



RedTape



Public Service Association of NSW
www.psa.asn.au

Post Office approved PP 255003/01563 ISSN 1030-0740

April/May 2013

Erosion of public sector: Government starts at top



While the State Government continues to move ahead with its seemingly random wave of cuts across the public sector, a whole new battle front was unveiled on 27 February with the announcement of reforms that openly target the jobs of senior and middle management.

In addition to reforming the Senior Executive Service and abolishing the Senior Officer classification, the Public Sector Employment and Management Act, the legislation that governs the terms of your employment, is to be rewritten.

The attack on Senior Officers was announced without any prior consultation with the PSA.

In response, the PSA immediately called a meeting of all affected and potentially affected members.

An informal advisory committee was established to provide feedback and assist in developing the PSA's response.

The PSA believes the changes will also impact on a group of employees who have been described as "Senior Officer equivalents" and has asked the Public

Service Commissioner for clarification on who will be affected.

One of the key concerns was Treasury Technical Officer positions were being converted to SES graded positions as part of the proposed NSW Treasury restructure.

Many members were worried this action would pre-empt any agreement reached around transitional arrangements to the new executive structure foreshadowed in the Government's proposals.

In response to member feedback, the PSA wrote to Treasury seeking confirmation of its intentions.

Senior staff from the PSA also met with the Public Service Commissioner and separately with the Treasurer to articulate these and other concerns raised by members.

This resulted in NSW Treasury providing an undertaking in relation to appointments under the NSW Treasury Change Management Plan.

This is a welcome announcement as it affords the PSA further opportunity to advocate for fair transitional arrangements around the implementation of the new executive structure and provides more certainty for affected members.

The reforms, aimed at moving award covered positions to contract, will have a flow-on effect with a second stage to "apply to the entire government sector" (Public Service Commission website, Public Sector Reform) in what is clear proof of the Government's ongoing intention to undermine the job security, pay and conditions of all public sector workers.

For Senior Officers, the proposed changes will remove permanency and instead shift

award employees to ongoing contracts which can be terminated at any time.

Contracts allow the Government total flexibility to dictate not just an employee's tenure but their level of pay and conditions.

There will also be no access to flex time, no compensation for loss of tenure and an obvious and critical impact on superannuation that is yet to be dealt with.

The proposed measures potentially undermine the professionalism of these senior positions and the political independence of the public sector itself.

"The abolition of the Senior Officer classification is an attack on specialist and expert staff," said PSA General Secretary Anne Gardiner, "Stripping job security risks silencing these highly experienced workers who the public relies upon for unbiased advice."

Up to \$5,000 in back pay in Rural Fire fight

The long awaited major incidents case with the Rural Fire Service (RFS) has been finalised with over 140 members so far receiving back pay for incorrect payments since 2006.

In 2011, the PSA ran a successful case in the Industrial Magistrates Court following failed discussions and disputation in the Industrial Relations Commission.

The Association disputed the interpretation of the Major Incidents clause in the award which was not being consistently applied across the service.

The prosecution was on the basis that:

- Wash Up Time after completing their duties was not paid
- Staff who had completed their block of shifts had not been paid for stand down days that fell on weekends

- Staff had not been paid appropriate rates for travel to and from incidents
- Staff had not been allowed the prescribed rest breaks after three consecutive shifts, instead being required to work five consecutive twelve hour days.
- Incorrect shift penalties were paid on Sundays

The RFS admitted to some of the breaches in the Magistrates Court and has subsequently paid those members.

Although the matters were finalised in February 2011, it has taken until 2013 for the Rural Fire Service to finalise all of the back payments to members, some of whom have received up to \$5,000.

As the Chief Industrial Magistrate's Court is a "costs" jurisdiction, the PSA has

sought to retrieve some of the expense incurred in pursuing this case.

This is an important aspect of the matter and aims to encourage the RFS to work with the PSA in the future to resolve such issues without the need for expensive litigation.

Due to the current financial pressures on the RFS and other government agencies, the PSA has not sought to retrieve all of its costs. This matter is currently being finalised.

The issue in relation to Major Incidents does not finish here however. There is still a significant amount of work to be done as the decision has implications for other parts of the current award.

The PSA is continuing to discuss these matters with the Rural Fire Service in order to obtain the best outcome for members.

Show of support for Sydney Uni strike

see page 11



Super pay cut fight

see page 2



Anne Gardiner

From the General Secretary

A history of fearless service

The first edition of what has become *Red Tape* was called the Public Service Journal. It was published on 4 January 1900 and carried the story of public servants meeting to consider the PSA's draft constitution.

That meeting was chaired by Mr Beaver, Clerk of the Peace, who, in addressing the gathering is quoted as saying:

"Though we have a loyal and faithful service, we must have a fearless service. I mean a service which will not be spineless, or a cringing, craving service, which is always indicative of that which is wrong. Because ultimately they would find that a service which dare not express its views in a reasonable and proper manner and dare not ask for what was legitimately its rights, was bound, more or less to be a menace to the State".

The views expressed by Mr Beaver recognise the critical role public sector workers play in advising the government of the day in the best interests of the people.

It also highlights the need for independence of the public servants who provide the advice.

The security of tenure currently enjoyed by most public servants creates an environment which supports an independent and "fearless service".

Unfortunately, under the O'Farrell Government this independence is threatened.

Approximately 2000 workers covered by awards who occupy Senior Officer or Senior Officer equivalent positions are to be transferred to contract.

These officers include senior professional staff working in occupations ranging from Research Scientists in different departments to Senior Accountants in Treasury.

They are the people who develop policy, administer legislation and advise on government direction.

Robbing large numbers of public sector workers of this employment security further erodes the separation of powers which is the cornerstone of the Westminster system.

Whilst many people today work on contract, most understand the importance of having public servants who operate in an environment which is secure and fosters the provision of independent advice.

The importance of maintaining the separation of powers is being played out at the moment in the ICAC in reference to the Doyles Creek coalmine exploration license granted by former NSW Mining Minister, Ian Macdonald to his political associate John Maitland.

During the hearing, the ICAC was told that Mr Maitland had requested a meeting with only Mr Macdonald present as the senior members of the mining department objected to the project.

Counsel assisting Mr Braham SC said "You didn't want the watchful eyes of the department over your pitch to the Minister about the exploration license."

The "watchful eyes of the department" are becoming ever more important with the changes we are currently experiencing in the NSW public sector.

There is a clear agenda from the O'Farrell Government to transfer state assets and services to the private and non-government sector.

Whilst this may produce short term economic benefits, in the main, it has long term negative consequences.

The people of NSW are relying on the continued professional and impartial advice being provided by you, our members, to guide the decision-making of government.

Keep up the good work in these difficult times.

Inside the PSA

It is six months since I became PSA General Secretary. As part of my election campaign I undertook that the remuneration



of paid elected officials would be declared and then reviewed in relation to equivalent work done by public sector workers.

In the last edition of *Red Tape*, the salaries of the three paid elected officials including the General Secretary were declared.

In order to move to the evaluation phase of these positions, the following PSA rule 53(a) had to be formally rescinded. This has now been done and ratified by the Industrial Registrar.

Rule 53 (a) of the PSA rules formerly read:

The minimum salary, emoluments and conditions and benefits of employment of the General Secretary and Assistant General Secretaries as determined at the time nominations are called for

shall not be reduced during the term of office of a person elected in the following elections, except as may be necessitated by a nexus specified in the determination.

As the review process has taken longer than anticipated, I have decided to reduce the salary of the General Secretary by 20% from 30 June 2013.

If the evaluation of the General Secretary's salary determines the position to be graded at more than this reduced amount when compared to equivalent work done by a public servant, I intend to be paid at the lesser amount.

Anne Gardiner
General Secretary

2.5% case lodged...

In 2011, the O'Farrell Government passed legislation restricting the NSW Industrial Relations Commission from awarding public sector pay rises above 2.5% unless conditions were traded away.

As part of our campaign against this law, the PSA went to the High Court, which in December 2012 found the legislation to be valid.

The ruling did not alter the fact it was a bad law.

Although the wages cap is currently 2.5%, the Government could lower this amount at any time.

The law also prohibits the Industrial Relations Commission from granting back pay, except in exceptional circumstances.

The next pay increase would ordinarily be due from the first full pay period on or after 1 July 2013. For members to receive a pay increase by this date, an application for the 2.5% needed to be lodged with the Industrial Relations Commission in enough time for a decision to be made before 30 June 2013.

In March 2013, the PSA organised a series of delegate meetings across NSW to determine the way forward.

These meetings supported the application for a 2.5% pay rise, and rejected trading off conditions in exchange for more than 2.5%.

Following these meetings, the PSA Central Council resolved that the

PSA file an application to secure the 2.5% pay rise.

This application affects most members and applies to awards that have previously been varied in line with the main Crown Employees (Public Sector – Salaries 2008) Award.

On 12 April 2013, the PSA filed applications to vary the following awards in the Industrial Relations Commission:

- Crown Employees (Public Sector Salaries 2008) Award
- Crown Employees (Audit Office) Award 2009
- Crown Employees (Independent Pricing And Regulatory Tribunal 2012) Award
- Crown Employees (Independent Transport Safety And Reliability Regulator) Award 2011
- Independent Commission Against Corruption Award
- Landcom Award 2010
- Livestock Health and Pest Authorities Salaries and Conditions Award
- Crown Employees Wages Staff (Rates Of Pay) Award 2011
- Crown Employees (Roads and Maritime Services Division of the Government Service of New South Wales – Salaried Staff Salaries and Conditions of Employment) Award

By seeking to vary the existing awards rather than filing applications for new awards, the

PSA avoids having to seek a fixed term for these instruments.

The nine applications were heard by Industrial Relations Commission Deputy President, Harrison on 29 April.

