other events throughout NSW.

"It is a wonderful opportunity for us to hear stories about the roles Aboriginal and Torres Strait Islander women have played – and continue to play," says Ms Weldon.

TAKING STATS ON SEXUAL HARASSMENT

THE AUSTRALIAN Human Rights Commission is about to release its latest statistics on the prevalence of sexual harassment in the country's workplaces.

Since 2002, the Commission has conducted national sexual harassment phone surveys every five years. These provide data on the prevalence of sexual harassment in the workplace and the broader community. The Commission is conducting the fourth such survey, the results of which are due mid-2018.

For the first time, this survey will

also provide data on the prevalence of sexual harassment across industries. The organisation states this information will provide a better understanding of its prevalence and help it to provide an evidence base for developing targeted strategies and policies aimed at preventing workplace sexual harassment.

The 2018 survey will be partially conducted online for the first time.

In 2016, the survey found that, in Australia, half of all women and a quarter of men had experienced sexual harassment in their lifetime.



TALKING HISTORY

AN ACADEMIC at UTS, Sarah Kaine (pictured), is working with Cathy Brigden from Melbourne's RMIT, compiling stories from women in the trade union movement for a web archive.

Stories such as that of Chris Wagland, a cleaner who stood up to her bosses' plans to remove entitlements such as long-service leave, will be told on the site.

Researchers are looking to tell the stories of 50 female labour activists, using video of face-to-face interviews. The interviews will be accessed by the public via the web.

"This is a great way to get female voices out there in the history of industrial relations in Australia," says PSA/CPSU NSW Women's Industrial Officer Sharon Richards.

To learn about this project, and help Crowdfund its operation, go to chuffed.org/project/save-womens-stories. ●

HARASSMENT AND THE LAW IN NSW

ACCORDING to the Anti-Discrimination Board of NSW, "Your employer must take 'all reasonable steps' to make sure that there is no sexual harassment in the workplace. They must do their best to make sure that you are not sexually harassed by your supervisor, your workmates or your customers or clients. They must do this whether you are full-time or part-time, permanent or casual.

PSA and CPSU NSW members are urged to contact their union if they are harassed at work and have not been aided by management.

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

PUBLIC SERVICE ASSOCIATION OF NSW

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 December 2017

	2017	2016
	\$	\$
Revenue	21,726,807	22,181,484
Other income	7,283	9,657
Employee benefits expense	(14,989,703)	(15,201,816)
Depreciation and amortisation expense	(655,555)	(596,662)
Other expenses	(7,972,283)	(6,830,402)
Finance costs	(379,980)	(416,105)
(Loss) before income tax	(2,263,431)	(853,844)
Income tax expense	-	-
(Loss) from continuing operations	(2,263,431)	(853,844)

OTHER COMPREHENSIVE INCOME, NET OF INCOME TAX

Items that will not be reclassified subsequently to profit or loss

Actuarial gain on defined benefit pension plans	1,837,249	1,564,778
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Items that will be reclassified to profit or loss when specific conditions are met

Other comprehensive income for the year, net of tax	1,837,249	1,564,778
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TOTAL COMPREHENSIVE INCOME FOR THE YEAR

(426,182) 710,934

PUBLIC SERVICE ASSOCIATION OF NSW

STATEMENT OF FINANCIAL POSITION

As at 31 December 2017

	2017	2016
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	677,509	2,363,501
Trade and other receivables	746,993	808,833
Other financial assets	29,678,747	29,425,340
Other assets	496,816	655,190
TOTAL CURRENT ASSETS	31,600,065	33,252,864
NON-CURRENT ASSETS		
Trade and other receivables	73,321	20,061
Property, plant and equipment	29,785,209	29,820,450
TOTAL NON-CURRENT ASSETS	29,858,530	29,840,511
TOTAL ASSETS	61,458,595	63,093,375
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	1,345,799	1,566,179
Short-term provisions	4,210,700	4,213,300
Other financial liabilities	356,513	349,127
TOTAL CURRENT LIABILITIES	5,913,012	6,128,606
NON-CURRENT LIABILITIES		
Long term provisions	13,044,259	14,037,263
TOTAL NON-CURRENT LIABILITIES	13,044,259	14,037,263
TOTAL LIABILITIES	18,957,271	20,165,869
NET ASSETS	42,501,324	42,927,506
EQUITY		
Reserves	25,202,281	25,202,281
Retained earnings	17,299,043	17,725,225
TOTAL EQUITY	42,501,324	42,927,506

