

RedTape



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PSA confronts private jail plans

The State Government's obsession with privatisation continues, this time with plans to 'market test' the operations of NSW prisons.



The PSA will be working with staff at the John Morony medium-security jail near Windsor, north-west of Sydney, to prevent its operations falling into the hands of the private sector.

After announcing plans to 'benchmark' the operations of the state's prisons, Minister for Corrections David Elliott announced plans to "market test" the possibility of a private operator running the John Morony medium-security jail near Windsor, north-west of Sydney.

"Privately run prisons in New Zealand have been a debacle with inmates setting up fight clubs and posting videos of their fights on social media," says the PSA's Prison Officers Vocational Branch head Steve McMahon.

"There is no accountability or transparency.

"The NSW public jail system boasts the best officers in the world."

McMahon adds that a week before the announcement, "the Minister was announcing bravery awards for our members, who faced life-threatening incidents in our overcrowded jails".

Interviewed on Seven news, Mr McMahon said, "Every prison

officer in, not just NSW, but the country, is under threat from this heavy-handed tactic."

The 'market testing' at John Morony Correctional Centre will be overseen by Professor Gary Sturgess, holder of the NSW Premier's Australia and New Zealand School of Government Chair of Public Service Delivery at the University of New South Wales.

In 2000, Professor Sturgess worked for the Serco Group, a company that runs prisons in the United Kingdom and parts of Australia.

Serco was found to have covered up the sexual abuse of immigrants under its watch at Yarls Wood Immigration Removal Centre prison in Britain.

Writing in the *Sydney Morning Herald* in the week the plans for John Morony were released, Sturgess denied the NSW Government was planning outright privatisation.

"The point of the exercise is not to outsource the management of NSW prisons, but to create an environment where cost and service quality are measured, facility by facility, and where management is held to account for a persistent failure to deliver," he wrote.

However, the PSA's Steve MacMahon is not convinced.

"We have been trying to work with the Baird Government in fixing the overcrowding crisis in our jails, but this is purely about selling off public assets to get their hands on more money."

In a recent performance audit, Corrective Services NSW was urged to "complete its benchmarking exercise on public correctional centre performance".

The report found that "individual public correctional centre performance could not be determined as correctional centre KPIs [key performance indicators] and benchmarks were not clearly set".

In response, Minister Elliot announced "public prisons will be required to meet and report

on performance targets for the first time" and "an independent consultant has been engaged to analyse public prison operations in NSW and compare them to the private sector as well as public prisons in Queensland".

However, the benchmarking process will not apply to the John Morony prison, which is going straight to 'market testing'.

The Government's moves, teamed with a boost in bed numbers in Berrima and Cessnock, come at a time when prison numbers are skyrocketing.

The performance auditor report said NSW has "experienced significant growth in its inmate population", growing 20 percent in two years, with recent riots in Goulburn and Wellington as the

state's inmate population passes 12,000.

Interview on the ABC, Minister Elliot described NSW prisons as "a growth industry".

As the Government ponders more privatised options, a report from the University of Sydney has found privatised prisons "will not lead to increased public accountability".

"There are many instances of private prison failure," reads *The Costs of Commissioning* by Associate Professor Jane Andrew, Dr Max Baker and Dr Philip Roberts.

"Recent examples include the death of Mr Ian Ward during a transportation by G4S, the serious misconduct by Serco staff at Mount Eden NZ, and the mismanagement of Melbourne Metropolitan Women's Correction Centre by the Corrections Corporation of America."

Call to arms over outsourcing

PSA General Secretary Anne Gardiner speaks to Land and Property Information (LPI) employees outside Queen's Square, Sydney in February.

Workers later marched on the nearby State Parliament to protest against plans to outsource

some of the department's critical roles, which bring \$100 million a year into government coffers.

For a full report on the protest, plus news on a Government back-down over LPI outsourcing, turn to [page 9](#).





Anne Gardiner

From the General Secretary

The PSA is taking action

As you'll be painfully aware, the individual and collective needs of PSA members are increasing due to this Government's escalation of restructures, privatisation, performance management, badly supported IT projects and targeting of conditions.

These attacks are unprecedented in NSW public service history and have also resulted in massive work overload for many members.

In addition, the NSW Government has changed the way it manages staff through the GSE Act and the creation of the Public Service Commission.

This means the PSA and its staff have had to adapt to these changed circumstances and adopt a different approach.

As part of this changed approach, the PSA has developed a proactive media and advertising focus.

The aim of this has been to lift the profile of public sector workers and also raise concerns in the community about the direction the NSW Government is heading with its mass privatisation of public services.

In the last six months, the PSA has had four opinion pieces published

in mainstream newspapers on the importance of the work being done by PSA members.

The PSA has also established a Member Support Centre (MSC) in order to service increased member needs.

The MSC allows all members equal access to the PSA and has also resulted in the creation of a comprehensive database of issues.

This database has allowed the PSA to quickly identify emerging issues and to reallocate internal resources.

A recent example of this was the hundreds of temporary jobs saved as a result of a coordinated and proactive approach taken by the PSA and its members.

In 2015, Advocacy and Case Management Officers in the MSC were the first point of contact for almost 28,000 calls from members.

The MSC managed to completion 7,500 cases arising from these calls.

In order for the PSA to continue to focus resources on delivering a positive outcome for the greatest number of members, we currently triage calls using the following principles:

- When members contact the MSC, our staff will discuss how we can assist to resolve the issue raised.
- For every issue, the PSA will assess, on behalf of all our members, what can and can't be done, and what will and won't be done, in respect to the issue.

For example, we cannot assist if the caller is not a financial member of the PSA or if the issue arose before the member joined.

Importantly, where assistance has previously been requested about the same or a similar issue, or if the member goes

against PSA advice, this may affect what assistance the PSA can provide.

Finally, it is recognised that there are still areas where improvement is needed in the way the PSA is working.

However, PSA staff are committed to continuous improvement and to assisting members with the very challenging environment now being faced.

**Anne Gardiner
General Secretary**

Special constables get deserved recognition

Congratulations to NSW Special Constables. Special constables were presented with the inaugural National Medal, recognising their critical work serving the people of NSW.

General Secretary Anne Gardiner joined invited guests to see acting Commissioner Catherine Burn present the well-deserved medal.

PSA members will remember it was the brave work of Special Constables who averted further tragedy when public servant Curtis Cheng was murdered in Parramatta.

Special Constables play important roles in security and protection as part of NSW Police Counter Terrorism Command.



March for equality

The double standards applied to male- and female-dominated industries were highlighted in a PSA march through Sydney.

PSA members and staff marched from the union's headquarters to the Industrial Relations Commission to protest about the lack of consultation over the total privatisation of parts of Disability Services.

The Commission was conciliating the dispute about the lack of consultation lodged by the PSA.

Marchers pointed out conditions for employees of the privatised ferry system were much more favourable than those in ADHC, which has more women employed in its ranks.

Back in black: PSA wins money owed to SAS staff

The PSA has helped win back pay for three School Learning Support Officers (SLSOs) who had been underpaid for years.

Three staff members at the one school were at times engaged less than the minimum two hours per day.

When they did work more than two hours per day, they were not paid for their 10-minute morning tea break.

The three members contacted the PSA Member Support Centre (MSC).

As a result, in November 2015, the MSC contacted the industrial relations section of the Department of Education and Communities, to advocate for members.

In March 2016, numerous incidences were uncovered of underpayment to all three SLSOs, who were each found to be owed about \$6000.

The SLSOs will be paid the full amount by the department, which will then recover the monies from the school.

The school is negotiating a repayment plan with the department.

PSA brings festive cheer

An ADHC employee has described the PSA as an "amazing organisation" after his union prevented him being stood down just before Christmas.

Lindgren Farley was one of a number of disability support workers required to obtain police clearances for working with children.

However, while he met the cut-off date, he was told not to come into work until it was cleared.

Making matters worse, Mr Farley's family had just joined him from Liberia, after an eight-year wait to be reunited.

Without his income the family was facing a bleak Christmas.

Intervention by the PSA saw Mr Farley and other ADHC workers kept on unless an adverse police finding was handed down.

Mr Farley is thankful for the role the PSA played in getting him back to work so quickly.

"I didn't know how such an organisation could be so concerned about me.

"I have started encouraging others who have not registered for membership with the PSA to hasten registration.

"With confidence I can clearly say all has been good."

Member profile

Jules Bros

NPWS



Jules Bros has been working as a ranger with the National Parks and Wildlife Services in Oberon's Kanangra Area office for 18 years.

What does your job involve? NPWS Kanangra Area staff manage 21 reserves, from Jenolan Caves in the east to Wyangala Dam in the west. Our core business involves managing; pest and weed control programs; park infrastructure; looking after visitor and recreational facilities; threatened-species conservation; law enforcement; fire management, which is both wild fire suppression and hazard-reduction burning; wildlife management both on- and off-park; search and rescues; and multi-agency landholder liaison. And that is to name but a few.

What is a typical day at work? There is no such thing as a typical day at work and that is why I enjoy my job so much. You never know what your day will bring: you may end up

being helicoptered into a remote fire; assisting in a search and rescue; rescuing wildlife, usually snakes from buildings or injured wildlife along roadsides; get called out to a law enforcement issue on park; assist in hazard reduction burns; or it could turn out to be just a busy day catching up on the endless paperwork in the office.

What do you enjoy about your job?

The variety of work I undertake and the great people I work with – we are a very tight-knit team at Kanangra. And I like working in such a beautiful and adventurous part of Australia and knowing that my work and lifestyle have positive implications towards building a healthier environment for the future.

Call for nominations

Central Council calls for nominations from interested members and delegates of the PSA for the following committees:

- Newcastle Trades Hall Council
- South Coast Labor Council.

Members from these particular areas only will be eligible to nominate.

Contact: slockey@psa.asn.au

Please note: there is no expenses allowance available for attendance at these committee meetings.

Know your limits in schools

The PSA is working with the NSW Nurses and Midwives Association to better support students with special needs in the state's schools.

School Administration and Support (SAS) staff have been pressured to perform invasive medical procedures on students, despite this not being in their duties.

In one instance, a SAS staff member was instructed to insert a catheter into a student with specific health needs, despite the staff member having no health training.

With government policies 'mainstreaming' many special-needs students, SAS staff are increasingly being placed under pressure to perform invasive medical procedures better performed by trained nursing staff.

The PSA has been working closely with the Special Education Working Group and the NSW Nurses and Midwives Association in providing the Department with feedback on the draft *Health Care Procedures Manual*, which was recently up for review.