The Government and some agencies argued that the matters not proceed as:

1. the Government did not have a position on our applications; and

2. some of the agencies had yet to have their "bargaining parameters" approved by the Wages Policy Taskforce.

DP Harrison stated that these were simple applications and questioned the Government's lack of position.

He stood over most of the matters until 22 May.

The applications to be heard at that time were the CE Wages Award, the CE Salaries Award, the ICAC Award, the Independent Transport Safety Regulator Award, the Landcom Award, the IPART Award and the Livestock Health and Pest Authority Award.

The Audit Office submitted that negotiations are proceeding and sought that their matter be stood over.

DP Harrison agreed and set this matter down for 30 May.

The RMS submitted that they were also in the process of negotiating with unions to move to a single consolidated award.

DP Harrison also stood this matter over until 22 May.

...then Government to cut pay for super increase

The PSA plans to vigorously fight State Government proposals to cut pay for public sector workers to accommodate an increase in the superannuation guarantee levy legislated by the Federal Government.

This announcement was made without prior consultation with the PSA.

The Government's public sector wage policy is capped at 2.5% and it is proposed the super increase of 0.25% be treated as an employee-related cost and as such reduce the salary increase to 2.25%, a wage cut in real terms.

The PSA is firmly of the view that the payment of superannuation is a responsibility of Government as the employer, which should under no circumstances be turned into an additional burden on workers. PSA has sought legal advice on this issue.

Our applications for a 2.5% variation of a number of awards were to be heard by the Industrial Relations Commission on 22 May.

At that time we intended to strenuously argue for the payment of the 2.5% pay rise in full.

But in the first week of May, the Government wrote to Deputy Industrial Relations Commission (IRC) President Harrison and requested a report back before

the IRC regarding the PSA's salaries award matters that were listed for hearing on 22 May.

In the letter, the Government raised their position that the 2.5% increase being sought by the PSA would need to take account of the 0.25% increase to the Superannuation Guarantee charge.

Deputy President Harrison then referred all our applications to the President of the Industrial Commission for allocation to a Full Bench.

This meant that the applications that were listed for hearing on 22 and 30 May would no longer be dealt with on those dates.

Instead, on 17 May, the matters went before IRC President Justice Boland.

The Government raised their argument regarding the superannuation guarantee falling under the 2.5% wage cap.

This will be determined by a Full Bench of the IRC on 7 June.

If the PSA wins the argument, the IRC will vary our awards by 2.5% on 17 June.

The RMS and Audit Office awards have been separated from the PSA's other applications due to local negotiations but will be required to follow the outcome of the hearing before the Full Bench on 7 June.

Safety for all attacked in WorkCover overhaul

If the State Government's attack on workers' compensation in 2012 wasn't savage enough, WorkCover has now added to that retrograde move with an overhaul of its staffing structure in the Work, Health and Safety Division.

While the restructure document talks of the importance of the Division being able to more effectively respond to "customer needs and challenges in its business environment" it is difficult to see how this will be done with the proposed closure of the Tweed Heads, Chatswood and Maitland offices with staff moved to Ballina, Sydney and Gosford respectively.

Worse, the restructure will impact heavily on the technical expertise and capacity in WorkCover that workers across the state in both the public and private sectors have long depended upon to ensure their working environments and methods of work are safe.

In addition to this serious erosion of illness and injury prevention, counter service will also be wound back.

There was no prior consultation with PSA members regarding the restructure and worse, it was presented as seemingly set in stone and approved in advance by the Public Service Commissioner.

WorkCover has been restructured many times in recent years, with no new inspectors trained for quite some time, so the capacity of the agency was already behind the eight ball.

Now the ability of WorkCover to ensure the workplace welfare of employees in NSW is going to be further compromised.

The PSA has met with the Executive from the Work Health Safety Division (WHSD) in relation to the restructure at which the PSA sought the rationale for the position losses, especially from the Wollongong office.

The reduction in the number of Inspector positions in Wollongong will supposedly be used by WHSD to offset the creation of the specialised Return to Work Inspectorate.

It is hard to see how the safety regulators can get on with the job in the midst of such upheaval.

Occurring concurrently are restructures in the Finance Division, the Legal Services Division and most recently the Customer Service Centre and Executive and Media Services Unit, all with similar problems and lack of consultation.

The PSA secured a three week stay on the closure of the Chatswood office and one week for Maitland.

As far as staff placements and re-deployment was concerned, the PSA requested:

1. An upfront offer of VR quarantined to those employees directly affected by the current restructure
 2. A commitment that all positions in the WHSD structure be filled through internal recruitment in the first instance
 3. An offer of transfer to vacancies for affected staff in the first instance before requiring them to apply for contestable roles.
- This would allow affected officers without a position who are not willing to participate in the contestable process to accept a VR or transfer.

Such a situation could negate the need for merit interviews and staff being unnecessarily placed in the situation of being declared excess.

The PSA has disputes before the Industrial Relations Commission regarding the Finance and Legal Services restructures where we are fighting to ensure that staff are appropriately mapped to suitable jobs, avoiding unnecessary recruitment and displacement.

The PSA will continue to press for the interests of members and is concerned about the potential loss of skilled and specialist staff.

Workers comp Injured workers = job cut stats

Despite the hollow rhetoric from the State Government that their changes to workers' compensation in 2012 would provide incentives for workers to return to work, the PSA has been receiving reports from a substantial number of workers who are now feeling the sting of the amendments.

Some Agencies are forcing injured workers out the door in a particularly cruel extension of the Government's job cuts agenda.

Many injured workers have returned to full time work only to find their claims for ongoing medical treatment terminated.

This is due to the fact only those workers with assessed whole person impairment of 30% or more can access ongoing medical expenses.

Now workers only receive workers' compensation for medical expenses for up to one year after they received weekly payments.

With many members having returned to full time work years ago and incurring periodic medical expenses - for example, hearing aid replacement due to industrial deafness, or knee surgery - it is they who are now bearing these costs.

Claims for other long term injuries which have since

degenerated - for example, traumatic knee and back conditions turning arthritic - are also now being terminated as insurance companies are assessing these as part of the natural ageing process rather than due to the initial injury.

In short, the cuts to workers' compensation have narrowed the definition of liability for these types of injuries.

The final "insult to injury" is through cold hearted agencies using all the evidence from the terminated claims - which are aimed at returning people to work with adjustments - to pursue medical retirement for the individual concerned.

This is wrong morally, ethically and procedurally.

The Government has clear processes for medical assessments and medical retirement that have been negotiated with the PSA.

The PSA has assisted a number of members with successful appeals to the Medical Appeals Panel and also successfully reinstated many of those who have been terminated.

Any member who has been directed to attend a medical assessment should contact their PSA Organiser.

SCU More Generous Banking

How much are you willing to pay for the free stuff

Does your credit card offer you free stuff - like toasters and plane tickets - and in exchange charge you interest rates that would make a mugger blush? Use a more generous SCU card and you'll pay much less. And with the money you'll save, you can go shopping for a genuine bargain.

Call 13 61 91, or email psa@scu.net.au
www.scu.net.au

DISCLAIMER: The SCU low rate Visa credit card is offered by Sydney Credit Union Ltd ABN 93 087 650 726 ACL/AFSL 236476. All applications are subject to SCU normal lending criteria. Terms & conditions and fees & charges apply.



Discounted rate of for PSA members **8.49%**

PSA



PSA to explore pay equity for SAS Staff

The PSA is exploring the prospect of a pay equity case for School Administrative and Support (SAS) Staff including School Administrative Managers, School Administrative Officers, School Learning Support Officers – who work to support students with special needs – and Aboriginal Education Officers.

Pay equity cases are what are legally termed 'paramount matters' which are not affected by Government wage policy which demands the trade-off of conditions in exchange for any increase in excess of 2.5% a year. The PSA has a proud history regarding pay equity.

Our last such case was just over eleven years ago and resulted in a historic win for librarians, library technicians, library assistants and archivists working for the NSW Government.

We plan to mount the SAS Staff case on the same basis. That is, argue that the work of many SAS Staff is undervalued in comparison to similar work done in other areas or industries simply by virtue of the fact that SAS Staff are, for the most part, women.

The recent successful equal pay case by the ASU for community sector workers was fought and won on similar grounds in that while the sector did include men the vast majority were women.

As a result, in terms of pay relativity, the entire sector was treated unequally for the work being done.

I am quite confident that we will be able to provide ample evidence, but how we proceed will depend on advice from our lawyers.

PSA Assistant General Secretary, Steve Turner gave evidence in support of the ASU case.

The PSA has received preliminary legal advice in relation to a potential

SAS Staff matter which suggests we could develop a case.

But first we have to do the hard yards and provide our lawyers with material to mount strong arguments for such a case.

While it is our firm belief that a gross inequity exists in terms of pay recognition for this group, that belief alone will not win the day.

We have to collect a great deal of evidence and find comparative groups against which the pay of SAS Staff in each of the areas listed above can be compared and contrasted.

This material includes information on whether the positions have ever been job evaluated by the Department or

the PSA, whether there was a gender bias in any such process and whether the positions have been the subject of any arbitration as to their work value.

Once this is done the lawyers will be able to advise us on the strengths of the case.

I am quite confident that we will be able to provide ample evidence, but how we proceed will depend on advice from our lawyers.

**Sue Walsh
President**

Delegate meetings plot path forward against cuts

Delegate meetings in Sydney, Newcastle and Wollongong on 21, 22 and 25 March respectively have set the tone for the next stage in the PSA's campaign against the State Government's attack on public sector jobs and services.

The meetings gave members the opportunity not only to relate their workplace experiences and speak directly to PSA General Secretary, Anne Gardiner and Assistant General Secretary, Steve Turner about their concerns but also to offer suggestions about how to best tackle the job cuts from a local stand point.

