

RedTape

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Titles registry sale a super storm

Premier Gladys Berejiklian will bequeath the state a financial disaster for millions of property owners thanks to her government's leasing of Land and Property Information's 150-year-old Land Titles Registry.

"It is hands down, the most appalling fire sale decision yet by a Government with a strong track record in that area," says PSA General Secretary, Stewart Little.

"The Government trumpets its efforts on 'life-changing projects' but what could be more life changing for millions of people across NSW than to lose the security on their own property?"

Just as the PSA feared all along, ultimately the personal property records of the people in NSW may be held offshore given a portion of the successful consortium is based in London.

The consortium that has successfully bid for the registry includes First State Super (see box) and a number of lesser-known companies.

One component of the consortium is Hastings Funds Management, which teams with foreign companies to purchase Australian assets, such as TransGrid, Perth Airport, the Port of Newcastle and the never-used Sydney Desalination Plant. While on paper the company is Australian, its finances are likely to be largely sourced – and returned – overseas.

Advara, an arm of Western Australia's Landgate registry business, is also part of the consortium. In 2010, Landgate had 910 employees, including 820 full-time staff. According to its most recent annual report, it shed 100 workers last

financial year, finishing June with 575 full-time employees and 86 part-time staff. Of those, 385 – or 58 per cent – were in operational roles.

The PSA predicts similar cuts will be made at LPI's offices.

The sale is not just a bad idea for LPI employees. Now the Registry has been sold to a private operator, individual land owners may be forced to take out insurance to guard against unscrupulous property developers or fraud.

"These super companies will be out to turn a profit for their members," Mr Little said.

"In recent times, Registry costs to the consumer have increased by 300 per cent, just to fatten the company for sale and it will only get worse.

"How on earth can the Premier call this a win-win situation?"

"Selling a critical government function that has such an enormous bearing on the economy and the lives of every land and property owner in NSW is nothing short of ideology gone mad.

"Academics, former senior staff, community groups, major newspapers, property developers and even prominent members of the Liberal Party have all joined the PSA in condemning the idea."

United they bargain?

The First State Super fund is among the bidders that have taken control of the Land Titles Service. Disappointingly, its board includes six people appointed by the trade union movement.

- Bob Lipscombe is a Unions NSW representative on the board and a former president of the NSW Teachers' Federation.
- Lisa Fitzpatrick is the State Secretary of the Australian Nursing and Midwifery Federation in Victoria and President of Victorian Trades Hall Council.
- Mark Lennon was Secretary of Unions NSW between 2008 and 2015. He has been president of the ALP's NSW branch and a Director of Union Aid Abroad.
- Naomi Steer has held a number of senior positions in the trade union movement, including at the Media, Arts and Entertainment Alliance and the NSW Labor Council.
- Rod Harty is an advocate and industrial officer for the Police Association of NSW.
- Dr Rosemary Kelly is Assistant Secretary of the Health Services Union's Victoria Number 4 Branch.

Rally unites strange bedfellows

At a last ditch protest against the LPI lease, the PSA was joined at a rally in Sydney by the Law Society, surveyors who admitted they'd never protested before, and even a couple of disgruntled Liberal Party members.

Speaking at the rally, organised by the Concerned Titles Group, PSA General Secretary Stewart Little called the proposed sell-off "the stupidest privatisation" he'd seen.

"Look at the maths of this place; \$130 million a year, it makes. They want to hand it over for 35 years; you're talking \$5 billion at least."

Other speakers included surveyor Mitchell Hanlon, who owns Tamworth company Mitchell Hanlon Consulting. A Liberal Party member, he brought up the risk of "price-gouging", warning that given Australia's track record of privatisations, such as Sydney Airport, consumers can expect bigger bills as the successful tenderer further capitalises on the service.

"Every time these things have been privatised, the punter has to pay for it in the neck."

'Significant' SASS case continues



The pay equity case for School and Administrative and Support (SAS) staff will continue on June 6.

Describing the case "very significant" Chief Commissioner Kite recommended the participants identify the issues in the case.

The PSA is pushing for SAS staff to be paid according to the proper value of their work, to be assessed on a gender-neutral basis. The union believes they have been historically underpaid due to working in a female-dominated sector.

Pictured from left at the Industrial Relations Commission of NSW: PSA General Secretary Stewart Little; former PSA President Sue Walsh; and the PSA legal team, Counsel David Chin, Dale Bampton and Solicitor Nathan Keats.



Stewart Little

From the General Secretary

Nicole Jess breaks down prison gender barriers

Long-time PSA delegate Nicole Jess has been elected chair of the Prison Officers Vocational Branch (POVB), making her the first woman to head a prison officer union in Australasia.

In an area of the PSA where only about 22 per cent of members are female, Nicole's ground-breaking election makes great strides for women in the workplace and I extend my warmest congratulations to her. Nicole, who is also the PSA's Senior Vice President, will be joined by Vice Chair Jason Charlton, Secretary Natalie Howes, Assistant Secretary Darren King and Country Vice Chair Thor Sutherland.

Under her leadership, I am sure the POVB, Australia's largest body representing Correctional officers, will continue to push the State Government for well-run, state-funded prisons to accommodate NSW's ever-increasing inmate population. We have seen rapid-build facilities spring up in Wellington and Cessnock, and

hold out some hope these are the beginnings of a Government turning its back on working with operators such as Serco (see story on page 5). Serco is a multinational company that outsources government functions worldwide, from offshore detention, feeding armies to issuing driver's licences.

We should instead be building our own custodial facilities, rather than letting multinational companies profit from crime.

But while we have been spared cuts to penalty rates this time around, we cannot afford to be complacent

On a recent trip to New Zealand, I was fortunate enough to visit Mt Eden Remand Centre, which

was an example of the mess privatisation can inflict on the corrective services.

The day I arrived was the last day private company Serco was in charge at Mt Eden.

Despite warnings from New Zealand unions about the plan, Serco was commissioned to run two jails in New Zealand. And soon after the private operator was handed the keys to Mt Eden by a previous New Zealand government, fight clubs among inmates sprung up.

After a public uproar, the operation was suspended and I was there to witness the facility return to government hands – with staff holding a barbeque to celebrate Serco's departure from their working lives.

The NSW Government, which will work with Serco for its new Grafton Gaol, should take heed.

Correctional Services encapsulates many of the battles we fight here at the PSA. Despite

their often dangerous work, members are not afforded the same workers compensation protections as other emergency personnel such as police, fire and ambulance employees.

The planned set up of a private prison outside Grafton and the possible outsourcing of the John Morony Correctional Complex in north west Sydney mirror the threat of privatisation to many of our members throughout NSW, from disability support workers to staff in Land and Property Information, who were recently written off sneeringly by the Premier as not "the smart ones".

And new threats are on their way. Members in Corrections are just one part the PSA membership that needs to remain vigilant about penalty rates. Changes in the Fair Work Commission earlier this year did not directly affect the packages of anyone in the PSA, although we can be sure there are plenty of members with family members in retail and hospitality who are

now downgrading their household budgets in light of these attacks on Australian workers.

