

OCTOBER-
DECEMBER
2021

RED TAPE

WE'VE GOT YOUR BACK
Members working for NSW;
a union working for them

NO PROFIT FROM CRIME
The problem with
privatised prisons





The truth about novated leasing.

When it comes to the potential benefits of novated leasing, there are a lot of myths out there, like that;

- X you need to drive lots of kilometres
- X you can only lease a new car
- X you need to be a high-income earner
- X you'd be better off re-mortgaging rather than leasing
- X novated lease cars are company owned cars
- X the car has to be used for business purposes



Scan the QR code to see how we dispel these common misconceptions one-by-one!

📞 1300 123 123

🌐 maxxia.com.au/mythsbusted

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PSA HEAD OFFICE

160 Clarence Street,
Sydney NSW
GPO Box 3365,
Sydney NSW 2001

T 1300 772 679

F (02) 9262 1623

W www.psa.asn.au
www.cpsunsw.org.au

E psa@psa.asn.au
cpsu.nsw@psa.asn.au

MANAGING EDITOR

Stewart Little,
General Secretary

ISSUE EDITOR

Jason Mountney

ISSUE EDITOR

Marianne Ledic

ART DIRECTION

Mine Konakci

ENQUIRIES

PSA Communications Unit
1300 772 679

MEMBERSHIP

T 1300 772 679

E membership@psa.asn.au

PRINTER

Spotpress Pty Ltd
24-26 Lilian Fowler Place
Marrickville NSW 2204
paul.d@spotpress.com.au



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.





WE'VE GOT YOUR BACK

Your union is here for you in tough times.

Our members have done it again. Many have been uprooted from their workplaces and set up office at home – often combining their work duties with schooling and caring for family members. Others are still going to work, sometimes in COVID hotspots, delivering vital services that can't be replicated via a Zoom screen.

As NSW bunkers down, our members are still running prisons and Youth Justice centres; operating schools, TAFE and universities, both onsite and remotely; maintaining National Parks, zoos and Botanic Gardens; and processing clients' needs at Service NSW.

Our members were tracing contacts as case numbers spiralled; ran the courts; and supported Police Officers as they maintained lockdown rules. Our members' vital work in Community Services didn't stop during a pandemic. The Department of Housing still had shelter to provide; and group homes still needed to be operated for people with disability.

Not only are our members working for the state, but in many cases their wages are also propping up communities whose economies are ravaged by the lockdown.

The past two years have proven that the Public Service is as flexible and agile a workforce as any in the private sector. The public sector once ran from grandiose sandstone buildings in the centre of Sydney, but it now also runs from makeshift offices, spare bedrooms, backyard studios and dining rooms. Once the domain of men in suits, it is now supported by an army of men and women at home in ugg boots and tracksuit pants.

The pandemic also revealed our workplaces are unlikely to be the same again. Working from home – even for a proportion of the week – is more likely to be part of the schedule for more people. For those who don't have the option to

work from home, there will be a greater emphasis on hygiene and workplace health and safety.

As proven earlier this year when we managed to prevent the Government from handing out a measly 1.5 per cent pay rise, your union will always fight for better pay and conditions for members. And this new working world means we will be as agile as our members, too.

PSA/CPSU NSW members can be assured their union will take up the fight. They've adjusted to a new normal and their union has, too. Three years ago, pandemic leave or time off to get vaccinated was unheard of. But we fought to make sure all members have access to these benefits.

Working at home is not living at work. We now have to make sure people working remotely have the right to log off and not be expected to answer emails and calls

in their down time. We need to ensure workplace health and safety doesn't become the worker's own responsibility simply due to the location of their desk. We also need to make sure our members' mental health does not suffer.

There will be an ever greater emphasis on cleaner, safer workplaces. Members fronting up to workplaces need protection from COVID-19 and any other pandemics around the corner. They need access to personal protection equipment and time off to test and vaccinate. They need to work in environments that allow healthy spacing between staff and clients and they need protection from harassment from the public while enforcing COVID-19 rules and procedures.

The world is a changed place. Your efforts in creating stability for NSW have been outstanding. You've got the state's back. And we've got yours. ■



THE ABC OF A VACCINE ROLLOUT

Union leaders hit the airwaves.

PSA General Secretary Stewart Little was among union leaders interviewed on NSW radio discussing vaccines for frontline workers.

Mr Little welcomed the State Government's announcement that essential workers in badly affected areas would be prioritised for COVID-19 vaccines. However, he said the list of eligible recipients was not comprehensive enough.

"We've got a bit of concern for the people not on that list. It certainly doesn't mention TAFE, Child Protection and Housing," he said on ABC radio's Breakfast program.

He added the area of real concern was the disability sector, which is now entirely in private hands.

"That is a really high-risk area where people work very closely with their clients and they cannot isolate," said Mr Little. "We have raised this at both state and federal levels and this should be a priority."

He agreed with presenter Robbie Buck that vaccinating such workers had been announced as a priority earlier in the year, but said the Federal Government's slow vaccine rollout had hampered efforts.

However, he said other workers' eligibility for vaccines was welcome news and a vindication of lobbying by the union movement.

"We wrote to the State Government back in February expressing our concern about these groups of workers and the need to get them vaccinated and the need to get them prioritised," he said. "Obviously the frustration has been with the Federal Government being unable to get the supplies and unable to roll out these vaccinations.

"We want to work with the State

**WE WANT TO WORK WITH
THE STATE GOVERNMENT IN
GETTING JABS IN ARMS**

Government in getting jabs into arms as soon as we can."

He welcomed the two-hour Special Leave entitlement available to workers being vaccinated.

Mr Little was also on commercial radio, talking to Ray Hadley on 2GB about vaccines in group homes for people with disability. The presenter was horrified to hear of low vaccine rates in the facilities.

In addition, PSA President Nicole Jess spoke on various FM stations talking about the sluggish rollout of vaccines for Prison Officers. ■



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YOUR UNION IS ALWAYS HERE FOR YOU

No matter what the crisis: you don't face difficulties alone.

Our members have been under extraordinary pressure in the past two years. In what seems an eternity ago, bushfires broke out in the spring of 2019, launching a series of blazes that shocked the world, incinerated thousands of square kilometres of bushland, killing 33 people and an estimated billion animals.

As the fire subsided, news began emerging from China of a highly contagious illness that soon gripped the globe. Two years on, it has continued its spread and has locked down huge swathes of the country.

PSA/CPSU NSW members bear the brunt of these developments. Our myriad frontline workers are the ones facing fires, floods and pandemics. We have members going to work worried they will catch COVID-19 and take it home.

As I can attest from my own career, working in prisons is stressful enough, let alone wondering how a COVID-19 outbreak behind bars is affecting my workmates and the people we watch over.

We have members dealing with the stresses and isolation of working at home, coupled with the stresses of home-schooling and caring for family members.

As with all union members, you do not have to deal with these worries alone, just as you don't have to negotiate your wages and conditions by yourself.

Your union is here if your mental health is suffering during such extraordinary times. Our Member Support Centre has taken countless calls, while Delegates, Organisers and Industrial Officers are talking to concerned members. No-one needs to face these difficulties alone.

Looking out for each other is the heart of unionism. Our employers know taking on one member means taking on nearly 40,000 other workers. It means taking on our union's considerable legal and industrial resources.

The next time a colleague tells you they aren't a member of the union, let them know they are going to work without the considerable support of a union that has been protecting workers – and their mental health – for more than 120 years. ■



MENTAL HEALTH AWARENESS TAKES ROOT

It is encouraging to see our employers taking mental health in the workplace seriously.

Pictured is one of the blue trees found throughout the NSW prison system, which raise awareness about mental health issues and suicide.

The scheme commenced in Western Australia, with the first NSW tree set up in Brush Farm Academy.

This is the blue tree painted on a wall in my workplace, Silverwater Correction Centre. ■

GOOD THINKING: PSA WINS PAY RISE FOR PSYCHOLOGISTS

Six months of negotiations bring home a 2.28 per cent pay increase.

The PSA has fought to keep School Psychologist pay rates in line with their School Counsellor colleagues. After months of stalling and non-responses, the PSA notified the Department of Education (DoE) that

unless 2.28 per cent pay rise was paid, the union would lodge a dispute in the Industrial Relations Commission.

As a result, the DoE awarded School Psychologists a pay rise of 2.28 per cent, back-dated to the first pay period after 1 January 2021.

“This is an example of the collective strength of workers uniting through the union to stand up for your pay and conditions,” said Industrial Manager Dylan Smith. “Pay rises are not automatic.

They are argued and fought for, on behalf of members, by the PSA.

“All workers benefit through wins like this, which is why it is so important for everyone to be in the PSA – as it demonstrates to the employer, the power of the union.

“Make sure your school has a strong PSA membership so you know you are supported and protected by a union that wins for its members.” ■



accompanied by the same benefits their colleagues receive.

“We don’t receive the same working conditions as School Counsellors,” said Erin Kremer, a School Psychologists’ Delegate (pictured).

School Psychologists’ time off in holidays is tied to flex leave, while School Counsellors, who have teaching degrees, automatically get the term breaks off.

“We are carrying an extra case load,” said Ms Kremer, who adds that many School Counsellors have backed their colleagues’ demands for equal treatment.

The PSA has established a Vocational Group for School Psychologists, which is an area that has recorded high growth in membership.

“School Psychologists are realising there is a union that will support their rights and conditions,” said Ms Kremer.

“The pandemic has created a triple-fold increase in workload as far as anxiety is concerned. Obviously there is anxiety in years 11 and 12 facing their exams.

“We are supporting parents as well through wellbeing check-ins for students. It has been very different. We have to be flexible in our working and our working hours.” ■

LAB SEARCH



Call the union: the PSA is looking for science staff.

School Administrative Officers are encouraged to let the PSA know if they work in the science field.

“The PSA wants to communicate effectively with members about the issues facing them working in science, including potentially serious workplace health and safety matters,” said Industrial Manager Dylan Smith.

“Even if you only work one day in the science labs, please update your details with us.”

Members can contact the Member Support Centre on 1300 772 679 and update their details. ■

KEEPING CLASS IN MIND

School Psychologists are getting on board.

One of the fastest growing membership areas of the PSA, School Psychologists are demanding that their recent pay increase, be



DON'T LET THEM OFF SCOTT FREE

Morrison's failings have let down NSW and, in turn, the rest of Australia.

The past months of lockdown NSW endured have been tough on us all; businesses going under, social interaction minimised and kids learning from home.

The Delta strain, and the sluggish response from the State Government have hit NSW hard.

In turn, cases have spread throughout the country – and even to New Zealand, causing lockdowns and untold economic damage.

At the risk of being what our Prime Minister calls a “hindsight hero”, much of the damage could have been averted if Australia was further into its roll-out of vaccines. Much of the damage could have been avoided if the successful isolation model in the Northern Territory was replicated throughout the country.

The failure of the Federal Government, though, is not down to a few wayward decisions. Instead, we need to look at the governing parties and their distrust of the state apparatus that is vital for fighting a pandemic.

The Treasury Benches in the Federal Parliament have a disproportionate number of MPs who cut their teeth with the Institute of Public Affairs (IPA), a secretive organisation with an almost evangelic fervour towards the free market and an irrational hatred for any state-run solution. Whether it is the ABC or the public health system, the IPA's answer is to sell it off and get a boardroom to sort out the rest.

It is thinking like this that has Canberra demanding privately run hotel chains operate what turned out to be leaky quarantine facilities, rather than government-run facilities such as Howard Springs, outside Darwin. It has

Canberra playing hardball with drug companies the way a retailing giant would deal with a small widget supplier, with shortfalls the inevitable results.

Outside the pandemic, such thinking has led to the Federal Government pandering to climate-change denialists rather than risk upsetting suits in resources companies.

We know the state is not the solution to all the world's woes and that private enterprise has contributed to our health, wellbeing and high standards of living.

But when there is a time of crisis, the full resources of government need to be utilised to protect society. It is the often-beleaguered public hospitals assisting COVID-19 patients. It is our members in Service NSW running complex contact tracing. It is the NSW Police maintaining control and, sadly, called to action when

protests against masks and lockdowns get out of hand.

Staff in many private companies are furloughed, but essential staff such as PSA/CPSU NSW members are going to work, running schools, hospitals, prisons, courts and Service NSW centres. Public sector workers are making sure everyone, including the IPA members who treat them with disdain, is kept safe.

If an invading army came ashore, even the Liberal-National Parties and the IPA would agree it is the role of the Australian Defence Forces, and not a private security company, to protect us. The same thinking should apply to the pandemic.

The Federal Government should swallow its pride and file away its natural disregard for the state for the sake of the country. And if it doesn't, voters should punish it accordingly. ■





VACCINE TRUST GETS SHOT IN THE ARM

Survey finds members overwhelmingly have faith in inoculation.

The PSA/CPSU NSW's most recent survey on workplace attitudes to vaccination was completed by 12,832 members over three days in August and September this year.

The survey followed a similar one on vaccines several months earlier.

The survey found:

- 76.63 per cent of members had received at least one shot, which was higher than the state average at the time, which was 70.5 per cent.
- 54.2 per cent of members had received both shots, compared to 36 per cent nationally and 39 per cent in NSW at the time.
- 22.43 per cent had received their first inoculation and 6.47 per cent were booked in for their vaccinations.
- 8.3 per cent of respondents said they were worried about the side effects of vaccination and were not yet inoculated.
- Two per cent of respondents thought a COVID-19 vaccine was unnecessary.

Almost all employers are approving members' requests to take Special Leave to get vaccinated. This leave entitlement was negotiated by the PSA/CPSU NSW.

Less than one per cent of respondents said their request for Special Leave to receive their vaccination had been knocked back by a manager or supervisor.

More than three-quarters of respondents (57.83 strongly agreed, while 17.41 per cent agreed) thought vaccines should be mandatory for "workplaces that have a high level of interaction with the public". On the subject, 8.74 per cent of respondents were neutral, 4.4 per cent disagreed and 11.61 per cent strongly disagreed with mandatory vaccinations in such workplaces.

