

# RED TAPF



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Sexual harassment at work

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The great privatisation con

# FOR A BETTER WORLD



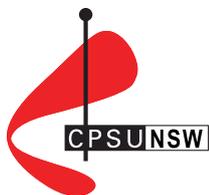
UNION MEMBERS WHO MAKE A DIFFERENCE



PUBLIC SERVICE ASSOCIATION OF NSW/CPSU NSW

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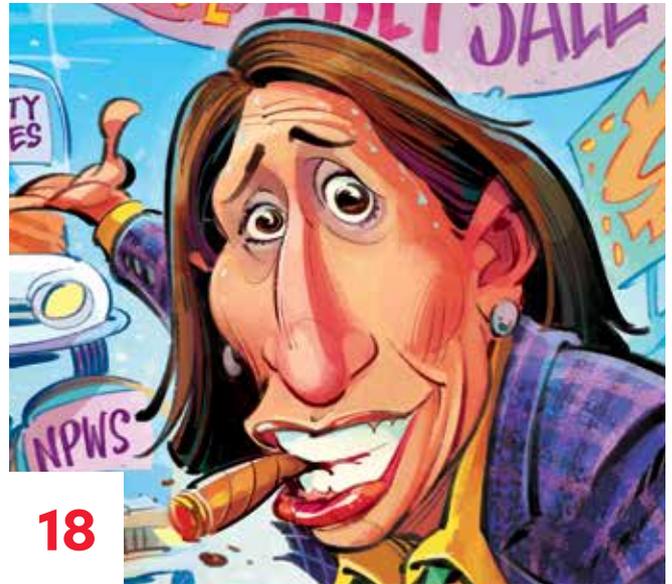
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## RED TAPE

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## STUDENTS GET A LESSON IN UNION MEMBERSHIP

A PSA stand at Western Sydney University signed up 35 new young members.

The stand, at the Social Work and Community Welfare Expo at the university's Parramatta campus, introduced attendees to the PSA and CPSU NSW.

The recruitment drive is part of an effort to get young members to the union.

According to research by Roy Morgan, fewer than seven per cent of workers under the age of 25 belong to a trade union.



From left: PSA staff Lisa Nelson, Mary Jo Costache and Siobhan Callinan.

## WHEN YOU NEED TO TAKE A STAND

**PROLONGED** standing or sitting all day at work can affect workers' health.

While it has long been common knowledge sitting for long periods of time can cause health problems, it seems standing all day is no good, either.

Writing for the ABC, University of Toronto academic Peter Smith "found that people who primarily stand on the job are twice as likely to develop heart disease as people who primarily sit".

Research shows sitting or standing for too long can have negative impacts on your health, including heart and musculoskeletal issues, and the PSA recommends workers alternate between sitting and standing.

Martin McCawley, a physiotherapist with Sydney firm Generation Health agrees: "you definitely need a mix - it not good for you to sit all day or to stand all day".

McCawley warns that any exercise done before or after the working day can even be "negated by sitting all day".

"Sitting should be broken up during the day," McCawley says.

"My recommendation is that someone has at least a two-minute break every 30 minutes. Stand, walk, stretch and perform posture-correcting exercises."

McCawley urges adding bigger breaks. "Every couple of hours, have a longer break and spend your lunch break away from your desk or work station. Walk and stand in that time."

He adds that this becomes ever more important if your working day is bookended by a long commute sitting in a bus, train or car.

Short-sightedness is another WHS issue. The PSA recommends adjusting the focus of your eyes is also necessary for a healthier workplace.

Walking around - without looking into your smartphone all lunchbreak - means you focus elsewhere, which can lead long term to better eye health.

### THE PSA RECOMMENDS:

- » aim for two hours a day of standing and light activity (slow walking) during working hours, eventually progressing to a total of four hours a day for all office workers with mainly desk-based roles
- » regularly break up sit-down work with standing
- » avoid long periods of standing still, which may be as harmful as long periods sitting
- » change posture and do some light walking to alleviate possible musculoskeletal pain and fatigue
- » employers warn staff about the potential dangers of too much sitting at work or at home, as part of workplace health and wellness activities.



## 2018 PSA/CPSU NSW SCHOLARSHIP

**THE** PSA/CPSU NSW scholarship is available at any Australian university in any course and is restricted to students entering the first year of a full-time course.

It is restricted to children of members of the PSA or CPSU NSW at the time of application, who have been continuous financial members for the previous five years.

The scholarship will have a value of \$850 per annum and will be awarded in the first instance for one year and re-awarded annually for a maximum period of three years. A scholar's tenure shall be subject to a satisfactory report as to their progress and conduct.

The scholarship will be awarded on Higher School Certificate Examination and Assessment results or equivalent and will take into account whether or not the applicant is the holder of another scholarship or traineeship. Subject to the provisions above, the highest marks and assessment and/or aggregate will be the deciding factor in the award.

Applications close at 5pm on Wednesday, 28 February. Application forms can be downloaded from [psa.asn.au](http://psa.asn.au). For more information, contact 1300 772 769.



**Clockwise from top left: Stewart Little talks to the media; animals on parade in Queanbeyan; Troy Wright in Katoomba; the crowd at the Blue Mountains rally.**

## RALLIES PUSH TO TAKE RANGERS OFF ENDANGERED LIST

**RALLIES** throughout NSW drew attention to the plight of rangers under the Office of Environment and Heritage's (OEH) proposed restructure.

Organisers dressed as endangered species, highlighting the threats to biodiversity from the restructure. They also dressed as rangers showing the employees themselves were on the endangered list.

The OEH plans to cut 50 national park areas down to 37. In recent years they have decreased from 66 areas.

The cuts have seen experienced staff offered lower-grade – and lower-paid – positions. The entire restructure will affect more than 1700 full-time positions.

The rallies, billed as a day of action rather than official industrial action, attracted other PSA members, as well as local people concerned at the future of the NSW National Park system.

Rallies were held in Queanbeyan, Katoomba, Griffith, Grafton, Bega and Wollongong.

At the Queanbeyan rally, PSA General Secretary Stewart Little was joined by Labor's Bryce Wilson, who is aiming to take the seat of Monaro from National

Party leader John Barilaro at the next state election.

Little talked about the importance of pest-management positions and the loss of specific roles from the service.

"We're losing hundreds of years of



### THE OEH PLANS TO CUT 50 NATIONAL PARK AREAS DOWN TO 37

expertise," Little said. "These are people that have been sent to the US, New Zealand and Europe, indeed they're often regarded as among the best in the world.

"I don't think we've had a situation like this since the government tried to bring in recreational hunting within National Parks."

At the Katoomba rally, Assistant General Secretary Troy Wright spoke about the vital role experienced rangers play in fighting fires, yet they face being offered jobs paying "tens of thousands of dollars a year less".

He added many outgoing staff have been asked to stay until the fire season is over, highlighting just how important they are to the state.

Wright was joined by Mark Greenhill, mayor of the Blue Mountains, who said a well-resourced national park system was vital to the local economy.

"The events on Thursday were hugely successful, with a huge amount of media interest and coverage, putting these cuts front and centre for local communities," says PSA manager Nathan Bradshaw. "Due to our action, a number of MPs were forced to respond with their usual spin."

However, he says the fight against the State Government needs to continue.

"The Government can spin it all they want," says Bradshaw. "The fact is they are allowing jobs to be cut and downgraded across the state. They are cutting specialist roles and introducing lower-paid, generalist positions with lower responsibilities.

"The end result? Less knowledge, less expertise and a structure unable to adequately manage, conserve and care for more than seven million hectares of land in national parks and reserves."



## LABOR OUTLINES PLANS TO PROTECT PEOPLE WITH DISABILITY

**PSA/CPSU NSW** delegate Rachel Smoothy (second from right) is pictured with (from left) ALP MLC Penny Sharpe; Barbara Spode, mother of a child with high-needs disability; and Opposition Leader Luke Foley at a community forum at Sydney’s Randwick Labor Club.

At the forum, Foley reiterated Labor’s plans to stop the complete privatisation of Disability Services and to establish a state-run safety net for some of the most vulnerable people in NSW.

“We’ve made a commitment that under a Labor Government there will be a role for

the state, for the State Government itself, in the provision of disability services,” said Foley in response to a question from Spode.

The PSA/CPSU NSW was at the community consultation forum to further cement the State Opposition’s commitment to retain a Government safety net for people with disability in NSW.

Foley has made this commitment several times, the first being two weeks prior to the last state election. He most notably gave this assurance at the ADHC rally in February in Macquarie Street as part of a 24-hour stop work action.



## UNION HELPS THOSE IN NEED

**PSA** and CPSU NSW staff donated 20 boxes of food and toiletries to the Asylum Seeker Centre in the Sydney suburb of Newtown.

The supplies will be distributed to families in need.

“It was a simple gesture that will not only make an enormous practical difference, but something we as a corporate citizen should be proud of,” says PSA Assistant General Secretary Troy Wright.

## PSA SHINES A LIGHT ON BULLYING

**WANT** to know more about bullying in the workplace? PSA president Kylie McKelvie has interviewed Dr Carlo Caponecchia of the University of NSW about the subject.

Available to be viewed on the PSA website, the interview opens with an explanation of exactly what constitutes bullying. Caponecchia says in the interview that behaviour has to be repeated, unreasonable and likely to create an unsafe workplace.

“Each one of those has to be satisfied in order for behaviours to be considered bullying,” he says, adding that this can sometime make claims difficult for people harassed at work.

“When we talk about repeated, we mean not just once, but in a pattern of behaviours,” he says.

“When we talk about unreasonableness, we use the very common ‘reasonable person’ test.

“Does the hypothetical reasonable person, having an account of all the situations and all of the circumstances, consider the behaviour to be acceptable or reasonable?”

“The risk to health and safety is usually measured in terms of outcomes; whether the person does experience some kind of harm. However, the criteria is, ‘does the behaviour create a risk?’.”

Caponecchia says that while bullying behaviour is defined as repeated transgressions, serious one-off behaviour “should be reported” and may require “action no matter what”.

“However, sometimes this single incidents are not so serious, and they just need to be monitored,” he adds.

Caponecchia warns in the interview it is still the case “in many occupations around the country” that reporting bullying is still viewed as “professional suicide”.



**Bullying expert Dr Carlo Caponecchia, of the University of NSW.**

“So reporting is a big issue,” he says. “My advice is to read guidance and getting assistance from family, friends or your union delegate.

“Basically read everything that’s available about your situation.”

He says people should seek emotional support from family, friends and unions while going through the draining process.

*The full discussion can be seen at [psa.asn.au/bullying\\_interview](http://psa.asn.au/bullying_interview)*

## POLITICIANS GET BEHIND TAFE CAMPAIGN

**THE** CPSU NSW was joined by Federal Opposition Leader, Bill Shorten, and his deputy, Tanya Plibersek to protest against the savage cuts to TAFE.

They were joined by the Labor candidate for the Bennelong by-election, Kristina Keneally, at Meadowbank TAFE, which is within the electorate.

Shorten told the crowd they needed to send a message "about TAFE funding.

"The reduction under the Coalition Government of 150,000 trainee and apprenticeship places is not good enough," he said. "Billions of dollars of cuts to vocational education is not in the best interests of our country."

Shorten repeated Labor's commitment that "at least two in every three dollars" in federal vocational spending "must go to TAFE".

Earlier, Plibersek spoke about how "an



**PSA staff flanked by Bill Shorten and Tanya Plibersek at Meadowbank TAFE.**

excellent education system" was being gutted by cuts to TAFE.

"By 2040, two out of every three jobs will require post-school education," she said. "Yet TAFE has gone backwards. Here in NSW, there are 175,000 fewer students because fees have gone up.

"Fees up, numbers down: what's causing that? Almost \$3 billion in cuts to vocational education and training from the Federal Government, combined with \$2 billion in cuts from the State Government."

Mark Morey, Secretary of Unions NSW, also spoke at the event.

"It is heartening to know politicians are listening to our concerns over TAFE funding," says CPSU NSW Industrial Manager Blake Stephens.

"We hope the ruling parties in Canberra and Macquarie Street are listening. Proper funding for TAFE and the country's education needs should be a bipartisan issue. The country's education system helps us all."