Summary of financial accounts for 2017

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

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

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

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

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

ROTHSAY

Audit & Assurance Pty Ltd

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF PUBLIC SERVICE ASSOCIATION OF NSW

Report on the Concise Financial Report

Opinion

The concise financial report, which comprises the statement of financial position as at 31 December 2017, and the comprehensive income statement, statement of changes in equity and statement of cash flows for the year ended on that date, and related notes, are derived from the audited financial statements of Public Service Association of NSW ('the Association') for the year ended 31 December 2017.

In our opinion, the accompanying concise financial report is consistent, in all material respects, with the audited financial report, in accordance with AASB 1039 *Concise Financial Reports*.

Concise Financial Report

The concise financial report does not contain all the disclosures required by Australian Accounting Standards applied in the preparation of the audited financial report of the Association. Reading the concise financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

Independence

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

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 9 April 2018.

Central Council's responsibility for the concise financial report

The Central Council of the Association are responsible for the preparation and fair presentation of the concise financial report in accordance with Australian Accounting Standard AASB 1039: Concise Financial Reports.

Auditor's responsibility

Our responsibility is to express an opinion on whether the concise financial report is consistent, in all material aspects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Rothsay Audit & Assurance Pty Ltd

Michael Payne

Director

Sydney, 9th of April 2018

A Level 1/12 O'Connell Street
Sydney NSW 2000

GPO Box 542
Sydney NSW 2001

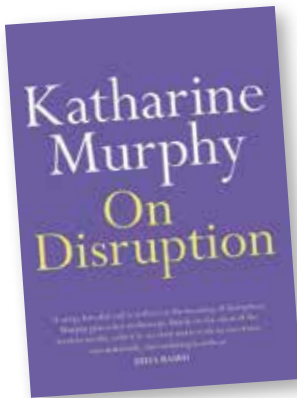
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BOOK REVIEW: COPING WITH DISRUPTION EVEN THE BOSSES DON'T UNDERSTAND

'DISRUPTION' is an oft-used buzz word for technological change that may enrich a few tech-savvy entrepreneurs, often at the expense of less 'agile' – another buzz word – participants in the economy.

So how do we deal with changes to our work structure that often our bosses don't understand?

This pocket-sized book by Katharine Murphy – now political editor with Guardian Australia – deals mostly with changes to the media she has worked in since joining the Canberra press bureau in the dying days of the Keating Government.

However, the changes to work patterns and structures – inevitably accompanied with exhortations from exasperated bosses to work harder with less – could be repeated in myriad industries affected by technological or policy changes.

Regardless of one's interest in the media, her account makes for great reading for anyone interested in the future of work in Australia.

The book also gives unionists and supporters of change an interesting view of how 24-hour news cycles, put together by smaller staffs, can be better used to get their points across. And with two elections coming up, these are valuable tools.