"Our members want to be vaccinated and, it appears, they want their colleagues to be vaccinated," said General Secretary Stewart Little. "Despite the Federal Government's bungled rollout of the vaccine, it is heartening to see our members have taken up the challenge and received their jabs.

"Obviously the survey shows some people do not have vaccinations and have no plans to get them.

"The PSA/CPSU NSW understands this is an emotive topic for some members. Your union urges members to discuss any concerns about COVID-19 vaccines, including medical exemptions, with your doctor and talk to your employer about your options.

"For any workplace issues, including vaccination rules, members can call the union on 1300 772 679." ■

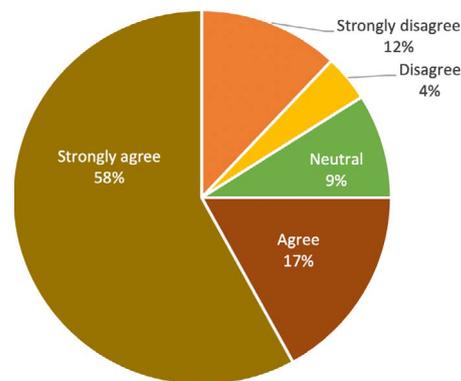
A POINTED HISTORY

Mandatory vaccination is not a new phenomenon generally or in employment. Commonwealth laws impose vaccination requirements to receive federal childcare subsidies and family payments.

Employees in various fields in the Public Service have been required to be vaccinated against certain diseases for some time and some employers have been found liable in negligence for failing to require employees to be inoculated against transmissible diseases.

Where a Public Health Order prohibits a worker (such as a health care worker) from undertaking their duties unless vaccinated, an employer is likely to be justified in disciplining or dismissing an unvaccinated employee (other than one exempted on medical grounds).

An employer is able to direct employees to be vaccinated in order to perform work in their employment as long as the direction is lawful and reasonable, particularly in high-risk industries. There have been two recent decisions by the Fair Work Commission regarding dismissals related to refusal of mandatory flu vaccinations. In both cases the Fair Work Commission considered that it was a valid reason for the employers to dismiss the workers for refusing to have an influenza vaccination. ■



Workplaces that have a high level of interaction with the public should require COVID-19 vaccinations of workers: 12,832 respondents

PROTECTION MONEY

Integrity agencies are spared a funding hit.

The PSA has successfully campaigned to keep the state's integrity agencies properly funded. Despite reports in the media about planned budget cuts, the reported \$14 million funding shortfall was not passed on in the 2021-2022 NSW budget. Many integrity agencies had slight funding increases.

When planned cuts were announced, the PSA started campaigning against their implementation. At the time, PSA General Secretary Stewart Little stated that "independent and consistent funding, which is allocated at arm's length from the government, is needed urgently. Keeping NSW corruption-free shouldn't be treated as a line item in the budget, it is a core service we need."

The campaign paid dividends, with the cuts missing when then NSW Treasurer

Dominic Perrottet presented his budget speech to Parliament.

"This is a step in the right direction," said Mr Little. "However, we consider NSW Government must go further and commit that integrity agencies will receive consistent, regular funding models not subject to efficiency dividends."

Funding cuts may have been averted, but the State Government has been warned by two Department Heads that more money is needed.

In a Budget Estimates Hearing, the head of the Independent Commission Against Corruption (ICAC) Peter Hall said funding issues meant the State Government had a possibly illegal level of control over the agency.

The same hearing was told by the head of the NSW Electoral Commission, John Schmidt, that a funding shortfall was affecting the coming local government elections, which have already been delayed by three months due to COVID-19. ■

OMBUDSMAN ROLES GO PERMANENT

The NSW Ombudsman has converted more than 20 employees from temporary to ongoing roles.

"The PSA considers this would not have been possible had these funding cuts been implemented," said Mr Little. "The PSA has been advocating for an increase in permanent positions at the NSW Ombudsman. We consider this is a good outcome."

"The PSA will continue to advocate for an increase in permanent positions at all integrity agencies. The PSA supports ongoing, long-term Public Service jobs." ■

TRANSITION KEEPS MINISTERIAL DRIVERS ON COURSE



New Delegates vow to represent members.

Recent negotiations over the wages and conditions of Ministerial Drivers involved both the outgoing and incoming Delegates.

The PSA recently had a win for Ministerial Drivers, grandfathering conditions and getting full-time positions for temporary staff.

Involved in the team were the two long-standing Delegates, Pat Callaghan and Jason Stuttle, who have both since taken redundancies. Also involved were their replacements, new Delegates David Jarrett (pictured) and Andrew Johnston.

"The most recent wins for the drivers have been huge," said Mr Johnston. "After what management were proposing we stuck together and achieved it as a group."

"The team worked well," said PSA

Industrial Officer Nick Player. "With David and Andrew, our members are in good hands."

Both new Delegates praised the work of the outgoing Delegates.

"Pat and Jason left absolutely nothing in the tank and gave it their all, time after time, issue after issue," said Mr Johnston.

"They both fought to the bell and I can tell you their efforts not just in our recent battle but over many years have been greatly appreciated by our members," said Mr Jarrett. "The bar is pretty high."

As with their predecessors, Mr Johnston and Mt Jarrett take great pride in their members' professionalism and, importantly, discretion.

"I hope that in the future the Department realises they have a professional group of drivers who are keen to assist with the establishment of continuous improvement model in order to deliver a first-class transport service," said Mr Jarrett. ■

SAFE WORKPLACE KEPT ON TRACK

Union action makes sure COVID requirements don't go to the dogs.

The PSA has its members' backs, meeting with Greyhound Welfare Integrity Commission (GWIC) management to ensure staff are safe from the effects of COVID-19.

The union ensured management issued workers with letters allowing them to travel to work and demanded that COVID marshals be on site for the entirety of race meetings.

The PSA learned that management has demanded workers be placed on priority

lists for vaccinations. However, some vaccination centres and GPs have not acknowledged this.

The PSA has been advocating on behalf of frontline staff who have to deal with members of the public since February to have priority access to vaccinations – with mixed success.

“Any member who has any medical condition or lives with persons who are deemed ‘vulnerable’ should seek medical advice from their GP as to whether they should be working in a potential COVID-exposure risk,” said PSA Industrial Manager Julie Bond. “If the medical advice is that you should not, then you should look to have urgent discussions with GWIC as to what suitable duties can

ANY MEMBER WHO HAS ANY MEDICAL CONDITION SHOULD SEEK ADVICE FROM THEIR GP

be found for you. The PSA can assist you in these discussions.

“Members are reminded that you have Special Leave available of up to two hours for getting vaccinated and your bosses encourage this.” ■





LIGHTS, CAMERA, INFECTION

Film sets in National Parks risk producing the ultimate tragedy.

The PSA has pressured film crews using NSW National Parks to clean up their acts and minimise the risk of COVID-19 spreading. But are the crews doing enough?

Camera crews have been taking advantage of empty parks to shoot scenes in Bare Island (pictured below right), part of Kamay Botany Bay National Park, and in Royal National Park (main picture).

“We pressured management to ensure protocols were in place to protect our members who are still showing up to work during the pandemic to look after these valuable sites,” said PSA Industrial Officer Michael Sinclair. “However, some members have expressed concerns about the crews.

“We don’t know where the crews are coming in from every day to work.

“In the case of Bare Island, there is a staff member living onsite who was surrounded by crews for much of the day.”

PSA Organiser Kim de Govrik said the film in Royal National Park, Russell Crowe’s *Poker Face*, involved “up to 100 crew in there on any one day”, with details sketchy about where crew members resided.

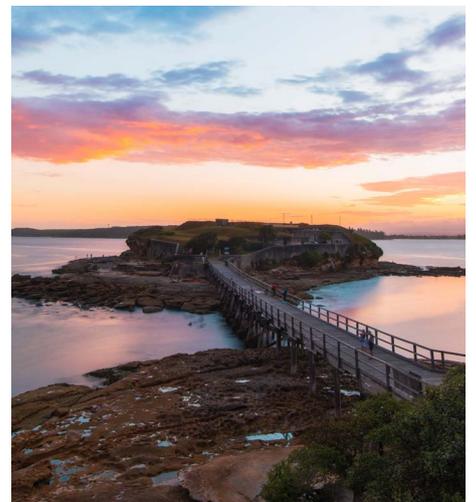
“Details on the crew – including vaccination status – and from where they had come were not provided by the National Parks and Wildlife Service (NPWS),” he said. “However, the advice was that some may have come from red zones. Protocols on how this was managed by the NPWS were also not provided to the PSA.

“Hence Rangers and other PSA members dealing with the crew were concerned when directed to liaise with the crews.”

PSA Delegate Ben Owers said, “One other aspect of concern is that since the COVID restrictions increased, NPWS has not been updating the information on the public register of filming, so are not making the public aware that filming is being allowed to continue by the NSW Government while other industries are in lockdown.”

Since COVID-19, community attitudes to film crews arriving in town have hardened. Once seen as a source of employment and a boon to local business, they are now seen as potentially infectious interlopers from Sydney and pandemic-ravaged countries overseas.

Film crews have been unwelcome in towns such as Broken Hill, where Mayor Darriea Turley has stated they risk undermining her “obligation to protect the community”. Kiama locals have also expressed unease about *Poker Face* shooting in the seaside community. ■



SURVEY LAYS BARE THE HUMAN COST OF A RESTRUCTURE

PSA members show high levels of stress.

A survey into the effects of a restructure at Heritage NSW has revealed high levels of stress among affected employees.

More than 40 per cent of members had experienced “work-related anxiety and stress”. In addition, more than 30 per cent experienced sleep difficulties and more than 10 per cent felt they had “withdrawn from personal relationships and social activities”.

Half of all people surveyed are already working outside their normal hours and every single respondent believed “the proposed changes will lead to further workload issues”.

“The survey results speak for themselves,” said Organiser Amy Lennox. “This will inform further discussion with management.”

The restructure is just one part of a large number of job cuts to the Department of Premier and Cabinet. ■



BY GUM: PSA HELPS KOALA PROTECTION

More staff means more marsupials thanks to union lobbying.

Sustained pressure from the PSA has pushed the State Government to spend more to boost its environmental credentials.

The recent budget featured a \$193.3 million commitment towards doubling the number of koalas in NSW by 2050. With this comes more boots on the ground to help save the species, which some experts claim is heading to extinction.

“The Koala Strategy included many new positions, some ongoing positions to support the work,” said PSA Delegate

Daniel Cain, who is Senior Project Officer in the Department of Planning, Industry and Environment’s Biodiversity, Conservation, and Science Division. “There are regional Project Officers, Scientists, Data Scientists, Spatial Officers

– a whole range of positions to support koala populations around the state.

“This is a good outcome through the advocacy of the PSA.”

Mr Cain said the Koala Strategy, which is run in conjunction to another threatened species program called Saving Our Species, will involve protecting koalas not just in National Parks, but also in private and other government-held properties.

“Koala populations have been in decline through land clearing and the recent bushfires,” said PSA Industrial Officer Michael Sinclair. “Now PSA members have the numbers to help reverse this trend.” ■

“
**AFTER YEARS OF CUTS
 TO ENVIRONMENTAL
 PROTECTION, IT IS
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 PUTTING MORE STAFF ON**
 ”



PROTECTING THE STATE: WORK BANS STOPPED

Stable staff get back in the saddle to keep Sydney safe.

A campaign for better conditions for staff at the NSW Police Mounted Police has ended to help Officers enforce the COVID-19 lockdown.

Staff at the centre, in Sydney's inner southern suburb of Redfern, had ceased performing tasks outside their occupational category in protest over their pay and conditions, which are among the lowest in the force.

Staff had refused to:

- Make up orders for feed and supplies
- Train horses
- Administer medication
- Check vehicles
- Weed the grounds.

However, as Mounted Police were increasingly required to monitor lockdowns, members agreed to suspend the campaign in order to protect the community.

"We will always fight for our members, but the community comes first," said PSA Organiser Glenn Duncan. "Our members are proud to be part of the fight for a Sydney that has COVID-19 managed." ■

“ WE WILL ALWAYS FIGHT FOR OUR MEMBERS, BUT THE COMMUNITY COMES FIRST ”

OVER AND OUT: LONG-TIME POLICE RADIO VOICE SIGNS OFF

A 50-year member of the PSA has retired.

On 5 March 1995, Alan Thompson walked into Maitland Police Station and commenced his first day working for the force. He was to remain with NSW Police until 30 June 2021.

Mr Thompson was part of the PSA for even longer than his police career. "I started at Maitland as a civilian General Support Officer at the front counter," said Mr Thompson. "I stayed there until 30 March 1998 before transferring to Newcastle Police Radio up until my retirement.

"It was a natural step up to transfer to Radio Operations as a 000 Telephonist and Dispatcher.

"The alpha units always appreciated having a voice 24 hours a day for their safety."

Mr Thompson looks back on his Police career with fondness, as "no two days were the same".

He said the camaraderie helped get through harrowing shifts during bushfires and the Newcastle earthquake.

"I met and worked with the best colleagues you could ever wish to work with," he said. "A team like no other. Floods, bushfires and droughts were the biggest and busiest times but everyone kicked in every time."

"I first joined the PSA in January 1971 not long out of school after holidays," he said. "I was a Railway Clerk in Newcastle, then transferred to Government Buses as a Foreman's Clerk and then moved two buildings away to the Revenue Room where all the Bus Drivers' ticket money and payrolls were counted and distributed. I loved it.

"I have nothing but respect for what the union staff do, often under a lot of stress, and I thank them all." ■



BREE IS ON THE LINE

A PSA Delegate lends a hand to others less fortunate.

Police Radio Delegate and PSA Central Councilor Bree Bell is spending her off time promoting the work done by Lifeline Direct Hunter.

“A lot of people think Lifeline is just for suicide prevention, but that’s not the case,” she said. “Lifeline Direct offers so much more: support, avenues for help, safe plans and aftercare.

