

JANUARY-  
MARCH  
2022

# RED TAPE



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saving the world

## UNHEEDED WARNINGS

The Prime Minister who ignored  
uncomfortable truths



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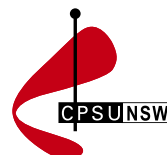
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All members of CPSU NSW are also members of the Public Service Association. The PSA is the associated body that manages and resources CPSU NSW.







# SAVING A STATE, SAVING A PLANET

**Your fellow union members are cleaning up NSW's environment.**

**I** believe the science. Humanity is having a detrimental effect on the world: heating the atmosphere, depleting oceans, razing forests and wiping out species forever.

Australian governments have been slow to respond to the enormous challenges posed by a deteriorating environment. Scott Morrison's conduct at the 2021 Glasgow Climate Summit proved he is a man not up to the job, his dearth of talent further hamstrung by an obstinate National Party and undue influence from the mining lobby.

Here in NSW, the State Government is still too keen to allow new coal mines, and land-clearing remains a major problem, putting at risk the state's koala population.

However, there are PSA/CPSU NSW members who are making a difference.

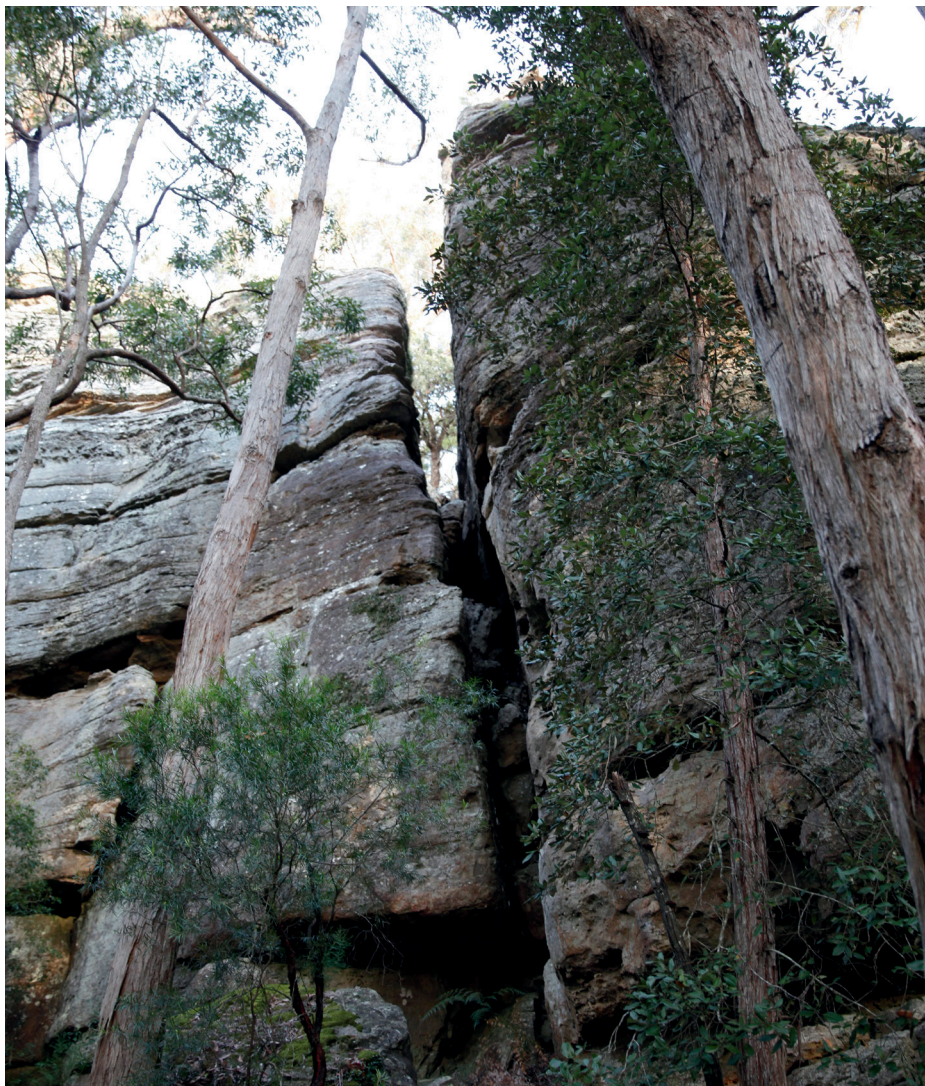
In Australia it is the states that generate the power, run the National Parks and forests and implement planning laws.

To do this, the State Government depends on the PSA/CPSU NSW's membership.

We have members working to make electricity generation cleaner, preserving National Parks, seed-banking and fighting bushfires and floods. We have people devising policies to preserve bushland and species and to remediate land. We have members working to educate the next generation of green leaders.

Like so much of the work our members do, the preservation of the environment requires our employers to give us all the support we need. We need to be well-paid for our important work, in full-time, secure positions. We need to be spared endless job cuts, outsourcing and threats to job security. We need to know the projects we work on will not be cut simply for political expediency or because a News Corp story has attacked a program.

PSA/CPSU NSW members are saving the planet: and they need all the support they can get. ■



## LOOKING BACK ON 2021

PSA/CPSU NSW members have had a tough 12 months.

I'd like to thank each and every one of you for your extraordinary efforts. Our members kept the state running even as much of the economy ground to a halt.

Whether you worked at home or pulled on a mask and went to your workplace, you deserve the entire state's gratitude.

As much of NSW takes a break over Christmas and the New Year, I'd like to make special mention of those staff who keep working throughout the summer hiatus.

Have a safe, relaxing Christmas and New Year; you deserve it. ■



# DELTA FORCE: MEMBERS' PAY UP THREE PER CENT

Delta Energy operated the Vales Point power station.

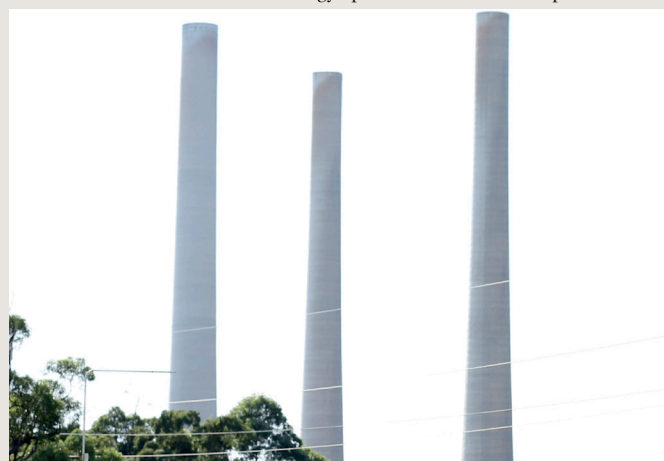
## It pays to be union.

**A**fter receiving an offer of a 2.75 per cent pay rise, unions representing workers at Delta Electricity continued to bargain, eventually securing a three per cent increase for members.

The unions, including the CPSU NSW, finalised the deal in October. The increase was later approved by a ballot of staff.

Like other CPSU NSW members in the privatised energy companies, employees at Delta are not bound by the State Government's wages cap and are free to bargain for larger pay increases.

"This gives our members a pay increase that addresses inflation," said Branch Secretary Stewart Little. "There is no better proof in the power of a union than this." ■



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# START THE CONVERSATION

## Talk to your colleagues about joining their union.

**Y**our pay rise is in. You've used your Union Shopper discounts and had your will drawn up for free. You know you have insurance covering your journey to and from work. Most importantly, you know your manager will treat you with respect, because they know your union has your back.

Yet there is a niggling feeling remaining: "why aren't all my colleagues in the union?"

I encourage all our amazing members to have a conversation at work about joining the union. There is nothing like the recommendation of a colleague to encourage someone to sign up.

As we wrap up a brutal year, remind colleagues it was unions that won benefits such as paid Recreational Leave, Leave Loading, penalty rates and overtime.

It was unions that won other conditions, such as Parental Leave, Sick Leave and, more recently, Special Leave to help fight a pandemic.



**LET COLLEAGUES KNOW THE UNION IS THERE FOR THEM WHENEVER THINGS AREN'T GOING RIGHT**

Let colleagues know PSA/CPSU NSW members can offset the cost of their membership with a big range of discounts on shopping and services.

Most of all; let them know the union is there for them when things aren't going right. I have recently started emailing members monthly highlighting just some of the victories our union has won for its members. Some of these are small, others involve life-changing amounts of money

recovered after years of underpayment.

Big or small, these victories have one thing in common, they result from the PSA/CPSU NSW taking a member's side when they have been wronged. They involved using our impressive industrial resources to get to the bottom of an issue and redress a wrong.

Our industrial might is also on show when bargaining for pay increases, better conditions at work and more permanency for members.

Let the potential members in your workplace know that with every new member joining our ranks, we get stronger.

Every new member means a louder voice that is harder for our employers to ignore, and more resources available to take up issues.

Have the conversation and let your wavering colleagues know: united we bargain, divided we beg. ■

## A WORD OF THANKS

This year marked an extraordinary milestone for me: I was elected President of the union I have been a member of for more than 30 years.

I feel proud to be part of this extraordinary organisation and humbled that my fellow unionists voted me into this position.

I believe in the power of the PSA/CPSU NSW and hope to see our membership grow as the state emerges from the disruption of COVID-19.

Whether you are taking time off or working through, have a wonderful Christmas and New Year break and thank you for electing me into this position. ■





## UNION MARKS CORRECTIVES REMEMBRANCE DAY

**P**SA/CPSU NSW President Nicole Jess and Assistant General Secretary Troy Wright were among attendees at the ceremony for Correctives Remembrance Day, held at the Brush Farm Academy.

“The day gives us a chance to honour colleagues killed in the line of duty,” said Ms Jess, herself a Correctional Officer. “It reminds us that this is no ordinary job and that we need to be constantly vigilant about our safety.”

In driving rain, the pair joined a number of dignitaries from the Correctives system.

The ceremony also marked the start of the annual Ride to Remember. This year the motorcycle ride went from its usual Brush Farm starting point to Cessnock Correctional Centre.

“To see the riders heading off to remember fallen colleagues is a proud moment for us all,” said Ms Jess. ■



## MIND GAMES

**Correctives members dress up for mental health.**

**P**SA members in Lithgow Correctional Centre swapped their work clothes for their favourite sporting colours and to raise money for mental health charity Beyond Blue.

Lithgow staff raised more than \$13,000 to support positive mental health.

A month of fundraising, that included a jersey day and a gold-coin morning tea, was

capped off by a hot dog cook-off. Staff also donated \$200 to the Days For Girls charity, which supports women and girls in need.

“Charity drives such as these contribute to the spirit of camaraderie that binds Correctives staff,” said PSA President Nicole Jess. “Staff at Lithgow should feel proud of their work.” ■







# THE WHEELS FALL OFF PRIVATISATION

## A free-market transport service grinds to a halt.

**C**ommuters in Sydney's Inner West recently found it harder to get to work.

One of the city's two privately run light rail services, this one running from Central Station to Dulwich Hill, has ceased operations for what is likely to be 18 months. Newcastle's light rail is also affected by these issues.

After seven years of operation, it turns out all 12 trams in the fleet have cracks up to 30 centimetres long on the wheel arches. All over the world, transit authorities that bought these trams are scrambling to find another way to transport people about.

Welcome to the reality of the NSW Government's dependence on privatisation and outsourcing.

At the city end of the light rail route, the outsourced workers' compensation body icare has just been forced to back pay injured workers after a media report (on the public-owned ABC, no less) uncovered systematic underpayments, while the organisation's board was lavishly rewarded with six-figure salaries.

In the state's north, the maximum-security Clarence Correctional Centre fights against any move to pay its Officers much more than they'd get working at Bunnings. No disrespect to our hardware-vending friends, but they don't encounter convicted murderers and rapists in their days walking the kitchen-fittings aisle.

The elevation of Dominic Perrottet to the job of Premier means we are now led by a man who is an unabashed fan of privatisation.

Mr Perrottet has refused to cease his program of privatisation that has seen the Land Title service outsourced, numerous bus routes privatised and TAFE campuses handed over to

organisations like racing bodies. Only recently, Mr Perrottet oversaw the sale of the remainder of the WestConnex motorway system. While that deal netted the Government \$11 billion, it means millions of car journeys become transactions in the private sector, with motorists the unwitting customers.

It comes as no surprise that in the first few months of his rule, rumours of two-way tolling on the Sydney Harbour Bridge began to emerge.

The Premier's confusing attitude to the role of government has seen him borrow \$10 billion to play on the stock market and other financial markets: in essence gambling with taxpayers' money.

