

RED TAPE



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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.



PSA STANDS UP TO SHERIFF'S OFFICE AS IT INKS DIRECTIVE ON TATTOOS

THE PSA is fighting a directive from the Sheriff's Office to force its staff to cover up tattoos.

In a memo, the Sheriff of NSW, Tracey Hall, said it "is in the organisation's best interests to enforce" a policy instructing staff to cover body art with long-sleeve shirts or skin-coloured, roll-on sheaths.

The PSA has previously complained to the Sheriff that the union was not consulted over the directive, and has

managed to secure several deferments to ensure staff were surveyed.

"Far from being a fringe issue, this directive will affect an increasing number of staff," says PSA Industrial Officer, Andrew Boulton.

The National Health and Medical Research Council found six years ago that one in seven Australian adults had a tattoo, with an upward trend in the percentage of people going under the needle.

UNION TELLS ODPD TO REDUCE THE LOAD

STAFF at the Office of the Director of Public Prosecutions are suffering under unmanageable workloads, the PSA has found.

In many offices, solicitors have more than 28 cases.

This is in direct breach of a prevailing workload management agreement between the ODPD and the PSA. The agreement states the average should be 25 for people in the city, with a maximum of 28, and an average of 20 for those in the country with a maximum of 22.

The PSA has directed any members with more than the maximum caseload to refuse further cases.

"The workload agreement is a protection for employees," says PSA Industrial Officer, Monika Wunderlin. "PSA members have fought hard for the agreement, and it's very disheartening to see that management is ignoring it."

Ms Wunderlin says she understands that members may feel pressured to take on the extra caseload, but there is a risk this will adversely affect their health, work/life balance, their productivity, and their capacity to complete cases to the best of their ability.



CORRECTIONAL OFFICERS STUMP UP CASH FOR FARMERS

A CRICKET match between Officers from the Mid North Coast Correctional Centre and Grafton Gaol has raised more than \$1000 for the Buy a Bale campaign to assist drought-affected rural communities.

POVB representatives Jason Charlton and David McCauley joined the Grafton side, which were the eventual winners.

LEGAL AID TRIES TO IMPOSE OPEN PLAN A SECOND TIME

HAVING LOST its bid to impose open plan arrangements on its staff in Parramatta, Legal Aid has turned its sights onto the Haymarket office.

Without any consultation, the organisation has decided to put staff in the Grants Division into open plan. A similar plan for the Parramatta office was knocked back when the PSA lodged a dispute in the Industrial Relations Commission.

"If open plan was no good for Parramatta, I fail to see why it will work in Haymarket," says PSA Industrial Officer, Monika Wunderlin.

The PSA opposes open plan offices, citing research that they are detrimental to employee health and the ability of staff to work effectively.

"Open plan offices have been found to decrease productivity, decrease face-to-face contact and increase stress, chronic illness, and mental health issues," says Ms Wunderlin. "Despite the overwhelming evidence, Legal Aid still think open plan offices are a good idea. This is remarkable considering the high levels of stress and dissatisfaction in the Grants Division as documented in the People Matter survey results."

HADLEY HIGHLIGHTS 'BIZARRE' BROADSPECTRUM CALL

PSA ASSISTANT General Secretary Troy Wright went on the airwaves to highlight what he called the "bizarre decision" to award the running of Parklea prison to outsourcing company Broadspectrum.

Describing Broadspectrum as "the least-qualified operator" on the shortlist of three candidates, Mr Wright told 2GB broadcaster Ray Hadley that Corrections Minister David Elliott had not even bothered to wait for the result of a Parliamentary Inquiry into the facility's mismanagement before signing a contract.

Mr Hadley agreed with Mr Wright that the Minister's decision not to invite the public operator, Corrections NSW, to tender for the job over the recruitment of staff was mystifying.

"It is a ridiculous argument that the public sector can't find staff and the private sector could," said Mr Wright.

The PSA Assistant General Secretary went on to say the "prison system is bulging at the seams", with a record number of inmates, a higher proportion of whom have mental and substance-abuse issues.

In 2009, the PSA fought valiantly to keep Parklea in public hands. Nearly a decade later the facility is still operated by a private company, with outsourcers Broadspectrum next in line thanks to a secretive bidding process that locked out public operators from the tender.



