

SPRING  
2024

# RED TAPE



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The Public Service Association of New South Wales and Community and Public Sector Union (SPSF Group) NSW Branch acknowledges the Traditional Custodians of the lands where we work and the places in which we live. We pay respect to Ancestors and Elders, past, present and future. We recognise the unique cultural and spiritual relationship and celebrate the contributions of First Nations peoples to Australia.



This issue of *Red Tape* contains information some readers may find confronting. If you feel you need help, organisations that can provide assistance include:

- Respect National Sexual Assault, Family & Domestic Violence Counselling 1800 737 732
- Beyond Blue 1300 22 4636
- Lifeline Australia 13 11 14
- MensLine Australia 1300 78 99 78

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. 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.

Authorised by Stewart Little, General Secretary, Public Service Association of NSW and Community and Public Sector Union (SPSF Group) NSW Branch, 160 Clarence Street Sydney NSW 2000





# SHERIFF'S OFFICERS FACE A FAMILIAR FIGHT

## We are all Sheriff's Officers.

**A**s Sheriff's Officers statewide walked off the job, I was proud to stand among them at Sydney's Downing Centre court complex. They were there with a message" they were Undervalued, Understaffed and Underpaid.

PSA CPSU NSW members don't need to work alongside Sheriff's Officers in our state's court system to understand their demands. Because, the issues these Champions of the State face echo right throughout our workplaces.

Like Sheriff's Officers, PSA CPSU NSW members keep this state going. They are in our schools, TAFE colleges and universities, struggling as funding doesn't quite match the operational requirements of our education system.

They run our prisons in working environments few of us could face.

We are all over NSW, protecting the environment, running our transport system, electricity generation and supporting law enforcement.

Our members take care of the everyday functions required in the operation of the state, and, when disaster strikes, they step up and perform the extraordinary.

We know our members are vital Champions of the State. The Government knows this, too. Yet, even after voters sent a resounding message at last year's

election in support of our members, we are still seeing restructures and redeployment.

At the time of press, our protracted negotiations over a wage increase for Public Sector workers is still dragging on.

The State Government should know better than this. They saw, from the Opposition benches, the Liberal National Coalition decimate the Public Sector. They know our TAFE system was run down and universities turned into degree factories.

In August this year, I stood among our Sheriff's Officers. They face what too many members face at work: they are Undervalued, Understaffed and Underpaid. Indeed I could have been saying the same words outside any of the workplaces we cover in NSW that day.

The PSA CPSU NSW knows how hard its Champions of the State work. And it will always be ready to rally in support of them.

**SHERIFF'S OFFICERS  
FACE WHAT TOO MANY  
MEMBERS FACE: THEY  
ARE UNDERVALUED,  
UNDERSTAFFED, UNDERPAID**



# GOVERNMENT TO CUT CONSULTANT HABIT

## A report echoes the PSA CPSU NSW's concerns about outsourcing Public Sector roles.

A new report has slammed the overuse of consultants by the previous Liberal National Government. The final report of the NSW Legislative Council's Public Accountability and Works Committee examining the use and management of external management consultants has recently been published, drawing heavily on the PSA's submission to the inquiry.

In August 2023, General Secretary Stewart Little and Research Officer Andy Asquith appeared before the Public Accountability and Works Committee to give evidence to support the PSA's submission and to answer questions arising from the submission.

The two key underlying points from the report are the importance and virtues of public service. There is a clear and unambiguous recognition that the work PSA members do is both valuable and incredibly important to everyone in NSW. The report notes that:

"The PSA argued that, unlike the public sector, short-term private sector 'solutions' were not necessarily committed to solving issues long-term," said Mr Little. "It critiqued the outsourcing of public service business, declaring that those services were now being provided by individuals and organisations motivated by profit, and not the 'noble' motivation of public service."

Both the PSA submission and the oral evidence stressed a number of key factors which were accepted by the Committee. Together with the evidence from other public sector trade unions, and the NSW Auditor General, the union presented a compelling case which demonstrated the years of wasted public money and deterioration of public services under the NSW Coalition from 2011 to 2023.

Between 2017-18 and 2021-22, under the previous Liberal-led Coalition Government the annual reports of NSW government agencies disclosed



approximately \$1 billion of spending with more than 1000 consulting firms across more than 10,000 engagements. It is estimated that the total spend between 2011-22 was \$2.6 billion.

"How many public service jobs would these huge sums have created?" said Mr Little. "Another point we argued, which was accepted in the final report, is the fact that external management consultants should only be used as a means of last resort – when both internal capacity of the public service and capacity within the tertiary sector can not provide the expertise needed.

"To counter the need to seek external

advice, a key recommendation was the creation of an internal NSW public service consultancy unit – similar to that being created by the Commonwealth Government.

"Alongside this, the report recognises a point stressed by the PSA – that it is critically important that decisions are based firmly on rigorous evidence, not the ideological whims of a minister – irrespective of which political party they are from.

"Overall, the report represents vindication and validation of the work members do on a daily basis and the work the PSA does on their behalf.

"Long may this last."





# WOMEN'S CONFERENCE CELEBRATES A UNION ON THE RIGHT SIDE OF HISTORY

**Our 125th year is a good time to reflect on the wins we've had for women in the workplace.**

**T**he PSA CPSU NSW Women's Conference this year gave us a chance to look back at 125 years of success as a union fighting for the rights of its members.

Ninety-four years ago, the PSA set up its Women's Council, a body decades ahead of its time.

Back then, like much of the NSW labour market at the time, the NSW Public Sector was dominated by men.

**AS WOMEN ENTERED THE PUBLIC SECTOR, IT BECAME OBVIOUS THEY NEEDED THEIR UNION BEHIND THEM**

However, as women entered the Public Sector, it became obvious they needed their union behind them.

Up until the 1960s, when a woman married, she was expected to leave the Public Sector. Women were also paid less and had fewer career opportunities available to them.

It was their union, the PSA, that fought to overturn the marriage bar. We fought to end the officially sanctioned disparity in wages that had been set in legislation since the groundbreaking *Harvester Case*.

All improvements to our working lives, be they wage increases, better conditions or equality at work, are not granted to us by the benevolence of our employers. They are won by unions taking action on behalf of members.

Not all our wins for women happened

so long ago that they are remembered forever in black and white photos. More recently our union was the first in the country to win for its members domestic and family violence leave. It continues to advocate for real pay equality.

Our enterprise agreements for universities increasingly include leave for menstruation and menopause. These employment conditions would have been unthinkable 10 years ago, let alone at the first ever PSA meeting conducted by a group of men in 1899.

I am proud to be President of a union

with a membership that is 65 per cent women; many of whom, like me, work in male-dominated professions. I am proud to be President of a union that blazes the trail and takes on issues that others would write off as too outlandish.

These are among the many reasons I am proud to be union.

Women's Conference gave us two days to celebrate our achievements and plan our future successes. The PSA CPSU NSW is there every day of the year, demanding better for our many women members.



# UNION TO FIGHT FOR FLEXIBILITY

**PSA stands up for workplace flexibility for members.**

**I**n August 2024, the Minns Government issued a circular urging Public Sector workers to spend more working hours in their offices.

“While acknowledging many of our members do not have the option to work from home, the PSA has always fought for flexible working arrangements,” said General Secretary Stewart Little. “This includes, where possible, working from home for those whose roles do not rely on them attending a specific site.”

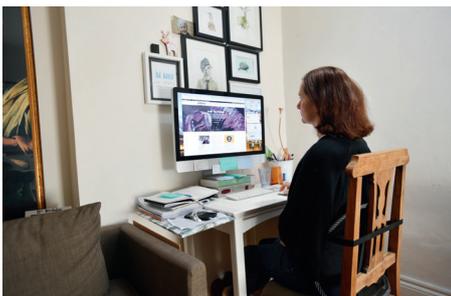
Mr Little said the circular ignored a stark reality; since many agencies were moved to Parramatta, there are often more employees than work stations.

“The PSA understands that some worksites cannot physically accommodate all employees working onsite at any one time,” he said.

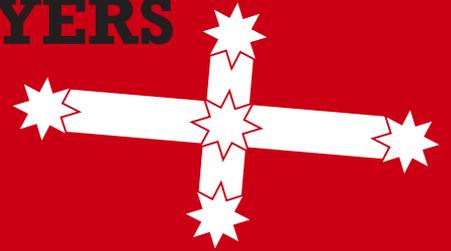
The State Government circular acknowledges there are “variations according to the needs of employees and organisations” regarding working from a specific site.

“Please check your Department’s policies and procedures, as the operational requirements for each agency are different,” said Mr Little. “Any PSA member who has an issue with flexible working arrangements, including working from home, will receive support from the union.”

“Please review your current work arrangements. If you believe you have a case for a flexible working arrangement that is being overruled by your employer, please contact the PSA.”



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# MYTHBUSTER: THE PRIVATE SECTOR IS NOT BETTER AT DELIVERING GOVERNMENT SERVICES

## Two reports confirm private sector is not always better.

In recent months the PSA CPSU NSW has been spreading its message far and wide that outsourcing Child Protection services has not just failed some of the most vulnerable children in the state, it has also failed the taxpayer.

We've seen stories of cost blowouts, with one child in particular costing as much as \$3 million.

This system has come under severe

criticism in a report from the Auditor General (see page 9), while a report from the NSW Legislative Council's Public Accountability and Works Committee (see page 3) also trained its sights on another outsourcing failure, the overuse of overpriced, unaccountable consultants.

Both these reports echo what the PSA has been telling the state for years: privatisation hurts everyone.

The privatisation mantra really hit its straps in the 1980s. Services once delivered by the state were sold off and the private sector invited to provide services.