Just some of the points to come out of the meetings were that:

- bullying in the workplace is on the increase
- certain work can simply no longer be performed due to job cuts
- management are increasingly bringing in agency staff which is the first step towards phasing out permanent public servants
- spill and fills are in place with some staff not even getting an interview for their own job
- outsourcing and privatisation are increasing, with the Government happy to throw money at the non-government sector
- entry level administrative positions are drying up and, with no places for young workers, there are fewer new PSA members

- young people and women find it difficult to get into professional positions.

"The question really must be asked, exactly what is the role of the State Government?, said PSA General Secretary, Anne Gardiner, "I thought it was to provide services. If, as it seems, that has changed, if that's no longer the case, then we need to be speaking with the community and asking if they are in favour of that change and bringing them along with us in our fight.

"The Government are in a really good position. The media sometimes pick up on what they are doing and sometimes not. And there isn't really an effective Opposition in Macquarie Street so we need to fill that space.

"What business – and this government very much prides itself in attempting to shape the public sector along business lines – would be allowed to devolve responsibility to department heads and instruct them to cut 10 percent of staff without first identifying the skills of the staff they have, what they will be losing by making these broad brush cuts and what skills they need for the future."

(From top); PSA Assistant General Secretary, Steve Turner addresses delegates in Newcastle; flying the flag at the Wollongong meeting; taking it all in at Trades Hall in Sydney (bottom right); and placards telling a thousand words in Wollongong.



RMS award: 7 into 1 = fight for conditions

On 14 March, a preliminary award negotiation meeting was held at Unions NSW with the PSA one of several unions in attendance.

RMS tabled their terms of reference part of which dealt with the number of delegates allowed to attend negotiations.

RMS wanted to limit the PSA to 1 official and 1 delegate but instead we secured the involvement of 3 members and 1 official as we had wanted.

While RMS had an expectation that a combined log of claims would be presented at the meeting, the unions indicated that:

- 1) they will be discussing their logs of claim with their respective membership
- 2) RMS needs to provide a scope of negotiations so unions are aware of the parameters.

RMS indicated that they are waiting for final approval from the Government's wages committee.

It was felt that RMS may be seeking to roll over the seven industrial instruments into one award.

When pressed on its approach, RMS indicated that they have a preference for removing some conditions from any new award.

For example, if an award currently reflects an employee entitlement to flexi leave it would remain.

However, if an award entitlement is based on being able to request telework for example, then it is the view of RMS that this is management prerogative and therefore would sit in a policy framework rather than an award.

This is indicative of some of the issues that are likely to come up during the formal negotiation phase.

It also illustrates that moving from seven industrial instruments to one would not involve a simple rolling over of conditions.

Union position

A number of unions are involved in this process and as such,

Unions NSW is coordinating negotiations.

The Government's wage law which restricts the NSW Industrial Relations Commission from awarding pay rises above 2.5% without trading off conditions and/or jobs are central to these considerations.

PSA's Central Council resolved to commence a process to secure the 2.5% for members who work under the Crown Employees (Public Sector Salaries) Award and related awards while maintaining existing conditions.

In order to consider whether this same approach should be applied in RMS, an Extraordinary Meeting of the RMS Departmental Committee was held on 22 April 2013.

The Committee decided to continue with the application but review the decision following discussions with RMS and the unions caucus.

At the caucus it was decided, given the timeframe involved in the '7 into 1' negotiations, that RMS be requested to pay the 2.5% from 1 July 2013 as an interim measure.

The process is aimed at guaranteeing a pay rise for PSA members in RMS while negotiations are ongoing. Your union has put together a plan to come to your workplace and speak with you directly regarding the award. If members wish to be a workplace contact to help set up a meeting, please email rms@psa.asn.au with the subject title "Area Contact".

Nominations for the RMS Award Steering Committee are currently being received. We need as many members as possible to be involved.

If you are interested, email rms@psa.asn.au with 'Steering Committee Member' as the subject.

...and the fight against highway to hell for RMS roads and maintenance

On 21 January, RMS announced their intention to outsource road maintenance in the Sydney area.

The move was badged as "contestability" however, RMS have been prevented from putting in an internal bid.

In short, the State Government is ignoring the highly skilled professional services provided by public servants in favour of big business.

After a series of workplace meetings to discuss the Government's approach and how this would impact on members' jobs, PSA members at RMS held a stop work meeting to condemn the outsourcing decision.

On 20 February, members passed resolutions calling on the Government to cease the outsourcing exercise.

This motion was in solidarity with other unions – who passed resolutions along the same lines – and forms the basis of an ongoing campaign to protect the rights and entitlements of staff working in road maintenance.

A consultative forum will be convened between the unions, Treasury and Transport for NSW with RMS taking an advisory role only.

This forum will be where the PSA can negotiate on behalf of members.

At the time of writing, Cabinet had not handed down a decision about proceeding with the outsourcing.

The PSA will be holding further meetings with members to discuss relevant issues, continue to fight the outsourcing and negotiate fairer outcomes for staff.



 FIRST STATE SUPER

 healthsuper

How does your fund compare?

When comparing funds, make sure you have all the facts before you decide. Not all super funds are the same – know your apples from your oranges.

Our fund offers:

- > Low fees
- > Commission-free financial advice
- > 12 investment options – including two SRI options
- > Income stream options for income in retirement
- > You'll join one of Australia's largest funds with over 770,000 members



Call 1300 650 873
Visit www.firststatesuper.com.au
Email enquiries@firststatesuper.com.au

supporting your community

This advertisement contains general information only and is issued by FSS Trustee Corporation (ABN 11 118 202 672, AFSL 293340) as Trustee of the First State Superannuation Scheme (ABN 53 226 460 365). Any advice it contains does not take into account your specific objectives, financial situation or needs. Consider the Product Disclosure Statement available at www.firststatesuper.com.au or by calling 1300 650 873 before making a decision in relation to your membership. Financial planning services are provided by Health Super Financial Services Pty Ltd (HSFS) (ABN 37 096 452 318, AFSL 240019) trading as FSS Financial Planning (FSSFP) and Health Super Financial Planning (HSFP), which is wholly owned by the FSS Trustee Corporation. HSFS is responsible for the advice they provide. November 2012.

New Community Corrections Division locks out workers

Corrective Services has almost finalised the merger of the Community Offender Services (COS) and Community Compliance and Monitoring Group (CCMG).

This has had a significant impact on both structure and staffing within the new division with many staff having to accept a position at a lower grade to remain employed.

On 18 December 2012, the PSA attended a briefing by Corrective Services (CSNSW) regarding the creation of Community Corrections Division (CCD).

During the briefing, CSNSW stated on many occasions that the meeting was the beginning of the consultative process and encouraged our feedback.

The PSA asked a number of critical questions that CSNSW was unable to answer.

Instead, an undertaking was given to reply to the PSA prior to the Public Service Christmas closedown.

The PSA followed this up with a written request for specific information.

A reply was finally received from CSNSW on 21 January 2013, some four weeks after the original request.

Unfortunately, the response did not address the Association's concerns or acknowledge our request for a meeting.

CSNSW's timeline for submission of feedback closed on 21 January 2013 making the total consultation phase a mere 23 days, 11 of which were part of the Christmas closedown with many affected members on leave.

Meanwhile, the CSNSW's HR team conducted meetings with CCMG staff, advising them of the process that they would be required to undergo to retain employment with CSNSW.

Further, on 31 January 2013, CSNSW staff were advised that the implementation team was finalising the merger and it was anticipated that this would be completed by mid-February 2013.

PSA industrial staff - after consultation with delegates - lodged a dispute with the Industrial Relations Commission (IRC) over lack of consultation.

Justice Haylen recommended the parties meet and arrangements

were made to do so on 21 February 2013.

Prior to this meeting, CSNSW contacted the PSA and requested another meeting on 20 February 2013 where a great deal of additional information was provided which raised further questions and concerns.

Subsequently, a conciliation hearing was held at which time Justice Haylen directed CSNSW to extend the deadline to allow members additional time to consider their options.

A working party including member representatives from areas affected by the merger and PSA industrial staff was established to lead the negotiations with CSNSW.

The meetings are working to resolve problems including staff appointments (and the appointment process itself), progression to Senior Community Compliance Officer positions, working conditions (on-call, overtime, attempts to roster staff), workload, training, and salary maintenance.

High performance development – for a low morale public sector

The Public Sector Employment and Management Act 2002 was amended in April 2012 to include a requirement that every public sector agency develop and implement a performance management system.

The mandatory nature of the framework raises concerns in the current industrial landscape where lack of job security is already a major issue.

And as the implementation of the framework relies heavily on the capability of managers, the PSA believes that provisions must be made for training and support.

The PSA received correspondence from Sonja Stewart, Deputy Commissioner, Public Service Commission seeking feedback on the draft

Performance Development Framework.

The PSA made a submission on 1 March.

The submission – which was signed off by PSA General Secretary, Anne Gardiner, and “cautiously” welcomed the framework – began by noting that the Premier's announcement just days before in relation to senior management reform and the proposed changes to the Public Sector Employment and Management

Act had contained “a strong theme of reduced job security for all public sector workers”.

It was further noted “the climate of insecurity that this and other measures taken by this Government have created amongst public sector workers is likely to compound the resistance of employees to the positive measures of the Performance Development Framework.”

The submission can be viewed at www.psa.asn.au/submissions/

PSA against apartheid of income management

Since July 2012, PSA members in Community Services have had blanket work bans in place on the implementation of income management (IM) which was expanded to include the Bankstown LGA.