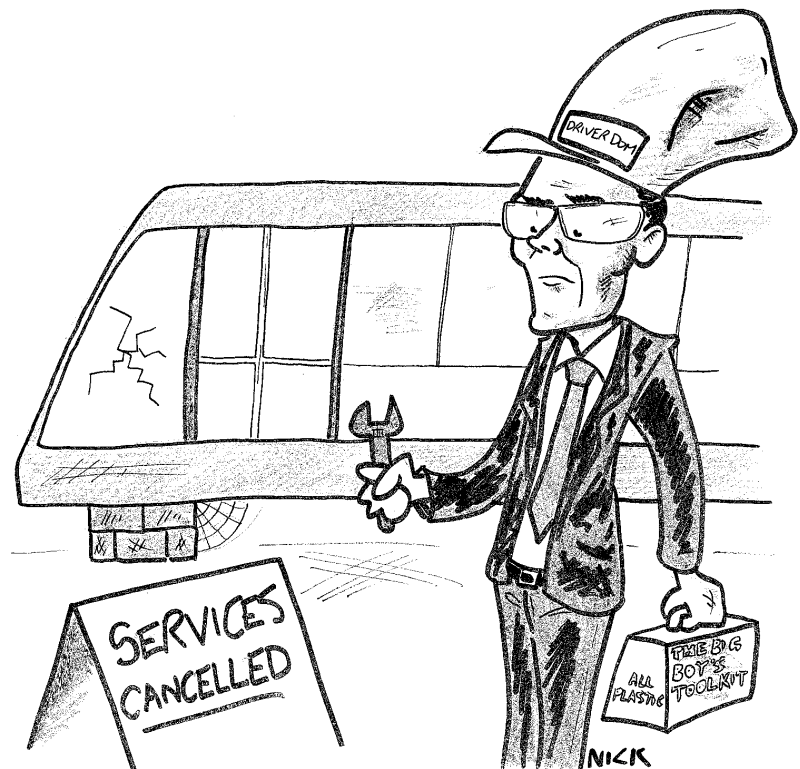
We would love to see our new Premier surprise us and grow into the role as a leader for all the state, not just the big end of town. Sadly, his track record has us fearing the opposite will be the case. ■

## PRAISE FOR HARD-WORKING MEMBERS

After a long delay due to COVID-19, I managed to recently visit members in the Clarence Correctional Centre.

As stated in the main body of my column, these members work in trying conditions for the type of wages you would find in a casual retail job. Yet, like so many of our members, their work is vital for a safe, well-functioning society, so the CPSU NSW will fight for a better deal for them.

As we cap off a trying year, I'd like to thank all our hard-working members. Merry Christmas and Happy New Year to you all. ■





## REPORT PRAISES PUBLIC SECTOR

### The South Coast Labour Council stands up for members.

**A** report has highlighted the important role the public sector plays in the economy of the NSW South Coast. *Providing the Economic Foundations for our Regions* charts how public sector employees from all levels of government impact on an economy emerging from “a time of crisis tragedy and disruption”, namely the COVID-19 pandemic and, before that, the bushfires of 2019-20.

Even before the twin horrors of fire and pandemic, the job market in the NSW South Coast took a big hit with cuts to staffing at BlueScope Steel, once a major employer in the region.

Like many similar areas in Australia, the South Coast's two big industries, tourism and agriculture, rely heavily on part-time and casual workers. The South Coast Labour Council report points out public sector wages provide a steadying counterweight to the seasonal volatility of casual wages that are dependent on fluctuations in harvests and holidaying numbers.

The report examines nine local authorities, from Wollongong to the

Victorian border and west to the Snowy Mountains.

“Our members are not only providing world-class services to the people of NSW, they are also keeping regional economies alive with their regular wages,” said PSA Assistant General Secretary Troy Wright, who helped launch the report outside the State Government Office Building in Queanbeyan. “Their roles in local economies need to be taken into account whenever job cuts are planned.” ■



#### PROVIDING THE ECONOMIC FOUNDATIONS FOR OUR REGIONS: THE IMPACT OF PUBLIC SECTOR EMPLOYMENT ON REGIONAL LABOUR MARKETS AND ECONOMIES

A REPORT COMMISSIONED FOR THE SOUTH COAST LABOUR COUNCIL

Associate Professor Martin O'Brien  
Centre for Human and Social Capital Research  
Faculty of Business and Law  
University of Wollongong



## NOBEL WINNER GIVES MINIMUM WAGE THEORIES A RED CARD

### A study of fast food workers finds another reason to pay people better wages.

The Nobel Prize committee has confirmed what so many of us have long suspected; a race to the bottom with wages does not equal a scramble to the top with employment rates.

Canadian-born economist David Card has jointly won the 2021 Nobel Prize for Economics for his work on how low wages affect labour market participation.

Mr Card found, contrary to what many economists have long claimed, that raising minimum wages did not reduce employment nor increase unemployment.

He compared two US states. One, New Jersey, raised the minimum wage for fast food workers. Next door, Pennsylvania did not.

While your typical economist may tell you the pay rise would see New Jersey burger chains hire fewer people, Mr Card found that employment in that state's sector actually grew by 13 per cent, which was more than in Pennsylvania.

The Federal minimum wage in the United States is a measly US\$7.25 an hour. Therefore many states implement higher minimum rates of pay. ■

Above: An illustration of economist David Card released by the Nobel Prize organisation.



# WHO SOCIETY THINKS WORKS AT UNIVERSITIES

✓ Academics

PROFESSIONAL STAFF

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EVERY  
CENT** ✓

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- ✓ Auditor
- ✓ Business Analyst
- ✓ Campus Manager
- ✓ Campus Sports Assistant
- ✓ Cashier
- ✓ Clerical Assistant
- ✓ Client Services Officer
- ✓ Communication & Events Co-ordinator
- ✓ 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
- ✓ Student Placement and Support Officer
- ✓ Student Recruitment and Events Officer
- ✓ Subject Administration Officer
- ✓ Technology Specialist
- ✓ Venue Manager
- ✓ Veterinary Nurse

# EVERY JOB COUNTS



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

# UNI PAY DEAL COMES EARLY

## A CPSU NSW meeting brings Christmas cheer.

A salary increase hit members' pay packets two months early thanks to a deal negotiated on behalf of members at the University of Wollongong. Branch President Michelle Phillips met with the Vice Chancellor, members of the Executive and the National Tertiary Education Union, requesting the university cancel a pause on salary increases as outlined

on 1 December 2021, rather than on 31 January 2022, as had been agreed earlier.

On Friday 26 November, the first day of the first full pay period, Professional Staff received a 4.5 per cent increase to their hourly rates.

As per the agreed variation, this is prospective and therefore was not backdated.

"This is a great achievement by the CPSU NSW and highlights the strength of the union and our ability to effectively work with the university to the benefit of our members," said the union's Senior Organiser Anne Kennelly. ■



## CAMPUS REACH OUT

### Union forums chart the return to normalcy.

As universities prepare to reopen to international students and conduct more classes on campus, the CPSU NSW has held a series of forums for members and those yet to sign up.

The most recent forum, held via Zoom, covered workplace sexual harassment. It featured a presentation from CPSU NSW Vice-President Shelley Odewahn and Alicia Pearce, an expert in gender workplace policy and practice.

Previous forums covered COVID-19, workplace safety on campus and the importance of giving Professional Staff separate workplace agreements to their academic colleagues.

"The forums give us a chance to update members on the issues that affect them at work, as well as showing non-members that there is an organisation that will look after their interests at work," said CPSU NSW Industrial Manager Thane Pearce. ■

## REMEMBERING RALPH HALDEN

The CPSU NSW is saddened to hear of the passing of long-time University of Sydney Branch President Ralph Halden.

"He was tremendously dedicated," said current Branch President Grant Wheeler. "His work here was undertaken very early in the morning so he finished quite early. But he often worked on union business rather than doing what most of us would have done and headed home."

"He really pushed for us to get a small Library sub-group together many, many years ago up at the Law Library on Phillip Street in the CBD. Not only would he regularly organise our meetings, but he would then attend and run them regularly."

"His long-term dedication to members cannot be doubted."

Mr Halden, who retired to regional NSW, is survived by his wife, Jean, five children, five step children, 15 grandchildren, 17 great grandchildren, while he had two great, great grandchildren on the way. ■

## BARGAINING GOES ON

Delegates Richard Faulkner and Lesley Adukonu from the Australian Catholic University take a pause during Enterprise Bargaining at the university's headquarters in Melbourne.

"Discussions focused on leave entitlements, flexible working, change management and redundancy, classification, study time and financial assistance to support employees studying," said Industrial Officer Lisa Nelson, who was also involved in Bargaining. "Change management was an item raised by the university with union representatives concerned about work intensification, workload and the post-change reviews following restructuring."

"A preliminary discussion was also held regarding the Aboriginal and Torres Strait Islander employment initiatives."

Enterprise Bargaining is still taking place at a number of universities throughout NSW.

The CPSU NSW is negotiating with employers at UTS, and Sydney and Western Sydney universities.

Bargaining will soon kick off at Southern Cross and Newcastle universities, as well as at TAFE. ■





## ZOO MEMBERS WIN BACK PAY

**S**everal PSA members working in Taronga Zoo are looking at a better Christmas thanks to a win that earned them a substantial amount of back pay

The members were casual employees who had been incorrectly paid for a long period. Thanks to the PSA action, some members received up to \$60,000 in back pay. ■



## MORE GROUND, FEWER BOOTS

**New National Parks are welcome. Inadequate staff levels are not.**

**T**he State Government's "green renaissance" has seen it add nearly 500,000 hectares to its network of National Parks.

Aboriginal-owned Mutawintji State Conservation Area has been doubled in size, while Narriearra, Langidoon, Metford, Mount Westwood and Avenel stations have been sold to the State Government to become National Parks. In addition, the Gardens of Stone State Forest in the Central Tablelands region of the state is being upgraded with facilities such as a zipline that are expected to attract thousands of visitors.

Yet the Government has failed to hire more staff to maintain these properties.

"The PSA is disappointed that, to date, there remains no communication from management regarding the acquisition of these further reserves and notes

**NPWS HAS ACQUIRED A GREATER LAND SIZE THAN THE ACT RECENTLY WITHOUT ANY ADDITIONAL RESOURCES**

the lack of consultation," said General Secretary Stewart Little (pictured above visiting Broken Hill to inspect the parks). "The only information we received about this matter was through media announcements.

"The PSA has continually advocated on behalf of our members regarding workload and stress. However, the NPWS has acquired a greater land size than the ACT recently without any additional resources."

On a visit to the parks, Mr Little was interviewed by numerous news organisations on the understaffing of the facilities. ■

## ENVIRONMENT BACK ON THE B LIST?

**T**reasurer Matt Kean has kept the Environment portfolio that made him a staple of news stories. But does a minister juggling two vital jobs mean the state's natural assets will be neglected as he runs the books?

When the PSA approached the Treasurer over the National Parks expansion, the union was told he "receives a significant number of diary requests and is unable to meet on this occasion", but we may get to see him next year.

We hope that's not too late. ■

# PSA DEMANDS FULL-TIME ROLES

## Too many school staff are employed in precarious circumstances

**T**he PSA is running a case in the Industrial Relations Commission to get permanency for two members working in NSW schools.

The case, which has been adjourned until April 2022, is on behalf of the members who have no positions to return to next year.

A large number of school members

have contacted the PSA stating they have no jobs to go to in 2022.

"There are too many casual positions among school administration staff in NSW schools," said Industrial Manager Dylan Smith. "For example, 60 per cent of Student Learning and Support Officers are employed in temporary roles. This is unacceptable.

"The Department of Education is putting out new employment guidelines next year. We are hoping this results in more full-time, long-term positions for our members performing vital roles in the NSW education system." ■

## MEMBERS WIN BIG AT OFFICE OF SPORT

**T**hree PSA members at the Office of Sport have been awarded substantial back payments of more than \$20,000 after it was found they had been paid incorrectly for some time.

After the PSA took up their case, the Office of Sport accepted the three employees were eligible for payment at overtime rates for additional hours that were worked whilst rostered as "On Call - Boat Driver".

The back payment represented six years of underpayment.

"Want to know why you should join your union? We can back you in cases like this," said PSA Assistant General Secretary Troy Wright. ■

# GENERAL ASSISTANTS DROP IN

## Committee discusses how to do more for the 'backbones of the school'.

**G**eneral Assistant Delegates met at PSA House recently to discuss issues important to members. "We discussed the high level of cooperation we received from the Department over working through COVID-19," said Industrial Officer Anthony Wright. "We would like to see this continue in the future."

The Delegate Committee also discussed the need for better training for General Assistants (GAs), who face some



challenging Workplace Health and Safety issues.

Mr Wright said the training may include helping members with job applications, as the committee has learned of some experienced GAs being culled before the interview process for new positions.