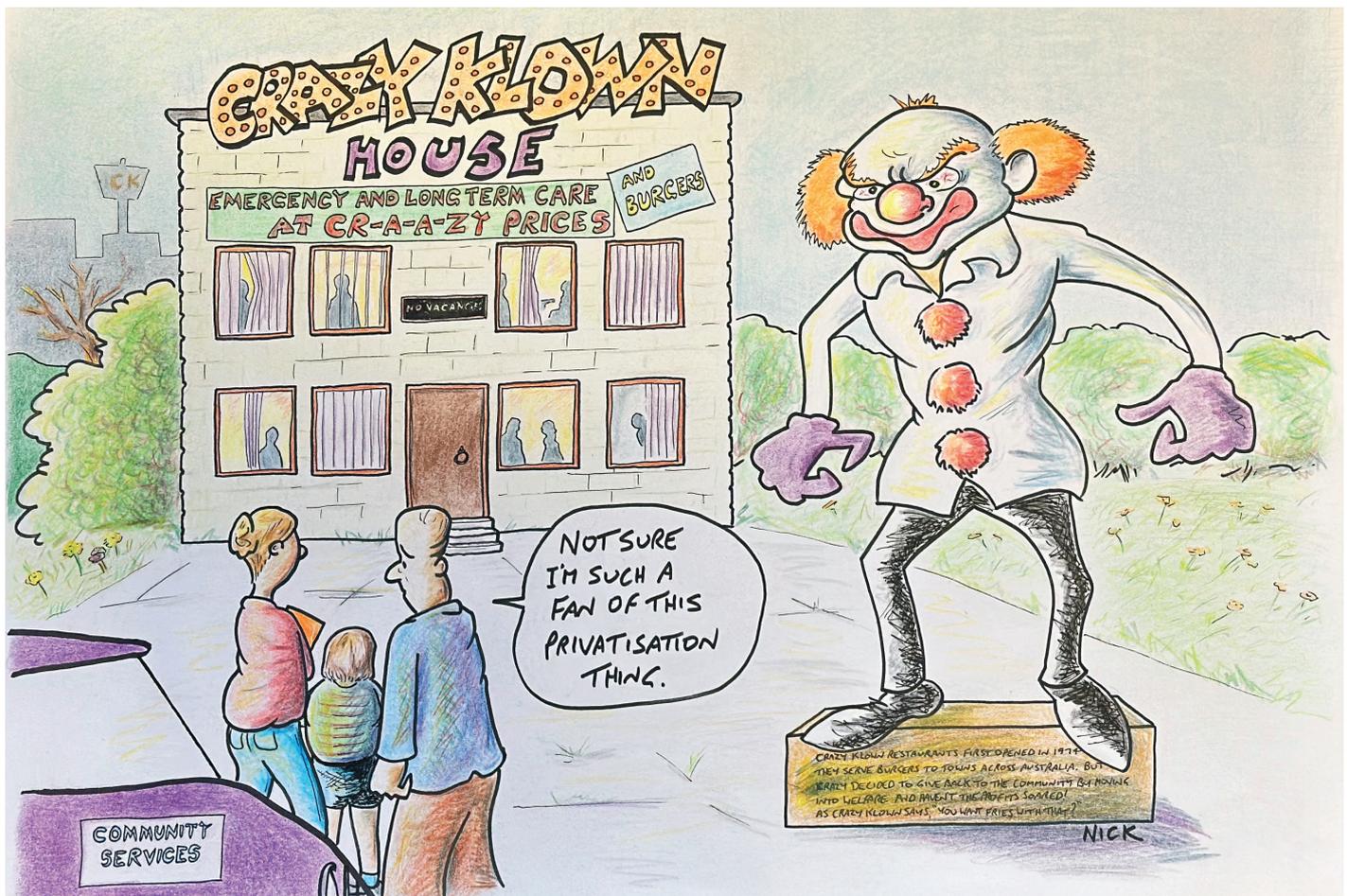
This was sold to the public as better,

cheaper and more accountable. According to this logic, the free market delivered the world burgers and washing powder, so it could easily run airlines, deliver the post and look after children in crisis, too.

Here, in NSW, your union went to voters at the 2023 state election with a clear message: privatisation has failed us all.

Voters saw their bills increase and realised they were paying a fortune in road tolls. They saw candidates happily say they'd privatise the services that provided their water.

The Minns Government must continue to honour this wish and oppose sell-offs.



# PSA WINS TFNSW CONVERSION CASE

**Commission agrees with union over definition of roles.**

**T**he PSA CPSU NSW has won a case in the Industrial Relations Commission (IRC) over terms of converting temporary roles into full-time positions.

The IRC found employees are entitled to conversion if employed for a fixed period and have been in the same role for more than 24 months, excluding specified projects, entry-level programs, or temporary vacancies.

Employment classification is determined by the facts at the time of engagement and contract documents. Specific projects must be identified in the contract; merely being assigned to a project is insufficient.



The IRC found that temporary engagements for backfilling must specify the purpose and reason at the time of engagement.

The case found the term ‘Project’ can include multiple projects as per legal interpretation.

If an employee’s role changes to fixed-term work, they may be entitled to conversion after two years.

“This is a great win and shows what happens when a union fights for its members,” said PSA President Nicole Jess after the decision.



## Helping PSA Members plan for retirement

Our digital Retirement Guide has plenty of tips, advice and real member stories, plus a helpful checklist to guide you every step of the way.

[aware.com.au/retirementguide](http://aware.com.au/retirementguide)



General advice only. Consider your objectives, financial situation, or needs, which have not been accounted for in this information and read the PDS and TMD at [aware.com.au/pds](http://aware.com.au/pds) before acting. Issued by Aware Super Pty Ltd (ABN 11 118 202 672, AFSL 293340) trustee of Aware Super (ABN 53 226 460 365). Members can get advice about their Aware Super accounts at no extra cost, or advice on their broader needs for a fee. Advice provided by Aware Financial Services Australia Limited (ABN 86 003 742 756, AFSL 238430), wholly owned by Aware Super. AS098 08/24





# REPORT SLAMS NSW CHILD PROTECTION SYSTEM

**As the PSA CPSU NSW toured the state pointing out issues with Child Protection, a new document agrees the system is flawed.**

**T**he NSW Auditor General has released a report that backs up the campaign by the PSA demanding changes to the state's Child Protection system.

The report outlines the Auditor General's concerns about how children in need were cared for. The report slammed Child Protection in NSW, describing the system as "inefficient, ineffective, and unsustainable".

The report demanded the end of hotel, motel and apartment stays for children in care. This emergency care system cost \$829,000 per child, per year, for those accommodated in such facilities.

The report found the cost of emergency accommodation tripled from \$100 million to \$300 million over four years.

Its authors also found that Aboriginal families were let down by the system in its current form. Indigenous families are disproportionately represented in the Child Protection system.

Quoted by the ABC, PSA General Secretary Stewart Little said, "Most people would be shocked to learn only one in four kids reported as at risk of serious harm to child protection services by police, nurses or teachers is actually seen because there simply aren't enough child protection caseworkers."

The PSA has been campaigning against the state's over-reliance on non-government organisations. The Child Protection in Crisis campaign is demanding less money be spent on private contractors and more be spent to attract and retain Public Sector workers.

The average Child Protection Worker

in NSW leaves 14 months into the job, as the pay is not enough to keep them on the Community Services payroll.

The haemorrhaging of staff means workers are often going out alone on jobs, putting themselves at risk of harm.

PSA Organiser Belinda Tsirekas and Regional Organiser Tom Hooper recently travelled throughout the state, talking to members and publicising the campaign.

Ms Tsirekas and Mr Hooper both worked in Child Protection before working with the PSA. The two took to the airwaves throughout the state and regularly appeared in regional media.

"These two members of staff took our message to the community all over the state," said Mr Little. "We have been campaigning for years to end the current system to let our members better protect children. Now the Auditor General has agreed with us."

The Minister for Community Services, Kate Washington, announced she would implement the Auditor General's findings after the report was released.

## PSA SAVES DFV OFFICE

**A** PSA CPSU NSW campaign saved the Mount Druiitt Domestic Violence Service from closure.

The office is the only one of its kind in NSW, providing services for people fleeing domestic and family violence (DFV) in the Mount Druiitt area. Down to two staff members, the centre was slated for closure until the PSA publicised the vital role it plays.

The office is now fully staffed and operational. In letters to the Prime Minister and Premier, General Secretary Stewart Little called for similar offices to be rolled out all over the state giving everyone in NSW access to a government-run DFV service.

# PSA MOURNS A TRAILBLAZER FOR UNION WOMEN

## Farewell to the PSA's first woman President.

**J**anet Good, the PSA's first woman President and the second woman to hold the title of General Secretary, has passed away. Born in England in 1938, Janet moved to Australia in 1972. She got a job in the NSW Public Sector in Library Services and later as a Librarian in TAFE.

In 1987, she was elected President, becoming the first woman to hold the position. In 1993 she became General Secretary, the first member of the PSA to hold both positions of President and General Secretary.

"Janet showed leadership through many of the tough times, such as the 1988 NSW Greiner Government's cuts to the public service," said former PSA President Sue Walsh. "She took the members to the streets, joining tens of thousands of union members protesting the draconian industrial reform by Peter Reith.



**'JANET SHOWED LEADERSHIP THROUGH MANY OF THE TOUGH TIMES'**

"The Librarians case, filed in 2000, was the first in NSW to be heard under the new NSW Pay Equity Principles. Whilst Janet had already retired at this time, she supported the PSA submitting Librarians as a suitable case study in the NSW Commission on Pay Equity Enquiry of 1998."

Another former President and General Secretary, Maurie O'Sullivan, said "the PSA would not be the strong union it is today without Janet Good.

"PSA membership was most important to Janet. Strong numbers were necessary to show strength and she loved addressing large meetings."

General Secretary Stewart Little said Janet's trailblazing role opened up senior positions for women in the PSA CPSU NSW.

## ODPP MOURNS A LONG-TIME MEMBER

### Paul Lynch was part of the PSA for more than half a century.

**T**he Office of the Director of Public Prosecutions is mourning the loss of Paul Lynch, who was a PSA member for 52 years.

"When someone who has contributed powerfully to a society leaves us, there is a real sense of loss," said retired Senior Crown Prosecutor, Chris Maxwell KC. "Paul was such a person.

"Paul had a fine analytical mind and a very true sense of the strength (or weakness) in a Crown case. He developed great efficiency in finding the weaknesses, and his judgement on the decision to prosecute was as good as any that I have seen among the Prosecutors of NSW.

"As an advocate in court he was direct, persuasive and passionate. All being human qualities that appealed to juries. He prosecuted trials across the board from assaults to murders. He loved the cut and thrust of the courtroom which drew upon these qualities I have mentioned. He was a fierce competitor. A quality first demonstrated all those years previously when he played in the front row for St Patrick's schoolboy rugby team in the late 1960s.

"In his last 15 or 20 years, he had the difficulty with his vision. He managed to continue as a fine and well prepared advocate for all of this time. I often wondered how he could do this with such a difficulty. The kind of cases Paul prosecuted during that period often required him to assimilate myriad details from the brief."

# REG WILDING

Retired member Reg Wilding has died at the age of 100. Reg did not request a funeral. He donated his body to the University of Wollongong, his final place of employment before retirement.

Reg was born and raised in England's Midlands. He joined the Royal Navy in World War II. He came to Australia in 1949, worked as a merchant seaman and joined the Maritime Union of Australia.

Reg moved to Wollongong in the 1960's and was a long-time secretary of the local branch of the Communist Party of Australia.

Reg became a PSA Delegate and was involved in the South Coast Labour Council. He convinced many to join the PSA, particularly university and TAFE Librarians.

# FAREWELL TO A STALWART

**Stan Beal will be missed by the union movement and the cricketing community.**

The PSA is saddened to have lost long-time staff member and supporter Stan Beal.

Stan was born on 15 February, 1951 and was an outstanding unionist who continued his commitment long after he left the workforce.

It was only his declining health that prevented him attending Retired Associates meetings in PSA House.

Stan had more than 50 year's association with the PSA. He began employment for the Department of Lands in late 1968 and became a member of the union in early 1969.

He conducted PSA elections from 1977, including PSA elections at Annual Conference, until new polling requirements came into force.

In 1992 he became a full-time employee of the PSA in various administration roles. He conducted other PSA-related elections before becoming the Office and Building Manager up until his retirement in 2015.

Stan also had a 40-year association with Randwick and later Randwick Petersham Cricket Clubs fulfilling roles of Practice Captain, Operations, Assistant CEO, CEO and Chairman of Selectors. He helped young cricketers from the country seeking opportunities in the city by providing accommodation and help securing employment whilst they were at local universities.



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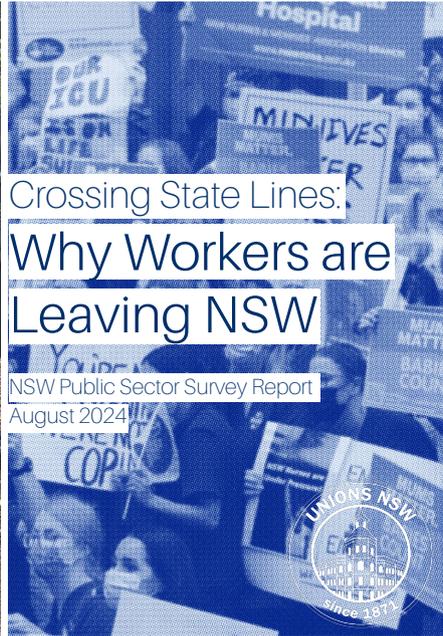


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# GO NORTH: UNIONS NSW EXPOSES WHY WORKERS ARE LEAVING THE STATE



**Beautiful one day, home the next.**

**U**nions NSW has released the findings of its NSW Public Sector Survey Report, *Crossing State Lines: Why Workers are Leaving NSW*. The

survey was open to all Public Sector workers from 14 July 2024 until 4 August 2024, and garnered 7028 responses.

