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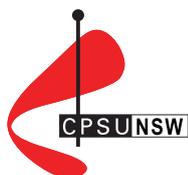
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RED TAPE

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All members of CPSU NSW are also members of the Public Service Association. The PSA is the associated body that manages and resources CPSU NSW.



Industrial Officer David McCauley, POVB Chair Nicole Jess and PSA General Secretary Stewart Little inspect the rapid build facility at Cessnock.

GEO GROUP LOCKED OUT OF PARKLEA

AS a parliamentary inquiry examines prisons for profit, rapid build goals and benchmarking, the company currently running Sydney's Parklea Prison has been told it is not invited to tender for the job again.

After media reports exposed a shocking slide in standards, including an officer being stabbed, GEO Group was told it was not one of the three companies invited to tender for the gaol's operations.

Unfortunately, the Government did not offer the possibility of returning the prison to public control.

The CPSU NSW is now working to ensure existing staff are not punished for the way GEO Group operated Parklea.

"While the CPSU NSW has been critical of the GEO Group for the way it has run the centre, we have never been critical of the hard-working operational and support staff," says Assistant General Secretary Troy

Wright. "Our criticism has been directed at the company's safety and security record, its staffing and resourcing models, and ultimately its ability to deliver on the rehabilitation goals of the centre's inmate population.

"In our view, where good results have been achieved at the centre it has been in spite of the company's risky, profit driven-agenda and, more often than not, because of the professionalism and dedication of staff."

General Secretary Stewart Little added that GEO should have its power to run prisons stripped from all NSW operations.

"The decision to sack GEO Group is obviously a step in the right direction, although the Premier and the Corrective Services Minister need to explain why GEO is still considered OK to run the Junee Correctional Centre."

UNFAIRNESS AT WORK INCREASES RISK OF LONG-TERM SICK LEAVE

TREATING STAFF WELL IS ALSO GOOD FOR BOSSES.

RESEARCH from Britain and Sweden has found that staff who are treated unfairly at work are more likely to be off sick more frequently and for longer.

According to new research by the University of East Anglia and Stockholm University, the 'Uncertainty Management Model' suggests justice is particularly important in times of uncertainty, such as job insecurity.



JOB INSECURITY, HAD AN EFFECT ON SICK LEAVE

Using data from more than 19,000 employees in Sweden the researchers, from UEA's Norwich Business School and the Stress Research Institute and Department of Psychology at Stockholm University, investigated the relationship between interpersonal and informational justice and long and frequent sickness absence. They also explored whether times of high uncertainty at work, for example perceived job insecurity, had an effect on sick leave.

Low job control and decision-making opportunities have previously been shown to increase the likelihood of sick leave.



TAKING THE RIGHT TACK

YOUR union is stronger when delegates actively recruit members in the workplaces. It gives the PSA and CPSU NSW greater power to be able to represent members with employment matters, whether they be disciplinary disputes, bullying, unfair dismissals, award negotiations or resisting privatisation.

One of the simplest methods to demonstrate union presence in the workplace is for delegates to regularly put all union notices on the employee notice boards at work.

The first step to greater visibility of the union must therefore be for every accredited delegate public sector wide to ensure that their workplace is providing reasonable access to a notice board for material authorised by your union or access to employee notice boards for authorised material.

If you don't have access to a workplace notice board, call the Member Support Centre on 1300 772 679 or speak to your Organiser or Delegate.

COURT STAFF AT RISK: UNION

SHERIFF'S officers in NSW court houses believe they don't have the resources to properly protect themselves, let alone members of staff and public at the state's legal facilities, says the PSA. The PSA claims as terrorism- and ice-related cases rise, staff at NSW courts, particularly those in outer metropolitan and regional areas, are not safe because of inadequate security.

"We had someone self-harm in a court hearing in Griffith recently, and convicted terrorist Tamin Kahaja claimed in his trial he planned to kill sheriff's officers first before going on a court house rampage in Parramatta," says PSA General Secretary Stewart Little.

"The Berejiklian Government needs to do more to support Sheriff's Officers. Our members are at the frontline, protecting the justice system without the right tools to even protect themselves."

In the Griffith case, an accused facing court produced a sharp instrument he had

smuggled through the facility's minimal security and proceeded to cut himself.

A NUMBERS GAME

There are approximately 280 sheriff's officers employed in NSW, protecting more than 150 sites. According to the PSA, the Department of Justice has never properly determined the minimum number of officers required to protect the state's court system.

"Staff levels are so low that officers are working 'one-out' - alone in an environment that should have two officers on duty to ensure security," says Mr Little. "In some regional courts, there may not even be a police station open nearby to provide back-up support."

The PSA also believes sheriff's officers and the venues they work in should have better security, like CCTV.

"Our members work in volatile areas where people accused of domestic violence are in close proximity to their accusers, and where

criminal rivals are mixing in public areas," says Mr Little. "Add in terrorist suspects and ice users and the officers are working in a volatile environment."

BETTER TRAINING NEEDED

Officers are not given training in mental health, despite the high representation of people with such difficulties in the legal system.

"The PSA is demanding the Justice Minister do more to protect the people at the frontline of our courts system, particularly those away from major centres," says Mr Little. "They should not be working alone; not working in ageing facilities without security screening or even CCTV; they need adequate mental health training; and they need access to better forms of self-defence."

"We don't want someone killed or taken hostage in a court house for the Government to suddenly take notice that this is a serious issue."



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Industrial Manager Nathan Bradshaw, Kim de Govrik, PSA General Secretary Stewart Little and Trish Swain.

OUTGOING DUO HOPE FOR A BETTER NPWS

LONGSTANDING Environment and Heritage delegates Kim de Govrik and Trish Swain have left their jobs at a time of uncertainty for the state’s National Parks system.

With 28 years’ and two years’ respective service to the National Parks and Wildlife Service (NPWS), Mr de Govrik and Ms Swain

admit the organisation is going through challenging times.

“I hope National Parks comes out of this restructure in a better state,” says Mr de Govrik, who admits he has fears his long-time employer is “being dumbed down”.

He says the loss of scientific staff, experience field officers and about 100

Rangers has him worried. However, he has high hopes for the people remaining in the service.

“The majority of NPWS employees are extremely committed and passionate about their work,” he says. “But they are concerned about the agency.”

He says a trainee ranger program, similar to one for field officers, may help redress shortages.

Ms Swain says in her two years with the NPWS, the PSA has done much to “support clerical and admin staff and women in the service”.

“This is particularly important, as it appears this restructure has reduced the number of women in the workplace,” she adds.

PSA General Secretary Stewart Little praised the pair’s roles in the union and NPWS.

“Both Kim and Trish were involved in the successful No Hunting in National Parks campaign,” he says.

“Kim has been a delegate with us since 1990 and has been deployed overseas as a firefighter and has worked on devising professional standards for NPWS.”

FORMER RANGER FIGHTS NPWS NEGLECT

A former Park Ranger has made public his disgust at the NSW Government’s neglect of the state’s National Park system.

Michael McFadyen was made redundant by the NPWS in 2014, but has maintained a keen interest in the parks since then. And he does not like what he has seen.

“My visits to national parks over the past 10 years had shown dramatic decline in the quality of the facilities due to constant downsizing and I knew that more were going again,” he says. “Also, the fact that the government did nothing to celebrate NPWS’s 50th birthday really upset me, considering the 25th one was celebrated with lots of events all over the state.”

Mr McFadyen contacted *The Sydney Morning Herald’s* opinion editor and succeeded in getting an opinion piece published.

Mourning as NSW national parks run into the ground

Michael McFadyen

Over the past 40 years I have visited probably more national parks in NSW than 99 per cent of the population, both for work and recreation.

I have fought bushfires from helicopters during the day and camped with my wife at night, high up in the Warrumbungles, listening to koalas in the trees and awestruck at how close and bright the stars appeared.

My father began working for the National Parks and Wildlife Service when it was established in 1967 and I followed in his footsteps, joining the service in 1976 and staying until I was made redundant in 2015.

I have watched and mourned as the NPWS has been squeezed so hard over the past 15 years that every bit of life has been extracted from it. In 1986, the NSW NPWS was lauded as “one of the top five national park agencies in the world”. Today, it would not even be in the top five in Australia.

When I first began the job, salaries were poor but people signed up so they could work, protecting the parks. We worked long hours without pay because we were passionate about the ideals of managing NSW parks.

But in the 2015 redundancy round, the organisation lost so many experienced staff at once that it has never recovered. All those people had no time to pass on their knowledge and experience to those who remained.

Since then there have been even more reorganisations and redundancies. The number of rangers employed has dropped from about 300 to just over 200 under the Liberal state government. Three hundred rangers was already insufficient.

In the latest restructure, the organisation is claiming that there will be more frontline staff. But as far as unions have been able to gather, it seems that frontline staff numbers are being cut, along with back-office staff. Those left will have their pay cut. Around 7000 field officers will suffer pay cuts of up to \$12,000 a year, while still having to do the same work.

NPWS appears to have passed over its responsibilities for managing Botany Bay National Park to Randwick City Council. In the few weeks since this change, the cleanliness of the area has dropped dramatically.

This is being repeated all over NSW. Places like Stuart National Park in the far north-western corner of the state and Kinchega National Park near Broken Hill have historic infrastructure that is falling apart. Camping areas all across the state appear to have been abandoned.

Royal National Park, the second oldest national park in the world, has a fraction of the staff that it had when it first came under NPWS management in 1987.

It is telling that only nine new parks have been created since the Liberal state government came to power in 2015. Compare that to the previous Labor government, which created 500 parks.

I waited all of last year hoping that the government would do something to celebrate the 50th anniversary of the service, but I waited in vain.

The government and opposition must make a tangible commitment to increase funding and staffing to at least previous levels and make the NPWS a stand-alone department once again.

The fact that the Liberal government is happy to waste money on knocking down and rebuilding perfectly good concert venues, exhibition centres, stadiums and museums makes it even harder to understand why this important part of NSW’s heritage has been abandoned.

Michael McFadyen worked for the NPWS for 30 years.

In the article, he talked about how he has “watched and mourned as the NPWS has been squeezed so hard over the past 15 years that every bit of life has been extracted from it”.

“In the 2015 redundancy round, the organisation lost so many experienced staff at once that it has never recovered,” he wrote. “All these people had no time to pass on their knowledge and experience to those who remained.”