The scheme began as the quarantining of income support in the Northern Territory and restricts the access of welfare recipients to cash, forcing them to purchase a high proportion of goods and services with the Centrelink BasicsCard.

There are now approximately 20,000 Aboriginal people in the Northern Territory on income management, which works on the damning premise that someone struggling to survive on a very low welfare income is having difficulty because they lack the capability to manage their own funds.

The administrative expense is staggering, with IM reportedly costing over \$6,000 per person per year with few reported benefits for those involved.

With the expansion of IM to the Bankstown LGA and four other trial sites in the other states, there are huge implications for all economically marginalised communities right across Australia.

IM makes economising or saving much harder while imposing additional day-to-day stress on people without any clear benefits and fails to provide any solutions for those who may have addiction issues.

It obliges welfare recipients to request that Centrelink either organise direct payments to stores and businesses or put money into their BasicsCard.

If IM were to take hold in Bankstown, the lack of trade at many small community

shops would be devastating and impact heavily on the multicultural community in the area.

The bans imposed by PSA members, who are mostly child protection caseworkers in Community Services offices in Bankstown, Lakemba and Fairfield, are in addition to the PSA's involvement in the Bankstown Say No to Government Income Management Campaign Coalition, a grouping of over 65 local organisations, unions and faith groups, as well as collaborating with the Stop the Intervention Collective Sydney (STICS).

From 1 July 2013, IM is to be extended, with Compulsory IM (CIM) to be introduced to cover two new groups:

- children (aged 13 years and over) and young people (aged 16 years and over) deemed by Centrelink as having left their homes or no longer able to live at home and eligible for either the Special Benefit or the Unreasonable to Live at Home payment
- people under the age of 25 years who receive a Centrelink Crisis Payment due to leaving prison and who live in a location offering the “vulnerable measure” of IM.

By taking action together, we can prevent the expansion of IM policy from 1 July 2013.

A rally to mark 6 years of the NT Intervention will be held at 12 noon on Saturday 22 June 2013 at Paul Keating Park, Bankstown.



May Day 2013 Taking it to the streets in Sydney

Redundancy policy for SAS Staff, just not in award

The PSA's appeal against the decision to dismiss our application to include redundancy protections for School Administrative and Support Staff in the SASS award has been disallowed by a Full Bench of the NSW Industrial Relations Commission.

The decision was handed down on 26 April.

The Full Bench upheld Justice Boland's original decision that the State Government's changes to the Industrial Relations Act prevents policies regarding the management of excess public sector employees being included in awards.

The decision means that redundancy provisions for SAS

Staff will remain contained within a policy won by the PSA rather than more securely enshrined in their award.

While this is disappointing, the Managing Excess Employee Policy for School Administrative and Support Staff which was put in place by the Department on 29 October 2012 as a result of the PSA's efforts, for the first time grants SAS Staff the same rights to redundancy protections as other public servants.

The policy only came about through the efforts of the PSA.

No such policy existed previously.

Land & Property Info jobs blown off map

In November 2012, the Minister for Finance and Services announced that “the NSW Government will examine the potential for private sector investment to expand services of the Land and Property Information (LPI) agency”.

Land and Property Information provides a range of services, including land title registration, surveying, property information, valuation and mapping.

This data informs and underpins decision making in planning, insurance, transport, health, environment, education, and tourism.

Currently this information is provided to individuals, businesses, local government, government agencies including emergency services, non-profit organisations and others at a reasonable, subsidised fee.

Last year alone, it fielded about 146,000 calls, most from legal professionals in relation to land dealings.

The PSA is most concerned that the Government has no real understanding of the services provided by LPI and thus does not appreciate the impact the privatisation proposal will have on the residents of NSW.

The privatisation of LPI and its highly skilled and specialised workforce will impact on a wide range of areas apart from staffing, with the community of Bathurst and surrounding region, emergency services, local government

and other State Government departments and agencies all to feel the effects.

Specifically, privatisation will result in:

- lack of job security for 260 staff who work at the LPI office in the regional service centre of Bathurst. They have been advised that the office is to be privatised with suggestions that jobs will only be guaranteed for the first two years. After that, staff are on their own
- job losses or the relocation of skilled staff which will place pressure on regional communities, many of which are already facing uncertainty as the State Government’s public sector job cuts are implemented. Bathurst is a particularly vulnerable area
- problems finding suitable alternative employment in the same area causing unnecessary hardship and social pressure for families forced to move in search for new work opportunities
- lack of support for users of land data and services and most likely no ongoing support, maintenance and investment in staff and community education activities or striving for best practice. There is little or no incentive

for private operators to maintain the LPI’s high standards in these areas

- increased costs for rate payers and others to access information about a property or land. Data is currently provided free-of-charge or at minimal cost. Increases in rates will not translate into better services
- no assurance that data will be accurate and up to date. Standards would be seriously compromised in the pursuit of profit
- privacy issues or conflicts of interest when the data is held by private operators
- lack of consistency and uniformity in decision making across government as the same data will not be used by all
- emergency services being without access to accurate maps. Data sets provided by LPI inform emergency services and police when they attend events such as a medical emergency, fire, flood, accident, criminal or potential terrorism activity
- no guarantee of ongoing supply of data at no cost to emergency services, including Ambulance, State Emergency Service, Police and the Rural Fire Service

- the compromise of essential information for rural and urban planning, flood mitigation, fire management, environment monitoring, natural and man-made resource management, forestry, waste, farming and minerals
- the loss of archived historical data, an irreplaceable public resource.

The PSA has embarked on an awareness campaign to inform members and the community of NSW about the work that is carried out by Land & Property Information and the risks associated with privatisation.

The PSA met with members in Bathurst and a stall was held at the local show.

We have also made contact with the local member Paul Toole who has indicated a preparedness to address any concerns or to represent affected people.

We therefore encourage members and their families to contact him directly.

We are currently conducting a survey to collect further detailed information to assist with our campaign to head off this decision and any negotiations which may later be required.

Find out more about services provided by LPI at www.lpi.nsw.gov.au/about_lpi



explore

your member benefits

As a member of a defined benefit super scheme it's important you make sure you're maximising your benefits



For over 20 years, State Super Financial Services (SSFS) has been assisting public sector employees take advantage of opportunities which come from being a member of a defined benefit super scheme.

So, if you're thinking about:

- › Retirement
 - › Redundancy
 - › Ways to increase your super nest egg
 - › Whether your investment structure is right for you
- your local SSFS team can provide you with the decision support you need.**

So call us now on **1800 620 305** or visit www.ssfs.com.au and set yourself up today for the lifestyle you want now and in the future.

Your future. Your choice. Your financial planners

State Super Financial Services Australia Limited (SSFS) AFS Licence 238430, ABN 86 003 742 756. This information is of a general nature only and contains no advice. Before making any decisions based on this information you should consider its appropriateness to you. Neither the SAS Trustee Corporation, the Commonwealth Superannuation Corporation (CSC) nor the Australian or NSW Governments take any responsibility for this information or the services offered by SSFS.

Delegates – how we get things done

While it is true to say that the members are the chief stakeholders of any union, the grass roots structural capacity rests firmly in its delegate structure.

Delegates are the union's life blood who are out in the workplace each day. They act as the daily face of the union and are the first point of contact for members with problems.

It's basically all about connecting the dots to make a greater and stronger whole.

An issue that affects ten members in a workplace can be directed powerfully as a joint concern rather than a series of individual grievances.

The old adage 'in unity is strength' is the key issue.

It's basically all about connecting the dots to make a greater and stronger whole.

Delegates bring members together, harness their united power and tap into issues and concerns that connect them.

And it's very much a case of 'what you don't use, you lose' – and right now in the current industrial climate we need a strong delegate structure more than ever.

The only engagement that some members ever have with the union is via their delegate, that's why it's such an important role.

So think about it.

You could be part of a team that collectively makes a real difference.

Put the 'U' back in union.

Become a delegate.

For further information email psa@psa.asn.au.

Central Coast fights back

A new Community Group to represent PSA members on the Central Coast was launched on 26 February at Ourimbah TAFE Campus.

It is a PSA members' group, started by members for members to develop a strong cross departmental support network, but it will not take the place of formal delegate structures.

If you are a PSA/CPSU member on the Central Coast, this group is for you.

The Central Coast Alliance Group (Unions NSW) also met in the evening to bring all unions together to collectively make a real difference in the region.

After 60 WorkCover jobs were shifted from Gosford to Sydney, job losses in Juvenile Justice and forced medical retirements, the cutting of TAFE courses in the region and the introduction of high fees for local students wanting to better themselves, it is time to take a stand.

The day began with activist/delegate training co-ordinated by PSA Trainer, John Sandow.

Excellent ideas and suggestions about how to most effectively tackle the State Government's relentless attack on jobs, conditions and services were workshopped, with the final proposals retained for future campaigning.

Warm thanks to PSA General Secretary, Anne Gardiner for attending and adding her enthusiasm and support to the day.

Special thanks also to PSA member and Central Councillor, Ian Tuit for all his efforts in organising the event and getting the group off to such a strong start. Well done Ian.

PSA delegates/members on the Central Coast are encouraged to become involved.

Secure jobs and good quality services are at the heart of any thriving community, so strong campaigns relevant to the region are being developed to ensure the decision makers are held accountable.

Join the group to make a real difference and ensure that your voice counts.

Contact Belinda Sugden, Central Coast Regional Organiser for further information and with any thoughts and ideas at bsugden@psa.asn.au.

Parramatta Local Action Group launched

The PSA Parramatta Local Action Group (LAG) was officially launched at the Riverside Theatre on 26 March, the second anniversary of the election of the Liberal Government in NSW.

The group is open to all PSA members who work or live in the Parramatta region.

It aims to create and promote a supportive network of PSA members within the Parramatta area and take the message to the local community that the job and service cuts hurt everyone.