We cannot afford to be complacent. In March, State ministers, including Minister for Corrections David Elliott, refused to stand up in Parliament and promise to protect the penalty rates that make up such a high proportion of the take-home pays of many of our members.

There is no doubt the changes in Canberra will be giving people in Macquarie Street ideas about cutting rates. But rest assured the PSA will fight any plans to cut members' take-home pay or reduce incentives to work antisocial hours such as nights and weekends without sufficient rewards.

**Stewart Little
General Secretary**

Members survey shows the need for segregation

Staff assaults in Juvenile Justice were on the agenda when the PSA met with Minister for Corrections David Elliott in April.

The Minister was presented with a sobering list of events in recent months in the system:

- In October 2015 hundreds of thousands of dollars damage was done to the Chisholm Program by the very detainees the Department now claim can be safely managed in general population.
- In October 2016 at Cobham Juvenile Justice Centre, several young offenders left one female officer injured. To this day the member remains off work with the likelihood that she will never return to duty.
- In January 2017 an Officer from the Frank Baxter Juvenile Justice Centre was injured on duty.
- In 14 February 2017 two Youth Officers were physically injured at Cobham Juvenile Justice Centre. One member was hospitalised.
- In the subsequent two weeks at Cobham, a further seven staff have been injured.

The PSA believes the Department has a duty of care to both staff and young offenders in providing a safe environment. However, the current method of managing offenders is creating a situation

which may result in either a detainee or staff death.

The PSA demanded Minister Elliott remove these violent young offenders from the general population at both Cobham and Frank Baxter Juvenile Justice Centres and place them in a unit which is solely designed to both manage and rehabilitate their behaviours. The Police were so concerned about the risk of two recent detainees that they drove them in separate vehicles.

"The current method of managing offenders is creating a situation which may result either a detainee or staff death"

Minister Elliott agreed these young offenders cannot be maintained in the current detention centre environment and has encouraged the PSA to call upon all forms of Government to help us in addressing this risk.

Minister Elliott further supported our position by saying he would

assist the PSA in getting access to Cobham for the media to see the real job and the risk members face.

When surveyed by the PSA, nearly 70 per cent of respondents said closing the Kariong facility and the Cobham Behaviour Program have affected their safety.

The Kariong facility, in the Central Coast, once housed offenders convicted of serious crimes and those who proved to be difficult detainees.

Since its closure, detainees have been mixed with the general population.

Nearly 80 per cent of members who replied said detainees' behaviour had been affected by the two developments.

Most alarmingly, more than 80 per cent of those surveyed said they had had no training to deal with detainees who would previously have been placed in specialist units.

Contracts to strip Forestry conditions bare

The NSW Forestry Corporation wants to remove Level 6 employees from the next enterprise agreement – and the CPSU (PSA) is not happy.

The union believes the proposed individual contracts are likely to have major negative impacts on future take-home pay and workplace entitlements, even if a new enterprise agreement applies as well.

The CPSU (PSA) does not believe that the "incentive" of a sign on bonus will compensate members for the ongoing impact these contracts will have and recommends all Level 6 employees do not sign the proposed contract.

Forestry Corporation has included a clause in the contract which would void all entitlements under any future enterprise agreement or the modern award.

The individual contract requires that the salary is inclusive of all "overtime, loadings, allowances [and] penalty rates" that you get under any instrument, being the modern award or a future enterprise agreement.

The CPSU (PSA) has lodged a Scope Order Application at the Fair Work Commission.



Forestry Corp members Nigel Fuller and Julian Armstrong pictured with the PSA's Cassandra Giudice.

Gladys gets disability message

Parents of people with disability joined PSA staff and members outside the electoral office of Premier Gladys Berejiklian to raise local awareness about her Government's plan to outsource all care of the state's most vulnerable people.

The protest included talking to people about the outsourcing of all disability care, leaving no safety net for some of the most disadvantaged citizens of NSW.

The action follows a 24-hour strike and march on Parliament House over the issue in February.

Signs included warnings about the Orange by-election result, where the Coalition lost a safe seat due to cuts in essential services.



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Improving support and democracy for delegates and members

As you may be aware, I have been reviewing our delegate structures to improve support for our members and delegates.

With the constantly changing structure of government clusters and super departments, the PSA traditionally has struggled to keep its democratically elected representation. All too often, parts of super departments or clusters are transferred between agencies in function and corporate services. The movements often result in a period of time between agencies where delegates have difficulty coordinating a response and proactive campaigns against employers' attacks.

Consulting with delegates from across the sector, my review suggests several recommendations to improve the number and standing of delegates and includes a proposal to refresh elections across the PSA. The recommendations include:

- The PSA endorses the utilisation of model charters for workplace groups, departmental committees, vocational branches and advisory group charters. Departmental committees, vocational branches and advisory groups are known as

Advisory Groups under PSA rules.

- PSA regions should form the default position for regional electorates in all model charters.
- All model charters include the ability for members to attend by video or teleconference facilities if suitable. This is to be counted for quorum.
- Develop Advisory Group relationships with workplace groups. The issues that are raised at a workplace group should be forwarded to the Advisory Group. The delegate structure at the workplace group and Advisory Group levels should be shared with each tier. Minutes and campaigns should be shared between levels. This will allow the member based structure to identify issues for the agency.
- That the PSA Executive forms a "senior managers vocational group" to ensure participation by senior manager members which is difficult in traditional advisory groups.

- The creation of peak advisory groups for super departments, which enables suitable representatives (likely from chairs or advisory groups executive representatives) from the relevant sub agency departmental committees, advisory groups and vocational branches. The peak advisory group can meet in regards to issues, policies, restructures pertaining to members in the department and coordinate representation at peak JCC meetings.
- Organisers are empowered to run workplace elections and not centralised through PSA elections returning officer.
- There is significant work to be undertaken in the next 18 months to get the advisory groups back on schedule, with 46 groups due or overdue for election.

With Central Council ratifying the model charters in the April Council meeting, we are on the path to bolstering involvement in our union from the workplace up to a state and interagency level.

Significant work is being undertaken with a review of the delegates' handbook to make it a functional tool to assist delegates across of all levels of the Association. It will also be a valuable tool for members to understand the role and responsibilities of their delegates and PSA structures. We all play a role in our union, and this will be an invaluable guide to assist all.

We all play a role in our union

I am very proud of the significant work undertaken by Women's Council to review the Council's Bylaws. In particular my thanks go to Carol Rose, Wendy Jones and Rachel Smoothy along with PSA Acting Women's Officer Anne Kennelly. Significant changes have been made to restore this very important and proactive committee. With Women's Council agreeing in principle to the changes, we are looking forward to having the Bylaws endorsed

by Central Council in July in accordance with PSA Rules. Then a new election can be had to enable greater roles for our women members to be part of advancing the issues of women.

The PSA is celebrating the first meeting of the Aboriginal Advisory Council before Annual Conference. It is an honour and a privilege to be part of this proactive initiative to advance the issues of Aboriginal members.

I am very excited to chair my first Country and Annual Conference. A new format Country Conference will see a dedicated afternoon to discussing the issues and possibilities for our regional members. This will be followed by two days of looking at the challenges ahead as delegates and members across the state converge at PSA House to look at ways to grow and strengthen our union.