“Since then there have been even more reorganisations and redundancies. The number of rangers employed has dropped from about 800 to just over 200.”

The article prompted a wave of

letters to the editor the following day. None of the published letters supported the Government’s treatment of the National Park system.

Mr McFadyen was also interviewed by ABC Radio’s James Valentine, with listeners calling in agreeing with his assessment of the state of the system.

Talking to *Red Tape*, Mr McFadyen says he worries the rundown of the system is a deliberate act.

“Personally I think they want NPWS to get so bad, the public complains about NPWS, and not the Government, he says. “They will use this as an excuse to outsource NPWS altogether – like State Forests.”



CAMPAIGN FOR TAFE KICKS OFF IN THE SOUTH

THE CPSU NSW is working to make the destruction of TAFE a big election issue next March.

At rallies in Queanbeyan, Cooma and Goulburn, CPSU members and staff highlighted the plight of what was once of the world's finest vocational education systems, which has now been reduced to competing with fly-by-night private operators.

At Queanbeyan, the CPSU made sure the opposition cabinet meeting was aware of community anger towards the cuts to TAFE. The following day the CPSU travelled to Cooma, where the local Labor candidate, Bryce Wilson, threw his support behind the campaign.

The final rally, in Goulburn, drew extensive media support. CPSU NSW organiser Shane Jobberns was interviewed on local radio, while both local papers highlighted the cuts.

"TAFE NSW is well and truly on the Labor radar for the March 2019 NSW state election," says Mr Jobberns. "And the CPSU NSW is right there with them, ensuring our members are not forgotten in the run up to the election."



WHY UNION MEMBERSHIP MAKES A DIFFERENCE

A survey on earnings has found that union membership is more likely to result in a fatter wage packet.

Data from Household, Income and Labour Dynamics in Australia shows female union members, on average, earn 18 per cent more than non-union members.

For male workers, the difference is 12 per cent in favour of members.

STUDENTS WELCOME TO SIGN UP

THE PSA/CPSU NSW is offering a free union membership for TAFE and other tertiary students studying in an area relevant to the union's area of coverage.

If you're thinking of starting a career in the NSW public service or in an area covered by the CPSU NSW, becoming a student member is an opportunity to be a part of a strong, united movement of people passionate about improving their rights at work. To sign on or learn more, call 1300 772 679 and press 1 for Membership.



FROM THE GENERAL SECRETARY

STEWART LITTLE

ONE STATE: TWO SYSTEMS

AT a time when even the business community and the Reserve Bank are screaming for higher wages to kick-start spending in the Australian economy, the Berejiklian Government's insistence to cap wages at 2.5 per cent for employees on state awards is nonsensical.

This absurdity was highlighted when Sydney train drivers, who live in the same economic conditions as most of our members, were given a three per cent pay rise as decisions that affect them are made under a different Industrial system. What's good for one set of workers in NSW should be good for the rest of us.

While the limit remains in force, the PSA is working to at least get a 2.5 per cent guaranteed pay rise over two years, something the Government is dragging its heels over at the time of press.

The absurd restriction on your pay is just one reason members need to prepare themselves for the fight ahead. In less than a year, the people of NSW will go to their local schools and halls and decide who will run the state for the subsequent four years. We need to ask our candidates whether they value the delivery of public services to the people of the state and fair wages

and secure conditions for our labours. Or do they want to stick with the status quo: more cuts, more outsourcing, more casual workers and more assets sold to the big end of town.

In regional areas, people need to ask National Party MPs if they are willing to stand up to their city Coalition partners, and say no to the cuts and yes to keeping services and jobs in country towns.



WHAT'S GOOD FOR ONE SET OF WORKERS IN NSW SHOULD BE GOOD FOR THE REST OF US

People concerned about the future need to ask candidates whether they believe in a well-funded tertiary-education system, or are they happy with stripped-back TAFE colleges and universities obsessed with becoming magnets for cashed-up overseas students to the detriment of quality teaching and research.

As the election draws near, unions across Australia will be urging our leaders to Change the Rules. The campaign, which is supported by the PSA and CPSU NSW, aims to swing the pendulum back away from large corporations, which are too often offshoring profits for tax purposes and too often paying employees less and less. For more, see page 22.

I urge all members to get behind the campaign. Whether it is sticking a poster up on your workplace wall, sharing social media posts, writing to your local MP or paper, or marching on May Day, we need members to stand up for each other.

The more people we have on side, the better chance we have to win the fight.

Fighting for change is the theme for this year's Annual Conference. This year we will be hearing from big hitters in the union movement, including the ACTU's Sally McManus, Unions NSW Secretary Mark Morey and Economist Jim Stanford.

There is a view not only in the union movement, but in society in general, that the rules are in place to suit the wealthy elite. We are gearing up to fight to change this – and we are counting on your support.



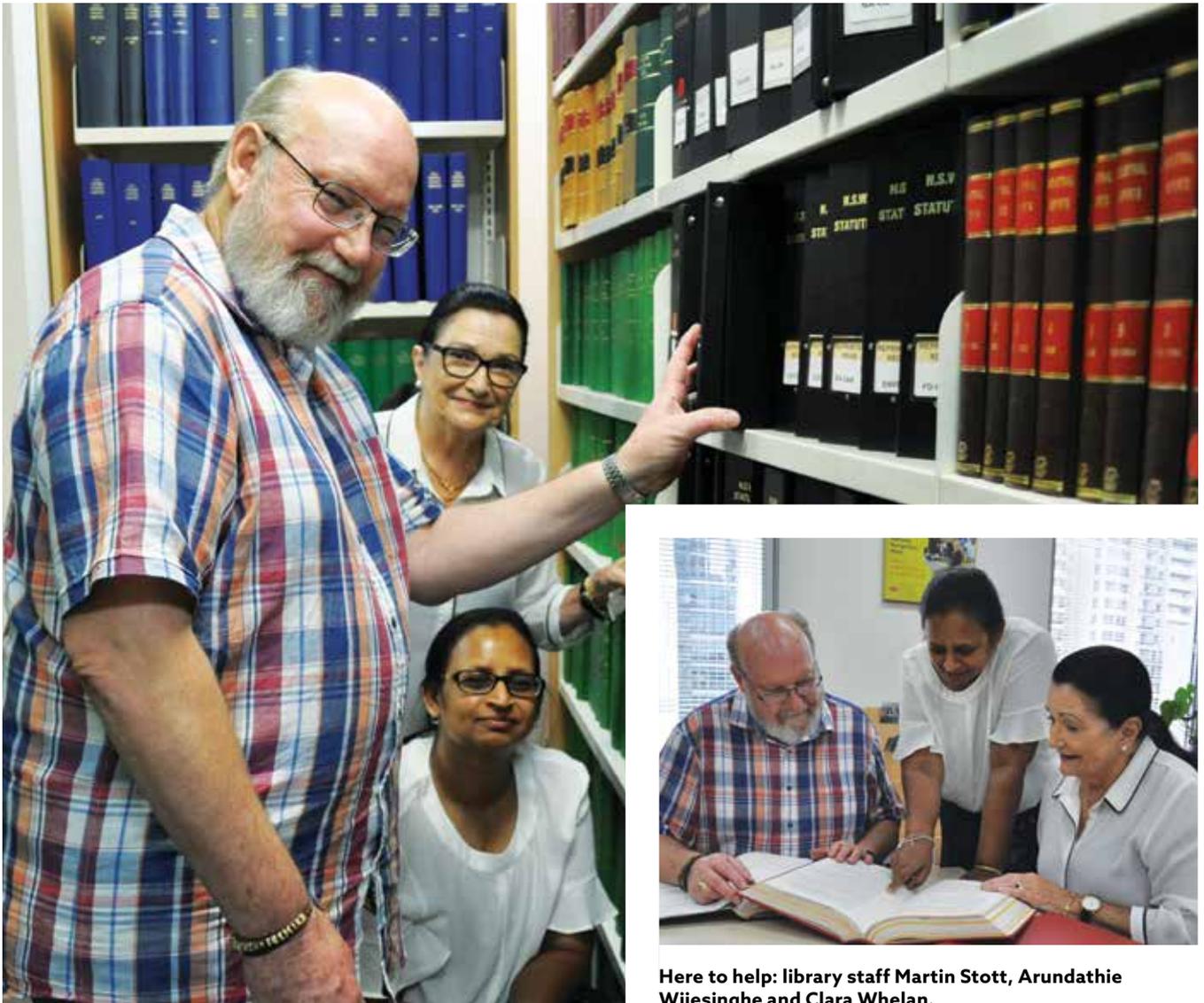
SMALL SCHOOLS THRIVE WITH SAS HELP

PSA members Christine (left) and Heidi (right), pose with Regional Organiser Tony Heathwood at Mogo Public School, which has 38 students and five SAS staff members.

Small schools are often a very busy and challenging environment for our school admin and support staff," says Organiser Ann Attwater.

"Many have teaching principals and limited resources to assist in the basics required to operate the school.

"Our members are a vital link between students, teachers, parents and the wider community. They are the people principals rely on each and every day."



Here to help: library staff Martin Stott, Arundathie Wijesinghe and Clara Whelan.

SHELF LIFE

THE library houses a significant collection of resources both in electronic and paper formats.

- » About 3500 books covering public sector management, industrial organisation, industrial law, trade unions, work organisation, NSW politics and government.
- » A periodical collection of about 350 titles, predominantly in the area of industrial, public administration and political science. There are also titles on organisation and management, trade union history, women's studies, and economics.
- » A complete set of NSW legislation dating from 1826.
- » NSW Industrial Gazettes, NSW Arbitration Reports, almost complete printed Judgments and Decisions of the NSW Industrial and Conciliation Commissions, NSW Government Gazette, PS Notices.
- » Commercially available law reports and legal reference material in both printed and electronic formats.
- » A collection of PSA industrial instruments, which has been digitised.
- » NSW Premiers and Industrial Authority circulars and memos dating from the 1970s.
- » A selective collection of NSW Government annual reports.
- » Newspapers.

CHECK OUT THE PSA LIBRARY

THE PSA library is open to members and their families.

Dating back to the early 1900s, when it was primarily created for members sitting public service examinations, the library since evolved into one of the state's most extensive collections of industrial relations texts.

All PSA and CPSU NSW members and their families can access the library between 9am and 5pm weekdays. All members and staff can borrow from the library's lending collection, with other material available with the permission of the librarian.