The group held a stall in Parramatta Mall on the day of the event.

Over 200 members of the community visited the stall and heard PSA members talk of their experiences of the cuts and how this was reducing the provision of services to Parramatta.

Special thanks to Luke Weyland who put in a great effort all day.

The launch of the Parramatta group also marked the unveiling of a report on the impact of public service cuts and privatisation.

The report, *The Impact on Community Services of Staff and Service Reductions, Privatisation and Outsourcing of Public Service in Australian States*, was

commissioned by the SPSF (State Public Services Federation) and written by Professor William Mitchell (pictured top) who for 25 years was the Research Professor in Economics at the University of Newcastle.

Professor Mitchell's report debunks the myths put about by the Government to justify their attack on the public service.

"After 35 years of public sector retrenchment there is little evidence to support the repeated claim that outsourcing and privatisation would improve the quality and lower the costs of providing what were useful public services," he said.

Members working or living in the Parramatta area who are interested in being in part of the Parramatta LAG are encouraged to email psaparramattalag@psa.asn.au.

The abovementioned submission is available at <http://psa.asn.au/publications/>



Hunting ceasefire won in parks – no reload please



The kids are alright - a rally outside Parliament House on 18 April with guest speakers, Bob Brown and PSA General Secretary, Anne Gardiner drew more than a thousand people and kept the pressure on the Government.

Following an intensive community based campaign driven by delegates and members from National Parks, State Forests and the Office of Environment and Heritage (OEH), plans for the introduction of hunting in national parks is on hold until June and hopefully shot down for good.

These workers, the community at large and, of course, the native wildlife, faced serious risks from the introduction of recreational hunting in national parks, including unsupervised shooting in some areas.

A number of protest rallies have been held across the state with the issue reigniting following the leaking of the Government's own risk assessment which indicated major safety concerns with the proposal.

State Forests members have advised they have not been informed of hunting activity, that hunters have strayed off state forests into neighbouring private properties and national parks, and there have been incidents of groups of hunters camping,

consuming alcohol and shooting through the night.

The campaign had already forced the Minister to delay major announcements on three occasions about the implementation of the hunting scheme in the 78 gazetted National Park estates, while National Parks staff have had bans in place which blocked the introduction of the plan.

The State Government, which gave in to demands from the Shooters Party to open

up shooting in exchange for their support of the sale of the power industry, splashed out a staggering \$19 million to back the plan – money that could make a real difference if directed instead towards professional, effective pest control management.

This is yet another classic example of this State Government adopting a 'whatever it takes' political approach and leaving the community to pick up the pieces.

Or, in this case, dodge a bullet. Literally.

To sign the petition go to <https://www.change.org/petitions/> and search for **'Premier Barry O'Farrell: Keep NSW National Parks Safe'**

PSA serves up greater protections in Service NSW

After a long, hard-fought battle, the PSA has won greater protections for members in relation to the filling of jobs in Service NSW.

The Industrial Relations Commission (IRC) recommended the parties accept a Terms of Settlement.

The PSA did so following endorsement by delegates in Roads and Maritime Services, Fair Trading and Births, Deaths and Marriages.

While the outcome does not achieve direct appointments for affected employees (as argued by the PSA) it does ensure a greater degree of fairness and security for members compared to the 'spill and fill' method proposed by the Government.

Key outcomes

No recruitment centres for most members

Applicants for equivalent positions below the level of Service Centre Manager or Contact Centre Team Leader will not have to attend an external recruitment centre or undergo any online testing where there are the same or fewer applicants than positions. Instead applicants will have to attend only a single interview and the appointment decision will focus on an employee's existing service record.

A merit based right of appeal review process

In the event an existing employee is unsuccessful in applying for a job in Service NSW and vacancies remain after the first round for each position, they will be able to have the decision reviewed by the IRC. This provides a safeguard in the event an employee is not appointed to an equivalent position in the agency.

Use of public sector merit selection principles

All interviews and interview panels must adhere to the merit selection principles used in the public sector. This greatly reduces the possibility of unfair or biased decisions.

Consideration of service record

An applicant's employment record will have significant influence

in reaching a decision as to suitability. This means there can be little to no reason why employees with satisfactory work history are not appointed. It is also a protection against being knocked out in the event of poor performance at the interview stage.

Recruitment generally

In addition, the PSA had raised concerns regarding a number of flaws in the recruitment process used for the first round applicants for the Service and Contact Centre manager positions. This resulted in a number of members not being appointed to positions despite being the only applicant for their location.

We have consequently won the right for these members to re-apply for their positions under the revised and fairer process with access to an appeals mechanism if required.

Assistance with the review process

The PSA will assist members who are facing a review. Just contact the PSA industrial staff for your current agency.

Thanks are due to the efforts of delegates, witnesses and members for their invaluable assistance, hard work and guidance throughout what has been a long and at times difficult process.

Child protection vacancies published for all to see

After many years of campaigning by the PSA for proper staffing in Community Services, the Minister for Family and Community Services, Pru Goward, has announced that information about caseworker numbers for the whole child protection system – Government and non-government – are to be published by the end of the year.

The PSA has long argued that under-resourcing and a large number of vacant positions are impacting on proper service delivery in what is a vital and sensitive area.

The publication of caseworker numbers provides a great opportunity for the State Government to get its house in order and employ more caseworkers...

The Government have previously announced plans to cut 1000 positions from the department over the next four years.

PSA Assistant General Secretary, Steve Turner said the Minister's decision was a positive step towards improving the

transparency and accountability of caseworker vacancy rates.

"This vindicates the tough decision of our caseworkers who held a series of stop work meetings late last year in a bid to have vacancies filled," he said.

"We urge the Minister to ensure the release of accurate and up-to-date numbers that correctly reflect the experiences of our members working in offices across the state.

"PSA members have reported vacancy rates of up to 40% in some offices in western Sydney and regional areas.

"The publication of caseworker numbers provides a great opportunity for the State Government to get its house in order and employ more caseworkers back on the frontline for children's protection."

Review of the Paid Parental Leave scheme

A review of the Federal Paid Parental Leave scheme (PPL) has been announced by the Federal Government.

A steering group has been established to oversee the review, and is comprised of a number of unions, employer groups, women's groups, government representatives and academics.

The *Paid Parental Leave Act 2010* sets out the issues to be considered as part of the review and requires the Minister to take account of public submissions and the emerging findings of the PPL evaluation.

Section 307A of the act requires the review to consider the following issues:

- the amount of time off work that primary carers are taking to care for newborn or newly adopted children
- the availability and amount of leave and payments provided by employers in relation to the birth or adoption of a child, and the interaction of those entitlements with parental leave pay provided under the act
- the operation of the work test
- whether primary claimants' partners should be paid parental leave pay separately from, or in addition to, primary claimants
- whether employers should make superannuation contributions in relation to parental leave pay
- the results of any evaluations conducted in relation to the operation of the act
- the administration of the act, and
- any other matter relevant to the general operation of the act.

The period of consultation for written submissions and public consultation is from February 2013 to 31 May 2013.

SHARE YOUR STORY

The PSA Women's Unit will be preparing the union's submission to the review, and would like to hear from members who have experienced any inadequacies with the PPL scheme.

Please email your stories to:
Anne Kennelly,
PSA Women's Industrial Officer, at
akennelly@psa.asn.au

Paid Parental Leave scheme explained

Australia's first national Paid Parental Leave scheme was introduced on 1 January 2011.

Under the Paid Parental Leave scheme, eligible working parents can get government-funded pay when they take time off from work to care for a newborn or recently adopted child. Full-time, part-time, casual, seasonal, contract and self-employed workers may be eligible. The Paid Parental Leave scheme provides two payments – Parental Leave Pay and Dad and Partner Pay.

The Federal Paid Parental Leave Scheme is in addition to the paid parental leave entitlements for NSW public sector and university employees.

Parental Leave Pay

Parental Leave Pay provides eligible working parents, who are the primary carer of a newborn or adopted child, with up to 18 weeks' pay at the rate of the national minimum wage, currently around \$606 per week before tax.

Dad and Partner Pay

Dad and Partner Pay provides eligible working dads or partners with up to two weeks' pay at the rate of the National Minimum Wage for children born or adopted from 1 January 2013.

Eligibility for paid parental leave

You may be eligible if you:

- are the primary carer of a newborn or recently adopted child (a child's primary carer is the person who is most meeting the child's physical needs. This will usually be the birth mother of a newborn child or the initial primary carer of an adopted child, even if your child is in hospital)
- meet Australian residence requirements from the date the child enters your care until the end of your Paid Parental Leave period



- have met the Paid Parental Leave work test before the birth or adoption
- have received an individual adjusted taxable income of \$150,000 or less in the financial year before the date of birth or adoption or date of claim, whichever is earlier, and
- are on leave or not working, from when you become the child's primary carer until the end of your Paid Parental Leave period.

Full-time, part-time, casual, seasonal, contract, and self-employed workers may be eligible for Parental Leave Pay.

There are some circumstances in which you can receive Parental Leave Pay if you are not the primary carer of your child – for example:

- if you are temporarily unable to care for your child, or
- if you are the birth mother in an adoption arrangement.

Work test

To meet the Paid Parental Leave work test you must have:

worked for at least 10 of the 13 months before the birth or adoption of your child, and

worked for at least 330 hours in that 10-month period (just over one day a week), with no more than an eight-week gap between any two consecutive working days.

A 'working day' is a day you have worked for at least one hour. You can include periods of paid leave but periods of unpaid leave do not count.

Note: this is an abridged version of information about the PPL scheme from the Department of Human Services website.

More information can be found at www.humanservices.gov.au/customer/services/centrelink/parental-leave-pay.