The findings of the report are stark. Despite NSW's essential workers being lauded for carrying the state through the pandemic and subsequent lockdowns, the rhetoric has not translated to better wages or conditions for workers providing public services. Instead, public servants in NSW have said they are seriously considering leaving the state to work elsewhere in Australia, particularly Queensland, at a rate of 42 per cent – up from 27 per cent in 2022.

Other key findings are that wages are not keeping up with the growing cost of living; understaffing is persistent; and retention of workers is not taken seriously. In the areas where staff are staying in their jobs it has proven to be due to the negotiation of better wages and working conditions; and, unless improvements across the whole of the Public Sector can happen, NSW risks losing essential workers to other states.

The report summarises that the key to addressing the essential-worker bleed is that government needs to act as a matter of urgency to ensure the retention of talent in NSW. Unions NSW recommends the adoption of strategies like those successfully implemented in the education and transport sectors. These two clusters achieved higher pay rises than other public sector workers, along with improvements in working conditions and better employee support.

PSA CPSU NSW General Secretary Stewart Little attended the launch (above left) of the report, which is available at the Unions NSW website: [www.unionsnsw.org.au](http://www.unionsnsw.org.au)

## PSA OPENS OFFICE IN JUNEЕ

**South Western operations relocate to the Riverina town.**

**T**he PSA CPSU NSW office for members in the South West has moved from Charles Sturt University to Junee.

The office, at 8 Belmore Street, will support all members in the South West, including those from the Junee Correctional Centre joining the union.

After many years of campaigning by the PSA for an end to the prison-for-profit system, earlier this year the State Government announced that Junee Correctional Centre will be in public hands from March 2025.

The prison, originally built as a private gaol, will now have better

staff-to-inmate ratios, better paid officers and, staff will have improved opportunities for career development with Corrective Services NSW (CSNSW).

Unionised officers and other staff working at the Junee facility will move from the United Workers Union to the PSA, and both unions agree the move will be a positive one for members.

“Our union has supported members in regional NSW since it was founded in 1899,” said PSA CPSU NSW Assistant General Secretary Troy Wright, who attended the opening of the Junee office. “And with seven locations across the state Junee joins a network of assistance that ensures public servants can perform their duties in a safe workplace, with hard-fought-for conditions no matter where in the state of NSW they are.”

# SHERIFF'S OFFICERS WALK OFF JOB

## Poor pay provokes action.

**S**heriff's Officers throughout NSW have walked off the job in protest at the State Government's sluggish approach to giving the workers an uplift.

Members all over NSW walked off the job in August 2024, with a large rally at the Downing Centre in central Sydney. Members from the Hunter Valley made the trip to Sydney to help publicise the urgent need to improve the wages and conditions for Sheriff's Officers.

"Sheriff's Officers are committed to their work, but for too long they have not been adequately paid," said PSA General Secretary Stewart Little. "We demand to see the Government's business case on the pay for these essential workers and an upgrade in their pay and conditions.

"These Champions of the State perform a vital role and the Premier and Attorney General need to acknowledge this."

The statewide walkout was the culmination of events throughout NSW. Walkouts began in the Hunter and North Coast regions, with court houses closed for the day as the walk offs meant there were no staff members to conduct security operations.

Sheriff's Officers in the west and southwest of the state followed suit.



Only one court house in the region had uninterrupted operations.

"The fact court houses had to close proves to how important these workers are to the state and its justice system" said Mr Little.

Two weeks later, the PSA received extensive media coverage, particularly in

regional papers, for walkouts in the south of the state.

"The series of industrial actions shows that our members who do so much for the NSW court system have been treated poorly by their employers," said PSA General Secretary Stewart Little. "Their action is to be congratulated."



# SHAUN WORKS TO SPREAD THE WORD

**A dedicated PSA member is educating new staff on the importance of their union.**

**V**eterinarian Shaun Slattery has seen a lot of change since he started work at the Rural Lands Protection Boards in 1991.

“The workforce was overwhelmingly male and over 50, with all veterinarians working full-time,” he said. “We were not aligned with Public Sector pay rises and did not have many family-friendly and other public sector conditions.

“In 2025 as a male who is approaching 60, I’m a rarity in a District Veterinarian workforce that is overwhelmingly female, early and mid career with part-timers common. We now work for Local Land Services and through the work of the PSA we are now aligned to Public Sector pay rises and broader Public Sector conditions.”

Despite the gains the PSA has won for members in his workplace, Mr Slattery said many new staff are unsure about the roles unions play in their workplace.

“Under the Rural Lands Protection Boards, District Veterinarians were heavily unionised,” he said. “However, with two restructures and rapid turnover of District Veterinarians, this changed. Most District Veterinarians now come from private practice, where there is no union presence, and staff negotiate directly with their employers.

“Consequently, they have little or no knowledge of the arrangements within the NSW Public Sector and the PSA’s integral role for both employees and a functioning public service.

“I’ve found that the key to recruiting new members has been educating potential members on the role the PSA plays in the Public Sector, updating members by email, and using online meetings for consultation. The current Award negotiations have provided a real opportunity to both recruit new members and deliver for existing members.”

Mr Slattery said Local Land Services plays a vital role for the state’s primary



industries, covering biosecurity, livestock disease surveillance, and animal emergency management.

“I was lucky enough to work on the major cattle residue programs of the 1990s,” he said. “Then working on a number of poultry emergency animal disease responses in the 1990s gave me an interest in emergency management.”

Mr Slattery has also worked on disease outbreaks among livestock in Britain and New Zealand.

“After a couple of years in management roles I returned to the government field veterinarian role where I’m privileged to investigate livestock diseases across the Narrabri and Walgett local authorities,” he said.

# SAFework GETS NEW VOCATIONAL GROUP

**Delegates look to guide their workplace through what could be turbulent times.**

**T**he SafeWork NSW Inspector Vocational Advisory Group has been formed. Chair of the group, Maree Davidson, said the agency faces a restructure management plan in the near future and she is “looking forward to working with members” for the best outcome possible.

Industrial Manager representing SafeWork, Julie-Ann Bond, welcomed the formation of the new body.

“It is fantastic to have new Delegates with the new changes on the horizon for SafeWork NSW,” she said. “The PSA will work with these motivated members for real, positive change.”

In June 2024, Ms Davidson joined PSA staff and fellow Delegates Gavin Parker, Tony McKay and Dave Chamings to map out the significant changes and workplace issues at SafeWork along with other concerns raised by members.

“Our members in SafeWork NSW are true Champions of the State,” said PSA General Secretary Stewart Little. “Their work has contributed to a 35 per cent decrease in workplace fatalities in our state over the past 10 years.

“We look forward to working with the new vocational group to get better outcomes for our members.”



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# THE MUSEUM EVERYONE LOVES

## The ongoing Powerhouse saga.

**T**he 12-month delay in the construction of the Parramatta Powerhouse construction gives us a chance to look back at a misguided project.

In February 2015, then Liberal premier Mike Baird announced his government would sell off the Powerhouse Museum in Ultimo and open a facility in Parramatta. Even senior management were not consulted, but instead found out about the plan from the media.

A change of Premier in 2017 gave some hope of a repeal, but incoming premier Gladys Berejiklian wanted to keep the deal going. While the Government was deciding where to put a museum in Parramatta, a pandemic took over the world. COVID-19 shut the museum; and in 2020 while the it was still closed Berejiklian clearly got sick of the bad press and community and PSA action against the sell-off, and announced her government would not sell the facility, but instead turn it into a theatre, and a place to display fashion collections.

Another change of Premier in 2021 brought with it hope of another repeal. However, Premier Perrottet was happy

to let Arts Minister Don Harwin get his theatre in Ultimo, and open a version of the Powerhouse Museum by the flood-prone Parramatta River, demolishing the heritage-listed Willow Grove in the process.

Meanwhile, the Liberal Government had found a Chief Executive for the poison chalice of heading up the process of shuttering one museum and building another, the construction of which would be intermittently halted when the worksite floods. The former director of Carriageworks in Redfern had been chosen and had set about engaging innumerable consultants. And, of course, restructuring the existing staff.

The Powerhouse Museum belongs to the people of NSW. So over the course of this very odd project, public opinion has been sought, despite almost all of the details of the project being kept secret. With each of these public consultations has come overwhelming objection to the whole thing. Since the decision was made to sell off the parcel of land in Ultimo, there have been nine community consultations. Not one of these consultations has resulted in a positive reaction from the public. In fact, in each of the consultations, the outcome has been overwhelmingly negative.

However, the Government has stuck to its predetermined plans. Earlier this year, the State Government held its latest community consultation. Only five of 126 public submissions supported Labor's latest plans for the Ultimo museum which shut its doors in February. The PSA held a giant rally outside the Museum in February in protest to the closure – but the government chose to ignore that as well.

The situation is incongruous. In any other situation, if the consortium of funders were in such deep opposition to a plan, the project leaders would need to work with the group bankrolling the project to satisfy their objections. But for whatever reason – and it seems PSA members will never find out why – the State Government and executive of the Powerhouse have the power to completely ignore what the taxpayers want, and can forge ahead with their own plans, now running a year behind schedule; like it's their own private gallery.

It is never too late though. The Minister for the Arts could keep his promise to return the Powerhouse to being the museum the community loves.

This would require new leadership; something PSA members would applaud.



**DID YOU KNOW RED TAPE HAS A WEBSITE?**

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the people I work with. Swamp wallabies and snakes come through the grounds; you would not know it was in the middle of suburbia.

“I was gardening with a red belly black snake one morning and with a kookaburra another day while lifting mulch.”

Bill Martin is another GA who has “seen it all”.

He has worked in a small school, a large high school serving a huge area on the NSW South Coast and a school in a youth detention centre. For the past two years he has been working in a school that doesn’t fit the mould as a typical NSW education facility.

The Ponds School is a “purpose-built, special support school” that opened in 2016. It educates children with high needs.

“I find it totally different to the other schools I have worked at,” he said. “It is an amazing school to work at. It brings a different set of tasks to the role.

“Because of the high number of children in wheelchairs, it is flat, which makes GAs happy.

“But I can be twice as busy as your typical school, even though it is small. There are gates everywhere, which is tough when you mow.”

Mr Martin chairs the PSA General Assistants Advisory Group (GAAG). The group advocates for better conditions for GAs throughout NSW.

“We have been under-appreciated, undervalued and no-one realises how our role has changed,” he said. “Our wins help all GAs with better pay packets, better conditions and better recognition.”

## SCHOOLS WITH A DIFFERENCE

### Meet two General Assistants working in unusual facilities.

**T**here are more bluetongue lizards than permanent students at Fiona Doherty’s school.

Ms Doherty is General Assistant (GA) at Field of Mars Environmental Education Centre, Ryde. The school has no permanent student population. Instead it is used for students and teachers from other schools who come on excursions for fieldwork, outdoor learning, environmental education and classes on sustainability.

“All we do is school excursions, so last year I had 20,000 students,” said Ms Doherty. “They get the chance to get close to nature.

“It’s a school built on the old Ryde tip in the 1980s. It’s a good build. It was built in the time government constructed things, so it is easy to maintain.”

Ms Doherty, who has been at the school

for more than three years, said she is planting a lot of native trees and caring for two lizards.

“Then I look after the stick insects,” she said. “The location is beautiful and I like



# PSA FIGHTS BULLYING AT THE RURAL FIRE SERVICE

## An unsavoury workplace culture uncovered at the RFS.

**D**espite Delegates and union members demanding action, bullying from volunteers, from some staff and upper management has continued at the Rural Fire Service (RFS). In late 2023 it was empirically identified that RFS personnel face or witness bullying at a significantly higher rate than other sectors of the NSW public service.