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**Clockwise from left: ACTU Secretary Sally McManus spruiks Change the Rules; PSA and CPSU NSW flags at a rally against the ABCC; snaking up Pitt Street, Sydney; Troy Wright talks about Change the Rules to members at UTS.**



## THE FIGHT TO CHANGE THE RULES

**THE** PSA and CPSU NSW have swung behind the union-wide Change the Rules campaign.

“We have the largest number of members responding to union surveys on Change the Rules,” says PSA and CPSU NSW Campaign and Marketing Co-Ordinator Marianne Ledic. “Our members’ big concerns are the restrictive Government Sector Employment Act, flexible work, casualisation and privatisation.”

Change the Rules is a campaign to redress the balance and alter the sheer weight of anti-worker legislation. The current framework has held back Australia’s development for most of its citizens, so much so that inequality is at a 76-year high, with 22 per cent of the country’s wealth in the hands of one per cent of its population.

And things aren’t likely to improve without change. Secretary of the Australian Council of Trade Unions (ACTU), Sally McManus, said at the union movement’s NexGen2017 conference that “40 per cent of the workforce is in insecure work”.

“A generation of people don’t know what it is like to have a paid sick day or a paid annual leave day.”

This four million or so workers includes casual employees, and those on contracts or working piecemeal in the ‘gig’ economy.

Not everyone is doing it tough in the current environment; there are 48 millionaires who paid no tax last financial – not even a Medicare levy. Meanwhile companies such as Qantas and BHP pay

nothing on billions in income. Yet the Federal Government appears happy to forgo billions in lost income for Treasury and instead focus on unions using bodies such as the Australian Building and Construction Commission (ABCC).

Speaking at a union rally opposing the ABCC, McManus also talked about the free pass given to employers found guilty of wage theft and underpayment. McManus pointed out celebrity chef George Calombaris “still has not paid his workers” more than six months after it was found his company had underpaid them.

Early in 2017, the press uncovered underpaying methods used by companies such as 7-Eleven, Domino’s, Pizza Hut and Caltex, including getting employees to hand back sizeable portions of their salaries in cash. No-one faced charges.

In fact, under the Fair Work Act, it is up to an employee – or their union – to sue for recovery of an underpayment in the Federal Circuit Court, the Federal Court of Australia or an eligible state or territory court.

“Wage theft is a business model where employees ignore our minimum wages,” said McManus at NextGen2017.

“Until we change the rules, we will also be stuck with a broken enterprise bargaining system,” adds PSA General Secretary Troy Wright. “A system that was designed to provide workers with fair wages and conditions and businesses with more productive employees is now just a way for bosses to race to the bottom.

“And if employers don’t get their way, they just abandon the enterprise bargaining system and send workers back to an award system that has stagnated under sluggish wages growth.”

Poor wage growth is also in Change the Rules’ sights. Business is screaming for stronger wage growth to stimulate consumer demand – yet appears unwilling to actually pay workers more. In NSW, employees under state awards are limited to 2.5 per cent pay increases, artificially suppressing wage growth. Further dampening wages are cuts to penalty rates in industries such as retail and hospitality, reducing 700,000 Australians’ pay packets.

So what can PSA and CPSU NSW members do? Marianne Ledic urges members to contribute their stories to us at [changetherules@psa.asn.au](mailto:changetherules@psa.asn.au).

“We want to hear about people who have been let down by the current system,” she says. “Whether it is having their job outsourced and conditions cut, wage theft, loss of penalty rates or loss of job security, we want to know.”

And even in the early days of the campaign, responses have been heartening.

“PSA and CPSU NSW members want to get involved,” says Ledic. “They have told us they want to help with campaigning, lobbying MPs and engaging with community members outside the union movement. They want to write to local media and spread the word on social media.

“Basically they want real change.”



Clockwise from bottom left: PSA Industrial Manager Kris Cruden with Midwives' Association delegate Michelle Birkett; attendees workshop what a safety net will look like.



## DISABILITY FORUM LAYS FOUNDATION FOR SAFETY NET

**THE** first regional community forum into a government-run safety net for people with disability was held in Newcastle in November.

The forum discussed what shape such a safety net should take. It was established by the PSA/CPSU in reaction to the Berejiklian Government's decision to hand over all public disability services to the private and community sector.

The Labor Party has resolved to re-establish a government-run service for people with disability if returned to power.

Graham Burgess, who is a parent of child with disability, gave a first-hand account

about the uncertainty many people feel. Other speakers included PSA President Kylie McKelvie, PSA Industrial Manager Kris Cruen, and NSW Nurses and Midwives' Association delegate Michelle Birkett.

The forum heard of cases already emerging where people with disability have nowhere to go for assistance. In one case, a person was left at a train station rather than having accommodation arranged.

Attendees at the forum also held working groups to come up with ideas; including forming a 24-hour 'crisis team' and keeping the nearby Stockton facility open for people rejected by non-government operators.

## PRODUCTIVITY COMMISSION PUTS NDIS UNDER THE MICROSCOPE

**THE** Productivity Commission has found that "not all participants are benefiting from the National Disability Insurance Scheme" (NDIS).

In a report on the NDIS, the Commission found "the groups at risk of having a less positive experience include those with psychosocial disability, complex and multiple disabilities, and language and cultural barriers, as well as people with disability transitioning into the community from the criminal justice system, the homeless and the socially isolated".

"These limitations prove there is a pressing need for a government-run safety net for people with disability," says Industrial Manager with the PSA and CPSU NSW, Kris Cruden.

The 533-page report also found there was a potential shortage of skilled staff.

"While the Government is doing its best to drive people from the sector, the Productivity Commission is highlighting the importance of our members are in delivering positive outcomes for people with disability," Cruden adds.



## FROM THE GENERAL SECRETARY

STEWART LITTLE

### FIGHTING ON TWO FRONTS

**EVIDENCE** the office of Federal Employment Minister Michaelia Cash was involved in raids on the Australian Workers Union prove once again Canberra is waging a war on Australia's labour movement.

Along with the Australian Building and Construction Commission, which is singling out unions in the construction industry, the raids prove the Coalition Government under Malcolm Turnbull – or whoever is in The Lodge when this issue hits the streets – wants Australia's labour movement under siege. And with more of our members moving to federal awards, we need to remain vigilant.

Our members under state awards are doing no better. The 2.5 per cent cap on wages ties the hands of unions such as the PSA when negotiating for a better deal for our members.

Meanwhile an overdependence on contingent labour is used to circumvent our role mediating between boss and worker. Appallingly, workers' compensation has been stripped back in favour of a government wanting to crow about a surplus, with people permanently disabled at work cut loose to a life of poverty. And in a move that seems particularly heartless, the first of those cut off will lose benefits the day after Christmas.

Next year threatens to be even more torrid. Neither level of government is due to face the voters, so this is their last chance to play hardball with workers' rights. We should expect the fight to get more brutal in 2018, before Macquarie Street and Canberra team up to play Good Cop, Good Cop leading up to the elections the following year.

So now is the time to talk about your union. Talk to workmates who aren't members about what the PSA and CPSU NSW are doing to preserve conditions. Talk to them about benefits such as holiday leave, flexible working conditions, parental leave and workers' compensation that have been won over the past century by

the union movement. Paint a picture of the Dickensian working life they would endure if Australian workers hadn't united for a better world in the workplace.

And talk to neighbours and friends. Too often the press is eager to put out the word in favour of the big end of town and the conservative side of politics and demonise the union movement. Let people know you are proud to be a member.

Let them know that many of the benefits they and their family members receive have been won thanks to battles fought by the labour movement on their behalf. Let them know they live in a prosperous society that has given more people a share of the nation's wealth thanks to union members who have waged battles in the past.

This year the PSA and CPSU NSW launched two initiatives of which I am particularly proud. Your union's Aboriginal Council, the first of its kind in PSA history, held a jobs summit in Dubbo.

The NSW Government is the state's largest employer of Aboriginal people, so it is vital the PSA is part of the conversation about indigenous employment strategies.

In another first, the PSA Central Council met in Newcastle in November, the first time such a meeting has taken place outside Sydney. Regional NSW is doing it tough as the Berejiklian Government cuts and outsources vital public services, and the Hunter region is no exception.

The area was the trial for the outsourcing of disability services and has seen cuts to TAFE, NPWS and Child Protection. As well, Maitland has seen staff transferred from the Office of State Revenue and the local hospital has been privatised.

Holding our Central Council meeting in Newcastle sends a signal that Macquarie Street may have abandoned regional NSW, but the PSA and CPSU have not. I'd like to wish all members a Happy Christmas and New Year. Now is the time,

if you have the chance, to take time away from work and spend it with your families.

The chance for workers to down tools and spend more time with family and friends is one of the most important issues unions such as the PSA and CPSU NSW have fought for.

And, of course, we thank those members who aren't on leave through the holidays, including many who will front up to do essential work Christmas Day.

These are part of the army of PSA members who work to make NSW a better place to live for everyone.

### UNION PUSHES FOR CONTRACTORS TO JOIN THE TEAM

**THE** PSA and CPSU NSW are running a campaign to show the two unions are the bodies that represent all NSW public servants, including those hired as contractors.

Therefore it is inviting members recruited via labour hire to join their union and join the fight for better conditions and services.

However, the PSA and CPSU NSW still believe the prevalence of labour hire in the public service erodes working conditions and pay for all workers, at the expense of the public purse.

Your union's position is that everyone should be employed as public servants, and the contractors should only be employed for temporary specialised roles.

Contractors joining the PSA or CPSU NSW will receive the same membership benefits as those employed in permanent positions.



Left: Stewart Little, Kylie McKelvie, Troy Wright and Shane Elliott. Above: the audience at Newcastle.

## HUNTER HOSTS CENTRAL COUNCIL

FOR the first time in the PSA's 118-year history, the union's Central Council met outside Sydney.

The meeting, held in Newcastle, highlighted the neglect suffered by the regions under the government of Gladys Berejiklian and her two predecessors.

The Newcastle-Hunter region has already lost approximately 4,500 jobs due to cuts or privatisation under the NSW Coalition, a situation that will worsen with the sell-off of Disability Services.

"It was the Hunter region that was the trial site for the introduction of the NDIS in NSW and despite the problems that were revealed, the NSW Government is privatising the entire public disability sector in this state," says PSA General Secretary Stewart Little. "The area has a proud union history and will fight back."

Little was joined by Assistant General Secretary Troy Wright and President Kylie McKelvie to run proceedings.

In addition to councillors, Daniel Wallace from Hunter Unions spoke about the importance of the union movement in regional centres, while WA Prison Officers' Union Assistant Secretary Andy Smith gave a presentation on resilience in the workplace.

"It was excellent to have Central Council in a regional setting, especially hosting the inaugural one," says Regional Organiser for the Hunter and Central Coast, Paul James. "Members travelled from far and wide to see the PSA in action."

All up, there were about 100 attendees at the meeting.



Andy Smith from the WA Prison Officers' Union.



Daniel Wallace from Hunter Unions.



## BULLYING: THE BIG ISSUE

**WORKPLACE** bullying should always be reported as a Workplace Health and Safety (WHS) issue rather than as a grievance.

Workplace bullying is a WHS issue because it creates a risk to the health and safety of a worker or group of workers. Simply put, bullying behaviour can psychologically or physically injure a worker.

WHS legislation requires all workplace risks to be identified and controlled by the "Person Conducting a Business or Undertaking" – the employer. And workplace risks include bullying.

Legislation also identifies how risks must be identified and controlled. Consultation with workers and Health and Safety

Representatives is required, for example, on any policy or procedure to prevent bullying or investigate reports of bullying.

Using a grievance procedure to resolve a report of bullying is unlikely to consider systemic or "cultural" issues in the workplace.

Using a grievance procedure is more likely to result in a finding of a "personality clash" or no finding at all, rather than unearthing organisation-wide issues that need to be addressed systematically using WHS legislation.

If management suggests lodging a grievance, a worker can say, "No, I am making a report of a WHS issue. I want this

investigated as a WHS incident." Then, if a worker is not satisfied with the way their report of bullying has been handled, the procedure for resolving issues in the WHS legislation can be used.

This procedure also allows a worker to appoint the PSA as their representative.

SafeWork NSW has information on bullying, as well as an online form to make a report of bullying at [www.safework.nsw.gov.au/forms/workplace-bullying-form](http://www.safework.nsw.gov.au/forms/workplace-bullying-form).