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MCMANUS PUSHES FOR MORE WORK ON THE CENTRAL COAST

ON THE evening of Tuesday 31 July, more than 200 unionists and community members, including representatives of the PSA and CPSU NSW, met at Central Coast Leagues Club to launch the Change the Rules Campaign in the marginal seat of Robertson.

Also present at the launch was ACTU Secretary Sally McManus, who celebrated her birthday surrounded by fellow unionists.

In the weeks prior to the launch, organisers Caroline Staples, Gino Di Candilo and Ian Braithwaite, participated in a Union NSW planning and training day to identify issues and generate turnout.

The Central Coast has been hit hard by cuts to schools and TAFE, hospitals, public transport and community and support services.

The shift of many industries offshore and mechanisation has cut local job opportunities.

Youth unemployment is above the national average and Central Coast residents are often forced into arduous daily commutes to work and study.

The audience heard from local workers about why the current rules aren't working for them or their families, highlighting:



THE CENTRAL COAST HAS BEEN HIT HARD BY CUTS TO SCHOOLS AND TAFE, HOSPITALS, PUBLIC TRANSPORT AND COMMUNITY AND SUPPORT SERVICES

- The spread of insecure and casual work
- The effect of cuts to penalty rates on family budgets
- Fewer student places in local TAFEs, schools and universities
- Wages that don't keep up with cost of living increases
- Restrictions on workers' right to bargain and take industrial action in support of their claims
- The rampant use of contractors and consultants in the public sector.

Attendees were urged to speak to family, friends and neighbours about joining their union and joining their local Change the Rules campaign group.



ALL ABOARD AS UNIONS HIT SYDNEY STATIONS

THE PERILOUS STATE of the NSW TAFE system was on commuters' minds thanks to PSA and CPSU NSW staff, members and supporters handing out flyers at stations throughout Sydney.

Commuters were handed flyers pointing out the State Government has gutted the TAFE system, diverting funding to fly-by-night colleges and denying countless young people a career.

"It is important to get our message across to voters through the state that the TAFE system is in a perilous state, thanks to budget cuts and diversion of funding to private colleges offering inferior educational services," says PSA General Secretary Stewart Little, who has been among those handing out flyers.

NEW FEES FOR MEMBERS

PSA/CPSU NSW fees have been adjusted in line with the Public Service pay rise, won by your union, from 1 July. These figures include GST. The salary ranges indicated below are based on the Crown Employees Award rates. The rates are:

SALARY	ANNUAL	QUARTERLY	MONTHLY (CREDIT CARD ONLY)	4-WEEKLY (DIRECT DEBIT ONLY)	FORTNIGHTLY	WEEKLY
\$59,411 >	\$773.40	\$193.35	\$64.45	\$59.50	\$29.75	\$14.90
\$41,825 - \$59,411	\$594.35	\$148.60	\$49.55	\$45.70	\$22.85	\$11.45
\$ 10,456 - \$41,824	\$369.30	\$92.35	\$30.80	\$28.40	\$14.20	\$7.10
Less than \$ 10,456	\$190.25	\$47.60	\$15.85	\$14.60	\$7.30	\$3.65

Members proceeding on Leave Without Pay in excess of three months need to advise the union so as to maintain their financial membership of the Provident Fund at a special rate of \$35.80 per annum. However, members on Leave Without Pay for a lesser period than three months pay the usual rate.

Remember, all union fees are tax deductible.

Retired Associates and retrenched members will pay \$35.80 a year, or \$41.50 a year if they continue to contribute to the Provident Fund.



ULTIMO POWERHOUSE NOT DEAD YET

THE PSA and staff at the Powerhouse Museum are keeping up the fight to keep the museum's inner-city location open.

The State Government has announced plans to knock the museum down and relocate it to a flood-prone site in Parramatta. According to government plans, on the original museum's site will be yet more high-rise flats, towering over Darling Harbour and Ultimo.

PSA Industrial Manager, Nathan Bradshaw, says the site's fate will be an election issue.

"We can't see the agreement being finalised before March, so people need to take the museum's fate into account when they vote in the state election next year," he says.

According to the Government's plans, the Ultimo site will be abandoned before work begins on the Parramatta site, leaving Sydney without a Museum of Applied Arts and Sciences at all.