“The lack of action taken by management on bullying issues has had a serious impact on PSA members working at RFS and it raises concerns about the organisation’s commitment to ensuring a safe and respectful environment for members,” said General Secretary Stewart Little. “Bullying must be effectively dealt with, so it does not undermine the well-being and morale of staff.

“There must also be further scrutiny into the effectiveness of the RFS policies and actions in addressing serious issues of this nature in the future.”

Over the past 12 months, PSA industrial staff and Delegates have raised concerns

about bullying to HR and senior management. The PSA has emphasised the necessity for effective leadership and policies to prevent bullying and, equally important, to address cases promptly.

A crucial aspect highlighted by the union is the need for all volunteers to undergo mandatory training to foster a respectful and inclusive workplace.

“In recent months, the PSA has gathered anecdotal evidence indicating instances of significant bullying perpetrated against members across the RFS organisation,” said Mr Little.

“The PSA strongly encourages all staff to report any cases of bullying with confidence, utilising any of the available reporting mechanisms available.”

Members affected are encouraged to contact a Delegate, manager or member of HR; or calling the Member Support Centre on 1800 772 679.

“This proactive approach aims to create an environment where individuals feel empowered to speak up, creating a culture that prioritises the well-being and safety of everyone,” said Mr Little.



# FISHERIES OFFICERS TAKE ACTION

## PSA members blow the whistle on major safety concerns.

**F**isheries Officers are fed up with inadequate safety and not being able to do their job.

The time for talk is over said PSA Assistant General Secretary Troy Wright.

“Every day of the year, NSW Fisheries Officers fight against the odds to protect fish stocks,” he said. “The community expects the NSW Government is doing all it can to protect the fish and Fisheries Officers, but the fact is it is not.”

The Fisheries Department receives thousands of calls every year reporting illegal fishing. Yet only a fraction of the calls are responded to in real time because the Government refuses to properly fund fisheries compliance.

On top of the lack of resources, Fisheries Officers don’t have the powers they need to perform their job properly and safely. Simple tasks such as being able to check a person carrying a bag of fish or use a pair of binoculars are not a given for NSW Fisheries Officers. Unlike interstate Fisheries Officers, NSW Fisheries Officers do not even have the basic powers they need to safely protect the fish resource.

“Couple that with inadequate officer self-defence capability and the results can be catastrophic,” said Mr Wright. “Fisheries Officers face an ever-increasing number of dangers such as abuse, intimidation, threats and even assault. Fisheries Officers have been shot at, driven at with 4WDs and threatened with weapons.

“Whilst most commercial fishers play by the rules, the current system allows criminals to infiltrate the fishing industry unhindered. A criminal can apply for

a commercial fishing licence without having to provide any ID or can simply work as unlicensed crew for a commercial fisher. Unlicensed crew don’t even have to produce ID to a Fisheries Officer.”

NSW is one of the only fisheries jurisdictions in the world that is yet to introduce GPS tracking of the commercial fishing fleet, an important tool in modern fisheries management.

There is ample evidence of criminals infiltrating the fishing industry, yet the Government’s laws are making it easier for the criminals. In 2016 and 2020 authorities made the two largest drug seizures in NSW history and both matters involved the fishing industry.

“Fisheries Officers are doing what they can with very little, but what they are asking for is not expensive and it is based on being able to meet basic community expectations” said Mr Wright.

# OUR MEMBERS ARE CHAMPIONS OF THE STATE

All our members are essential workers. Every day PSA CPSU NSW members are working hard for our state making it a better place for all to live, learn and work in.

They truly are Champions of the State.



**Erin** began working at the NSW Ombudsman in July 2023 as a Senior Assessment Officer, and recently moved into an Investigation Officer role.

“I assess complaints about most NSW government agencies,” she said. “After assessing a complaint and discussing with a Senior Investigation Officer, I may decide to ask the NSW government agency what happened, and why.

“While our office can’t overturn the decision of the agency, I can ask questions about why they made a particular decision, assess whether they have complied with their own policies and procedures and decide whether the agency’s action was reasonable.

“Public officials, such as government employees, and in some circumstances, contractors, can also complain to us about serious wrongdoing in the Public Sector, and we assess whether the complaint is a Public Interest Disclosure.”

Erin is one the many Champions of the State making NSW a better place for all.



**Paramuir** is a Senior Correctional Officer protecting the community and working to reduce recidivism in NSW.

“I have been in my current role since May 2016,” he said. “I work at Mary Wade Correctional Centre, which is a male work-release, minimum-security centre.

“I love to assist the rehabilitation of inmates who are lodged in my centre.”

Paramuir said his workplace is set up not just to supervise offenders at a correctional centre, but also in the community.

“We deliver programs that will contribute towards reducing re-offending, offering support and reintegration and building safer communities.”

Paramuir is just one of the thousands of Champions of the State in the NSW correctional system working for a better state. He said the values required in this role include integrity, honesty, motivation and respect. He said Correctional Officers need to be good listeners and unbiased in their approach to inmates.



Trial by a jury of peers is an important part of the NSW justice system, giving the accused the best possible chance of a fair trial. An important contributor to this system, **Trudy** is a Court Officer and Peer Support Officer for Jury Services at the NSW Sheriff’s Office.

“My job involves providing operational support to the NSW Sheriff’s Office,” she said.

“My role involves facilitation of courtroom operations, jury empanelment and processing incoming jurors called for jury service.”

Like many PSA members, Trudy knows her job is a vital component of the NSW Public Sector.

“Court Officers are important to the management of efficient operations of the District and Supreme courts by supporting members of the public, jurors, witnesses, judges and associates when attending court.

Trudy is truly a Champion of the State and NSW is a better place to live due to her work and that of her colleagues.

# ROD MARKS 50 YEARS

Half a century of union pride.

**A**ustralia is the driest, permanently inhabited continent on Earth, and frequent droughts and long periods of hot dry weather make water a valuable and essential resource. WaterNSW stores more water per person than any other water-management organisation in the world, and with a growing population and variable climate it is CPSU NSW members like Rod Gleeson who keep this resource flowing

CPSU NSW Assistant General Secretary Troy Wright recently presented Mr Gleeson with the award for 50 years of union membership.

In January 1974 Mr Gleeson applied for the role of Assistant Surveyor at the Lands Office in East Maitland. He had already cut his teeth as an Engineers' Assistant, developing the mining town of Gunpowder in Queensland which boasted



Waggaaboonyah Dam, built in 1969 for water storage and mining. Because of his impressive experience, Mr Gleeson was "given the nod for the position".

Mr Gleeson worked directly under the Senior Surveyor at the East Maitland Lands Office and was pleasantly surprised to find he was assigned two staff members, and a government vehicle. The Assistant Surveyor and the two staff undertook a lot of manual measuring, and the roles were a great mix of technical ability and dexterity.

Recalling one of the first conversations Mr Gleeson had with his boss when he

started, he was told that there were two important things he needed to consider: he should immediately join the State Super Scheme, and he should also become a union member with the PSA. He took the good advice, joining both, and he is still a proud union member today.

Despite surviving many restructures where positions and departments were made redundant, Mr Gleeson says he would not hesitate recommending employment in the NSW Public Sector: "It's a great place to build a rewarding career."



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# INCOME PROTECTION AVAILABLE TO MEMBERS

## A new member benefit offers coverage to members of the PSA CPSU NSW.

**P**SA CPSU NSW members can receive income protection insurance for as little as \$10.50 a week due to the union's relationship with provider WageCover.

The member benefit provides accident and sickness income protection of at least \$800 per week.

Members in 'high-risk' occupations, such as gaols and the Office of the Sheriff, can take out policies.

Should policyholders be involved in a non-work-related accident, they would receive 90 per cent of their gross weekly income, or the amount nominated, whatever is the lesser.

Members are covered up to the age of 70.

Coverage is also available for partners and spouses of PSA CPSU NSW members.

"There is also a top up policy, which means if a member goes on workers compensation, for the first 13 weeks on a totally-unfit-for-work claim, an injured workers gets 95 per cent of their pre-injury salary," said Member Services Manager Kym Ward. "After 13 weeks, if the member is still totally unfit to return to work, their workers compensation benefit goes down to 80 per cent of their salary.

"If they have this income protection, they can make a claim to top up their 80 per cent workers compensation benefit with an extra 10 per cent salary, taking them up to 90 per cent of their pre-injury salary.

"This is yet another way PSA CPSU NSW membership can cut the rising costs of living."

**THE MEMBER BENEFIT PROVIDES ACCIDENT AND SICKNESS INCOME PROTECTION OF AT LEAST \$800 PER WEEK**



## GET YOUR TAX DEDUCTION

- 1 For Direct Debit or Credit Card payers, your tax statement is available to download via the PSA website [www.psa.asn.au](http://www.psa.asn.au)
- 2 If you pay via invoice you will have received a receipt at time of payment and copies of these are also available via the PSA website.
- 3 If you pay by **payroll deduction** the amount will be shown on your payment summary you will receive from your employer. You will not be able to download from our website.

Your payment summary may be provided by your employer or alternatively go to [www.my.gov.au](http://www.my.gov.au)

For more information on accessing your tax statement go to the Australian Taxation Office's website: [www.ato.gov.au](http://www.ato.gov.au)

If you have any questions regarding your Membership please email us at [membership@psa.asn.au](mailto:membership@psa.asn.au) or call us on **1800 772 679** and press **option 1** to speak with our Membership Team.





## MEMBER FINDS SUPPORT WITH OSARA HEALTH

### Wendy's story.

**I** was diagnosed with stage 4 ovarian cancer in January 2023, and it reoccurred in January 2024. I joined a webinar on offer to union members via Osara Health on ovarian cancer awareness in February and thanked them for this, as I felt it was beneficial to me.

I encouraged others listening in to watch out and be alert for signs. I was completely taken by surprise with my initial diagnosis. I had never participated in a webinar, or conversation regarding cancer and what signs to watch out for, particularly ovarian cancer. This was almost unknown to me, and the shock of being at stage 4 shook me to the core. On reflection, if I knew the signs, I could have been more alert.

I was given a lot of reading material about my initial diagnosis in 2023, but that was too much to take in, on top of the diagnosis. I had a lot of family and friends to support me, fantastic support

from my manager at work and the PSA, a wonderful husband, and my son and his wife to get me through, and my Christian faith. But it was still a lonely journey.

As a PSA CPSU NSW member, I was able to join the Osara Health program. The union pays an annual subscription to the organisation to help any members affected by cancer.

Having Patrick as my health coach from Osara was great. He gave me an unbiased listening ear.

My health coach was extremely supportive, knowledgeable and encouraged me through the process. He provided me with tips, apps and talked me through eating habits, diet, exercising, sleep patterns, keeping a record of medical notes and my general wellbeing. Even though I had Patrick as my coach during my second round of cancer, it was very beneficial to have someone reinforce what I needed to do, and most importantly, provided that contact from a third party.

Having family and friends say something to you isn't always what you

want to hear, and they 'make' you do things. But a professional coach gives you a gentle, yet firm nudge in the right direction. So, there's a great benefit in having someone, other than those close to you, reinforce what you need to do to remain positive, get healthy and stay focused.

So, to many of you out there who may be considering joining the Osara program, go for it! I can vouch for how beneficial it is. I wish I had this support during my first diagnosis, when I might have needed it most.

I have the apps, tips and all the links that I need to influence my eating, sleeping, exercising, keeping my medical records, and even the various places to purchase a wig to look good, feel good. I hope this will give others inspiration and encourage them to take up the support and benefits Osara offers.

*To learn more scan the QR code on the page opposite to enrol in the Cancer Coach or Cancer Caregivers program. Photo above is a generic stock image and not the author.*

Introducing a new member benefit program



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# Supporting Our Community Impacted By Cancer



PSA CPSU NSW has partnered with Osara Health to offer support and behaviour change programs for members impacted by cancer.