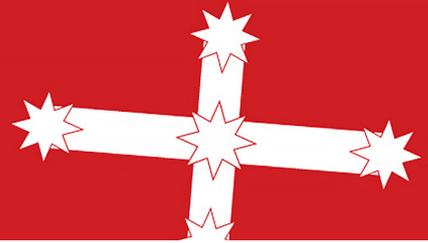
“They are also there to listen even if you have had a bad day, a marriage breakdown, job loss or you just need to talk to someone.”

Ms Bell is using her skills with social media to promote the organisation, particularly among the Hunter’s public sector workers.

“I am in the midst of trying to get Lifeline Direct Hunter added to the list of charities our employer uses for workplace giving. This will allow our staff should they wish to have the option to donate a few dollars before tax to support a local charity and help Lifeline Direct Hunter to continue helping our community.”

To learn more about Lifeline Direct Hunter, go to www.lifelinedirect.org.au/hunter. ■

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GET TO THE POINT: CPSU NSW DEMANDS FASTER VACCINES FOR DISABILITY SUPPORT WORKERS

Frontline workers face a greater risk from COVID-19.

As COVID-19 spread in the community, the CPSU NSW pushed for Disability Support Workers to be given better access to vaccines. “We are calling on the State Government to put our members at the front of the queue,” said Branch Secretary Stewart Little.

In Health Orders released by the State Government, Disability Support Workers living in local government areas of concern were instructed to get vaccines as a condition of continued employment.

Industrial Officer Sharny Chalmers, has worked in group homes for people with disability.

“The work involves close contact with people who may not understand the implications of COVID-19 and find it difficult to adhere to social-distancing requirements,” she said. “In addition, these are vulnerable people who need to be protected from COVID-19.”

Disability Support Workers’ roles include providing personal care and meals

on a daily basis, assisting with medical appointments treatments for conditions, community access where possible as well as co-ordinating ongoing contact with families and guardians.

“The best way Disability Support Workers can protect themselves and their clients is to be vaccinated,” said Ms Chalmers. “And the best thing the State Government can do for Disability Support Workers and their clients is to give them priority to vaccines.” ■

UNION HELPS DSA EMPLOYEES

The CPSU NSW takes a role in the administration of an ailing provider.

As Disability Services Australia enters administration, the CPSU NSW has entered discussions on the future implications for staff. The provider, which provided Community Justice Program and Integrated Support Services in Western Sydney and Central Western NSW, announced in August it was going into administration. Big Four accounting company KPMG took over the administration of DSA.

“By working with KPMG, we can work for the best deal for our members in the organisation,” said CPSU NSW Industrial Officer Sharny Chalmers.

DSA has attributed its fall to existing financial pressure which was exacerbated by the pandemic.

The provider was established in 1957, providing services such as at-home support and employment assistance to people with a disability. It took over some government services in 2017 as the State Government retreated from the care of people with disability. ■

ARUMA NEGOTIATIONS BEGIN

The CPSU NSW prepares for a disability restructure.

Disability provider Aruma is planning a restructure, with the CPSU NSW planning to check on the move’s effect on its employees.

“Aruma’s restructure has not affected Disability Support Workers yet,” said

CPSU NSW Industrial Manager Thane Pearce. “However, we have had a Joint Consultative Committee with the employer and will be making sure the restructure does not adversely affect our workforce.”

The restructure comes as employees come off the Copied State Award, which covered them for five years after the State Government outsourced the disability services sector. ■



SCALES OF JUSTICE

Fisheries Officers are navigating unsafe workplaces.

The PSA has long warned the State Government that more needs to be done to protect Fisheries Officers. It then backed up its words with Work Bans.

The Work Bans were lifted after management agreed to take steps to improve staff safety.

“Fisheries Officers are doing more than telling off fishermen for a couple of undersized bream,” said Industrial Officer Shane Howes. “Abalone and lobster poaching are highly lucrative industries, attracting organised crime.”

In 2004, the Palmer Report, commissioned by the Department of Primary Industries, found the “illegal harvesting and black marketing of fish is a serious, widespread, entrenched and growing problem in NSW”. The report found as between 150 and 300 tonnes of abalone was illegally taken each year.

“ GROUPS TARGETING THESE HIGHLY VALUED SPECIES HAVE BECOME MORE ORGANISED AND BRAZEN IN THEIR OPERATIONS ”

“Even day-to-day work can be dangerous,” said Mr Howes. “Last year two Officers were shot at on the Murray River and PSA members will remember the murder of Environment Protection Officer Glen Turner in 2014.”

The PSA’s Fisheries Officers Vocational Branch (FOVB) has in the past provided the Department of Primary Industries (DPI) Fisheries with steps it believes will provide enhanced levels of safety for members when undertaking compliance operations on illegal groups committing abalone or rock lobster offences.

“Despite the passing of nearly 17 years since the Palmer Report, there has been

Fisheries Officers are helping legitimate fishing operations by protecting waterways.

no fundamental changes to the *Fisheries Management Act NSW 1994* and these groups targeting these highly valued species have become more organised and brazen in their operations,” said Mr Howes.

“Decisions by external agencies not to prosecute these groups have further exacerbated the tension, obstruction and threats of violence against our members. Some members have expressed their concern not only for their own welfare but that of their families whilst living within regional communities.

“It is hoped new discussions will result in safer workplaces for our members.

“They know we have their back.” ■





BARGAINING UNDER WAY IN BELEAGUERED HALLS OF LEARNING

The CPSU NSW is working for better workplaces on campus.

Enterprise bargaining is taking place in four universities: UTS, the University of Sydney, Western Sydney University and Southern Cross University (SCU).

It is also soon to commence at the University of Newcastle.

“The CPSU NSW has members’ backs; recognising that this round of bargaining will be the most challenging yet,” said Shelley Odewahn, President of the CPSU NSW’s Higher Education Representative Council (HERC). “The COVID-19 pandemic has seen Australian borders shut and international students prevented from domestic study in the country’s universities.

“Almost overnight, many universities lost a critical revenue stream, despite the CPSU NSW and university heads imploring the Commonwealth Government to provide emergency support.

“In fact, the Commonwealth Government did not even give public run universities access to JobKeeper, something that was permitted in private

institutions such as the University of Divinity, Notre Dame and Bond.”

At UTS, a log of claims mandates the maintenance of “all existing conditions of employment for Professional Staff, unless otherwise improved as a result of negotiations with the CPSU NSW” and a 16 per cent increase in salaries and allowances over four years. The union also wants separate agreements for Professional Staff and better job security.

The log also includes demands for “a specific Sexual Harassment and Assault clause that ensures there are preventative strategies, training, employer accountability and specific support mechanisms for staff relating to sexual harassment and assault in the workplace”.

At Sydney, the CPSU NSW has demanded “there be greater equity in redundancy packages”.

The SCU Bargaining Team, Shelley Odewahn, Toni Ledgerwood and Sharlene King, began negotiating in October.

At Newcastle, the CPSU NSW has developed a discussion paper that provides a framework for engaging members in a constructive discussion about collective bargaining and their rights at work. ■

CAMPUS LIFE GETS SOCIAL

The CPSU NSW sets up a universities Facebook group.

A Facebook group has been established expressly for university Professional Staff.

“The Group is open to all Professional Staff employed at a NSW university, and is another way to provide ongoing information on what is happening across the higher education sector, while supporting each other through these uncertain times,” said Communications Officer Nigel Miles. “You do not have to be a CPSU NSW member to join this group, but of course it is very much encouraged.

“It is a space for Professional Staff to support each other, particularly during lockdown, and to share information across all public universities in NSW, in particular about rights at work and conditions of employment.”

The group can be found at www.facebook.com/groups/universityprofessionalstaffnsw. ■

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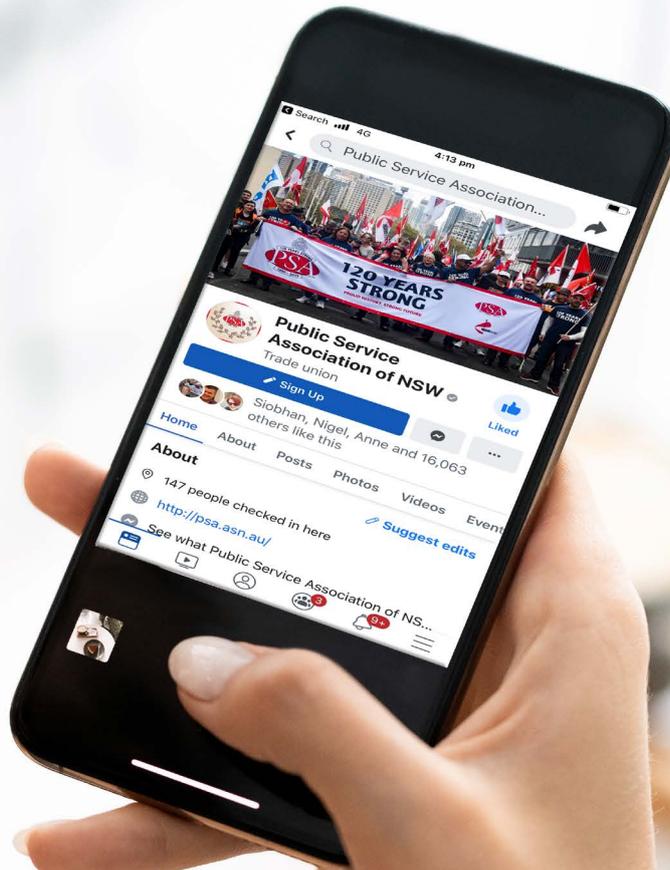
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- ✓ Compliance & Policy Officer
- ✓ Course Administration Officer
- ✓ Data Analyst
- ✓ Data Technician
- ✓ Digital Technologist
- ✓ Disability Liaison Officer
- ✓ Educational Designer
- ✓ Educational Technology Designer
- ✓ eLearning Designer
- ✓ Equity and Diversity Officer
- ✓ Events Manager
- ✓ Facilities Administration Officer
- ✓ Field Education Manager
- ✓ Finance Officer
- ✓ Fleet Officer
- ✓ Food & Beverage Attendant
- ✓ Functions Supervisor
- ✓ Gardener
- ✓ Graduation and Events Coordinator
- ✓ Health Clinic Manager
- ✓ Human Resources Officer
- ✓ Infrastructure Administrator
- ✓ International Admissions and Support Officer
- ✓ International Student Advisor
- ✓ IT Manager
- ✓ Laboratory Technician
- ✓ Legal Officer
- ✓ Librarian
- ✓ Library Technician
- ✓ Workplace Health & Safety Officer
- ✓ Marketing Officer
- ✓ Media Officer
- ✓ Media Technologist
- ✓ Pastoral Care Coordinator
- ✓ Production Manager
- ✓ Quality and Compliance Officer
- ✓ Records Assistant
- ✓ Research Officer
- ✓ Statistician
- ✓ Student Advisor
- ✓ Student Ambassador
- ✓ Student Counsellor
- ✓ Student Management Officer
- ✓ Student Management Officer-Indigenous Student Services
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Authorised by Stewart Little, Branch Secretary, Community and Public Sector Union (SPSF Group) NSW Branch, 160 Clarence Street, Sydney



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Authorised by Stewart Little, General Secretary, Public Service Association of NSW and Branch Secretary, Community and Public Sector Union (SPSF Group) NSW Branch, 160 Clarence Street, Sydney

OBERON CELEBRATES 90 YEARS

A NSW gaol marks a milestone.

PSA members joined the celebrations at the Oberon Correctional Centre's 90th birthday. "Oberon is a great little centre to work in," said Functional Manager and PSA member Toni Cowell. "The group of people is relatively small compared to other centres. Due to the size, we seem to function more like a somewhat dysfunctional family than a group of employees. Everyone has each other's back."

Oberon only correctional centre in NSW to run the Young Adult Offender Program, which separates younger inmates from the influence of long-term offenders.

"We work with the young inmates from around the state and attempt to address the Premier's Priority of reducing recidivism by five per cent by 2023," said Ms Cowell.

The celebration was originally planned to be a large event, with former Governors, the local Mayor, local MP Paul Toole and many more VIPs in attendance. However, the day became yet another casualty of COVID.

"We did have a great BBQ with all the staff and a cake to celebrate the day. Our Director Craig Smith was able to celebrate with us. Mr Smith had worked at Oberon himself many years ago. We were able to hand out some awards to staff for their service over the years and say farewell to some departing team members.

"It was a great day." ■



THE PRISON OFFICER WHO ROSE TO THE TOP

Ron Woodham made history when he became Commissioner.

Former PSA member Rod Woodham has passed away. After more than 40 years as a Prison Officer, Mr Woodham was appointed Commissioner for Corrective Services in 2002. He was the first, and still the only, Officer to rise from the ranks to the Commissioner's office.

In 2012, Commissioner Woodham was removed from the role by then Premier Barry O'Farrell. The Premier wanted a new face to the role, appointing Peter Severin, who with a degree in social work and experience in prisons in Germany, Queensland and South Australia was less "old school" than the incumbent.

Mr Woodham was a shearer from Inverell, moving to Sydney in 1966 where he began working in Long Bay as a Prison Officer, supervising inmates working on the surrounding farms.

During his career, Mr Woodham received five citations, including two for managing hostage situations, one for recapturing an escaped sex offender and a Ministerial Commendation for bravery.

As Commissioner, he had a reputation for toughness, backing use of force by Officers, so long as procedure was followed.

Cessnock, Nowra, Wellington, Silverwater, Kempsey and Windsor facilities were built under his watch as Commissioner. He also set up Emergency Response Units, the Internal Investigation Unit, the Hostage Response

Group, Drug Dog Detection Units and the Fire Control Unit.

"Ron's Prison Officer instinct for knowing the difference between a crook and someone who had a tough start in life stayed with him even in the top job," said PSA General Secretary "This understanding of the system and those within it saw him deliver innovative and meaningful reform.