The PSA library is on level nine of PSA House, 160 Clarence Street, Sydney. Phone 02 9220 0962 or email psalibrary@psa.asn.au for more information.



FROM THE PRESIDENT

KYLIE MCKELVIE

THE UNION IS A FAMILY

THROUGHOUT NSW, 6 May this year will see people take to the streets to celebrate what unions and the labour movement have achieved in our country.

And the list of reasons to take to the streets and march in May is long: Australia pioneered the concept of the eight-hour day. We now have paid leave, sick leave, maternity and paternity leave, carers leave, paid public holidays and Australia was one of the first countries to introduce a welfare state for those who fall through the cracks.

Yet these things are being snatched from us. For many younger workers toiling in casual workplaces, the idea of taking a week's paid leave is a foreign concept. For many workers in hospitality and retail, penalty rates have been slashed. And for people in the misnamed 'gig economy' employment conditions are pretty much non-existent.

So for the sake of all Australian workers' futures, it is vital we bring our children to May Day. The union movement is a family and, like all families, thrives when different generations to come together and learn from each other.

For children and young people just entering the workforce, it is vital they

know there is a movement that has their back. They need to know there is a group of people who will ensure they receive an adequate wage, paid on time. That there is someone to turn to if the boss exploits them or touches them inappropriately.

On May Day, young people can learn that there are people in unions fighting for safer working conditions, regular pay increases and respect in the workplace.



FOR THE SAKE OF ALL AUSTRALIAN WORKERS' FUTURES, IT IS VITAL WE BRING OUR CHILDREN TO MAY DAY

Thanks to all PSA and CPSU NSW members who came to our International Women's Day functions in March. More than 65 per cent of our members are women and it is important we celebrate the achievements unions have won us in the workplace. After all, it wasn't that long ago women were

expected to quit the public service once they were married.

For me, it was inspiring talking to strong women who are passionate about the work they do and the union that protects them.

Still, as discussed at International Women's Day, there is still much to do for female workers in the NSW public service. The pay equity case the PSA is running for support staff in schools is based on overthrowing the outdated notion that work dominated by women is somehow worth less than male-dominated industries.

International Women's Day was also a great chance to talk to younger women about what the PSA is and what it can do for them. It was great packing away a few new membership forms at the end of the day, making the union stronger.

And there is more you can do. Existing PSA members need to explain to younger colleagues that the conditions they have are union-won, and without a strong voice representing them, they can easily be lost.

So this year think about your union's future: bring your families to May Day and talk to your younger colleagues. We are all in this together.

PSA BATTLES THE BLAZE



LONG-TIME member Rob Young, from Forestry Corporation at Eden, at work in the Bega fire control centre, assisting with the management of the Reedy Swamp fire. The PSA is making a submission to the Keelty Inquiry into the Bega Valley Fire.

SALARIES NEGOTIATIONS CONTINUE

THE PSA was still in negotiations with the Government at the time of press over salary increases for all members.

In 2011, the State Liberal government passed laws that mean the PSA is limited to a maximum claim of 2.5 per cent per annum for salary increases. To claim more than this, members must trade off conditions of equal value.

Since this was passed, the PSA has consistently sought and gained this maximum for its members on state awards without trading off any conditions.

Last December the PSA made a claim for 2.5 per cent per annum for two years to the Government. However, it failed to respond

to repeated requests to discuss our claim, forcing the PSA to take action.

In response the PSA lodged its applications on 6 March. Since then the union has met with the Government, but it has told us it has no bargaining parameters or instructions from the Expenditure Review Committee.

Recently the Treasurer, Dominic Perrottet, wrote a column in *The Daily Telegraph* maintaining his support of the 2.5 per cent cap. This is why the PSA is running a campaign to Change the Rules in NSW.

The claim was before the Industrial Relations Commission on 1 May.



STAFF WALK OUT OVER TRAGIC STORY

COMMUNITY Services staff throughout NSW have walked off the job over the mishandled ChildStory implementation.

Staff across the state took action to highlight the inefficiencies of the case-management system that was signed off by the FACS Secretary, Michael Coutts-Trotter, over the objections of the PSA and staff.

“Our members are fed up about having their concerns trivialised,” says PSA industrial manager Kris Cruden. “They want to be able to provide the best service to the children of NSW.”

The walk-offs are part of a sustained PSA campaign over the scheme’s implementation.

Assistant General Secretary Troy Wright has been in a number of meetings with Mr Coutts-Trotter.

At short notice 636 members completed a PSA survey on ChildStory. Key findings included:

- » 94.63 per cent of respondents did not think ChildStory was user friendly/intuitive
- » 77.06 per cent of respondents are spending significantly more time at their computers
- » 97.32 per cent of respondents did not think the ChildStory training provided by FACS enable them to do their work
- » 96.85 per cent of respondents did not think they had enough on site support
- » 76.54 per cent of respondents reported ChildStory had a negative impact on their physical and/or mental health
- » 96.36 per cent of respondents believed they could not do their work without having access to the previous case management system.

Complaints about the system received by the PSA include: “It cost over \$120 million of tax payers’ money and we are worse off”, “we are spending more time trying to deal with this broken system than looking after the children that need us”, and “let us do our work”.

The PSA wants the Department to admit the project was rushed and to put resources into cleaning up the mess. However, the Department’s unwillingness to share information, such as how many files are yet to transfer from the old case-management system to the new, is creating an atmosphere of distrust



Clockwise from top left: workers walk off in Ballina, Blacktown, Kempsey, Burwood and Lismore.



94% OF RESPONDENTS DID NOT THINK CHILDSTORY WAS USER FRIENDLY/INTUITIVE



77% OF RESPONDENTS ARE SPENDING SIGNIFICANTLY MORE TIME AT THEIR COMPUTERS



FROM THE ASSISTANT GENERAL SECRETARY

TROY WRIGHT

PRIVATISATION: WHERE NEXT?

AT the PSA we recently said farewell to one of our long-serving and much-admired staff members, Harry Short. Harry had worked with us for 28 years in our membership section, answering inquiries, updating our membership and billing system and enrolling new members. Whilst Harry’s record of service with our organisation was in itself something to behold, a detail in his retirement speeches regarding his previous work life made my ears prick up.

Before coming to the PSA, Harry had worked at the State Abattoir at Homebush, where he was a member and delegate. The abattoir was part of the Homebush Abattoir Corporation, which replaced the Metropolitan Meat Industry Board in 1979, whose legislative functions included the control of abattoirs and the regulation of meat entering Sydney.

Ultimately in an all-too-familiar sequence of events the industry was corporatised, deregulated and finally the abattoir itself closed in 1988, becoming some of the land upon which the Sydney Olympic precinct now sits.

To some with shorter memories, the idea of a public sector abattoir may appear peculiar. But our union’s eligibility rules are littered with similar examples of services and functions of previous governments that have either been privatised and/or disappeared entirely, which provide some sobering lessons for today.

Some of them are indeed modern-day oddities. The Egg Marketing Board, which didn’t just act as a marketing body and regulator but a state controller of supply and demand (and consequently price), appears prominently in our rules. Curiously, and although it sounds more like something from Stalinist Russia, up until last year the Western Australian Government had a similar authority for the potato market in their state.

But other agencies mentioned serve to remind us of what roles were traditionally considered best performed by the state

and how much the public sector has diminished.

As a regular customer of Eastern Creek tip with their exorbitant price structure, I was reminded that these all were once publicly owned and run by mention of the ‘Waste Planning and Management Boards’. Similarly once upon a time my other regular weekend activity was also in the public sector, or at least close to it, with mention of the ‘Totalizer Agency Board’ in the CPSU Rules.



IF HISTORY CAN TELL US ONE THING, THESE PRIVATISATIONS ARE MORE LIKELY THAN NOT TO FAIL

The ‘Water Resources Commission’ is also there, now is a mish-mash of under resourced and politicised agencies across a number of Departments.

Similarly the ‘Electricity Commission of New South Wales’ makes an appearance in the rules several times, but the modern corporatised and privatised web of generating, transmitting and retailing companies bears little resemblance to what came before it.

Apart from being all defunct, there is something all of these agencies and industries still have in common.

None of them appear to be operating as efficiently and beneficially as we were promised. Whether it be our waste being trucked interstate to avoid levies, our water being illegally diverted by farmers or our soaring power prices, all of these industries are now scandal prone, arguably because of the private sector drive for profits or the lack of oversight, planning and regulation that came with public sector control.

Our union’s rules also cough up more

recent examples of privatisation of what were once core public services that we perhaps are yet to see bear the same inevitable results. The Home Care Service of New South Wales is mentioned, recently “sold” to Australian Unity.

The Land Titles Office, leased last year to a consortium that included First State Super.

And disability services across the state, cynically and opportunistically currently being hived off to the non-government sector under the excuse of the NDIS.

If history can tell us one thing, these privatisations are more likely than not to fail in terms of service delivery and worker outcomes as well.

For the last two months the PSA/CPSU has been working on a comprehensive submission to an Upper House Parliamentary Inquiry into the corrections system in NSW, and particularly Parklea Correctional Centre.

Parklea has been operated by a US-multinational company called GEO (standing for Global Expertise in Outsourcing) for the last ten years.

The last 12 to 18 months have been plagued with issues and adverse media – attention, culminating in the Government announcing in February that GEO, as current incumbent, had not even been selected among the shortlist of companies for the next operating contract in 2019.

A strong theme of our submission however is that it is not just GEO that is at fault, it is the model of privatisation of core services to companies to cut corners in an attempt to extract a profit.

Harry and the Homebush Abattoir, and all that has occurred across the subsequent twenty-eight years whilst he has worked here, reminds us that privatisation is not a new phenomenon.

What we need to do better as a union is not only resist them, but hold new operators to account so the same mistakes in service delivery are not made.



WORKPLACE HAZARDS

PICTURED are just some of the weapons, homemade tattoo guns and alcohol confiscated from inmates at the Frank Baxter Juvenile Justice Centre. The PSA is pushing for better protection for staff who work in this often dangerous environment without the same resources as their Corrective Services counterparts.

SPREAD THE WORD

PSA and CPSU NSW members are encouraged to get online and share their union's message.