"This is another example of a government dancing to the tune of property developers," says Mr Bradshaw. "A cultural treasure trove is at risk to make the real estate industry yet more money."



The Thin Green Line Foundation helps the families of rangers killed in action in places such as Tanzania's Serengeti National Park

DONATION HELPS FAMILIES OF RANGERS KILLED IN ACTION

THE PSA has matched a donation raised by members in National Parks to support the families of rangers killed in the line of duty.

The Thin Green Line Foundation helps widows and families of rangers killed in the line of duty – often by poachers in African parks. The PSA and the Professional Officers Vocational Branch, which covers National Parks staff, both donated \$1000 each to the organisation.

The money will help rangers in Tanzania and Cambodia.

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



FROM THE GENERAL SECRETARY

STEWART LITTLE

SOUTH AUSTRALIA THE WAY FORWARD UNDER GLADYS

THE RECENT moves by the newly elected Liberal Government in South Australia have cast the looming NSW polls in March 2019 in a deeply troubling light.

The South Australian Government has brought down some horrific budget measures, with 4000 public servants to be shown the door or shifted to the private sector. At least seven TAFE campuses will be closed and a raft of other services privatised, including the Remand Centre.

It's scorched-earth policy stuff and I believe it is what's on the cards in NSW.

Consider this: Gladys Berejiklian has never been tested in an election, inheriting the job from Mike Baird when he stepped down.

My great concern is if Ms Berejiklian gets over the line at the election, that victory will be deemed not only a vote of confidence in her agenda but give the Government a new lease of life.

For that reason, the PSA has ramped up pressure on the Government and its destructive program to ensure its efforts to secure another term fail spectacularly.

We also aim as part of that process to secure the best possible outcome for you, the members of the PSA and CPSU NSW,



THERE IS AN OBLIGATION ON THIS UNION TO HOLD THE GOVERNMENT, ANY GOVERNMENT, ACCOUNTABLE AT THE BALLOT BOX

and the broader community you serve.

I make no apologies for this. None.

To me, there is an obligation on this union to hold the Government, any government, to account at the ballot box.

In fact, I believe many members expect the PSA and CPSU NSW to take such a stand, particularly given the horrendous record and clear agenda of this government.

The truth is, the Coalition had the NSW public sector squarely in its sights long before it even came to office in 2011.

It was Premier O'Farrell who got the ball rolling with the privatisation of public disability services after he signed the heads

of agreement with the Federal Government in December 2012 to establish the National Disability Insurance Scheme (NDIS) in NSW.

O'Farrell's successors, Baird and Berejiklian picked up that baton and continued on in the great race of the bottom.

There are now no public disability services in NSW, setting the scene for the greatest social disaster this state has ever seen.

Nor is there a Government safety net for people with disability.

Similarly, TAFE has been decimated by a \$130 million cut at a time of high youth unemployment and a NSW economy facing a skills shortage.

This same administration has proudly pushed ahead with spending billions building new stadiums that will actually price more people out of attending events and constructing gigantic roadways with additional expensive tolls.

What if that money, or just a portion of it, was directed towards state-run child protection for example?

The Government will no doubt tell you in a costly advertising blitz in the lead up to the election that the state is a far better place under its stewardship.

The evidence to the contrary is in plain sight everywhere you look from the rubber stamping of a sea of development applications which is producing more and more high-density housing compressed into suburbs with no supporting infrastructure and of course, the flogging off of every conceivable government service to the highest bidder which then hikes up the costs to the public while reducing service.

The crown jewel in their list of appallingly poor calls must surely be the decision to sell off the Land Titles Registry to a private entity.

They might as well just publish online the bank account details of everyone in NSW. ●



I was proud to welcome Senator Doug Cameron to PSA House. The Senator gave a passionate speech defending the NSW TAFE system. Read more on page 22.

BULLYING STILL A KEY CONCERN PEOPLE MATTER SURVEY SHOWS

THERE HAS BEEN zero improvement in the area of bullying in the NSW public sector in the past year according to the People Matter Employee Survey 2018.

Participation in the Public Service Commission (PSC) survey of public servants by independent research organisation, ORC International is on the rise.

In 2018, 51 per cent of the total public sector took part, an increase from 42 per cent in 2017, 36 per cent in 2016, 19 per cent in 2014 and 16 per cent in 2012.