The committee also examined a new booklet outlining members' rights at the workplace. ■

**“ WE WOULD LIKE TO SEE COOPERATION FROM THE DEPARTMENT CONTINUE IN THE FUTURE ”**



# EASTERN BLOCK: PSA KEEPS JOBS IN SYDNEY'S WEST



## Police Radio staff stay in Penrith thanks to a spirited union campaign.

**P**lans to relocate Police Radio jobs from Penrith to Surry Hills have been scuppered thanks to a campaign to keep the jobs close to many members' homes in the western suburbs.

"This idea was rushed through with zero consultation," said PSA Industrial Manager Nathan Bradshaw. "A significant number of affected Communications Officers from Penrith would have been forced to find other employment, placing crippling stress on a Radio Operations system which is already suffering from a staffing crisis."

"Serious WHS concerns, including around fatigue management, were not addressed. With staff from two centres

crammed together in Surry Hills, a single COVID infection could have taken out half the state's Radio Operators for days. This flies in the face of prudent disaster-management techniques, which favour decentralisation of resources to provide redundancy."

PSA General Secretary Stewart Little threatened to make job losses in Penrith an issue at the next state election, putting heat on the Deputy Liberal Party Leader Stuart Ayres.

"Local member and Minister for Western Sydney, Stuart Ayres, had responded to desperate requests for assistance from constituents by washing his hands of the issue and passing the buck to Police Minister David Elliott," Mr Little said.

A planned meeting to protest the move turned into a celebration thanks to a backdown by NSW Police only hours before the event was to take place.

At the celebration, PSA Delegate John

Hughes said there needed to be a long-term plan to give members piece of mind that similar moves would not be imposed on any of Police Radio's locations throughout the state.

"You want to know where you will be in 10 years," he told members gathered at the celebration.

Mr Hughes added that 10-year planning would give NSW Police the chance to refurbish its Radio Operations centres.

## How a battle was won

The PSA embarked on a wide-ranging media blitz, getting a sympathetic hearing from broadcaster Ray Hadley, who was incredulous that a government undertaking a program of decentralisation was reversing the trend and forcing a 70km commute on Police Radio employees.

There was heavy coverage in the local press, as well as *The Daily Telegraph*. ■



## PRIDE IN THE FORCE

### NSW Police celebrates diversity.

**T**he NSW Police Force LGBTIQ+ Employee Network, Pride In Police, was established in 2020 and officially launched on 20 September 2021. Deputy Commissioner

Neil Paterson of Victoria Police was a guest speaker who spoke of challenges that LGBTIQ+ people face in law enforcement agencies and why employee networks were vital to improving workplace culture around LGBTIQ+ issues

"The aim of Pride In Police is to openly support lesbian, gay, bisexual, transgender, and intersex employees in all aspects of workplace inclusion," said PSA member and Co-Chair of the group, Catherine Emery (pictured)

The group held a flag-raising ceremony for Transgender Awareness Week, which marked the first time ever that the Transgender Flag had been flown at Sydney Police Centre. Pride In Police commemorated Transgender Day of Remembrance with an online event that featured an interview with an advocate for the Transgender and Gender Diverse community with the discussion focusing on the importance of workplace culture, correct use of pronouns and the difference a supportive workplace can make.

The network is open to all Police employees, whether they identify as part of the LGBTIQ+ communities or as an ally to those communities. Further details about the network can be found on the NSW Police Force intranet under the Workforce Inclusion page. ■





## BILL PULLS THE TRIGGER ON A LONG CAREER

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

**L**ike many PSA members, Bill Pinkstone worked to keep NSW safe. Mr Pinkstone (pictured above with then Prime Minister Kevin Rudd) joined the PSA in 2002 within weeks of starting work with NSW Police Force as Coordinator of Firearms Clubs at the Firearms Registry, a role he held until retiring in 2021.

The registry was established to administer legislative requirements of gun reform introduced following the mass shooting at Port Arthur, Tasmania, in 1996.

Mr Pinkstone was well respected by staff and stakeholders of the registry for the non-adversarial advisory role he provided to honorary club officials of licensed firearms clubs throughout NSW.

He became workplace Delegate in 2005 and Delegate to NSW Police Departmental Committee which Mr Pinkstone chaired for more than 10 years.

Mr Pinkstone's last day of service with NSW Police Force was 20 August 2021. He said he can now concentrate on interests such as house renovations, expanding his musical knowledge and enjoying trips away to the coast with his wife Dianne in their caravan.

"I recently purchased a new beach rod to land 'the big one', a mullet, but will maintain an interest in PSA affairs by joining the PSA Retired Associates," he said. ■

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Here is how to connect with your union.

- \* For workplace issues, email [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au)
- \* For queries relating to payment of your fees, email [membership@psa.asn.au](mailto:membership@psa.asn.au)
- \* Telephone 1300 772 679

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





# MEMBERS RALLY FOR TAFE

## ACTU Secretary joins calls to halt outsourcing.

**A**s the State Government's relentless push to outsource TAFE operations continues, the CPSU NSW is taking action.

The union joined the NSW Teachers Federation and other union figures and locals at a rally at the Blue Mountains TAFE campus to protest against outsourcing. Most recently, security operations have been put out to tender.

CPSU NSW Organiser Shane Jobberns, who spoke at the rally, said casualisation is a blight not only on the TAFE system, but the NSW labour market generally.

The rally included an appearance

from Sally McManus (pictured with mic), Secretary of the Australian Council of Trade Unions (ACTU).

Ms McManus said the move was part of the two-pronged attack on full-time workers from the State and Federal Governments.

"It is an absolute disgrace that Scott Morrison will not stand up for casual frontline TAFE workers who have served the community so well during COVID," she said.

Like the support staff represented by the CPSU NSW, TAFE teaching roles are also increasingly being filled by casual employees.

"As the NSW economy recovers from COVID-19 and its economic impacts, TAFE is going to be even more important than it is now," said CPSU NSW Assistant Branch Secretary Troy Wright.

"Casualising large parts of its workforce is not just bad for the employees, it sends a signal to everyone in TAFE that they

**“**  
**AS THE NSW ECONOMY RECOVERS, TAFE IS GOING TO BE EVEN MORE IMPORTANT THAN IT IS NOW**  
**”**

are not an important part of the NSW education and vocational training system.

"Now, more than ever, Australia needs TAFE." ■



# AUSTRALIAN UNITY AGREEMENT DONE

## Home Care Workers get a new Enterprise Agreement.

**C**PSU NSW members in Australian Unity have agreed to a new Enterprise Agreement, with more than 95 per cent of employees saying yes to the deal.

“The CPSU NSW has fought hard over many months to lock in the best possible outcome for members” said CPSU NSW Branch Secretary Stewart Little. “We have ensured that no employee will go backwards on pay and secured terms.

“Additionally, we negotiated pay rises over the life of the agreement, the inclusion of annual leave loading and important increases in various leave entitlements.”

Members in Australian Unity are among the first in CPSU NSW to be under a new Agreement replacing the Copied State Awards that have been in place since the State Government retreated from disability and home care services.

Australian Unity began negotiating with the union in August to hammer



out an Enterprise Agreement that would cover all care administration employees who directly support the delivery of services in the Residential Communities, Home Care, Disability Services and Indigenous Services businesses.

The new Agreement maintains all existing terms and conditions for members and implements mechanisms to address workload issues. The Agreement includes provisions for consultation on workload. ■



## HOM HAS THE UNION ON SIDE

**A**ruma employee Hom is one of the union's newest members, signing up to the CPSU NSW in November.

“Workers in the disability sector need a strong union behind them,” said CPSU NSW Industrial Manager Thane Pearce. “We will always ensure workers like Hom receive the best wages and conditions possible.

“He can rest assured the CPSU NSW will have his best interests at heart every time he goes to work in this vital sector.” ■





# MAKE A CHANGE FOR THE BETTER

## More foster parents are needed.

**R**eports in the media of a 12-year-old boy living in a serviced apartment for a year, supervised by a roster of staff members, has highlighted the need for more foster families in NSW.

The child was one of about 90 kids in NSW who are living in “alternative care arrangements”. This means they are removed from their families and accommodated in motels, hotels and serviced apartments, while the Department of Communities and Justice (DCJ) finds families willing to care for them.

A Community Services Case Worker

who spoke to *Red Tape* said the Department and the PSA agree there are “never enough” foster families.

“This has been a long-term problem,” he said. “In the meantime we need alternative arrangements for young people in residential care.

“They are supervised by paid staff watching the kids in eight-hour shifts.”

The Case Worker said more people should consider fostering.

“It can be a really rewarding experience,” he said. “You are helping the child overcome a background of trauma and abuse to be the best person they can possibly be.”

He said anyone considering becoming a foster parent should contact their closest Child and Family District Unit or the DCJ. ■

## LABOR MP ZOOMS IN

**Kate Washington talks about her party's plans for Community Services.**

**S**hadow Minister for Family and Community Services Kate Washington addressed a PSA Delegate Committee meeting remotely from Parliament.

Acknowledging Community Services has a “huge staff turnover”, Ms Washington said Case Workers need significant support to ensure they stay in the system, adding it is important that employees who do leave are replaced as soon as possible.

She said the Labor Party will also release a policy on the way Community Services operates with Aboriginal and Torres Strait Islander cases.

The meeting also reiterated the PSA's ban on Case Workers being involved in Behaviour Support Plans and the Out of Home Care Audit. The meeting heard that Case Workers are not qualified to work with Behaviour Support Plans and already have heavy workloads.

The PSA surveyed Case Workers about their use of Behaviour Support Plans in October and November. ■



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## **WATERNSW**



# **WATERNSW DEAL GETS A TICK**

## **CPSU NSW strikes a deal.**

**T**he CPSU NSW members keeping the state from going thirsty have approved their Enterprise Agreement.

Nearly 70 per cent of eligible WaterNSW employees participated in the vote, with 88 per cent of them saying yes to the deal.

The Enterprise Agreement includes a 2.04 per cent pay rise supplemented by a 0.5 per cent increase in the employer's superannuation contribution. The pay increase was backdated to July.

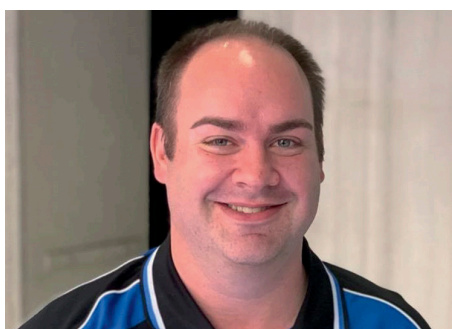
The increase is in line with the pay rise awarded to state public servants under the *NSW Public Sector Wages Policy 2021*.

"This is a culmination of nine months of bargaining, resulting in improvements in pay and conditions," said Industrial Manager Thane Pearce. "The CPSU NSW would like to thank all involved in the Bargaining Team, in particular the union bargaining representatives Scott Butler [pictured] and Andrew Harrison." ■



# PSA AND CPSU NSW MEMBERS ARE CHAMPIONS OF THE STATE

**As the state emerges from lockdown, it is time for your union's members to step forward and get NSW back up and 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.**



**MICHAEL** is a Senior Communications Officer with NSW Police Force, where he has worked for 14 years. He works for the Radio Operations Group and is responsible for the safe and coordinated response of police to requests for assistance. Michael is one of hundreds of dedicated Public Servants who work for the NSW Police. They are essential workers and the Strength Behind the Force.



**NATALIE** and her School Learning Support Officer (SLSO) colleagues provide opportunities for students to develop personal, social, independent, living and pre-vocational askills. Across NSW, SLSOs play an essential role in making sure that everyone gets a fair go in school and that no-one is left behind. Natalie is a vital NSW Public Servant and a Champion of the State.



**DANNII** is a Customer Service Officer with TAFE NSW, providing support to students. TAFE is now more important than ever as NSW climbs out of a recession and slowly rebuilds the state economy. Dannii and her colleagues are committed to making sure TAFE is *the* place to get the best vocational education in the world.



"We offer the opportunity for people to learn and participate in active, outdoor activities," says **CAITLIN**, who works for the Office of Sport. "I love working with my colleagues, their passion and hard work plays a big part in the great service that we are able to offer." Caitlin and her colleagues are Champions of the State.



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# IN THE LINE OF FIRE

**Former Fire & Rescue Commissioner Greg Mullins is taking on a global problem.**

**S**tate Government employees, it's up to you. This is the message from Greg Mullins, former Commissioner Fire & Rescue NSW and author of a new book demanding more be done to combat climate change and prevent the bushfires of 2019-20 becoming a horrific norm in Australian summers.

"We are seeing a lack of action at the federal level, but thankfully places like South Australia, NSW and Tasmania are leading the way with renewables," said Mr Mullins, who retired as Commissioner in 2017 after nearly 14 years in the job. "They are making the Federal Government look good."

"It is really vital that we have a strong, independent public service that can give frank and fearless advice and not be jumped on by a certain lobby that doesn't want to hear the truth. We need governments that have the courage to listen to frank advice."