The unions run Facebook (facebook.com/PSANSW and facebook.com/CPSUNSW) and Twitter (twitter.com/psansw and twitter.com/cpsunsw) accounts to keep members constantly updated with issues relating to their own workplaces, as well as industrial relations news from elsewhere in the world. There are also individual Facebook accounts for End Prison Overcrowding Now, Protecting Our National Parks and Disability Services Safety Net.

The unions also communicate to members and the wider public through a YouTube channel (youtube.com/user/PSANSWTV).

"All organisations are now using social media to promote themselves, from the world's largest multinationals, like Coke and Nike, to your local bread shop or an individual selling flat pack bee hives out

of their Byron Bay cottage," says Nigel Miles, who runs the PSA and CPSU social media feeds. "Recently we witnessed a million people, mostly school children and teenagers, out on the streets of Washington DC demanding action on gun control after the terrible incident in Florida. Social media was used to rally the protesters and will be used to put pressure on American politicians.

"The medical marijuana debate in Australia started with a couple of loving parents desperately trying to raise awareness of their child's plight. The TV news played its part, as did the newspapers, but only after the campaign had established itself on social media.

"And last year, unions used social media to promote a number of campaigns, the most high profile being the AMUW's Streets Campaign which asked member to boycott Streets ice cream after the company tried to cut workers' pay by 46 per cent."

Mr Miles urges members to watch out for the PSA and CPSU social media feeds.

"From playing our part in the union movement's #ChangeTheRules campaign to our own campaigns on behalf of our members in Family and Community Services, National Parks and Prisons, our social media are now firmly established as part of a winning strategy.

"Every day, on social media, we share stories about our members' issues and stories which we think might be of interest to our membership and the wider community. Our goal is to promote the unions' good work on behalf of individual members and the collective membership. We are looking to reach our members wherever they are."

The PSA and CPSU NSW now have updated websites. The sites - psa.asn.au and cpsunsw.org.au - both have a more graphic-heavy, easy-to-navigate layout.



Members refused to let driving rain, or a court order, stop them taking action over the privatisation of disability services in February 2017.

COURT CUTS VALENTINE'S DAY STRIKE FINE

THE NSW Court of Appeal in March cut the fine for the PSA's strike action in 2017 from \$84,000 to \$25,000.

The fine was imposed when the PSA refused to take a backward step in its fight to keep a publically funded option for disability services and took action.

The Court decided that the formula for calculating the original \$84,000 penalty – a record at the time – had not been correctly applied and that the penalty amount was manifestly excessive. The court reduced the “unreasonable or plainly unjust” fine to \$25,000.

This is the first time that the NSW Court of Appeal has had the opportunity to consider this type of appeal case involving

the contravention of dispute orders for industrial action.

“The reduction of the fine is considerably important not only for PSA members but for all other public sector unions in relation



THIS IS THE FIRST TIME THAT THE NSW COURT OF APPEAL HAS HAD THE OPPORTUNITY TO CONSIDER THIS TYPE OF APPEAL CASE INVOLVING THE CONTRAVENTION OF DISPUTE ORDERS FOR INDUSTRIAL ACTION

to taking industrial action in the state system including strikes by union members,” says Industrial Officer Dean Allen. “In this case, the \$84,000 penalty originally imposed on the PSA by the Supreme Court Judge was five times higher than the previous highest penalty against a NSW union for taking

industrial action in support of its members. “If we had not challenged this unparalleled fine it would have set a shocking precedent.”

PSA TAKES THE LEAD ON RISKY JUVENILE INMATES

THE PSA is working with management to protect staff and young inmates from “high-risk/high-need detainees”.

At the Cobham and Frank Baxter Detention Centres, the PSA met with management to discuss ways to work with troublesome cases, including inmates with links to terrorism.

At both Cobham and Frank Baxter, there was a strong delegate involvement, providing in-depth insight into the specific needs relevant to each centre, with the overarching view of how can we safely manage this small, yet violent, cohort of detainees.

There has also been agreement between the PSA and Juvenile Justice that there must be scope for Acmena, Orana or Riverina to have similar schemes, particularly if there is a change in detainee behaviour, which increases risk to staff and young persons at any of these centres.



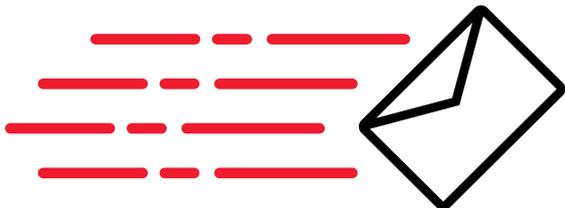
NEW FACILITY IN ARMIDALE FOR CPSU

THE CPSU NSW has opened a new office on the Armidale campus of the University of New England.

Housed alongside the International Students Union in building E16, the CPSU NSW office will be staffed for two days a fortnight while bargaining is taking place with management.

“Members should watch their bulletins to see when I am in,” says Regional Officer for the area, Stephen Mears.

Senior Industrial Advocate with the CPSU NSW, Thane Pearce, says a presence on campus will make it easier for professional staff in the Armidale campus to keep in touch with their union.



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!

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PSA GETS ITS BACK UP OVER POLICE SAFETY

A recent visit by the PSA to Chatswood Police Station identified Work Health Safety concerns about the front counter configuration.

Upon learning staff were seated with their backs to the entrance and front counter, posing an immediate risk to staff safety, the PSA issued a directive that members were to sit elsewhere to work.

Afterwards, NSW Police altered the configuration to mitigate the risk and the work ban was retracted.

The PSA later asked NSW Police to clarify what plans and timeframes, if any, are in place for further upgrades to front counter security.



SALARY MAINTENANCE WIN

THE Office of Environment and Heritage (OEH) has agreed to pay three months' salary maintenance to staff who are assigned to a role that is lower graded than the role they formerly held.

The PSA has been negotiating with OEH in regards to a number of matters, including salary maintenance for members whose positions have been deleted, altered or moved and as a result have elected to apply for and gain a lower graded position.

Initially OEH had maintained that salary maintenance would only be applicable to staff who were directly assigned to a lower graded position, and not to

those who participated in a competitive selection process. As a result, the PSA took the matter to the Industrial Relations Commission (IRC), maintaining that salary maintenance should be applicable to all staff who accept a lower graded position, regardless of whether they have been directly assigned or had participated in the competitive selection process.

The PSA received confirmation in writing from Mr Lean in February that OEH had changed its position, and had agreed to pay three months' salary maintenance to staff who are assigned to a role that is lower graded than the role they formerly held.

This includes where this was the result of a competitive selection process during the internal recruitment phases.

PSA Industrial Manager Nathan Bradshaw says the win is the result of PSA persistence.

"The PSA has appeared in the IRC 14 times over industrial issues," he says. "We have held two meetings with the Minister for the Environment outlining our displeasure with the way the restructure has been implemented, as well as hold numerous public rallies which has driven our public campaign against the cuts to National Parks.

"The PSA doesn't just talk about taking action, we do it."



YOUR TEAM

THE team behind the Member Support Centre meets regularly to ensure the first line of call for many members runs as smoothly as possible.

CPSU WINS COVERAGE BATTLE IN COMMISSION

THE CPSU NSW will represent employees at The Benevolent Society (TBS) after winning an application to the Fair Work Commission (FWC).

TBS, which has taken over Disability Services' clinical services, had refused to acknowledge the CPSU NSW had coverage of staff, forcing the union to go to the FWC.

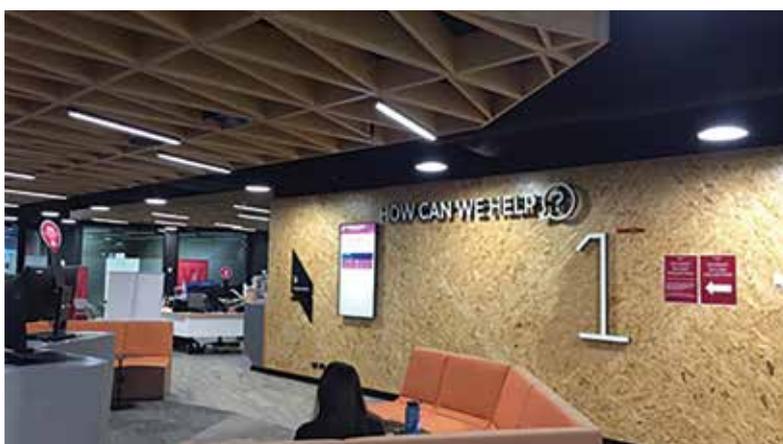
Commissioner Johns delivered his judgment on 8 March 2018, accepting the CPSU NSW's legal arguments it was entitled to cover and represent TBS staff in the federal industrial system.

Commissioner Johns exercised a discretion allowed by the Fair Work Act 2009 to make a proposed order that the CPSU be covered by staff's NSW state awards.

"This is a great win for our members at TBS," says Kris Cruden. "This decision clears the way and confirms our lawful authority for the Right of Entry for visits and member meetings under the CPSU NSW name and discredits any claim by The Benevolent Society that the CPSU NSW is not entitled to represent our members.

"Immediately after the decision we got back to work pursuing TBS over access to flex leave and issues relating to workload."

Another provider, Live Better Community Services, had been observing how the TBS case went before deciding on its recognition of the CPSU NSW. In light of the union's win, Live Better is likely to allow the CPSU NSW to continue representing its staff.



OUTGOING STAFF WIN SIGN-ON BONUS

PRESSURE from the CPSU late last year forced Western Sydney University to honour a \$500 sign-on bonus.

Western Sydney University's Shared Services restructures directly affected almost all of the university's Professional Staff, with the decision to outsource campus security in the latter part of the year throwing yet another in-house service to the wolves of the private sector.

Many staff – some with more than 20 years' dedicated service to the organisation – found they no longer had a job, and accepted redundancies. A significant number of these staff exited the university on 20 December last year.

The final slap in the face for those staff being made redundant in the lead-up to Christmas was the university's decision not to honour the \$500 sign-on bonus for anyone who was no longer employed on 28 December.

On 20 December 2017, CPSU NSW wrote to the university to remind it of its legal and moral obligation to honour the \$500 sign-on bonus for staff who were employed at the time of the vote, but who were made redundant in the final working week of the year.

The university has reversed its decision and the \$500 sign-on bonus was paid to all staff who exited the university between 14 December and 28 December 2017.

THE STRENGTH BEHIND THE FORCE



PHINY Ung doesn't carry a firearm or have the powers of arrest, but she is an important part of NSW Police's work to lower crime rates throughout the state.