"He was among the first to recognise Indigenous inmates needed more help than others. He pioneered specific programs to support rehabilitation and find a better life outside of prison. Ron was an advocate for women inmates, including establishing the mothers and children program. He also saw the power of caring for animals to aid rehabilitation and introduced programs across NSW."

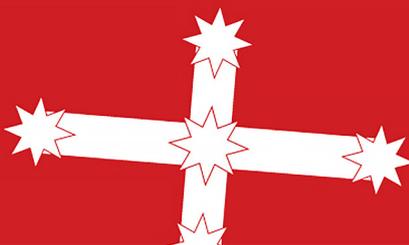
"Over the past decade, close to 1400 dogs and 150 inmates have found hope thanks to the partnership he helped build with us," said RSPCA NSW Chief Executive Steve Coleman.

PSA President Nicole Jess recalls Mr Woodham was "a hard man" during his negotiations with the union.

Some critics point out that despite his reputation as a champion for female inmates, his attitudes to women in the ranks and management were not so enlightened.

Mr Woodham is survived by a daughter and a son, three grandchildren and three great-grandchildren. ■

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BIRTHS, DEATHS AND MARRIAGES



GRAEME LEAVES BDM

**A long-time Delegate retires
from a career of public service.**

After 35 years as a member of the PSA, Births, Deaths and Marriages (BDM) Delegate Graeme Batho is calling it a day. “I joined the Public Service in 1984, joined Births, Deaths and Marriages in 1985 and joined the PSA a year later, when I went to full-time,” he said.

Mr Batho became a member of the Workplace Group Committee “because someone had to put their hand up”.

“In the early day we had a lot of issues with changes and restructures,” he said. “But lately it has been good.”

Mr Batho’s roles at BDM included working as a Marriage Celebrant.

“One of the best things about working at the registry is that I got to see how my work has had a direct impact to improve people’s lives,” he said. “When I was a Marriage Celebrant I was able to bring people together on their special day.”

He urges people entering the Public Service to join the PSA.

“I think that many people are reluctant to join the union because they are too complacent about their working conditions,” he said. “Some of the things they take for granted, like Flextime, were first trialed at the Registry in consultation with the PSA before being rolled out to other agencies. Now that we are in a pandemic, the flexible work practices that the PSA helped to put in place make it easier for all of us, especially those who have families.” ■

PSA AND CPSU NSW MEMBERS ARE CHAMPIONS OF THE STATE

As the state went into lockdown, it was time for your union's members to step forward and keep NSW running. Every day our members are working hard for a better state for everyone. PSA and CPSU NSW members truly are Champions of the State.



Lora is one of more than 400 specially trained Sheriff's Officers, court officers and clerical staff employed at 58 Sheriff's offices across the state. "We support the court system and the community with their legal processes, such as enforcing warrants, serving documents and enforcing orders by the courts." Lora is a Public Servant and a Champion of the State.



Chloe and her colleague, Gloria, love working on Country and with their communities. "We're continuing to provide Child Protection and Out of Home Care services and support to our clients and community during these times. It's especially important with the restrictions our communities are having to live under at the moment." They are Champions of the State.



Murray has been a Communications Officer for 13 years with NSW Police Force - Radio Operations Group, coordinating and supporting the Police response to urgent and life-threatening emergencies as well as routine non-urgent matters. These essential workers are the link between the Police and the Public. Murray is a Champion of the State.



Working in an administrative role at Beverly Hills Girls High School, **Dianne** plays an essential part in her local public school, keeping business running smoothly and working to ensure all students are provided with the greatest possible opportunity to reach their full potential. Dianne and her schools colleagues are Champions of the State.



For 16 years, **Seggie** has been providing work and training to prison inmates in the field of electrical and mechanical engineering so they develop valuable skills for their time back in the community. It is crucially important that newly released inmates find employment to reduce the risk of re-offending. He is a Champion of the State.



NOT JUST INDUSTRIAL SUPPORT

Your union is here for you in the darkest of times.

It was just one of the many emails the PSA/CPSU NSW receives, yet it says so much about the mental trauma brought about by the upheaval of 2020-21. “Thank you for checking in on me today,” wrote a member from Schools. “I really appreciate your helpfulness and kindness.

“I was quite upset and emotional when we spoke last week and you made me feel at ease and I felt I was talking to a friend instead of a PSA representative.”

The member had approached the PSA/CPSU NSW Member Support Centre (MSC) about how the lockdown affected her work.

She was not only sent her entitlements, plus a link to further information from the Department of Education, but Member Support Officer Melissa Shelford also checked in on her later to make sure she was OK.

Member Services Manager Kym Ward said the union’s phone lines and emails

have experienced a surge in people looking for help as lockdowns bring about stress both at work and home.

“Members are not only unsure about entitlements such as Special Leave for COVID testing and vaccinations but also they are turning to us for emotional and mental health support,” said Ms Ward. With the NSW Health orders changing almost daily, our members are turning to us for guidance. There are numerous workplace issues that could cause a member to suffer mentally; it may be a grievance – with a colleague, team leader or manager. Issues such as bullying, harassment, declined workers’ compensation claims, misconduct allegations or lengthy investigation processes take their toll, too.

“Restructures where there has been a lack of consultation – or, in fact, anything without consultation – can affect members any time, let alone if they are isolated at home or going to work and risking contracting the virus.

“Other triggers can be return-to-work issues when no suitable duties are

being provided to members or a lack of procedural fairness in things like performance plans.”

Staff in the MSC are not only replying to members’ workplace questions, they are also ascertaining if more help is required.

“Firstly the MSC will talk through with the member and get details about what is happening at work,” said Ms Ward. “Once the MSC can determine exactly what is happening in the workplace, they can then provide advice and guidance. The MSC will always follow up with an email

“These phone calls may sometimes be very lengthy due to the member being quite upset, and really unsure of how to best explain what has occurred in the workplace.

“The MSC will always refer a member to locate the EAP (Employee Assistance Program) for their own department or employer, by referring the member to locate this on their own intranet.

“If the member is extremely upset on the phone, the MSO will ask them a number of questions: do they have someone at home with them now? Or are they home alone, are they seeing a medical practitioner such as a Psychologist or Psychiatrist? When is their next appointment?”

In some cases, members are referred to specialist assistance providers such as Lifeline, Beyond Blue or the Workers Health Centre if there is an issue with rehabilitation or obtaining suitable return-to-work duties.

“Members are also reminded of the services from Foundation House, which is a free 28-day rehabilitation for members and their families for issues of addiction of drugs and alcohol and gambling,” said Ms Ward. “Members and families of PSA CPSU/NSW get priority access to the program.

“Another member benefit that may be useful during these times, is a free legal consultation with McNally Jones Staff. Members may need legal advice on a wide variety of matters, including discrimination claims; superannuation disability claims; income protection claims; general insurance claims; deceased estates and claims; motor vehicle and general accidents; criminal law; driving offences; relationship disputes, including de facto and same sex relationship disputes.

“Members can be assured their union is not just protecting their workplace entitlements, it is looking after them, too.” ■

HERE TO HELP: WISH CARD OFFER TO MEMBERS

Your union knows our state is doing it tough.

Due to COVID-19, many PSA/CPSU NSW members have families out of work, on reduced hours or running struggling businesses. Too many members are finding it harder to make ends meet in the most expensive Australian state to live in.

Every week the PSA/CPSU NSW will be giving a member a \$500 WISH gift card to help with the cost of living. The card will help with expenses such as groceries, fuel and other everyday costs.

"This is just one way we can say thank you for the vital work you do for the people of our state," said General Secretary Stewart Little.

How it works

Every Thursday a member's name will be drawn to receive a \$500 gift card. ■

GIDGET GOES ONLINE

PSA and CPSU NSW members were given free access to the Gidget Foundation's Sonder on-demand support network.

Sonder links expectant and new parents to a dedicated support

centre via an app. The Sonder support team is made up of highly qualified, clinically trained staff who can be reached at all hours by live chat or over the phone.

Sonder offers real-time advice and resources to help members navigate parenthood and can connect them to the most convenient pathway to get help – be that

related to perinatal mental health, safety, medical issues or anything else. Where necessary and available, they can arrange in-person support.

The free access to the app was a result of the union's relationship with the Gidget Foundation. ■

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Members working for a variety of departments can access novated leasing with industry leader, Maxxia.

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Go to www.maxxia.com.au/novated-lease or call 1300 123 123 for more information. ■

FEE RISE RULED OUT

There will be no increase in the cost of union membership this year.

The PSA/CPSU NSW Executive and Central Council, acknowledging that many members and their families are doing it tough in the lockdown, has decided to leave membership fees at the same level as the past two years.

"Normally fees are increased in line with the State Budget's announced increase to NSW public sector wages, which this year was 2.5 per cent," said General Secretary Stewart Little.

"However, as the latest lockdown has reduced

economic activity, many members have had hours reduced, or have family members earning less. The PSA/CPSU always has your back and has decided to keep fees unchanged for the remainder of the financial year." ■

2021 FINANCIAL STATEMENTS FOR CPSU, COMMUNITY & PUBLIC SECTOR UNION NSW BRANCH

The 2021 CPSU-SPSF NSW Branch financial statements can be accessed on either the PSA NSW or CPSU NSW websites:

- 1) PSA NSW website at: www.psa.asn.au/financial-statements
- 2) CPSU NSW website at: www.cpsunsw.org.au/financial-statements

WE'VE GOT YOUR BACK



The pandemic has not stopped the state thanks to our diverse membership.

Matthew Barnes is on the front line for the people of NSW. A Child Protection Manager in the South Coast city of Nowra, he cannot stay at home and work remotely. Some of the most vulnerable people in the Shoalhaven region depend on him and his team. And COVID or no COVID, he has their backs.

“Prior to attending a home we make contact wherever possible with the occupants and ask about the health of anyone in the house and particularly whether they have COVID or are experiencing any COVID-like symptoms,” he said. “We are provided with masks and sanitiser and where possible maintain all the social distancing and other recommendations of the time.

“I think the work of Child Protection Caseworkers is extremely important and one of the most vital jobs in our society. Our core clients are the most vulnerable people in the community – children and young people who often also have disabilities. If we were not there for them, going out in the pandemic and visiting them in their homes, then I think a lot more children would suffer traumatic experiences and be subjected to harm. This is particularly with schools closed and lockdowns in place, when children aren’t seen as regularly outside their homes.”

PSA General Secretary Stewart Little said the pandemic has brought out the best in members, who are the bedrock of the state’s fight against COVID-19. During bad times, it is the PSA and CPSU NSW members who have the state’s back.

“We have seen huge parts of the private sector just shut down,” he said. “But our members have kept at it.”

The very nature of the pandemic required the State Government to mobilise itself and get its considerable resources to minimise its effects and keep the machinery of government moving.

“I’m certain that every public servant knows that their role is important to maintaining a well-functioning NSW, because without us this state would’ve been placed in a far worse circumstance that it has been,” said Robbie Gratton, who works for Service NSW’s Community Cluster of the Contact Centre, delivering every COVID-19 policy the NSW Government has taken during the pandemic. “When the crisis struck last year, people didn’t turn to Commbank, Harvey Norman, Telstra or any of the big businesses in this country. They turned to government and the Public Service that delivers government policy to help them.

“MY COLLEAGUES AND I WORK TOGETHER FOR THE BEST OUTCOMES FOR STUDENTS”

“Prior to COVID-19, on average, I might handle between 80 and 100 calls a day. At the peak of the first and second outbreaks, a quiet day would be 150 to 200 calls. It has increased our workloads exponentially. Previously we might be responsible for two, maybe three, skills at one time. But now we have to be across every single aspect of COVID-19 policy: grants, lockdown orders,

permits, and more.”

For many PSA and CPSU NSW members, work patterns have been severely disrupted. Yet they know the state requires them to continue their vital work.

“COVID-19 has changed to way we work in the fact that they have split our staff into two cohorts and share the workload over the week,” said Belinda Boynton, who works at the Putland Education and Training Unit, which caters to troubled students. “With much of the NSW economy shut down, the Education Department is still working to provide learning for students; and I feel that is more important now than ever. And with our school being a school for specific purposes, my colleagues and I work together for the best outcome for the students.”

Like many essential workers throughout NSW, Ms Boynton has had her work practices and schedules turned upside down.

“We do half the week onsite and the other half offsite just to keep the exposure to a total minimum. Also with new procedures in place for not only the school but the whole centre I feel people are more aware of social distancing, hygiene and the importance of the use of personal protection equipment (PPE). It certainly feels like every safety measure has been put into place to keep us as safe as possible.”

For CPSU NSW members working with people with disability, logging in from home is not possible.

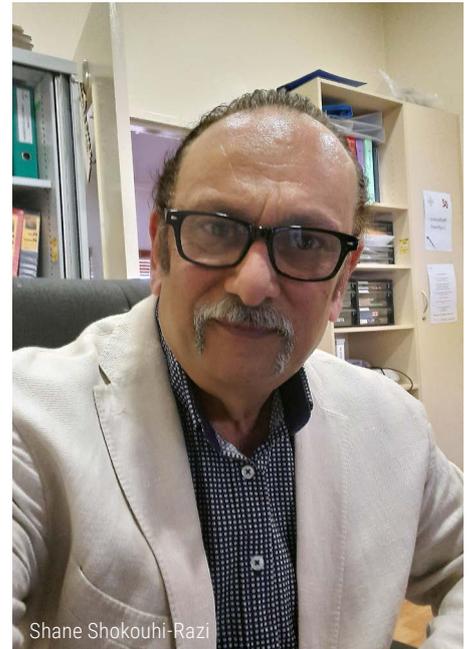




Robbie Gratton



Belinda Boynton



Shane Shokouhi-Razi

“We have to be physically at the job for quality service delivery,” said Shane Shokouhi-Razi, who works as a House Manager for the Cerebral Palsy Alliance. “It is very important we are here, we have to make sure everything is going the right way and the clients are OK and the care is to the standard they deserve.

“I think if I was not here physically, things would go wrong.”

