

A large red circular graphic is positioned in the top left corner. Inside the circle, the words "WOMEN @WORK" are written in a white, bold, sans-serif font. Below this, a white banner-like shape contains the text "JANUARY 2013" in a black, sans-serif font.

Introducing Anne Gardiner, new PSA General Secretary

Statewide Stop Work Meetings 8 October 2012

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Linda Barclay-Hales Women's Council Chair

October 2012 will be remembered as hosting one of the most successful and well attended Stop Work Meetings in the public sector's history. A reported 40,000 members gathered at 47 locations around the state including the central location of Sydney Town Hall, from where the webcast was televised. For me as convener of the webcast at Albury (where we had well in

excess of 120 attendees) it was very encouraging to see so many women. And they were enthusiastic this time around ... similar to the *Your Rights at Work Campaign* where workers REALLY understood the depth of what was being proposed and were passionate, united and loud.

The O'Farrell government have underestimated the level of opposition they will face to their new award changes, particularly their anti-women policies. We will not stand by silently and allow the attack on conditions that have been hard fought and won over a long period of time. Carers leave, parental leave and other conditions that will have greater effect on women are clearly not important to the NSW coalition government.

Job security underpins a family's existence and their ability to plan for the future - to map out paying for their house, educating the children and being able to keep up with the ever increasing day-to-day costs associated with running a household. Again this is not on the O'Farrell government's agenda and clearly not important to them. Besides the proposed job cuts, the trend seems to be to casualise the workforce, to provide no job security and to make permanent officers a thing of the past. The PSA will fight these changes vigorously, opposing these relentless attacks.

Another worrying element of this government's proposal is to abolish the 17.5 percent loading on recreation leave. Unfortunately public sector shift workers, due to the nature of their pay structure, already take a drop in pay to take their recreation leave - that is their pay drops to their base wage. Removing the payment of the 17.5 percent on top of this will result in some being unable to afford to take leave.

The upside of the O'Farrell government's proposal is the rise in new membership. September 2012 saw an all-time high of new members and a significant decrease in cessations. In line with this we recently joined up a new member from my region who has been with the department for approximately twenty years, never been a member, but now holds significant concerns for their job security.

I encourage all members, particularly our Women's Councillors and women members, to spread the word to other public sector women to raise awareness.

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Contributions

Contributions and feedback are always welcome. Extra copies of Women@Work are available for your workplace on request.

Cover photo: PSA members attend Stop Work Meeting at Sydney Town Hall, 8 October 2012

Minister for Women supports cuts to your employment conditions

On 12 October 2012 the Budget Estimates Committee for the Women's Portfolio was held. The Hon. Sophie Cotsis asked Minister Pru Goward if there would be an adverse impact on women if leave loading and family and community leave were to be abolished.

Not surprisingly, Pru Goward responded by saying that women may want to trade off these conditions and that these conditions do not necessarily help women in the workforce.

This shows how out of touch the Minister is in relation to what conditions of employment help women remain in the paid workforce.

Anne Gardiner, General Secretary



I would like to use this opportunity to introduce myself as the PSA's recently elected General Secretary. Prior to my election I worked as a safety inspector at WorkCover managing the chemicals team. I also served two terms as the Women's Liaison Officer for the Spokeswomen's program.

The threats to gender equity at work and elsewhere highlight the importance of the PSA's commitment to stand against the forces that seek to wind back the clock on women's rights. As Professor Marian Baird commented in her address to the Women's Conference, proposed changes to award conditions for public servants are likely to have a disproportionate negative effect on women, undermining programs that have taken generations to achieve. Since the status of women in the workplace tends to be reflected in the wider society, it is vital to assert the principles of fairness and equity on which the union movement is based.

The face of Australian unionism is changing with nearly 50% of all union members being women. I am very proud to be taking up an important union leadership position at this time.

The NSW Public Service has been under sustained attack over the years – this has been accentuated with the election of the O'Farrell Liberal government. Now, more than ever, it is important to connect with fellow workers and the community to draw attention to the critical role that public sector workers play.