The PSA can offer advice and assistance to members who think they may be experiencing bullying. Call the Member Support Centre on 1300 772 679 or contact [whs@psa.asn.au](mailto:whs@psa.asn.au) for help.



## FROM THE PRESIDENT

KYLIE MCKELVIE

### TAKE TIME TO SWITCH OFF

**AS** a working mother of three children, with one child in primary school and two in day care, I am often asked, "How do you do it? Being a mum, the President, working full-time and travelling everywhere?"

I don't have a magic solution nor tricks, I just do it. Like the challenges facing all working parents and carers, or those who have many voluntary commitments, we prioritise each day and get the job done. Like everyone in this boat, sometimes I get it right and other days not so well. Then there are days when nothing goes to plan.

Mental Health Month was a timely reminder of the importance of work-life balance. The average full-time worker in Australia loses 5.1 hours per week to unpaid overtime – or 264 hours per year. For many of us, that number is significantly more. Yes, I am guilty, too.

We schedule our work day, cramming in more tasks to maximise our working week to meet deadlines or targets, to help our colleagues or to get ahead; we plan around our kids, carer responsibilities and the many other competing priorities. But do you schedule 'Me' time for yourself, or

to meet with friends and enjoy time with your family?

I know I am guilty of pushing back what I would like to do, to 'tomorrow'. But tomorrow often doesn't come.

As we have become more connected thanks to technology, social media and mobile devices, it has become difficult for many to separate work from our personal lives. As a young professional, I've often face the dilemma of whether 'unplugging' is acceptable. Checking email in bed, Facebooking throughout breakfast, tweeting throughout dinner, and taking work calls after hours and on the weekend have become common practice.

As we embark on the holiday period and set our New Year's resolutions for 2018, I challenge you all to take time out these holidays, spend time doing something you enjoy, not something you need to do for someone else. Complete that 'I will do that one day' activity you have always wanted to do; meet up with friends and family, create memories, laugh and have fun.

In 2018 let's change the rules and maintain a better work-life balance. We

can start with the simple things; taking our lunch break, leaving our desk or even taking a walk outside, as opposed to working straight through. Set a target of finishing on time, even if you start with one day a week. Schedule in that 'me' time, take your flexes or plan those holidays. Put down the phone or step away from the laptop outside work hours.

I know it it's hard, but until we take the first step, to take a personal stance in regards to what how much we are willing to enable our working life to encroach into our personal and family space, we will not be able to make meaningful changes. In 2018, I will try harder to achieve a better work-life balance and I challenge you to do the same.

For those you are working in our many frontline services over the Christmas and the holiday period, I thank you for your time and sacrifice. It's never exciting knowing you'll be leaving your family behind on such a merry day, but we appreciate what you do.

I wish all members a very Merry Christmas and a safe New Year.

### GIVE THE GIFT OF SOLIDARITY

**MEMBERS** and staff from the PSA and CPSU NSW were among the donors to Union Aid Abroad's Festive Season Appeal for 2017.

The appeal raises money for union members and others affected by issues such as government oppression and climate change, often brought about by energy privatisation, around the world.

"I am proud to be part of an organisation that supports fellow unionists and others in need, regardless of where they live," says Caroline Staples, an Organiser with the PSA and active supporter of Union Aid Abroad. "We are part of a global union movement."

The organisation's fundraising efforts don't end with Christmas. To find our more about what you can do to help, go to [apheda.org.au](http://apheda.org.au) to see how you can work for a fairer and more just world.



## RED TAPE IN YOUR INBOX

Did you know you can receive *Red Tape* digitally? You can read the latest edition as a PDF sent directly to your inbox!

To receive *Red Tape* in this format, email [membership@psa.asn.au](mailto:membership@psa.asn.au)

## PARKLEA ON TRIAL

**THE** PSA has welcomed the news a Parliamentary Inquiry will be finally held into Parklea private prison. The union has been pushing for an inquiry for some time.

The announcement follows reports of further damning incidents including allegations of improper conduct by senior management towards junior staff.

"An inquiry is long overdue," says PSA General Secretary, Stewart Little. "Parklea appears to be a law unto itself – the law of the jungle – and its operation shrouded in secrecy. Already this year there's been incidents with weapons, drugs and a serious assault on a prison officer who was only saved from a life-threatening wound by his name badge."



## YOUR UNION REMEMBERS

**THE** PSA marked Corrective Services Remembrance Day on 24 November.

The day commemorates those in Corrective Services who have tragically fallen while serving the community.

It is also a reminder Correctional Officers and administrative and programs staff are employed in one of the most difficult and dangerous workplaces in the community.

Every Correctional Officer and support staffer should be able to go to work each day and know that they will return to their families and loved ones safely.

Sadly, in this line of work, that's never a guarantee.

"No other workplace requires the riot squad to be on stand-by when a smoking ban is introduced," says PSA General Secretary Stewart Little. "No other

workplace requires such stringent safety procedures.

"Many of the inmates that Correctional Officers and staff supervise have nothing left to lose and all too often officers are required to deal with unpredictable and dangerous situations.

"This underscores the importance of proper staff-to-inmate ratios and the need for improved workers compensation provisions to protect these officers and their families.

"The world that exists behind the walls of Correctional facilities might seem intriguing to some members of the community.

"The fact is these officers place their lives on the line every day in service to the public."

## ABORIGINAL BODY GOES WEST

**THE** PSA and CPSU NSW Aboriginal Council, the first of its kind in the union's history, met in Dubbo to discuss ways to work with the Public Sector Aboriginal Employment Strategy and ensure more indigenous workers are employed in the state's public service.

However, the wholesale sell-off of state assets could affect this goal.

The meeting heard that Family and Community Services (FACS), in a 2014 survey, had 9.5 per cent of its workforce identify as Aboriginal.

However, the Council discussed how privatisation of the disability sector and outsourcing of out-of-homecare and public housing in FACS will affect Aboriginal employment in the public sector.

At the meeting, PSA General Secretary Stewart Little listened to attendees talk about what strategies were working, and which ones, such as 18-month traineeships, were not.

The Council also moved to ensure the PSA gives it equal weight to the union's Women's Council.

It also moved to apply for membership of the First Nations Workers Alliance, which is a nationwide body representing Aboriginal and Torres Strait Island employees.

Members interested in learning more about the work of the Aboriginal Council can email [blackfellas@psa.asn.au](mailto:blackfellas@psa.asn.au).

## MPS AND UNIONS TALK COMPO

**PSA** Industrial Manager Shay Deguara was among the speakers at a forum on NSW's workers' compensation system.

The forum, held at NSW Parliament House, heard how about 6000 workers were due to be thrown off the existing workers' compensation benefits scheme on Boxing Day 2017.

Deguara talked about how workers' compensation needs to be set up to "get people back to work", something it has failed to do at present.

Injured worker Joe Maric discussed his meetings with other workers in similar circumstances throughout NSW, and mentioned a common complaint was "insurance companies are difficult to reach" and often did not listen to complaints.

Maric also thanked the union movement for stepping in and offering compensation for members travelling to and from work, coverage the Government had abrogated

in the past. The PSA and CPSU NSW are among unions that offer this coverage.

CFMEU representative Rita Mallia called on Finance Minister Victor Dominello, who was also present, to "change the law". She said a fair workers' compensation scheme was particularly important in the dangerous construction industry.

Dominello defended the Government's position, stating "the previous system was expensive and needed caps" and that "return-to-work rates are better".

Greens MP David Shoebridge retorted that the scheme now ran a 20 per cent surplus, proving it was not offering sufficient financial help to those who needed it and was instead raising revenue. Labor MP Clayton Barr said Dominello was "the only person in the room who can change this". He urged the Minister to restore compensation to injured workers before the Christmas break.



## FROM THE ASSISTANT GENERAL SECRETARY

TROY WRIGHT

### TURNBULL WITCH HUNT NOT SO SUPER

**SUPERANNUATION.** Are you still paying attention or have I already lost you? For most of us superannuation and how it works is not something we spare a minute worrying about until our later working careers. And it is this apathy that the Federal Government wants to capitalise on in making some radical changes that, if implemented, could negatively impact on the retirement incomes of almost every member of the PSA and CPSU NSW.

The LNP has had the *Superannuation Laws Amendment (Strengthening Trustee Arrangements) Bill 2017* on the floor of parliament for years. This would intervene in the board structure of industry superannuation funds, removing union-appointed directors and mandate the appointment of "independent" ones instead.

Industry superannuation funds are under attack through their links to unions, which often appoint senior members to the their boards. The Federal Government conveniently omits the fact the boards also include members representative employers in its hysterical attacks.

And now, responding to public demands for a Royal Commission inquiry into the banking industry, Malcolm Turnbull has decided this is yet another opportunity to bash Australia's trade union movement by including them in the terms of reference.

So what kind of abhorrent evils are these industry superannuation funds?

Industry funds such as First State and UniSuper operate on what is called "mutual basis". Members, including those directly sitting in the board room and those who appoint them, benefit from any profits. In the meantime, funds run by banks and other financial companies are looking to maximise shareholder profits. If you have your savings in an industry fund, you will see less of your money hived off in fees and charges.

So much for union avarice taking members' money.

Industry funds are also more likely to give members low-cost, or even free, financial advice to plan for retirement. You don't need to be a genius to imagine where banks and financial giants like AMP will tell you where to stash your money.

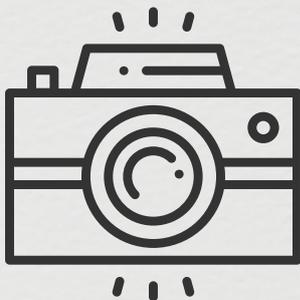
And the proof is there for all to see - industry superannuation funds have outstripped retail funds by two or three per cent every year for the past 20 years. It is what those annoying and somewhat oblique "compare the pair" advertisements on television are trying to impress.

Next year get used to hearing a government deflect criticism of its mates in the much-derided banking sector with yet another attack on unions. Luckily the Australian people, who look at their super statements and have read stories in the press about the banking industry, aren't that easy to fool.

At the conclusion of my first full year in the role of Assistant General Secretary, I'd like to wish all members of the PSA and CPSU NSW a happy and safe Christmas and New Year.

Next year will bring plenty of challenges as the Berejiklian Government continues to cut, privatise and outsource. We promise to fight them every inch of the way and hope you can do your bit by encouraging others to join the fight by signing up to their union.

PHOTOGRAPHY



COMPETITION

## SHOW US WHAT A UNION MEMBER LOOKS LIKE!

The PSA and CPSU NSW want to see members in action.

Send in photos of you and your colleagues at your workplace, the best photo will win a **\$50 gift card!**

The winner will be announced in the next issue of Red Tape.

Send your photographs to **photocomp@psa.asn.au** (minimum 1MB).



BY ENTERING THE COMPETITION, YOU AND ANY PEOPLE DEPICTED IN THE PHOTOS AGREE THE IMAGE WILL BE USED IN RED TAPE AND THE PSA AND CPSU NSW SOCIAL MEDIA ACCOUNTS AND WEBSITES.



Above: from left, Anthony Hart, John Lievore and Adam Small; three PSA members monitoring vehicle safety at Mount White, Central Coast.



## PENNY PINCHERS LET DOWN HEAVY LIFTERS

**AS** heavy vehicle inspectors face a move a nationwide regulatory system, they still face a shortage of frontline workers.

Early in 2017, Roads and Maritime Services (RMS) deleted frontline inspector positions to fund new back office administration and senior service management positions. Since then RMS has imposed a continued job freeze on filling further vacant inspector positions.

This means a heavy vehicle screened as a potential risk to road safety may be able to continue on its way without being checked at a safety station, as these facilities no longer have sufficient numbers to cover continuous shifts.

The PSA believes with the recent rise in serious crashes involving

heavy vehicles, this is not the time to reduce frontline positions to bolster management or to meet budget cuts. Instead your union believes RMS needs to fund and fill frontline vacancies: the people who do the heavy lifting and work around the clock to ensure the safety of all NSW road users.

The PSA has been integral in the setting up of a nationwide enterprise agreement as the Federal Government sets up a uniform vehicle inspection system. Your union has worked hard to ensure the best conditions from all states were combined to ensure no

worker would be worse off when they moved the federal industrial relations system.