On 15 January 2016, the Department provided a response to the PSA's feedback, although your union is not satisfied that the concerns raised in our feedback have been appropriately addressed by the Department.

Accordingly, the PSA notified a dispute on the issue on 3 February 2016.

The PSA had our first dispute meeting with the Department on 25 February 2016. At this meeting the following action items were agreed to:

- PSA staff will be shown the training kit that is delivered by Nurse Educators for Health Care Procedures.
- PSA feedback to the health care procedures will be reconsidered by the Department in greater detail and a further meeting will be held with the Department to discuss our concerns.
- PSA staff have requested attendance as an observer at the next Health Care Procedure training day.
- The Department will not release the manual until agreement is reached with the PSA.

PSA members will continue to be updated as meetings progress.

In the meantime the PSA would like to remind members of the following important points.

- Health care procedures should only occur under the direct supervision of a teacher.
- Invasive procedures such as catheterisation and deep suctioning are not within the SLSO role.
- In relation to shallow suctioning and assisting with intermittent self-catheterisation, special consideration applications are required (see below).
- Health care procedures are voluntary and no SLSO should feel coerced or pressured into undertaking these duties.

- Staff must be appropriately trained and remunerated in accordance with the award.

The Special Considerations Panel includes representatives from the PSA, the Department, and the NSW Nurses and Midwives Association. Only the panel can approve a student's Special Consideration Application.

SLSOs who choose to volunteer are advised not to perform any procedures requiring special consideration without first sighting the student's Health Management Plan and an approved Special Consideration Application.

The LMBR template feedback form

The PSA has developed a template form to enable us to better capture member feedback on the LMBR program. The easy to use online form has been sent to members.

The feedback received through the template form will be fed through the PSA's regular LMBR meeting with the department.

KPMG LMBR Report

Through our member contacts the PSA had become aware that the Department of Education commissioned KPMG to review the implementation of LMBR in a selection of 229 schools in 2015.

On 1 October 2015 the PSA wrote to the Department seeking that a copy of the report be disclosed to the PSA.

However, the Department declined to provide the report.

The PSA then put in a *Government Information (Public Access) Act 2009* (GIPA) application to obtain this document and we obtained a partial release of the report on 2 February 2016. Securing this report is most useful for the PSA and our membership.

The PSA is now in the process of having this report reviewed by our lawyers and we will update members further upon receiving legal advice on this issue.



Sue Walsh

From the President

When the going gets tough, the tough join a union

It's no secret that these continue to be extremely difficult times for NSW public sector workers – and workers worldwide.

It seems we are constantly being forced into uncharted waters by the Baird Government, with regard to our jobs, our conditions and our future.

And that was before the Treasurer decided in late February to step up the Government's efforts to grind down the public sector further with even more job cuts.

It should be very clear by now that the Baird Government might like to talk up the benefits of a strong public sector when it suits.

But in reality, the sector is considered by the Government as little more than a budgetary play thing that can be squeezed for funds when required.

The Government are only one year into their new term in office, but as the Treasurer's recent push indicated, the Baird administration

seems to be picking up speed with their reforms rather than biding their time.

The bottom line is this: unions and the PSA specifically are the only barrier that exists between you and the Government's anti-public sector agenda.

It's that simple.

The State Opposition is all too often missing in action or absent entirely when it comes to standing up against the attacks on the public sector.

It is the PSA and only the PSA that has the capacity to do the hard yards on your behalf and on behalf of the services you provide.

There is strength in being a member of the PSA and strength in being shoulder-to-shoulder with other members across the state as a collective.

In essence, the more members the union has, the more powerful its position in its dealings with the Government and individual agencies and departments.

A strong united membership makes for a formidable opponent for any employer or Government.

That is not rhetoric but fact.

And make no mistake; it is essential that we not only be such a force but also grow to meet the challenges ahead.

So if a colleague is not a member, have a conversation with them about joining the PSA.

Remember: united we bargain, divided we beg.

**Sue Walsh
President**

'Angry' ADHC goes viral



The PSA has launched an online campaign to publicise the Baird Government's plan to move all disability support work to the private sector.

Online campaigner Jordan Shanks Markovina, better known as Friendlyjordies, has highlighted the doublespeak of a government that talks about offering better choice to people with a disability - while actually removing their most popular choice of care.

The online campaign can be accessed via the PSA website or Facebook page.

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A More Generous Credit Card for PSA members

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Sydney Credit Union Ltd ABN 93 087 650 726 Australian Credit Licence Number 236476 AFSL 236476. *The 8.49% pa Variable Interest Rate Credit Card offer is only available to PSA members. All applications are subject to SCU normal lending criteria. Terms, conditions, fees and charges apply. Full details available on application. All information is correct as at 07/09/15 and subject to change.

PSA hits the road in Bathurst



Assistant General Secretary of the PSA, Steve Turner, visited Bathurst recently to hear from members and show support to a region particularly affected by job cuts. It is estimated that approximately 310 jobs will be cut in the Bathurst region alone – damning families and the local economy, not to mention some of society's most disadvantaged. The visit included meetings with correctional staff members, ADHC workers and employees of the Trustee and Guardian. Local MP Paul Toole was described at the rally as 'the minister for job cuts'.

All PSA members are invited to...

PSA Annual Conference 2016

Thursday 26 May & Friday 27 May

Wesley Centre, Pitt Street Sydney

Country conference meets on 25 May at 6pm

Any PSA member can nominate to attend Annual Conference as a conference delegate.

Preference will be given to those members who have not attended Conference before.

PSA Annual Conference is the largest gathering of PSA members and an advisory body to Central Council.

Conference places for PSA members are based on workplace constituencies or combined workplace constituencies. See our website for a list of constituencies, conference delegate numbers and nomination forms: www.psa.asn.au.

Nominations close with the PSA Secretariat Lesley Twigger – ltwigger@psa.asn.au – by COB 2 May.

Members may apply to their Department for two days' Special Trade Union Leave to attend Conference.

Expense forms are sent to successful country conference delegates along with their confirmation of nomination.

If you have any queries please email Lesley Twigger at ltwigger@psa.asn.au



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Penalty rates good for business, finds report

A familiar refrain from the business community – penalty rates are bad for the economy – has been dealt a blow by a report from the McKell Institute.

The recent Productivity Commission flagged the idea of cutting penalty rates for workers in Australia's hospitality and retail sector.

Under the commission's plans, public sector workers were to be exempt from changes, in part due to higher rates of union membership.

Organisations such as Restaurant and Catering Australia and companies such as Brickworks Limited (a major donor to the Liberal Party) have supported moves to cut penalty rates.

The McKell Institute has issued a report in response to these moves to strip workers of long-standing benefits, which date back to a 1909 ruling in the Commonwealth Conciliation and Arbitration Commission.

The report authors, from Equity Economics and UMR Strategic Research, found rural and regional areas, overwhelmingly represented by the Liberal and National parties, would be disproportionately affected by cuts to penalty rates.

"While the effects of such a change would be widely and deeply felt throughout the nation, in homes and around kitchen tables of wage earning employees, there will be a disproportionate impact on the towns and local economies in rural and regional Australia."

The institute found that about 18 percent of workers in regional and

rural areas made a living in retail or hospitality – a rate higher than in the capital cities.

Workers are not the only ones who will suffer.

Cuts to the spending power of a disproportionate number of local workers would be likely to affect rural and regional businesses.

"Most respondents indicated that they would need to reduce their expenditure on items and activities including dining out, social activities in their area, tourism, events, home renovations, extracurricular activities for their children, insurance products, and minor leisure items."

Items particularly at threat from such discretionary spending would include takeaway coffee, takeaway food or restaurant meals – much of which is provided by smaller, locally owned businesses.

The report found "a partial abolition of penalty rates in the retail and hospitality sectors would result in ... a loss of disposable income of between \$53.8 million and \$106.2 million per annum to local economies in rural NSW".

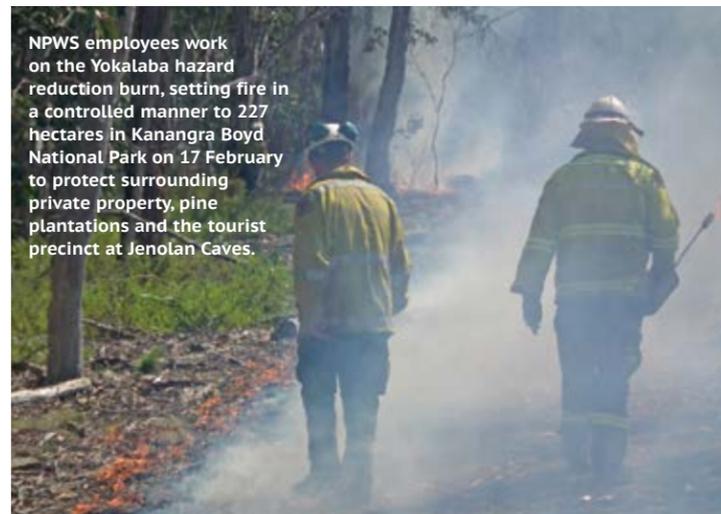
Non-metropolitan regions in other states and territories would face similar threats.

The report also found parents working longer hours to make up for a cut in hourly pay can have a negative impact on families, particularly if more than one person in the household is dependent on penalty rates.

The report was compiled using workers from a variety of fields, from low-paid positions such as supermarket shelf-stackers to better-paid jobs such as high-end chefs and a trainer working for a bank.



Out of the fire and into a pay storm



NSW National Parks and Wildlife Service (NPWS) Rangers are returning from fighting fires in Western Australia and Tasmania to learn the Office of Environment and Heritage (OEH) is planning to cut their pay and weekend hours. Rangers play an important part in firefighting throughout Australia, with more than 100 of them already deployed interstate this fire season to fight major wildfires in various states.

Rangers working weekends also fulfil many important duties, including visitor safety; law enforcement; rapid response firefighting; flora and fauna monitoring; checking facilities and campgrounds; and undertaking search and rescue operations.

NPWS staff are an essential part of assisting the Rural Fire Service (RFS) in conducting some hazard-reduction burn offs.

Depending on the location, an NPWS striker unit could be at a fire 30 minutes or more before an RFS truck.

NPWS people also fill key roles in the Incident Management Team at large fires.

Yet rangers have been advised that their weekend loading of 17 percent may be cut and far fewer staff will be required to work weekends to protect our National Parks and their visitors.