Mr Mullins's new book, *Firestorm*, opens with a young Greg putting out a blaze in his teens, following the steps of his father, a former member of the PSA Executive. *Firestorm* follows his career path at a time when bushfires

were becoming increasingly ferocious, convincing him global warming was having a devastating effect on the planet.

Sadly, though, attempts by Mr Mullins and former fire chiefs from other states to meet with federal leaders and warn them action was required were rebuffed.

Mr Mullins said the Morrison Government's inertia on climate change comes from a political movement, both here and abroad, that refuses to listen to fire-fighting experts like him and his colleagues, as well as scientists studying climate patterns.

"A lot of things could have been done prior to the bushfires had they listened to the former chiefs and current chiefs," he said. "I was told very clearly when I was Commissioner, 'Don't buy into the climate-change argument, that's a political thing, you just put out the fires and sit in the corner'."

As they campaigned, Mr Mullins and his fellow former chiefs became the targets of the Murdoch press's "misinformation and outright lies about climate change".

"My favourite was an opinion piece in *The Daily Telegraph* saying that ex-fire chiefs were talking outside their areas of expertise when talking about bushfires," he said.

"We just ignored them, but a huge part of the population thought the Murdoch press was giving them facts."

As government inaction, aided by

elements of the press, comes to roost, Mr Mullins says the fires of 2019-20 are a harbinger of summers to come.

"Unfortunately, the Bushfire Royal Commission said it very clearly; decades of warming are already locked in because of emissions already in the atmosphere," he said. "So it is going to get hotter."

"One study that chills me to the bone says that the weather conditions we experienced in 2019 – the hottest, driest year ever in Australia – that will be an average year by 2040. By 2060 it will be considered 'exceedingly cool'."

**IF WE DEEPLY CUT EMISSIONS NOW WE'VE GOT A CHANCE OF STABILISING THE TEMPERATURE BY 2050**

"The Royal Commission said what we do now won't make a difference for 20-30 years, but if we deeply cut emissions now we've got a chance of stabilising the temperature by 2050 and then gradually bringing it down. But if we don't, if we do what the Morrison Government wants to do, which is nothing, it'll just get hotter and hotter and Australia is on the



frontline of those natural disasters. We are warming faster than other parts of the world.”

This frightening new normal means emergency services face a tough future.

“Everything will be supercharged,” he said. “The floods, the cyclones, the heatwaves, the droughts and the fires all will be worse. The worst bushfire years will get worse than Black Summer [2019-20], because it is going to get hotter, it is going to get windier, it is going to get drier.

“I hate to think what it is going to be like, because the changes are speeding up. Over the next 30 years to 2050, I hate to think what firefighters will have to put up with. Every time they go out the door, their lives are going to be very much on the line.

“It is just not right. Our political leaders need to think about frontline workers and how they are going to protect them.”

Mr Mullins said the ferocious fire seasons ahead will have a big effect on a Rural Fire Service (RFS) overly dependent on volunteers, many of whom are older.

“It is a major problem, as the number of volunteers is decreasing,” he said. “The backbone of firefighting in Australia will always be volunteers, as it is just such a vast problem and bushfires are seasonal.

“We are seeing places like Victoria put on 600 paid seasonal firefighters this year because the problem is just becoming too immense. There has to be different

ways of fighting these fires, but you are never going to have enough career firefighters to deal with these problems.”

Mr Mullins said as volunteers age – he is 62 and is still “on the truck” – the RFS will have a “huge issue in attracting and retaining volunteers” as fires become more dangerous to fight.

He said the RFS needs more investment in adaptation to the new conditions.

“We hear the Nationals under Barnaby Joyce saying, ‘We want to hear the cost of climate action before we sign up.’ Well, look around at the farms and look around at the burnt forests out in the areas that you are supposed to represent and you will see the cost of inaction,” he said. “And the cost is far more than actually doing something about the basic problem with emissions.”

Mr Mullins said he and the other former chiefs who tried to warn the Prime Minister are now ignored for any consultancy work for government – “they get square” – but he is happy to continue his fight.

“The time for action is right away, not just putting it off, not with slogans like ‘The Australian Way’ and ‘Technology not Taxes,’” he said. “We have to actually do stuff and stop propping up industries that will send Australia broke because no-one will buy our coal or gas.

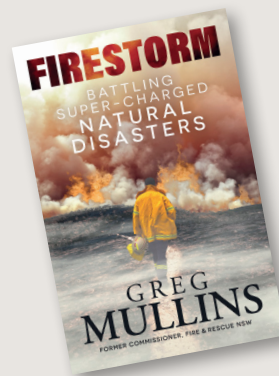
“You don’t get strategy at the federal level any more. You just get sound bites, quotes and spin.

“They need to be voted out.” ■



## Book Review

# FIRESTORM



## Battling super-charged natural disasters

Greg Mullins  
\$34.99  
Penguin

Greg Mullins has taken his first-hand experience fighting blazes to become a campaigner for more action to combat climate change.

*Firestorm* follows Mr Mullins from fighting his first blaze in 1971 through to the top job in the state’s fire-fighting body.

In 1993, Mr Mullins recalls “the penny dropped” and he realised the world was changing for the worse.

The following year, the 1994 bushfires made headlines worldwide.

Realising tough times were ahead, Mr Mullins applied for a scholarship to study fire-fighting abroad.

The fires of 1994 were followed by a bad fire season in 1997, which saw homes in Sydney destroyed. In 2001, Christmas Day saw blazes darken Sydney skies and further tough seasons in 2003 and 2009 followed.

In *Firestorm*, Mr Mullins compares Australia’s lack of action, on climate change to the admirable efforts of our small defence forces in World War I.

He urges the readers to ignore tabloids and politicians blaming fires on arsonists and a lack of land clearing and to instead do their utmost to address the world’s climate crisis.

He ends his work with a warning, “What will I tell my grandchildren, and will I be able to say that I did everything possible to keep them safe?” ■





## THE WELFARE ASSISTANCE PROGRAM: UNION HELP WHEN YOU NEED IT MOST

**Members can turn to their union when things are tough.**

A tornado ripping through your house is traumatic enough, without the resulting financial storm that follows. However, one member in northwestern NSW was fortunate they were part of a union that could help with some of the expenses when disaster struck.

“A member contacted us to say a tornado had flattened their home,” said PSA/CPSU NSW Member Services Manager Kym Ward. “Through our Welfare Assistance Program, we could provide them with some immediate financial aid to help get them through the weeks that followed.

“The trade union movement worldwide is built on the concept of workers supporting each other. The Welfare Assistance Program is just part of that.”

While PSA/CPSU NSW members are used to turning to their union for industrial support in their workplaces, it is there to offer help in other facets of their lives. The union's Welfare Assistance Program is set up to assist members in extreme difficulty as a result of an accident, injury or illness or who have lost their homes in circumstances beyond their control. It is also there for members in difficulty as a result of domestic violence.

Help for members suffering illness can be as varied as short-term accommodation expenses for family if a member is in hospital in another part of the state or the fitting of a wig for someone undergoing chemotherapy.

The fund is not for medical expenses.

If the benefits involve domestic violence, the member can liaise with the PSA/CPSU NSW to ensure discretion. The fund can be used for expenses such as temporary accommodation and travel to court hearings. It can also be used for administrative expenses involved with

identity and utilities when moving to a new address.

“As unionists, we stand up for each other,” said PSA/CPSU NSW General Secretary Stewart Little. “In addition to great industrial advocacy, we are also there for when life deals out other blows.”

In addition, the union conducts training on Care and Resilience. This course gives members skills to deal with their own adversity, as well as enabling them to assist colleagues in the workplace needing support. ■

## WISH CARDS BRING CHEER

**A bright light shines as grim times recede.**

The PSA/CPSU NSW Wish Card giveaway helped 16 members get by as the state emerged from the stasis of lockdown.

For 16 weeks the PSA/CPSU NSW gave a randomly selected member a \$500 WISH gift card to help with the cost of living.

One member, at the Department of Primary Industries, was overjoyed, as it coincided with his first trip to Queensland

to see a grandchild born when the border was closed.

Another member was in tears when she learned she was a winner, saying the unexpected windfall had made her day.

“Our members did the hard work during COVID-19 and the bushfires,” said General Secretary Stewart Little. “It is great to be part of a union that can work for them.” ■





## MAKE A SPLASH FOR LESS

**A member discount arrives in time for summer.**

**P**SA/CPSU NSW members can get wet for less.

Raging Waters, the water-based theme park in Sydney's western suburbs, will give members a 15 per cent discount on entry. The usual price is \$59.99.

"This summer gives us a chance to shake out the

lockdown blues," said Member Services Manager Kym Ward. "A discount at Raging Waters will help our members do just that."

To get the discount, members need to pre-book the tickets online and use the code **PSA**.

The park is open 18 December to 24 April. ■

## MEMBER WELCOMES GOOD NEWS ON REDUNDANCY

**"I should have gotten in touch with you much earlier than I did."**

**W**hen a member from Transport for NSW suspected all was not right with his redundancy, he took the right step and picked up the phone.

He spoke to the PSA/CPSU NSW Member Support Centre (MSC), which supplied him with information that proved his suspicions were well-founded and that it was unlawful to make him redundant until 2023.

"It was a pleasure talking to you, getting some



good advice and feeling supported," he wrote in an email thanking the MSC Support Officer who took his call. "Thank you so much, I should have gotten in touch with you much earlier than I did."

The MSC can be reached on 1300 772 679 or [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au).



## BANK REBRANDS

**A union supporter has a new name.**

**S**ydney Mutual Bank, which has long supported PSA/CPSU NSW members, has a new name.

The bank, which some members may remember as Sydney Credit Union, has merged with a similar financial body and is now called Australian Mutual Bank.

"Australian Mutual Bank

may be a new name to our members, but it still gives discounts on financial services to anyone in the PSA/CPSU NSW," said Member Services Manager Kym Ward. "It also has a financial-advice arm that offers a free consultation to our members.

"This is just one of the many non-industrial benefits you get when you join the union." ■



**Meet the union members  
making a world of difference.**

**D**anielle Fogarty goes to work and helps save the world. “As a Sustainability Manager within School Infrastructure NSW at the Department of Education, I lead a small team advising project teams delivering new and upgraded schools on sustainable development,” she said. “We are also part of a larger team that provides sustainability advice to the more than 2000 public schools in NSW.”

Not only is Ms Fogarty cutting our schools’ emissions, her vital work is saving the state energy costs, too.

“The *NSW Government Resource Efficiency Policy* sets energy targets for government agencies,” she said. “Two key targets are to undertake energy efficiency projects that achieve energy use savings of at least 10 per cent across its portfolio, and contribute to a whole-of-government solar target of 126,000 megawatt hours, by 2024.

“The Department of Education will meet or exceed both these targets.”

**WHO BETTER TO CLEAN  
UP AUSTRALIA THAN THE  
MEMBERS GENERATING  
POWER, DESIGNING  
BUILDINGS AND LOOKING  
AFTER NATIONAL PARKS?**

Ms Fogarty’s work is unlikely to result in front page stories, but every working day sees simple, quantifiable measures developed that allow NSW schools to tread lighter on the planet. With such a large network of schools throughout the state, the slightest savings on energy and water use can have wide-reaching effect.

“Most recently the government announced the LED Lighting Upgrade Program to replace inefficient lights with new LED lights on up to 1000 public schools,” said Ms Fogarty. “The Schools Renewable Energy Infrastructure Pilot Project at 25 schools explores the potential for schools to use solar PV

# PLANET PROTECTORS







Danielle Fogarty's work helps reduce  
NSW's carbon emissions.





Climate change will see more NSW bushland reduced to ash.

panels and batteries to increase their use of renewable energy, cut power bills and reduce demand on the electricity network.”

Ms Fogarty’s work not only cuts emissions and bills, it blazes a trail for private enterprise to follow and clean up its own act.

“I think it is very important for the Government to lead the way in this area,” she said. “It’s great to see that the NSW Government has set not only a net zero target for 2050, but now also an interim target of 50 per cent reduction by 2030.

“As highlighted by the recent Glasgow Climate Change Conference [COP26] action needs to be taken now. In particular, I’m glad to see the Government looking into low-emission construction materials and the ‘embodied carbon’ of buildings. This will become the largest source of emissions in the building sector in coming years.”

Ms Fogarty said the work of previous public sector workers has meant the buildings she works with have been built to last, which is good for the environment.

“Schools have generally been very well-designed over the years to suit local environments and the needs of local communities,” she said. “Environmental design strategies such as passive heating and cooling, natural ventilation and biophilic design, which increase the occupants’ connections to the natural environment through the direct or

indirect use of nature and natural materials, can be seen on school buildings built from pre-World War 1 times up until today.

“The longevity and durability of our school buildings are actually two of their most sustainable features.”

### GREEN ARMY

Ms Fogarty is part of the army of NSW public sector workers cleaning up the environment and fighting climate change, even while they work for a State Government that has been reluctant until recently to admit the environment is under threat.