Kylie McKelvie
President

ACCC rewarded for standing up to privatisation ideologues

The World Bank and the International Competition Network (ICN) have given the Australian Competition and Consumer Commission (ACCC) an award for its work exposing privatisations that undermine society.

The prize was awarded for the ACCC's campaigning against privatisations that merely entrench monopolies in the hands of private enterprise.

Chairman of the ACCC, Rod Sims, has repeatedly warned legislators that unless privatisations actually introduce competition for consumers, they are detrimental to the public good.

This year Sims criticised the privatised Sydney Airport for "price-gouging", while last year he realised that privatisation, something he'd long supported, too often created unregulated monopolies detrimental to the Australian consumer.

The prize will be awarded at an ICN meeting in Portugal in May.

Member profile

Scott Butler

Database Officer, WaterNSW
PSA delegate



Tell us about your job.

I have worked in the Water Management sphere in the NSW public sector for more than 21 years. For much of my career I have worked as a field hydrographer, operating a network of monitoring sites on rivers and dams across the state.

For the past five years I have taken a sideways shift in my career, moving from field data collection into a role as a data custodian and distributor. Now, instead of collecting field data I maintain the IT backbone supporting the water information collection and distribution.

I am also responsible for operating a set of internet sites designed to make this water data available to the public. Ensuring this data is current and accurate is vital for key strategic decision-makers, as well as allowing water users to determine irrigation availability.

Tell us about your role with the PSA.

For my entire career in the public service, I have been a member

of the PSA, strongly believing in the idea of supporting the union movement that has built and protects our working conditions. About seven years ago, I became more involved in the PSA, becoming a delegate representing the field-workers in the NSW Office of Water – the name of the department at that time.

Recently, I was one of approximately 200 staff transferred by the NSW Government from the Department of Primary Industries to Water NSW, the State-Owned Corporation responsible for bulk water distribution in NSW. The transfer process, from the view of staff, was not well conducted and there is still a great deal of resentment among affected staff over the shift.

In many ways, my role has not changed as part of this transfer. However, the culture-shock for many of the transferred staff has been intense as we have found ourselves moved from a culture

of pure public service to a more corporate-focused environment. This, combined with lingering resentment over the forced transfer, has left many staff bitter and disengaged. This has increased the importance of my role as union delegate.

Water NSW has just started the process of negotiating a new enterprise agreement combining the industrial instruments of three organisations into a single agreement. This has been an interesting process to date, dealing with the Federal Fair Work system, which is new territory for many of the former public sector staff. I am looking forward to trying to negotiate the best outcome for our members in this process and hopefully rebuild some trust in the PSA at the same time.

Not good enough for the Kiwis, not good enough for us

In an all-too-predictable move, the State Government has announced the new prison outside Grafton will be run by a private company.

The Northern Pathways consortium, comprising Serco, John Laing and John Holland, is the Government's "preferred proponent" for the facility.

However, the PSA believes if private prison operator Serco is not good enough for a prison in New Zealand, it should not be put in charge of NSW jails.

Last year Serco was stripped of its contract to run Auckland's Mt Eden prison after evidence surfaced of 'fight clubs' operating among inmates under what was found to be insufficient supervision of prisoners.

"We're falling behind New Zealand here," says PSA General Secretary Stewart Little.

"They discovered there is no place for this company in Mt Eden, yet we refuse to learn from their experience.

"Successful, efficiently run correctional facilities in Nowra, Cessnock, Kempsey and Wellington prove that if governments invest the money, they will get results.

"No private company should be profiting from crime."

In addition to Mt Eden, Serco has lost contracts to run immigration-detention facilities on Manus Island and prisoner-transport operations in Western Australia.

In Britain, the company was criticised after the death of a 14-year-old boy in a Durham secure training centre.

What is Serco?

Described by *The Guardian* as "probably the biggest company you've never heard of", Serco is a multinational outsourcing company with its headquarters in Britain.

The company operates functions often traditionally seen as responsibilities of the state, such as prisons, hospitals and the issuing of driver's licences. It even operates Victoria's speeding cameras.

Last year it announced it wanted a slice of the NSW Government's divestment from public housing, claiming community providers would be too small to take on the project.

In Western Australia, the company was forced to relinquish its clinical services contract at Perth's Fiona Stanley Hospital after budgets blew out under its watch.

The company was also found to have engaged in potentially fraudulent behaviour over a prisoner-escort contract in Britain.

It has also been accused in Britain of covering up sexual abuse in an immigration-detention centre and using detainees as ultra-cheap labour.



Duty of care? Serco was criticised when it emerged fight clubs took place in a prison under its control in New Zealand.



Northern Rivers wash away office

Floods swept through the Lismore office of the PSA when Cyclone Debbie hit the Australian east coast. The damage to the office was extensive. The PSA will set up a new office on the campus of Southern Cross University.

PSA steps out on May Day

The PSA was among unions marching throughout NSW to celebrate May Day 2017.

After holding smaller marches in Newcastle and Wollongong, the union movement blocked the streets of Sydney to walk from Hyde Park to Prince Alfred Park, near Central station.

The PSA's members and staff walked behind a banner demanding an end to the sell-off of the state's assets.

Before the march, the PSA's Ann Weldon performed a welcome to country, before speakers such as the ACTU's Sally McManus and Unions NSW's Mark Morey talked about the challenges faced by workers as employment rights are being slowly eroded. Marcus Strom from the Media, Entertainment and Arts Alliance talked about why he had joined his Fairfax colleagues and took what was described as "an illegal strike".

Children played a big role on the day and were encouraged to lead the march.





Troy Wright From the Assistant General Secretary

Penalty rate cuts don't add up

As you have probably heard, on 23 February 2017 the Fair Work Commission (FWC) made an unprecedented decision to reduce penalty rates for the hospitality, retail, fast food and pharmaceutical industries effective on 1 July 2017. The Australian Retailers Association head Russell Zimmerman said the decision made him "very happy" while the Business Council of Australia's Jennifer Westacott described it as a "step in the right direction".

Whilst this decision does not directly affect any PSA members, it may impact on members of your family and sets a dangerous precedent for all workers, including those in the public sector.

The decision included slashing Sunday penalty rates in the hospitality industry for full- and part-time employees from 175 to 150 per cent, full- and part-time employees in the fast food industry from 150 to 125 per cent, and casuals from 175 to 150 per cent. Full- and part-time employees in the retail industry go from 200 to 150 per cent and casuals from 200 to 175 per cent.

These may only appear to be percentage points on a page to some, but represent a significant loss of real wages for

thousands of the lowest paid people in our community.

What galls me possibly the most about the decision is its fallacious rationale.

At a dangerous time, when company profits are at record highs... this decision will only exacerbate the inequality

We have been told reducing penalty rates will allow employers to create more jobs and take on more employees. My local pub last Sunday afternoon had four staff behind the bar. Each of those employees currently receives \$33.09 an hour, which stands to be cut to \$28.37. Across an eight-hour shift this lowers each worker's gross income from \$264.72 to \$226.96 – a saving to the employer of \$37.76, or \$151.04 across this pub's whole wages bill on the first Sunday after 1 July 2017. Are we honestly expected to believe that money will be spent by my local publican to put on another staff member, particularly when it doesn't even cover a

whole shift? Or rather, will it just stay in his or her pocket?