**THIS IS NOT THE TIME TO REDUCE FRONTLINE POSITIONS**



**PSA Member Services Manager Kym Ward.**

## WANT A WIN? HERE'S HOW

**ON** an average day, the PSA and CPSU NSW receive anywhere between 100 and 120 calls for help.

The calls come through to the Member Services Centre (MSC), which this year was restructured to get members' issues solved faster.

"Members can now access industrial advice in a much more efficient and effective way," says Member Services Manager Kym Ward, who runs the MSC. "The centre runs like a triage centre, gathering information, getting together copies of policies and documents and then passing their case to industrial staff if required."

Ward says the restructure, brought in by the union executive elected in October 2016, has "cleared a bottleneck and refers members to experts faster".

Under the restructure, disciplinary matters are seen as mandatory referrals to industrial specialists who can work as quickly as possible to intervene on behalf of the members in what can be very stressful situations.

The PSA and CPSU NSW now have online facilities for members to update details such as name, address, employer and billing. If a member's existing billing method fails, they are contacted initially by text message and phone call, particularly as many people do not monitor outgoing expenses and may not realise they are now non-financial.

"We don't want to see your membership lapse and you then get into strife with an employer," says Ward.

The union's membership section also takes care of value-added services, such as Union Shopper, Make It Cheaper, accident insurance, journey insurance, a scholarship, provident fund, legal assistance, as well as access to programs and discounts with organisations such as Sydney Credit Union, Bridges Financial and the Workers' Health Centre.

## JOBS SAVED AS HOUSING SELL-OFF CONTINUES

**THE** PSA has helped secure public sector jobs for just over half the 180 Housing employees affected by yet another Berejiklian Government outsourcing. And the union is working to place many more.

In 2016, the Minister for Social Housing announced the NSW Government would transfer up to 35 per cent of NSW public housing services to private community housing providers.

The move would threaten the loss of 180 public sector jobs with the transfer of 18,000 public properties into private hands, across four NSW districts. The districts affected were the Shoalhaven, Northern Sydney, Mid-North Coast and New England.

Responding to the attack on public sector jobs and entitlements in Housing, the PSA defended its members, carrying out proactive consultations with the department throughout 2017 to navigate the best outcomes for staff in affected districts.

The PSA successfully fought FACS management to develop a Change Management Plan despite early Government

protestations that it is was not required for a mere "transfer of services". The plan was finalised in April 2017, requiring the NSW Government to define and manage the transition and to maintain ongoing consultation with the PSA and members.

From the original figure of 180 affected employees, 92 have been placed into ongoing public sector at the time *Red Tape* went to press. These roles were allocated through the Vacancy Management Strategy.

Many members have been successful in obtaining roles and many have been approved for courses fully funded by FACS, which will improve their job prospects.

The PSA's challenge remains to assist those who have not yet found their preferred role. The union recognises this is particularly difficult in regional areas.

The PSA has been told by FACS that every individual staff member will have a one-on-one interview with HR to determine the 'comparable roles.' 'Comparable roles' will be identified and affected staff will be notified to put in an EOI for the role.

**THE** PSA is committed to the following objectives on behalf of its Housing members:

- 1.** To maximise the preservation of housing placement, tenancy services and corporate knowledge within the public sector, to service the most disadvantaged and high-needs clients
- 2.** Ensure all affected PSA housing members secure ongoing employment in the public sector wherever possible
- 3.** Ensure comparable employment is truly realised and the new regulation (25A) is not misused to disadvantage PSA housing members
- 4.** For PSA members who transfer to private sector providers, to ensure a fair and equitable transfer package, including the retention of all current terms and conditions of employment, and an enforceable guarantee of both their employment and these terms and conditions for the longest possible time
- 5.** Maintain PSA membership base and extend membership to relevant agency staff during the transition.



TAFE library employee Sunita Kullar.

## TAFE LIBRARIAN CHECKS OUT OF TEMPORARY STATUS

**UNION** intervention has won a full-time position for TAFE library employee Sunita Kullar.

Kullar had been employed on a temporary basis at the Crystal Street, Petersham campus for 12 years. However, TAFE management had refused to convert her to full-time status in that time, so she came to the union for help.

"We had just completed bargaining for the TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2016 and had protected the clause that allows for conversion of long-term temporary employees to permanent positions," says CPSU NSW Industrial Officer Phoebe Dangerfield. "This allows us to negotiate better outcomes for members in temporary positions."

Now a full-time employee in the library, Kullar says she is happy with the decision and with the union and is encouraging her workmates to join the CPSU NSW.

## CPSU NSW MAKES A SPLASH IN NEGOTIATIONS

**WATERNSW** has agreed to a CPSU NSW demand that its enterprise agreement contains enforceable redundancy provisions.

CPSU NSW rejected the bosses' proposal to force employees to take long service leave after accruing three-months.

"We made it clear during negotiations that cuts to conditions were unacceptable," says CPSU Federal Manager Blake Stephens. "Over the past few weeks WaterNSW realised no concession, no agreement. We stuck to our guns and won."

## DELEGATE SECURES CLARIFICATION OVER RDOs

**HARD** work from delegate Christopher Hobbins means CPSU NSW members in the TAFE sector have greater control over their rostered days off (RDOs).

When TAFE management announced it wanted to stop employees accumulating their RDOs for leave at the end of the year, Hobbins sprung to action, contacted the CPSU NSW Member Support Centre and fought the decision, citing Clause 41.3 of the enterprise agreement.

The clause states, "An employee who is rostered over a 12-week period shall be entitled to three rostered days off over the work cycle. A rostered employee may defer the taking of a rostered day off to a later date where agreed, where operational requirements permit."

Therefore it was found the directive from management ran contrary to the agreement.



Christopher Hobbins at work at Riverina TAFE.

Christopher Hobbins's advice to TAFE members who want to take their RDOs at Christmas or any other time:

### STEP 1

Go through the correct procedure and approach your team leader or line manager for advice

### STEP 2

Wait for an answer. Be very patient, TAFE can take a long time to respond

### STEP 3

If a decision takes too long, go to the regional HR manager for advice

### STEP 4

Get a positive outcome.



## FAIR WORK CALLS OUT SYDNEY UNI

**THE** University of Sydney has been reprimanded by the Fair Work Commission after it was found to misrepresent the CPSU NSW Branch President.

On 21 September the university sent an all-staff email under the Vice-Chancellor's signature claiming in-principle agreement had been reached between the bargaining parties on a suite of matters. This all-staff email claimed the agreement was endorsed Branch President Grant Wheeler and the National Tertiary Education Union (NTEU) branch president.

However, it emerges Wheeler did not give

permission for the university to put his name to this correspondence. Further, no-one at all from the CPSU NSW endorsed the material.

It also emerged that the NTEU had only agreed to endorse it if Wheeler had.

The CPSU NSW took the matter to the Fair Work Commission. Via a telephone hearing, Commissioner Johns quickly directed the university to issue an all-staff correction email advising its staff that Mr Wheeler did not agree with the content of the message or consent to his name appearing on the email. The university also issued an unreserved apology.

# THE \$ELL-OFF STATE

**TWO** years ago, then-Treasurer Gladys Berejiklian and then-Premier Mike Baird sold a publicly owned power station for \$1 million to a couple of guys they knew.

Those two “energy sector investors” and their friends went on to pocket nearly \$40 million as the power station miraculously became a \$730 million asset.

Welcome to economic rationalism, NSW style.

The sale of Vales Point Power Station near Lake Macquarie is just one of a long list of sell-offs that began when Barry O’Farrell won an election and became the first in a conga line of privatisation zealots to sit in the Premier’s office.

Selling off government assets came into vogue in the 1970s and 1980s.

Governments from both sides of the political spectrum, from conservative torchbearers Margaret Thatcher and Ronald Reagan, to centre-left figures such as Bob Hawke and New Zealand’s David Lange, adopted the neoliberalist theory that public assets were a burden on society and would be better sold off.

In Australia, the Commonwealth Bank and Qantas were among the first big-ticket items on the auction block.

Since then, governments of all stripes have sold assets. However, the Coalition in NSW has been particularly keen to sell the farm – hiving off more than \$50 billion in state assets in the past six years.

In recent months Land and Property

Information’s land-titling service, buses in Sydney’s inner west and Disability Services have been sold or slated for sale.

Government sound bites will talk about “better services” and “competitive tenders” benefitting the people of NSW, but Associate Professor Damien Cahill from the University of Sydney’s faculty of Arts and Social Sciences believes the sell-off has more to do with helping out the big end of town.

“There are a range of corporations that



**PRIVATISATION LEADS TO AN EROSION OF ACCOUNTABILITY AND A LOSS OF DEMOCRATIC CONTROL OF SERVICES**

profit from privatisations,” he says.

“These include the major law and accounting firms who stand to make millions in consultancy fees advising governments on how to structure the privatisation, the large institutional investors and already existing industry players who are keen to get their hands on what in many cases are effectively licences to print money.”

And as the private – and in some cases

community – sector gets hold of assets, it is consumers who are usually worse off.

The sight of Sydney Motorway Chief Executive Dennis Cliche gleefully boasting in November 2017 that motorists were once again paying tolls on the M4 embodies who the winners are in the privatisation debate.

“Privatisations almost inevitably lead to unequal access to services,” says Cahill. “They also create new ‘transaction costs’ for consumers – that is, consumers are forced to make a choice between different private providers even though it might be very difficult to get information to allow them to determine which provider is best. This is particularly evident in sectors such as telecommunications and energy.

“Privatisation leads to an erosion of accountability and a loss of democratic control of services, and it tends to increase the influence of large corporations over government policy.”

The privatisation of Disability Services is possibly the most extreme example of a the outsourcing mantra in NSW so far. Under the plan, all people with disability will be cared for by providers such as The Benevolent Society and the House With No Steps. There will be no government-guaranteed safety net for high-needs cases these providers will find unprofitable to care for.

“You realise how far the pendulum has swung when working with people with ▶

HONEST, GLADYS'S  
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DISABILITY SERVICES

**\$OLD**

TAFE

NPWS

BUY NOW!

LPI

**SOLD!**

TRAINS

BUSES

**\$OLD**

ANTON



disability has become a source of profit,” says Kris Cruden, Industrial Manager with the PSA and CPSU NSW who has been coordinating the union’s response to the outsourcing. “This should not even be a debate: even the most laissez-faire governments still have an obligation to look after their most vulnerable people.

“The fact there is not even a safety net for cases that won’t be dealt with through the free-market system proves this is a government more concerned with ideology than people.”

“Privatising welfare services is a form of social vandalism,” says Cahill.

“I realise this is a strong statement, but people who depend on those services are among our most vulnerable citizens, and transferring the provision of welfare to private corporations leaves them at the mercy of the market incentives, which inevitably produce inequality and are not sufficiently subject to public accountability or control.”

**THE FIGHT BACK**

Unions and organisations such as Public Services International and others have worked together to produce *Taking Back Control*, a report produced after the People’s Inquiry into Privatisation, which travelled throughout Australian capitals and regional centres measuring



**Associate Professor Damien Cahill from the University of Sydney.**



**PSA Assistant General Secretary Troy Wright (second from right) at the People’s Inquiry into Privatisation.**

the impact this ideology is having on the country.

In the introduction to the report, Chair of the inquiry, David Hetherington, wrote: “To people in Australia’s cities, towns and bush, privatisation has meant bus routes cut, rising electricity bills and TAFE closures. It’s meant disappearing jobs and apprenticeships.”

As well as Disability Services, the report is particularly scathing about the fate of Australia’s TAFE system, lamenting the transformation of “a great public institution that promoted upward mobility to a privatised producer of misery in just one generation”.

TAFE is singled out by the authors in the report as a victim of a failed privatisation theory, and urges its public sector role be rebuilt urgently.

“We need governments to start providing adequate and secure funding for TAFE immediately,” says Blake Stephens, Federal Manager with the CPSU NSW. “It is not good enough to put its funding levels in competition with second-rate private providers.”

The report finds that reversing the flow

of government services into private hands would be a vote winner – and not just with the Greens and Labor voters normally aligned with the union movement.

“Although the strongest support for privatisation came from Liberal/National voters (31 per cent),” reads the report, “it is important to note that a large majority of Liberal/National voters think privatisation is a bad idea, or are unsure about privatisation.”

This disconnect between people’s wishes and the mantra enforced by the big end of town is feeding

Australia’s nascent political fringe.