You don't still pay your PSA fees by payroll deduction do you?

Really?

Switching from the payroll deduction of your union fees to direct debit from a bank account means peace of mind.

It locks in your membership of the PSA.

It also ensures the strength of your union into the future, making it financially independent of any government – state or federal, Labor or Liberal – at any time.

If payroll deductions were cut not only would our service to you be reduced but our membership would shrink with a corresponding loss in all important bargaining power.

So switch to direct debit at <https://membership.psa.asn.au>

or talk to your PSA organiser, delegate or email membership@psa.asn.au.

Central West District Branch

At the Annual General Meeting of the Central West District Branch held in Bathurst on 28 February 2013, the following office bearers were elected:

Chair:

Natalie Howes,
Corrective Services (Oberon)

Vice-Chair:

Kylie McKelvie,
Corrective Services, non-custodial (Wellington)

Secretary:

Sallyann Sullivan,
Schools (Orange)

Assistant Secretary:

Janet Sternbeck,
Heritage and Environment (Dubbo)

2013 meeting dates

1 August – Dubbo

7 November – Lithgow

20 February 2014, AGM – Bathurst

Charles Sturt University – early bargaining wins

Negotiations for members at the Charles Sturt University have produced some early gains.

The university has agreed to the CPSU's claim for primary carer's leave for the parents of new children for up to 20 weeks.

This is in addition to the current entitlement of 26 weeks of paid maternity leave and adoption leave.

The university has also agreed to increase Defence reserve leave.

A claim for a domestic violence leave clause has been lodged by the union which was based on the provision that was developed by the CPSU in 2010.

That clause was the basis for all others that have followed and in a national first originally made its debut in an enterprise agreement for professional staff at the UNSW.

The university is reluctant to introduce additional provisions into the enterprise agreement, preferring to place them in a policy framework.

We're hoping that they will come to their senses and agree to our claim.

Win for TAFE workers being illegally docked pay

A member in TAFE was docked pay on two occasions for being 15 minutes late.

In each instance, the college docked a quarter of a day's pay, stating that this was the minimum amount of leave calculable.

As this was contrary to the terms of the agreement, the CPSU threatened a dispute.

The college then backed down and will be refunding the difference between the quarter day deducted and the actual time of the late arrival.

Increased safety for TAFE customer service staff

A regional TAFE Institute recently "directed" members in customer service to wear a badge which included their full name.

Members were concerned that this was both a privacy and a health and safety issue as anyone with a grudge or complaint would be able to track down the member concerned outside work.

The CPSU immediately wrote to the Institute Director demanding that the direction regarding name badges be withdrawn, and that staff be allowed to have badges without their surnames.

Within two days, the Institute complied and staff were notified accordingly.

Newcastle TAFE protest

Newcastle Trades Hall Council and Unions NSW held a lunchtime rally at TAFE's Hunter Street Campus on 26 March to protest against the cuts to TAFE and the public sector.

Students, PSA & CPSU staff and members of the public attended the 30-minute rally which was addressed by Gary Kennedy, Secretary Trades Hall Council; Stephen O'Brien and Margaret McLoughlin-Fullick (pictured left).



Sydney University – members stand up to be counted

Community and Public Sector Union (CPSU) members at the University of Sydney have shown themselves a force to be reckoned with after a 24-hour strike on 7 March and then a 48-hour strike on 26 and 27 March in support of their enterprise agreement.



The action was taken in the face of WorkChoices style attacks on working conditions, employment security and workplace rights along with the reluctance of the university to engage in meaningful negotiations.

During the strikes, the CPSU maintained picket lines at all the major entrances to the university from 7am.

The university had claimed that the action would have no significant impact.

They could not have been more wrong. While some classes continued, it was clear that staff and students stayed away for the day and the normal operations of the university were severely disrupted.

No-one passing or attempting to access the university could have been unaware of the presence of the picket or the reasons for it.

Speakers at the strike rally on 7 March included Senator Doug Cameron, Senator Lee Rhiannon and PSA General Secretary Anne Gardiner.

All applauded the demonstration of unity in the joint action with the union representing academic staff, the National Tertiary Education Union (NTEU), and warned of the ongoing need for the union movement to be vigilant and ready for any future attacks on entitlements and rights by the university.

"I heard someone from the university on the radio in the morning saying that it would be business as usual" said Anne Gardiner at the rally on 7 March.

"But when I got in a taxi to come here to the rally, the driver told me to avoid going near Sydney Uni as the area was virtually inaccessible due to strike action."

The strike on 7 March was the first in over a decade.

The university's draft enterprise agreement would see professional staff face the following:

- a 60% reduction in sick leave entitlements
- a real threat to job security
- far inferior redundancy entitlements to academic staff, and
- many more attacks on the conditions that have been fought for and won.

To make things worse, while the university is attacking conditions, they also expect staff to accept a 2% per annum pay rise, which is a wage cut in real terms.

PSA/CPSU members from the University of Technology Sydney (UTS), Ultimo College TAFE, State Library, Roads and Maritime Services, WorkCover and workplaces in the Sydney CBD demonstrated their support by joining the picket lines during the strike.

Some PSA/CPSU members from UTS even took annual leave in order to attend and support their colleagues.

At a meeting of members on 2 May further strike action was unanimously supported:

- for **24 hours on 14 May** if the University continues to avoid constructive negotiation in priority areas and refuses to resolve outstanding matters
- for a further **24 hours on 5 June** if the University continues to avoid constructive negotiation in priority areas.



The CPSU (SPSF Group)

The last issue of Red Tape contained the structure of the PSA which represents public sector workers in NSW, is registered under state legislation and has standing before the NSW Industrial Relations Commission with approximately 43,000 members.

In this edition, we look at the CPSU which came into existence in 1994 as a result of the amalgamation of the Public Sector, Professional, Scientific, Research, Technical, Communication, Aviation and Broadcasting Union (PSU) with the State Public Services Federation (SPSF).

The CPSU is registered under Commonwealth law and has standing before Fair Work Australia.

It is one of the largest trade unions in the country, the biggest in the education arena and operates through the two separate entities.

One is the CPSU (SPSF Group) which is a federal union registered under Commonwealth legislation (the Fair Work Act) and represents members in higher education, state owned corporations and some private sector organisations.

All PSA members automatically belong to the CPSU (SPSF Group – NSW Branch).

There are SPSF Group branches in each state with a national membership of over 100,000.

The other wing of the CPSU is also a federal union, the CPSU (PSU Group) which handles Commonwealth employees in areas such as the Tax Office and the CSIRO as well as commercial broadcasting and the aviation industry.

CPSU Community and Public Sector Union

PSU Group

(approximately 60,000 members)

Federal public servants (eg CSIRO, Tax Office) & some private sector workers

SPSF Group

(approximately 100,000 members)

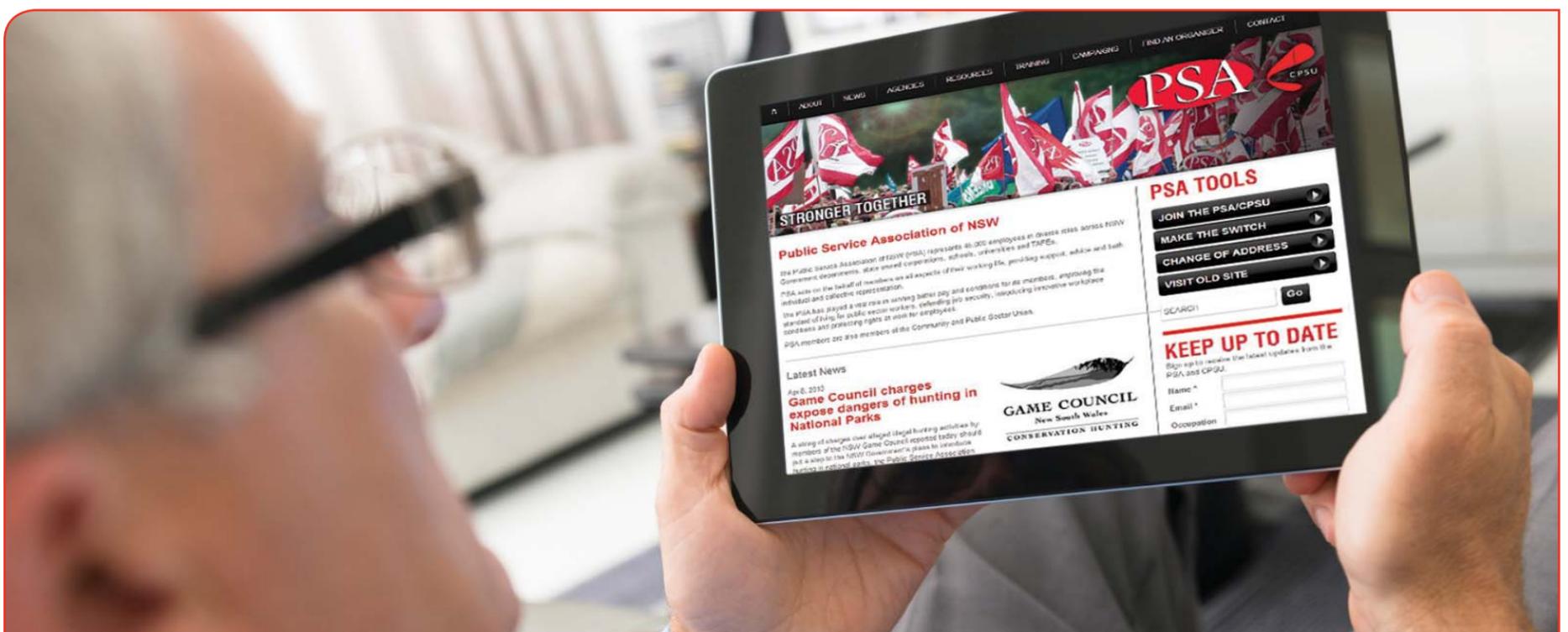
Higher education, state owned corporations, some private sector organisations



CPSU (SPSF Group) New South Wales Branch
CPSU (SPSF Group) Victorian Branch
CPSU (SPSF Group) Tasmanian Branch
CPSU (SPSF Group) Queensland Branch
CPSU (SPSF Group) Western Australian Branch
CPSU (SPSF Group) South Australian Branch

Corresponding State Registered Union

The Public Service Association and Professional Officers Association Amalgamated Union of New South Wales (PSA)
State Public Services Federation Victoria
State Public Services Federation Tasmania
The Queensland Public Sector Union of Employees
The Civil Service Association of Western Australia Incorporated
The Public Service Association of South Australia Incorporated



The PSA has a new website. Check it out at www.psa.asn.au



Work Health & Safety (WHS) and Injury Management (IM) training schedule

June–August 2013

WHS for Members covers the NSW WHS legislation including duties, consultation (PINs and Cease Unsafe Work), risk management and enforcement.