The other promised benefit of penalty rate cuts according to employers could be more hours becoming available. Again we have to break down the 1984-esque 'Newspeak' to appreciate the cold comfort this means. Essentially workers may be able to obtain longer shifts and to work longer hours for the same pay they receive now. A win for the bosses and a kick in the guts (and the wallet) for the rest.

Make no mistake; at a dangerous time, when company profits are at record highs and wage increases simultaneously, but not coincidentally, at record lows, this decision will only exacerbate the inequality.

The other argument constantly raised by employers to cut penalty rates is it will allow them to be open at times they cannot currently afford to.

Aside from the fact that many employees may not want this, if someone could show me in Sydney this wasteland of closed cafes, pubs and shops on a Sunday or public holiday I would appreciate it. In fact I may move there for the peace and quiet.

In Australia, our weekends have always been regarded as sacred times. For our

union's many members who are required to work them, such as correctional officers, disability support workers, university librarians and national park officers; you deserve penalty rates as fair compensation for the disruption they cause to your family lives. For our other members who currently do not, penalty rates are often the reason as they operate as a disincentive to stop us becoming the 24-hour, seven-day economy that would disrupt our families, communities, sporting clubs and lifestyles.

The broader union movement, including your PSA, is committed to fighting this decision up to and beyond the next Federal election. A fair pay for a fair day's work is a fundamental value for us all.

This is not a backwards step for working people, not one in the right direction, and it will be up to all of us to make sure it is turned around.

Troy Wright
Assistant General Secretary

NSW silent as Canberra moves on penalty rates

State Government ministers have repeatedly refused to rule out any future cuts to penalty rates for NSW public servants.

Questioned on the floor of Parliament, Minister for Corrections, David Elliott; Minister for the Environment, Gabrielle Upton; and Minister for Family and Community Services, Pru Goward, all refused to guarantee penalty rates for public servants such as Correctional Officers, National Park Rangers and Community Services Workers, many of whom are obliged to work nights and weekends.

"This unprecedented attack on low-paid workers is an attack on all workers"

Ministers criticised the Opposition's line of questioning, rather than letting the state's workers know they were safe from future pay cuts.

The questions from the Opposition were prompted by a recent decision by the Fair Work Commission to reduce penalty rates for workers in the retail and hospitality industries.

"The State Government needs to assure its staff the penalty rates they earn for working anti-social hours are protected," says PSA General Secretary Stewart Little.

"Many workers in hospitality and retail will soon take home smaller pay packages thanks to cuts to penalty rates, and our

members in places like the state's prisons, national parks and community facilities need assurances they are not next in line."

In a video to members, Stewart Little says that while the decision "has no impact on any PSA member's salary or conditions", it is still cause for concern.

"It is likely to affect family members and loved ones who work in the hospitality and retail sectors," he said. "This unprecedented attack on low-paid workers is an attack on all workers."

And given the Government's silence on the issue, it is obvious members need to remain vigilant about any future cuts to other sectors.

"Be under no illusion," warns Stewart in the video, "the bosses will now ask us why our members should not have their penalty rates cut."

The full video can be seen on the PSA website.

State of the nation

The Fair Work Commission's decision set off a variety of reactions through the country.

Berejiklian's silence on penalty rates was perhaps a smarter move than her Liberal Party counterpart Colin Barnett. The then Premier of Western Australia greeted the Fair Work Commission's move with glee, announcing he would follow suit with state awards in the west.

He was rewarded with electoral annihilation a few weeks later.

In Victoria, Premier Daniel Andrews announced an enquiry into how the move will affect workers in the Garden State.

The Penalty Rates and Fair Pay Select Committee will examine how the cuts affect workers, women, and young people who depend on penalty rates.

"We want to hear from ordinary Victorians about how this decision will hurt their ability to earn a decent wage and look after their families."

In South Australia, Premier Jay Weatherill warned the decision will mean "the employer peak class will take the opportunity to roll these changes through every other worker that works on a Sunday to try and alter penalty rates".

"It's going to be coming to a place near you very soon," he warned.

Queensland Premier Anastacia Palaszczuk has spoken out against the decision, while Tasmania's Labor leader Bryan Green has criticised the state Premier, Will Hodgman, for his silence on the issue.

Log on and have your say

The PSA website has an online petition calling for the protection of our members' penalty rates.

The petition can be accessed via the PSA website, or go to psa.asn.au/protect-our-penalty-rates-petition and have your say.



By-elections show voter angst over Berejiklian agenda



PSA staff and supporters helped campaign against the Government in the seat of Gosford.

Voters in three by-elections in April thumbed their noses at the privatisation-obsessed Berejiklian Government, recording huge swings against the party in power. The PSA campaigned heavily in Gosford, which recorded an 11 per cent swing to Labor. In North Shore, vacated by former Health Minister Jillian Skinner, there was a 16 per cent swing against the Government. In the seat of Manly, once held by former Premier Mike Baird, a massive swing of almost 25 per cent was recorded.

Central Coast bears brunt of job cuts

The NSW Government has slashed 300 public sector jobs on the Central Coast, with the privatisation of Disability Services and Out Of Home Care now also eating away at the community.

"This is a government that just builds roads, not communities or a society," said PSA General Secretary, Stewart Little.

"The Central Coast is out of sight and out of mind as far as this government is concerned with the highest rate of vulnerable children in Out Of Home Care of all FACS districts in the state.

"The Central Coast is out of sight and out of mind as far as this government is concerned"

"The Government's ongoing privatisation agenda is setting up the Central Coast to fail spectacularly.

"What could be more life changing for tens of thousands of families than to have the care of loved ones with disability

thrown into free fall after the Government completely steps away from that space?

"NSW will be the only state in Australia with no Government safety net for people with disability.

"On the Central Coast alone, that will impact on 2,735 clients.

"This is a Government that washes its hands of all social responsibility whether it's starving the world class TAFE system of funds while throwing millions at dodgy private providers or pushing vulnerable kids into a non-Government Out of Home Care system and then reading the horror stories in the media."

- The NSW Government employs almost 10 per cent of all workers in the Central Coast and is by far the largest employer in the region.
- According to recent figures, the region's unemployment rate is marginally higher than the state average.
- Youth unemployment hovers around the 15 per cent mark.

Department to be corrected on unpaid breaks

Corrective Services has admitted it refused to pay Crib Break Penalties to casual Correctional Officers performing hospital and medical escorts.

Following complaints from members who are casuals, the POV made representations to the Department, which conceded the penalties are payable.

Claims will be paid and arrangements will be made to back-pay existing entitlements.

This is a great win for casual Correctional Officers and for your union, the PSA.

Any members who have problems with claims for Crib Break Penalties on escort duties should contact the PSA Member Support Centre on 1300 772 679.