Rangers are more than happy to work additional weekends but are not prepared to take a 17 percent pay cut.

"National Parks are a major weekend and holiday destination for thousands of families and they rely on the experienced efforts of rangers to maintain a safe leisure environment," says PSA General Secretary, Anne Gardiner.

"In the past two years alone, the rangers' ranks have been reduced by 20 percent. There are currently 50 unfilled ranger vacancies in the NPWS with only 212 rangers now remaining to manage our magnificent national parks."

The PSA is pressing the Baird Government to fill the 50 vacancies and maintain the rangers' weekend conditions.

PSA helping break down barriers to longer employment

Discrimination against older workers and those with disabilities is holding back Federal Government plans to keep Australians in employment for longer, the PSA has claimed.

In a submission to *Willing to Work: National Inquiry into Employment Discrimination Against Older Australians and Australians with Disability*, conducted by the Australian Human Rights Commission, the PSA claimed "conflicting messages are being sent to older workers and workers with disabilities".

The submission claims "penalties are frugal and do not reflect the real damage that workplace discrimination does to victims of discrimination".

"Despite demographic and attitudinal changes in society and the workplace, legislative instruments, policy and the availability of technology that enables job redesign, many respondents stated a perception that some employers were still

seeking a profile of employee similar to the stereotypical traditional 'standard worker'."

The PSA surveyed members about discrimination in the workforce, with sobering results.

Almost 38 percent of respondents indicated they – or the person on whose behalf they were submitting the survey – had experienced discrimination in employment on the grounds of disability.

About 11 percent of PSA members returning survey forms said they had experienced some form of discrimination for their role as carers.

Tragically, only 24 percent of those who had experienced discrimination took action.

The submission says: "Of those who did have the courage

to raise concerns about discrimination, the outcome was usually less than positive."

But there was hope for people who did have the courage to speak out.

"Most of those lodging the matter with a tribunal lodged their matter with the NSW Anti-Discrimination Board.

"While most applicants did not receive everything they asked for, all stated being reasonably satisfied with the outcome."

The submission's respondents said many of the difficulties faced keeping older workers come from "a prevailing mentality that older workers are 'unable to learn quickly', are 'slow', 'inflexible', 'fixed in their ways', and 'are not good with technology'."

Or, sadly, workers miss out on roles because there is a belief people would rather deal with younger, prettier faces.

"Roles described by respondents as 'frontline', such as customer service roles, seem to be an area of particular concern.

"One respondent spoke of being overlooked for a customer service role, despite 12 years of experience in similar roles.

"When the applicant queried whether age was a factor in the decision making process, this was denied – despite not one person hired for any of the roles being over 50.

"One respondent indicated that some workplaces seem to want a certain 'look' to the business unit, a 'fresh look' that motivates hiring

of younger employees, and that employers 'don't want a geriatric looking office'."

"This was mentioned by respondents as a particular problem for older women.

"Other respondents noted that older women do not feature in the NSW Governments current jobs website, possibly confirming that an older woman is not quite the 'look' they are after for the sector."

The PSA has made 15 recommendations to the *Willing to Work* inquiry, including separate funding for workers with disabilities, a Commonwealth-run body to audit and report on discrimination at state level, a better workers compensation scheme for older employees and more funding for legal advice.

First State Super's response to climate change

Climate change presents significant risks to large investors like superannuation funds and, by definition, their members. First State Super has responded to these risks by adopting a portfolio-wide *Climate Change Adaptation Plan*.

In December 2015, world leaders assembled in Paris for the 21st Conference of Parties (COP21) of the United Nations Framework Convention on Climate Change amid a groundswell of global climate activism and mounting scientific evidence of global warming.

Global warming is a commonly used term but few people realise that it has a specific technical definition.

Global warming is the product of something called *radiative forcing*, which occurs when more heat energy enters our climatic system than leaves it.

The surplus heat energy must be retained somewhere and most of it makes its way into the upper layers of our oceans.

The ultimate outcome of surplus heat energy retention – caused by the accumulation of carbon dioxide (CO₂) and other greenhouse gases in the atmosphere – is climate change.

We see this in thawing arctic permafrost, melting ice caps and glaciers, increasing ocean nutrient levels and higher surface temperatures that increase the intensity of storms and super-typhoons.

This isn't something we can simply respond to when the time comes.

Reaching a *critical state* in any complex system is like your car's brakes failing – by the time you realise they've failed, it's usually far too late to do anything about it.

This two degrees from pre-industrial times. Scientists estimate that, so far, average temperatures have risen 0.8 of a degree – 0.5 of which has been in just the past 35 years.

Carbon dioxide is re-absorbed very slowly, so even if the world did not produce one more ounce of the gas, temperatures are still projected to rise another half a degree above pre-industrial levels.

Unfortunately, the world is still producing high levels of carbon dioxide.

In the absence of coordinated global policy action, we are projected to breach the two-degree limit within 20 years.

Climate change of this magnitude presents risks to investors such as First State Super.

Catastrophic weather events such as severe flooding or bushfires are a direct risk to investment assets, while the possibility of global policy action to reduce emissions can threaten the value of our investment in, for example, fossil-fuel companies.

This is referred to as *stranded asset risk*.

First State Super's *Climate Change Adaptation Plan* seeks to protect our members' investments against the risk of climate change through three 'lines of defence':

1. Assess the risk that climate change presents to the current investment portfolio and look for ways to reduce or remove these risks.
2. Work with the people who are managing the companies and assets we own to ensure they take account of the impact that climate change is having on their assets.
3. Consider the scope for investment in renewable energy and related technologies. These investments will benefit from the transition to a low-carbon economy.

The introduction of the adaptation plan follows the announcement of changes to the fund's socially responsible investment (SRI) options. One of the most significant of these changes is the removal of companies materially involved in fossil fuels.



Women and their super

Jean Turner Chapman and Graham Green from First State Super gave a presentation on women and superannuation at PSA House in Sydney. First State Super also sponsored the PSA's International Women's Day luncheon. About 30 staff attended the presentation to hear more about superannuation issues often faced by female workers.

Unions must recalibrate

In an address to the ACTU 2016 Leadership Forum, president of the Australian Council of Trade Unions (ACTU), Ged Kearney, issued a challenge to union leaders to come up with ways to arrest declining memberships.



"I don't want to oversee the demise of a proud and successful union movement on my watch," said Kearney, who described the address as "a crisis meeting".

"We have dropped the ball," she said.

"We had a big focus on organising and recruitment 10 and 15 years ago.

"But somewhere along the line over the last decade we have stagnated, despite the isolated wins and some great recruiting efforts along the way."

Kearney says while threats to union memberships come from an increasingly casualised and 'uberised' workforce, there are some growing industries ripe for unions to target.

She gave the example of residential aged care, which she estimated outside nursing has only about 10 percent union coverage.

There are other theories around on how to reverse this drop in numbers.

A report on membership by two union-aligned authors, Chris Walton and Erik Locke, says unions may need to offer a 'lite' membership for lower cost to reverse declines in the number of people joining labour bodies.

To "avoid growing inequality" the authors recommend unions stop working as "a one trick pony" and introduce four different levels of supporter.

- **Supporters:** not charged fees, but encouraged to donate, these people would be on a database and sought for help in campaigns on individual issues
- **New area members:** paying fees of as little as a dollar a week, these members in traditionally non-union areas would be reached via methods such as social media and receive basic services according to their needs
- **Package or non-collective members:** paying between \$300 and \$400 a year, these members would receive additional

services tailored to their needs, although this would not likely include bargaining or high-level industrial representation

- **Collective members:** would be the same as the current full-service union membership.

The paper adds the "binary" issue of union membership – you are in or you are out – excludes many potential members who may have empathy with the organisations' beliefs, but don't want to pay annual fees.

Other suggestions from the report include broadening the number of non-industrial services on offer, such as financial planning or career development.

The paper also discusses the "free rider" issue, where non-members who receive the benefits won by collective bargaining for free fail to see why they should pay union dues.

As the ACTU's Ged Kearney pointed out in her "crisis meeting", "over 40 percent of 9.6 million Australian employees – almost

four million workers – have their wages and conditions set directly by an enterprise agreement negotiated by a trade union".

"Another 20 percent have their wages set through union activity – either via awards, minimum wage of the EBAs setting the market floor." "We can be very proud of that."

The Walton and Locke paper says "guilt and gratitude" arguments, where unions point out to non-members the ethics in receiving benefits others pay for, have limited success.

"The conventional wisdom of extending the benefits of union negotiations to non-union members needs to be revisited.

"We are providing a service at considerable expense, which is benefitting a large number of non-members."

Future directions for social housing in NSW

On 24 January 2016 the NSW Government released *Future Directions for Social Housing in NSW*, committing it to an expanded role for the community housing and private sectors.

The new directions include:

- More than 23,000 new and replacement social and affordable housing dwellings. Minister Hazzard has said this comprises 17,000 replacement dwellings and 6000 new ones within 10 years.
- Increasing the use of private rental assistance products by 60 percent as an alternative to social housing.
- New communities with mixed social housing and private housing.
- Transferring management of up to 35 percent of social housing to community housing providers (this is to occur within 10 years), with longer-term leases to be determined on a case-by-case basis.
- 3000 new social and affordable dwellings via the Social and Affordable Housing Fund.

In May 2009 Housing Ministers agreed the community housing sector should own and/or manage up to 35 percent of social housing stock by July 2014.

It was claimed the community housing sector represents a responsive and client-focussed approach to social and affordable housing provision.

The policy has reaffirmed the commitment to the 35 percent target but over a longer timeframe.

The PSA is not convinced there will be better outcomes for tenants from a greater reliance on community housing and private sector provision of social and affordable housing.

Rather, it is just a shift in responsibility for managing those tenants from government to non-government organisations.

The policy assumes that expansion of housing for the most vulnerable must depend on an expansion of community and private sector participation.

The PSA doubts the new policy will make significant inroads into the full level of demand for public, social and affordable housing.

Currently there are around 60,000 households on the waiting list in NSW and some households in need are not on the waiting list.

Housing NSW has predicted by 2021 more than half the demand for social housing will be from older people and people with a significant disability.

Homelessness remains an issue in NSW and around a million low- to moderate-income households across the country are in 'housing stress', paying more than 30 percent of their gross income on housing.

The latest Productivity Commission report on Government Services shows that the proportion of NSW low-income tenancies paying more than 30 percent of gross

income in rent was 1.5 percent for public housing and 7.6 percent for community housing.