On 8 October for the first time in over 20 years PSA members across the NSW public sector walked off the job for half a day in protest against cuts to jobs, public services and conditions of employment. Members resolved to continue to campaign to fight the cuts.

In order to support this campaign we are looking at systems within the PSA which need to be modernised. By improving internal and external communications we can build a better base for future campaigns, and by establishing an HR function in the PSA, we can get the right resources for our ongoing campaigns.

The new Central Council has established working parties to assist the PSA in developing transparent and accountable systems. Those committees include a Finance and Audit committee, a Rules committee and a Communications committee, amongst others. Other Advisory Group committees have also been established to address Cuts, Relocations and Privatisation, Work Health and Safety and Workers Compensation, Insecure Work and Superannuation. As soon as the committees have been formalised we will update the website with contact details so that members who wish to may have input.

It is an honour and privilege to serve the union in the capacity of General Secretary. I wish you well over the break and look forward to continuing the fight in the new year.



Women and Work in NSW: The effect of public service cuts on women workers

Dr Marian Baird

Professor of Employment Relations and Director of the Women and Work Research Group
University of Sydney Business School



Thank you for inviting me to address your Women's Conference.

It is always an honour and privilege to meet with, and talk to, committed female unionists and workers.

Let me begin by saying quite explicitly that the significance of women to the economy and to society is often overlooked.

Women provide nearly 50% of the workforce and the majority of the unpaid caring workforce. In NSW, women's workforce participation rates have steadily increased to a rate of 57% in Feb 2012.

Women are increasingly called upon to enter the paid labour market yet at the same time demands for care – elder and child care – are increasing. For example, according to the Government's own publication, 'Women in NSW', at present women in NSW with dependent children and who work full-time undertake an extra 40 hours per week on average in unpaid work.

This is an equation that is unsustainable – unless we provide adequate support and flexibility within the system, so that women, and to an increasing degree men, can do the work and care that is needed to sustain our communities.

One of the recent themes in my research and writing has been to work to encourage better public policies. One reason to do this is because we know that most Australians now spend a considerable amount of time in the workplace, and because paid work is valued more highly than unpaid work, what goes on in the workplace, is reproduced in society at large. That is, the workplace is the 'gender factory' as Joan Williams (American legal scholar) says – a place where male and female roles are produced and reproduced.

Policies exist at many levels: formal policies are found in legislation, in

industrial awards in agreements and in employer manuals. Informal policies are found in management discretion and workplace culture as well as custom and practice.

Formal and informal policies are interlinked. Our research into mature age workers and their elder care responsibilities in two large Australian organisations (a public sector organisation and a private sector company) found that public policies were important. The public policies provided the benchmark from which to develop the company policies. And together, the public policies and the company policies set the degree of management discretion and the tone of the workplace.

That is, policy messages that employers send out matter a lot, and when the employer is the government then that message is arguably even stronger. It sends a message not only to their own workforce but also to other employers and to the broader society, about what is acceptable management policy and practice.

With that in mind I would like to reflect on the changes that I understand to be before you. I do this from a researcher's perspective and a feminist perspective, and I am drawing on not only what I have learned over the past ten years but also the research evidence mounting around the world.

One of the lessons we have learnt is that all policy, and all budgets, should be evaluated through a gender lens. This is because, although the rhetoric typically suggests equal application of policies for men and women, we do not end up with equality of outcomes.

Policies can and do impact on men and women in different ways because men's and women's lives take on different life courses – the most marked changes come in child birth years, and then on return to the paid workforce following children.

There are some very significant changes to the NSW Crown Employees (Public Service Conditions of Employment) Award 2009 being proposed by the government. I cannot cover them all, and the ones I

wish to concentrate on are those I see as most obviously having a disproportionately negative effect on women.

These are:

- The changes to sick leave and leave to care for family members, to re-frame this as personal carers leave, incorporating the removal of family and community services leave;
- The changes to parental leave,
- The abolition of the specific domestic violence leave clause,
- Removing the clause allowing room at Home to be Used for Office, and
- The abolition of annual leave loading and the remote area leave and loading changes.