While COVID-19 is undoubtedly a hindrance, it has brought some opportunities. Andrew Golgini is an Overseer at the Metropolitan Remand and Reception Centre (MRRC), which is where inmates on remand and those awaiting transfer to other gaols are held.

As Overseer, Mr Golgini is in charge of a group of inmates working in the centre’s hygiene unit, keeping the MRRC COVID-safe and learning new skills that can be taken into the workforce upon their release.

“We recently added the forensic side of things, cleaning blood and bodily fluids,” he said.

While cleaning was once the domain of a private company, the prison’s hygiene unit is now the responsibility of inmates thanks to a proposal from Mr Golgini, who had support from management, the Governor and the Department. And of course, every proposal has been met with wholehearted support from the PSA’s Prison Officers Vocational Branch (POVB), who “has our back all the time”.

Mr Golgini’s initiative suits the times:

as COVID-19 bit, his team became a vital part of the state’s correctives system.

“Our centre is the COVID hub, where all positive inmates come,” he said. “We clean the isolation unit and other COVID-positive areas.”

My Golgini said his initiative gives him plenty of job satisfaction: “every gaol in the state is ringing us to find out how we did it”.

“ WE HAVE TO MAKE SURE EVERYTHING IS GOING THE RIGHT WAY AND THE CLIENTS ARE OK ”

Another vital cog in the prison system, Isabella Lettini, said she is working to “reduce recidivism by rehabilitating inmates via our programs as well as giving them the skills and confidence to hopefully never re-offend”.

Working as a Service and Program Officer at the Dillwynia Correctional Centre, which houses women prisoners, Ms Lettini provides “inmates with support and the following programs: the EQUIPS suite of programs, Health Survival Tips, Nexus, Mothering at

a Distance, Domestic and Family Violence”.

Incarceration did not stop with COVID-19, so Ms Lettini continues to attend work to help the people of NSW, as she knows without people like her “inmates would be missing out on beneficial services and programs”.

When it became obvious the State Government’s COVID-19 messaging was not reaching the entire community, PSA members in Multicultural NSW (MNSW) were at the forefront, translating announcements into more than 60 languages.

Rema Nazha manages a diverse team at MNSW, ensuring the State Government’s health messaging reaches everyone the state, regardless of their cultural background or the language they speak.

“Obviously they play vital roles all the time, but their importance has been proven in COVID times,” said Ms Nazha.

The MNSW team not only helps the people of the state during the pandemic, it is here for them in other times of trouble. The team combines the efforts of Translators, support staff, the Community Engagement Team and the Communications Team with Delegate Elizabeth McFarlane. MNSW is now working with some of the most recent arrivals in the state, Afghan refugees.

One of these people working on the frontline is Interpreter Steve Karakira.

With the justice system still in action, courts still require Interpreters to ensure

equitable access to the legal system. Whether they have to be in the courtroom in person, however, is up to the Presiding Magistrate’s or Judge’s discretion.

Mr Karakira, an Arabic Interpreter, said there was confusion about whether to attend court or dial in person or via an audio-visual link. However, the latest instructions coming from MNSW regarding this issue clarifies many of the points interpreters had been struggling with and unsure about.

“Some courts prefer to have the Interpreter in person,” he said. “I know

“ WE HAVE YOUR BACK. RING THE UNION IF YOU FEEL UNSAFE ”

there are health orders and I have to follow them, but the Magistrates and Judges are our bosses.”

He said Interpreters are making their own decisions on what jobs to take – he feels unsafe going into a police station, for example – but says as a former Delegate he is happy to help members field queries.

“We have your back,” he said. “Ring the union if you feel unsafe.”

One PSA member working onsite in courts, Supreme Court Senior Clerk Melinda White, said “it is important to keep the justice system moving”, so does three days a week onsite.

“I take the train to work and as there are less people I feel safe as I’m fully vaccinated and wear a mask,” she said. “I do, however, move if someone is coughing a lot so keeping healthy is on my mind.

“A lot of my workmates are in lockdown areas, so they work from home.”

Ms White’s workplace has made some adjustments to the new working world, with some filing now done electronically from staff members’ homes.

“We keep the justice system going and available to people to access” she said. “Even though it isn’t face-to-face we provide an online and telephone service.”

Community Services’ Matthew Barnes thinks the pandemic and the Public Service response to it has even had



Andrew Golgini (second from right)



Isabella Lettini

managers realising how important the union is.

“I think the ever-changing work environment and the challenges of COVID has strengthened the relationship between the PSA Delegates and management at Nowra Community Services Centre,” he said.

Multicultural NSW’s Rema Nazha said while her team has the state’s ethnic population’s back, the PSA has hers, “advocating for our team and making sure we are working safely”.

Putland’s Belinda Boynton said she knows the union is there and has her back whatever the situation.

“Over these last few months, keeping in constant contact with the PSA to help

members as they work in the current situation. The union sends out regular bulletins outlining regulation changes and Organisers and Industrial Officers are keeping in touch.

“We get all the updates we need,” says the Cerebral Palsy Alliance’s Shane Shokouhi-Razi.

Some members are confident their areas will be vital for the state as it emerges from the COVID-induced economic and health doldrums. Gale Isseppi, who is Services Coordinator at Gosford TAFE said she works in a place that will be an integral part of a reskilled, revitalised state. She has been on campus every workday during this lockdown and the

previous one in 2020 “even though Gosford has been in lockdown as long as Sydney”.

She is proud to be working in an environment educating people for the post-COVID NSW.

“It is going to be vital to get us up and running,” she said. “We are at the centre of the community. Whether you are in a suburb of Sydney, Gosford or Forbes, TAFE is important.

“TAFE has your back.” ■

“
**WHETHER YOU ARE IN
SYDNEY, GOSFORD OR
FORBES, TAFE IS IMPORTANT**
”

guide us through these uncertain times has been invaluable with all the help and support we need to keep working to the best of our ability,” she said.

The PSA/CPSU NSW has been a valuable source of information for





Supporting our School Community

RECOGNITION WEEK 2021

Meet the people who have our students' backs.

Schools are going through tough times. The PSA's usual round of Recognition Week morning teas and nights out have largely given way to online celebrations of the vital role these PSA members make to NSW schools.

Juliette Sizer, the Chair of the Schools Departmental Committee, PSA Senior Vice-President and Administration Manager at Bangalow Public School, said she gets "a tremendous amount of job satisfaction from what I do".

"But I am immensely proud of not just what I do, but my entire team," said Ms Sizer. "I am not just talking about my school, but schools right across the state.

"That really comes to the fore when schools are faced with challenges such as lockdown. What I see is the non-teaching staff and the teaching staff standing side-by-side doing the best they can to support our students and support the families and to deliver quality education.

"It is really great to see everyone supporting each other."

"Non-teaching staff are a vital resource in schools. Schools simply could not function without us."

To celebrate Recognition Week, the PSA spoke to just some of the vital workers who make our schools run.

Karen Klein, a Science School Administration Officer, said she was "very proud of the job" she does in a high school.

"With the knowledge the students gain through science, they learn about themselves and the flora and fauna around them," she said. "You can just see it: people take pride in making the world a better place to live."

**“
WHAT I SEE IS THE NON-
TEACHING STAFF AND THE
TEACHING STAFF STANDING
SIDE-BY-SIDE DOING THE
BEST THEY CAN TO SUPPORT
OUR STUDENTS
”**

Callum Bailey, a Student Support Officer (SSO) at Tomaree High School, said he was proud of the work he does in the education system.

"Working with young people is a real privilege," he said. "I will be watching kids graduate this year that I first met in year 7. The benefit of that is we know their communities, their families and where they come from and we do our little bit to shape that for the better."

SLSO at Rathmines Public School

Karen Rogers said "it is a privilege to help our students have a positive school experience".

Ms Rogers said the whole school and community benefits when inclusive practices involve all students, including those with special needs.

Stan Allatt, who is a General Assistant at two public schools, said he applies a "high standard of work" to both his workplaces.

"I like doing the work and am proud of what I do," he said. "My standards are high and I keep the school that way.

"It reflects well on the community."

Kalene Morgan, another SLSO, said she enjoys forming relationships with students "so they get the most out of the school experience, whether is helping them dealing with academic work or social issues".

"Together we can achieve fantastic education outcomes."

Primary school SLSO Tanya Pople said in many cases, her work to improve the school community goes on, regardless of COVID-19.

"We have to continue to be flexible and adaptable and constantly review, reflect and change our work practices to continue to support our students' learning," she said.

"Our members in schools have been under enormous pressure, whether going on site or working from home," said PSA General Secretary Stewart Little. "This year Recognition Week acknowledges that." ■



PRIVATE GAOLS A PUBLIC SHAME

It's time companies stopped profiting from crime.

The television images were stark: shirtless inmates sat by a fire blazing on the roof of the run-for-profit Parklea Correctional Centre; the letters BLM spelled out to catch the attention of news crew helicopters.

For years the CPSU NSW had warned the gaol's operators, MTC-Broadspectrum and before that GEO Group, this would happen. A business model based on maximising profits while incarcerating inmates is bound to end badly.

In a report submitted to NSW Parliament in 2018, the PSA/CPSU NSW reported on the frustrations of Officers in Parklea doing a difficult job with inadequate numbers of colleagues on most shifts. One Officer pointed out that, with the exception of his first few months on the job, he had never worked a fully staffed shift at in the nearly nine years he had worked at Parklea. Another mentioned being alone in charge of 34 newly arrived inmates.

In addition to low staffed levels, the PSA/CPSU NSW reported low levels of training, a high turnover of employees and a "culture of short cuts and making do".

One Prison Officer who worked in the court system told *Red Tape* he noticed inmates from a private gaol were more likely to sleep while in his custody. When he asked why, he was told as there were fewer Officers on duty in the private facility, inmates were more likely to be assaulted during the night by fellow inmate, so rarely got a decent night's sleep while at the prison.

Parklea is one of three private prisons in NSW, along with the gaol at Junee and

Australia's largest facility, the Clarence Correctional Centre. Clarence, run by outsourcing giant Serco, replaced the publicly run Grafton Gaol in 2020. It has 1700 beds and accommodates male and female inmates. It is the biggest correctional facility in the country.

Serco, which in 2019 reported a profit of more than £100 million (\$185 million) also wants to pay its staff the second-lowest pay rates in the Australian correctional system.

Its pay offer doesn't even match its other gaols. The company's offer of \$26.88 per hour puts Clarence officers well below the \$30.96 rate Serco pays at



its Western Australian Acacia Prison, and the \$32.70 it used to pay at its Southern Queensland Correctional Centre, before that state's Labor Government returned the facility to public hands.

As the CPSU NSW pointed out to the local media, hairdressers are better paid and they aren't supervising convicted murderers.

The only prison in the country that pays lower wages, Mount Gambier in South Australia, does not house maximum-security inmates.

Not only are the state's private operators administering cut-price justice in their own gaols, they are being used to set a lower standard across the entire sector. The State Government's Benchmarking process aims to get publicly run prisons to operate at similar costing levels to those in the private sector. This means lower staff ratios and more dangerous working environments for employees in the public sector.

"The benchmarking process is the opposite to what we want," said Mr Wright. "We want private gaols to be more like the better-run state ones, we don't want the public gaols to be more like the cut-price private ones."

**THE BENCHMARKING
PROCESS IS THE OPPOSITE
OF WHAT WE WANT**

Mr Wright said the CPSU NSW ultimately wants private-sector gaols gone, with a "return to public sector management and control, as Queensland and New Zealand have done, and Western Australia is doing; instead of bucking the trend".

Until that day, the union simply wants the gaols to be better run.

"In the interim we need greater oversight by Corrective Services NSW and transparency to the public," said Mr Wright. "As I said in the parliamentary inquiry, their operations are like mould... prospering in the dark where no-one looks.

"All current and future contracts should be linked to public sector pay and conditions for parity as Western Australia has done. Governments need to remove the incentive to make money from the workers." ■



CELLS ON SALE

Privatised prisons have a long, not-at-all illustrious past.

The world's first privatised prison is thought to be the famed San Quentin Gaol in California. Built as a private concern in the 1852, it has since moved to government hands and is still operational.

Private incarceration received a huge boost at the end of the American Civil War, with the abolition of slavery. Unable to wean themselves off unpaid labour, Southern states allowed a network of for-profit gaols to bloom, using prisoners to perform the unpaid work slaves once did.

According to *Time* magazine, one Tennessee mine owner not only used unpaid prison labour to dig up rocks, he sold their urine to a tannery and their broken bodies to medical researchers if they died while working for his profits.

Tennessee was also the state that hosted the 20th-century resurgence of private prisons, with Corrections Corporation of America building and commencing operations in a centre in 1984. In blunt terms, it filled a gap in the market, as gaol populations soared in the Reagan-era "War on Drugs". Disproportionate numbers of African-American and Hispanic inmates swelled prison populations.

Australia's first privatised gaol opened in Queensland, with the Borallon Correctional Centre operated by Corrections Company of Australia. For the final five years of its operational life, it was run by Serco. It has since re-opened as a training facility. NSW later got in on the action, with Junee the first prison in Australia to be designed, constructed and managed by the private sector. It was later joined by Parklea and Clarence as the state's three private prisons.

Not all jurisdictions have been so accommodating to the principle of jails for hire. In Israel, the country's High Court found the right to detain people was solely the responsibility of the state and not an avenue to profit. All prisons in that country are now state-run.

While some parts of the United Kingdom have enthusiastically outsourced prisons, the Scottish National Party announced the Government north of the border is phasing them out. Closer to home, the New Zealand Government is turning its back on for-profit prisons. In 2015, that country was shocked when footage of fight clubs that ran unchecked in the Serco-operated Mount Eden prison were uploaded to the internet.

There is even mood for change in the US. A 2016 Department of Justice report into federal prisons found those run by private companies had a greater number of assaults, lockdowns and incidents requiring the use of force. In response, then President Barack Obama began to phase the private sector out of the federal prison system. This ruling was unsurprisingly overturned by the subsequent Trump administration, then reinstated this year by Joe Biden. ■

PAY EQUITY A COVID CASUALTY

The pandemic has a disproportionate effect on women's pay packets.