Osara Health are experts who will empower you toward better behaviour changes. How Osara can support you:

- Programs for those with a cancer diagnosis or caregivers to a loved one.
- Free and confidential access for members and their immediate family.
- Access to a dedicated Health Coach to support you.
- Educational modules around living with cancer.

Scan the QR code to learn more or enrol in a program today.



**Brian's Story**

**Cancer Caregivers**

by OSARA HEAL+H

# HEART OF THE COMMUNITY

Meet the people our schools depend on.

**O**ur public schools sit at the heart of our communities. They are forging the state's future, educating tomorrow's workforce and

citizens. Over decades, our schools have adapted to different education theories and adjusted to the changing needs of a society that is continually evolving.

Our schools provide secure, permanent employment. In areas dependent on seasonal earnings, particularly those heavily dependent on agriculture and tourism, the economic benefits of regular wages on local economies are huge.

When PSA members go to work in NSW schools, they know their roles have ramifications far beyond the gate.

"Our members' work affects not just children in schools, but in the wider community as well," said Juliette Sizer, Chair of the PSA Schools Departmental Committee and Senior Vice-President of the PSA. "Regardless of whether it is in the outback or the inner city, a school is a vital part of its community."

**'REGARDLESS OF WHETHER IT IS IN THE OUTBACK OR THE INNER CITY, A SCHOOL IS A VITAL PART OF ITS COMMUNITY'**





PS

Our members have a vital role before and after the school bell rings.”

PSA members keep NSW schools running. They are in classrooms, offices and school grounds, making schools more accessible, more efficient, safer and more aesthetic.

Sometimes PSA members are there to work with communities that have historically been marginalised from the education system.

Sean Bremer has been an Aboriginal Education Officer (AEO) for 18 years, working at a number of schools in the Riverina.

“Without AEOs, many Aboriginal children, their families and communities would miss out on having an Aboriginal person to connect them with the

education system and better support them in schools,” he said.

“My role includes supporting the kids either in the classroom or on excursions. It is about being accepted by the Aboriginal community so that I can be the bridge between the school and the world outside.

“We go to meetings outside the school and liaise with other government agencies to best support our children.

“Not all Aboriginal parents are comfortable coming into the school, so they know I can be there for their children.

“We want kids to come to school, we want them to achieve to the best of their ability, and we want them to be happy and feel supported. And I am there for them.”

Ellen Payton is a School Learning and Support Officer at Claymore Public School, running mathematics and literacy programs for children, many of whom need assistance to keep up with other students.

She said working so close with the children gives her an insight into their lives outside school.

“I like the connections that I make with all our community and the staff,” she said. “You are challenged every day and every day is a different day.”

For Glenn Hall, a General Assistant at Thomas Acres Public School, his hands-on role attracted the attention of children feeling isolated from the school system.

“I worked with one girl who didn’t want

# COMPETITION WINNERS

The PSA received excellent contributions from members for the PSA Schools Recognition Week photo competition, showing the wide variety of work these Champions of the State do for the NSW education system.

Tanilba Bay Public School Learning and Support Officer Kelly Coupe was the competition winner with her shot of the team that keeps the school in the Port Stephens area running.

Second prize went to School Administration Officer Kim Horadam from Newcastle’s Tighes Hill Public School for her photo from Book Week.

The photo highlights how involved PSA members get into school activities such as Book Week.

Third prize went to an image that perfectly encapsulates how many of our members feel during the working week. It was contributed by School Administration Manager Antonella Catalanotto from Vardys Road Public School, Kings Langley.

The winner received a \$500 gift voucher, with \$300 and \$200 vouchers for the runner-up and third-placed contribution.





to come to classes, so I got her to help me look after the school's chickens," he said. "Slowly, working with me, she came out of her shell and was more likely to attend classes."

Mr Hall knows his school, in Sydney's southwest, is part of the wider community. He has liaised with groups such as the Veterans Affairs Department to build remembrance gardens onsite. In a multicultural part of Sydney, he ensures all cultures are represented in the school's artworks and landscaping.

PSA members are also looking at the wider world and gearing students for a changing employment market, particularly with the increased emphasis on science, technology, engineering and mathematics (STEM).

Helen Hill is a School Administration Officer (SAO) working in science. She has worked at Kadina High School for five years and worked in other science-related fields before then.

"My role is to provide support for the science teachers in delivering their lessons."

Ms Hill said she is working with the PSA to get better recognition for these workers and their vital skills and expertise.

"I am part of the PSA's SAO in Science Advisory Group," she said.

"We are looking for better training, an acknowledgment of our important role from a safety perspective and better

pay. We would like the Department to acknowledge we have these important skills and can meet training requirements."

Recognition of the vital role non-teaching staff play in our schools is an important focus for the PSA.

Carol Erskine has been a School Administration Manager (SAM) at Lennox Head Public School for 10 years, with experience at other schools in the region before then.

She said the role involves a dizzying variety of tasks, which is part of the job's appeal.

"Walk in the door and there is always work waiting, whether it is a child, parent or casual showing up for the first time," she said. "It's full on until you walk out at the end of the day."

"I like the variety of tasks and I like the challenge of meeting deadlines. I have a routine, but you need to be prepared for that to go out the window if something pops up."

**PSA MEMBERS KEEP NSW SCHOOLS RUNNING. THEY ARE IN CLASSROOMS, OFFICES AND SCHOOL GROUNDS, MAKING SCHOOLS MORE ACCESSIBLE, MORE EFFICIENT, SAFER AND MORE AESTHETIC**

**FEATURE**

Ms Eskine said the pay equity decision in 2019 and last year's wave of permanent appointments have gone some way to "at last recognising that this can be a challenging job".

However, she said there is no allowance for someone's level of experience, and you can find someone with 10 years' experience receiving the same pay as someone fresh in the role. Ms Erskine said the same applies to School Administration Officers (SAOs).

"We need better recognition for our skills and experience: our pay must reflect this," she said. "This would give us a career path."

Ms Sizer agrees, saying the increased professionalism shown by non-teaching staff in NSW schools needs to be recognised.

"Too many people see us as 'mums helping out', when in fact these are

professional roles that our schools depend on," she said. "We need career paths, training opportunities and pay scales that reflect our progression."

"It is all about respecting and recognising our important work."

For some members, there is a realisation that not only do communities depend on schools, but school budgets and sizes depend on the size of the community around them.

"I am a School Admin Manager in Walbundrie, down near the Victorian border," said PSA member Emma Pearce. "If it wasn't for our school in Walbundrie, our community would collapse."

"A typical day is busy, because in a small school you have limited staff."

If the population continues to decline, fewer students will mean less money to hire staff.

"It's symbiotic," she said. "We have to have our school and our school needs our community."

PSA General Secretary Stewart Little said the union has had many wins for members in schools, particularly on pay equity, better pay for Psychologists, permanence, and getting a regular series of conferences for General Assistants.

"We are determined throughout all these wins, that the State Government recognises the extraordinary professionalism of our members in our schools and the wider communities that they serve."

"It is hard to think of a more important role of the state than educating our children. The PSA knows this and it fights hard to make sure the State Government, and the Federal Government handing out funding, know it, too."





## THE THIRD P: TACKLING VIOLENCE IN SCHOOLS

### Members need to be safe.

**T**he PSA has long campaigned for the three Ps. In 2019, the first of these – Paid – was won when the Pay Equity decision was handed down in favour of staff in schools. The second – Permanent – was won at last year's election even before a vote was cast, when both parties agreed with the PSA on the need to give school staff secure roles.

Now it is time for members to be Protected.

Although working in schools to provide a safe environment for students to learn in is an extremely rewarding job, there is also an unfortunate, contrary set of circumstances that can go with this. Too many PSA members are subjected to violence and threatening behaviour in their workplace.

A recent survey conducted by the PSA for School Learning Support Officers revealed some very sobering facts concerning violence against our members in schools. Thirty per cent of

incidents reported happened on a daily basis. There were high rates of verbal abuse, physical assaults and incidents involving objects or weapons.

Half of PSA members have been involved in a whole-school lockdown in the past 12 months. These statistics are hardly what anyone could consider reasonable for any workplace.

Talking to Delegates and members, it's clear that our members are on the wrong end of a very complex problem. Considering the seriousness of these issues, members report that there are few consequences for the children behaving this way. And further, although teachers are of course on the receiving end of this behaviour as well, it is our members who routinely cop the "what did you do to provoke this behaviour?" from school executives.

There is much collateral damage involved in these incidents as well. Although most students are not violent or verbally aggressive, all students who witness this behaviour are affected. Particularly if they witness a physical assault. There is always a pall of anxiety in classrooms and other school areas where violence has taken place. And of course, where there is workers'

compensation involved, there are the complexities of dealing with this: time off work – creating extra work for colleagues – reduced pay while recovering, and the arduousness of return-to-work programs. The Public Service Association is always there to support members through this; but it would be much better if those at the top did more to address these situations earlier, and more seriously.

Societal attitudes towards public education must change – or at least become more positive. Of course, every child is entitled to an education; however, public schools cannot be taken for granted. Our public schools staff provide a valuable service to society and deserve to be treated as valuable. The Federal Government needs to fund public schools far more effectively, and with the same enthusiasm with which it funds private schools. And the NSW Education Department must start providing more protective measures for our members. Training for staff – which our members have requested – must be provided, as well as the same level of respect that school executives expect to receive from students, parents, and the community.

# INSPIRE INCLUSION

## PSA CPSU NSW women work together for a better world.

**T**he 2024 PSA CPSU NSW Women's Conference encouraged attendees to inspire inclusion in their workplaces.

Welcome to Country was conducted by Aunty Joan Bell of the Metropolitan Aboriginal Land Council. Aunty Joan talked about her upbringing in Peak Hill, with her family moving "to the scrub" to keep ahead of the Welfare Board trying to take their children.

"If you live in the scrub, you run where you want and no-one is telling you to do this and do that," she said. "We felt free."

Aunty Joan urged those at the conference to show respect for other people and the land and animals that share the country with them.

Chair of the Women's Council, Leanne Smith, then welcomed attendees, outlined the theme and encouraged members and Delegates to mix and network with other women members.

"Talk to someone you've never met," she said.

In a short message to women present, PSA CPSU NSW General Secretary Stewart Little praised members in Community Services for success in getting attention to a workplace in crisis.

Mr Little drew a direct correlation between union coverage and equality in the workplace.

Former PSA CPSU NSW President Sue

Walsh gave a eulogy for Janet Good, the trailblazing unionist who paved the way for the inclusion of more women in senior roles in the union. Ms Good was the first woman to be PSA CPSU NSW President, and the first person to fill both the President and General Secretary roles.

Ms Walsh recalled meeting Ms Good early in her career and said how her mentorship prepared her for a life as an active unionist. She added Ms Good was one of the reasons the PSA took an integral role in getting women in schools out of temporary roles.

Ms Walsh praised Ms Good's intellect, saying "she was an awesome negotiator", her great dispute resolution skills; her mentorship for women "to help women navigate challenges"; with her scorn usually reserved for Departmental Secretaries.

Her presentation ended with one minute's silence.

Current PSA CPSU NSW President Nicole Jess reiterated Ms Walsh's message on inclusion, saying "Janet Good is a perfect example of what can be done when women stand up for other women".

Ms Jess urged people to take from Delegates' "amazing stories and to draw inspiration from each other.

"Let us lift one another up; our voices need to be heard. Together we can create a tapestry of inclusion."

Former Australian national football goalkeeper Lydia Williams kept to the theme, talking about how sport helped her feel included as a shy girl moving to a new city after living between "white culture and black



culture” as she was raised by an Aboriginal father and American mother who were missionaries in outback Western Australia.

Ms Williams took the audience through her 35-year path from junior football after her father’s death to the 2023 Matildas’ World Cup squad.