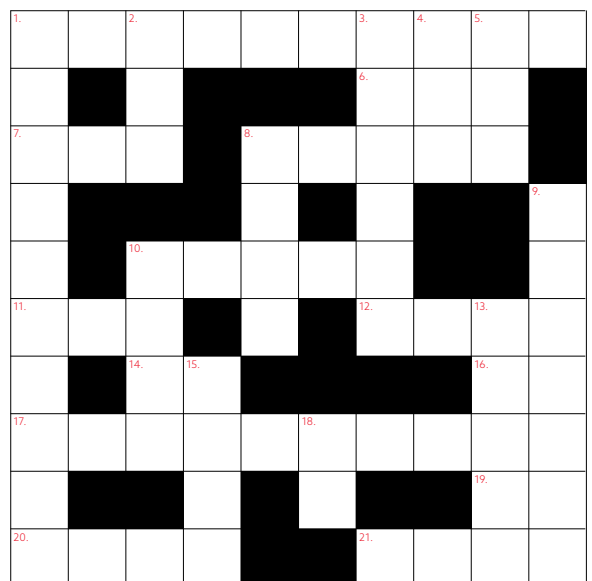
CROSSWORD

ACROSS

1. UK singer who released *There is Power in a Union* in 1986 (5, 5)
6. More than one egg (3)
7. Brined salmon found on a bagel (3)
8. King with the golden touch (5)
10. First name of Australia's 27th PM (5)
11. Shortened name for guacamole ingredient (3)
12. Japanese soup (4)
14. Article used for words beginning with vowels (2)
16. Referring to a male in the third person (2)
17. Groundbreaking South Australian premier who died in 1999 (3, 7)
19. Abbreviation for largest island off South Australia (2)
20. Pen tips (4)
21. A union-won right to take time off for extra hours worked (4)

DOWN

1. Labor leader deposed by Bob Hawke (4, 6)
2. Slack (3)
3. Hillary Clinton was criticised for using this name (6).
4. Star of *The Killers*, _____ Gardner (3).
5. American petrol (3).
9. Nickname of NZ's sole A-League team (7)
8. Workers' efforts. (7)
9. Its independence left Ethiopia landlocked. (7)
10. First name of 42nd Victorian premier (4)
13. Convulse (5)
18. Abbreviation for a city made up of five boroughs (2)



SOLUTION PUBLISHED NEXT ISSUE.
< LAST ISSUE'S SOLUTION.

CALL FOR NOMINATIONS 2018

LEGAL AID DEPARTMENTAL COMMITTEE

Nominations are called for the positions of delegate on the Legal Aid Departmental Committee.

15 Delegates Required

The Legal Aid Departmental Committee shall consist of 15 delegates from the following electorates:

Electorate 1 Metropolitan (Sydney PSA H/O)	9 delegates
Electorate 2 Hunter (Newcastle PSA Office)	1 delegate
Electorate 3 North West (Tamworth PSA Office)	1 delegate
Electorate 4 North Coast (Lismore PSA Office)	1 delegate
Electorate 5 Central West (Bathurst PSA Office)	1 delegate
Electorate 6 South East (Wollongong PSA Office)	1 delegate
Electorate 7 South West (Wagga PSA Office)	1 delegate

NOMINATIONS AND CLOSING DATE:

Each nomination must be seconded by two other members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at **27 June 2018**.

Nominations must be submitted via Survey Monkey.

The Survey Monkey link for nominations will be emailed to all eligible members the first week of July 2018.

Nominations will close on **3 August 2018**.

Forms must be completed via Survey Monkey by **5pm on 3 August 2018**.

If there is a ballot, candidates who wish to have a profile available for voters to read 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 form available through Survey Monkey.

VALE SIMON GEORGE WEST

IT IS with sadness that we wish to inform of the passing of Simon George West on Thursday 17 May 2018.

Simon West commenced his service to the people of NSW on 17 August 1968 and was due to celebrate his 50th anniversary of being employed within Justice NSW in three months.

Simon not only had connection to the earliest representation of the Probation and Parole Service of NSW but progressed in his career to become District Manager at various locations before moving to the State Parole Authority. In March 2002, after retiring from full-time employment, Simon commenced ongoing part time employment at the City Office as a specialist report writer where he remained as a member of staff.

Simon will be remembered for his extensive knowledge, one who was committed to the provision of high quality work and as a generous, gentle and warm-natured soul. He will be missed.

GOING ELECTRIC

IN JANUARY THIS YEAR THE ASSOCIATION SWITCHED FROM PAPER BALLOTS TO ELECTRONIC BALLOTS, USING THE SERVICES OF ELECTIONBUDDY.