This is just one of the arguments for a robust public housing sector in NSW.

The PSA wants NSW Government funds prioritised for additional public housing and for the proper maintenance of stock.

The PSA is engaging with FACS and members on the implications of the new policy. On 25 January 2016, the PSA sent an email to all members in FACS with a link to the new policy and asked for feedback.

Issues raised included concerns about how the policy will affect future employment such as possible transfers to the community housing sector and the need for recognition of the good work that staff in Housing NSW do now.

On 4 February 2016 the PSA requested a meeting with Paul Vevers, the Deputy Secretary, FACS Southern Cluster Districts and Housing State-wide Services to consult on the new policy.

PSA staff and delegates met with Mr Vevers on 11 February 2016.

He advised:

- There are around 140,000 social housing dwellings and approximately 28,000 of those are currently managed by Community Housing providers (CHPs) i.e. currently 20 percent of properties are CHP managed.
- To get to the 35 percent target around 23,000 public housing properties will be transferred to CHP management.
- The transfer program has links to the accelerated redevelopment of public housing with 23,000 new properties planned over 10 years; of these around 6000-6500 will be new properties.
- Personal Support Plans which are proposed for 'opportunity' group tenants who would access public housing as a transitional step would likely be contracted to providers with expertise in transitions into study and work.

The changes may mean that Housing NSW staff have different types of conversations with clients and there would be new work on housing relocations which would likely involve Housing NSW staff and possibly, contractors. Selection of staff to work on relocations would be via a proper recruitment process.

It is not possible to estimate detailed impacts of the new policy on housing staff at this point but reassignment of Housing NSW staff and some transfers to CHP providers are possible.

FACS has agreed to ongoing consultation on the implications of the policy. The PSA noted that consultation and discussions on

particular impacts of the reform are likely to be required.

FACS districts manage housing demand, the allocation of public housing and other supports. These members may be affected by the transfers to community housing.

Any changes for staff in the Housing Contact Centre will also need to be understood.

The policy says that the Aboriginal Housing Office will continue to work closely with Aboriginal CHPs to maintain its ongoing commitment to ensuring Aboriginal people in NSW have equal access to, and choice in, affordable housing.

The NSW Land and Housing Corporation is responsible for the ownership and management of NSW Government social housing assets and the PSA wants to understand further how housing developments and transfers will affect these members.

Again, the PSA will need to clarify any specific implications of the policy for these members once implementation plans are clearer.

How developers wriggle free from social housing obligations

A proposal to construct separate doors for low-income and high-income residents of a British housing development is horrendous enough.

But the story gets worse: building two entrances was deemed too expensive, so the promised low-income housing was simply not constructed at all.

The above example comes from development of inner city land in London's Elephant and Castle district that has been used as an example for NSW to follow.

Traditionally an area with a large amount of low-cost government housing, the south London

neighbourhood has had some areas upgraded by Australian company Lend Lease.

Despite lofty plans for more than 1100 affordable homes in London's expensive market, only 74 were built.

To cut the number of affordable homes it was required to build, Lend Lease used a loophole allowing them to claim affordable-home conditions imposed on them for the development made it unprofitable.

The London example illustrates the risks NSW faces in following the British model of public housing.

Millers Point redevelopment off to a rocky start

A Georgian-era house sold as part of the Millers Point sell-off has been gutted by its new owner, who ignored heritage considerations and even council demands he stop work.

Lloyd Adams purchased a house on Argyle Terrace formerly used to house low-income tenants.

He immediately began gutting the home, including original features listed as "being of exceptional significance".

Despite an order from City of Sydney to stop work, Mr Adams continued.

The maximum fine for ignoring heritage orders such as these is \$1.1 million; Mr Adams was fined a paltry \$60,000.

Despite appeals from the National Trust to end the sell-off until there are guarantees this will not happen again, homes at Millers Point continue to be sold.

Privatisation found to entrench disadvantage

In news that will come as no surprise to our frontline members, a report has confirmed the biggest losers in the privatisation debate are society's disadvantaged.

Grand Alibis: How declining public sector capability affects services for the disadvantaged is produced by the Centre for Policy Development.

The title comes from one of the report's criticisms of privatisation, namely:

"Blurred responsibility for service outcomes has led to the emergence of grand alibis where no one organisation is held accountable for service problems or entrenched failures".

The report says "Australia is facing a growing crisis of disadvantage" failed by policymakers, government and non-government bodies.

Despite the neo-liberal zeal governments of all stripes have dedicated to privatisation, the report found there is a strong public expectation that governments are responsible for delivering social services.

It quotes an Essential poll, taken in September 2015, stating "82 percent of respondents answered that it was either very important or somewhat important that government retain capability and skills for service delivery – with the strongest views from those 35 and over".

In the field of long-term unemployment, the report's

authors found the outsourcing of services to jobseekers has particularly affected those out of work for long stretches of time.

While previously government-run agencies, such as the Commonwealth Employment Service, would work in tandem with other agencies, outsourced jobseekers services are more likely to work in isolation.

Different privately run services were also blamed for rising recidivism among former prisoners:

"Welfare providers, advocates and independent bodies, such as the Victorian Ombudsman, consistently highlight the importance of coordination between different services, and call for urgent investment in holistic and preventative corrective services targeted at the deeper and underlying causes of offending".

While privatisation adherents claim the public sector is inefficient, the report's authors point out a variety of advantages the state has over outsourcers, including "an unparalleled and assured source of applied expertise".

The report reads: "The accumulated institutional know-how that remains in federal and state departments that have traditionally been oriented towards service delivery should not be undervalued or excluded."

However, the authors concede that as governments shed

responsibilities to the private sector, this accumulated knowledge is at risk.

Other advantages of reversing the trend towards outsourcing include keeping accountability for public spending close to the source – "ultimately, the buck stops with government" – and the effectiveness of the state's broad spread of services offered. The report recommends governments:

- build public sector capability by resourcing government departments to act as effective, persistent policy entrepreneurs
- ensure outsourcing passes a Net Public Impact Test
- improve the evidence base by ensuring that the forthcoming Productivity Commission review of human services considers public sector capability to act on disadvantage.





LPI workers rally against sell-off push

More than 100 Land and Property Information (LPI) workers held a meeting before assembling outside the department's Queen's Square building and marching to Parliament House to protest against the proposed privatisation of Titling and Registry Services.

LPI held a number of staff briefings to discuss the scoping study.

Whilst the PSA is pleased Valuation Services and Information Sourcing will no longer be considered part of the scoping study, there is still widespread concern about the proposed privatisation of Titling and Registry Services.

The PSA also has concerns at the planned review of these units and how Titling and Registering Services, Valuation Services and Information Sourcing will operate as separate units from July 2016.

The PSA believes LPI should remain wholly in the hands of public servants who are impartial and not profiteering from the taxpayers of NSW.

The LPI brings \$100 million a year in revenue to NSW.

"The PSA is yet to see or even hear of a proper business case, cost benefit analysis or post sell off evaluation that states the clear advantages to the consumer of government services being run by private operators," said PSA General Secretary Anne Gardiner.

"A private operator will be driven by profit – why else would they buy an enterprise? – which means higher fees for services which will of course be passed down to the consumer.

"The security of land titles should remain in the hands of the Government not the private sector.

"The Land Titles records underpin the security of the financial system of the state of NSW.

"Currently, the Government provides insurance and security of property titles.

"But if LPI is sold to a private operator, individual owners may have to take out insurance to guard against unscrupulous property developers acquiring their land."

Action from the PSA has prevented two arms of Land and Property Information (LPI) falling into the clutches of the private sector.

After threats of action from the PSA the Department of Finance, Services and Innovation announced on 11 February that the LPI's Valuation Services and Information Sourcing arms will remain in government hands.

This not only preserves a valuable government function, it also saved a large number of regional jobs in Bathurst, where many of the LPI's functions are performed.

Jobs such as these are vital to help sustain smaller regional centres.



Photo credit: Amy Conley

Medical assessments kept in check

The PSA has successfully lobbied the Public Service Commission (PSC) to improve its changes to medical assessments for non-work related medical conditions and injuries.

Based on the issues the PSA brought to the PSC's attention, the PSC made some improvements to the proposed guidelines, such as:

- more stringent requirements surrounding consultation with an employee prior to determining if a medical assessment is necessary
- mandatory steps that an agency must undertake when making a decision about an employee's medical retirement
- the obligation on an agency to investigate if alternative duties are available in the instance the employee's medical advice states that alternative duties are an option.

Under the Government Sector Employment Act 2013 (NSW), agencies are entitled to direct employees to undertake a medical assessment if they believe an

employee is suffering from a non-work related injury or health condition which is impacting on their ability to perform their role.

At the end of this assessment, there is the possibility an employee may be medically retired.

To date this process has been managed by a sector-wide policy.

However, in draft guidelines issued on 11 November 2015 the PSC proposed this policy be devolved to the agency.

Individual agencies will therefore be able to determine their own procedures surrounding medical assessments.

While the PSA welcomes the changes, some of the union's concerns remain, including issues surrounding the devolution of the medical assessments policy.

PSA ready to take on Treasurer's cutback agenda

The PSA is ready to resist the Treasurer's plan for even further cuts to the NSW public service.

Talking at the Sydney Institute, a right-wing think tank run by conservative commentator Gerard Henderson, Ms Berejiklian announced her intention to shrink the size of the public sector.

While conceding infrastructure growth – a function of the state – is one of the things driving the NSW economy, Ms Berejiklian claimed "it is not necessary to grow the public service in order to stimulate employment growth".

The treasurer says she is targeting entities such as departments, agencies, state-owned corporations boards, committees and trusts, with accompanying cuts to public sector jobs.

"It is an opportunity for governments to generate more services and infrastructure from limited resources," she added, confusingly.

However, while talking big on job cuts in "870 separate government entities" to her unquestioning audience of free-market zealots, the Treasurer only specifically mentioned a

couple of tiny crown trusts with small responsibilities.

Ms Berejiklian's planned 'savings' follow on from \$8 billion in cuts and 15,000 job losses when now-premier Mike Baird was Treasurer.

Speaking on ABC Newcastle, PSA General Secretary Anne Gardiner says that while the Treasurer is talking about job cuts, she is actually talking about putting more services into the private sector's hands.

"I worked as a public servant for NSW for nearly 30 years, and in that time I have never experienced a more duplicitous government," she said. "They say one thing and they really mean another."