As a multicultural liaison officer, Ms Ung says her "job is to break down the barriers or bridge the gap between police and community groups, and to establish positive relationship with them both".

Born in Cambodia, Ms Ung works in Cabramatta, one of the most multicultural suburbs in the country, where fewer than 30 per cent of the local population was born in Australia.

"With my multilingual skill and multicultural background, I have been able to provide support and assistance to many critical incidents, community conflicts and

other complex situations involving racial or political tension with some community groups to reach peaceful resolution and harmonious outcome," says Ms Ung, who speaks English, Khmer, Vietnamese and French.

Ms Ung works to overcome cultural and language barriers that exist between locals and officers. Cabramatta, which once had an unenviable reputation for drug crime, has since entered the Sydney consciousness as a successful example of multicultural Australia.

"I have been able to formulate police information sessions and community engagement activities which develop respect and trust between police and community," she says

The PSA is celebrating its members who work for the NSW Police Force. While sworn officers have their own union, the army of workers behind the scenes supporting police are generally part of the PSA.

"Like all of NSW Police Force members, we all take pride to provide our service and assistance to people in difficult or life threatening situations, and dangerous circumstance whilst trying to stop criminal offences," adds Ms Ung. "It really brings a great satisfaction when we can save one life from any adverse, risk or harm. I like it very much."

"Without our members, the Police Force would grind to a halt," says PSA Industrial Manager Evan Cole. "These are the people



who take the 000 calls, the people who operate the radios, even the people who protect Police Headquarters.

“The PSA represents the police band, staff in forensics, firearms registry employees, community officers, accountants, Aboriginal liaison officers, office staff, media staff and a wealth of other roles.

“Our work keeps officers away from administrative work and on the beat.”

The dangers PSA members in police face were highlighted in 2015, when 15-year-old Farhad Khalil Mohammad Jabar walked up to Police Headquarters in Parramatta and shot dead Curtis Cheng, an accountant working for the force. Jabar was then shot dead by Special Constables,

who role is to guard the centre. The centre now bears Curtis Cheng’s name.

“NSW Police Special Constables take the same oath as General Duties Police and have full police powers to the rank of constable,” says Special Constable and PSA member Dannie Abel, who works in the same building. “We wear the NSW Police uniform, with a slightly different arm patch, and carry the same appointments as general duties police officers – handcuffs, baton, capsicum spray, service firearm and soon Tasers.”

Now in his third year as a Special Constable, Mr Abel says he enjoys “being a part of the greater NSW Police Team”, as well as the chance to work at special events or diplomatic visits.

“As Special Constables are frontline, we get to work directly with the public and staff from all areas within the organisation,” he says. “The position is more proactive than reactive and the 12-hour shifts make for a great work life balance.”

Fellow Special Constable Matthew Spehar, who is in his first year on the job, says he enjoys the chance to get further training to get further in his career with the force.

“Staff such as Special Constables and front desk station staff are at the frontline of police work,” says the PSA’s Evan Cole. “They can be the first ones facing danger when things go wrong.”

The PSA had to intervene, in fact, when



Above, Dannie Abel outside the building named after murdered staff member Curtis Cheng; right, radio operator John Hughes. Above right, Mr Abel with Matthew Spehar.



it emerged unsworn staff at Chatswood station were working with their backs to the front counter; see page 16 for the story.

Dealing with harrowing situations can also take its toll on staff. Radio operator John Hughes says dealing with a triple homicide in 2003 saw him diagnosed with post-traumatic stress disorder two years later.

“It still affects me,” he says. “However, my employer gave me good support and the union was very helpful and always supportive.”

Like the Special Constables, radio operators like Mr Hughes work 12-hour shifts, which he says is good for flexibility outside work.

“It gives me time to volunteer with the SES,” he says. “My wife says I spend more time with the SES than at work.”

A radio operator for 27 years, Mr Hughes says he enjoys the job as “I enjoy helping the community”.

While he does admit that some sites report an us-and-them relationship between sworn and unsworn staff, “our place has been good”.

“It doesn’t matter if you wear a blue shirt or not.”

Like their sworn colleagues, many PSA members in Police enjoy the variety their jobs provide.

“If one thing is true in the NSW Police Band, it’s there is never a dull moment,” says Brendan Champion, who has played

trombone for the force since joining in 2016. “In early March we had the pleasure of marching in the Sydney Gay and Lesbian Mardi Gras parade on a Saturday, and then turning up to work on Monday morning to perform at a morning tea for the Governor and his guests at Government House.

“Another week we might play at a small primary school on the Central Coast one day, and then be down at the Goulburn Police Academy the next to march out a class of newly attested Probationary Constables.

“It’s a job of contrasts and variety and that keeps it interesting. I feel privileged to be able to make high quality music with excellent musicians everyday.”

Change

THE

RULES



AFTER years of union power being eroded in favour of the big end of town, the egalitarianism that marked much of modern Australian history has been lost.

While profits are up, and evidence of widespread tax minimisation emerges in the media, wage growth is sluggish. Members on state awards in NSW are limited to 2.5 per cent per annum wage increases as per the NSW Public Sector Wages Policy. Meanwhile those in the Federal Industrial Relations system are not limited by this unfair cap on public sector wages, as we saw recently with the NSW train drivers, who successfully received three per cent wage increase in bargaining under the federal system.

But what many members fear is what we lose when we bargain for more than what the employer is wanting to give.

The most frightening thing is when unions do everything by the rules that are in place and win, an employer can still turn around and lock employees out if they don't like the industrial action whilst bargaining. This means members don't get paid as they aren't working, even as bills pile up.

And of course, employees – or should we say 'contractors' – in the burgeoning 'gig economy' are lucky to earn the minimum wage and can forget about conditions such as paid leave or superannuation.

In this environment, the Australian Council of Trade Unions (ACTU) has launched its Change the Rules campaign – and the PSA and CPSU NSW are wholeheartedly on board.

"More than 1.1 million people are underemployed and can't find enough work," says ACTU Secretary Sally McManus. "People need second jobs to survive – this is, sadly, the face of inequality crisis in Australia.

"Too many Australians, and in particular young people, cannot find work. If they can find work, they can't find enough.

"Every one of these problems comes from corporations and the very rich having too much power, while the rules that are meant to balance this out are broken."

According to the ACTU, 40 per cent of Australians are in insecure work.

"It is so desperate that we change the rules that we work under," says PSA General Secretary Stewart Little. "The

Berejiklian Government has changed all the rules to suit itself.

"We are trying to get a pay deal of 2.5 per cent a year and even getting that is a real arm wrestle."

Mr Little says that unions have "their arms tied" under the present system and "real wage justice" won't be won until things change.

"One of the major issues we have is dealing with the efficiency dividend, which is just another name for budget cuts and job cuts," he says. "Every agency is affected by this, including critical agencies such as Corrective Services, where they are now ludicrously looking at cutting front-line jobs in a system that is already hopelessly overcrowded."

WHAT CAN YOU DO?

- » Download posters from www.psa.asn.au and put them up in your workplace.
- » Write to local papers, post on social media and talk about why so many of us feel we are slipping behind.
- » Think about what your political candidates are offering when you vote.



CUTTING

the cost of living for members

The PSA has signed up to Union Shopper, giving members discounts on a wide variety of products.

The union's affiliation with Union Shopper means members can get discounts on items as diverse as everyday groceries, through to cars and white goods.

The Union Shopper site even lets you enter the make of a product and will search for the best available price among its affiliated vendors.

Union Shopper is yet another value-added service for your PSA membership, along with journey insurance and free legal advice for non-work related matters.

By using Union Shopper for your groceries and major purchases, you can offset the cost of your annual membership.

For more information call **1300 368 117** or visit **www.unionshopper.com.au**



LOOKING FOR YOUNG GUNS



LIKE all unions Australia-wide, the PSA and CPSU NSW need to recruit younger members.

At the end of last year, the average age of a PSA/CPSU member was 52.2 years.

Across Australia, the numbers are no sprightlier. The Australian Bureau of Statistics in August 2017 found the 55-to-59-year-old age bracket are the most likely to belong to a trade union at 25.4 per cent. Workers aged between 45 and 54 were 21.9 per cent and 60 and 64 years were 21.8 per cent. However, the younger demographics are less likely to be union members than those of retirement age.

“Only around five per cent of workers under 25 are in a union,” says Dr Jim

Stanford, Economist and Director of the Centre for Future Work. “This is largely due to the characteristics of the jobs that young people are doing in our increasingly insecure labour market. But it also reflects a lack of awareness of the importance of unions among young people, and a lack of support for them to join unions.”

“It is vital we get younger people on board to ensure the PSA and CPSU NSW remain strong advocates for our members,” says General Secretary Stewart Little. “Younger workers are facing hostility from employers as conditions many of us have enjoyed, such as paid leave and penalty rates, are ditched.

“Many younger people are also interested in social issues traditionally outside the scope of unions, such as same-sex marriage and the environment. We have to ensure we are on the right side of history on these issues.”

Your unions are doing more to get young members on board. Staff from all state branches of the CPSU, including NSW, recently attended a nationwide gathering to work out how to get younger members on board.

“It was a planning day to map out the direction of the CPSU’s young workers strategy as a federal union and how we can work it in to our own branches,” says PSA/CPSU Organiser Mary Jo Costache, who attended the planning day with President Kylie McKelvie and fellow Organiser Surabi Alauddin.

The participants found young workers may not have had much exposure to unions and so the organising conversation needs to be shifted slightly to educate on union



basics – literally tell young workers what a trade union does.

The Centre for Future Work's Dr Stanford agrees.

"Unions need to understand the importance of educating young people about the history and continuing importance of unions, and the importance of supporting the union movement if we want to preserve the historical gains that unions have won," he says. "They need to understand that the things we take for granted – like the weekend, paid leave, superannuation, living wages – didn't fall from the sky, they were won through unity and struggle."

Attendees also talked about how to get members to "step into activism" and take on



important roles as older colleagues leave the workforce, and the importance of getting younger voices heard in the upper echelons of union power.

The PSA and CPSU NSW also held its first ever "Young Workers Chat", where staff 35 years and younger talked about what

strategies are required to get workers their age onside. The session was based on the Victorian Trades Hall's Women's Rights at Work (WRAW) Chat and was designed to get young workers to identify issues they face in the workplace and empower them to take action.