For many years I have been concerned that rolling sick leave and personal leave into one leave is not necessarily of benefit to women. Although regarded as a modern approach, it does mean that women may avoid using personal carers leave to look after themselves, in order to save it to look after their children or other family members. By the same reasoning, the removal of 2.5 days FACS leave proposed by the government not only reduces the total amount of paid leave available to female workers, it once again conflates the time we need to care for others with the time we need to care for ourselves. We all know that women provide the majority of care in our communities, and the research supports this, and further, that as women have contributed more and more time in paid work (and are being asked to do even more) the time spent on themselves has fallen. Women have almost no 'free' or uncommitted time, at all in their lives. The idea of the 8 hours day campaign- 8 hours 'work', 8 hours 'play' and 8 hours 'rest' is so far from our normal lives as to be totally unbelievable – but let's not let employers make it any worse!

Australian women fought a very long campaign to receive 18 weeks paid maternity leave and the federal government is to be commended for introducing this. But to now see at the State level associated rights to maternity and parental leave being eroded is a terrible shock! To narrow the coverage and exclude from parental leave entitlements those staff who are long term foster carers or have parental orders through surrogacy arrangements or who have care of children through kinship arrangements



is detrimental not only to women as carers but potentially also to the children in their care.

On another domestic front – it is sad but true to recognise that domestic and family violence remains a distressing aspect of the lives of many women in NSW. In relation to this, the State government's own website – says – 'This government is committed to providing both prevention and support services.' In 2011 there were 20,597 reported female victims of domestic violence in NSW, according to the Government's own report on 'Women in NSW'.

To see then, that the State government is downgrading the right to domestic violence leave, reducing its status as a separate right and rolling it into Miscellaneous Leave, to be granted at the discretion of the supervisor and without the guarantee of paid leave, is a nasty contradiction in their own policy approach and a very backward step for women, potentially endangering their lives. Our research shows that separate clauses are the way to provide the confidentiality and security women need to approach their employer or supervisor about their domestic violence problem. Furthermore, only yesterday the Australian report by the UN Special Rapporteur on violence against women recommended that 'workplace/industrial relations and health departments need to work collaboratively on the long-term impact (physical and emotional) of domestic violence in workplaces'. Collaboration with all parties, including the union, is needed on this matter.

Abolishing conditions for employees working from home or in remote areas will also differentially impact women. Such flexibility to work from home or to access additional leave for family care purposes will more than likely negatively impact the lives of women, again, because it is women who tend to do these roles more than men.

Even those conditions that some may not be recognised as gender sensitive, will more adversely affect women if they are removed. For instance, a gender aware analysis will show that the abolition of annual leave loadings and additional week's leave for those in remote areas will, in all likelihood, detrimentally impact on women more than men. We know from our research that women use their annual leave for many things other than a holiday for themselves! They use it when they have babies to add to their maternity leave, they use it to look after children in school holidays, they use it to take children to hospitals and doctors, and this is especially important if they live in remote areas. To remove this further increases women's inability to balance work and family. And in addition, removing leave loadings reduces their total annual

income. We already know there is difference between men's and women's average earnings in the public sector – and this will exacerbate the lower level of women's overall earnings.

Unfortunately it doesn't stop there. There will be flow on consequences of these changes. While perhaps contained for the moment to a 'mere 80,000' employees, approximately 60% of whom will be women, the message is clear: there is to be a winding back, a removal of conditions of employment, for public sector employees. There are 240,000 women employed in the NSW public sector out of a total of just over 390,000 employees. Whichever way you look at the information, whether clause by clause, or potential employees affected, it is clear that women will share a disproportionate burden of the changes being introduced by the State government.

Let me move to the final part of my presentation by locating these changes in the international context. This is certainly not by way of consolation to you – but to illustrate the broader attack on the public sector that is occurring under neo-liberal regimes.