W.G. McNally Jones Staff LAWYERS



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

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

At your service

PSA Assistant General Secretary Troy Wright with members from Service NSW on a visit to the Hunter region.



Women's Day push for better flexibility

The PSA celebrated International Women's Day with a demand for greater flexibility in the workforce.

In a letter to Gladys Berejiklian, the second female premier in NSW's history, PSA General Secretary Stewart Little said his union "seeks evidence that flexible work practices are being effectively and equitably implemented at an agency level".

On International Women's Day last year, then Premier Mike Baird made a commitment to make the NSW public sector, the state's largest employer, a more flexible workplace and hence a better place for women to work.

The onus, according to this plan, would be for management to put up reasons why people could not work flexibly, rather than have employees have to come up with a case of their own.

"With so many women still shouldering a larger share of carers' responsibilities, it is vital the NSW Government offers its employees as much flexibility as is possible," says Acting Women's Industrial Officer with the PSA, Anne Kennelly.

More workplace flexibility will help redress the gender imbalance when it comes to work and carers' responsibilities.

"Many men want flexible hours to do more at home, but too often are blocked by managers who see caring as 'women's work'."



Unions and International Women's Day

International Women's Day has its roots in the labour movement.

The first time the day was observed was February 28, 1909, when the Socialist Party of America celebrated a strike organised by the International Ladies' Garment Workers' Union.

The following year, the Second International meeting of workers' groups saw a proposal for an International Women's Day to be celebrated worldwide.

In 1977, the initiative from the labour and women's movements was officially acknowledged by the United Nations, with March 8 officially designated as International Women's Day. In many countries around the world, particularly in the former Eastern Bloc, March 8 is observed as a public holiday.

PSA women march

About 20 women representing the PSA were among about 1000 marchers at International Women's Day in Sydney this year.

The theme of the march was 'Forwards, not backwards', emphasising that although much progress has been made, changes to penalty rates and inaction over domestic violence leave are putting gains at risk.

Leave granted to surrogate parents

Altruistic surrogate parents have been recognised in leave provisions.

In a letter to Unions NSW Secretary Mark Morey, Vicki Tefler, the Executive Director of NSW Treasury's Industrial Relations Group, said surrogacy leave has been extended.

Intended parent(s) to notify their employer at least four months before the expected birth and provide a copy of the pre-conception surrogacy agreement (redacted as necessary to protect the privacy of non-employees);

At the time they assume the role of primary carer, the employee is to provide a statutory declaration advising that they are now the primary carer of the child and intend to make application for a parentage order;

A copy of the parentage order application (redacted as necessary) is provided as soon as practicable after it is lodged; and

A copy of the parentage order (redacted as necessary) is provided as soon as practicable after it is granted.

Previously, eligibility for surrogacy leave was limited to the attainment of a parentage order under the Surrogacy Act. People entering altruistic surrogacy arrangements are encouraged to talk to the PSA about arranging parental leave.

Parental leave will be available for people in surrogacy arrangements.

Photo: Marcos Goncalves





PSA in tune in negotiations

PSA Industrial Officer Susan Emery pictured “conducting” a meeting with the NSW Police Band on their award negotiations. The 16 members from the band are just part of the diverse range of people represented by your union.

Aboriginal numbers up, but not in management

The NSW public service has boosted the number of First Nations people, with Aboriginal and Torres Strait Islander numbers in staff ranks increasing by more than 30 per cent in the past 10 years.

Young Aboriginals are employed by the state at nearly three times the NSW average.

However, not all the news is good.

Only one in every 200 senior managers in the NSW public service is Aboriginal or Torres Strait Islander, with 63 per cent of indigenous staff employed in lower grades. This compares to the 45 per cent of all staff in the same grades.

“The Public Service Commission needs to create clearer pathways for indigenous staff to reach higher positions in their careers,” says PSA Aboriginal Liaison Officer Ann Weldon. “A summit on getting more Kooris, Murris, Gooris and other First Nations staff into senior positions will also do wonders.

“Members of the PSA also need to realise their union has plenty of training opportunities here. They have access to union-training leave and cannot be penalised by their bosses for coming to us to help further their careers.

“If they have questions about training and leave, they should contact the PSA.”



The PSA is pushing for more Aboriginal and Torres Strait Islanders, like Eora TAFE employee Willie Leslie, to climb higher on the career ladder.

Indigenous staff numbers in the NSW public service:

- Aboriginal employment has grown more than 30 per cent in the past 10 years
- Aboriginal employment is concentrated in lower levels, with 63 per cent working in lower grades
- Only 0.5 per cent of senior managers are Aboriginal
- Young Aboriginals are being employed at nearly three times the state average.

The NSW Government's current push for more Aboriginal and Torres Strait Islander public servants dates back to 2009, when the Coalition of Australian Governments urged the state to increase the number of indigenous staff in its ranks to 2.6 per cent by 2015.

This figure was achieved by early 2011.

The state's *Aboriginal Employment Strategy 2014-2017* is aiming to get more Aboriginal and Torres Strait Islanders into 1.8 per cent of senior positions by 2021.

Last minister avoids people with disability

Not a good start. The incoming Minister for Disability Services shunned people with disability, their support staff and families, failing to meet with them on his first trip to the Hunter under his new portfolio.

Ray Williams instead chose to speak with big business on how it can profit from the National Disability Insurance Scheme (NDIS).

“That Mr Williams is the 23rd-ranked minister in a 23-person ministry says a lot about the priority the State Government gives care of people with disability in NSW”

“This proves the Berejiklian Government is not serious about caring for some of society's most disadvantaged people and their families,” said PSA Assistant General Secretary, Troy Wright, who was in Newcastle to protest against Williams's visit.

“Ray Williams comes to the Hunter region and doesn't visit

a group home, doesn't visit his department's clients, doesn't visit their families and doesn't visit staff,” Troy Wright said.

“Yet the Minister has plenty of time to go to a business club function and talk to his big business mates about how people can make a quick buck from the NDIS.”

Mr Williams was appointed Minister for Disability Services in the recent Berejiklian cabinet reshuffle. Since then he was alleged to have received donations from property developers.

“That Mr Williams is the 23rd-ranked minister in a 23-person ministry says a lot about the priority the State Government gives care of people with disability in NSW,” Mr Wright said.

“The PSA wants the Government to slow down on its implementation of the NDIS, which it is using to flog off all care for people with disability to the private sector, reducing clients' choice and cutting out a safety net for some of the most disadvantaged members of our society.

“And the Minister needs to start consulting with employees in a meaningful way over any transfers.”

School jobs saved at the bell

A protest over staff cuts at Goodooga Central School turned into a celebration as it was announced the jobs had been saved before even the first chant rang out.

The school, in the state's north west, was set to lose five tutors, a general assistant and an administrative staff member, due to budget cuts. Another general assistant was to have their hours reduced.

However, after a visit from a member of the Department of

Premier and Cabinet, the planned cuts were withdrawn, with staff members told they had “jobs for life” thanks to intervention from the Aboriginal Unit of the Department of Education.

The school, which has a high staff turnover due to its remote location, has links with TAFE to improve the quality of its teaching.

The tutors whose jobs were under threat helped improve literacy and numeracy in the school.