As predicted by the PSA/CPSU NSW, the infrastructure-focused recovery has widened the gender pay gap.

The Workplace Gender Equality Agency estimated the national gender pay gap is now 14.2 per cent, an increase of 0.8 percentage points. The pay gap was previously 13.4 per cent.

“Traditional recovery projects such as transport infrastructure and residential construction have been largely unaffected by the pandemic, and have even received stimulus such as grants to home improvements,” said Chair of the PSA/CPSU NSW Women's Council Trish O'Brien.

Workers in the construction industry, for example, are, on average, four per cent better off.

“In addition, the overrepresentation of women in casual, customer-focused jobs has seen them take the brunt of job losses,” said Ms O'Brien. “Female-dominated areas such as childcare have been heavily affected as people stay home to work.”

Australian Bureau of Statistics figures show a staggering 85 per cent of the 36,400 people losing their job in NSW in July were women.

“We need to see a post-pandemic stimulus package that is less geared to 'blokes in hard hats' and more evenly spread throughout the workforce,” said Ms O'Brien. ■

WOMEN'S COUNCIL VOWS TO FIGHT HOMELESSNESS



Australia's fastest-growing group of homeless people needs more help.

At its August meeting, the PSA/CPSU NSW Women's Council pledged to set up a working group to help fight the growth in homelessness among older women.

Older women are the fastest-growing segment of the Australian population experiencing homelessness. According to the Australian Bureau of Statistics, the number of women aged 65 to 74 describing themselves as homeless increased by 51 per cent in the five years to 2016.

“The numbers may be worse than that,” said Women's Council Chair Trish O'Brien. “Older female homelessness often manifests as people couch-surfing or staying in relatives' guest rooms. Many women are not willing to admit they are homeless.”

“Too often it comes after a divorce or for women escaping domestic violence.”

“The PSA/CPSU NSW, with members working in Housing and Community Services, is well placed to help these women.” ■



MORRISON GOVERNMENT FAILS TO ACT TO MAKE WORKPLACES SAFE FROM SEXUAL HARASSMENT

To the detriment of women, the Federal Government has ignored key recommendations from the its own Sex Discrimination Commissioner. The recommendations, which would strengthen women's rights to workplaces free from sexual harassment, were missing from legislation being tabled in Federal Parliament.

PSA/CPSU NSW Women's Council Chair Trish O'Brien said, "We are disappointed that Mr Morrison's cabinet has not adopted the full recommendations of the Sex Discrimination Commissioner's Respect@Work report."

The Government's Bill has failed to act on key issues in the report, including changes which would make it easier for women to report harassment, and require

employers to provide safe workplaces.

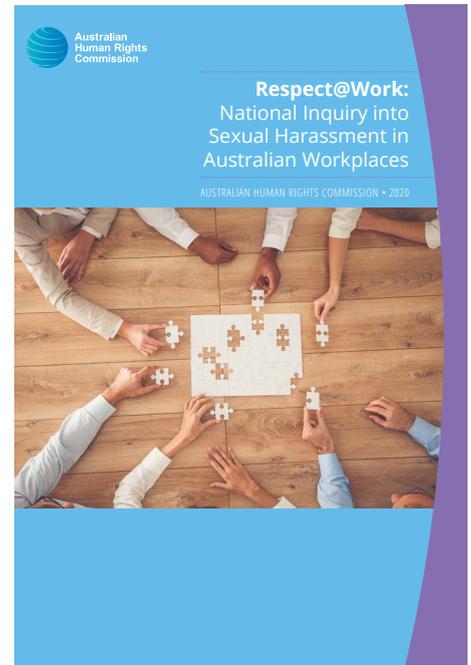
"The current Respect@Work Bill, if passed, will continue to place the burden of addressing workplace harassment and violence on the shoulders of women," said Ms O'Brien.

Key missing recommendations include:

- Recommendations 17, 18 and 19: Amend the *Sex Discrimination Act* to include a positive duty on employers to take reasonable measures to eliminate sex discrimination, sexual harassment, and victimisation; supported by appropriate enforcement and inquiry powers.
- Recommendation 28: Amend the *Fair Work Act*, which covers CPSU NSW members under the federal industrial relations system, to expressly prohibit sexual harassment and introduce a new quick and easy complaints process.

"The Federal Government's response to the report is also a missed opportunity to finally include 10 days' paid family and domestic violence leave in the *Fair Work Act*, to support women escaping violent relationships," said Ms O'Brien.

Such provisions exist for PSA members covered by the state industrial relations system. ■



JULY-SEPTEMBER 2021

RED TAPE

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WORKING FROM HOME: A MENTAL HEALTH CHECK

While few workers miss their commute and paying \$15 for a sandwich at lunch, working from home brings its own challenges.

C OVID-19 has seen a huge shift to home-based work, one that is unlikely to be fully reversed once life returns to something approaching normal. This change in our

work patterns brings with it particular Workplace Health and Safety (WHS) challenges; ones that can have a profound effect on mental health.

“There are certainly many advantages to working from home,” said PSA/CPSU NSW WHS Educator Suzanne Mann. “Few of us miss our commuting or having to dress up for the office. But for many people, the social interaction of the workplace is important and hard to replace. Losing that chat around the photocopier can make people feel lonelier, particularly if they don’t have a social or family network away from the workplace.

“**THE SOCIAL INTERACTION OF THE WORKPLACE CAN BE HARD TO REPLACE**”

“For others, it can be hard to turn off work once they knock off and they end up checking emails or starting projects in their own time.

“Others may find it hard to stay motivated, struggle prioritising or find they need feedback from colleagues.”

These difficulties can result in stress, insomnia and sleep problems.

Ms Mann said the Black Dog Institute, which deals with mental health issues, has developed a number of tips to keep on top of home work mentally.

- Setting up routine and structure for your workday and separating ‘work time’ and ‘home time’
- Creating a specific workplace in your home – preferably not in the bedroom
- Staying connected with co-workers and your manager by scheduling regular virtual or phone meetings
- Turning off devices and scheduling a digital detox in the evenings
- Getting outside at least once a day
- Focussing on the benefits of working from home.

“Black Dog also recommends regular exercising and sleep, a healthy diet, scheduling activities you enjoy, staying connected with friends and family, stress management and keeping a positive outlook,” said Ms Mann.

If PSA/CPSU NSW members are struggling with working from home, they can call the Member Support Centre on 1300 772 679. Other helpful organisations include Life Line on 13 11 14 or Beyond Blue on 1300 22 46 36. ■



BREATHE EASIER

A ventilated workplace is a safer workplace.

Feeling stuffy at work? The Australian Council of Trade Unions (ACTU) has issued advice on workplace ventilation.

COVID-19 is caused by the SARS-CoV-2 virus, which spreads through the air from infected people. When people breathe or speak, they generate tiny aerosols that are invisible to the naked eye.

Indoors, if the ventilation is poor, these aerosols accumulate and linger in the air over time. People with new infections are most contagious just before they get sick, even when they don't even cough.

A cough, sneeze, shouting or singing generates significant aerosols. Speaking and breathing are constant, so over time these may result in more aerosols lingering in the air than a single cough.

The longer workers are indoors, the greater the risk of inhaling enough virus, if it is present, to be infected. Even vaccinated people can be infected indoors.

Both the World Health Organization and US Centers for Disease Control and Prevention have produced evidence that poor ventilation increases the risk of transmitting COVID-19.

The ACTU is encouraging employers to consider how to implement the most

reliable ways to prevent harm. Multiple measures may need to be implemented in a workplace to control the risk.

The WHS Regulations require that ventilation enables workers to carry out work without risks to health and safety.

IMPROVE VENTILATION

The ACTU recommends several ways to improve air quality:

- increase the amount of outside air circulating by opening windows wherever it is possible – this includes in vehicles or mobile plant
- ensure air-conditioning systems are well maintained and circulating fresh air, not recirculating the air
- increasing the air exchange rate, which is the measure of the number of times the air inside a building gets replaced with air from outside in an hour. The actual air exchange rate required will depend upon the number of people and the size of the area
- if it is not possible to do either of the above, the use of portable air cleaners should also be considered. These must be maintained – such as external cleaning with special wipes, but cleaning and maintaining the filters from deep in the machines must be done using precautions.

Monitors can be used that check the levels of carbon dioxide. The outside air we breathe is about 300-500 ppm of

carbon dioxide. Indoor carbon dioxide levels need to be kept lower than 1000ppm.

Carbon dioxide is only a measure of how much (or little) fresh air is circulating not a measure of whether there is any virus in the air.

Expert assistance is required to ensure that air exchange rates and filtration equipment remove contaminants, limit the circulation of contaminated air and keep levels of carbon dioxide down.

RESPIRATORY PROTECTION

Respiratory protection, like other personal protective equipment (PPE), is the lowest level of control. PPE should be used in addition to addressing ventilation, not instead of it.

Settings where workers are working with known or potential COVID-positive people will also need a higher level of respiratory protection. This will include the use of P2/N95 respirators, which provide a very close facial fit and efficiently filter airborne particles. It is important workers are fit tested with masks are also checked on each occasion to ensure it is applied correctly.

Your union can support you if you have concerns about ventilation at your workplace. Contact the PSA/CPSU NSW for advice. ■



A PSA member has helped drive up inoculation rates in his local community.

As COVID-19 rates soared in Western NSW, the Chair of the Wee Waa Aboriginal Land Council got a call.

The Chair, PSA member Clifford Toomey (pictured front row left) was told the Royal Flying Doctor Service was

coming in to vaccinate locals and the organisation needed his help.

“They rang on late Friday afternoon and we had our first clinic at Wee Waa on the Sunday,” said Mr Toomey, a Gamilaraay man who works as an Aboriginal Education Officer at Wee Waa Public School.

“The clinic was held out in the open at the Lands Council. We had them lined

up around the block; around a block-and-a-half, in fact.

“We had 350 people on the first day, then last Saturday we had another 300.”

Further assistance came from Aboriginal Community Liaison Officers from the NSW Police Department, as well as SES members, nurses from Hunter New England Health and local council figures.

Mr Toomey said he had his own doubts about vaccination, even admitting to “a storm in my own head” wondering if he had done the right thing after his first inoculation.

“But it hits home when you hear of family getting COVID-19,” he said, adding the high rates of heart disease, kidney disease and diabetes in the community means “we are prime candidates for COVID to knock us over”.

By using his position as Lands Council Chair, Mr Toomey believes he is better placed to encouraged locals to overcome their doubts and get vaccinated than if someone from outside Wee Waa came in and set up the clinic.

“It is good to see my community coming out to get the jab,” he said. “I’m over the moon. We are lucky we have not got a case here at all.”

Mr Toomey may believe his community is lucky, but Wee Waa’s success fighting COVID-19 is down to the work of people like him. ■

GIVE US YOUR IDEAS

Action Plan seeks First Nations views.

The PSA/CPSU NSW Aboriginal Council wants to talk to First Nations members about what they want to see in a Reconciliation Action Plan (RAP).

Aboriginal and Torres Strait Islander members of the union will receive a survey in coming months to give them a chance to put forward their views on what the plan should involve.

“We’re going to put out a survey to the membership and get some feedback,” said

Council Chair Sean Bremer. Mr Bremer, who works in Schools in the Riverina, said he is all too aware that similar plans are often launched to great fanfare, yet fail to match their ambition.

“We don’t want some tokenistic statement, we want some action,” he said. “Too often statements get released and you don’t hear about it for years later.”

Mr Bremer said he has never been involved in such a project, so will be calling on the expertise of PSA member Stephen Cochrane from SafeWork.

“We are going to get some data from a superannuation firm about their own RAP,” said Mr Bremer. “It is going to be a long process of up to six months.” ■





CUSTODIANS OF CULTURE

Meet the PSA members at the State Library looking after more than just documents.

There is a team at the State Library doing more than preserving documents; they are working at preserving a culture.

Housed in a sandstone building built in a style synonymous with the colonial-era occupation of the country, the Indigenous Engagement Branch gives priority to First Nations voices in the Library's collections.

It has set up a digital service to help First Nations people unlock family histories as well as the library's facilities and collection.

Melissa Jackson, Librarian at the branch, says she feels like "a key", unlocking a trove of information on Australia's First Nations people.

"We have six million items, 14km of manuscripts and a larger art collection than the Art Gallery of NSW," she said.

Ms Jackson, a Bundjalung woman, said she "always wants to help people ... to give my knowledge".

In her work, Ms Jackson is aided by Wiradjuri woman Kerry-Ann Tape, who is a Library Assistant at the branch, as well as a PSA Delegate, studying librarianship.

"I believe that discoverability and accessibility of cultural material to community is the priority of my work within the Indigenous Engagement Branch," said Mrs Tape. Melissa and Kerry-Ann complete family history information requests and Tindale genealogy enquiries.

Manager Damien Webb, a Palawa man who moved interstate to work at the branch, said it helps change the interpretation of First Nations culture,

which in the past had "been collected by non-Aboriginal people".

Bundjalung woman Cherokee Lord is the Administration Officer at the branch, so is often the first point of contact for people looking for information.

"My favourite part of the job is having a yarn with the clients," she said. "I love interacting with community and helping them understand what we have here."

PSA Industrial Manager Julie Bond said the union is working, through its active Delegates, to get permanency for more members at the Indigenous Engagement Branch, as half the branch is on temporary contracts.

"This is vital work not just for Aboriginal people, but for anyone who appreciates a full and frank discussion of our nation's past," she said. "The people doing this vital work need permanency" and career progression opportunities. ■

BACK TO REALITY

PSA members have been brightening up pandemic-era TV screens.

His political manoeuvrings and manipulation of alliances thrilled the nation.

On the 10 Network, PSA member and former Electorate Officer George Mladenov (pictured opposite) wowed audiences with his Machiavellian political behaviour, bringing “a bit of Bankstown realness and showing everybody how you run a proper political operation on *Survivor*”.