In the UK the effects of budget changes on women are being closely monitored – not by the government, but by feminist economists. We recently had Professor Diane Elson, an eminent economist from the UK, visit the university of Sydney. In the UK she and her colleagues undertook a gender analysis of the 'austerity measures' and changes to welfare introduced by the UK conservative government. These analyses show that, surprise, surprise, women will be negatively impacted most, - and single mothers impacted most of all. Their analysis shows that in the UK, women are contributing 74% and men 26% to the budget savings being introduced!

In the United States, there are many state legislatures that have removed the right of public servants to bargain. It began with the conservative Republicans removing collective bargaining for public servants in 2005 in Indiana and in Missouri.

Restrictions on public sector collective bargaining gathered pace after the private sector induced financial crisis, or 'the Great Recession', as the Americans call it. Wisconsin and Ohio followed suit and then a tsunami of anti-public sector union and anti-public sector bargaining bills swept through the Republican states: there were 733 bills in 42 states relating to public sector employee unions, 140 bills relating to the right to collect union dues and the list goes on. In all, there were a total of 1707 anti-union bills in 50 states

in 2011-2012. The exceptions were police and firefighters – they received more favourable attention. I leave it to you to think about that.

I would like to conclude by talking about the 'ideal employer'.

As I mentioned at the start, the workplace, rather than the family, has become 'the gender factory'. This being the case, I argue that we have to focus our attention on what makes the ideal employer, the ideal workplace, for women.

At a policy level, while some important progress has been made in Commonwealth laws, across Australia there continues to be a need to ensure ongoing improvement and to prevent the introduction of regressive policies and practices, to prevent the winding-back of advances in improving workplaces.



Regrettably, this is one of those times when there are threats to women's progress in the workplace. There are threats to the progress for women being made in state governments not only in NSW, but also in Qld and the Northern Territory, where public service conditions of employment are being wound back and female employees will be affected disproportionately; these ideas will inevitably flow through to other governments and to other employers.

In times of economic stress, one easy target is to not be more flexible for women, but instead re-instate traditional work patterns and norms based on a male norm. This is not how ideal workplaces are made. And this is not the best way to plan for the future.

The workplace, and especially the workplaces of the public sector, is essential to our lives and communities, and to women. As more women gain education, enter the workforce and indeed, are encouraged to do so for productivity reasons, we must turn our minds to creating the ideal employer and the ideal workplace. Unless we have ideal workplaces, especially in the public sector, we will not have an ideal society. Unless the cuts to employment conditions are prevented, women will bear more and more of the pain, and share less and less in the gains of the economy.

STATE-WIDE STOP WORK MEETING

8 OCTOBER 2012



On 8 October tens of thousands of public servants stopped work in protest to cuts to the public sector and to working conditions. Public servants stood shoulder to shoulder determined to ramp up the campaign. The following motion was endorsed at all meetings held across the state:

That this meeting of PSA members condemns the cuts to jobs and conditions of employment imposed and proposed by the O'Farrell Government. This meeting calls on the NSW Government to:

- *Withdraw its application for a new and diminished Crown Employees Conditions Award in the NSW Industrial Relations Commission;*
- *Halt job cuts in the NSW Public Sector;*
- *Restore the "no forced redundancies" policy;*
- *Restore the power of the NSW Industrial Relations Commission to award fair wage rises without the artificial imposition of a 2.5 percent cap;*
- *Repeal the most recent Workers Compensation legislation which cuts benefits to injured workers.*

This meeting determines to conduct an ongoing political and industrial campaign in support of the above objectives.

To beat these cuts all members need to be involved. Organise a PSA meeting and decide how best to keep the campaign going in your workplace.



STATE-WIDE STOP WORK MEETING

8 OCTOBER 2012



Human Rights and Anti-Discrimination Bill 2012

- Consolidation of Commonwealth anti-discrimination laws

On 20 November 2012, the Attorney-General, Nicola Roxon, and the Minister for Finance and Deregulation, Senator Penny Wong, released exposure draft legislation for the consolidation of federal anti-discrimination laws. The Human Rights and Anti-Discrimination Bill 2012 consolidates all four Commonwealth Discrimination Acts - Race, Age, Disability and Sex into one harmonised Anti-Discrimination Bill.