MEET TWO YOUNG UNIONISTS MAKING A DIFFERENCE



James Maxwell, 30
UNIVERSITY OF SYDNEY

I am a technician within the science precinct at the University of Sydney.

I joined the CPSU NSW in 2012 during mass redundancies in my workplace. I immediately became a delegate and worked collectively with the union to make a difference to the working lives of myself and my workmates during very hard times.

My Christian faith, with the support of my union, has sustained me through battles we do not need to face alone.

I love the union for the camaraderie and friendships but most importantly it has provided many opportunities for us to help others.

I would encourage people to join the union. The moral integrity of my union branch at the University of Sydney is exceptional.

They really do live old-fashioned grassroots principles with the assistance they render Professional Staff here. I am very proud to be union.



Grace Borsellino, 27
FAMILY AND COMMUNITY SERVICES

ESSENTIALLY helping people as a job is what I've always done, and what I would like to continue to do, it just makes sense to me. I like having real conversations with people. I like understanding the issues within the workplace, and taking that to management.

I am a stickler for policy, and I like to come back to my colleagues with good outcomes. That's what I like about my role. I am a feminist and a strong believer in gender equality, so when I was asked if I would like to be the women's officer, I didn't hesitate.

Working in FACS is extremely rewarding, but sometimes the workplace that puts so much into customer services, can stray from the needs of the employee. The current challenges we have are to do with maternity leave, temporary roles and the morale of my colleagues. I find it really challenging sometimes that there are processes that need to be followed to escalate things, and you can't just storm the gates waving a flaming torch to get the message across. I really struggle with that, and this has taught me patience.



Taking it to the streets: union members commemorate International Women's Day.

INTERNATIONAL WOMEN'S DAY 2018

THE PSA and CPSU NSW joined the global celebrations of International Women's Day.

President Kylie McKelvie and Women's Industrial Officer Sharon Richards took the event to members in Family and Community Services (FACS) in Liverpool, where a large number of women are employed. Some of the union's industrial staff were on hand to field questions about issues such as maternity leave.

"We were happy to field enquiries from younger members, with a few leaving with membership forms," says Ms McKelvie.

A function, attended by General Secretary Stewart Little, was also held at PSA House.

On the weekend following International Women's Day, dozens of PSA and CPSU NSW members and staff took to the streets for the annual march through Sydney's streets.

"We had a number of new Women's Councillors from as far afield as Wollongong, the Hunter and the Sydney Metro attend," says Ms



Richards. "And there was a Welcome to Country by the PSA's very own Ann Weldon."

There was also a morning tea held at the Burwood head office of FACS, organised by Women's Councillor Rachel Shaw. The theme for this year's march was Stop the Silence and the Violence, targeting violence against women in the workplace, on campuses and in the home.

Earlier this year, the Australian Institute of Health and Welfare compiled comprehensive data on the prevalence of violence, finding that, on average, one woman a week is killed by a partner or former partner.

WOMEN TAKE THE STAGE IN MAITLAND

I celebrated International Women's Day (IWD) with a wonderful event put together by amazing women from Revenue NSW in Maitland.

The event opened with stories put together featuring Revenue NSW employees on a video about what IWD meant to them. This was followed by a three-woman panel sharing their life stories and the day's meaning for them.

The women, Pennie Kearney CEO of disability services provider Mai-Well Group; Cassandra Goodwin, a manager in DFSI who identifies as an Aboriginal woman; and Tracy Norman Mayor of Dungog and local business owner, then opened the panel for questions.

Listening to these women, I was amazed by the stories that inspired and guided them. I heard from three diverse backgrounds and stories of fathers being absent as a child, or where Dad was the "fun" dad. I heard

of relocating countries to evacuate from war, fitting in or not fitting in as a young girl, where you had to conform to society.



LISTENING TO THESE WOMEN, I WAS AMAZED BY THE STORIES THAT INSPIRED AND GUIDED THEM

A comment was made; women always had voices, they just weren't heard then.

The panel was asked; who was the most inspirational person or role model in your life?

All three mentioned their mothers as their inspiring person in their lives. To them, mums were quiet, gentle, resilient and just such a "good mother".

Ms Goodwin also talked about her inspiration from Faith Bandler, the woman who played a huge part in the May 1967 referendum for Aboriginal Australians.

Each of the women on the panel was asked; if you could change anything what would it be?

Ms Kearney urged attendees to believe in themselves and be inclusive.

"It's all about just trying and being the best, you can," she said. "Have a go. Apply for that job you think you can't do."

More women need to believe in themselves and I would like to see women going for it."

"I would like to stream and target programs and one day see we don't need to continue to fight for gender equity," said Ms Goodwin.

Keryn Barnett is a re-elected member of the PSA/CPSU NSW Women's Council.



The outgoing Women's Council with President Kylie McKelvie and Women's Industrial Officer Sharon Richards.

WOMEN BEAR THE COST OF OUTSOURCING

Too often it is female-dominated industries that bear the brunt of the outsourcing scourge that has seen wages cut, conditions lost and job certainty consigned to history.

In the private sector, jobs that attract higher numbers of women, such as data entry, cleaning and call centres are too often given to cut-price private contractors or sent to low-cost overseas centres.

And the public sector is no better. Here we have seen the NSW Government wash its hands of female-dominated sectors such as disability services.

Making things worse: female-dominated professions usually receive less generous packages from governments to ease the pain of transitioning to the private and community sectors.

The report *Taking Back Control: A community response to privatisation* found that; "Workers from ADHC in NSW noted that the two-year transfer package offered to workers is not legally enforceable, and not in line with the transfer packages given to workers in male-dominated professions who have been privatised."



Industries dominated by female employees are often deemed less worthy.

The report compared the five-year employment guarantee and 30-week transfer pay given to NSW electricity workers transferring from government to private employers with the two-year,

eight-week version offered to disability workers.

Too often, women's jobs are seen as adjuncts to the 'main' – read male – breadwinner's earnings.

CPSU NSW PIONEERS IMPROVEMENTS FOR WOMEN'S RIGHTS AT AUSGRID

THE CPSU NSW has been pioneering gender equality at the bargaining table with Ausgrid.

The *Ausgrid Enterprise Agreement 2018* contains a number of improvements relating to the conditions of employment for women that were claimed and won by your union. One of our core bargaining claims was the inclusion of a cessation-of-pregnancy clause.

LOST BABIES, LOST WORKPLACE RIGHTS

The bargaining claims the CPSU NSW made have been driven by the feedback and experiences of one of our highly valued CPSU NSW delegates. Our delegate has bravely brought her story to *Red Tape* about her pregnancy loss and how she was treated in her employment during this time. Her name will not be used to comply with Ausgrid's media policy.

In 2008 our delegate experienced a late-term pregnancy loss at about 19 weeks' gestation. There were medical implications from the pregnancy loss, including the requirement to deliver the baby, the need for further surgery and the psychological trauma of this experience.

Upon seeking to access paid parental leave for her circumstances, she was advised by her manager she was not entitled to any parental leave because her baby had died.

Our delegate fought for her rights, but was not a member of the CPSU NSW at the time. After negotiating leave entitlements with her manager, she was granted two weeks' paid special leave for her circumstances, not nearly enough time for her to psychologically recover from the loss. Hence she had to return to work in a psychologically frail state.

Ironically, our delegate's husband, who is a PSA member, is an employee of the state public service and was able to access more paid leave than her. This is ludicrous considering the physical impact is much higher for a woman in these situations.

Back at work, her manager made comments such as "Are you over it yet?" and "Can you come back full-time now?".

Our delegate came to the CPSU NSW to ensure what she experienced at work would not happen to another woman again.

THE INDUSTRIAL PROBLEM

Like many industrial agreements, the *Ausgrid Agreement 2012* is silent on applying paid parental leave in these situations. The

industrial instrument would usually stipulate the paid parental leave entitlement, but fail to clarify how this applies in situations involving pregnancy loss. This complicates things for women, because it places them in a situation of industrial uncertainty at a time in their life when uncertainty is the last thing that they need. No woman should be having to fight their manager on top of dealing with the trauma of pregnancy loss.

The silence of industrial instruments echoes a social silence when it comes to talking about miscarriage and stillbirth.

The CPSU NSW believes we need to think of these situations when we are negotiating with employers. We understand we can't stop bad things from happening, but the agreement making process allows us to put safeguards in place to protect employees in these tragic circumstances.

THE BARGAINING PROCESS

The CPSU NSW has been raising gender-equality issues since early bargaining meetings in 2017, despite considerable resistance from Ausgrid management, which would not genuinely consider the issue. The CPSU NSW also noticed Ausgrid would form sub-committees on various issues and bargaining would proceed in this manner.

In July 2018 correspondence was exchanged with Ausgrid management where we launched an industrial strategy based on the good faith bargaining provisions of the *Fair Work Act 2009*. The CPSU NSW threatened to take Ausgrid to the Fair Work Commission and seek bargaining orders for failing to genuinely consider our claims. As we were about to file, the Electrical Trades Union (ETU) contacted the CPSU NSW to advise that Ausgrid will agree to the Gender Equality Sub-Committee.

As a result of this pressure, Ausgrid formed the Gender Equality Sub-committee with meetings held to discuss issues that affect women, including loss of pregnancy.

Ausgrid was still refusing to include a clause on cessation of pregnancy in the agreement for months. In November 2017 CPSU NSW received formal correspondence advising Ausgrid will deal with this issue on a "case-by-case" basis. The case-by-case approach has not worked and the CPSU NSW pressed on with the issue, asking about it repeatedly during bargaining meetings.

As bargaining meetings continued, the CPSU NSW Industrial Officer spoke on this issue at a delegates' meeting on 1 February 2018 with the following motion passed as a result of the CPSU's speech:

The ETU requires that Ausgrid include a cessation of pregnancy clause in the enterprise agreement to protect workers facing situations of miscarriage or stillbirth. The cessation of pregnancy clause should provide that paid parental leave applies to pregnancies that pass 12 weeks' gestation. The clause should also consider the application of compassionate leave to these situations.

Ausgrid's refusal to include a clause on cessation of pregnancy in the enterprise agreement is morally repugnant and unacceptable.

The resolution on 1 February regarding in principle agreement does not preclude further negotiations on gender equality issues raised by the PSA/CPSU. The ETU supports the claims of the PSA/CPSU and their resolution in the enterprise agreement.

