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PSA STRATEGIC **PLAN**

VISION

The Public Service Association is an active, member driven union that successfully asserts members' interests and advances the value of public services for the people of NSW

1. IDENTIFY AND PURSUE MEMBERS' PRIORITIES/INTERESTS (INCLUDING BUT NOT LIMITED TO JOBS, PAY AND CONDITIONS)

NOMINATED LEAD DIRECTOR FOR REPORTING:

INDUSTRIAL

1.1 Develop and implement a listening campaign that identifies members' priorities and builds power through member engagement and recruitment.

1.2 Create a campaigning process that ensures links between local workplace groups, members and departmental committees are built and or strengthened to ensure member engagement and involvement in whole of department issues.

1.3 Create a collective bargaining process that is democratic, and negotiates proposals that reflect the interests of membership as a whole, through research and consultation with members.

1.4 Endorse in principle the Draft Public Sector Bargaining Strategy dated 15/10/13 and develop an implementation plan.

1.5 Develop report back mechanisms to members following negotiations and consultation including distribution of simple report back templates by delegates to members at their workplace.

1.6 Ensure timely communication with members including a variety of communication technologies in keeping with member preference and usage.

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2. ESTABLISH AND PROMOTE THE ECONOMIC AND SOCIAL VALUE OF THE PUBLIC SERVICE AND DEVELOP A NARRATIVE TO CHALLENGE THE NEO-LIBERAL ECONOMIC IDEOLOGY

NOMINATED LEAD DIRECTOR FOR REPORTING:

STRATEGY & POLICY &

COMMUNICATIONS

2.1   Build a socially conscious, engaged and industrially active union with a sense of solidarity.

2.2   Preparation of a communications strategy to promote the alternative narrative.

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3. BE MEMBER CENTRED IN ALL OUR ACTIVITIES

NOMINATED LEAD DIRECTOR FOR REPORTING:

ORGANISING/

STRATEGY & POLICY

3.1 Integrate industrial and organising strategies to ensure all activity is linked to building power.

3.2 Develop an effective membership consultation process as an extension of the existing delegate structures to ensure members' views are incorporated into major decision-making and priority setting.

3.3 Strong and effective delegates and delegate structures.

3.4 Build membership numbers.

3.5 Ensure organising and campaigning activities are targeted towards workplaces to maximise numbers and activity of members and delegates.

3.6 Develop a recognition scheme to encourage member recruitment, retention and delegate activity.

3.7 Organisers and delegates to undertake targeted membership drives and be trained and supported to do so.

3.8 Conduct a policy review and prepare a discussion paper regarding fee structures, payment options for members' long leave and return, resignation provisions and access to service provision.

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4. DRAW ON THE KNOWLEDGE SKILLS, INFLUENCE & EXPERIENCE OF MEMBERS, DELEGATES & CC TO ACHIEVE OUR GOALS

NOMINATED LEAD DIRECTOR FOR REPORTING:
ASSISTANT GENERAL
SECRETARY

4.1.   Update Delegates' Handbook by December 2014.

4.2.   Invite and include member contributions to Red Tape.

4.3.   Regular profiles of members in PSA promotional material.

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5. WELL TRAINED & SUPPORTED STAFF

NOMINATED LEAD DIRECTOR FOR REPORTING:

**ASSISTANT GENERAL
SECRETARY**

5.1.   Conduct training needs analysis of all staff.

5.2.   Develop an induction training session for all new PSA staff.

5.3.   Devise a performance development and feedback framework for staff and managers that incorporates a professional development policy.

5.4.   Ensure all staff are aware of and able to access the Employee Assistance Program.

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6. EFFECTIVE SYSTEMS & PROCESSES TO ADVANCE COORDINATION AND EFFECTIVENESS OF UNION ACTIVITY

NOMINATED LEAD DIRECTOR FOR REPORTING:

STRATEGY & POLICY

6.1.   Develop policies to enable effective interaction with members.

6.2.   Implement and report against the 21 steps to "Good governance within unions" as per the ACTU Union Good Governance Handbook.

6.3.   Develop a standardised reporting and planning system that is communicated to staff, Central Councillors and members.

6.4.   Identify and implement necessary information technology systems to enable more efficient communications, data management and information management.

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