“I didn’t know what to do with myself during the grieving process,” she said. “I did the only thing I knew how to do, which was to put it into sport. Friends in football were there to support me. Eight months later I was called into my first Australian camp.”

It was as a national representative that Ms Williams saw that women were struggling with a role that required full-time commitment on less than a part-time wage. The Matildas at the time were paid \$21,000 a year.

She was a leader in a strike leading up to a game against the better-paid American women’s team. Once a better pay deal was agreed to, she said, the team rewarded its employer, Football Australia, with better results, beating the US for the first time, qualifying for the 2019 World Cup, the 2020 Olympics and getting to a record-high

semifinal place at the 2023 World Cup.

In 2019, the Matildas received equal pay with the national men’s team, the Socceroos.

Ms Williams talked about the women in the game who had inspired and included her in the family of players at the top level of the game, including the senior women in the Matildas and famed American player Abby Wombach.

She said at her national debut in 2005, even she had never heard of the Matildas. By the time she retired in 2024, her last game was in front of 75,000 people, and the Matildas are the country’s most popular national team.

General Practitioner Fiona Mackintosh from PSA CPSU NSW partner Osara Health followed Ms Williams with a more sobering presentation about the type of cancers that typically affect women.

Anastasia Polites from Aware Super moved the discussion from physical health to financial wellbeing, covering Australia’s deplorable superannuation imbalance.

“Women in other disadvantaged groups, such as Aboriginal women, face further disadvantage,” she said.

Ms Polites said the simplicity of super means it continues to reflect wage inequality through society, with hiring and pay decisions, insufficient flexibility and disproportionate levels of unpaid caring and domestic work all contributing to this imbalance.

She said the good news is that the gender pay gap is shrinking, something “attributable to some of the union wins we’ve had in the past”.

“We want super on unpaid parental leave,” said Ms Polites, adding the Queensland Government had plans to do this. “And we want to redirect savings to people with low balances.”

She said reporting requirements “have certainly shaken up the finance

industry”, but more work is required in “female-dominated industries” which are disproportionately lower paid, as well as addressing stratospheric housing costs.

Ms Polites was followed by a panel of members. Danielle Pinchas from Corrective Services talked about her charity From Me to You ([www.fromtoyou.com.au](http://www.fromtoyou.com.au)) donating blankets to comfort women who have experienced stillbirth, taking the audience through her own heartbreaking experience of losing children at birth.

Dilsat Seyis from Community Services outlined the PSA’s fight to keep the Mount Druitt Domestic Violence service open, as well as the trauma of working in such a harrowing field.

Charity Danquah from the Department of Education discussed her work on bodies such as Immigrant Women Speak Out and charities set up to combat domestic violence. She went into detail on how tough it is to operate on limited budgets.

“Even if we don’t have the money, we are still going to show up as there are people who rely on us,” she said.

Gender Equity Specialist Monica Rose followed with a presentation on issues such as using a people-centred approach for those being sexually harassed at work. She advised Delegates dealing with sexual harassment in the workplace to refer people to professional services rather than taking on all the work themselves and encouraged support for carers and those with caring responsibilities.

Turning to the Status of Women “report card” issued by the Federal Government, Ms Rose said there is much to do with closing the gap on how much unpaid caring responsibilities lie with women, who still on average do an hour a day more than men.

The last speaker on day one was motivational speaker and author Toni Powell, whose book *The Yellow Car* goes

## SCHOLARSHIP WINNER

The Kris Cruden Scholarship recipient was named at Women’s Conference.

The scholarship goes to Joanne Swan from Community Corrections at Coffs Harbour, who is studying a Bachelor of Social Work.

“She was chosen by Kris’s family because of her continued commitment to union values, her field of study and prevelant personal motivation whilst being a working mother and looking to continue her studies,” said PSA CPSU NSW Women’s Officer Simone Scalmer.





into strategies about letting go of stress and anxiety in a humorous way. In her presentation, she encouraged people “to focus on the beauty, gratitude, the joy and the kindness that can transform your world in a matter of weeks.

“The more positives you notice, the more beautiful your life becomes. There is a role for stress – it helps us – but it needs to be controlled.

“When we are in a negative frame of mind, every problem becomes about 30 per cent bigger.”

The following day, PSA CPSU NSW Aboriginal Council member Shanice Leadbeatter talked about her childhood in the Riverina. She was taken from her mother straight after she was born, only to be given back several weeks later as “my mother was not in a relationship with my Aboriginal dad, so the government decided I was to be returned”.

“I was one of the lucky ones,” she said.

PSA CPSU NSW Industrial Manager Siobhan Callinan then chaired a forum of PSA CPSU NSW Organisers about “building structure and networks, getting new members and winning for the union”.

Belinda Tsikiris talked about how her inspiration to become a Delegate stemmed from an earlier women’s conference, then discussed how the Child Protection walkouts unfolded throughout NSW.

She said Organisers inspired each site’s participants by showing videos of previous walkouts. This action culminated in a statewide strike on the day before Women’s Conference.

“We had really great coverage throughout the state,” she said. “It was about standing together and being hopeful about change.”

Ms Tsikiris said there had been “smaller wins” on issues such as bullying and toxic workplaces, as well as the PSA’s prevention of the closure of the Mount Druitt Domestic Violence unit.

Regional Organiser Rebecca Reilly talked about the success of the Child Protection action in the Northern Rivers region, praising the high membership rate in the area.

She also discussed how recruiting took place when the privately run Clarence Correctional Centre opened. As a greenfield site, the CPSU NSW needed

a majority of workers to sign up to get coverage of the site.

“When Serco started, the Correctional Officers were on \$21 an hour,” she said, pointing out the campaign got this increased to \$30 an hour.

Organiser Susan Chee Quee outlined challenge of recruiting members in schools across more than 2000 sites and talked about the pay equity decision as a huge win for working women in an increasingly professional section of the Public Sector.

“Educating a non-member is really important for recruiting,” she said. “I believe in talking about how the union has helped you.”

Organiser Kim Villanti discussed how the PSA scored a massive win at the Office of the Director of Public Prosecutions over unpaid overtime.

“The fight isn’t over yet,” she said. “We have recruited well in this campaign.”

She said the case will be used as a template for similar issues elsewhere in the Public Sector

“This campaign is a perfect example that proves the power of the union,” she said.



“And we can’t do it without our amazing delegates.”

Fittingly for someone outlining a report on working from home and hybrid arrangements, University of NSW Associate Professor Sue Williamson delivered her talk remotely from Canberra.

“Return-to-office directives don’t work,” she said, citing the recent talk on the issue generated by Premier Chris Minns. “Forcing people back into the office just breeds resentment. It is a blunt instrument.”

She said employers “need to make offices more attractive” and cited team-building activities such as axe-throwing and bowling that were popular in Canberra worksites.

“Working from home particularly suits women with disabilities and women carers.

“Stereotypes about what a good worker looks like are slowly starting to change, with less focus on people spending a long time in the office.”

Professor Williamson said once they saw productivity was maintained during the pandemic when people worked from

home in greater numbers, managers are becoming more accepting to the idea of people working from home.

“Managers are increasingly focused on outcomes rather than output or the hours worked,” she said. “They just want to know if things are getting done.”

Professor Williamson said “autonomy and trust are key components of hybrid working” and that there had been a surprising lack or surveillance of employees in Australia in hybrid working arrangement.

“Inspire Inclusion was the theme of this year’s Women’s Conference, but I like to think every year our union inspires women to play a greater role in our workplaces,” said PSA CPSU NSW President Nicole Jess. “Inclusion benefits everyone on the workplace.

“Conference once again gave us the chance to exchange ideas, hear from experts and support each other as women in the union movement.”

Closing the conference, Women’s Council Chair Leanne Smith urged attendees “to go back to our workplaces to inspire inclusion”.



## WINNING FOR WOMEN

Every year the PSA CPSU NSW Women’s Conference presents awards to those Delegates who have helped women at work.

This year’s winners are, Trina Leask (Service NSW), Linda Gosbell (Community Services), Pagan Lickiss (Office of the Sheriff) and Tiffany Bet (Wollongong University).





# PSA SCHOOLS RECOGNITION WEEK

**Members throughout the state celebrate their roles in NSW education.**

**P**SA Schools Recognition Week gave PSA members the chance to celebrate the vital role they do in the NSW education system.

All over the state, members had morning teas, special assemblies or nights out to acknowledge their work in the operation of NSW schools.

PSA Schools Recognition Week this year comes on the heels of a significant

win: the transition to permanency of thousands of staff members.

“The PSA is proud to represent its members in schools,” said General Secretary of the union, Stewart Little. “There can be few more important roles for the state than the education of tomorrow’s workforce.

“The theme for the week this year is, We Just Do It, and that sums up the can-do attitude of our members in classrooms, libraries, grounds and offices of our schools who do so much for the students.

“As always, it is a joy to go to NSW schools and see our members making

such a positive difference for the state.

“I hope they all enjoyed PSA Schools Recognition Week.”







# YOUR CASE, YOUR CHOICE

Advice from the PSA and McNally Jones Staff lawyers on medical examinations.

**I**n recent months the PSA has been seeing a lot of declined workers compensation matters where the insurer has arranged for the member to be examined by a doctor referred to as an “Independent Medical Examiner” they appoint AFTER the claim is declined. This is referred to as an Independent Medical Examination (IME).

This happens most often in claims for psychological injury.

Members do not have to attend these. And in no circumstances should they do so without seeking legal advice.

In many cases where an insurer arranges such an examination *before* liability is declined, the member is also not obliged to attend. That is because the legislation makes the circumstances in which an insurer entitled to such an examination extremely limited.

Any member who makes a workers compensation claim and is notified of an IME by the insurer before liability is declined should contact the union on [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au) and we'll refer you our workers' compensation lawyers for advice.

If the IME appointment is after liability has been declined you should notify the insurer you won't be attending as you have legal advice you are not required to attend because liability has been declined. In these circumstances when a claim has been declined you should also contact [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au) to provide a copy of the “section 78” decline notice and you will be referred for immediate

assistance with your declined claim.

Do not “request a review” or provide the insurer with any other documents or medical reports you may have. You will be provided with the best individual legal advice on whether you have good prospects of overturning the decline of your claim, and how they will go about this. Send your documents to [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au) and we will be in contact.

## **PERMANENT IMPAIRMENT CLAIMS (LUMP SUM CLAIMS)**

Members seeking advice on whether they have a “Section 66” claim for permanent impairment (lump sum compensation) or have been referred to an IME by the insurer for this purpose should also contact the Member Support Centre for a referral. In some instances, this may have an effect on your ability to continue to work in your current role.

To be eligible for lump sum compensation under Section 66, all permanent physical injuries must have a degree of permanent impairment more than 10 per cent; including hearing loss claims. Permanent primary psychological or psychiatric injuries are also compensable under Section 66, provided that the degree of permanent impairment is at least 15 per cent.

## **WHAT BENEFITS ARE YOU ENTITLED TO?**

Depending on the individual claim and the type, nature and severity of the work-related injury, a worker may be eligible for the following compensation benefits:

- Weekly payments.

- Lump sum permanent impairment compensation.
- Medical, hospital and rehabilitation expenses.
- Property damage expenses.
- Death benefits and funeral expenses may be payable when a worker dies as a result of a workplace injury.

## **WEEKLY BENEFITS: NO CURRENT WORK CAPACITY**

- During the first 13 weeks of incapacity, workers who have no current work capacity will receive up to 95 per cent of their pre-injury average weekly earnings (PIAWE).
- From weeks 14 to 130, workers who have no current work capacity will receive up to 80 per cent of their PIAWE.
- After 130 weeks, workers who still have no current work capacity will continue to receive up to 80 per cent of their PIAWE.

## **WEEKLY BENEFITS: SOME WORK CAPACITY**

First entitlement period – Weeks 1 to 13

- Workers who have current work capacity and are able to work during the 13 weeks after a claim is made are entitled to top up payments to 95% of their PIAWE.