Ms Gardiner added that the State Government is "demonising public servants" to get the public onside for its privatisation plans.

Although Ms Berejiklian was boasting to the Sydney Institute that her job cuts program while Transport Minister had cut costs and increased services, Ms Gardiner pointed out no mention

was made about the spiralling costs of contractors.

"She failed to tell you that in the last six months, contractors have cost \$303 million in Transport," Ms Gardiner said.

"If we are going to have a proper debate about this, let's debate on the facts.

"Let's not have one side of the argument.

"This is the way this government has been working; it's smoke and mirrors."

Ms Gardiner added if cuts to the public sector in NSW continued, the public will "turn around and the things they value will be gone".

This is why the PSA is determined to 'out' the Government on its privatisation agenda.

JUDGEMENTS



Access to kids part of roster decision: FWC

The Fair Work Commission has found an employer must take family considerations into account when rostering employees.

The Commission found in favour of divorced father Jaymon Hocking, whose employer, an Adelaide tackle shop, altered the roster he had worked to for three years.

The new roster required Hocking, a full-time permanent employee, to begin working on days he had access to the children from his previous relationship.

Attempts failed to amend his roster to get two Sundays a month with his children.

Depending on which testimony one believes, Hocking was told to leave

the job or he quit after refusing a compromised offer.

Deputy President Karen Bartel found that under the retail award, the employer had not complied with its obligations to consider its workers' positions when drawing up new rosters.

The roster period was also found to exceed limitations set by the award.

Deputy President Karen Bartel also found that two different accounts of how Hocking left the company had no bearing on her decision, stating: "In some circumstances a resignation can be deemed to be a dismissal."

FWC decide on post-privatisation coverage

Home Care members employed by Australian Unity have yet to learn if their federal union – CPSU (SPSF) will represent them under their new working arrangements.

In February 2016 the Home Care Service of New South Wales (HCS) was sold by the NSW Government to a private consortium, Australian Unity. PSA members employed by HCS had their employment forcibly transferred to the new employer, and the PSA successfully fought to ensure their terms and conditions of employment transferred with them.

In July 2015 with the details of the privatisation unconfirmed but looming, the CPSU submitted an application to the Fair Work Commission (FWC) to enrol and represent persons employed to perform the work of the HCS, whomever the employer.

The matter has been heard across four days in February and March before the FWC, with a decision reserved at the time of press.

In the interim, the PSA continues to represent its HCS members with Australian Unity.

PSA member wins compo case

The Court of Appeal last year handed down a very important decision in favour of the PSA and all injured workers in NSW.

For the last two years, the PSA has been fighting to have an injured Correctional Officer returned to his previous employment under Section 240 and 241 of the Workers Compensation Act 1987.

This member was injured undertaking his duties and as a consequence was medically dismissed and subsequently received a payout.

The injured Correctional Officer eventually recovered and wished to be reinstated to his previous employment.

The PSA took his case to the Industrial Relations Commission where the Commissioner found in favour of our member.

The employer then appealed this decision to the Full Bench of the Industrial Relations Commission, which overturned the original ruling.

The PSA then decided to appeal this ruling of the Full Bench to the Court of Appeal.

Your union made the decision to appeal as the matter had implications for all our members and because it fitted within its broader strategy of leading the fight against the unfair aspects of the workers compensation legislation.

On December 4 2015, the Court of Appeal set aside the ruling of the Full Bench and court costs were awarded to the PSA.

The only avenue of appeal now within the court system is to the High Court.

General Training Courses

SYDNEY METRO

Dealing with Restructures – Friday 29 April

Public Speaking – Tuesday 3 May

Dealing with Member Issues
– Tuesday 31 May

Dealing with Restructures
– Wednesday 15 June

Dealing with Workplace Bullying
– Tuesday 21 June

Role of the Delegate – Tuesday 28 June

Role of the Delegate – Wednesday 29 June

REGIONAL TRAINING

Role of the Delegate (Port Macquarie)
– Tuesday 3 May

Role of the Delegate (Wagga)
– Tuesday 10 May

Dealing with Member Issues (Wollongong)
– Tuesday 17 May

COURSE OUTLINES:

Role of the Delegate

TWO-DAY COURSE: discusses the role of the delegate and active members: what delegates do, delegate protections, organising skills, recruitment, working with issues, union values and involvement. Any member can learn from this course and is welcome to apply.

Dealing with Member Issues

ONE-DAY COURSE: for delegates who want to develop their ability to assist members with individual workplace issues. The course will look at how to deal with individual issues by using the problem solving framework, and by developing advocacy skills.

Advanced Delegates (NEW)

ONE-DAY COURSE: for delegates who have completed the Role of the Delegate course and wish to further develop their skills as a delegate. It will look at advanced recruitment techniques, analysing issues, campaign skills and dealing with member issues.

Dealing with Bullying in the Workplace

ONE-DAY COURSE: designed to assist members and delegates in dealing with bullying and harassment at work.

INFORMATION

These courses are available at no charge to PSA/CPSU members.

Non-members wishing to attend our training will need to submit a membership application first.

Participants are responsible for their own travel and other costs incurred in attending training.

Venues

All training courses are held at PSA House, 160 Clarence St, Sydney – unless otherwise stated.

NB: Lunch is not provided. Tearoom facilities available with tea, coffee, fridge and microwave.

Special needs

If you have a disability and/or special needs, please contact the PSA training staff when you enrol.

Special leave for trade union training

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

These courses are available at no charge to PSA/CPSU members.

Non-members wishing to attend our training will need to submit a membership application first.

Sunday
May 1st 2016

Belmore Park
Assemble at Belmore Park (Corner of Railway Square and Eddy Avenue)
Marching to Victoria Park.

11 am
assembly for
11.30am March

SYDNEY
MAY DAY MARCH
& Family Fun Day

PSA

Rides
Food and drinks
Entertainment

@SydneyMayDay
www.facebook.com/sydnemayday/
RSVP at events@psa.asn.au

CONTACT BY EMAIL: training@psa.asn.au

TAFE members send a resounding message

PSA members have sent a strong message to TAFENSW over its refusal to walk away from its proposal to slash working conditions.

TAFE has proposed, and refused to back away from, a range of slashed conditions, including increasing the weekly hours of work for no extra pay, the ability to convert full time positions to part year positions, the introduction of broken shifts, and a new classification structure with no protection from forced pay cuts.

In light of the organisation's refusal to listen to members, the PSA held a secret ballot from 24 March to 1 April, which is the first step to strike action if required.

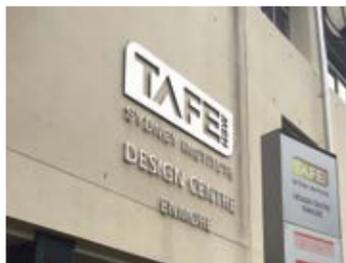
Delegates from across the state campaigned to encourage their fellow members to participate in the secret ballot, as Fair Work requires at least 50 percent of members to vote in the ballot to allow protected Industrial Action to take place.

Due to the hard work and dedication of PSA members and staff, this figure was easily surpassed with over 62 percent of members voting in the ballot, an unusually strong turnout for these types of ballots.

In addition to this an overwhelming majority of members – 93 percent – approved every action proposed.

Initial discussions after the successful ballot indicate that the result has already spurred TAFE management to amend some of their claims, although there is still some way to go in order to reach an acceptable Agreement.

One thing is for sure, members have shown that they are willing to stand together in solidarity to defend their working conditions.



Full results

Q1. An unlimited number of stoppages of work period of up to and including 1 hour? **94% Yes!**

Q2. An unlimited number of stoppages of work for periods of more than 1 hour and up to and including 24 hours? **92% Yes!**

Q3. An unlimited number of bans on working unpaid hours beyond what can be accrued using the Flextime Agreement? **97% Yes!**

Q4. An unlimited number of bans on meetings with TAFE NSW management? **90% Yes!**

Q5. An unlimited number of bans on performing student enrolment function? **87% Yes!**

Q6. An unlimited number of bans on using the SAP system, including procurement/receipting/ordering and shopping? **90% Yes!**

Q7. An unlimited number of bans or limitations upon: answering or making telephone calls; and/or not responding to voicemails; and/or sending or responding to emails? **89% Yes!**

Q8. An unlimited number of bans on working more than the contracted daily hours, or working outside the standard pattern of ordinary hours or part time arrangements? **96% Yes!**

Committee hears about TAFE's demise under Smart and Skilled

A NSW Upper House committee report on TAFE shows the dismantling of an old funding set-up, in favour of a market-based model, is favoured by ideologues on Macquarie Street.

And it is not pretty.

The Committee, chaired by Christian Democrat Paul Green and dominated by government members, is largely supportive of the Smart and Skilled program, although there are dissenting opinions from its Labor and Greens members.

However, even the Coalition and Christian Democrat members put their names to many criticisms of the destruction of TAFE.

"Since the introduction of Smart and Skilled, TAFE has moved from a situation where it receives all of its funding directly from the NSW Government and student fees and charges, to a situation where TAFE has to compete for some of its public funding with private providers," reads the General Purpose Standing Committee's report on vocational training.

"Given that the total amount of government funding for vocational education and training has remained about the same, TAFE funding has in effect been reduced because some of the contestable funding now goes to private providers."

The report's authors conceded "a large number of stakeholders connected with TAFE NSW told the committee that they are extremely concerned about the adverse impacts that the new Smart and Skilled environment has had on the institution.

"The committee heard evidence that the impacts of the changed funding environment are being felt on the ground in a number of ways, including the diversion of course fees to administrative overheads,

a drop in TAFE enrolments, cuts to staffing levels, a reduction in course delivery hours, a shift to online learning, and the reduction or deletion of courses and support services for disadvantaged learners."

The committee took its only significant stand on the issue of the IT system SALM/EBS, recommending it be scrapped in the face of overwhelming evidence of the problems with the system, and the inability of the Minister or TAFE Management to give assurances of fixing it.

Not surprisingly, a drop in funds has had a bigger impact on the courses that are more expensive to run.

"The committee heard from several stakeholders who believe that the methodology developed by IPART has resulted in some qualifications being priced too low to cover the costs of delivering the course," states the report.

"Ms Marie Larkings, associate director and general manager, Teaching and Learning at TAFE NSW Hunter Institute, observed that, 'in some of our more high-cost delivery areas it has been a challenge to be able to deliver the quality of training required for our industry.'"

The new regime, with its excessive costs and confusing regulations, is excluding many people, particularly from lower-socio-economic and non-English-speaking backgrounds.