The decimation of services in country towns to the advantage of banks in capital cities means regional Australia is hit particularly hard under the sell-off obsession. To rural voters, this highlights the contempt the Liberal Party metes out to its junior coalition partner. And as the National Party buckles to the urban-dominated Liberals, country voters start looking to parties such as One Nation and the Shooters and Fishers.

However, Cahill believes privatisation is losing its lustre even with its small number of adherents.



**PRIVATISING WELFARE SERVICES IS A FORM OF SOCIAL VANDALISM**

“There has been a general shift in the prevailing climate of political opinion here and across much of the world in recent years,” he says.

“When even the head of the Australian Competition and Consumer Commission, Rod Simms, previously a staunch advocate of neoliberalism, is critical of privatisation, then it is clear that a sea change in thinking is afoot.”

In 2016 Simms, who admitted he had backed privatisation, publicly criticised the ethos, claiming it had created juicy monopolies for new owners and higher prices for consumers.

Cahill agrees that privatisation has often reduced choice for consumers.

“Consumers in many other industries, such as banking, telecommunications, and electricity, would also benefit from having at least one publicly owned provider that could offer high quality, accessible and affordable essential services,” he says.

“Such an arrangement would also serve to put competitive pressure on other private providers in those sectors.”

*Taking Back Control* recommends Australia “should rebuild public assets and public sector capability in new areas”, such as clean energy production and day-to-day banking services to improve competition, as well as nation-building projects such as high-speed rail infrastructure.

## THE PSA'S FIGHT

PSA General Secretary Stewart Little also believes the tide is turning.

“We are getting better responses from the public to our long-standing message, that wholesale privatisation is bad for our members, bad for the state and bad for the public stuck with inadequate services at inflated prices,” he says.

“At a rally to keep the land titles registry in public hands, we had a card-carrying member of the Liberal Party tell the crowd how sick he was of the way governments were selling off the silver.

“The people of NSW deserve better and we will do our utmost to ensure they get it.”

## OPPOSITION LEADER WANTS TO LOCK OUT PRIVATE JAIL OPERATORS

**OPPOSITION** Leader Luke Foley admits the Labor Party made a mistake privatising Parklea Correctional Centre when it was in power.

Speaking to a meeting of the Prison Officers Vocational Branch at PSA House, Foley said the “evidence is clear” that standards have dropped since GEO Group began running Parklea.

“When it was a Corrective Services NSW jail, it had about 240 officers,” he said. “Its maximum is now about 170.”

He brought up the case of two female officers taken hostage in Parklea one night as an example of what happens when “staffing was not adequate”.

Foley added privatised prisons are also less accountable than those in the public system.

“There is an air of mystery about what goes on in Parklea,” he said. “Public prisons are accountable and incidents are reported. That is not the case in a GEO-operated prison.”

While admitting it was his own party



**Luke Foley addressing the Prison Officers Vocational Branch of the PSA.**

that put Parklea into GEO Group’s hands, Foley committed himself to getting the centre back into public hands. He said if the contract comes up while Labor is in opposition, he will push for Corrective Services NSW to tender for the job. He

pointed to the success of its bid to run John Morony, which won the contract even under the privatise-everything mantra of the current government.

An inquiry into Parklea’s operation has since been announced.



# WORKING — FOR A — BETTER WORLD

## PSA MEMBERS DOING THEIR BIT FOR THE GREATER GOOD

**WHEN** Lesley Small starts work at 6:40 in the morning, it's not just her own pay packet she's thinking about.

A long-time PSA member, Small is part of the team at Taronga Zoo's new tiger enclosure in Mosman. A far cry from the old-fashioned display of animals in cages, the new display puts people into a similar setting the world's few remaining Sumatran tigers live in, complete with a model neighbouring Indonesian village.

The exhibition is designed not to just showcase the magnificent animals, it is also designed to educate the public about the palm oil trade and how smart purchasing decisions can make for a better world in faraway Sumatra.

One of the last displays people see at the exhibit is a mock supermarket, which points consumers to brands that avoid using palm oil from sources likely to harm tiger populations.

"It feels good coming to work," says Small, who, other than a stint as a vet nurse, has always worked with large carnivores such as tigers in the more than 20 years' service she has clocked up with Taronga. "People generally act positively towards the exhibition.

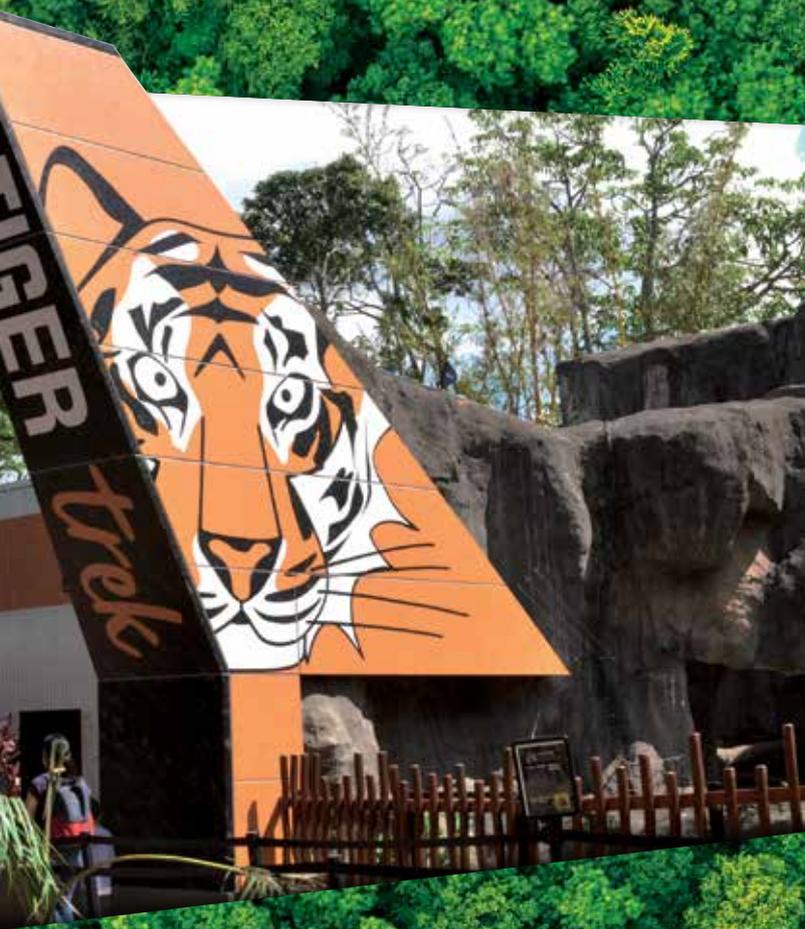
"They are putting two and two together and going home with a the message about sustainable palm oil. When they leave, they'll be doing their little bit to help the tigers.

"It's a good thing."

### MAKING A DIFFERENCE

Lesley Small is just one of the huge army of PSA and CPSU NSW members whose jobs not only provide services to the people of the state, they work to make the world a better place. And by standing up for these workers, your union is standing up for a cleaner, kinder world.





“We’ve seen with cuts to jobs like water inspectors that attacks on our workers often have consequences far beyond our members’ pay packets,” says PSA General Secretary Stewart Little. “Too often what hurts us, hurts the state. It hurts the environment and it hurts people.”

**‘SOMETHING I CARE ABOUT’**

Closer to home, PSA member Ben Owers is proud to be part of an organisation that looks after “around nine per cent of the state”.

Owers is a ranger with the state’s National Parks and Wildlife Service (NPWS). He looks after four NPWS reserves in the Nattai Area, south west of Sydney.

“Most of the reserves I manage are part of the Greater Blue Mountains World Heritage Area and are part of the water catchment for Warragamba Dam,” he says. “I really like the variety in my job and that I get to do something that I care about.

“Without rangers, NPWS reserves

would be overrun by feral animals and weeds. There would be more bushfires and less visitor facilities for the community to enjoy.

“A large part of my job is fire management. I work on the fire line as a crew leader doing hazard reduction burns during autumn and spring, and wildfires during the summer. I am also trained in planning, so work with other agencies such as RFS in fire control centres during major fire emergencies.”

“We are proud to represent members such as Lesley and Ben who are on the front line of conservation,” says PSA Industrial Manager Nathan Bradshaw. “And it is not just the natural world they protect. Ben’s work, for example, is also instrumental in preserving the state’s history. Visitors to national parks can see Aboriginal sites, old lighthouses, military history and architecture that dates back to the convict era.

“Without our members’ hard work, we lose a lot of what makes us Australian.”



**WE’VE SEEN WITH CUTS TO JOBS LIKE WATER INSPECTORS THAT ATTACKS ON OUR WORKERS OFTEN HAVE CONSEQUENCES FAR BEYOND OUR MEMBERS’ PAY PACKETS**



**Taronga Zoo’s Lesley Small (left) and Ben Owers from the NPWS.**



**'WE'RE THERE TO HELP'**

Working with people with moderate to severe disability gives Caroline Heads a great sense of professional pride.

"I am a team leader in a group home," she says. "It is a 24/7 job.

"We provide all services for clients in the home: personal care, cooking for them, driving them, taking them to community activities and organising their appointments."

She says without people like her, many people with disability would be cared for in insufficient family environments or they would end up on the streets or in prison.

"To be blunt, without care, many of these people would die," she says. "One GP of a client now in his 50s told me that he did not

think his patient would have lasted beyond his teenage years without our professional help."

In 2017, Heads notched up 25 years in the industry.

"I love my job," she says. "I work with really good people. We're there to help our clients."

Heads's clients will be dispatched to privatised disability services in March, something she admits worries her.

"When staff like Caroline go to work, they do more than clock on and off," says PSA and CPSU Industrial Manager Kris Cruden. "They make a positive contribution to society by helping its most vulnerable.

"The fact their services are being sold off is an utter travesty."

**WIN!**

**TARONGA** Zoo is giving away five family passes to readers of *Red Tape*. They can be used at Taronga's Mosman or Dubbo zoos.

To enter, tell us in 25 words or less why union members make the world a better place. Entries must include your membership number.

Email entries to [zoocomp@psa.asn.au](mailto:zoocomp@psa.asn.au) or post to *Red Tape*, 160 Clarence Street, Sydney 2000.

ENTRIES CLOSE 1 FEBRUARY 2018. WINNERS WILL BE NOTIFIED BY EMAIL OR TELEPHONE AND ANNOUNCED IN THE APRIL ISSUE OF RED TAPE.

## MAKING A DIFFERENCE IN SCHOOLS

Learning support officer Jeff French takes us through a day in a job that makes a world of difference for students with special needs

### 8.30-9AM | BRIEF FOR THE DAY

Talk with relevant staff about the students I support and strategies to deal with behaviour. Walk around the school before lessons to see which students are here and how they are acting.

### 9-9.20AM | STAR/ROLL CALL

Read out notices and prepare students for the upcoming day. This is a great time to get students settled and gauge how to best help them.

### 9.20-11AM | PERIODS 1 AND 2

Assist students with their learning. I may go out to mainstream classes or work one-on-one or in small groups. Activities include cooking and hospitality, woodwork and metalwork, or core subjects in the key learning areas. I may help mainstream students who have fallen behind.

### 11-11.20AM | RECESS

Medication time for some students, which involves giving out the medication and recording dosages. Often we will provide food for students who haven't brought food with them or are just extra hungry.

### 11.20AM-1PM | PERIODS 3 AND 4

Similar to the first two periods.

### 1-2.40PM | LUNCH

This can also be medication time for students. Again, we may provide food for some students.

### 2.40-3.20PM | PERIODS 5 AND 6

Similar to the first two periods.

**THIS** is what good days are like. However, this is very seldom the case. Often we are settling agitated or aggressive students. I can spend more than an hour a day writing up incident reports on students' behaviour.