## **SECOND ENTITLEMENT PERIOD – WEEKS 14 TO 130**

- Workers who have returned to work for at least 15 hours per week from weeks 14 to 130 are entitled to top up payments to 95 per cent of their PIAWE.
- Those who have capacity to work, but who are working less than 15 hours per week from weeks 14 to 130 may receive up to 80 per cent of their PIAWE.

- If a worker is able to work but is not working at least 15 hours per week by the end of the 130 weeks, the entitlement to weekly payments will cease, except for workers with a permanent impairment of more than 20 per cent.

**AFTER THE SECOND ENTITLEMENT PERIOD (CONTACT THE MEMBER SUPPORT CENTRE AND SEEK ADVICE IN THESE CIRCUMSTANCES)**

- Continuation of weekly payments after 130 weeks will depend on the person having no capacity for work and if having a capacity for work, having achieved an actual return to paid employment of at least 15 hours per week and earning at least \$216 per week.
- Workers must apply in writing to the insurer for continuation of weekly benefits beyond the second entitlement period (this involves completing a prescribed form).
- Weekly payments will be limited to a maximum of five years except for workers with a permanent impairment of over 20 per cent.
- Workers with a permanent impairment over 20 per cent are eligible to receive weekly payments until reaching the Commonwealth retirement age, subject to ongoing work capacity assessments.

The Workers Compensation scheme can be difficult to navigate when someone has suffered a work-related injury.

“At any time you feel overwhelmed or unsure of your entitlements or rights, call our Member Support Centre (MSC) on 1800 772 679, or send an email with relevant documents to [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au) and we will get back to you as soon as we can” said General Secretary Stewart Little.

PSA CPSU NSW members are encouraged to ensure that their employer has an obligation to find them suitable duties at your workplace if their Certificate of Capacity states you are fit for suitable duties at work.

This may be in the form of restricted duties, restricted hours or work patterns, or may be at another work location.

If a member finds that their employer is not offering these duties, they should contact the MSC, where an Industrial Officer can advocate on their behalf, and if necessary a referral to the union’s workers compensation lawyers will be provided.

## UNION PRESSURE WINS TOUGHER LAWS ON WORK-RELATED DEATHS

### Kill a worker? Go to gaol.

After a union campaign, the NSW Government has toughened laws on industrial manslaughter.

Employers found responsible for the death of workers in NSW now face up to 25 years in prison. Maximum fines for industrial manslaughter have been increased.

The new laws, introduced to State Parliament in June 2024, come after a decades-long campaign by unions, including the PSA CPSU NSW.

The day before the law was passed, the PSA CPSU NSW joined other

unions on a chilly morning outside State Parliament to mark the long delay in getting these laws implemented. Speakers included family members of workers killed on site.

There were also politicians at the event lending their support to the new laws and to mark the success of the campaign, including representatives from Labor and the Greens and crossbencher Jeremy Buckingham.

“The success of this campaign proves what can happen when unions work together,” said PSA CPSU NSW General Secretary Stewart Little. “Nothing can bring back a worker killed on a worksite.”





# MEMBERS MAKE A DIFFERENCE AND SUPPORT STEWART HOUSE

**P**SA CPSU NSW members understand the importance of supporting those in need within their communities. Stewart House, which provides life-changing programs for up to 1600 disadvantaged children from NSW public schools each year. These children, often facing challenging circumstances, find hope, healing, and a brighter future at Stewart House.

## **ABOUT STEWART HOUSE**

Situated on Sydney's Northern Beaches, Stewart House assists children in need from NSW and the ACT. Established in 1931 by staff of the NSW Department of Education to address malnutrition and disease, Stewart House provides remedial and preventative care. Children arrive throughout the school term for an 11-night stay.

At Stewart House, they receive comprehensive health screenings and treatments for their eyes, ears, and teeth.

Beyond physical health, the program emphasises developing emotional regulation as well as essential life skills, including self-care, conflict resolution, and social interaction.

This transformative experience is provided free of charge, relying entirely on charitable donations. Only 5 per cent of operating costs are government-funded, and its annual operating costs are just over \$5 million with a projected shortfall of around \$1 million this year. Your support through the Education Department's whole-of-government workplace giving program can ensure Stewart House continues to offer these vital services to disadvantaged children.

## **THE IMPACT OF YOUR SUPPORT: PETER'S STORY**

The profound impact of Stewart House is best illustrated through the stories of those who have experienced its care and support. Take, for instance, Peter's journey:

"I was apprehensive. Coming from a household where I experienced uncontrolled outbursts of anger and beatings, I arrived with trepidation at Stewart House to be greeted by students of various ages from all over NSW. At first, it was very difficult for me, but with the help of the staff and volunteers, I settled in and made new friends.

"The lady who taught art was very nice and liked the things I made. She was instrumental in engaging me with art, and it became a passion for me after the visit. I went on to do painting and drawing and eventually became a painter and sign writer.

"My parents never came to collect me. Eventually, my sister and her husband collected me a week later. Returning home was not good, but I always held on to that time away; it made me see that life beyond my home situation was possible, and it made me realise that I was not the problem, and that things would get better as I got older. It gave me purpose."



Peter's story is just one example of how Stewart House can be a beacon of hope and a catalyst for positive change. For many children, the support and care they receive at Stewart House give them the strength and confidence to envision a brighter future.

#### HOW YOU CAN HELP

Supporting Stewart House is straightforward and helps children straight away.

Members can make regular, pre-tax donations directly from their salary by participating in workplace giving. A contribution of \$7 per fortnight, over one year, funds one day of a child's 11-night stay at Stewart House.

#### TAKE ACTION TODAY

By contributing through workplace giving, PSA CPSU NSW members can be a part of this vital work, helping to provide life-changing programs and support for children in need.

Staff currently employed by the NSW Department of Education can join the Department's Stewart House Salary Contribution Scheme by completing an online form at [www.stewarthouse.org.au/salary-contribution](http://www.stewarthouse.org.au/salary-contribution)

All other public sector staff can contact their payroll department about workplace giving for Stewart House. .

Go to [www.stewarthouse.org.au](http://www.stewarthouse.org.au) to learn more.

# GROUP STOPS MINERS GETTING SHAFTED

## Cleaner energy should not consign workers to poverty.

**A**PHEDA-Union Aid Abroad is collaborating with unions in neighbouring countries, representing workers affected by the transition from coal to renewables

Indonesia, for example, plans to phase out coal by 2060, a positive step for combating climate change. However, Nikasi Ginting, the Secretary General of the Mining and Energy Federation of Indonesia, warns that this transition threatens the livelihoods of hundreds of thousands of coal miners and their communities. As the world's largest coal exporter, Indonesia's local economies deeply depend on this industry.

APHEDA is working with trade unions

in Indonesia, the Philippines, and Nepal to ensure workers' voices are heard during the shift from coal mining.

The organisation insists moving towards a greener future shouldn't come at the expense of workers. As such, APHEDA's projects include:

Indonesian coal workers organising to secure a just energy transition.

Filipino workers mobilising for climate justice and effective responses to climate disasters.

Indian women coal pickers organising for alternative and long-term jobs.

Nepalese unions advancing workers' agendas in climate negotiations with the government.

All donations to APHEDA – [www.apheda.org.au](http://www.apheda.org.au) – are tax-deductable.



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

## PUBLIC SERVICE ASSOCIATION OF NSW

### STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 December 2023

	2023	2022
	\$	\$
Revenue	25,823,931	24,288,378
Other revenue	101,346	53,344
	<b>25,925,277</b>	<b>24,341,722</b>
Employee benefits expense	(16,145,037)	(16,642,096)
Professional fees	(2,125,432)	(2,428,830)
Depreciation	(953,026)	(868,930)
Advertising and promotion expenses	(924,092)	(229,923)
Property expenses	(920,979)	(759,567)
Technology expenses	(892,493)	(785,312)
Insurance expenses	(773,618)	(675,792)
Travel expenses	(765,913)	(647,548)
Member Benefit expenses	(436,031)	(558,370)
Conference expenses	(349,858)	(160,106)
Affiliation fees	(207,792)	(204,416)
Campaign expenses	(146,590)	(469,177)
Finance expenses	(21,920)	(10,068)
Other expenses	(1,109,288)	(1,283,777)
<b>Profit/(Loss) before income tax</b>	<b>153,208</b>	<b>(1,382,190)</b>
Income tax expense	-	-
<b>Profit/(Loss) for the year</b>	<b>153,208</b>	<b>(1,382,190)</b>
<b>OTHER COMPREHENSIVE INCOME</b>		
<i>Items that will not be reclassified subsequently to profit or loss</i>		
Fair value adjustments - land and buildings	(3,451,830)	
Actuarial (loss)/gain on defined benefit fund	(1,403,830)	2,241,586
Fair value revaluation of financial assets and FVOCI	132,730	(169,960)
<b>Other comprehensive income for the year</b>	<b>(4,722,930)</b>	<b>2,071,626</b>
<b>Total comprehensive income for the year</b>	<b>(4,569,722)</b>	<b>689,436</b>

## PUBLIC SERVICE ASSOCIATION OF NSW

### STATEMENT OF FINANCIAL POSITION

As at 31 December 2023

	2023	2022
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	5,043,241	4,439,813
Trade and other receivables	1,620,752	1,092,686
Other financial assets	28,966,428	31,341,688
Other assets	885,576	457,804
<b>TOTAL CURRENT ASSETS</b>	<b>36,515,997</b>	<b>37,331,991</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	47,820,477	49,628,942
Right-of-use assets	184,263	320,526
<b>TOTAL NON-CURRENT ASSETS</b>	<b>48,004,740</b>	<b>49,949,468</b>
<b>TOTAL ASSETS</b>	<b>84,520,737</b>	<b>87,281,459</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	3,046,100	2,578,654
Lease liabilities	96,763	322,228
Employee benefits	4,567,400	5,231,889
Other financial liabilities	249,791	204,079
<b>TOTAL CURRENT LIABILITIES</b>	<b>7,960,054</b>	<b>8,336,850</b>
<b>NON-CURRENT LIABILITIES</b>		
Lease liabilities	100,033	-
Employee benefits	3,335,718	1,459,622
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>3,435,751</b>	<b>1,459,622</b>
<b>TOTAL LIABILITIES</b>	<b>11,395,805</b>	<b>9,796,472</b>
<b>NET ASSETS</b>	<b>73,124,932</b>	<b>77,484,987</b>
<b>EQUITY</b>		
Reserves	44,974,567	48,376,344
Retained earnings	28,150,365	29,108,643
<b>TOTAL EQUITY</b>	<b>73,124,932</b>	<b>77,484,987</b>

## SUMMARY OF FINANCIAL ACCOUNTS FOR 2023

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

A copy of the Auditor's Report, Accounts and Statements will be supplied free of charge to members on request. Certificates required to be given under the Act by the Accounting Officer and the Committee of Management have been completed in accordance with the provisions of the Act and contain no qualifications.

In accordance with the requirements of the Act, the attention of members is drawn to the provision of the Sub Sections (1) and (2) of Section 512 of the *Industrial Relations Act 1991*, preserved as regulations

under section 282(2) *Industrial Relations Act 1996*, which read as follows:

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



## Independent Audit Report to the members of Public Service Association of New South Wales

### Opinion

The concise financial report, which comprises the balance sheet as at 31 December 2023, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, and related notes, are derived from the audited financial statements of Public Service Association of NSW ('the Association') for the year ended 31 December 2023.