“I am the kind of person who is very passionate about seeing my local community get the resources and recognition that it deserves,” he told *Red Tape*. “When I worked in the Bankstown Electorate Office and members of my community came in needing assistance, my sole focus was on ensuring that I could do everything possible to get the outcome that was needed.

“Electorate Officers are used to working under pressure, with minimal resources, and managing competing priorities. Electorate Officers are expert listeners, communicators, fighters and negotiators. Every single skill that makes a good Electorate Officer makes a very good *Survivor* player.”

A fan of the show since its debut in 2000 in the US, Mr Mladenov says his



experience on the show mirrored the union movement. “In *Survivor*, there is nothing more important than to be in an alliance that has your back when the writing is against the wall,” he said. “In the workplace, your union is your rock-solid alliance. Unions are there to support and fight for their members’ interests and that is what the PSA does very, very well.”

The show’s set, in Cloncurry in outback Queensland, is a long way from Bankstown, and Mr Mladenov missed his best mate. “I definitely missed my dog Douglas the most. Doug sleeps in my bed, curled up in my legs every single night. The temperature in Cloncurry got very close to freezing on multiple occasions. While it was great to have my fellow contestant Cara sleeping next to me she was no Douglas.”

‘I DO GET VERY OFFENDED WHEN PEOPLE COME OUT AND HAVE A GO AT PRISON OFFICERS’

Mr Mladenov’s opposition on *Survivor* included another former PSA member, one-time Prison Officer Dani Beale (pictured below left).

THE SINGING PRISON OFFICER

The moment Prison Officer Dan Eade (above right) saw an online ad for the music reality-TV show *The Voice* while on nightshift, he knew it was time for him to shine.

“I saw on the Channel Seven website that they were holding auditions,” says Mr Eade, who works at the St Heliers Correction Centre, a prison farm in the Upper Hunter. “I thought, ‘I’ll give it a crack.’”

His hunch paid off, wowing audiences with a version of Michael Buble’s *Home* and, fittingly, getting a spot on the team coached by country singer Keith Urban.

Music has always been in Mr Eade’s family. Growing up, his father played in bands taking the infant Dan along to gigs.



“Mum and Dad always bought me up with music,” says the Prison Officer and PSA member. “I was bought up with ’50s, ’60s and ’70s music, the likes of Ray Charles and eventually moving into country.

“Now I’m more about country than anything.”

Mr Eade’s hopes his country tunes have not only entertained TV audiences throughout the country but have also changed the public’s perception of Prison Officers.

“I was expecting to see negative stuff about my job on social media,” he said. “But it has been 100 per cent positive.”

Mr Eade said he is well aware that, for many people, being a Prison Officer carries a stigma, one he is determined to erase from people’s minds.

“I do get very offended when people come out and have a go at Prison Officers,” he said. “I’m not a bad person. I like to think I’m a good Officer and the people I work with are good Officers, too.

“I want to make sure this is a good-news story. When I take that uniform off I’m just a normal bloke with a family.”

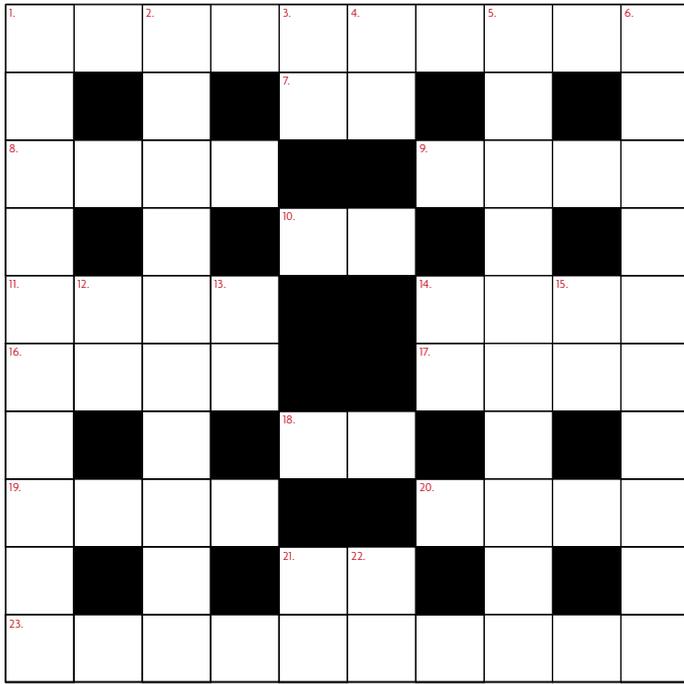
And did Mr Eade expect to cop a ribbing from his workmates when he returned to St Heliers?

“One hundred per cent yes.”

Missed seeing your fellow unionists on TV? Repeats of both programs are being streamed: The Voice is on 7Plus and Survivor is on Paramount+. ■



CROSSWORD



ACROSS

1. Dutch-speaking South Americans (10)
8. Fine fabric (4)
9. Cease (4)
10. Australian war hero or the enemy they faced in Vietnam (1,1)
11. String in a candle (4)
14. Move carefully and gracefully (4)
16. Annoy (4)
17. New York's 'other' baseball team (4)
18. Arts degree (1,1)
19. Catches (4)
20. Uninvited passenger: _____ away (4)
21. One third of Santa's famed utterance (2)
23. Precedes My Dear Watson (10)

DOWN

1. Montreal's river (2,8)
2. Describes rubbish not destined for landfill (10)
3. Not yes (2)

Last issue's solution



4. Ante meridian (2)
5. _____, _____, read all about it (5,5)
6. Road for fast commuting (10)
12. Two for Caesar (1,1)
15. Kenyan internet domain (1,1)
16. Wider printer's measure (2)
15. Short saint (2)
21. Not her (2)
22. Not off (2)



VARIETY PACK

Meet the team covering a mixed collection of workplaces.

The PSA's Environment, Transport, Industry and Other (ETIO) team represents in the industrial interests of a wide section of the union's membership.

"ETIO and the members we represent cover so many different areas but what stands out is they are the foundation stones of our state," said Industrial Manager Julie Bond. "We support members from Parliament House, the cultural icons of NSW including the Sydney Opera House, NSW Art Gallery, State Library and our magnificent National Parks.

"Our members across Service NSW and Transport continue keeping the state open while we all live under this pandemic.

"There's also our members across the breadth of Planning that includes the

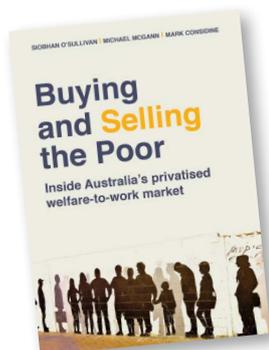
Royal Botanic Gardens, the Office of the Valuer General.

"Our members within Treasury, Regional NSW, the Rural Fire Service, the State Emergency Service and Fire & Rescue and we know what sacrifices they make in keeping us safe as we move into another summer season.

"Each of these individual areas are so vital but as a whole you don't realise what these members provide to our state on a daily basis. It's really quite astounding." ■

Book Reviews

BUYING AND SELLING THE POOR



Inside Australia's privatised welfare-to-work market

Siobhan O'Sullivan, Michael McGann and Mark Considine
\$40

Sydney University Press

In 1998, the John Howard Government became the first in the world to totally submit its employment services to competitive tendering. In a strange twist, the welfare state was transformed into a free market

where the unemployed were now a commodity.

Buying and Selling the Poor looks at the failings of a system where the misery of unemployment fattens bottom lines. A system where penalties are handed out to jobseekers for minor infractions, while privatised employment services routinely fail to reach targets.

As the book states: "While Australia's system of privatised employment services has had success in achieving outcomes with jobseekers who are comparatively close to the labour market, employment programs to date have been plagued by 'their lack of impact on outcomes for the most highly disadvantaged jobseekers'; namely, those long-term unemployed jobseekers, who in addition to a lack of employment, experience a range of personal issues that increase the difficulty of finding work such as mental health problems, substance dependency, domestic violence,



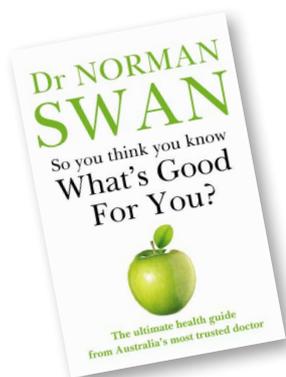
homelessness or criminal records."

Buying and Selling the Poor goes behind the scenes in a non-profit employment agency in outer Melbourne, where staff attempt to seek work for a variety of people, from long-term unemployed, migrants with limited English skills and people with substance-abuse issues. The authors see the agency working

admirably while "coping with dysfunctional bureaucratic controls that frustrate case managers as much as jobseekers". In some cases, people are given work that is inappropriate in the long term to suit short-term targets.

The authors also note gender stereotyping: "Women clients are offered jobs like cleaning and shop work. Men are sent to factories and warehouses." ■

SO YOU THINK YOU KNOW WHAT'S GOOD FOR YOU?



Dr Norman Swan
\$32.99
Hachette Australia

The COVID-19 pandemic transformed medical journalist Dr Norman Swan into Australia's rock star of medical reporting, with his Glaswegian brogue frequently demystifying medical jargon on the ABC.

Read this and you will

realise Dr Swan is a household name for a reason. He does what he does best: breaking down often complex medical information into easy-to-understand bites in a lively, conversational tone. He delves into a wide variety of health issues, from sexual orientation to how much screen time is good for your kids.

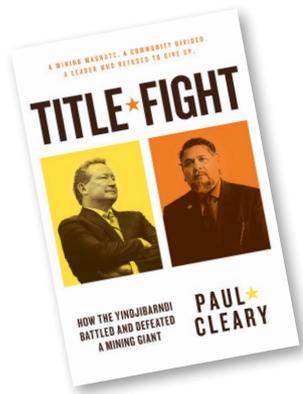
In his sights are the "wellness" industry and faddy diets, while he praises things as diverse as olive oil and vaccination. ■





Book Reviews

TITLE FIGHT



How the Yindjibarndi battled and defeated a mining giant

Paul Cleary
\$32.99
Black Inc

In its pursuit of even more mining wealth, Fortescue Metals Group came head to head with a group of Aboriginal Australians determined not to let a \$70 billion company ride roughshod over their Country. *Title Fight* talks about how a company run by Andrew “Twiggy” Forrest (pictured right), whose family is entwined with West Australian political power, tried to divide and conquer the Yindjibarndi people and their adjoining language groups by supporting rival community organisations and sowing dissension among local ranks.

However, the company met with strong resistance. Led by the remarkable Michael

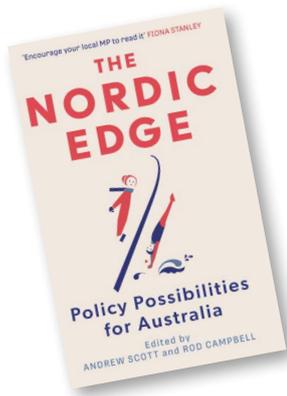
Woodley (pictured above), the Yindjibarndi fought for 13 years to protect Country from Australia’s rapacious iron ore industry.

Title Fight exposes the lie of Australia’s supposedly classless society. A mining company run by a member of the wealthy, politically connected class that refuses to believe the rules apply to it, meeting head on with some of the most disadvantaged people in the country.

The hero for the downtrodden in this tale is Mr Woodley, whose grandfather was instrumental in the Yindjibarndi’s land title claim that succeeded in the early 2000s. Despite having left school in year 6, Mr Woodley was able to traverse the complexities of the highest courts in the land and lead his people to victory against the might of Fortescue. ■



THE NORDIC EDGE



Policy Possibilities for Australia

Edited by Andrew Scott and Rod Campbell
\$32.99
Melbourne University Press

Iceland, Norway, Sweden, Denmark and Finland: the Nordic fivesome that usually appear on or near the top of good global rankings and near the bottom of bad ones.

Editors Andrew Scott and Rod Campbell look at the policies that make these countries tick; and the often-enraging reasons these policies haven't been adopted here.

Predictably, much of the time the reason these forward-thinking policies have not been taken up in Australia is the troglodyte attitudes of the Liberal-National Coalition.

Norway has a Sovereign Wealth Fund ensuring the country's oil reserves help finance a better future for all; here Tony Abbott did the bidding of mining oligarchs and scrapped a modest



Mineral Resources Tax. The Nordic nations look at tax as an investment in society; here it is a political football. Gender equity is paramount in Sweden and Iceland; Barnaby Joyce sits in cabinet in Australia. In Norway, half of all new cars are electric, in Australia they are the subject of lies from politicians such as Scott Morrison and Michaelia Cash. Even as oil-producing Norway is weaning itself off fossil fuels, here Angus Taylor approves unnecessary

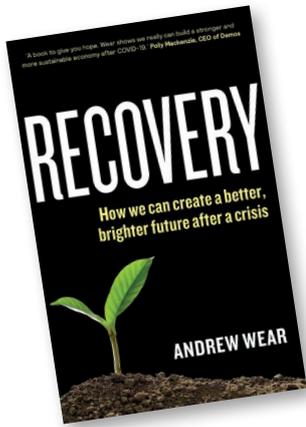
gas projects that benefit his party's donors.

There is an entire chapter on the countries' corrective systems, pointing out Australia's Prison Officers deserve more training and better pay to achieve similar rehabilitation outcomes to those in northern Europe.

The Nordic Edge paints an optimistic view of how our society can be better. Pity our current leaders give us so many reasons to be pessimistic. ■



Book Reviews



How we can create a better, brighter future after a crisis

Andrew Wear
\$29.99
Black Inc

RECOVERY

COVID-19 was just around the corner when senior Federal Public Servant Andrew Wear (pictured) released his previous book, *Solved!*, which looked at the reasons certain countries tackled problems more effectively than others.

His latest work, *Recovery*, looks at the importance of learning from history and looking at how society in the past has rebuilt itself from previous crises, such as Spanish Flu, the Second World War and the Great Depression.