PSA/CPSU NSW General Secretary Stewart Little said NSW has a huge role to play as the country’s most populous state, particularly as much of the work ahead environmental performance will come down to the states.

“We saw a Prime Minister out of touch at COP26 and the Federal Government is beholden to a National Party too interested in keeping the mining industry happy,” said Mr Little. “So it will be our members doing the heavy lifting.

“Who better to clean up Australia than the members generating power, planning cities and looking after national parks and state forests?”

Policy makers in the NSW Department of Planning, for example, have passed regulations making sure large commercial

buildings designed from 2022 will be required to operate at net-zero. Compare this with the Federal Government’s Australian Buildings Code Board, overseen by bungling minister Angus Taylor, which labelled such moves as “too ambitious”.

As well as its work cleaning pollution, the NSW Environment Protection Authority works with government and industry to bring the state’s emissions down to zero by 2050.

**CLIMATE CHANGE EQUALS  
MORE EXTREME WEATHER  
EVENTS**

### WHAT’S AT STAKE

If climate change remains unaddressed, it is PSA/CPSU NSW members who will bear the consequences.

“Hotter, drier summers will equal more work for the Rural Fire Service, Forestry NSW, Fire and Rescue and the National Parks and Wildlife Service,” said Mr Little. “We will see WaterNSW having to do more with less. The more our members fighting climate change are supported by government, the better it will be for those on the frontlines when the blazes start



igniting and the rivers start drying up.”

The State Government's Climate Change Agency points out NSW is in the firing line if weather patterns continue to be hit by changes in atmospheric carbon levels.

We can expect biodiversity, particularly in extreme weather zones like alpine regions, to take a hit. Sydney and other coastal settlements will be at risk as sea levels rise, while in the regions, water supplies are at risk as temperatures bite and agricultural requirements continue.

Hotter temperatures will see heat-related hospitalisations and deaths increase and could even result in an increase in mosquito-borne diseases.

Extreme weather events will become a news staple, whether it is bushfires in extreme dry conditions or flooding as rainfall increases in regional NSW.

Jim Killen, who works with the Rural Fire Service (RFS), said the state needs to resource his agency to ensure NSW is ready for any repeats of the 2019-20 fires.

While the current wet summer from the La Nina weather patterns has put minds at ease, Mr Killen said there is no place for complacency. In fact, unlikely as it sounds, a lot of rain could make bushfires worse.

“There are still going to be problems in the future,” he said. “All the rain now will increase growth levels and when that dries out over the winter, we will face problems.”

Mr Killen said changes in weather patterns, with bushfires appearing as early as September, means the RFS has a shorter timeframe in which to prepare for summer blazes. As with so many government organisations, a lack of money and staff are more obstacles.

“It is a resourcing issue,” he said. “We are so reliant on volunteers and staff doing an excellent job. Without staff on the ground, we don't have a hope of getting anywhere.”

Nicole Harding, from the State Emergency Service (SES) agreed more needs to be spent preparing organisations like hers before disasters strike.

“Climate change equals more extreme weather events,” she said, adding that is bad news for her agency, which at the time of her interview was still rescuing people from floods more than a week after the heavy rains of November 2021.

“We are under-resourced for what's ahead,” she said.

## MAKING A DIFFERENCE

PSA/CPSU NSW members cutting emissions can be found in the most

unlikely places. Someone working in a coal-fired power plant, for example, probably isn't the first person coming to mind when you think of efforts to reduce carbon in the atmosphere. However, highly trained staff like Operator Graeme McNeill, who works at the Liddel Power Station in the Hunter Valley, ensure the centre operates at its maximum efficiency and keeps carbon levels down.

“We make sure the instrumentation and control systems are working and tuned to

optimum efficiency,” he said. “If it is not operating at the right level, the efficiency is reduced.”

Despite the efforts of staff such as Mr McNeill to operate the plants as cleanly as possible, the writing is on the wall for coal-powered stations, with his workplace due for demolition in the coming 18 months. Once Liddel has been closed, he will go to a training position at the nearby Bayswater Power Station, after which he plans to retire.



Heanna Tooth is preserving our state's botanical heritage.



**UNIONS NEED TO BE PART OF THE MIX OF WHATEVER REPLACES COAL-FIRED POWER, OTHERWISE THE HUNTER WILL BE AWASH WITH CASUAL, INSECURE JOBS**

It is this scenario that has seen some resistance to cleaner power in the Hunter region. Mr McNeill warns that new, cleaner power sources will not require the level of staffing required in the existing process, which employs large numbers of people, from miners, to those transporting coal, through to people like him in the stations.

"The quantity of those positions won't be there," he said. "If you look at solar, there are very few jobs in comparison.

"I have not had a lot to do with wind turbines, but while they are not totally maintenance-free, the amount of labour required is not the same as thermal power

stations. It means thermal power is more expensive per megawatt and won't remain as competitive in the future."

So what happens to the Hunter, a region with a high dependence on thermal power stations and the coal that fires them?

"The Hunter is riding on the back of some extremely high coal prices at the moment, as the coal industry is booming here," he said. "This is quite confounding given the world is trying to move away from coal. That may last another 10 years. Then, what will happen to the Hunter is anyone's guess."

Mr McNeill, who is a councillor at Muswellbrook Shire Council, said there is a huge role for the state and federal governments to "look for transitional employment for those in the power and mining industries as they close down".

He said this will be a challenge, as the highly unionised power and mining industries "are second to none in terms of the hourly rates that are paid".

The PSA/CPSU NSW's Stewart Little said governments need to make sure regions such as the Hunter do not follow the examples of areas such as the north of England, which struggled for decades as older industries shut down.

"There is a big role for government services and support to fill this void," he

said. "The public sector already plays a huge role in regional economies. It must be a vital part of the Hunter's transition away from mining and burning coal.

"The excellent wages paid in these industries show the power of a union. Unions need to be part of the mix of whatever replaces coal-fired power, otherwise the Hunter will be awash with casual, insecure jobs."

## DEALING WITH CONSEQUENCES

For some members, their work involves dealing with the consequences of issues such as climate change and extinction that have already taken place.

Herbarium Curator at the Royal Botanic Gardens and PSA member Ifeanna Tooth is currently working on a project moving around 1 million herbarium specimens from the gardens' city site to a new herbarium in Mount Annan on the south western edge of the city.

"The herbarium houses many specimens of threatened species and some that are now extinct," said Ms Tooth.

The specimens, some of which date back to the botanical work of Joseph Banks and Daniel Solander on James Cook's navigation of the Australian east coast, are a valuable resource for scientists and students.





Paula Bourke works to educate the green-minded citizens of tomorrow.



The Mount Annan Botanic Garden also contains a seed bank which could be called upon if species are threatened through changes in the climate.

Janet Cavanaugh, Senior Project Officer with the National Parks and Wildlife Service (NPWS), said she is an “essential part of NPWS’s gatekeeper role, to ensure the state’s protected area network is managed on behalf of the NSW public”.

“I remain optimistic about the future of the state’s national parks and reserves,” she said. “I acknowledge they are not immune from this damage, particularly with climate change exacerbating threats such as bushfires, storms and coastal erosion. But they are protected from the land clearing and development which is degrading much of the rest of the state.

“I feel I can make a contribution to address this damage in our parks and reserves. But, as someone who lives on a 1000-acre patch of bush, I know only too well that land management takes time and effort, whether it is for weed

and pest control, fire management, fence maintenance and neighbour relations. If NPWS is given adequate resourcing to carry out these tasks, then our parks can be appropriately managed to address threats to their integrity.”

Steve Lewer works in the Biodiversity section of the Department of Planning, Industry and Environment. He assesses planning applications and their impact on animal and plant species, coordinating offsets for potential developments. His work is helping preserve flora and fauna that is under threat throughout the state.

“There are hundreds of threatened species listed under the *Biodiversity Act*,” he said. “The mountain pygmy possum [opposite left], for example, is under threat as alpine regions decrease in size. These animals like the alpine zone, but as it contracts they will have fewer places to thrive. Corroboree frogs [opposite right] are also under threat there.

“You look along the coast, there are a number of concerns about increases in tidal water, which will affect wading birds.”





**ENVIRONMENTAL  
EDUCATION IS  
FUNDAMENTAL FOR ALL  
YOUNG PEOPLE DURING  
THEIR SCHOOLING**

Mr Lewer said the bramble cay, an animal once found off New Guinea, is the world's first mammal to become extinct due to climate change, proving there is work to do worldwide to save species from being wiped out as the climate changes and they find it harder to adapt to new conditions.

"Projects in our National Parks and the Botanic Gardens and Taronga Zoo, preserving existing flora and fauna under threat, are just some of the examples of our members 'sandbagging' against the effects of climate change," said Mr Little.

### A BRIGHT FUTURE

Looking to the future, PSA/CPSU NSW members are helping educate the green consumers of tomorrow.

"Environmental education is fundamental for all young people during their schooling," said Paula Bourke, School Administration Manager at Gibberagong Environmental Education Centre. "By exploring and connecting with the natural world, students learn to value these areas as important for both their own health and that of the planet.

"We often have students speak about

the day as the best they have experienced and are keen to learn more about the environment and how they can help protect it."

### WHAT MUST BE DONE

"Our members are doing their bit, they need the State Government to front up and do the same," said the PSA/CPSU NSW's Stewart Little. "The Government has put forward a more ambitious emissions target than the Federal Government, which is commendable.

"If it wants this target reached, it needs to support our members. The recent announcement of new national parks, without hiring new staff [see page 12] proves it still needs to ditch old habits.

"A strong public service equals a cleaner environment. It's that simple." ■



## WALKING THE WALK

The PSA/CPSU NSW is conscious of its own environmental footprint and is working to ensure its operations are as clean as possible.

"We recently upgraded the air-conditioning at the union's head office, PSA House," said Building Manager Greg Adnum. "It uses much less power than the previous unit, which was some years old."

The PSA/CPSU NSW has also made plans to put solar panels on the top of its 13-storey building and is examining the feasibility of an electric-car fleet.

A digitisation project is underway to dramatically cut the use of paper used in the union's Records Department.

"A cleaner union uses less power and less paper," said General Secretary Stewart Little. "That not only boosts our environmental performance, in the long term it saves members' money." ■



# A UNION MOVE THAT HELPS YOU

**The Australian union movement can list many achievements, including our superannuation system.**

**T**oday almost every worker has the right to their own superannuation account, thanks to campaigns fought by union members in the 1970s and 1980s.

Before those groundbreaking years, fewer than one in four women and blue-collar workers had a superannuation account. But thanks to the campaigning and hard work of unions a system of compulsory superannuation began operating in 1992.

Unions agreed to forgo a national three per cent pay increase which would be put into the new superannuation system for all employees in Australia. From 1992 to 2002, the level of compulsory super – called the Superannuation Guarantee – rose to nine per cent.

The superannuation system has usually faced opposition from the Liberal and National parties and under the Coalition government of John Howard, there was no further increase in the Superannuation Guarantee after 2002. It wasn't until the Rudd-Gillard-Rudd Labor years that further increases were scheduled.

This year the Superannuation Guarantee rose to 10 per cent, and will continue to increase in increments until it reaches 12 per cent by 2025. This will not only help people in their retirement, it will reduce Australia's welfare bill as its population ages.

## INDUSTRY FUNDS

Unions also played a leading role in establishing industry funds, which are low-cost, profit-to-member superannuation funds dedicated to putting the interests of members first.

Today, almost 5 million Australian workers are members of industry funds. These funds manage hundreds of billions of dollars of workers' contributions.

However, the Coalition continues to undermine the system, with members such as Victorian MP Tim Wilson campaigning against compulsory superannuation.

Mr Wilson once worked for the right-wing Institute of Public Affairs, which is lobbying the government of Scott Morrison to stop any further increases to the Superannuation Guarantee. ■



## BALANCING ACT: WATCH YOUR SUPER

**Make sure you get your full entitlements.**

An ABC investigation has recently found Australians are underpaid a staggering \$5 billion in superannuation a year.

Citing data from Industry Super Australia, the report said many people

simply don't receive their superannuation.

With many PSA members paid through the State Government, there is a low risk of underpayment. However, it is important to check your balance

with your fund, or through the MyGov portal.

Family members working in high-risk areas, such as construction, retail and hospitality, should be vigilant. ■



# LAND COUNCIL PASSES AGREEMENT

## CPSU NSW strikes a deal.

**A**fter more than 18 months of bargaining, staff at the NSW Aboriginal Land Council have finally endorsed a new Enterprise Agreement by a margin of 74 per cent in favour to 26 per cent against.

Staff whose salary is under the maximum of the new salary band are eligible to receive an annual increase of between 1.5 per cent and 2.5 per cent depending on performance and any movements in the general labour market. Staff will also be eligible for an annual performance bonus of between 1.3 per cent and two per cent, payable just prior to Christmas each year.