ETU delegates and all other unions were united in our support on this issue and that we would not let things stand as they were.

In February 2018 Ausgrid management agreed to the clause that is in the agreement today. The CPSU claimed the full paid parental leave entitlement applies after 12 weeks' gestation. Ausgrid came back with two weeks' paid leave for 12-20 weeks and the full entitlement stillbirth onwards. Stillbirth is defined to be at 20 weeks' pregnancy or 400g weight, where gestation cannot be established.

The CPSU NSW pushed this to six weeks' paid leave for 12-20 weeks and the full entitlement stillbirth onwards, as late-term miscarriage will likely require delivery which can take up to six weeks to recover from.

THE FINAL OUTCOME

The final clause included the following entitlements:

- » Before 12 weeks' gestation – an employee may use sick leave, annual leave and long service leave and if these are exhausted the employee may apply for special leave (this is discretionary – the exercise of discretion can be challenged through a dispute)

- » More than 12 weeks' gestation, up to 20 weeks – six weeks' paid leave, compassionate leave can be taken by the non-birth parent
- » More than 20 weeks' gestation (stillbirth onwards) – the full 16-week entitlement applies, the full one-week partner pay applies for the non-birth parent.

As a result of a good industrial strategy and a cooperative relationship with the ETU, the issue was won. The clause that has been negotiated is the most comprehensive clause in NSW. The only other known clause being the University of Western Sydney which offers 20 weeks for pregnancy loss after 20 weeks' gestation, but is silent on entitlements prior to 20 weeks. This is an impressive industrial outcome for the CPSU NSW and a leap for women's rights at work.

Through these discussions Ausgrid has also included workplace rights for the non-birth partner to also have some time off to support their partner and to grieve their loss, because their loss should also be recognised.

The CPSU NSW has also requested that Ausgrid include in their Health Services Team contact numbers for helplines:

- » Red Nose Grief and Loss (formerly SIDS and Kids)
24 Hour Bereavement Support Line:
1300 308 307
www.rednosegriefandloss.com.au
- » SANDS - Miscarriage, Stillbirth and Newborn Death Support
Support Line is 1300 072 637
(1300 0 SANDS)
www.sands.org.au

If you or someone you know is struggling with this issue, please feel free to refer them to the above numbers.

WHAT ELSE HAS THE CPSU NSW ACHIEVED FOR WOMEN?

The CPSU NSW also won improvements to paid parental leave, increasing this entitlement from 14 to 16 weeks (this can be taken at half-pay) and, for the first time in Ausgrid industrial history, mothers returning to work will have an entitlement to lactation breaks.

The CPSU NSW has fought for our delegate at the bargaining table and for women's rights at work more broadly because sisterhood and solidarity between women is what being a trade union woman means.



PARENTAL RIGHTS WON FOR ALL FAMILIES

THE PSA, working collectively with our colleagues through Unions NSW, is claiming a great win for fairness following the recent publication of a NSW Government Determination on the rights of employees in relation to altruistic surrogacy and permanent out-of-home care arrangements.

The Determination gives surrogate parents access to the same rights as other parents in relation to leave entitlements following the birth of their child. This formal extension of that entitlement follows years of advocacy by the PSA on a case-by-case basis for parents undertaking altruistic surrogacy arrangements and ensures that in future, no parent has to argue that their family is equal to others.

In addition, the Determination also

provides improved access to leave for carers undertaking permanent out of home care responsibilities, once that care is confirmed as a permanent arrangement.

As good as this is for carers, the PSA and other unions pointed out that many carers need this access when care is first granted and that this was usually on a temporary basis in the first instance. The unions have resolved to continue to push for this issue to be addressed.

There is a review of this Determination scheduled for early next year and the PSA will work with Unions NSW to pursue this further measure at that time.

The PSA has also flagged its intention to have this determination enshrined into members' awards as soon as possible.

NO PARENT HAS TO ARGUE THAT THEIR FAMILY IS EQUAL TO OTHERS

TAFE DELEGATES COUNCIL

NOMINATIONS are called for positions of delegate on the TAFE Delegates Council.

Each nomination must be seconded by two other members in the same electorate as the nominee.

Nominees, nominators and seconders must be financial members of the Association as at 28 March 2018.

The call for nominations is as follows:

25 delegates required:

Electorate 1 South Region

(comprising Riverina Institute and Illawarra Institute)

6 delegates – 2 from Riverina and 4 from Illawarra

Electorate 2 West Region

(comprising Western Institute and New England Institute)

3 delegates – 2 from Western and 1 from New England

Electorate 3 North Region

(comprising Hunter Institute and North Coast Institute)

6 delegates – 4 from Hunter and 2 from North Coast

Electorate 4 Sydney Region

(comprising Sydney Institute and Northern Sydney Institute)

6 delegates – 4 from Sydney and 2 from Northern Sydney

Electorate 5 Western Sydney Region

(comprising Western Sydney Institute and South Western Sydney Institute)

4 delegates – 2 delegates from Western Sydney and 2 from South Western Sydney

NOMINATIONS AND CLOSING DATE

Nominations must be submitted via Survey Monkey (www.surveymonkey.com/r/TAFEDelegatesCouncil)

This link will be emailed to all TAFE members on 3 April 2018.

Nominations close **30 April 2018**. Forms must be completed via Survey Monkey by **10am on 30 April 2018**.

If there is a ballot, candidates who wish to have a profile available for voters to read 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 form available through Survey Monkey.

GET YOUR NOMINATIONS IN TODAY!

DEPARTMENT OF COMMUNITY SERVICES DEPARTMENTAL COMMITTEE

Nominations are called for positions on the Community Services Departmental Committee.

Each nomination must be seconded by two other members in the same electorate as the nominee.

Nominees, nominators and seconders must be financial members of the Association as at 10 April 2018.

The call for nominations is as follows:

27 delegates required:

Electorate 1 Metropolitan

(PSA Sydney Office)

8 delegates

Electorate 2 Helpline

(Metro)

2 delegates

Electorate 3 Head Office

(Metro)

2 delegates

Electorate 4 Central West

(Bathurst PSA Office)

2 delegates

Electorate 5 Hunter

(Newcastle PSA Office)

4 delegates

Electorate 6 North Coast

(Lismore PSA Office)

3 delegates

Electorate 7 North West

(Tamworth PSA Office)

2 delegates

Electorate 8 South East

(Wollongong PSA Office)

2 delegates

Electorate 9 South West

(Wagga PSA Office)

2 delegates

NOMINATIONS AND CLOSING DATE

Nominations must be submitted via Survey Monkey.

The link will be emailed to all eligible Department of Community Service members on 20 April 2018.

Nominations close **18 May 2018**.

Forms must be completed via Survey Monkey by **10 am on 18 May 2018**.

If there is a ballot, candidates who wish to have a profile available for voters to read 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 form available through Survey Monkey.

SCHOOLS DEPARTMENTAL COMMITTEE

THE Schools Departmental Committee shall consist of 34 delegates from the following occupations:

School Administrative Managers, School Administrative Officers, School Learning Support Officers, Business Managers, and Aboriginal Education Officers.

The General Assistants Advisory Group election was concluded in August 2017. A representative on the Departmental Committee will be appointed from and by the elected delegates of the General Assistants Advisory Group.

Electorate 1 Metropolitan North

(DEC Northern Sydney) - 3 delegates

Electorate 2 Metropolitan South

(DEC – South West Sydney) - 5 delegates

Electorate 3 Metropolitan East

(DEC – Sydney) - 3 delegates

Electorate 4 Metropolitan West

(DEC – Western Sydney) - 4 delegates

Electorate 5 Central West

(Bathurst PSA Office) - 3 delegates

Electorate 6 Hunter

(Newcastle PSA Office) - 5 delegates

Electorate 7 North Coast

(Lismore PSA Office) - 3 delegates

Electorate 8 North West

(Tamworth PSA Office) - 2 delegates

Electorate 9 South East

(Wollongong PSA Office) - 4 delegates

Electorate 10 South West

(Wagga PSA Office) - 2 delegates

NOMINATIONS AND CLOSING DATE

Each nomination must be seconded by two other members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at **18 May 2018**.

Nominations must be submitted via Survey Monkey.

The Survey Monkey link for nominations will be emailed to all eligible members late May 2018.

Nominations will close on **22 June 2018**.

Forms must be completed via Survey Monkey by **10am on 22 June 2018**.

If there is a ballot, candidates who wish to have a profile available for voters to read 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 form available through Survey Monkey.



10% OFF

— An exclusive offering for —

NSW Unions Functions

All group bookings of 6 and above from NSW Unions will be receiving an exclusive 10% discount on Nick's Bar & Grill's A La Carte Menu and/ or Function Packages. This offer is available in March, April & May 2018. Offer is not available in conjunction with any other promotion.



Contact Nia Gitsas to receive this offer on 9279 0133
or email functions@nicksbarandgrill.com.au

PHOTO COMPETITION WINNER



THE winner of last issue's photo competition is Fire and Rescue's Lance Chamberlain, who says he is pictured "happy at work supporting the emergency services in sunny Greenacre". Lance wins a \$50 gift card.

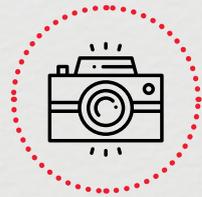
PHOTOGRAPHY COMPETITION

SHOW US WHAT A UNION MEMBER LOOKS LIKE!

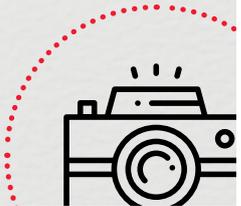
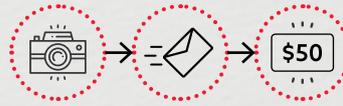
The PSA and CPSU NSW want to see members in action.

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 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.



Industrial Manager Shay Deguara, General Secretary Stewart Little and Industrial Officer Ian Tuit show support for ending asbestos use globally.

FIGHTING AN OLD BATTLE ON A NEW FRONT

THE PSA and CPSU NSW support Union Aid Abroad's campaign to ban asbestos worldwide.

Australian unions have long campaigned about asbestos and its toxic effects on workers, winning compensation for sufferers and tighter rules on the material's use and disposal. However, in many parts of the world, asbestos is still used, with deadly effects on workers worldwide.

To help Union Aid Abroad's campaign, go to apheda.org.au/asbestos-open-letter.