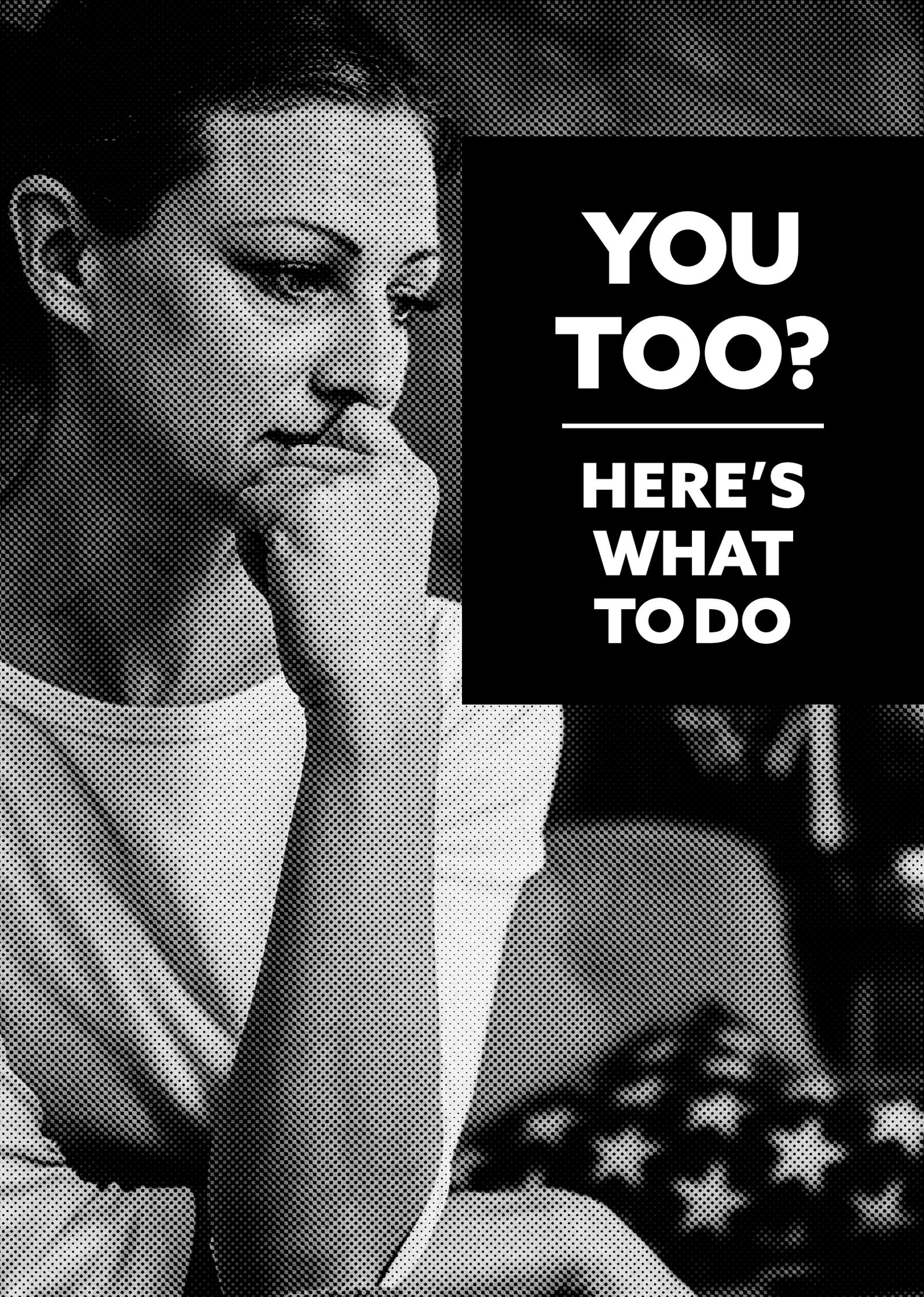
I may be required to liaise with head teachers and deputy principals, sometimes parents and, on the rare occasion, police and community groups.

I am also the Chairperson of the SAS Staff Reference Group (SRG) for the Tamworth/Coffs Harbour region, which stretches from Tea Gardens, south of Forster, to the Queensland border and out across the Great Dividing Range. Our group organises training and professional learning for all classifications of SAS Staff.

As a volunteer role, my SRG duties often take up lunch times, recess, and before and after school.

Committees also meet each term to discuss and plan professional learning activities. This always involves travel to a central location within our region, normally Coffs Harbour.

Some of us travel up to five hours to meetings and five hours back. The meetings start at midday and go to 4pm then 8am to 12pm the following days. There are also four state meetings for executive members.



**YOU  
TOO?**

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**HERE'S  
WHAT  
TO DO**

**WOMEN** in the workforce were probably the least surprised segment of society when movie producer Harvey Weinstein moved from the entertainment section to the news pages thanks to his history of widespread sexual harassment.

In Australia, accusations have been made about TV's Don Burke.

As the #MeToo hash tag proved as more and more women uploaded stories onto social media, too many men around the world are behaving inappropriately at work.

Sexual harassment is unacceptable in the workplace. It is defined by the PSA and CPSU NSW as "conduct of a sexual nature that is unwelcome and unwanted".

According to your unions, sexual harassment "includes any sexual conduct which a reasonable person may find offensive, humiliating or intimidating".

Sexual harassment can include such things as sexual advances or repeated requests for dates, requests for sexual favours, unwanted physical contact, leering, verbal abuse, offensive pictures or jokes (including those on computers/e-mail), persistent discussion of someone's sex life and suggestive comments.

Very serious behavior such as sexual assault, stalking, flashing and threatening phone calls are criminal offences and should be reported to the police.

Workplaces that tolerate sexual harassment are also liable for vicarious liability. If sexual harassment is tolerated, it will become part of the workplace culture.

**STEPS YOU CAN TAKE**

If you have been sexually harassed at work, the guidelines, which can be found at the PSA website (psa.asn.au), outline a series of

steps workers can take. In the first instance you could talk to a union representative or manager. Your workplace will have a harassment policy and a process for dealing with inappropriate behaviour, so your union can help you lodge a complaint to management using those channels.

You can contact your union's Member Support Centre on 1300 772 679 and get assistance from the PSA or CPSU NSW.

**TAKING MATTERS FURTHER**

If approaches to your workplace have proven to be unsuccessful, you and your union may approach the Anti-Discrimination Board (www.lawlink.nsw.gov.au/adb) or the Australian Human Rights Commission (humanrights.gov.au). Employees on state awards should contact the Anti-Discrimination Board.

Taking your case to these organisations is free and there is no requirement to hire a lawyer.

PSA members on state awards can approach the Industrial Relations Commission (www.lawlink.nsw.gov.au/irc), while CPSU NSW members on federal awards should contact the

Fair Work Commission (fwa.gov.au).

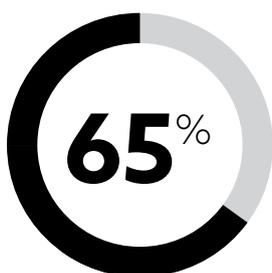
The PSA and CPSU NSW also have a Women's Industrial Officer, Sharon Richards, on staff to offer advice. Richards (see page 28) can also be invited to address a meeting of women to discuss workplace discrimination.

While the Anti-Discrimination Board may be able to win you compensation via a private settlement, bodies such as the Industrial Relations Commission and Fair Work Commission can order workplaces to implement systems to avoid future incidences of sexual harassment.

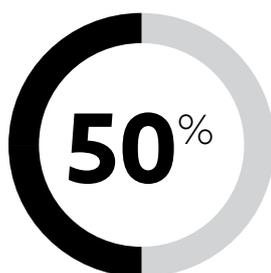


**SEXUAL HARASSMENT IS UNACCEPTABLE IN THE WORKPLACE**

**IN** 2008, The Australian Human Rights Commission conducted a national survey on sexual harassment in Australian workplaces. This is what it found.



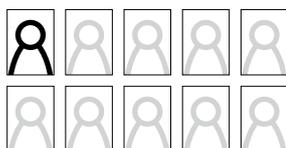
65% of all sexual harassment is experienced in the workplace



Nearly half of those reporting sexual harassment say it happened to someone else in that workplace.



22% of women and 5% of men have experienced sexual harassment in the workplace in their lifetime. This was down from 28% and 7% in 2003.



One in 10 Australians have witnessed sexual harassment in the workplace in the past five years.



**SPEAK OUT: REPORT WHAT YOU SEE**

**PSA** and CPSU NSW members are encouraged to report incidents of harassment in the workplace. It is the responsibility of all staff to keep our workplaces free from sexual harassment.

"Unions are based on the principle of looking out for each other," says PSA President Kylie McKelvie. "On that basis, if you see offensive behaviour or materials, say something."

Members could warn colleagues about their behaviour, report issues to their superiors or give moral support to anyone being harassed at the workplace.

"The behaviour you walk past is the behaviour you tolerate," adds McKelvie.



## FROM THE WOMEN'S INDUSTRIAL OFFICER

SHARON RICHARDS

### WELCOME TO WOMEN AT WORK

**AT** the 2017 PSA Women's Conference, it was agreed *Red Tape* will now include a regular section for women, who account for more than 60 per cent of the combined PSA and CPSU NSW membership.

We welcome any suggestions and stories from women in our union for this vital part of the magazine.

As of November 2017, I became your union's new Women's Industrial Officer. My role is to:

- » develop policy and provide advice on issues of importance to women members of the PSA and CPSU NSW
- » manage the administration of the Women's Council
- » assist industrial staff with issues relating to women, such as gender-based discrimination and flexible work issues
- » where appropriate, provide representation for individual women members.

We saw at Women's Conference this year

that women are playing a leading role in the union movement. The first female General Secretary of the Australian Council of Trade Unions (ACTU), Sally McManus, has been at the forefront of the country's labour movement.

At our conference, she talked about the ACTU's Change the Rules campaign (see page 8) to turn the tide that has too long been rising in favour of employers.

However, there is still much work to do. Women still earn less than their male colleagues for the same work. Female-dominated sectors of the labour market, such as school-support staff, are paid less than male-dominated areas - see our story on the opposite page.

And, as covered in our feature on page 26, sexual harassment is a problem in too many workplaces.

Women such as Sally McManus, PSA President Kylie McKelvie and Emma

Maiden, Assistant General Secretary of Unions NSW are helping improve the working lives of female workers and employees in general. Join their fight and support your union for better working conditions, secure employment, a more equitable society, and services that are accessible to all. And encourage non-members to join us.

At Women's Conference, the PSA and CPSU NSW made a commitment to continue our fight for flexible working hours and hold the State Government to its promise under the previous Premier to implement an "if not, why not" approach to the issue.

Last of all, thanks to the PSA members who attended our White Ribbon function at PSA House.

*Sharon Richards  
Women's Industrial Officer*



**Go home  
on time day**

### WOMEN HIT HARDEST BY UNPAID OVERTIME EXPECTATIONS

**THE** expectation that employees stay after work longer to "get the job done" for no reward is particularly burdensome on female workers.

Marking the annual Go Home On Time Day on November 22, economist with the Centre for Future Work, Jim Stanford, said Australian workers should "draw a line

in the sand regarding hours of work and make a full claim to the time off they are entitled to".

"There is no doubt women have a harder time performing unpaid overtime, including both staying late at the workplace and bringing work home because of their typically more burdensome responsibilities

in the home," he says. "So in a workplace where unpaid overtime is a normal 'expectation' of workers, especially if they hope to progress up through the ranks, women will be disadvantaged.

"This is one of the concrete factors explaining the glass ceiling, whereby it is harder for women to achieve higher-level jobs.

"For this reason, putting in place strict limitations on unpaid overtime is not just a matter of fairness for all workers who are asked to perform this labour. It is also an important way to improve equality within workplaces, levelling the playing field between those who are more able to put in 'extra hours', and those who are not.

"Subverting your personal and family life should not be a precondition for advancement in your job."

Go Home on Time Day is an initiative of the Australia Institute to publicise the amount of unpaid overtime employees work. Go to [gohomeontimeday.com.au](http://gohomeontimeday.com.au).



Stewart Little, Sue Walsh and PSA barrister David Chin.



## PLAYING A LONG GAME ON PAY EQUITY

**THERE** was no shortage of reading material at the Industrial Relations Commission (IRC) over the Christmas break.

The PSA delivered to the IRC 143 folders of evidence supporting its pay equity case for School Administrative and Support Staff.

Eight of the folders detailed the industrial history of all SAS Staff classifications from 1960 to present.

The PSA is arguing in the IRC staff in

schools are paid at a lower rate because the sector is dominated by women, who make up more than 90 per cent of employees.

“By highlighting what we think are undervalued ‘hidden skills’ this field of work involves, this case will be important not only to staff in schools but female-dominated industries throughout NSW,” says PSA Senior Industrial Officer Dorothy Molyneux, who has been working on the case.