Staff whose salaries are in excess of the upper limit of the band their position has been allocated to will be subject to the transitional “grandfathering” process. For those staff whose current salary is below the minimum of their allocated band, these staff will be transitioned to the minimum salary point of the band allocated to them.

Parental Leave conditions from the previous Enterprise Agreement have either been preserved or improved. Kinship care has also now been included.

Previously, staff had access to 10 days

of Cultural Leave, with nine of these unpaid. Now, all staff will have access to five days’ paid Cultural, Ceremonial and Volunteer leave per year. Land Council employees will be able to use the leave for their own cultural activities or to show their support for Aboriginal events.

Fifteen days of “Personal Leave” is being repurposed into 10 days’ “Personal Leave” and five days of “Additional Leave”, which can be used for taking a wellbeing break, a health day, as well as facilitating Aboriginal or Torres Strait Islander employees returning home and going back to Country. A medical certificate will not be required.

Compassionate Leave has been extended from two days per occasion to three.

Employer superannuation contributions will increase from 10 per cent to 12 per cent. The employer will also match additional employee contributions up to a further two per cent.

“The CPSU NSW would like to extend our gratitude to our local bargaining representatives Di Lee, Shannon Field, Stu Jordan and Peter Lalor,” said CPSU NSW Industrial Manager Thane Pearce. “I’d also like to acknowledge the great work of the independent staff representative – in particular Nick Redmond who worked tirelessly to achieve the best possible outcome.” ■



## WELDON GETS VOTERS OUT

### A mayoral campaign has highlighted a need for more First Nations politicians.

**Y**vonne Weldon’s campaign for Lord Mayor of Sydney has highlighted the need for more Aboriginal and Torres Strait Islander representation in all three levels of government.

Ms Weldon is the first Aboriginal candidate for a Lord Mayoral role in Australian history. As *Red Tape* went to press, she had received about 12 per cent of the vote, finishing fourth in the six-person field.

One poll worker working at a booth in Waterloo, which has a large Aboriginal population, said it was obvious many people there were voting for the first time.

“You got the feeling they found someone who stood for them,” the worker said.

The current Federal Parliament includes six members who identify as Indigenous or as having Indigenous heritage: two members of the House of Representatives and four Senators. Three of these, Linda Burney, Pat Dodson and Malarndirri McCarthy are in the Labor ranks. The others are Liberal Ken Wyatt, Green Senator Lidia Thorpe and independent Senator Jacqui Lambie.

In the NSW Parliament, Labor’s Lynda Voltz and Greg Warren identify as Indigenous or as having Indigenous heritage. ■

## INDIGENOUS FOCUS AT UTS

### Bargaining takes Aboriginal issues into consideration.

A recent bargaining meeting at the University of Technology Sydney (UTS) focused on Indigenous matters for staff.

“The draft Indigenous clauses are important in promoting equity and social justice at the university,” said CPSU NSW Senior Organiser Anne Kennelly. “They address the issues of cultural load, Indigenous language allowance and Cultural Leave.”

UTS stated the clauses are to be read in conjunction with existing strategies. There will be a further negotiations around these clauses. ■



# DESTINATION NOWHERE

**Aboriginal culture is a big drawcard for NSW tourism. So where are the First Nations staff?**

**T**he most recent annual report for Destination NSW (DNSW) is sobering reading for anyone interested in a diverse public service and initiatives to boost Aboriginal employment in the state.

The report found there were no Aboriginal or Torres Strait Islander staff at DNSW, a fact made even more galling by the body's use of Indigenous imagery in its tourism campaigns. The recent Feel New campaign (pictured right) to boost post-COVID visits, for example, features Aboriginal surfers, dancers and plenty of outback red dust.

Under its Aboriginal Employment Strategy, the NSW Government wants Aboriginal staff to make up three per cent of all staff in non-executive salary classes and to fill 114 public sector senior leadership roles.

Chair of the PSA/CPSU NSW Aboriginal Council, Sean Bremer, said he has looked at available jobs on the Destination NSW website, but was pushed to another recruitment site and found no positions reserved for First Nations workers.

"By all means use the Bangarra Dance Theatre in your campaigns, but not every Aboriginal person is a dancer



or model," he said. "We are keen to get people into offices and worksites throughout NSW.

"If they are going to come up with these figures like three per cent Aboriginal workers then they are going to have to meet them."

Mr Bremer said he was happy to see Aboriginal culture front and centre in the organisation's advertising strategy, but said there needed to be more First Nations workers behind the scenes.

PSA Industrial Officer Nick Player said he has been told by members that DNSW "has no programs to specifically attract Indigenous employees and has no dedicated roles currently that are prioritised for staff who identify as

Aboriginal or Indigenous". Mr Player added a sector specialist who specifically dealt with Aboriginal tourism strategy, businesses and industry has left the organisation.

"There has certainly been a push since the new Chief Executive Officer commenced to ensure DNSW is seen to be acknowledging Indigenous people – although it is probably being spearheaded by policy at Cluster level," said Mr Player. "The staff email signature has been updated with an acknowledgment message and all staff or industry gatherings include either a welcome or acknowledgment of country. Although of course that doesn't make up for them not meeting quotas or prioritising representation or inclusion." ■

## 2022 PSA/CPSU NSW SCHOLARSHIP

**The scholarship is available at any Australian university or TAFE in any course and is restricted to students entering the first year of a full-time course.**

It is restricted to children of members of the PSA or CPSU NSW at the time of application, who have been continuous financial members for the previous five years.

The scholarship will have a value of \$2000 per annum and will be awarded in the first instance for one year and re-awarded annually for a maximum period of three years.

A scholar's tenure shall be subject to a satisfactory report as to his/her progress and conduct.

The Scholarship will be awarded on results obtained in Higher

School Certificate Examination and Assessment or equivalent and will take into account whether or not the applicant is the holder of a scholarship, traineeship, etc.

Subject to the provisions above, the highest marks and assessment and/or aggregate will be the deciding factor in the award.

Applications close at 5:00pm on Monday, 28 February. You can download an application form on the PSA and CPSU NSW websites. If you have any queries please contact Sandra Lockey, Executive Assistant at the PSA on (02) 9220 0982.





## POSITIVE CHANGES

**Legislative updates give workers better protection.**

Changes to the Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021 (Respect at Work amendments) have taken effect.

The changes to the *Fair Work Act* aim to:

- protect and empower workers to address sexual harassment in the workplace
- include miscarriage as a reason to access compassionate leave.

They include:

- introducing stop sexual harassment orders
- defining sexual harassment
- clarifying that sexual harassment at work can be a valid reason for dismissal
- providing compassionate leave for miscarriage. ■

# NOTHING SUPER ABOUT MORRISON INERTIA

**Vital laws that could boost low-paid women's savings remain in legislative limbo.**

**T**he Federal Government's sluggish legislative timetable means laws to boost low-paid women's superannuation balances have not been passed.

The Morrison Government delayed introducing legislation to abolish the \$450 superannuation guarantee threshold – despite announcing the change in October of this year.

Workers who earn under \$450 a month are not paid super. This disproportionately affects women who are more represented in casual, low-paying and insecure jobs.

“In a time when women are retiring with half the super of men it is imperative

that action is taken now,” said PSA/CPSU NSW Women's Council Chair Trish O'Brien. “Once again it is low-paid women, many of whom worked in customer-facing roles in COVID-19 lockdowns, who are ignored.” ■



**MARK THE DATE**

**INTERNATIONAL WOMEN'S DAY MARCHES TO BE HELD THROUGHOUT NSW.**

**12 MARCH, 2022**



# PODCAST

## LISTEN UP!

**Did you know the PSA CPSU NSW releases a new podcast episode 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.







# INSECURE WORKERS FACE MORE HARASSMENT AT WORK

**New survey confirms disturbing link.**

**T**he Australian Council of Trade Unions (ACTU) has found people in insecure work are less likely to report sexual harassment and seek help.

A survey carried out by the union body found 26 per cent of retail and 22 per cent of health workers reported experiencing sexual harassment in the workplace in the past 12 months. These are both predominantly female workforces with a high reliance on casual, insecure labour.

Insecure workers were significantly more likely than permanent workers to not take any action after an incident of violence or harassment (50 per cent as opposed to 32 per cent), because they feared negative consequences for themselves.

Women were also far less likely than men to take action after experiencing crude or offensive behaviour (53 per cent as opposed to 43 per cent) and unwanted sexual attention (31 per cent as opposed to 25 per cent).

The survey comes out around the same time the Morrison Government ignored

most of the recommendations of the Respect@Work report.

“The Morrison Government talked a lot this year about women’s health and safety in the workplace, but we have seen very little action,” said ACTU President Michele O’Neil (pictured below). “They have failed to implement key recommendations from the Respect@Work report that they commissioned, and which would make a significant difference in the lives of working women.”

“Only a quarter of women who took action after an incident of sexual

**“  
SECURE, FULL-TIME  
POSITIONS EMBOLDEN  
WORKERS TO STAND UP  
”**

harassment were satisfied with their employer’s response. One hundred per cent of workers deserve to be safe at work. The Morrison Government is failing working women by refusing to make employers responsible for preventing sexual harassment.”

The Federal Government ignored proposals in the Respect@Work report that would have made it a positive duty on employers to take reasonable measures to eliminate sex discrimination, sexual harassment, and victimisation; supported by appropriate enforcement and inquiry powers.

“With women more likely to be in insecure work, this leaves too many working Australians at greater risk of harm in the workplace,” said PSA/CPSU NSW Women’s Council Chair Trish O’Brien. “Secure, full-time positions embolden workers to stand up for the rights fought long and hard for them by their unions.”

PSA/CPSU NSW members are less likely to be in insecure work as those in the retail or health sectors, but there are still areas, such as schools, that are heavily reliant on casual labour.

Last year the *People Matter Employee Survey* commissioned by the NSW Public Service Commission found four per cent of respondents to a survey had experienced sexual harassment at work. Six per cent had been threatened with, or experienced, violence in the workplace. ■



# UNIONS UNITE TO CALL FOR BETTER COVID-19 COMPENSATION

**The onus of proof should not be on the sufferer.**

**U**nions from throughout the state, including the PSA/CPSU NSW, gathered early at Parliament House to let incoming MPs and staff know they were unhappy about changes to workers' compensation legislation for people contracting COVID-19 on the job.

The State Government wanted to wind back protections for workers, placing the onus of proof on them that they had contracted COVID-19 in the workplace.

Workers affected included public sector employees such as Prison Officers, Nurses and Police, as well as those working in non-government enterprises, such as supermarkets and private schools.

PSA/CPSU NSW Assistant General Secretary Troy Wright (pictured below) spoke at the rally, pointing out "our members work in some of the highest-risk environments in the state".

"They work in our state's schools, they work in our state's group homes, supporting people with disability who are extremely vulnerable and they work in our state's prisons and Youth Justice centres, where social distancing is impossible, but outbreaks of this disease are not."

Mr Wright called the State Government's hasty removal of the workers' compensation coverage an "act of bastardry".

"What our members need is protection," he said. "What currently exists is basically a presumption; a presumption that if you catch COVID in some occupations, it is presumed you caught it at work."

"It is the slimmest of protection, but it is the most important protection for our members."

"We need to push back against this bill. We need to fight it the whole way."

State Opposition Leader Chris Minns pointed out the State Government didn't allow Parliament to sit during the pandemic, yet allowed frontline workers to continue as normal.

**OUR MEMBERS WORK IN SOME OF THE HIGHEST-RISK ENVIRONMENTS IN THE STATE**

He said the Government was happy for employees such as Prison Officers "to front up for work" as the virus spread throughout NSW.


"The implied bargain was that if you are unlucky to get COVID-19, through no fault of your own, simply by virtue of the fact you turned up for work, we will have your back," he said.

"So it is hugely distressing, at the conclusion of this pandemic, to see the Government say, 'we actually aren't all in this together.'"

Several days after the rally, the State Government took the vote to the Legislative Assembly, where it was forced to rely on the votes of disgraced former government MPs Gareth Ward and John Sidoti to get it over the line. Its fate now lies with the Upper House. ■







WHS Q&A

# WHEN IS IT TOO HOT?

## A guide to when your workplace is unsafe.

**E**xtrême weather events are on the rise. A Department of Environment report into global warming in NSW predicts “there will be more days over 40°C”. The report predicts “heatwaves are projected to occur more often and last longer, up to 3.5 days more on average” and “by 2030, there are projected to be up to 10 more heatwave days per year and by 2070 up to 33 more in the north of NSW”.

With more sweltering days in the pipeline, it is important to know your rights at work when it comes to labouring in hot conditions.

### It's getting hot at work. Is there a temperature at which outdoor work has to cease?

The “trigger temperature” for remedial action for outdoor work recommended is 30 degrees Celsius.