No profit from rape

The PSA supported the ASU's ‘No Profit From Rape’ rally in Sydney, fighting against workers being forced to tender for the Rape and Domestic Violence counselling service.



When the cupboard is bare



A combination of budgetary factors could force the State Government to tighten its purse strings further, bringing with it even more body blows to PSA members.

And if the housing bubble bursts, things will get a lot worse.

Stamp duties on property transactions are the largest source of NSW taxation and now account for around 10 per cent of the state's revenues.

And Canberra is not helping. The latest GST carve-up sees NSW pocket 90 cents of every dollar of the consumption tax raised in the state returned to Macquarie Street. Smaller, struggling state and territory governments in places such as Adelaide, Hobart and Darwin get a greater slice than they collect. Even the relatively robust Queensland economy is a net beneficiary of the GST-allocation system.

Education is the second largest area of expenditure for the NSW Government – accounting for 21 per cent of money spent in 2015-16. Health, the largest outlay at 28 per cent of spending, is expected to become more onerous as the state's population becomes, on average, older.

Compounding the ageing time bomb is the Federal

Government's abandonment of an initiative by then Prime Minister Kevin Rudd to match state health funding dollar for dollar. As shown in the graph below, the percentage of funding from Canberra will drop as outlay grows.

If the housing bubble bursts, things will get a lot worse

The tightened purse strings also make a mockery of the lease of the Land Title Registry, which earns the State Government millions every year. Instead, a large portion of the one-off payment will be invested in renovating sporting stadiums, while income for education and health is for the duration of the 35-year lease.

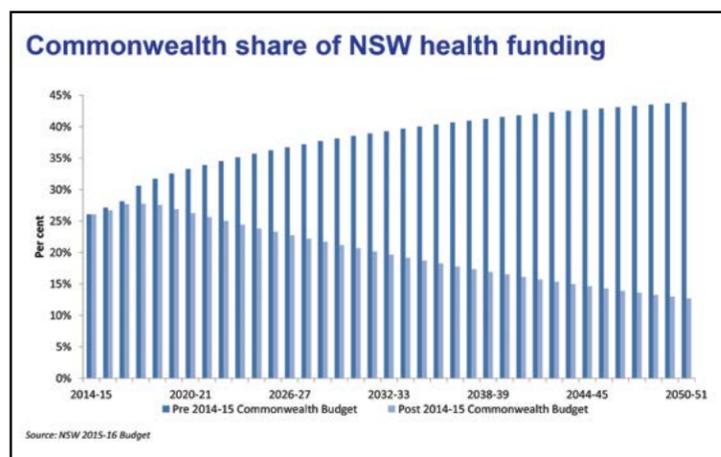
Last year LPI earned NSW \$130 million in profit.

Much of the money generated from the LPI lease has already been earmarked for sports stadiums.

Gung ho privatisations have given the state a veneer of prosperity. The Government announced its projected 2016-17 surplus of \$494.3 million was "higher than expected at the time of Budget",

yet concedes it was largely driven by leasing off Ausgrid.

Once the privatisation frenzy sugar hit is over, forward estimates paint a less rosy picture, with annual revenue expected to drop by more than half in the coming three years.



High hopes for Commissioner Kite

PSA General Secretary Stewart Little has written to the NSW Industrial Relations Commission's (IRC) first Chief Commissioner, Peter Kite, saying "we look forward to working with you on behalf of our members in the NSW public sector".

Barrister Kite was named Chief Commissioner after the Supreme Court swallowed up the Commission's judicial functions last year.

In the past, he has been Acting Deputy President of the IRC and Acting Judge of the Industrial Court of NSW.

Late last year the State Government decided to move its judicial functions from the Industrial Court to the Common Law Division of the Supreme Court, claiming the Industrial Court's workload had slumped.

Nicole Jess takes the keys to POVVB



The PSA's Prison Officers Vocational Board has elected its female chair, Nicole Jess. She joins Jason Charlton, Natalie Howes, Darren King and Thor Sutherland on the board. Nicole Jess is also Senior Vice President of the PSA.
Left to right: Jason Charlton, Natalie Howes, PSA General Secretary Stewart Little, Nicole Jess and Thor Sutherland.

Hard cell: a little look at new prison facilities



The new facility is undergoing construction. PSA representatives inspect the site. Left to right: COVB representative Darren Wells, PSA General Secretary Stewart Little, PSA President Kylie McKelvie, COVB representative Mark Christensen, COVB Chair Greg Delprado, Central West non-custodial representative Scott Chapman, POVB Industrial Officer David McCauley, COVB representative Janet Beer, PSA Manager Industrial Specialist Shay Deguara.



Staff from the PSA have inspected the new rapid-build facility being constructed at the Wellington Correctional Centre.

The new facilities, adjoining the existing prison just outside the central NSW town, will house 400 inmates in four pods, which are further divided into four 25-person dormitories. Prisoners will have doors for privacy within the dormitories.

There is minimal contact between inmates and staff, particularly as tasks such as buy-ups and phone calls are conducted using a touch-pad portal in the cells.

“The Berejiklian Government needs to create more public-run gaols”

The new facility will create more than 200 jobs, a figure that includes 166 uniformed staff, which will be a boom for Wellington. People visiting the additional 400 inmates will also inject more money into the town.

“The rapid-build project is proof the State Government can invest in prisons and get results,” says PSA General Secretary

Stewart Little, who was part of the team that visited the gaol.

“Rather than get overseas-based companies such as Serco to build gaols, the Berejiklian Government needs to create more public-run gaols to house a prison population that has expanded by about 2000 inmates in two years.

“No company should be profiting from crime.”

Rapid build facilities are also being erected in Cessnock. These are the first of their type in the country.

The facilities were planned after the male prisoner population hit the 12,000 mark, several years after a number of correctional centres were closed or downgraded.

In Wellington and Cessnock, overcrowding means there are sometimes three prisoners to a cell, increasing the risk of violence towards other inmates and staff.

Congestion in the District Court is a major contributing factor for the rise in the state’s prison population.

Help is at hand for stressed members

Sometimes a hard day at work can give you more than a headache.

Employees in areas such as Correctional Services are often exposed to traumatic scenarios that, left unchecked, can do serious harm to their mental and emotional wellbeing.

Sometimes just getting through the day is a struggle.

The PSA is formulating strategies to make sure these members get the help they need before long-term damage sets in.

There is a need to remove the stigma of mental health problems from the workplace

The PSA is devising a plan developed by the Canadian Centre for Occupational Health and Safety that addressed 13 workplace factors that create stress.

The program aims to create a workplace where employees get psychological

support as needed. This has been found to reduce absenteeism and conflict at work. Issues such as clearly defined leadership roles, civility and respect in the workplace, and ensuring employees are psychologically fit for certain roles are some of the approaches the program takes. Work-life balance is important in keeping employees on an even keel. Overwork can result in conflicting responsibilities and family life suffering as a result. Greater workplace flexibility helps employees take greater control of their lives.

There is also a need to remove the stigma of mental health problems from the workplace, which act as a barrier preventing people from accessing the help they need.