## FWC NEEDS TO DO MORE TO CUT GENDER GAP: LABOR

**THE** Fair Work Commission will do more to close the gender pay gap under a Labor Government, claims the federal Shadow Minister for Employment and Workplace Relations, Brendan O’Connor.

Answering a question at the National Press Club from ABC Wide Bay’s Eliza Goetze, O’Connor said the decision by television personality Lisa Wilkinson to quit Channel Nine over pay disparity has “precipitated a national debate about gender inequality”.

“If the only difference is the gender, when the performance, the quality and, the experience is the same, then that is

unfair and it should not be acceptable in any modern economy or society,” he said.

O’Connor added that the current federal government had not done enough to ensure women are paid at the same level as men.

“We are concerned about the stalling of the progress towards closing the gender gap in wages,” he said. “I am examining the current laws about work value cases. It is not coincidental that the occupations that are undervalued are those occupations and professions that have been predominantly women. That is an intrinsic bias and prejudice that has existed for decades.

“The Fair Work Commission can play a role in that and can play a more proactive role.”

He added that improved access to the employment market for women will not only benefit the employees, but the overall economy.

He also attacked what he described as “sham contracts” in female-dominated industries such as cleaning which resulted in people taking home less than the minimum wage.

“Inequality is at a 75-year high,” he said. “Wage growth is flat-lining and the lowest-paid workers are feeling it hardest.”



## CUTS TO PENALTY RATES HIT WOMEN HARDEST

**THE** failure by the Federal Court to overturn cuts to Sunday penalty rates will disproportionately affect women.

“The decision to cut Sunday penalty rates has a heavy impact on women in retail and hospitality because those industries have

predominantly female workforces and women are concentrated in them,” says Philippa Hall, a spokesperson on pay equity for the Women’s Electoral Lobby.

“They have often chosen the jobs because penalty rates help make ends

meet and work shifts can be fitted in around family care, frequently by working unsociable hours.

“These penalty rates reflected real disadvantages for workers who work on Sundays and are caught between missing ‘family-and-friends’ time and the need to supplement low pay. Removing them is exploitative.”

In October, the Federal Court rejected a union challenge to overthrow the Fair Work Commission’s decision to cut Sunday penalty rates for people in hospitality and retail.

PSA members on state awards and CPSU NSW members on federal awards are not affected by the penalty rate cuts. However, Hall says all workers should be wary of the move.

“It’s a dangerous precedent for all vulnerable workers,” she says. “We do know that employer groups, including the Australian Industry Group, have said it is their objective to seek similar changes in other awards.”



## PSA SAYS THANKS TO LINDA

**THE** PSA Women’s Council has awarded Certificate of Appreciation for former Chair Linda Barclay-Hales for her “years of activism for the PSA”.

Assuming the position in 2011, Barclay-Hales at the time hailed the union’s “ground-breaking domestic violence clause and lactation breaks clause”.

She was in the position when the 2.5 per cent pay limit – still in force – was introduced by the O’Farrell Government, urging “all women to step up to this challenge and fight against these changes”.

Barclay-Hales remained in the position for two years.

## GETTING WOMEN INTO POWER

**AFTER** months of resistance from Ausgrid management, the CPSU NSW has successfully set up a gender sub-committee for employees.

Your union initially had to threaten to take Ausgrid to the Fair Work Commission before the company agreed to establish the sub-committee.

The sub-committee has since met three times to discuss disadvantages women experience in the male-dominated workplace.

Topics discussed included loss of super from parental leave, work-life balance, access to childcare, a lack of facilities for breastfeeding mothers in depots and for field staff, and workers having clear rights and an empathetic approach by management to situations involving the cessation of pregnancy.

The issue of domestic violence was also discussed. Ausgrid has not implemented Domestic Violence Guidelines as it was required to. The employer is doing this now in consultation with unions.

The CPSU NSW’s bargaining claims also include increasing paid parental leave and lactation breaks. Ausgrid has accepted lactation breaks but wants to water down some of the submitted clauses.

The CPSU NSW is also pushing for Ausgrid to pay super on paid parental leave. Too often women are financially disadvantaged in retirement. This is due to the superannuation contributions they lose when they go on parental leave, the gender pay gap and lower savings while working part-time. Ausgrid does not currently pay any super during the parental leave period and there is no legal obligation for the company to do so.

The CPSU NSW submitted a clause that makes it clear what an employee’s rights are when a pregnancy ends. The union is requesting that the full paid parental leave payment applies if the 12 weeks gestation is passed.

The CPSU NSW submitted a gender equality/anti-discrimination clause for inclusion in the enterprise agreement. However, Ausgrid has rejected this. This suggests to the union that Ausgrid is not genuinely committed to being an equal opportunity employer.

The CPSU NSW also sought a minimum number of days off for delegates, but Ausgrid did not agree to this. However, there was an agreement that the delegates’ charter should be varied to include better recognition of part-time employees.

## DOMESTIC VIOLENCE: NO TIME TO WAIT

**THE** International Day for the Elimination of Violence Against Women was a fitting start for the PSA and CPSU NSW's 16-day We Won't Wait Campaign.

The day has been designated by the United Nations to highlight the fact women globally are subject to rape, domestic violence and other forms of violence.

The campaign highlighted the need for domestic violence provisions in workplaces and awards nationwide, and culminated on International Human Rights Day. It included an oath to prevent violence against women (see above) led by PSA General Secretary Stewart Little.

"I am proud to be part of a union that is taking steps to combat domestic violence," says Women's Industrial Officer Sharon Richards. "The PSA and CPSU NSW are working with the rest of the country's labour movement to push for 10 days' domestic violence leave for all workers."

Currently, members under state awards receive five days' domestic violence leave per year. However, other leave, such as paid holiday time off, needs to be exhausted before it is accessed, something your union opposes. Many other awards throughout Australia have no provisions for domestic violence leave.

"Domestic violence leave allows people in highly stressful abusive situations time off to do things like access legal advice, find safe accommodation and get children into different schools," says Richards.

"Doing this while holding down a full-time job is virtually impossible and could force women back into abusive relationships.

"There is also the risk of partners turning up at a workplace. Therefore it is vital they have leave up their sleeve.

"Along with the union-wide Change the Rules campaign, We Won't Wait is about altering the way our workplaces are run."



**Disability Care staff supporting DV leave: From left; Emily Turpin, Lynda Morton, Peta Green, Shaye Harding.**

### 'WITHOUT PAID LEAVE, WOMEN CAN'T LEAVE'

**THE** Australian Council of Trade Unions (ACTU) says funding 10 days' paid domestic leave would cost the Australian economy just five cents per worker, per day.

"Family and domestic violence costs our economy \$12 billion per year," says ACTU National Campaign Coordinator Kara Keys. "To fund 10 days paid leave it would cost five cents per worker per day, and most importantly, it will help save lives.

"Research shows that escaping an abusive relationship costs \$18,000 and takes 141 hours, almost all during business hours.

"It's completely unacceptable that women have been left to wait for so long in dangerous situations without the support they need to escape, often to protect their children.

"Without paid leave, women can't leave."



## PSA MARK WHITE RIBBON DAY WITH A PLEDGE

**PSA** General Secretary Stewart Little joined other male staff in taking a pledge to oppose violence against women as part of the union's observance of White Ribbon Day at PSA House, Sydney.

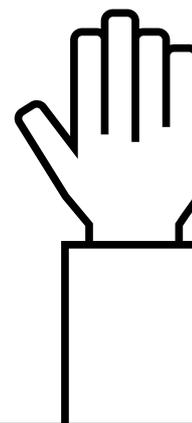
"The union movement needs to play a vital role in combating violence against women," says PSA President Kylie McKelvie. "Unions are about equality and

respect, so domestic violence should be in their sights."

White Ribbon Day commemorates the International Day for the Elimination of Violence Against Women.

Also present at the event were delegates from Juvenile Justice and Service NSW.

For more information on White Ribbon Day, go to [whiteribbon.com.au](http://whiteribbon.com.au).



"I WILL STAND UP,  
SPEAK OUT AND ACT TO  
PREVENT MEN'S VIOLENCE  
AGAINST WOMEN"

 **White Ribbon  
Australia**



## RETIRED ASSOCIATES KEEP UP THE FIGHT

**YOUR** last day at work doesn't have to be your last day as a union member.

The PSA's Retired Associates Group is one way members can remain in touch with the union that has protected them through their working lives.

Being a member of the Retired Associates Group costs \$40.70 a year, up until age 70, after which they are no longer covered by the Provident Fund. After age 70, members pay \$35 a year.

The Group is active in fighting for its

members' interests – and the interests of older Australians in general.

It fought on the winning side of the battle to kill off the Federal Government's ill-fated play for a seven-dollar co-payment to GPs. The Retired Associates Group also joined the fight against the indexing of pensions using the male total average weekly earnings.

The Retired Associates Group has also fought the Strata Titles Act, the Pensions' Asset Test and the privatisation of Medibank Private.

### MEETING DATES FOR 2018

Tuesday, 27 February

Tuesday, 24 April

Tuesday, 26 June

Tuesday, 28 August

Tuesday, 23 October

Tuesday, 11 December

All meetings commence at 10:30am at PSA House, 160 Clarence Street, Sydney.

### WE NEED YOUR EMAIL ADDRESS

Are your details up to date with the PSA?

We need Retired Associates' email addresses and mobile phone numbers to better keep in contact with you all.

Update your details by contacting **1300 772 679** or [membership@psa.asn.au](mailto:membership@psa.asn.au)

## RETRENCHED MEMBERS URGED TO STAY

**PSA** and CPSU NSW members who have accepted voluntary redundancy or have been retrenched don't always want to leave the fight for better outcomes for workers.

Retrenched Membership keeps these members up to date with the PSA and CPSU NSW and the battles they wage on behalf of the state's public sector.

If the members return to full-time work in the NSW public sector, they can reinstate their full membership of the union.

Retrenched Membership has a number of benefits, including:

- » a subscription to *Red Tape*
- » access to Union Shopper discounts
- » one free consultation with a PSA/CPSU NSW lawyer
- » voting rights in Central Council elections
- » Provident Fund access until age 70.

Retrenched members can contact [membership@psa.asn.au](mailto:membership@psa.asn.au) for details on how to stick with their union.

## CROSSWORD

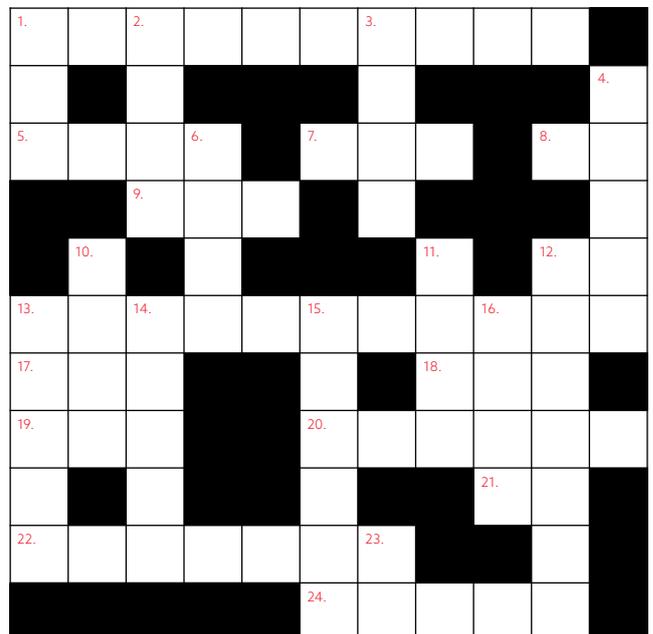
### ACROSS

1. ALP leader-turned uncle you had to block on Facebook. (4, 6)
5. A brag from an Adelaide footballer. (4)
7. See 6 down.
8. Spanish affirmation. (2)
9. A certainty in life many corporations work hard to avoid. (3)
12. Greek letter used when calculated circle size. (2)
13. The cause of Howard's End? (11)
17. The beer is great; the lobby group, not so much. (3)
18. Shorter American spelling of a long time. (3)
19. Permission to hit the tennis net. (3)
20. British peninsula to the south of Liverpool. (6)
21. Spanish article. (2)
22. Siblings doing it for themselves. (7)
24. Kiwi corner shop. (5)

### DOWN

1. Prefix for Scottish son. (3)
2. English cricket captain whose name brings smirks on Ashes tours. (4)
3. Vocational education system-turned Coalition punching bag. (4)
4. Safety gear for onsite work. (2-3)
6. and 7-across Union tactic when negotiations break down. (4, 3)
10. Deal with. (4)
11. Level. (4)
12. and 14-down After-hours wage component in Fair Work's sights. (7,5)
13. Melbourne seat held in the 1980s by former union leader and then-PM. (5)
14. See 12 down.
15. Most recent Prime Minister to win two consecutive elections. (6)
16. Set hours you need to be at work. (4)
23. Don Dunstan's state. (2)

SOLUTION PUBLISHED NEXT ISSUE.