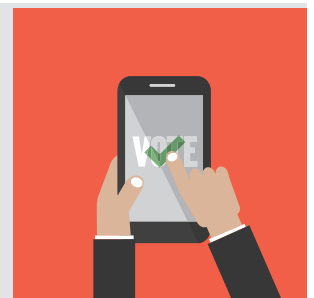
This has proven to be a very successful strategy for a number of reasons:

- It is very cost effective, as postage costs have increased dramatically over the last few years, as delivery times have increased
- It is less labour-intensive – there is no manual handling of ballot papers
- We have a much faster turnaround time – results are available within 10 minutes of a ballot closing.
- Integrity and ballot access is maintained – Electionbuddy creates a unique ballot link with a random, secret access key for each voter.
- Most importantly, we have had a higher participation rate from members.

In addition, nominations for Departmental Committees and Vocational Groups are now submitted via Survey Monkey. This has also proven very successful to reduce time for your representatives.

Members are notified of the call for nominations within various groups by email (with weekly reminders during the nomination period) and are provided with link to Survey Monkey to submit their nomination.

Where possible, notices of coming elections are also published in *Red Tape*.





GENERAL INFORMATION

VENUES

All courses are held at PSA House, 160 Clarence Street, Sydney unless otherwise stated. Please note lunch is not provided. Facilities such as tea, coffee, fridge and microwave are available.

SPECIAL NEEDS

If you have a disability and/or special needs, please contact us at the time of your enrolment. See below about Auslan courses.

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. Register for courses online at psa.asn.au/training-you.

COURSE DATES

Role of the Delegate – Thursday 19 July (Newcastle)

Dealing with Member Issues – Thursday 26 July

Meeting and Negotiation Skills – Tuesday 31 July

Role of the Delegate – Tuesday 7 August

Workplace Bullying – Tuesday 14 August

Care + Resilience – Wednesday 15 August

HSR Refresher Training – Wednesday 22 August

Dealing with Restructures – Tuesday 28 August

Public Speaking – Tuesday 4 September

Work, Health and Safety – 4 and 5 September (Bathurst)

Work, Health and Safety – 6 and 7 September (Dubbo)

Introduction to the PSA – Tuesday 18 September

Work, Health and Safety – 3 and 4 October (Albury)

Role of the Delegate – Friday 19 October

Dealing with Member Issues – Tuesday 30 October

COURSE OUTLINES

ACHIEVING WORKPLACE FLEXIBILITY

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

CARE + RESILIENCE

Learn how to create a work environment free of stress.

DEALING WITH MEMBER ISSUES

This course helps delegates better deal with individual issues in the workplace.

DEALING WITH WORKPLACE BULLYING

Learn the skills required to deal with bullying and harassment in the workplace.

HSR REFRESHER TRAINING

A course aimed and Health and Safety Representatives.

INTRODUCTION TO THE PSA

Any member can do this course. Learn more about the PSA and CPSU and how to be more involved. Anyone interested in the Role of the Delegate course should do this course first.

MEETING AND NEGOTIATION SKILLS

Develop strategies to get more for your members.

MENTAL HEALTH CARE AND RESILIENCE

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

PUBLIC SPEAKING

Want to stand up for your colleagues? Improve your presentation skills at this one-day course.

ROLE OF THE DELEGATE

This popular course explains 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. However, prior completion of the Introduction to the PSA course is a recommended.

WORK, HEALTH AND SAFETY

Get an overview of how you can create a safe and healthy workplace for members.



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**



Novated leasing puts life in *cruise control*

Maxxia makes it easy to get a new car

Wouldn't it be amazing if life were easier? At Maxxia we love easy and that's why we offer novated leasing, to many public sector employees.

Salary packaging lets you pay for a car and related running costs – including petrol, insurance and servicing – with money from your salary before tax. This reduces your taxable income, meaning you could pay less tax and take home more of what you earn. Better yet, it's fully approved by the Australian Tax Office.

So, all you need to do is choose a car you love and we'll negotiate with the dealer. We'll also arrange a budget that covers all your lease repayment and running costs so you're left with one regular set-and-forget payment drawn from your salary each pay. It really is that easy.

Do more with your money.

Contact Maxxia to find out more
about novated leasing:

☎ 1300 123 123

🌐 maxxia.com.au/maximise