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

### Concise Financial Report

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

### Independence

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

### The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 17 May 2024.

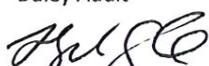
### Central Council's Responsibility for the Concise Financial Report

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

### Auditor's Responsibility

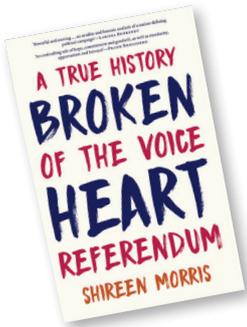
Our responsibility is to express an opinion on whether the concise financial report is consistent, in all material aspects, with the audited financial report based on our procedures, which were conducted in accordance with auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

  
Daley Audit

  
Stephen Milgate  
Partner

Wollongong  
Dated: 17 May 2024

*Liability limited by a scheme approved under Professional Standards Legislation.*



**A true history of the Voice referendum**

Shireen Morris  
\$36.99  
La Trobe University Press

# BROKEN HEART

**C**onstitutional Lawyer Shireen Morris delves into the reasons nearly two-thirds of Australian voters turned their backs on enshrining a Voice for Aboriginal and Torres Strait Islander people.

Ms Morris, who worked on the Voice with Aboriginal Lawyer Noel Pearson for more than a decade, gives an insight into the early days of negotiations for a Voice, and the enormous challenge of getting the 97 per cent

of Australians without First Nations heritage to vote in support the 3 per cent who do.

Ms Morris pulls no punches on the way many of the No supporters conducted themselves. She reprints the foul-mouthed, all-caps emails from anonymous respondents, and looks at disinformation from the right-wing group Advance.

“I had to trawl through the comments under my posts and videos daily, deleting, hiding or blocking the coordinated onslaught of racism and hate,” she wrote, adding many posts attacked her South Asian heritage.

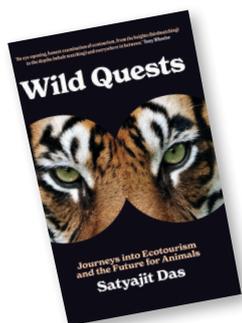
Ms Morris writes of the lost opportunity to rectify issues such as disproportionate labour participation and health outcomes.

“I can’t escape the conclusion that non-Indigenous Australians failed Indigenous people,” she wrote. “We failed them comprehensively on 14 October 2023.”

Ms Morris said that, despite the efforts of conservative politicians such as Matt Kean and Julian Leeser, the referendum’s failure highlighted a country divided.

“Maybe The Voice was unviable because the Coalition was so fundamentally closed to changing a system that is so badly failing Indigenous Australians,” she wrote.





## Journeys into ecotourism and the future for animals

Satyajit Das  
\$24.99  
Monash University Publishing

# WILD QUESTS

**F**inancier Satyajit Das has walked away from the money markets and instead is writing about the world of conservation for profit.

Like many wealthy people, Ms Das has been able to travel the world on high-end ecotourism trips, seeing animals up close in areas inaccessible to most tourists.

Pointing out in his introduction that “animals do

not want to see us”, Ms Das then goes on to discuss how people looking at nature can preserve species. However, he looks at the ethics of the world of ecotourism from a number of perspectives.

He talks about the negative effects of animals being taught to associate people with food, as well as the fact so few profits from this very high-end industry reach local communities.

The PSA CPSU NSW has a wide range of members

employed in conservation. They, and anyone interested in slowing down our planet’s appalling rates of extinction, will find Mr Das’s book a fascinating read.





## SHE'S ON THE MONEY

**H**osted by millennial money expert Victoria Devine, Australian podcast *She's On The Money*, provides general financial advice to younger people. The March 2024 episode of Season Seven, which opens with a Welcome from Yorta Yorta, Kurnai, Welfaree, and Wadjuri woman Natarsha Nabununga, is titled *Navigating Redundancy*.

For those members who may be looking at the spectre of redundancy, or who are just curious about how redundancy works,

this episode is handy. Although it is general, and covers aspects more appropriate to the private sector, the second half of the podcast, centred on how to deal with your employer during redundancies, and on what a member can do with the sudden large deposit of income, is noteworthy.

The advice on this episode is also of interest to public sector employees as it covers redeployment – something the current NSW government is focussed on, rather than straight-out firing. The conversation also looks into the psychological impacts on being made redundant – something HR departments would often prefer to ignore.

## HONEST HR

**M**ost members can unfortunately relate to a bad boss story, so this North American podcast, hosted by Amber Clayton, Robyn Hopper, and Rue Dooley, once it finally gets going after some inane banter, is good for a laugh

Although this is a very human resources-centric podcast, the focus of two episodes on bad bosses will be of interest to PSA members; and indeed anyone who has been employed.

The two episodes provide a HR perspective on how to deal with bad boss situations; and, an understanding of what is bad behaviour, as opposed to just poor management.

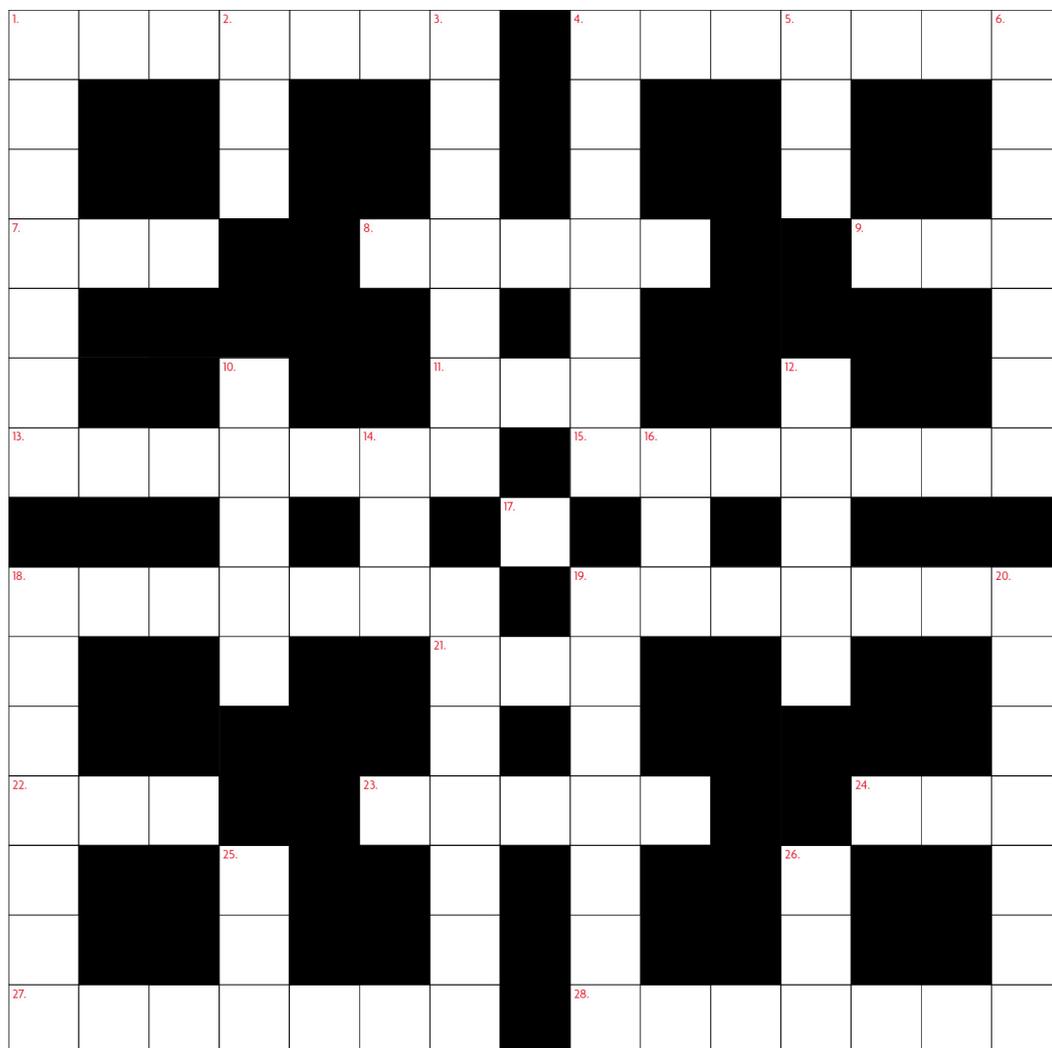
Blatant sexism from a male Chief Executive is dealt with, and suggestions of how an HR department might deal with this type of situation. In another story, an abusive, berating boss gets his just-deserts; while bosses who threaten and gaslight staff into doing work well-outside their prescribed duties are discussed.

Of particular interest is the conversation around sickness and family leave. Although there are of course differences in industrial relations between North America and Australia, the issues are relevant. The notion that staff commonly abuse sick leave is something shared by senior managers across the board it would seem. However, bosses who bluntly or sarcastically suggest this to staff can and should have this backfire on them.

The speakers on this podcast advise that upper management need consistent training on the subject of sick leave and carers leave – and this is something the PSA would definitely agree with.



# CROSSWORD



Last issue's solution



## ACROSS

1. New York New Wave band with a heart of glass (7)
4. Labor PM who held the seat of Werriwa (7)
7. Imperial tonne (3)
8. Fly without power (5)
9. Russian election meddler (3)
11. Tavern (3)
13. Seek employees (7)
15. PSA workplace: Art \_\_\_\_\_ of NSW (7)
17. Surname of actor who played BA Baracus (1)
18. Non-religious (7)
19. Government incomings (7)
21. Jeff Lynne's band (1,1,1)
22. Visible bit of mouth (3)
23. Tablets (5)
24. Bride of Christ (3)
27. Anxious (7)
28. Politicians and doctors have this (7)

## DOWN

1. Male sibling (7)
2. Fishing implement (3)
3. Employ unscrupulously (7)
4. Coupling celebration (7)
5. Penguin suit (3)
6. Sausage: \_\_\_\_\_ bag (7)
10. Freshwater fish (5)
12. Bunch of ships (5)
14. First name of former ABC boss and magazine editor (3)
16. Your accumulated years (3)
18. Labor PM who held the seat of Yarra (7)
19. Black Flag singer:

- Henry \_\_\_\_\_ (7)
20. Area of the production, distribution and trade, and consumption of goods and services (7)
25. Posh slag for toilet (3)
26. Ovum (3)

# DELEGATE TRAINING RAMPS UP

**T**he PSA CPSU NSW Role of the Delegate training course has had a surge in popularity, with around 100 applicants signing up. “Delegates are a vital part of the union,” said

PSA CPSU NSW Senior Organiser Glenn Duncan, who conducts the courses. “The Role of the Delegate course gives our members who want to do more for the colleagues the foundations to become the union’s eyes and ears on the ground.”

Mr Duncan conducted a number of training courses throughout regional NSW in September this year.

“You don’t have to come to Sydney to take one of our courses,” he said.

The site [www.psa.asn.au/training-you](http://www.psa.asn.au/training-you) has information for members interested in taking one of the PSA CPSU NSW courses.



**Gidget Foundation Australia**  
– here to help expectant  
and new parents  
**How can we help you?**

## Start Talking – Telehealth

The **Start Talking** program provides individual psychological counselling services for parents delivered via a video call service, similar to Zoom.

## Gidget House – Face to Face

**Gidget Houses** are located in NSW, QLD and VIC, are easily accessible and offer a safe haven for parents to access individual psychological counselling services in person. Partners are able to access our specialised services as well.

## Gidget Virtual Village – Online

Gidget Foundation Australia coordinates and moderates three private, **Facebook peer support groups**, connecting expectant and new parents with the Foundation and each other, in a safe, judgement free space. **Gidget Virtual Village** for new parents, **Gidget Virtual Village Dads** and **Gidget Virtual Village for Expectant Mums**.

Gidget Foundation Australia is proud to offer FREE individual psychological counselling services for expectant and new parents nationwide.

We are honoured to partner with PSA to offer support to members and their families.



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# NSW SHERIFF'S OFFICERS

UNDervalUED  
UNDERSTAFFED  
UNDERPAID