If temperatures reach, and are sustained

at this level for two hours or more, the following procedures are recommended to be followed:

At 30-32 degrees, workers need a 10-minute break per hour from outside work. This hourly break extends to 15 minutes at 32-35 and 30 minutes at 35-36 degrees.

At 37 degrees or more, work outside needs to stop until a sustained temperature decrease.

Inside, the ideal summer working temperature range for an air-conditioned office building is 21-24 degrees.

A complete failure of the air-conditioning-system will result in a rapid deterioration of building air quality, and it is recommended that a workplace be evacuated until the system is fully or partially operational.

### What can I do if my manager tells me to “man up” and keep working in high heat?

If you are working in any “at risk” situation, you have a right to complain to your employer, SafeWork and the PSA/CPSU NSW.

If you believe your health is at risk, or an existing health problem may be negatively impacted due to hot work and associated workplace problems, you do have a responsibility to safeguard your own health.

The PSA/CPSU NSW strongly recommends that in such circumstances, members should report sick. Visit a doctor explaining your symptoms and circumstances and request a medical certificate and WorkCover Certificate to cover your absence.

### What about if bushfires hit?

If you work in an area prone to bushfires, your employer should have a bushfire emergency plan, just as you may have for your household.

This includes appropriate maintenance of any buildings to prevent fire damage before the fire season, and plans to minimise exposure of workers and clients to harm if a bushfire threatens.

Most workplaces will not be required to remain open during this form of threat and will close or move to alternative safe locations. It is important to regularly check fire advice during a fire threat. ■





# UNRAVEL THE CODE

**There is guidance available for psychosocial hazards at work.**

**E**very year the PSA/CPSU NSW receives many calls from members about the mental effect of issues such as overwork, bullying, poorly done performance management or violence and trauma at work.

“Psychosocial hazards are described as aspects of work and situations at work that can lead to a stress response,” said Industrial Support Manager with the union, Shay Deguara. “These in turn can lead to psychological and physical harm.”

Mr Deguara said mental stress can also manifest itself in physical maladies, such as psoriasis and other autoimmune responses.

“This is one of the biggest risks to our members’ working lives,” he said. “The nature of our members’ work means they are often more at risk of such harm than people in other industries.”

The union movement has successfully pushed the State Government for a Code of Practice for mental health issues at work. The document is produced by SafeWork NSW.

“The Code of Practice provides a framework to help employers deal with psychosocial hazards at work,” said Mr Deguara. “It lists issues such as work overload, trauma in the workplace, role



conflict or lack of clarity and low job control.

“It ‘mainstreams’ the issues and gives people ownership of Health and Safety.”

The document outlines who is responsible for Workplace Health and Safety issues

It has a four-step process to address psychosocial issues at work and avoid them recurring in the future.

Mr Deguara said while the Code of Practice does mention return to work, it does not sufficiently cover the issue. ■

## ICARE BACKFLIP HELPS INJURED WORKERS

**In a welcome move, the workers’ compensation body has redressed previous underpayments.**

**A**fter damaging media revelations about underpayment of workers’ compensation payments, the State Government’s workers’ compensation body, icare, has announced \$38 million will be split among 53,000 underpaid workers.

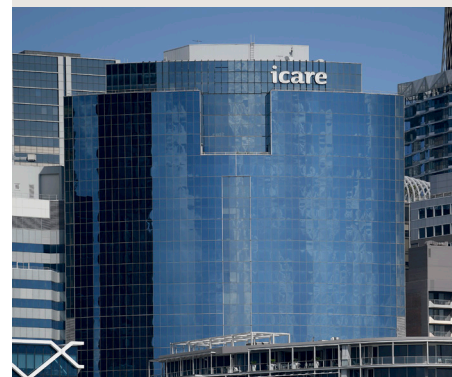
Icare Chief executive Richard Harding apologised to those affected by the compensation bungle, saying “icare is working closely with the NSW government, [State Insurance Regulatory Authority] and employers to ensure it doesn’t happen again.”

Initially the payments are going to private sector workers, with icare to provide more information for Treasury Managed Fund workers in the public sector..

“It’s very welcome news,” said PSA/CPSU NSW General Secretary Stewart Little. “Undoubtedly this is just the tip of the iceberg.

“Icare has a single responsibility: look after the workers of this state. But frontline workers were treated in an appalling way and have exited the workforce”.

Mr Little said the appointment of former Labor leader John Robertson to the icare board may help enact “more changes at the top”. ■





# FIGHTING FOR JUSTICE

**Work in the Justice sphere?  
Meet the team here to help you.**

From Veterans Affairs to Corrective Services, the Justice portfolio covers a wide cross section of PSA members.

"You can find PSA members working in gaols, in court houses and in Youth Justice facilities," said Industrial Manager Nathan Bradshaw (pictured at the left of the group shot), who covers the Justice section of the union. "We are in police stations and government offices all over the state.

"From Sherriffs, to Special Constables, Crown Solicitors and Public Prosecutions to Victims Services, it is interesting and vital work and we want to make sure our members are safe and well paid, too.

"In addition to the courts and correctives system, PSA members can be



found in bodies such as the Trustee and Guardian, which helps manage the affairs of some of the most vulnerable people in the state and Legal Aid, who provide legal services to disadvantaged clients across NSW in most areas of criminal, family and civil law." ■

**WE WANT TO MAKE SURE  
OUR MEMBERS ARE SAFE  
AND WELL PAID**

## VICTORIAN UNIONS TARGET YOUNG ACTIVISTS

**The unionists of the future get an ABC in solidarity.**

Can animals teach us about workplace solidarity and standing up for each other?

You betcha.

From emperor penguins to elephants, a parade of collective-minded beasts line up to teach young readers about what unions mean and how they operate in a book produced by the Victorian Trades Hall Council.

Written by James Raynes and illustrated by Mitzi McKenzie-King, *Sticking Together* opens with a few animal-based anecdotes on the benefits of cooperation, before then introducing the concepts in a human context. And it all rhymes.

If only someone had bought Dominic Perrottet a copy when he was young.

*For your chance to win one of two copies of Sticking Together we have to give away, send an email telling us in 35 words or less what people can learn from civic-minded animals to [comp@psa.asn.au](mailto:comp@psa.asn.au). Entries close March 31.* ■



## Podcast Reviews

## ON THE JOB



Hear more about the country's union movement.

**K**eep up to date with industrial relations and workplace issues nationwide with this podcast produced by Australian Unions.

Produced by Sally Rugg (right), formerly of Get Up!, and long-time JJJ journalist Francis Leach (below), *On the Job* covers workplace issues too often ignored by Australia's increasingly concentrated media.

Recent issues include an interview with Labor Senator Jenny McAllister on the Morrison Government's lack of interest in women's safety at work and the mining industry's new-found love



of the cut-price labour-hire industry. There is also a big shout out to the vital work done by Translators and Interpreters during the COVID-19 lockdowns.

If this sounds too serious and worthy, no fear. Ms Rugg and Mr Leach know how to hold an audience's attention and are not afraid to joke about their subject matter.

*On the Job* gives the listener a chance to go into detail on issues affecting workers and is well worth a half hour of your attention once a week or so. ■

## DESERT SOUNDS

The PSA podcast goes to the outback.

**J**im Minns, the PSA/CPSU NSW Communications Officer who produces the union's podcasts, recently visited Broken Hill to produce a podcast on the understaffed and under-resourced expansion of the state's national parks network.

The result, *New National Parks Need Adequate Staffing*, is just one of the podcasts produced by the union in recent months.

"Our most popular episode recently was *When Should You Call the Union?*" said Mr Minns (pictured below on location with General Secretary Stewart Little). "This was produced for members in NSW Police. We also had a podcast on mentoring programs in Correctives. Like all Correctives podcasts, it was a hit with members."

A new PSA/CPSU NSW podcast is released every week. They can be downloaded on popular podcasting hosts such as Apple and Spotify. ■



## THE PARTY ROOM

Get a peak behind the scenes in Australian politics with two experienced journalists.

**E**xperienced ABC journalists Patricia Karvelas and Fran Kelly look behind the spin and look at political news in depth in *The Party Room*.

Ms Karvelas and Ms

Kelly have great insights into the news of the day, and have access to other ABC reporters for a wider perspective on issues.

The podcast also uses the ABC's considerable news

resources for background on their podcasts.

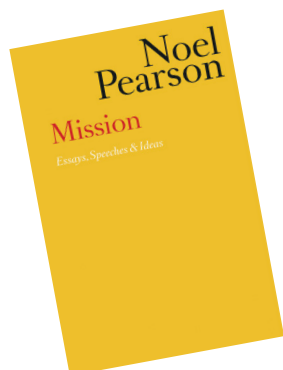
The lively podcasts run for about half an hour per episode. ■





Book Reviews

# MISSION



## Essays, speeches and ideas

Noel Pearson  
\$49.99  
Black Inc Books

Noel Pearson's epic work travels from his Far North Queensland childhood, through the optimism of the Mabo decision, through to the pessimism of Australia's current political process.

On the way, Mr Pearson compares three Labor leaders, he has had dealings with: Gough Whitlam, whose funeral he spoke at, Paul Keating and Kevin Rudd. He also examines the Labor Party's successes and, more often, failings, when dealing with Aboriginal and Torres Strait Islander issues.

He looks at the issues of welfare-dependency in communities and what can

be done to stop it.

More recently, Mr Pearson talks of the failure of the Uluru Statement and his disappointment in the supposedly centrist Malcolm Turnbull who succumbed to pressure from the right to reject the statement.

With a career that has coincided with a tumultuous time in modern Aboriginal history, Mr Pearson's story is worth reading. ■

# THE FIRST SHOTS

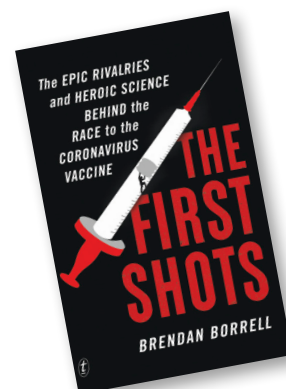
## The epic rivalries and heroic science behind the race to the Coronavirus vaccine

Brendan Borrell  
\$34.99  
Text Publishing

The emergence of a mysterious virus in the Chinese city of Wuhan set off a global race to find a safe vaccine.

Against a backdrop of a lunatic American President determined to downplay the effects of COVID-19 and companies keen to profit

from vaccines that will be sold around the world, *The First Shots* reads more like a crime thriller than a non-fiction work centred around scientists and health bureaucrats. ■

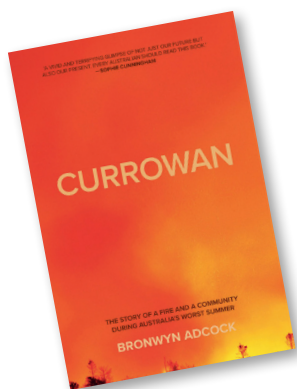






## Book Reviews

# CURROWAN



**The story of a fire and a community during Australia's worst summer**

**Bronwyn Adcock**  
\$32.99  
Black Inc

**A**ward-winning journalist Bronwyn Adcock found herself in the middle of the biggest news story of 2019, when she was forced to flee the Currowan fire with her family.

Started by a lightning strike, the Currowan blaze continued for 74 days and spread over more than 5000 square kilometres of land, incinerating more than 500 homes.

The book is a dramatic first-person account of the fear so many Australians faced as the fires engulfed Australia's east coast.

The book's drama takes place in a farcical political environment, where the then National Party leader denies

climate change has anything to do with the blazes, and the office of Prime Minister Scott Morrison is forced to grudgingly admit the country's leader is on holiday in Hawaii while the country burns.

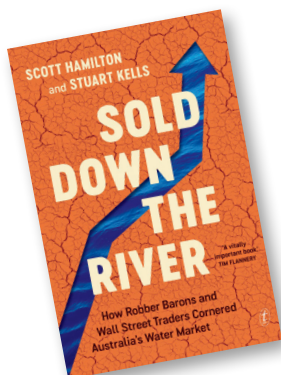
*Currowan* goes on to discuss the fact that climate change means Ms Adcock's story will be repeated again and how bodies like the Rural Fire Service in NSW will have to adapt.

Surveying the damage wrought, Ms Adcock talks to former Fire and Rescue Commissioner and now climate change campaigner Greg Mullins. He tells her new aircraft purchased to fight future blazes may not be up to the job in 25 years when climate change starts to bite harder and "it's like the enemy has nukes and we'll just be working with conventional weapons". ■





# SOLD DOWN THE RIVER



**How robber barons and Wall Street traders cornered Australia's water market**

Scott Hamilton and Stuart Kells  
\$34.99  
Text Publishing

**T**he country's biggest river system, the Murray-Darling, flows through four states, connecting the Channel Country of outback Queensland and the Southern Ocean. It covers an area larger than France and is a vital cog in the country's primary industries sector.