## NON-CUSTODIAL DEPARTMENTAL COMMITTEE

(Other than Education and Psychology Group)

### 22 DELEGATES REQUIRED.

The Non-Custodial Departmental shall consist of 22 delegates and one representative from each of the following groups: CSNSW Education Advisory Group and CSNSW Psychology Advisory Group.

Each representative will be appointed from and by the elected delegates of each respective group.

### GROUP A ELECTORATES.

Electorates 1-4 are described by function.

Members may nominate to the Group A electorates as described by function if they work within those areas.

GROUP A ELECTORATES	DESCRIPTION	DELEGATES REQUIRED
Electorate 1	Classification	1
Electorate 2	OSU-Scheduling Clerks	1
Electorate 3	Sentence Administration	1
Electorate 4	Case Management	1

### GROUP B ELECTORATES.

Electorates 5-16 are described by location.

All Non-Custodial Members are included in the Group B electorates.

ELECTORATE	SITE/S	DELEGATES REQUIRED
Electorate 5	Henry Deane Building	1
Electorate 6	Brush Farm Academy	1
Electorate 7	Long Bay Complex	2
Electorate 8	Silverwater Complex	2
Electorate 9	Windsor Complex	2
Electorate 10	Metro (excluding those members in electorates 5-9)	1
Electorate 11	HUNTER (Newcastle PSA Office)	2
Electorate 12	NORTH COAST (Lismore PSA Office)	1
Electorate 13	NORTH WEST (Tamworth PSA Office)	1
Electorate 14	CENTRAL WEST (Bathurst PSA Office)	2
Electorate 15	SOUTH WEST (Wagga PSA Office)	1
Electorate 16	SOUTH EAST (Wollongong PSA Office)	2

### ADVISORY GROUPS

#### CSNSW EDUCATION

5 delegates required Statewide

#### CSNSW PSYCHOLOGY

9 delegates required from electorates as listed below:

ELECTORATE	SITE/S	DELEGATES REQUIRED
Electorate 1	Metro	2
Electorate 2	HUNTER (Newcastle PSA Office)	2
Electorate 3	NORTH COAST (Lismore PSA Office)	1
Electorate 4	NORTH WEST (Tamworth PSA Office)	1
Electorate 5	CENTRAL WEST (Bathurst PSA Office)	1
Electorate 6	SOUTH WEST (Wagga PSA Office)	1
Electorate 7	SOUTH EAST (Wollongong PSA Office)	1

## 2017 FINANCIAL STATEMENTS

The 2017 CPSU-SPSF NSW Branch accounts are located on the PSA website at:

[www.psa.asn.au/financial-statements](http://www.psa.asn.au/financial-statements)

## COMMUNITY CORRECTIONS DEPARTMENTAL COMMITTEE

### 15 DELEGATES REQUIRED.

The Community Corrections Departmental shall consist of 15 delegates and one representative from the following group: CSNSW Psychology Advisory Group. Each representative will be appointed from and by the elected delegates of each respective group.

### GROUP ELECTORATES. Electorates 1-2 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	Administration - Metro	1
Electorate 2	Administration - Regional	1

### GROUP B ELECTORATES - Electorates 3-9 are described by location

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

ELECTORATE	SITE/S	DELEGATES REQUIRED
Electorate 3	Metro	4
Electorate 4	HUNTER (Newcastle PSA Office)	2
Electorate 5	NORTH COAST (Lismore PSA Office)	1
Electorate 6	NORTH WEST (Tamworth PSA Office)	1
Electorate 7	CENTRAL WEST (Bathurst PSA)	2
Electorate 8	SOUTH WEST (Wagga PSA Office)	1
Electorate 9	SOUTH EAST (Wollongong PSA Office)	2

## JUVENILE JUSTICE DEPARTMENTAL COMMITTEE

### 15 DELEGATES REQUIRED.

The Juvenile Justice Department Committee shall consist of 15 delegates. Each representative will be appointed from and by the elected delegates of each respective group.

**Please note: Members may be nominated for the position of delegate in one electorate only.**

### GROUP A ELECTORATES - Electorates 1 to 7

Members who work in the electorates listed below are required to restrict their nominations to the Group A electorates.

GROUP A ELECTORATES	DESCRIPTION	DELEGATES REQUIRED
Electorate 1	Acmena Juvenile Justice Centre	1
Electorate 2	Cobham Juvenile Justice Centre	1
Electorate 3	Frank Baxter Juvenile Justice Centre	1
Electorate 4	Orana Juvenile Justice Centre	1
Electorate 5	Reiby Juvenile Justice Centre	1
Electorate 6	Riverina Juvenile Justice Centre	1
Electorate 7	Court Logistics	1

### GROUP B ELECTORATES - Electorates 8 to 15

Members who work in Community and Regional Offices (and are not in the above electorates) are part of the Group B electorates.

GROUP B ELECTORATES	DESCRIPTION	DELEGATES REQUIRED
Electorate 8	Metro (excluding Henry Deane Building)	1
Electorate 9	Henry Deane Building	1
Electorate 10	HUNTER (Newcastle PSA Office)	1
Electorate 11	NORTH COAST (Lismore PSA Office)	1
Electorate 12	NORTH WEST (Tamworth PSA Office)	1
Electorate 13	CENTRAL WEST (Bathurst PSA Office)	1
Electorate 14	SOUTH WEST (Wagga PSA Office)	1
Electorate 15	SOUTH EAST (Wollongong PSA Office)	1

## COURTS & TRIBUNAL SERVICES DEPARTMENTAL COMMITTEE

(excluding Sheriff's Officers Vocational Branch, NCAT Advisory Group, Petty Sessions Officers Association Advisory Group).

### 12 DELEGATES REQUIRED.

The Courts & Tribunals Departmental Committee shall consist of 12 delegates and one representative from each of the following groups: Sheriff's Vocational Branch, NCAT Advisory Group, and Petty Sessions Officers Association Advisory Group.

Each representative will be appointed from and by the elected delegates of each respective group.

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

ELECTORATE	SITE/S	DELEGATES REQUIRED
Electorate 1	Metro (excluding Parramatta & Western Sydney)	3
Electorate 2	Parramatta & Western Sydney	2
Electorate 3	HUNTER (Newcastle PSA Office)	2
Electorate 4	NORTH COAST (Lismore PSA Office)	1
Electorate 5	NORTH WEST (Tamworth PSA Office)	1
Electorate 6	CENTRAL WEST (Bathurst PSA Office)	1
Electorate 7	SOUTH WEST (Wagga PSA Office)	1
Electorate 8	SOUTH EAST (Wollongong PSA Office)	1

### ADVISORY GROUPS

#### NSW CIVIL AND ADMINISTRATIVE TRIBUNAL (NCAT) GROUP

5 delegates required - Statewide

#### PETTY SESSIONS OFFICERS ASSOCIATION

11 delegates required from electorates as listed below:

ELECTORATE	SITE/S	DELEGATES REQUIRED
Electorate 1	Metro	4
Electorate 2	HUNTER (Newcastle PSA Office)	2
Electorate 3	NORTH COAST (Lismore PSA Office)	1
Electorate 4	NORTH WEST (Tamworth PSA Office)	1
Electorate 5	CENTRAL WEST (Bathurst PSA Office)	1
Electorate 6	SOUTH WEST (Wagga PSA Office)	1
Electorate 7	SOUTH EAST (Wollongong PSA Office)	1

## NOMINATIONS AND CLOSING DATE

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

### Nomination Forms are available at:

- » PSA website [www.psa.asn.au](http://www.psa.asn.au)
- » 5th floor Inquiry counter PSA House 160 Clarence Street Sydney or from Regional Offices.

### Nominations must be addressed to:

The Deputy Returning Officer  
Public Service Association of NSW

### Nominations may be submitted:

- » by post to: GPO Box 3365 Sydney NSW 2001
- » by email to: [elections@psa.asn.au](mailto: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 Deputy Returning Officer no later than **10am, Friday, 2 February 2018.**

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.

**G R BENSLEY**  
Deputy Returning Officer



**Regional workplace delegates at the Office of State Revenue and the local court in Maitland celebrate completing their delegate training at East Maitland in the Hunter Valley. Your union runs courses both at PSA House in Sydney as well as regional centres.**

## GET HELP MAPPING YOUR OFFICE

**PSA** and CPSU NSW trainers Anne Kennelly and John Sandow are available to provide mapping and recruitment training at Departmental Committee meetings.

Delegates are best placed to recruit their workmates into the PSA and CPSU NSW, and there a range of training resources to assist them with this.

“This two-hour session briefs delegates on the two key skills of mapping and recruitment conversation,” says Sandow. “Mapping is the analysis of member distribution. Recruitment conversation introduces strategies for engaging with non-members.”

*To find out more about these sessions, email [training@psa.asn.au](mailto:training@psa.asn.au)*

## COURSE DATES

**18-19 and 22-24 January** – Health and Safety Representatives accreditation: Lismore

**Tuesday 20 February** – Introduction to the PSA

**Tuesday 27 February** – Role of the delegate

**Wednesday 28 February** – Mental health care and resilience

**Tuesday 13 March** – Women in the union

**Wednesday 21 March** – Dealing with member issues

**Tuesday 3 April** – Dealing with workplace bullying

**Tuesday 10 April** – Meeting and negotiation skills

**Friday 4 May** – Dealing with restructures

**Tuesday 15 May** – Public speaking  
(note: Annual Conference will be in May)

**Tuesday 5 June** – Introduction to the PSA

## GENERAL INFORMATION

### VENUES

All courses are held at PSA House, 160 Clarence Street, Sydney unless otherwise stated. Please note lunch is not provided. Facilities such as tea, coffee, fridge and microwave are available.

### SPECIAL NEEDS

If you have a disability and/or special needs, please contact the PSA training staff at the time of your enrolment.

### 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. Contact [training@psa.asn.au](mailto:training@psa.asn.au)

## COURSE OUTLINES

### MENTAL HEALTH CARE AND RESILIENCE

Create a workplace free from bullying, violence and stress.

### INTRODUCTION TO THE PSA

Any member can do this course. Learn more about the PSA and CPSU and how to be more involved.

### 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. Completion of the Introduction to the PSA course It is a prerequisite for this course.

### DEALING WITH WORKPLACE BULLYING

How to deal with bullying and harassment at work.

### DEALING WITH RESTRUCTURES

Learn how the PSA responds to restructures at the consultation and implementation stages.

### WOMEN IN THE UNION

Celebrate International Women’s Day in 2018 by learning about the important role women have and can play in building strong unions.

### ACHIEVING WORKPLACE FLEXIBILITY

This course will look at the benefits of workplace flexibility and what flexible work practices exist in the NSW public sector. Learn what you can do to access and implement flexible work practices, by providing negotiation and organising strategies.

### PUBLIC SPEAKING

This course is designed to assist PSA delegates and activists to be more confident public speakers.

### HEALTH AND SAFETY REPRESENTATIVE ACCREDITATION

The WHS Act gives HSRs the choice of training provider for training. The PSA is offering licensed, union-delivered HSR training.

# NPWS STAFF:



## THREATENED SPECIES!

- ⊗ Budget **SLASHED** by \$121 million
- ⊗ Pest Officers **GONE**
- ⊗ Fire Officers **GONE**
- ⊗ Admin support **SLASHED**
- ⊗ Environment at **RISK**

Following millions of dollars in budget cuts, the NPWS have embarked on a drastic round of staff cuts and downgrading.

**These cuts come at a time when NPWS are celebrating their 50th year anniversary!**

These highly experienced officers are meant to be preserving our flora and fauna. They now find themselves are on the threatened species list – an appalling 50th birthday present!



[www.psa.asn.au/npws](http://www.psa.asn.au/npws) | 1300 772 679

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