"Several stakeholders pointed out the 'catch-22' situation in which some migrants found themselves, whereby they cannot gain recognition for their overseas

qualification in Australia, and yet that same qualification prevented them from accessing subsidies by which they could retrain in their own field or in another field."

Even providers of privately run courses run in competition with TAFE are unhappy.

The committee reports concerns from providers about "the lack of transparency around the assessment methodology used by State Training Services", which is the organisation tasked with determining which colleges can receive government funding.

Of the 747 providers lodging applications for Smart and Skilled contracts between 30 June and 8 August 2014, 338 providers received contracts.

David Bare, the executive director NSW of Housing Industry Association, was quoted in the report saying, "the results that came out was that most of the key industry groups did not get funding that had been delivering training and apprenticeships, or have had an apprenticeship scheme or a GTO [Group Training Organisation], for 40-odd years.

"There were only two private [Registered Training Organisations] that got funding and we had not heard of either of them."

Other issues raised in the report include a dramatic slump in the number of options available to potential students in regional and rural NSW.

However, regional, rural and remote issues are callously dismissed by the report as 'thin markets'.

Assessments uncover reform flaws

The Audit Office has found NSW public sector reform could be improved.

The office's report into the way the Public Service Commission (PSC) is implementing public sector management reforms is mainly positive, finding the PSC developed a sound evidence base for implementing reforms and considered best practice approaches in other jurisdictions. However, it found flaws in the tracking process.

"Few reform benefits are tracked and there are no plans to evaluate outcomes," read the report.

"The reform program is part-way through a three year implementation," it goes on to say. "The PSC, however, has not established a method or timeframe to evaluate whether the reforms, once fully implemented, achieved what they set out to."

The report's recommendations include one to "increase public

reporting on reform benefits achieved to date and whether anticipated".

The Audit Office also "identified gaps in strategic human resource leadership capabilities", finding "only 65 percent of senior executives were ranked competent or above in strategic human resource leadership".

The Audit Office also found the PSC may have underestimated the scale of the reforms.

"Some agencies did not have the initial capacity or capabilities to effectively implement the reforms.

"The initially proposed capability assessment would have informed the PSC when developing its approaches and enabled agencies to take action early to address resource and skills gaps.

"Agencies reported that they either had to bid for extra

resources or utilise existing resources, removing them from business as usual activities, to help implement the reforms in the required timeframes."

Instead the officers recommend providing the public sector with more help.

"It is important that agencies receive adequate support and guidance to help them implement the reforms," read the report. "This assists agencies to implement the reforms in a way that is consistent with the reform intent."

Even another report commissioned by the PSC itself found the sector's reform process has a number of management flaws.

The report was compiled by auditing firm Deloitte, which interviewed 120 staff members in FACS, Justice, DPE, DP and DTIRIS.

The report found "managerial capacity (among team leaders and directors in particular) is uneven and relatively immature in some places".

With the privatisation agenda further reducing the collective skills set of the NSW public service, it is possible these problems will only get worse. While admitting they generally had not seen any benefits from reform, employees were reported to be "generally positive about the intentions of reform and could theoretically see how this would benefit them in their roles".

The report found public service employees were "particularly keen on mobility".

However, as the PSA is continually pointing out to the State Government when employees are shifted between

offices and positions without consultation, "people do worry about the degree of control they will have over their movement".

The report urges the PSC to act on employees' better interests and "seek more information, support and consultation from their leaders to manage anxiety and uncertainty with key elements of change".

The PSA will remain vigilant to ensure that members receive fair, equitable and consistent treatment.

The PSA plans to consult with the PSC to evaluate the suite of reforms fairly and assess what impact they have had on union members.

Lesson from Boston

PSA director Maria Cirillo received a global view of the fight for workers' rights

Last year I was privileged to have won the Unions NSW scholarship to the Harvard University Trade Union Program.

The program runs for six weeks and is designed to give unionists the tools and knowledge needed to survive and build strength in an industrially hostile operating environment.

There were 41 participants this year, with union leaders coming from Bulgaria, Norway, Germany, Canada, and across the USA.

It was an unforgettable experience where I learnt that the challenges the PSA faces today are faced by unions across the globe. Attacks on job security, wages and conditions, combined with perpetually declining membership and the questioning of our relevance are common themes for us all.

Through the use of contemporary and historical union case studies, combined with knowledge shared by renowned academics and leaders from the social justice movement, the course emphasised the importance of accountability, knowledge and collaboration. Its key message was that unions must change. We must be inclusive and accessible to a broad range of people and ideas. We must

organise and share our resources equitably across all members. We must be innovative and gain the knowledge needed to develop the union's strategic capacity and resilience.

I'm excited and proud to be a part of a union which is already on that track.

In late 2012, the PSA membership voted for change in its leadership. Since then the PSA has been transforming the way it works and the way its resources are organised.

The election in 2011 of a conservative State Government led to the powers of the NSW Industrial Relations Commission being undermined and numerous legislative attacks on the rights of members. This meant we needed to become a union that could rely on an active and strong union membership to advance our causes while also responding to the increasing number of individual members' issues.

To meet those needs the new leadership team changed how we communicate with members and the public, created a Member Support Centre (MSC) and established the Organising Directorate.



Maria is third from the left in the middle row.



Harvard Trade Union Program
105th Session
January 11th - February 19, 2016



Our data tells us that these reforms are working. PSA membership had been declining since 2004 and the PSA reforms have put that into reverse. Union service quality and access for members was inequitable and could depend on who you knew. The distribution of the union's staffing resources was the same. This has also changed. The MSC and internal accountabilities

now ensure that all members, irrespective of who or where they are, receive an equal service. The PSA is now organised to realise this vision. New approaches are now needed to extend the reach of our change. This is an important goal for the PSA. The insights and knowledge gained from the Harvard Trade Union Program have shown me

that while there is more to do, we are well on our way. The PSA's vision statement is: "To be an active, member driven union that successfully asserts members' interests and advances the value of public services for the people of New South Wales."

ILO attacks British restrictions on unions

An attack on unions in Britain has been condemned by the International Labour Organisation.

The Conservative Government-dominated House of Commons has passed a law allowing contract workers to be brought in to replace employees on strike and a widened definition of "essential services".

The ILO has asked the Government to review the law, which is now before the upper chamber, the House of Lords.

"The Committee requests the Government to review this proposal with the social partners concerned bearing in mind its general consideration that the use of striker replacements should be limited to industrial action in essential services," reads the report.

The report also opposes Britain's plans to introduce a threshold of 50 percent turnout for industrial action ballots.

For some public sector services, it requires at least 40 percent of all eligible voters vote in favour of action.

The ILO has also requested further information on changes to the way union members pay dues, which will affect the fundraising arm of the opposition Labour Party.



Judge's death leaves US changes in limbo

The death of a conservative judge on the American Supreme Court may have thrown a lifeline to some of the country's biggest unions.

A decision by two conservative judges in the highest court in the United States had put at risk funding for some of the country's biggest unions.

Teachers refusing to join unions in many parts of the United States are charged fees for collective bargaining done on their behalf.

The fee is calculated to be the price of union membership, minus any money spent on political activities such as supporting the Democratic Party.

A number of teachers appealed to the country's highest judicial body, the Supreme Court, claiming the fees should not be deducted from their earnings.

Conservative Justices John Roberts, Anthony Kennedy and Antonin Scalia indicated they may overturn a 1977 ruling that validated the charges.

The nine-member court had two other conservative justices, Clarence Thomas and Samuel Alito, who may have joined the three in reversing the 1977 decision.

However, since the decision, Justice Scalia has died, leaving the court in a four-four split between conservative and progressive judges.

Any appointment by President Obama is likely to be a more progressive judge.

If the Republican-dominated Congress stymies the President's choice of judge, tied results are decided in favour of the status quo.

Unions in the US, already under fire in states such as Wisconsin, fear the changes will erode their financial base and provide a platform for 'free-loading' teachers to win the benefits of collective

bargaining without having to spend a cent towards the fight.

Operating on reduced budgets, unions would be then bargaining for the rights of members who have deserted them, unless they adopt the New Zealand example, floated in the previous issue of *Red Tape*, of representing only members in arbitration matters.

There is a rising movement to privatise all American schooling, with many supporters advocating a voucher system.

A weaker teachers' union movement would be a dream come true for privatisation and charter-school advocates eager to further gut American public education.



The death of Antonin Scalia (seated, second from left) has dealt a blow to proposals to limit fundraising for unions in the USA.



PSA gets better tools

In February the PSA launched Connect, its first ever intranet. This will help the PSA better operate and serve its members. The name 'Connect' was chosen by PSA staff. General Secretary Anne Gardiner is pictured here taking staff through the portal.



More reasons to join your union

Got workmates still not sure about joining the PSA?

Let them know as well as representation on work conditions, all members of ACTU-affiliated unions are eligible for discounts on a variety of goods and services.

Australian Unions' Member Benefits scheme means Australian unionists, including PSA members, can get discounts on items as varied as movie tickets, wine and financial services.

To see what is available, go to australianunions.org.au/member_benefits

Simply the best

We've known for a long time that our members are simply the best; now it's official.

PSA members earned praise from FACS at the Department's recent Simply the Best awards night, receiving their gongs from Minister Brad Hazzard.

Among the winners was Cathy Leroy, from the Blacktown Housing office managing more than 450 tenancies, who won an Individual Excellence Award for regularly providing expert advice and support in her role.

Money tight for NDIS

The so-called second tier of people requiring help from the National Disability Insurance Scheme (NDIS) may miss out on funding due to a lack of available finance.

The Australian reported on 4 January this year that the NDIS is at risk of failing those people with disabilities who did not require individual support packages.

The Productivity Commission estimates there are four million Australians fitting into this category.

Further pressure on the NDIS is being exerted by the number of children diagnosed with autism spectrum disorders.

The scheme architects have underestimated the number of children diagnosed with ASD-related conditions – some of which can require 20 hours' therapy a week under the early-intervention program recommended to minimise the disorder's affects.

Like minds make the grade for PSA

Three members of the PSA staff, Industrial Advocate Andrew Boulton, Employee Relations and Governance Officer Ciaran Cullen and acting Director Strategy and Policy, Jessica D'Arenzo, recently graduated in the same class at the Legal Profession Admission Board (LPAB).

The LPAB's diploma in law qualifies a person academically for admission as a lawyer in NSW.

A rigorous legal education teaches discipline, negotiation, dispute resolution, leadership and analysis. Congratulations to all.