Injury Management for Members covers the workers compensation process (including the drastic cuts in entitlements and benefits in June 2012), Return to Work and non-work related injuries or illness.

June			
14	9.30am – 4.30pm	WHS for Members	Level 11, PSA House Sydney CBD
21	9.30am – 4.30pm	Injury Management	Level 11, PSA House Sydney CBD
July			
2	10am – 5pm	WHS for Members	Dubbo *
10	10am – 5pm	Injury Management	Dubbo*
August			
20	9.30am – 4.30pm	WHS for Members	Level 11, PSA House Sydney CBD
27	9.30am – 4.30pm	Injury Management	Level 11, PSA House Sydney CBD

*These courses need a minimum attendance of 10 members

To attend a WH&S training course email whs@psa.asn.au for a registration form or go to the PSA Training Site <http://training.psa.asn.au> for online registration.

An expression of interest in this training for your area can be made using the survey monkey link at the end of this article.

Health & Safety Representative (HSR) courses

The PSA has become an accredited training provider (ATP) to deliver WorkCover approved courses which are open to union and non-union members.

Under the Work Health and Safety Act, Section 72, HSRs can choose their training provider following consultation with the employer (PCBU). The employer (PCBU) must pay your course fees and provide you with adequate time to attend the course.

5-day HSR course

This 5-day course aims to provide newly elected HSRs with relevant information and skills in order to undertake their role under the new Work Health and Safety legislation.

The course allows HSRs to fully utilise their powers under the new safety laws.

Eligibility criteria

- must be elected as a HSR
- cost \$720 (\$792 inc GST)

1-day refresher training (HSR)

This 1-day course is to update elected HSRs with relevant information and skills in order to continue to undertake their role under the new Work Health and Safety legislation.

Eligibility criteria

- must be elected as an HSR and undertaken the 5-day course or bridging course
- cost \$250 (\$275 inc GST)
- group discounts may apply for larger bookings.

Schedule of possible HSR courses (subject to sufficient interest)

June 17, 18, 19 and 24 & 25 – Coffs Harbour or Port Macquarie
July 3, 4, 5 and 11 & 12 – Dubbo
August 7, 8, 9 and 15 & 16 – Sydney
August – Wagga or Albury

A trained HSR is entitled to a further 1 day of refresher training each year.

Email whs@psa.asn.au for further information or go to the following link to express an interest in the training in your area www.surveymonkey.com/s/HSRWHSTraining



Save on electrical products with Union Shopper

PSA members save valuable time and money just by using Union Shopper's easy and free Electrical Purchasing Service.

The Electrical Purchasing Service is one of Union Shopper's most popular features providing PSA members with savings on televisions, fridges, dishwashers, cameras, computers, whipper snippers, coffee machines and more.

PSA member Lee Smith searched online for the best priced Bosch oven that suited her needs and found that Union Shopper beat any other electrical retailer.

"A quick call to Union Shopper, and an almost immediate call back from them and the oven of my choice with self-cleaning option was mine, delivered free at a saving of \$332 – well below online electrical retailers' prices," she said. "I will certainly remember Union Shopper for my next purchase."

On average, members save between nine and 13 percent off their best price using the Electrical Purchasing Service.

To make an electrical purchase, call Union Shopper on **1300 368 117** or visit unionshopper.com.au with your best price and the make, model and description of the item you wish to purchase (including warranty and delivery information).

Your Union Shopper price will be available within two to three business hours.

Union Shopper is a union-owned service that has provided union members with savings for over 35 years.

To find out more about Union Shopper's range of services or to sign up for the monthly e-Update and other exclusive emailed offers, call **1300 368 117** or visit unionshopper.com.au

STOP THE NSW POWER SELL OFF

POLES & WIRES NOT 4 SALE

What the people of NSW think about Electricity Privatisation

- 80%** of people believe that the electricity network should be owned by the public and operated by the government to benefit the community.

“ If it goes private the cost of electricity will go up further. When it is public there is more control and regulation of prices. ”
Nicole, stay at home mum, Sydney
- 83%** of people believe that the electricity network currently provides the NSW government with important financial dividends that help pay for other public services.
- 86%** of people believe that electricity prices will go up if the government privatises the electricity network.

“ When it comes to monopolies, government should own the poles and wires. We have more accountability under government. ”
Jonathan, despatch clerk, Sydney
- 71%** of people believe that the government does a better job at running the electricity network than private companies.
- 92%** of people believe that foreign companies should not be allowed to own important infrastructure such as our electricity network.
- 87%** of people say that the issue of electricity privatisation will have some impact on how they vote at the next state election.

“ I'm dead against privatisation, its short sighted to get money. All major infrastructure should be publicly owned. ”
Dick, self funded retiree, regional NSW

FOR MORE INFORMATION GO TO:
www.stoptheselloff.org.au or [@NSWPowerSellOff](https://twitter.com/NSWPowerSellOff)

Annual Concise Financial Report for the CPSU-SPSF Group Federal Fund for the year ended 30 June 2012

The financial statements are available at: www.cpsu-spsf.asn.au/docs/CFED-2012-final-Concise-financial-report.pdf

The importance of concessional contribution caps

1 July 2013 will be a very important date for superannuation as it marks the first year of reduced concessional contribution caps and the start of the increase in the Superannuation Guarantee to 9.25%.

I cannot over-emphasise the importance of understanding how concessional contributions caps work as the penalties for getting it wrong are severe.

Concessional Contribution Caps (CCC)

From 1 July 2012, the CCC for members aged 50 years and over reduced from \$50,000 to \$25,000.

This means that all members can contribute up to \$25,000 as a concessional contribution.

After reading the following information you should check how much you have contributed as a CCC this financial year, adjust if necessary, but more importantly, manage your contribution for next financial year.

History of CCCs

When CCCs were introduced in 2007, the cap for most people was \$50,000.

A grandfather arrangement was put in place for those over 50 which allowed \$100,000 to be contributed to their superannuation accounts.

Both CCCs were then halved to \$25,000 and \$50,000 respectively.

But from 1 July 2012, ALL members should be aware that the concessional contribution will be \$25,000.

What are concessional contributions?

These are caps on the amount you can contribute to superannuation each financial year that are taxed at 15%.

If you contribute more than these caps, you may have to pay an extra tax penalty.

Superannuation concessional contributions include:

- employer contributions including Superannuation Guarantee (SG) – currently at 9%
- salary sacrifice
- notional contributions from your employer for SSS and SASS members
- employer paid insurance premiums
- personal contributions for which you claim a tax deduction.

The total of all of these amounts cannot be more than \$25,000.

However, SSS and SASS members have some protection from the caps as detailed in Fact Sheet No. 23 for SSS and 16 for SASS which are available on www.statesuper.nsw.gov.au.

What if you exceed your CCC?

Any CCCs above the annual limit of \$25,000 will be taxed at the highest marginal rate of 46.5% including the Medicare levy which means you will be paying a penalty tax of 31.5 cents in the dollar.

The ATO has introduced a provision for those who breach the cap for the first time since the 2011/2012 financial year.

If the excess contribution is \$10,000 or less, this measure allows that excess to be taken out of the super fund and assessed at the marginal tax rate rather than incurring the excess contribution rate.

Members can still make after tax contributions to super which are called

non-concessional contributions of \$150,000 per year.

By bringing two year's contributions forward which will be this year's \$150,000 plus the next two year's \$150,000 (\$300,000) members can contribute \$450,000 to super if aged under 65.

If you are concerned about the CCC or think you may breach or have breached your CCC limit this year you should seek assistance from State Super Financial Services.

Visit their website at www.ssfs.com.au and click on the "Contribution Caps are Changing" link or call the Client Services team on **1800 620 305** which is a free service.

Superannuation Guarantee (SG) increase

The good news is that the SG increase commences from 1 July 2013.

That means that members will have contributions to their superannuation fund increase from 9% to 9.25% based on their ordinary time earnings.

The increases are as follows:

1/7/20139.25%
1/7/20149.5%
1/7/201510%
1/7/201610.5%
1/7/201711%
1/7/201811.5%
1/7/201912%

Ron Davis
Full-time Trustee Board Member
SAS Trustee Corporation

Challenge Union Shopper to find you a better deal on anything electrical!

Look how members saved with Union Shopper!

Product	Savings off best price
Electrolux Fridge	\$351
Beats Headphones	\$80
Bosch Cooktop	\$693
Canon DSLR	\$512
Fisher & Paykel Dishwasher	\$308
Breville Bread Maker	\$114

Take advantage of Union Shopper's free and valuable money-saving service.