The Bill will make it unlawful to discriminate against a person on the basis of a "protected attribute". Protected attributes include aspects of an individual that cannot change (such as race or social origin) and attributes that may change over time (such as disability, age, marital status, political opinion or industrial history).

According to the ACTU the Bill makes some substantial reforms to provide better protection against discrimination in the workplace, including:

1. Introducing some fundamental reforms which will make it easier for employees who have suffered discrimination to access justice. For example by:
 - Introducing a single, simple definition of discrimination as 'unfavourable treatment' which does not require the complainant to find a person in exactly the same position to establish comparative discriminatory treatment;
 - Shifting the burden of proof in line with the Fair Work Act General Protection provisions which require the complainant only to establish a prima facie case which the respondent must then defend;
 - Making it a cost free jurisdiction so that complainants are less easily discouraged from pursuing claims; and
 - Introducing a new protected ground of sexual orientation and gender identity.
2. Streamlining processes and greater legislative consistency. For example, by:
 - Replacing many existing exceptions with simplified 'defence' or 'justification', meaning discrimination is not unlawful when it is done for a legitimate aim and is proportionate to that aim;
 - Lifting differing levels of protections to highest current standard to resolve gaps and inconsistencies (such as the scope of the legislation for example will now include all areas of public life).
3. Introducing some measures to address systemic discrimination and encourage prevention. For example by:
 - Empowering the Australian Human Rights Commission to produce codes or standards which will enable compliant employers a defence to a claim of discrimination.

However there are a number of areas where the Bill has not picked up key ACTU recommendations, including:

- Not adopting a general positive duty on employers to eliminate discrimination;
- Not extending the scope of coverage for workers (such as those experiencing family and domestic violence); and
- Not adopting some of the key recommendations arising from the review of the Sex Discrimination Act Parliamentary Report.



HUMAN RIGHTS COMMISSION SEXUAL HARASSMENT SURVEY

On 30 October, 2012 the Sex Discrimination Commissioner, Elizabeth Broderick launched the *Working Without Fear: Results of the Sexual Harassment National Telephone Survey*.

In 2012 the Australian Human Rights Commission conducted its third national telephone survey on sexual harassment. Two thousand and two people over the age of fifteen years were interviewed for the survey.

The survey results show that twenty one per cent of people in Australia have been sexually harassed since the age of fifteen. Sixty eight per cent of those people were sexually harassed in the workplace.

Sexual harassment continues to affect more women than men. Thirty three per cent of women have been sexually harassed since the age of fifteen, compared to 9% of men.

Twenty one per cent of people over the age of fifteen years experienced sexual harassment in the workplace in the past five years.



What is sexual harassment?

Sexual harassment is unwelcome conduct of a sexual nature that a reasonable person would anticipate could make the person harassed, feel offended, humiliated or intimidated.

Sexual harassment can take many different forms, both physical and non-physical, and can occur through a variety of mediums, for example, via email and texts and through social media.

Behaviours that are likely to be characterised as sexual harassment include indecent exposure, comments or jokes of a sexual nature, sexual propositions, sending sexually explicit texts and asking intrusive questions about a person's private life.

Some types of behaviours, such as sexual assault or rape, may constitute a criminal offence, in addition to constituting sexual harassment.

Sexual harassment is unlawful under the Sex Discrimination Act 1984 and the Anti-Discrimination Act 1977 for a person to sexually harass another person in a number of areas of public life, including employment, education and the provision of goods, services and facilities.

Source: Australian Human Rights Commission

Women and voluntary redundancy

– Karen Duncan

I have just been made redundant. Beyond the hard budgetary statistics that are used as the rationale for mass public sector cuts, redundancy entails significant human, family and community costs that are almost wholly hidden from the public eye.