W.G. McNally Jones Staff LAWYERS



Proud to be lawyers for the PSA

Tattersalls Building, Level 10,
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The Octagon, Level 1, Suite F
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Parramatta NSW 2150

Parramatta Office By Appointment Only

Phone: **02 9233 4744** Fax: **02 9223 7859**

We have accredited specialists in Personal Injury, Employment and Industrial Law. We can also provide legal advice and representation to all PSA members on:

Litigation | Wills | Conveyancing

Family law including de facto relationships

Police matters | Discrimination | Deceased estates

Superannuation & disability claims

General legal advice

As members of the PSA you are entitled to the first consultation free of charge. To make an appointment, call 9233 4744 and quote your PSA membership number.

Note: Work related matters must be referred to PSA industrial staff in the first instance. They will advise if a lawyer is required.

CALL FOR NOMINATIONS

Public Service Association of NSW

SHERIFFS OFFICERS (Vocational Branch) Advisory Group

Elections 2016

Nominations are called for 7 Executive Committee Members for the above group. Each nomination must be seconded by two other persons who are from the same group as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 15 April 2016.

If a ballot is required, candidates who wish to have a profile sent with the ballot material should provide a brief statement of 300 words or less stating how they will best represent members' interests. Space is provided for this purpose on the nomination form.

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

Nomination Forms are available at:

- PSA website www.psa.asn.au and click on RESOURCES/Election Nomination Forms.

- 5th floor Inquiry counter PSA House 160 Clarence Street Sydney or from Regional Offices.

Nominations must be addressed to:

The Deputy Returning Officer
Public Service Association of NSW

Nominations may be submitted:

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

so as to reach the PSA Head Office no later than **5pm Friday, 20 May 2016**.

G R BENSLEY
Deputy Returning Officer

PSA members reach for the sky



Two PSA members can be excused for stargazing at work.

Duncan Campbell-Wilson and David Temby work at the Molonglo Observatory Synthesis Telescope (MOST) radio telescope.

Operated by the School of Physics of the University of Sydney, the facility is located 26km east of Queanbeyan near the Molonglo River.

The two are dedicated to the highly technical operation of an incredibly complex piece of astronomical equipment.

Campbell-Wilson has worked at the MOST for the past 29 years, and reckons 2016 will be his last before retirement.

Temby is a relative newby, with three years at MOST.

On site are a number of workshops, containing highly

specialised equipment, used to manufacture and maintain the electronic and other components of the MOST.

They also maintain the huge amount of computing and communications equipment used to operate the array and to manage data flow to and from the MOST.

Temby and Campbell-Wilson also host and supervise engineering students.

The site is remotely located and members must deal with the risks of working alone and winter temperatures that can get to 10 below zero.

The MOST consists of two cylindrical paraboloids: a North-South arm and an East-West

arm in a cross shape – each arm approximately one mile in length.

The East-West arm was split into 88 individual elements to form the current telescope.

The telescope feeds a system of 7744 circular dipoles that collect the signal and feeds 176 preamplifiers and 88 IF amplifiers.

The telescope is steered by mechanical rotation of the cylindrical paraboloids about their long axis, and by phasing the feed elements along the arms.

The telescope's main research project was the Sydney University Molonglo Sky Survey (SUMSS), a sensitive radio imaging survey of the southern sky.

Top left: The MOST in action

Top right: Duncan Campbell-Wilson (left) and David Temby at the facility.

Right: The notice board at MOST.



Letters

I was delighted to read in the most recent issue of *Red Tape* the views of Professor Ron McCallum on a number of industrial issues facing unions, presently, and in the future. These views include the possibility of abolishing common rule awards.

Common rule awards in effect result in any union negotiated pay rises which apply to a particular worker employed in an industry, or a group of workers, to apply to everyone irrespective of whether they belong to a union or not.

Ron McCallum suggests that in future unions should seriously consider negotiating pay increases, either in awards, or enterprise agreements, which apply only to members of the union which has successfully negotiated the new award/agreement. In other words, if you belong to the union you share in the benefits from your membership. If you don't belong to the union, tough.

Naturally, if the common rule was abolished, non-union members would have a great incentive to join a union.

When the Greiner Government came to power in 1988, the Government attempted to introduce non-union enterprise agreements. In the NSW Public Service this strategy was generally a dismal failure. In Government Agencies, employees were given a choice to negotiate their own agreement, or have a union negotiate on their behalf. My own experience at that time was that there were very few non-union members who were prepared to negotiate their own agreement and strongly supported union involvement. Union members firmly backed their union in this role. This resulted in quite a few non-union members joining the union at this time.

At the present time, when union membership is at its lowest ebb, an increasing number of workers are very happy to benefit from wage increases negotiated by a union, without their participation.

I strongly believe it is about time that unions finally tackled this issue head on.

After all, this is all about industrial fairness. If union members pay their union dues which are then used for their benefit, why should those benefits flow on to non-union members who get the benefit for nothing?

At a time when workers' rights and benefits are under continuous attack by employer groups, it is about time the whole union movement went on the offensive to regain some of the ground that has been lost, by adopting new strategies. What Ron McCallum has suggested is a positive way forward.

Terry Hannan

Terry is a formidable former PSA staff member.

Southern Cross University finalises enterprise agreement

The Enterprise Agreement for PSA members at Southern Cross University has taken nearly three years to negotiate and finalise.

While going through a difficult financial period, the university has finally reached an agreement with the staff unions.

During the first year of negotiations, the university reduced its staff numbers by 10 percent to deal with revenue shortfalls.

This caused considerable stress for PSA members and impacted the negotiations.

The university paid an administrative pay rise of only two percent during 2014, with another two percent due at the end of December 2015.

This effectively provides no pay rises in 2015 for PSA members. The final pay rises for members over the next three years – 2.75 percent in 2016, 3.75 percent in 2017, and 3.5 percent in 2018 – are more positive.

This is without any loss in conditions and a range of improvements.

Universities have some of the best conditions in NSW so any small

improvements are significant, especially where the university has been under significant financial pressures.

Improved benefits include;

- One scholarship each year for a university professional staff member to undertake an undergraduate degree. Their course fees will be funded until completion by the university for professional staff to study part-time for any degree at the university.
- A bank of six weeks of sick leave in reserve as staff transfer to a system of sick leave which accumulates from year to year. Previously staff received 30 days' sick leave in any one year with an additional 30 days on approval by the Vice Chancellor. Sick leave is now 15 days per year, which accumulates from year to year with an additional 10 days of carer's leave each year.
- A staff development fund for professional staff to help with

career development and not just on the job training. Ensuring Paid Parental leave of 26 weeks is available to any primary carer, regardless of gender.

Strong consultation provisions have been maintained as has redundancy provisions of up to 68 weeks. Excellent protections for staff regarding managing poor performance or misconduct has remains with strong review procedures in place.

The final approval of the Enterprise Agreement has seen a small problem with the Fair Work Commission which is unable to approve the Agreement due to an anomaly with the original Notice of Representation sent to staff three years ago.

This will need to be resolved by re-issuing the notice and going to ballot again.

PSA/CPSU DIRECTORY

PSA EXECUTIVE

Anne Gardiner, General Secretary
Steve Turner,
Assistant General Secretary
Sue Walsh, President
Cassandra Coleman,
Senior Vice President
Wendy Hurry, Vice President
Nicole Jess, Vice President

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Phone: 1300 772 679

NORTH WESTERN REGION

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PO Box 682, TAMWORTH 2340
Phone: 1300 772 679

SOUTH EASTERN REGION

Suite 13, 104 Crown Street
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WOLLONGONG 2520
Phone: 1300 772 679

SOUTH WESTERN REGION

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WAGGA WAGGA NSW 2650
Phone: 1300 772 679

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National Secretary
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website: www.cpsu-spsf.asn.au

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Sue Walsh, Branch President
John Cahill, Branch Secretary
Steve Turner,
Branch Assistant Secretary
Kirsten Cameron,
Branch Assistant Secretary
Ron Davis, Branch Assistant
Secretary for 'POA' Sub-Branch
Wendy Hurry, Branch Vice President
Boyd Kellner, Branch Vice President
Nicole Jess, Branch Vice President

WOMEN'S COUNCIL COMMITTEE

All women members of the Association are members of the Women's Council. Nominations are called for positions of delegate on the Women's Council Committee. Each nomination must be seconded by two other persons who are from the same group and electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 15 April 2016. The Call for Nomination is for the following number of delegates from the electorates listed below:

ELECTORATE 1 (2 delegates) EDUCATION

(1 position reserved for school education)
Aboriginal Affairs NSW
Board of Studies, Teaching & Educational
Standards NSW
Early Childhood Education & Care
Education, Dept of

ELECTORATE 2 (1 delegate) NON PUBLIC SECTOR

External to Government Sector
Audit Office of NSW
ICAC - Indep. Comm. Against Corruption
Judicial Commission of NSW
Parliament of NSW
Parliamentary Counsel's Office
S A S Trustee Corporation
Other National System Employees
Aboriginal Land Council NSW
Australian Health Practitioner Reg. Agency
Coal Services Pty Ltd
Employed Solicitors
NSW Lotteries
Residual Business Management Corp

ELECTORATE 3 (1 delegate) RURAL AND REMOTE AREAS

Members residing in areas defined as rural
and remote by the Australian Standard
Geographical Classification - Remoteness Area
(ASGC-RA)
RA3: Outer Regional
RA4: Remote
RA5: Very Remote
For information about the ASGC -RA of
a location you can search the map on the
website at: [www.doctorconnect.gov.au/
internet/otd/publishing.nsf/content/locator](http://www.doctorconnect.gov.au/internet/otd/publishing.nsf/content/locator)

ELECTORATE 4 (2 delegates) FAMILY & COMMUNITY SERVICES

Aboriginal Housing Office
Ageing, Disability & Home Care
Community Services
Corporate Services, Business Services
Family & Community Services (Central Office)
Home Care Service of NSW
Housing NSW
Multicultural NSW
NSW Land And Housing Corporation
Office of Communities - Corporate Services
Office of The Children's Guardian
Sydney Olympic Park Sports Centre
The NSW Commission for Children & Young People
Youth NSW