"A quick call to Union Shopper, and an almost immediate call back from them and the Bosch oven of my choice with self-cleaning option was mine, delivered free at a saving of \$332 well below online electrical retailers prices. I will certainly remember Union Shopper for my next purchase."

Lee Smith, PSA member

All use of the Union Shopper Services are governed by the Terms of Use located at our Website at www.unionshopper.com.au/page/terms-of-use as varied from time to time. Please refer to those Terms of Use prior to engaging any service provided by the Union Shopper.



1300 368 117
unionshopper.com.au



PSA/CPSU DIRECTORY

PSA Executive

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

SYDNEY

GPO Box 3365
160 Clarence Street
SYDNEY 2001
Phone: (02) 9220 0900
or 1800 467 932
Facsimile: (02) 9262 1623
Email: psa@psa.asn.au
Membership changes:
1800 467 932
Email: membership@psa.asn.au
Red Tape: (02) 9220 0971
Email: redtape@psa.asn.au
Distribution of publications:
(02) 9220 0908
Website: www.psa.asn.au

CENTRAL WEST REGION

2/107 Bentinck Street
BATHURST 2795
Phone: 1800 467 932
Mobile: 0408 410 746
Facsimile: (02) 6332 1535
Email: bathurst@psa.asn.au

CENTRAL COAST-HUNTER REGION

Suite 2, Level 3 Devonshire House,
406-408 King Street
NEWCASTLE WEST 2302
Phone: 1800 467 932
Mobile: 0419 022 274
Facsimile: (02) 4929 4798
Email: newcastle@psa.asn.au

NORTHERN REGION

2/133 Keen Street, LISMORE 2480
PO Box 818
Phone: 1800 467 932
Mobile: 0408 263 044
Facsimile: (02) 6621 4690
Email: lismore@psa.asn.au

NORTH WESTERN REGION

Shop 14 The Atrium
Shopping Centre
345 Peel St TAMWORTH
PO Box 682, TAMWORTH 2340
Phone: 1800 467 932
Mobile: 0428 410 745
Facsimile: (02) 6766 3352
Email: tamworth@psa.asn.au

SOUTH EASTERN REGION

Suite 13, 104 Crown Street
PO Box 986
WOLLONGONG 2520
Phone: 1800 467 932
Mobile: 0409 455 682
Facsimile: (02) 4226 4667
Email: wollongong@psa.asn.au

SOUTH WESTERN REGION

Suite 2, 27 Forsyth Street
PO Box 649
WAGGA WAGGA NSW 2650
Phone: 1800 467 932
Mobile: 0428 410 749
Facsimile: (02) 6921 9663
Email: wagga@psa.asn.au

COMMUNITY & PUBLIC SECTOR UNION (SPSF GROUP)

Karen Batt
National Secretary
Level 1, PSA House
160 Clarence Street
SYDNEY, NSW 2000
Phone: (02) 9299 5655
Fax: (02) 9299 7181
website: www.cpsu-spsf.asn.au

COMMUNITY & PUBLIC SECTOR UNION (SPSF GROUP NSW BRANCH)

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

Departmental Committee elections 2013

Department of Attorney- General and Justice Juvenile Justice

Nominations are called for positions of delegate on the Department of Attorney-General and Justice, Juvenile Justice Departmental Committee. The following number of delegates are to be elected from all PSA members in Juvenile Justice.

Community Offices

Metropolitan 2 delegates
Northern 1 delegate
Western 1 delegate
Southern/Central Coast. 1 delegate

Juvenile Justice Centres

Orana 1 delegate
Frank Baxter 1 delegate
Acmena 1 delegate
Reiby 1 delegate
Riverina 1 delegate
Cobham 1 delegate
Juniperina 1 delegate
Court Logistics 1 delegate
Central Office 1 delegate
Womens Contact Officer. 1 delegate
Aboriginal Contact Officer. 1 delegate

Roads & Maritime Services

Nominations are called for positions of delegate on the Roads & Maritime Services Departmental Committee.

Sydney Area 10 delegates
Northern Region 2 delegates
Hunter Region 3 delegates
Western Region. 2 delegates
Southern Region 2 delegates
South West Region 1 delegate

Power Industry

Nominations are called for positions of delegate on the Power Industry Departmental Committee. The following number of delegates are to be elected from all PSA members in each Power Corporation.

Ausgrid 3 delegates
Sydney Metropolitan Area. 2 delegates
Central Coast/Newcastle Area . . . 1 delegate
TransGrid 2 delegates
Sydney CBD Area 1 delegate
Non-Sydney CBD 1 delegate
Macquarie Generation 3 delegates
Lambton Office 1 delegate
Liddell Power Station 1 delegate
Bayswater Power Station 1 delegate
Delta Electricity 3 delegates
Wallerawang Power Station 1 delegate
Mt Piper Power Station 1 delegate
Vales Point Power Station 1 delegate
Eraring Power Station 1 delegate

NSW Rural Fire Service

Nominations are called for positions of delegate on the NSW Rural Fire Service Departmental Committee.

The NSW Rural Fire Service Departmental Committee shall consist of delegates elected from the electorates below:

District Staff - Region East 3 delegates
District Staff - Region North 3 delegates
District Staff- Region South. 3 delegates
District Staff- Region West 2 delegates
Head Office Staff. 2 delegates
Customer Service Centres 1 delegate
Operational & Mitigation
Support Services
(including SMSS) 1 delegate

Persons nominated must be financial members of the PSA.

Nominations must be on the prescribed form available from the 5th Floor Enquiry Counter, PSA House, 160 Clarence Street, Sydney or from regional offices. The nomination form can be downloaded from the PSA website www.psa.asn.au/election-nomination-forms.

Candidate information should be completed and supplied with the nomination form. The nomination must be proposed and seconded by financial members of the DC/branch.

Closing date for the nominations is: Friday 28 June 2013

Nominations must be returned to:

Deputy Returning Officer
Public Service Association of NSW
GPO Box 4767
Sydney NSW 2001.

They may be hand delivered to the PSA reception desk on the ground floor, or faxed to **(02) 9262 1623**.

GENERAL TRAINING SCHEDULE June – July 2013

To apply and for further details, please see PSA website www.psa.asn.au or email training@psa.asn.au

Tuesday 4 June	Dealing with Bullying in the Workplace	Sydney
Friday 21 June	Negotiation Skills	Sydney
Monday 24 June	Role of the Delegate – Day 1 of 2	Sydney
Tuesday 25 June	Role of the Delegate – Day 2 of 2	Sydney
Tuesday 16 July	Meeting Skills	Sydney
Monday 22 July	Women in the Union – Day 1 of 2	Sydney
Tuesday 23 July	Women in the Union – Day 2 of 2	Sydney
Tuesday 30 July	Delegate Case Studies	Sydney

Schedule for regional members

Detailed information is available from your regional organiser / delegate

Friday, 7 June 2013	Wollongong
Friday, 14 June 2013	Tamworth
Friday, 26 July 2013	Wagga

There is no charge for these courses for financial members.

Advisory Group elections 2013

Roads & Maritime Services Inspectors Vehicle Regulation Advisory Group 2013

Nominations are invited from members of the above branch for the positions of:

Chairperson
Vice Chairperson
Secretary
Northern Region 5 delegates
Sydney Area 3 delegates
Southern Region 2 delegates

Sheriffs Officers (Vocational Branch) Advisory Group 2013

Nominations are invited from members of the above branch for the positions of:

Executive Committee Members 7

Sound Reporters (Vocational Branch) Advisory Group 2013

Nominations are invited from members of the above branch for the positions of:

Chairperson
Vice Chairperson
Honorary Secretary
Executive Committee Members 4

Commissioned Prison Officers (Vocational Branch) Advisory Group

Nominations are invited from members of the above branch for the positions of:

Chairperson
Vice Chairperson
Secretary
Executive Officers 2

Court Officers (Vocational Branch) Advisory Group

Nominations are invited from members of the above branch for the positions of:

Chairperson
Honorary Secretary
Executive Members. 3

Court Reporters (Vocational Branch) Advisory Group

Nominations are invited from members of the above branch for the positions of:

Committee Members 8

RedTape

Editorial Production:
PSA Communications Unit

Design:
Go Media Design (02) 9319 6066

Printer:
Rotary Offset Press (02) 9764 0222

Enquiries:
PSA Communication Unit (02) 9220 0908

Managing Editor:
Anne Gardiner, General Secretary

Issue Editor:
Murray Engleheart

Writer:
Murray Engleheart

– with significant input from members
Copy deadline for next issue of *Red Tape*
is 24 May 2013

Contact the PSA

Phone **(02) 9220 0900** | Toll free **1800 467 932**
Fax **(02) 9262 1623** | Email psa@psa.asn.au
or redtape@psa.asn.au | Visit www.psa.asn.au

SCU More Generous Banking

PSA

Join SCU today
and enjoy special
banking discounts
for PSA members.



0.35% - 0.70% less on your home loan*

2% less on your credit card**

2% less on your personal loan**

2% less on your overdraft**

Plus you'll get:

No direct debit fee on your
PSA Union fees

State of the art Internet banking

Great deals on your car, home
and contents insurance

20 branches

Because we are not for-profit, our loan rates are already among the most generous in Australia. But, your PSA membership will get you an even more generous deal. To start enjoying your special PSA benefits:

Call 13 61 91, or email psa@scu.net.au



2011



2012

* Discount is off SCU's standard variable rate.

** Offer applies on standard rates only and does not apply to other special offers. Terms and conditions, fees and charges apply and are available upon request. All loans are subject to SCU normal lending criteria. Sydney Credit Union Ltd ABN 93 087 650 726 Australian Credit Licence/AFSL 236476. Offers are current as at 13/11/11 and are subject to change.

www.scu.net.au