I have worked for the public sector for the past 18 years for several different departments, mostly as a full-time employee. For my first 11-12 years I barely used the public service entitlements that I now so badly need, as I was young and had no caring responsibilities.

I have two children, a 6 year old and a 3 year old, who I care for with my partner. As such, the past 6 years for me have involved 2 periods of maternity leave and the need to work part time in order to care for my children. I have done this while still retaining my substantive full time position. I was planning to continue working part time up until my youngest child commenced school, in accordance with the new public service employment entitlement.

Having 2 small children makes for a busy and complicated life. The ability to work part-time, to take leave, to access flexible working hours and to have a bank of unused sick leave has contributed significantly to my ability to meet my children's care needs and be an effective and responsible parent. I expect I would not have been able to return to work until my children were older without these benefits.

My 6 year old is in school and my 3 year old is looked after by my mother-in-law when I work, but is starting pre-school early 2013. My family has one car, so on the days I work our arrangement is that my partner drives my 3 year old to my mother-in-law's, early, 40 minutes from our house, parks the car there and then catches a bus into his CBD job.

I walk my 6 year old to school and catch the bus from school to my CBD job. This only works because I am able to start work at 9.30am.

Then, at home time, I catch the bus to my mother-in-laws and drive my 3 year old home, while my partner rushes to after-school care on the bus, before it closes, to collect our 6 year old. We all arrive home late, tired and frazzled, like most working families.

This system works for the most, but is completely derailed whenever illness or unforeseen circumstances arise. My 6 year old is just finishing up Kindergarten. He has been sick many times throughout the year with gastro, flus etc, as is common for young children, requiring me to take unplanned leave to look after him. My mother-in-law is in her 70's and gets sick a lot too, so I have to take more unplanned recreation leave to cover those days. My partner takes leave when he can to cover some of these days as well, but is in casual employment and so does not get paid when he has days off, so we try to limit his days off. I shouldn't forget to mention as a long-term public servant I get 2 weeks extended leave each year. I take every day of this to cover caring for my children in the school holidays.

The idea of losing these entitlements and moving to a job without sick leave, without flexible working hours, without the ability to have days off easily, is very anxiety provoking for me. Thinking about it fills me with dread. In addition, private sector work in my industry offers no job security, no superannuation, limited benefits of any description and substantially reduced pay.

I am currently negotiating a part-time private sector job with all these problems, due to the scarcity of jobs around at this time. I am very unsure about myself and my family being able to cope with me in my new position without flexibility and without recreation or sick leave to use as needed, and am aware that it just may not work.

Not working at all for the next few years could be a more feasible option, if it were not for the fact that my partner's current work is casual and tenuous. All of this uncertainty generates an enormous amount of stress, both for my partner and myself, which in turn has a negative effect on our home life.

In this context a one off redundancy payout that amounts to less than one year of pay can in no way account for the ongoing financial and emotional security, in addition to the practical benefits, of a permanent job. It can also in no way account for the fact that my dedication to public service for the last 18 years has now been terminated by bureaucrats and politicians dedicated to portraying such service as amounting to little more than a drain on the public purse.



PSA members protesting to save jobs at the October 8 stop work meeting

SAY NO TO GOVERNMENT'S INCOME MANAGEMENT: NOT IN BANKSTOWN, NOT ANYWHERE!

Income Management started in Bankstown on 1 July 2012. A coalition of organisations, including the Public Service Association, came together in June 2011 and started a campaign in opposition of this policy.

What is Income Management?

Income Management is a policy which "quarantines" 50 – 70 per cent of Centrelink payments onto a BasicsCard. This card can only be used to buy "priority items" at government approved stores.

Welfare recipients in Bankstown and the other "trial sites" assessed by Centrelink to be "vulnerable to financial crisis" will have 50% of their payment quarantined.