Other issues commonly addressed by unions such as the PSA, including job burnout, bullying, harassment and violence onsite, are major contributing factors to mental health issues in the workplace.

The program also looks at how colleagues can look for signs of substance abuse in the workplace, which is often a way employees undergoing trauma cope.

If successful with some high-stress jobs, the PSA program will be rolled out to all the union's diverse membership.

Trauma takes the stand for Legal Aid members

PSA members in Legal Aid attended a seminar on dealing with trauma in April.

The PSA asked Rape and Domestic Violence Services Australia to deliver a seminar on how to manage vicarious trauma.

Legal Aid lawyers often have to deal with material that is confronting. Without the appropriate tools to manage this, lawyers can suffer vicarious trauma that will have an ongoing effect on their careers and their health.



Sell-off equals slower pay rises

Privatisation has brought with it a cut in service standards, reduced conditions for employees and a loss of community identity.

It has also made it harder for people to negotiate pay rises as workers move from the State Government to private paymasters.

Due to delays in bargaining, Ausgrid employees have not received a pay increase since 2013, in essence meaning their wages are going backwards as inflation reduces purchasing power.

Negotiations between the CPSU (PSA) and Ausgrid continue, with a pay rise likely by the middle of this year.

Another power-related arm, Coal Services Pty Ltd, is about recommence bargaining. Coal Services is looking to rollover the current agreement and exclude executive management. Currently only the CEO is out of the agreement.

This would have implications in unfair dismissal for those employees because it would take away these rights.

The CPSU (PSA) will be opposing this move.



Water NSW team dives into bargaining

The Water NSW bargaining team; from left, Tim Budd, Andrew Harrison, CPSU (PSA) Industrial Manager Blake Stephens, Scott Butler and Clare Purtle; have worked with other unions to formulate a new Log of Claims covering the new organisation. Water NSW is the result of a merger between the Department of Primaries Industries' water branch, State Water Commission and SCA.



More help needed for special needs students

The PSA has slammed the lack of government support for its members who assist students with disability or special needs in schools.

In a submission to the NSW Legislative Assembly, the PSA made nine recommendations to the inquiry, pointing out there has been little progress in the past seven years to better prepare public school staff to help children in need.

The inquiry, launched in September 2016, "into the provision of education to students with a disability or special needs in government and non-government schools in New South Wales" follows on from a similar Inquiry held in 2010. In many cases, little progress had been made since the earlier inquiry. The PSA submission found there was still a lack of access to resources in regional and rural areas of the state.

"One member from far western NSW pointed out that even when a specialist is available to assist one of her students (be that speech pathology, physiotherapy or other service) the logistics of accessing that resource places costs and strains on the service out of all proportion to the same process in a metropolitan or regional area," read the submission.

The 'Local Schools, Local Decisions' funding model also came in for criticism, as in some cases money was "being diverted from the student who qualified for the support, to assisting other students or other tasks".

"The concept of students with a disability being in charge of their own lives is nowhere more undermined than in a system where Principals are given the authority on how to spend their funding."

The submission also focuses on a lack of formal training for staff. Also under criticism were the department's recent demands that staff perform invasive medical procedures on children with special needs.

"Whereas previously medical issues affecting students were managed by trained medical professionals, the Department of Education has increasingly placed pressure on our members to perform these procedures."

The PSA believes untrained school staff performing some procedures, such as catheterisation, puts students at risk.

The PSA is close to an agreement with the Department of Education (DoE) over support staff performing invasive medical procedures.

With the assistance of Commissioner Murphy, it appears the DoE has conceded on a number of crucial aspects of the dispute. These matters are:

- (1) Replacing the current Tripartite Agreement with a policy which sets boundaries on what activities may be performed by an SLSO as part of the students HCP. The difference between the current statement of duties and the proposed statement of duties is vast.

For example, the PSA pointed out that the draft statement of duties for the proposed SLSO(SHS) does not restrict reinsertion of enteral tubes which have become dislodged. This and other changes to HCP needs further discussion.

The draft policy to replace the Tripartite Agreement

will be provided to the PSA within the next four weeks.

- (2) Developing a discussion paper which deals with formal accreditation of the training for SLSOs undertaking HCP. The PSA has raised, on behalf of members, concerns about the suitability of the current training not being formally accredited and in consultation with the NSW Nurses and Midwives Association, the training not incorporating best clinical practice. Members have advised that facilities may be inadequate in providing a hygienic environment.

- (3) Continuation of the accessing by SLSOs of the relevant sections of the students health care plan. The DoE has maintained that this potentially breaches the student's privacy. The PSA has submitted that when highly personal and invasive HCP such as catheterisation is being performed by SLSOs, a student's name and the HCP

they require can hardly be considered a privacy breach. Further, SLSOs have advised that they have neither been asked to contribute feedback into, nor in some instances been provided access to the students health care plan prior to volunteering to perform the HCP in support of the student. This means that SLSOs are not making informed decisions before they volunteer for HCPs.

- (4) Continuing to provide information on students and schools where HCPs are being provided. This is a part of the current Special Considerations Panel process and will allow for the PSA to contact SLSO members to identify if they have concerns around training; facilities; knowledge of the students Health Care Plan and other aspects of supporting students with complex health requirements.



PSA membership a class act

The PSA is in good shape at Narooma High.

Left to right: Kerry (SAO member), Nicole (new member) and Kylie Thomas (newly elected Workplace Delegate).



The Department of Education Departmental Committee is growing.

It meets on the following dates; 2 June, 11 August and 24 November.

If you are interested in becoming a PSA delegate within your office please make contact with PSA Organiser Chris Bird at: cbird@psa.asn.au

Left to right: PSA Industrial Officer Andrew Boulton, PSA Organiser Chris Bird, Delegates Christopher Angelucci, Todd Douglas, Mark Kunach, Jeanette Crawford, Ross Amor, Carole Crawford, Ken Mckay, Kim Allen, and Ann Cuddy.
Absent: Delegates Tina Cotton and Linda Olive



Vale

John Doyle

Long-time PSA member and former POVB Chair John Doyle has passed away.

The former Deputy Superintendent passed away at home, on Saturday, 1 April 2017 aged 67 years.

John began working at Corrective Services on 15 January 1973.

He worked in a number of locations throughout his career and was heavily involved in the AIDS/HIV unit as a training officer. He also held senior positions within the POVB and retired on 12 June 2005 after 21 years' service. John will be sadly missed by his family, friends and former colleagues.

He also worked for a time during the 1970s in the Irish custodial system.

On the day of his funeral, flags were flown at half-mast from sunrise to sunset at the Long Bay Correctional Complex and Brush Corrective Services Academy.



Letter

Message of thanks

The following was received from long-time member Frank Gaha along with his notification of retirement. He is now a member of the Retired Associates.

I first joined the Association in 1983, following encouragement from George Dennett, a legendary figure within the union. He was my boss at the former Department of Main Roads.

Other than a brief period in 1995, when I was on leave without pay, I have remained a paid-up member of the Association.