He looks at how countries bounce back and emerge stronger from adversity, whether it is the confident hedonism of the Roaring Twenties or Indian self-

determination, both of which had their roots in the Spanish flu pandemic. In addition, South Korea and Germany alike emerged from the ruins of war to become economic superpowers.

Mr Wear looks at mistakes to avoid, such as the early withdrawal of stimulus measures during the Great Depression. He also examines current strategies to fight COVID-19, holding up examples such as Taiwan's success fighting the pandemic by learning from mistakes made when SARS hit the island.

The final chapter, *A Roadmap to Recovery*, sums up the information from the previous five chapters, showing why "crises do not have to leave a long term legacy" if the right lessons from history are learned.



As with his previous work, Andrew Wear discusses big issues without overloading the reader with complex jargon or eye-rolling banks of figures. And in a time when every news bulletin seems to paint a picture of an even more bleak future, *Recovery* gives readers hope that, with the right will and decent policies, we could all be headed for a better tomorrow. ■



PODCAST

LISTEN UP!

Did you know the PSA/CPSU NSW releases a new podcast every week?

Tune in to hear the latest about your union, your workplace conditions and the events that affect you.

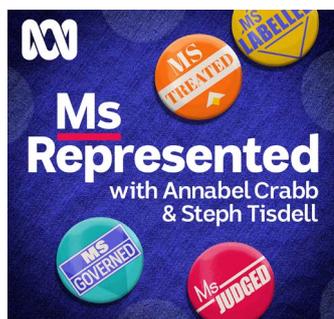
You can listen to the PSA/CPSU NSW podcast on Spotify, Google Podcasts and iTunes.





Podcast Reviews

MS REPRESENTED



Australia was among the first countries in the world to grant women the vote and the opportunity to run for office. But, as we have seen in recent scandals, the political process is still letting women down in the 21st century.

In *Ms Represented*, ABC journalist Annabel Crabb (above) and comedian and writer Steph Tisdell talk to current and former MPs from all sides of politics about the

battles they faced, starting even with the design of the original Federal Parliament House, where female representatives struggled for years for basics such as women's toilets, let alone childcare facilities. There have always been plenty of bars, though.

Other issues include women's suggestions being ignored in meetings, then praised when repeated by a male colleague. The podcast looks at the questions regularly faced by female politicians over how many children they have or plan to have, and how they will be looked after. Strangely these are never directed at men. And where would a female politician be without a thorough media analysis about what she is wearing today?

The comedic wit of Ms Tisdell and Ms Crabb's storytelling ability make this an entertaining way to be enraged at the lack of progress Australia has made to creating an equitable environment for women in politics. ■

BULLYING PODCAST A HIT



A topical subject resonates with listeners.

The PSA/CPSU NSW's regular podcasts continue to inform and entertain members.

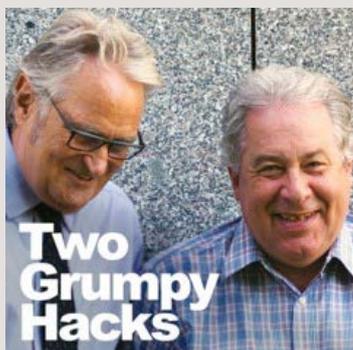
"The bullying in the workplace interview with Training Officer Suzanne Mann went really well," said Communications Officer Jim Minns, who compiles the podcasts. "We got big numbers, with members scrambling for content in relation to this particular topic in light of COVID-19's changes to the workforce."

Mr Minns said his personal favourite is the informative *When to Call the Union* series.

"We interview members of our union, including the executive and ask them this one question with a hope that they would relay scenarios they have faced on the shop floor that had led to their own experience to join the union," he said. "I hope that through these anecdotes we can create a parallel with members who are looking for answers to workplace issues and encourage them through storytelling to join the union."

The podcasts are available on all download platforms, including Spotify, Apple and Google. ■

TWO GRUMPY HACKS



Does the media need more political analysis from two middle-aged white blokes? Probably not, but *Two Grumpy Hacks* is still an entertaining look at Australian politics from two experienced journalists, Dennis Atkins formerly of Brisbane daily *The Courier-Mail*

and Malcolm Farr who has worked for numerous News Corp titles.

Despite their Murdoch press backgrounds, Mr Atkins and Mr Farr are not afraid to boot the boot into the Morrison Federal Government and controversies such as the car

parks rorts. State issues also get coverage.

The podcasts last about 20 minutes, which is enough time for the two writers to go into details about issues in 2021, or "the year of the firehose of falsehood" as they call it. ■

LECTERN LESSONS: HOW TO TALK THE TALK

Union training helps banish the fear of public speaking.

American comedian Jerry Seinfeld once theorised that, as public speaking was the most common fear, and death the second, then people would rather be in a casket than delivering the eulogy.

The PSA/CPSU NSW wants to prove Mr Seinfeld wrong and give its members top notch public-speaking skills.

“Speaking in public is something that all union activists will have to do at some stage,” said Training Officer John Sandow. “Luckily for them, we have designed a course that helps PSA/CPSU NSW Delegates and activists become more confident public speakers.”

Mr Sandow said Public Speaking is his favourite course to run.

“We all like turning wallflowers into deliverers of Churchillian oratory,” he said. “I like seeing members improve and become more confident in the course of the day. I am blown away time and time again by how amazing our members are.”

Mr Sandow said the first step people need to take to overcome their fear of public speaking is “to enrol in the course”.

“They then need to practise the exercises on the day and absorb the feedback from the Educator and other course participants,” he said. “No names, but quite a few Central Councillors and Executive members have done the course over the years.”

The course not only helps members at work.

“I got a photo of a member doing

DID YOU KNOW?

- Training is free to all PSA/CPSU NSW members
- Nearly all PSA/CPSU NSW members can access Union Training Leave, so no need to dip into your holiday time
- Courses are delivered online, at PSA House in Sydney or in regional centres
- You can read more at psa.asn.au/training-you

their wedding speech once,” said Mr Sandow. “So the skills would seem to be transferable.” ■

CLASS ACT: LEARNING GOES ONLINE

We are here for you: your union has not stopped its training program.

Not even a pandemic can hold back the PSA/CPSU NSW training program. “We have kept up our training during lockdown, using Zoom,” said Training

Officer Suzanne Mann (pictured right conducting a course).

Courses are sometimes split into smaller sessions so people are not sitting in on online classes for too long.

“Bullying and Mental Health webinars, which have been offered in the past as Lunch N Learns, are particularly popular right now,” Ms Mann said. “They are informative and delivered in an hour, ideal for an online educational top-up.”

Members can enrol in the free online courses at www.psa.asn.au/training-you or by watching for bulletins with links to sessions. ■





JOINING FORM

Public Service Association of NSW
Community and Public Sector Union

JOINED BY:

ABOUT ME:

Title: M F X

First name:

Surname:

Preferred name:

D.O.B:

Aboriginal or Torres Strait Islander: Yes No

Address (home):

STREET STATE
SUBURB POSTCODE

Address (postal):

POSTCODE

Phone:

MOBILE
HOME WORK

Email:

PERSONAL
WORK

Receive quarterly union magazine (Red Tape) via: Post Email

ABOUT MY WORK:

Employer name:

Job title:

Pay ID serial no:

Commencement date: Agency/Work unit:

Worksite address:

STREET STATE
SUBURB POSTCODE

Employment status: FULL-TIME PART-TIME

Employment type: PERMANENT/
ONGOING TEMP/
CONTRACT CASUAL LABOUR HIRE

Are you a current Health & Safety Rep (HSR)? YES NO

ABOUT MY MEMBERSHIP:

Weekly membership fees are based on your gross annual income. Please tick which applies to you:

- | | |
|---|----------------------------|
| <input checked="" type="checkbox"/> Gross annual salary | Weekly fees from July 2021 |
| <input type="checkbox"/> Less than \$10,969 | \$3.75 |
| <input type="checkbox"/> \$10,969 – \$43,876 | \$7.28 |
| <input type="checkbox"/> \$43,877 – \$62,325 | \$11.73 |
| <input type="checkbox"/> More than \$62,325 | \$15.25 |



Fees can also be paid quarterly or yearly by cheque/credit card/cash. Payment must accompany this form. An invoice will be sent when your next payment is due.

I would like more information about:

Training Becoming a delegate/workplace contact

Membership fees subject to change.

ABOUT MY PAYMENT: (SELECT ONE)

OPTION 1: Direct Debit Fortnightly 4 weekly

NAME ON ACCOUNT
FINANCIAL INSTITUTION
BSB ACCOUNT NUMBER
SIGNATURE

I hereby request the deduction from my account of my subscription to the PSA (User ID 040172). I authorise the following:
1. The PSA may verify the details of the above mentioned account with my financial institution if required. 2. My financial institution may release information allowing the PSA to verify the above mentioned account details. 3. My employer may release my bank account details to the PSA for the purpose of enabling me to establish a direct debit facility for the payment of my subscription. 4. I have read the Automatic Payment Service Agreement overleaf and agree with its terms and conditions.

OPTION 2: Credit Card (monthly only) Visa Mastercard

CARD NUMBER
NAME ON CARD
SIGNATURE EXPIRY DATE

I hereby authorise the PSA to debit my card account with the amount and at the intervals specified in the Salary and Fees Table detailed on this form, and in the event of any change in the charges for these subscriptions, to alter the amount from the appropriate date in accordance with such change. This authority will stand, in respect of the above specified card and in respect of any card issued to me in renewal or replacement thereof, until I notify the PSA in writing of its cancellation. Union dues processed on 7th of each month.

DECLARATION: (T&C)

SIGNATURE

DATE



AFTER COMPLETING YOUR FORM, YOU CAN:
Hand it to your organiser

SCAN AND EMAIL TO:
membership@psa.asn.au

YOU CAN POST IT TO:
Membership Section, PSA of NSW
GPO Box 3365, SYDNEY NSW 2001

I, the undersigned, hereby apply to be enrolled as a member of the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA) and the Community & Public Sector Union SPSP Group NSW Branch (CPSU NSW) in accordance with the Rules of both bodies, by which I agree to be bound, and I appoint the PSA and CPSU NSW as my bargaining agent. I agree that a copy of this form (whether as a scanned image, photocopy, facsimile or otherwise) may be used or dealt with as if it were the original. I have read and understood the information detailed overleaf relating to financial obligations and the circumstances and manner in which I may resign my membership.

NEED HELP? CALL THE UNION

 **1300 772 679**



TERMS AND CONDITIONS:

Automatic Payment Service Agreement

We, the PSA, make the following commitment to you:

- » The PSA will debit/charge your membership fees as they fall due. However, if this day falls on a non-business day, they will be debited/charged on the next business day.
- » The PSA will only use this authority to debit/charge regular fees. If you miss a payment, it will be picked up in the following period i.e. two instalments will be taken out.
- » Resignation from the PSA must be notified according to the section "How to resign from the PSA and CPSU NSW". Should you resign your membership, the PSA undertakes to cease debiting your account upon the termination of the written notice period.
- » The PSA will notify any changes to your union fees in its magazine, *Red Tape*.
- » The PSA will act in accordance with our Privacy Statement, while noting that your financial institution may require such information to be provided in connection with a claim made on it relating to an alleged incorrect or wrongful debit.
- » The PSA will investigate and deal promptly with any queries, claims or complaints regarding debits/charges and provide a response within 21 days of receipt.

Your commitment to the PSA:

- » You will ensure that the account details provided to the PSA are identical to the account details held by your bank or financial institution.
- » You will ensure that you have sufficient funds or credit available in the nominated account on the due date for payment of your fees. You will let us know in writing within 14 days if the nominated account is altered, transferred or closed.
- » You will be responsible to ensure that the amounts debited/charged to your nominated account for your PSA fees are correct.
- » If the charging arrangements are stopped by you or your nominated bank or financial institution, you will arrange a suitable alternative payment method with the PSA.

- » Resignation from the PSA/CPSU NSW will be notified by you as per the conditions in the section "How to resign from the PSA and CPSU NSW". Repayments will not be made for late notifications.

How to resign from the PSA and CPSU NSW

You may resign from membership when either you cease to work in an area covered by the Association or by giving 14 days' notice in writing of your intention to resign to the PSA General Secretary.

Resignation from the PSA will also be taken as resignation from the CPSU NSW, subject to confirmation.

Resignation from the CPSU NSW can be by notice in writing of two weeks or more, such notice being delivered to the Secretary of the CPSU (SPSF Group) NSW Branch.

Please note that you are obliged to pay any dues owing to the PSA/CPSU NSW up to the date of effect of the resignation and that fees are not refundable on resignation from the PSA/CPSU NSW.

Privacy Statement

Information collected in these applications is used for the purposes of the PSA and the CPSU NSW only.

Any information collected is handled and used in accordance with the Australian Privacy Principles, the *Privacy Act 1988* (Cth).

When we use third parties to carry out union functions (e.g. mail-houses, electoral offices, candidates to union office, union delegates, etc) only necessary information is released, and subject to the condition that it not be used for any other purpose.

Information requested for payment of membership fees is provided only to the relevant financial institution or employer.

Any member may at any time arrange to see and correct their membership record by contacting membership@psa.asn.au



160 Clarence Street, Sydney NSW 2000 GPO Box 3365, Sydney NSW 2001

1300 772 679

 psa@psa.asn.au

 www.psa.asn.au

 [psansw](https://www.facebook.com/psansw)

 (02) 9262 1623

 cpsu.nsw@psa.asn.au

 www.cpsunsw.org.au

 [cpsunsw](https://www.facebook.com/cpsunsw)

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union health

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SATISFACTION, LOYALTY AND
LIKELIHOOD TO RECOMMEND

*Terms and conditions apply



Supporting our School Community

The PSA thanks all Schools members working tirelessly, onsite and off, during the COVID-19 lockdown. You are true Champions of the State.

P 1300 772 679

W psa.asn.au

F (02) 9262 1623

E schools@psa.asn.au

Authorised by Stewart Little,
General Secretary,
Public Service Association of NSW