Parents and legal guardians referred to Centrelink by child protection authorities (Community Services) will have 70% of their income quarantined. More info about the campaign to stop income management can be found at this website:

<http://www.sayno2gim.info/index.php/2011-07-07-12-09-44>



Letter of support to Community Services workers

Dear PSA Members,

On 10 October 2012, the employees of the Marrickville Legal Centre voted by overwhelming majority to congratulate the PSA members at the Bankstown, Lakemba and Fairfield Community Services Centres for implementing work bans against any form of activity relating to the implementation of Income Management. Marrickville Legal Centre is a community legal centre, which was established in 1979 and which now provides legal services to the residents of twelve local government areas, including Bankstown.

The employees of Marrickville Legal Centre understand that PSA members are presently implementing bans against the implementation of the punitive and discriminatory policy of Income Management in Bankstown as part of the extension and expansion of the Northern Territory Intervention. This courageous action by workers defending the rights and dignity of their clients is playing a key role in stopping the full roll-out of Income Management in NSW. By demonstrating how strongly child protection workers oppose key Intervention policies, it also undermines the credibility of the NT Intervention as a whole.

We are writing to offer our full solidarity and future support for any actions you may organise, or in the event of any attacks on your members or the union as a result of these bans or any other direct action in opposition to Income Management. We are aware of the broad community support for the actions you are taking.

The employees of Marrickville Legal Centre are all aware of the terrible impact that the NT Intervention and its expansion and extension for 10 years is having on Aboriginal communities and other communities. Anyone taking a stand against the Intervention and Income Management deserves the widest possible community support.

Kind regards on behalf of the employees of Marrickville Legal Centre,

Michael Walton
Principal Solicitor
Marrickville Legal Centre,
338 Illawarra Road, Marrickville NSW 2204

GENERAL TRAINING SCHEDULE *

To register and for further details, please see PSA website:

<http://www.psa.labor.net.au> or email: training@psa.asn.au

Tuesday, 12 February 2013	Dealing with Bullying in the Workplace	Sydney
Monday, 18 February 2013	Role of the Delegate-Day 1 of 2	Sydney
Tuesday, 19 February 2013	Role of the Delegate-Day 2 of 2	Sydney
Tuesday, 26 February 2013	Negotiation	Sydney
Friday, 1 March 2013	Speaking in Public	Sydney
Tuesday, 5 March 2013	Regional Workshop	Tamworth
Thursday, 7 March 2013	Women in the Union-Day 1 of 2	Sydney
Friday, 8 March 2013	Women in the Union-Day 2 of 2	Sydney
Tuesday, 12 March 2013	Delegate Case Studies	Sydney
Tuesday, 19 March 2013	Meeting Skills	Sydney
Friday, 22 March 2013	Dealing with Bullying in the Workplace	Sydney
Monday, 25 March 2013	Role of the Delegate-Day 1 of 2	Sydney
Tuesday, 26 March 2013	Role of the Delegate-Day 2 of 2	Sydney
Friday, 12 April 2013	Negotiation	Sydney
Friday, 19 April 2013	Regional Workshop	Sydney
Tuesday, 30 April 2013	Delegate Case Studies	Sydney

WORK HEALTH SAFETY & INJURY MANAGEMENT *

To register and for further details , please see website:

<http://training.psa.asn.au> or email: whs@psa.asn.au

Wednesday, 20 February 2013	Health & Safety for Your Workplace	Sydney
Wednesday, 27 February 2013	Injury Management for Your Workplace	Sydney
Thursday, 11 April 2013	Health & Safety for Your Workplace	Sydney
Tuesday, 23 April 2013	Injury Management for Your Workplace	Sydney

ONLINE COURSES *

To register and for further details, please see PSA website: <http://training.psa.asn.au>

Welcome to Your Union

This course is designed to help new members understand how the PSA/CPSU can help them and what they can do to help the union and themselves. Members are encouraged to complete this course prior to attending face to face training.

Achieving Psychological Safety in NSW Workplaces

This course looks at psychological hazards that you might be exposed to in the workplace, the effect these can have, and what you can do to help yourself.

WHS Awareness Course

An overview and reference for the NSW WHS legislation which came in effect on 1st January 2012.