Even though I ended my career as an employment lawyer with the NSW Government – one who know the 'employment playbook' exceedingly well – I found it necessary and comforting to be able to call upon the resources of the PSA for both advice and representation over the years I was employed by the state of NSW. I never considered at any time not being a member.

"I have nothing but praise for people who go into bat for the little guy every day and who get only a fraction of the remuneration paid to the bosses' mouthpieces"

As well as representing employees in various situations, the Association fought for the wages and conditions of NSW public servants across the board. For many years I joyously recalled receiving a four per cent pay rise every July thanks to the efforts of the PSA and its staff.

I would particularly like to thank the staff who worked in the Transport, Justice, Corrections and Police portfolios during my tenure, both as opponents and advocates in the various tribunals we met. I'd like to thank Nick Street, Greg O'Donohue, Lisa Nelson and, in particular, Shane Howes and Nick Corrigan, who shepherded me through my last three years of employment.

Unions and their employees so often don't get recognition and thanks for all the hard work they do. I have nothing but praise for people who go into bat for the little guy every day and who get only a fraction of the remuneration paid to the bosses' mouthpieces.

In the current climate, I would exhort every government employee who is not a union member to join the PSA. It would be foolish not to; it is the only way pay and conditions can be protected.

Again, I wish to express my absolute gratitude for all the assistance the union and its representatives have provided me over the years.

Solidarity, comrades; the union makes us strong.

CALL FOR NOMINATIONS

Nominations are called for Advisory Group Delegates from Public Service Association members in NSW Police Force.

SPECIAL CONSTABLES, NSW POLICE FORCE

5 DELEGATES REQUIRED

COMMUNICATIONS GROUP, NSW POLICE FORCE

6 DELEGATES REQUIRED

Electorates listed below:

ELECTORATE	SITE/S	DELEGATES REQUIRED
Electorate 1	Metro-Sydney Police Centre	2
Electorate 2	Metro - Penrith	1
Electorate 3	Hunter (Newcastle)	1
Electorate 4	North West (Tamworth)	1
Electorate 5	South East (Wollongong)	1

NSW POLICE FORCE (other than Special Constables and the Communications Group)

18 DELEGATES REQUIRED.

The Police Advisory Group shall consist of 18 delegates and one representative from each of the following groups: Special Constables Advisory Group, Communications Advisory Group and Aboriginal Council Committee. Each representative will appointed from and by the elected delegates of each respective group.

GROUP A ELECTORATES. Electorates 1 -3 are described by function.

Members are required to restrict their nominations to the Group A electorates as described by function if they work within those areas.

GROUP A ELECTORATES	DESCRIPTION	DELEGATES REQUIRED
Electorate 1	Forensic Services Group	1
Electorate 2	Policelink	1
Electorate 3	Potts Hill	1

GROUP B ELECTORATES – Electorates 4 – 13 are described by location.

Members who are outside the function areas specified above are included in the Group B electorates.

Should you be unsure about your electorate details, your current worksite address is sufficient.

GROUP B ELECTORATES	LOCATION	DELEGATES REQUIRED
Electorate 4	Metro Central (Police Region) (including Sydney Police Centre who are not in the Communications Group)	2
Electorate 5	Metro North West (Police Region)	2
Electorate 6	Metro South West (Police Region)	2
Electorate 7	Metro Parramatta Headquarters	3
Electorate 8	Newcastle (Hunter)	1
Electorate 9	Lismore (North Coast) including Firearms Registry	1
Electorate 10	Tamworth (North West)	1
Electorate 11	Bathurst (Central West)	1
Electorate 12	Wagga (South West)	1
Electorate 13	Wollongong (South East)	1

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

Nomination Forms are available at:

- PSA website www.psa.asn.au and click on RESOURCES/Election Nomination Forms.
- 5th floor Inquiry counter PSA House 160 Clarence Street Sydney or from Regional Offices.

Each nomination must be seconded by two other persons who are from the same group and electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at **8 May 2017**.

Nominations must be addressed to:

The Deputy Returning Officer
Public Service Association of NSW

Nominations may be submitted:

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

so as to reach the PSA Head Office no later than **3pm Thursday 8 June 2017**.

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



Thanks to fire-fighting members

The PSA Central Council has extended its thanks to members in the Rural Fire Service, National Parks and Wildlife Service, Air Wing, Police Fire Rescue and Emergency and all support services for the wonderful and often dangerous work fighting fires over one of the hottest summers on record.



School staff share ideas

The SAS Staff Reference Group (SRG) – Newcastle Tamworth Operation Directorate, held its biannual Conference for 450 School Support Staff.

The conference was to full capacity at the Crowne Plaza, Pokolbin in the Hunter Valley. Represented were SAOs (office and Hospitality), SAMs, SLSOs and GAs. Guest speakers presented and spoke around the theme for the day: Community and Collaboration.

The SRG took the opportunity to welcome former PSA President Sue Walsh. She spoke briefly regarding the SAS Staff Pay Equity Claim under the Equal Remuneration and Other Conditions

Principle. Sue talked about how the success of the case will depend on the weight of the evidence that is being presented by the PSA witnesses. This vital task is well underway, with evidence collected from across all classifications and schools to support the PSA's case that there is gender inequity.

Then PSA's Assistant General Secretary Troy Wright welcomed the attendees and encouraged membership, union participation and the need for solidarity in the coming campaigns.

The next Conference will be at Pokolbin on 17 July targeting SAOs (Science and Library), SAMs and SLSOs. Registration through My PL DoE.



**BECOME A MEMBER OF
THE PSA TODAY**

Joining your union is the best way to secure a better life – at work and at home.
No matter what you do the PSA is there for you.



General Training Courses

SYDNEY METRO

Public Speaking – Tuesday 16 May

Role of the Delegate – Tuesday 6 June + Wednesday 7 June

Dealing with Member Issues – Tuesday 20 June

REGIONAL TRAINING

Dates for regional courses will be developed in consultation with regional organisers.

COURSE OUTLINES:

Role of the delegate

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

Dealing with member issues

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

Dealing with workplace bullying

Designed to assist members and delegates in dealing with bullying and harassment at work.

Achieving workplace flexibility

Looks at the benefits of workplace flexibility and what flexible work practices exist in the NSW public sector. It will examine what you can do to access and implement these flexible work practices, by providing negotiation and organising strategies.

Dealing with restructures

This one-day workshop outlines the PSA's whole-of-union approach to supporting members through restructures, and provides resources and strategies for members undergoing workplace change. It utilises case studies, discusses the role of members, delegates and staff, and can be targeted to specific agency situations.

Women in the union

Learn about the important role women have and can play in building strong unions. Topics include history of women's participation in the workforce, your rights and entitlements,

union structures, assertiveness, EEO and anti-discrimination.

Public speaking

Speaking in public is something that all union activists will have to do at some stage. This course is designed to assist PSA delegates and activists to be more confident public speakers.

INFORMATION

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

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

Venues

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

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

Special needs

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

Special leave for trade union training

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

Travel

It is proposed travel will be paid for members who attend training in Sydney and regional centres.

CONTACT BY EMAIL: training@psa.asn.au

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**“This is a Government that just
builds roads, not a society”**

- PSA General Secretary, Stewart Little

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