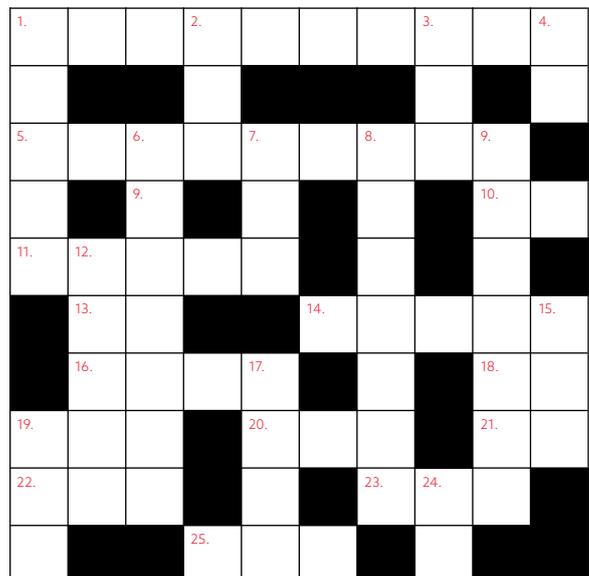
CROSSWORD

ACROSS

- The amount of time demanded respectively for work, rest and recreation in the early labour movement. (5, 5)
- Site of fatal Sydney train crash. (9)
- Musician who claimed to have visited Saturn: Sun _____. (2)
- US President who quit office before impeachment. (5)
- Abbreviation for the smallest of the United Kingdom's four components. (2)
- Vessels. (5)
- Head of school. (4)
- Abbreviation for the smallest of the United States' 50 components. (2)
- Benny Hill's favourite bird? (3)
- Lug. (3)
- Printer's measure. (2)
- Sun beam. (3)
- Unsurprisingly, this Belgian town has hot springs. (3)
- CPSU NSW members in Armidale may work here. (3)

DOWN

- The Greeks have lost their marbles. (5)
- Dominant ethnic group in China. (3)
- Internet address. (3)
- Silicon gets a Spanish nod. (2)
- Nervousness. (7)
- First name of famous singer from 13 across. (3)
- Workers' efforts. (7)
- Its independence left Ethiopia landlocked. (7)
- Tendulkar's home country. (6)
- Transgression. (3)
- Noble gas in Las Vegas. (4)
- Four points is your reward for this in rugby league. (3)
- Greek letter used to work out a circle's circumference. (2)



SOLUTION PUBLISHED NEXT ISSUE.
< LAST ISSUE'S SOLUTION.

PSA ANNUAL CONFERENCE 2018

Thursday 24 May and Friday 25 May
Level 10, PSA House, 160 Clarence Street, Sydney 2000

Aboriginal Conference – AM Wednesday 23 May

Country Conference – PM Wednesday 23 May

Annual Conference is the largest gathering of PSA delegates and an advisory body to Central Council.

Further information is the PSA website – www.psa.asn.au
Nominations for PSA Annual Conference 2018 close Friday, 20 April 2018.



BOOK REVIEW:

WHAT NEXT AFTER THE TOOLS GO DOWN?

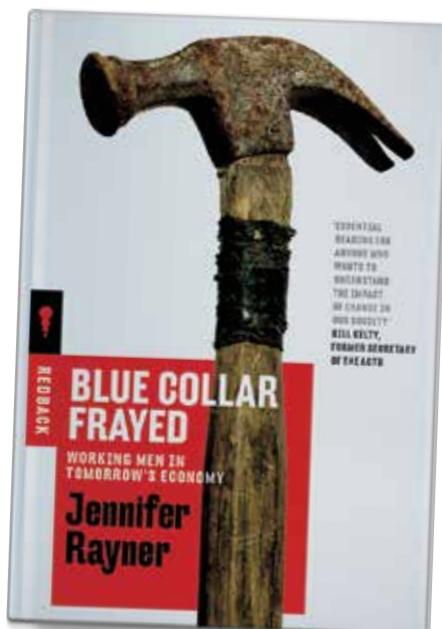
AS Australia's manufacturing sector wanes and service jobs dominate the economy, the working-class men who once dominated the country's factory floors are finding it hard to adjust.

In her book *Blue Collar Frayed*, economic policy adviser Jennifer Rayner, herself the child of a manual worker, explores how people like her father are adjusting to a different Australia.

The backdrop to Ms Rayner's story is an economy that has lost 33,000 manufacturing jobs in the past five years, joining the 15,200 positions lost in agriculture, 20,800 in utilities and 18,400 in mining. As CPSU members in TAFE would attest, these losses are running tandem with cuts to vocational training, with 232,000 fewer apprentices in 2016 than there were in 2001; even though Australia's population grew by almost five million people in that time.

Ms Rayner talks about how the loss of work, and the resulting loss of a sense of self-worth, is isolating blue-collar men and pushing them to fringes, both socially and politically. The book even opens with a conversation with a "mechanic-cum-One Nation official" in Ipswich, Queensland.

Blue Collar Frayed talks about the real people behind the stories of job losses that increasingly dominate the press. The book examines areas such as the Hunter and La Trobe valleys, northern Adelaide, Townsville, Gladstone and Whyalla, where entire communities go down with the ship when local industries fold. The book gives a human face to the workers who struggle to move from the factory floor to the service sector, pointing out that someone who spent decades in the rough and tumble of a factory floor often won't be much use working in a nursing home.



While sobering reading, the book ends with an optimistic note from Ms Rayner – with the caveat that governments take the issue seriously. She talks about how vital it is for the state to support companies with tools such as loan guarantees in nascent industries such as renewable energy and high-end manufacturing, which still require the practical smarts people like her father possessed. And she talks of a need to reverse the disastrous changes to a TAFE and vocational education system, which has seen fly-by-night private colleges flourish and a generation of blue-collar workers ripped off and condemned to a life on the edges of a society that has little capacity to employ them.

Blue Collar Frayed (\$22.99) by Jennifer Rayner is published by Black Inc Books – blackincbooks.com.

UNION MOURNS "A NICE BLOKE"

THE PSA is mourning "a nice bloke" in Allan Simpson, who was a long-time advocate for members in NSW Police.

Mr Simpson, who originally joined the public service with Public Works, worked as an Organiser with the PSA on secondment from NSW Police.

"He was a very experienced long-term delegate with us," says Senior Industrial Officer Kerrie Butson.

Mr Simpson, who away from work had a keen interest in railways, was secretary of the Police Departmental Committee.

"He was a nice bloke who was loved by all," says former colleague Greg O'Donoghue who was the Industrial Officer for Police at the time Mr Simpson was on the committee. "He spoke common sense and was respected by both management and members.

"And he was always a committed unionist."

PSA REMEMBERS "GENTLEMAN JACK"

FORMER Vice-President of the PSA, Jack Mullins, passed away in February.

A retired airman, Mullins had a keen sense of community obligation. He was a long-time volunteer with the Rural Fire Service, racking up 60 years' service in 2016. A room at the Terrey Hills Brigade now bears his name.

He was also part of many other community organisations in Sydney's northern beaches.

In his obituary in *The Sydney Morning Herald*, he was described as "political activist, fighter for rights of the oppressed, women and First Australians".

ZOO PASS WINNERS

THANKS to everyone who submitted entries to the *Red Tape* zoo competition. The five winners of family passes to Taronga Zoo are; Peter Sullivan, Linda Vorrias, Deanna Simpson, Adam Small and Suja Chelliah.



COURSE DATES

Monday 30 April – Care and resilience

Tuesday 15 May – Public speaking

Tuesday 29 May – Role of the delegate

Tuesday 5 June – Intro to the PSA

Tuesday 19 June – Workplace bullying

Wednesday 27 June – Achieving workplace flexibility

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 us at the time of your enrolment. See below about Auslan courses.

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

AUSLAN TRAINING MAKES ITS DEBUT

HEARING-IMPAIRED members of the PSA and CPSU NSW will have access to training courses.

In a first for PSA House, Auslan interpreters were present at two courses in late February: Role of the Delegate and Care and Resilience, with three hearing-impaired members joining the classes.

“To be a fully inclusive union, we need to ensure all members have access to benefits such as training,” says Educator Anne Kennelly. “Including Auslan in selected courses opens up training to members who would previously been unable to attend.”

For information on future courses with Auslan interpreters, contact training@psa.asn.au

COURSE OUTLINES

INTRODUCTION TO THE PSA

Any member can do this course. Learn more about the PSA and CPSU and how to be more involved. Anyone interested in the Role of the delegate course should do this course first.

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 is a prerequisite for this course.

DEALING WITH WORKPLACE BULLYING

Learn the skills required to deal with bullying and harassment in the workplace.

MENTAL HEALTH CARE AND RESILIENCE

Learn strategies to create a workplace free from bullying, violence and stress.

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.

COURSES ARM WOMEN FOR THE BATTLE AHEAD

TWO courses aimed at female members have helped prepare the PSA and CPSU’s future female leaders for battles ahead.

On 12 March, incoming members of the Women’s Council studied issues such as how to develop a strategic plan, successful campaigning strategies and how to engage members.

“The course was an opportunity for the new committee to come together and focus on flexible working campaigning,” says Women’s Industrial Officer Sharon Richards.

The following day, the Women in the Union course also examined how to push for better workplace flexibility for

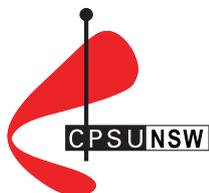
PSA and CPSU NSW members, an issue vital for many female members who carry a disproportionate level of caring responsibility in the home.

Participants at the Women in the Union course came up with a new campaign slogan – Flex Your Workplace.

The course also looked at the role female members have played in labour history and how barriers to women in the workplace have been overcome by trade unions.

Both courses were run by PSA Educator Anne Kennelly, with input from union President Kylie McKelvie, General Secretary Stewart Little and Ms Richards.

Connect with your union



Member Support Centre (MSC)



1300 772 679



membersupport@psa.asn.au



facebook.com/PSANSW
facebook.com/CPSUNSW

MAY DAY



RALLY AND FAMILY FUN DAY

May Day 2018
11am, Sunday 6 May
Hyde Park North

Join us for a family fun day with food, entertainment, free rides and more.



MORE INFO facebook.com/unions.nsw



unionsnsw.org.au/mayday



To join your union, SMS 'Rights' to:
0488 838 805