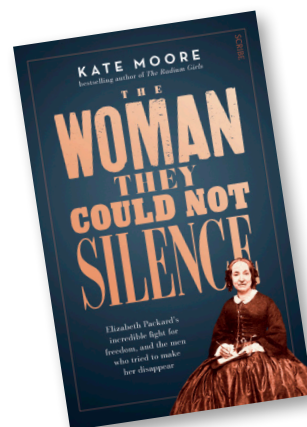
For many communities, the river system is the lifeblood of the region, nurturing agriculture and supplying water to towns and wilderness alike. It is where locals go fishing and boating on hot summer days.

But for others, the waters of the Murray-Darling were a commodity to be traded as far away as the floor of the New York Stock Exchange.

And when water becomes a tradable commodity "like Bitcoin", the environment and locals are the losers in the transaction.

The authors find this is a system where "environmental damage is not reflected in water prices" and the economies of local water-dependent towns are decimated while traders continue to rake it in.

The authors journey throughout the basin, talking to farmers, Aboriginal Elders and townspeople betrayed by a free-market system at its most obscene. They meet a lawyer who describes the system as "a bloody mess" and talk to former MP Tony Windsor, who moved from State Parliament to Canberra to have more say on the water policies destroying communities. ■



**THE WOMAN THEY COULDN'T SILENCE**

**Elizabeth Packard's incredible fight for freedom and the men who tried to make her disappear**

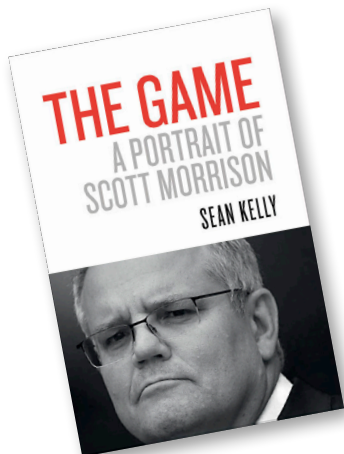
Kate Moore  
\$35  
Scribe Publications

**A**fter attending a women's rights convention, American housewife Elizabeth Packard found herself disagreeing with her husband on issues such as politics and religion. Like too many men of that era, his response was to declare Ms Packard insane and have her committed to an institution.

*The Woman They Could Not Silence* follows her fight to overturn her committal, then embark on a campaign to free women from the asylums they were sent to for merely having their own opinions. ■







## Book Reviews

# THE GAME

A portrait of Scott Morrison

Sean Kelly  
\$32.99  
Black Inc Books

As the nickname says, Scotty From Marketing has emerged as a leader more concerned with spin than substance.

Former political staffer and journalist Sean Kelly looks at what the surprise victor of the 2019 federal election says about the Australian electorate.

Mr Kelly describes a leader who treats politics as a game rather than the art of governance and whose messaging to the country is often garbled PR-speak.

The Prime Minister is painted as a chameleon from the eastern suburbs of Sydney who adopted the suburban "ScoMo" persona to win votes.

Behind the smile is a ruthless party operator who played dirty in preselections, then undermined his party leader to be elevated to the Prime Ministership.

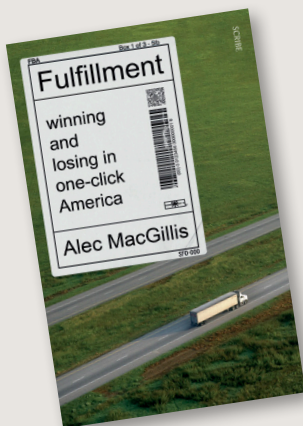
The author urges Australians to take a closer look at Mr Morrison, because Mr Kelly says "that close attention is the very last thing he wants". ■



# FULFILLMENT

Winning and losing in one-click America

Alec MacGillis  
\$35  
Scribe Publications



It is a staple of news broadcasts; politicians in regulation hard hats turning the sods on a new building site for a new fulfilment centre from global behemoth Amazon, followed by a quick soundbite about the creation of new jobs.

Journalist Alec MacGillis travels through the US, reporting on a polarised economy, where casual workers on minimum wage work for a company now worth \$1 trillion and run by a man who can now afford to fly his own rocket into space. Well, they work for him until their job is automated.

Little wonder a central

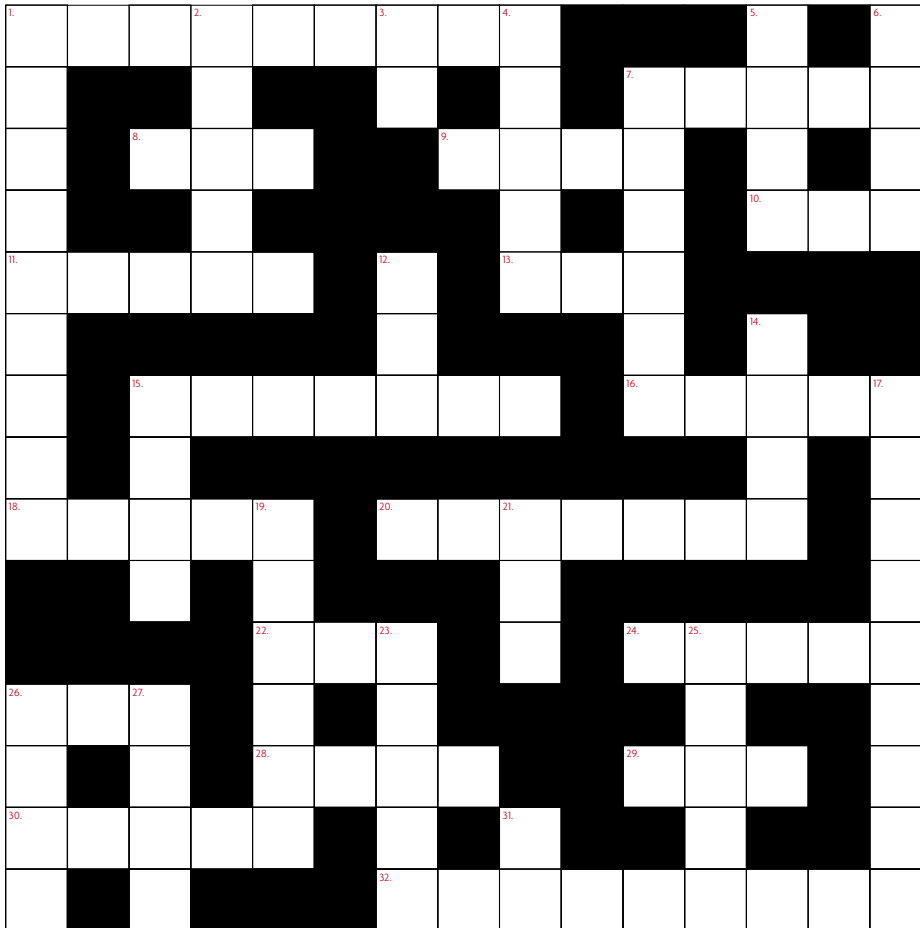
tenet of the Amazon business model is keeping unions out of its workplaces.

*Fulfillment* looks at a system where towns and states are pitted against each other to fight for the right to host warehouses, data centres or other parts of the Amazon empire. The book examines the company's efforts to avoid taxes and lobby politicians to get its way.

Amazon also finds itself in regular conflict, with locals upset at its effect on the environment, local businesses hit by the behemoth's financial clout and suppliers put at a huge disadvantage when selling to a virtual monopoly. ■



# CROSSWORD



## ACROSS

1. Wage subsidy rorted by big business (9)
7. Room in the roof (5)
8. Wildebeest (3)
9. A not-very-smart pickle or herb (4)
10. Animal companion (3)
11. Damage (5)
13. PSA members in this organisation protect the environment (1,1,1)
15. Join (7)
16. Vowels in order (1,1,1,1,1)
18. Ms Minogue (5)
20. Reuse waste (7)
22. Baby's bed (3)
24. Jordanian capital (5)
26. Privatised Sydney transporter (3)
28. Politician who sits out parliament when an opponent takes a break (4)
29. Jamaican musical style (3)
30. Prime Minister's house; The \_\_\_\_\_ (5)
32. Winner of federal election in 2007 (5,4)

## DOWN

1. Unauthorised prison departure (4, 5)
2. East African country (5)
3. The ratio of a circle's circumference to its diameter (2)
4. Pay increase (5)
5. Cease (4)
6. Briton from north of the border (4)
7. Llama-like animal (6)
12. You can do this is water or snow (3)
14. Long-time religious member of the NSW Upper House (4)
15. Music's Mr Porter
17. A \_\_\_\_\_ workplace is a better workplace (9)
19. Flee (6)
21. Member of boat crew without oars (3)
23. Magical routine (5)
25. Manufacturer (5)
26. Mr Shorten (4)
27. Soft drink (4)
31. Résumé (2)

## APHEDA IN REGIONAL VACCINE PUSH

**Workers deserve protection from COVID-19, no matter where they live.**

Australia's international union aid body, APHEDA/Union Aid Abroad, is campaigning to get workers in developing countries more access to COVID-19 vaccinations.

APHEDA and the

Australian Council of Trade Unions are campaigning for a waiver on patent rules relating to COVID-19 responses at the World Trade Organisation.

This would drop the cost of COVID-19 inoculations, making

them more accessible for workers in less-developed countries.

The world needs at least 11 billion doses of COVID-19 vaccines to complete the vaccination of the more than seven billion people in the world. ■

Last issue's solution

S	U	R	I	N	A	M	E	S	E
T		E		O	M		X		X
L	A	C	E			S	T	O	P
A		Y		V	C		R		R
W	I	C	K			E	A	S	E
R	I	L	E			M	E	T	S
E		A		B	A		X		S
W	A	B	S			S	T	O	W
C		L		H	O		R		A
E	L	E	M	E	N	T	A	R	Y



# BACK ON THE ROAD

**Look out, your union's training unit is back in town.**

**C** OVID-19 was never going to stop the PSA/CPSU NSW Training Unit. PSA/CPSU NSW Training Officer Suzanne Mathers recently went on a tour of regional areas, delivering courses to members in areas such as Goulburn Correctional Centre.

“Workers at Goulburn Correctional Complex recently elected Health and Safety Representatives, or HSRs, to assist and support them with health and safety matters throughout the complex,” said Ms Mathers. “Both Custodial and Non-custodial staff now have HSRs they can talk to on anything health and safety in their workplace.”

The Goulburn HSRs are an inspirational group, dedicated to maintaining and improving conditions at their workplace, so workers return home safely at the end of their shift.”



Ms Mathers took the team of HSRs through the SafeWork NSW HSR five day training. “Over the five days, we were able to workshop a number of scenarios that should help them in their HSR role, from consultation to workplace inspections and incident reporting,” she said.

“They actively engaged with the training, discussing issues and coming up with options for resolution.”

Training is available free to all PSA/CPSU NSW members. ■

## DID YOU KNOW?

- 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](http://psa.asn.au/training-you)

JANUARY-  
MARCH  
2022

# RED TAPE

## IN YOUR INBOX

**Did you know you can receive Red Tape digitally?**

**You can read every edition as a PDF sent directly to your inbox!**

**To receive Red Tape as a PDF or to update your details, email [membership@psa.asn.au](mailto:membership@psa.asn.au)**





# 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/ ONGING ☐ 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 040 172]. 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

**RETURN YOUR FORM**

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 (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](mailto:membership@psa.asn.au)



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

☎ 1300 772 679

✉ [psa@psa.asn.au](mailto:psa@psa.asn.au)

🌐 [www.psa.asn.au](http://www.psa.asn.au)

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

☎ (02) 9262 1623

✉ [cpsu.nsw@psa.asn.au](mailto:cpsu.nsw@psa.asn.au)

🌐 [www.cpsunsw.org.au](http://www.cpsunsw.org.au)

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

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One like Union Health.

Union Health is here to serve all union members. And it's brought to you by TUH Health Fund, which was ranked first by members for trustworthiness, satisfaction, loyalty and likelihood to recommend in the latest nationwide Ipsos survey of health funds.

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Visit [unionhealth.com.au](http://unionhealth.com.au) to find out more.

FAIRER TOGETHER  
**union health**

Brought to you by TUH, the health fund members trust.



TRUSTWORTHINESS,  
SATISFACTION, LOYALTY AND  
LIKELIHOOD TO RECOMMEND

\*Terms and conditions apply





# STRENGTH BEHIND THE FORCE

**Our members in Police perform some of the  
most important work in the state.  
The PSA protects the people who protect NSW.**



160 Clarence Street, Sydney NSW 2000 GPO Box 3365, Sydney NSW 2001  
1300 772 679  [psa@psa.asn.au](mailto:psa@psa.asn.au)  [www.psa.asn.au](http://www.psa.asn.au)  [psansw](https://www.facebook.com/psansw)

Authorised by Stewart Little, General Secretary, the Public Service Association of NSW, 160 Clarence Street, Sydney NSW 2000