ELECTORATE 5 (2 delegates) JUSTICE

Art Gallery of NSW
Arts NSW
Australian Museum
Corrective Services NSW
Fire And Rescue NSW
Independent Liquor & Gaming Authority
Information & Privacy Commission
Justice, Dept. of
Justice, Dept. of - Ex MPES
Justice, Dept. of - Registry of Births Deaths &
Marriage
Justice, Dept. of-Crown Solicitor's Office
Juvenile Justice NSW
Law & Justice Foundation of NSW
Legal Aid NSW
Museum of Applied Arts & Sciences
NSW Crime Commission
NSW Police Force
NSW Police Force (Blue Uniform)
NSW Police Force (Police Band)
NSW Trustee & Guardian (OPG)
NSW Trustee & Guardian (Public Trustee)

Office of Liquor, Gaming & Racing, NSW
Office of The Director of Public Prosecutions
Rural Fire Service, NSW
State Emergency Service
State Library of NSW
Sydney Opera House

ELECTORATE 6 (1 delegate) FINANCE, SERVICE AND INNOVATION

Corporate Services, DFSI
Finance & Services, Dept. of - LPI
Finance & Services, Dept. of - Office of State
Revenue
Finance Services & Innovation-Corporate
Services/Procurement
Government Property NSW
icare
icare - Dust Diseases Authority
icare - Lifetime Care & Support Authority
Land & Property Management Authority
NSW Self Insurance Corporation
NSW Workers Compensation Commission
Professional Standards Councils, Office of the
Safework NSW
Service & Digital Innovation
Service NSW
Servicefirst
SIRA
SIRA - Motor Accidents Authority
State Records Authority
NSW Fair Trading
NSW Public Works
Sydney Harbour Foreshore Authority
Teacher Housing Authority

ELECTORATE 7 (1 delegate) UNIVERSITIES

TAFE

ELECTORATE 8 (1 delegate) TRANSPORT

Independent Transport Safety Regulator
National Rail Safety Regulator, Office of the
Roads & Maritime Services
Transport For NSW
PLANNING & ENVIRONMENT
Centennial Park & Moore Pk Trust
Environment And Heritage, Office of
Environment Protection Authority
Jenolan Caves Reserve Trust
Local Government, Division of
Lord Howe Island Board
Natural Resources Commission
Planning And Environment, Dept. of
Royal Botanic Gardens And Domain Trust
Sydney Living Museums
Taronga Conservation Society Australia
Western Sydney Parklands Trust

INDUSTRY, SKILLS & REGIONAL DEVELOPMENT

DPI Water
Local Land Services
Marine Parks Authority
Mine Subsidence Board
NSW Food Authority
Primary Industries, Dept. of
Primary Industries, Dept. of - Crown Lands
Primary Industries, Dept. of - Soil Conservation
Rural Assistance Authority
State Training Services
Trade & Investment, Regional Infrastructure &
Services, Dept

ELECTORATE 9 (1 delegate) STATE OWNED CORPORATIONS

AGL Macquarie
Ausgrid
Corrective Services GEO Group
Delta Electricity
Energy Australia NSW
Eraring Energy
Forestry Corporation of NSW

Pillar - Superannuation Administration Corp
Transgrid
Urban Growth NSW
Waste Assets Management Corporation
Water NSW

PREMIER & CABINET

Destination NSW
Independent Pricing & Reg Tribunal of NSW
NSW Electoral Commission
Office of Sport
Ombudsman NSW
Police Integrity Commission
Premier & Cabinet, Dept. of
Public Service Commission
Sydney Olympic Park Authority
Venues NSW

HEALTH

Health Care Complaints Commission
Health, NSW Ministry of
Medical Council of NSW
Women NSW

TREASURY

FSS Trustee Corporation
Industrial Relations Commission of NSW
Long Service Corporation
NSW Treasury - Office of Financial Mgmt

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form (or facsimile of it).

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G R BENSLEY
Deputy Returning Officer

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Visit www.psa.asn.au

There has never been a more important time to be a PSA member

Riot and ambush of guards in prison

DAILYTELEGRAPH.COM.AU WEDNESDAY NOVEMBER 11 2015

OPINION email letters@dailylegraph.com.au web dailylegraph.com.au

JAILS ARE BREAKING

ANNE GARDINER

The front page story in yesterday's Daily Telegraph regarding an alleged ice dealer being released after the court was told there was no room in prison came as no surprise. The Public Service Association (PSA) has been warning of the overcrowding crisis in NSW's prisons for years.

THEIR SAY

State privatisation by stealth

Most people won't know about it until it's too late, writes Anne Gardiner.

LAST week I was in Newcastle to have a meeting with Public Service Association (PSA) members who know that their jobs would disappear as part of the Baird government's push to privatise public services. I had a meeting with members in Trustee and Guardian, Louise Channing and Haring, Public Works and Asset Liability and Elaine O'Connell (ADECO). It was in three departments all possible areas that many people

Firefighters tell minister to justify Dad's Army comment

Volunteer firefighters have expressed their anger after they were portrayed in the TV series Dad's Army by Emergency Services Minister David Elliott.

The claims emerged at a meeting of the Volunteer Fire Fighters Association held in Murrumbidgee, where more than 70 members representing volunteers across Australia. Members said the meeting they were invited to and called on the minister to apologise or explain.

Executive members say the comments were made at a private meeting in November attended by three members of the firefighters' top brass in an attempt to build a

backpedal by saying you guys can't operate aircraft. He tried to back away from the comment quite quickly, but we weren't talking about aircraft at the time. It was clear to us in the room what he meant."

Volunteer firefighters association vice-president Mick Holton said the matter was raised on Saturday in front of a representative attending on behalf of shadow emergency services minister Guy Zangari and Opposition Leader Luke Foley.

The members thought it was poor form and a little bit foolish on Mr Elliott's part, he said.

Mr Zangari said that it was a slip on the line for the betterment of the community.

Mr Holton said his comments were intended to reflect the importance of the established command structure with an analogy that you don't require a general in command with Dad's Army during battle.

"The need for a full-time permanent command structure was

POWERHOUSE MU: Shifting Powerhouse Museum would do more harm than good

How is it that the mayor of Dublin, Matthew Doherty, can see what the future of the city will be? (What and culture will suffer in the long run, says major of Dublin, March 11). The Powerhouse Museum is perfectly placed, and is favoured to be moved to a more central location in Parramatta do more harm than good.

In any other civilised city in the world there are museums galore with galleries, free days, transport and parking, free days, transport and parking, free days, transport and parking. One example despite opposition from the public is the National Gallery of Victoria in Melbourne.

Save the Powerhouse

NDIS carers brace for pay battle

The agency initially predicted the disability workforce would almost double to 700,000 workers under the NDIS but estimates now

EXCLUSIVE

BACK MORTON SOCIAL AWARDS WRITER

An industrial relations battle is brewing as unions, business groups and progressive Liberal MPs have the \$2.2 billion National Disability Insurance Scheme set to draft out wages "before it

Big changes loom in TAFE NSW revamp

Hunt for TAFE's missing millions

TAFE NSW will pay consultants KPMG almost \$6 million to track down missing student fees and course revenue after a software bungle threw TAFE enrolments into chaos.

NSW Auditor-General Tony Whitfield revealed in November that TAFE had a \$525 million black hole in its accounts, and had failed its annual audit.

The work will include restating last year's balances and tracking down the opening balance before the controversial Smart and Skilled TAFE reforms began in 2014.

KPMG has been told to find "sufficient and appropriate audit evidence" for TAFE's accounts.

Teachers had

PLEASE SAVE OUR OWN KIDS, MR BAIRD

Mr Baird's heartfelt actions highlighted the warm, personable character that is clearly resonating so strongly with voters.

We now ask the Premier to lead another crusade, this time on behalf of the state's most vulnerable — children caught in the horror of domestic violence.

The fact is that only one in four children at risk receive a face-to-face visit from a child protection worker because there is insufficient staffing to handle the situation.

This leaves thousands of kids in NSW tragically stranded, often in neglectful, violent homes with child protection workers forced to play a heartbreaking game of

"Russian roulette" and hope and pray that they somehow manage to see the kids at the greatest risk in time.

The Public Service Association has better service governments unfortunately starved of funds, including short-argued private of the government efficiently these are the flux of at the port into the private

Out of Home Care didn't derive into the sometimes tragic shortcomings of the non-government sector in the care of vulnerable children. It's not the Premier, as you so movingly stated, once you saw the photos of tiny Aylan you could not rewind back from that moment. But there are so such photos of NSW's children.

Public Service Association assistant general secretary Steve Turner said the government was heading to a "workforce crisis" on the issue.

School staff were "doing an extra three hours work a week, much of it unpaid" because of the system, he said.

Andrew Glennell

FINANCE Minister Dominic Perrotti has been asked to find a way out of Education Minister Adrian Piccoli's LMER computer mess.

He is looking to appoint a "whistle of government" chief information officer" to help fix the project.

The Daily Telegraph understands Mr Perrotti and Treasurer Gladys Berejiklian and their departments are keeping a close watch on the project which is over budget and has cost \$600 million so far, even though it has only been rolled out to 10 per cent of the state's 2200 schools.

Schools have complained of difficulties with it, resulting in bills not being paid.

Mr Perrotti's office confirmed yesterday it was after a gun IT chief to help improve all the government's computer systems.

NSW prisons in line for privatisation

Prisons in NSW will have the same level of performance targets as state being looked over.

An open bid to replace the John Alexander Correctional Centre will be held in the coming weeks, which will see the centre being run by a private company.

The program will see the public and private correctional centres in NSW. The program will see the public and private correctional centres in NSW.

44 jobs, two of which are privately run

\$236 million daily cost to house each inmate

12,000 people in prison in NSW

124 new beds

Long Bay Correctional Centre 100
Mullumbidgee Correctional Centre 100
Mullumbidgee Correctional Centre 100
Mullumbidgee Correctional Centre 100

Kirsty Needham

School computer mess needs expert fix

Public Service Association assistant general secretary Steve Turner said the government was heading to a "workforce crisis" on the issue.

School staff were "doing an extra three hours work a week, much of it unpaid" because of the system, he said.

With public services under threat in NSW, it is vital you and your colleagues are members of the PSA. Since 1899, the PSA has been providing quality industrial support and advocacy to public servants in NSW.

With a raft of privatisations planned or underway, there has never been a greater need for support from a strong, united union. That union is the PSA.

To join the PSA, call **1300 772 679** or go to **www.psa.asn.au**



(Feel free to cut out this page and display it where it can be seen by your colleagues.)

Are you receiving emails from the PSA? If not, you may need to update your details. Go to www.psa.asn.au or call 1300 772 679 and make sure we can contact you.