Despite this, scores remain low in the areas of change management and leadership, indicating that the NSW Government's reform process is continuing to be problematic.

Widespread change is currently being driven by transition to the Government Sector Employment Act 2013 and the government's targets.

The table below shows key responses, outlining the view of change management and leadership across the sector for the past two surveys.

With the exception of a one-to-two per cent rise in scores, the 2018 survey is consistent with the 2017 results.

Bullying

Bullying remains a major area of concern for many respondents.

In 2017 and 2018, 33 per cent of public sector employees witnessed bullying in the past 12 months, and 18 per cent experienced bullying.

The most common perpetrator was

reported as being those at the same level – rather than being senior – to the individual being bullied.

Labour hire

The survey reports that only 37 per cent of all public service employees had confidence in the way recruitment decisions are made in the sector.

This decreasing confidence is occurring at the same time as the Government is spending a record amount on labour hire.

By tenure

The report reveals a significant link between employee morale and tenure with the public sector.

Long-term employees with 10 to 20 years in the sector have a clearly less positive experience than the average respondent.

Long-term employees are at least five percentage points lower than the overall public sector in the engagement areas of senior managers, communication, public sector values, and diversity and inclusion.

This group scored low on these same areas in 2017.

In contrast, employees with two years or less of employment in the public service – who have only worked under the current employment processes – recorded at least five percentage points higher than the public sector overall.

By salary

A dip in engagement is occurring in the midrange salaries between \$68,000 and \$105,000.

Engagement with senior managers is most problematic for employees in the \$81,369-\$92,469 range, scoring five percentage points lower than the public sector overall.

Employees on more than \$105,000 are at least five per cent more engaged in all areas than the public sector generally.

By cluster

The least engaged clusters are Family and Community Services and Justice.

Justice scored at least five percentage points lower on all engagement areas including engagement with work, senior managers, communication, high performance, public sector values and diversity and inclusion.

The area with the lowest score for Justice was senior managers at 40 per cent.

The survey summary is available on the PSC website – psc.nsw.gov.au – along with reports by cluster, and a limited number of agencies.

The main findings report with key sector results will be published in October.

What this means

"There are systemic problems with bullying, insecure roles and overwork," says Ian Tuit, Industrial Officer with the PSA and CPSU NSW. "This is nothing new. We have known about these problems for years, yet the Government does little about it.

"Little wonder overwork is one of the biggest contributors to workers' compensation claims in NSW." ●

	SURVEY 2018	SURVEY 2017
I have confidence in the way recruitment decisions are made	37%	35%
I have confidence in the ways my organisation resolves grievances	40%	36%
I feel that change is managed well in my organisation	40%	39%
I feel that senior managers listen to employees	43%	41%
I feel that senior managers keep employees informed about what's going on	47%	45%
My organisation is committed to developing its employees	52%	50%
My organisation is making the necessary improvements to meet our future challenges	57%	57%
I am paid fairly for the work I do	58%	60%



FROM THE PRESIDENT

KYLIE MCKELVIE

EMPOWERING WOMEN AT WORK

AS PRESIDENT, one of the most enjoyable duties I have is traveling around NSW, meeting women members. I am inspired by this professional, hard-working group of women who face adversity every day.

I want to recognise the women of the land who are battling through the driest stretch since 1900. We are in a dry and desperate state, with drought affecting 99 per cent of NSW. For those women, who assist hand-feeding in the morning, go to work, then hand-feed long into the night, who leave the farm to work in town during the week, only to return to a different type of work on the farm on the weekend, we not only applaud your drive, determination and tenacity in the face of insurmountable odds, we would like to support you in any way we can.

Our rural and regional members don't like to ask for anything. They just keep going, to get the job done. But your union is here to help: be that through assistance with union fees, help in the workplace or pointing you in the right direction to get more support.

We will help you.

Women face harder choices between professional success and personal fulfilment. The inability to access flexible work arrangements affects women throughout their entire working career. Whether returning to work from maternity leave, juggling childcare responsibilities, transitioning to retirement, shouldering carer responsibilities for ageing parents, to those women who just wish to access flexibility for the simple reason, they want to.

Women are too often undervalued, spoken-over, harassed, or have their professionalism trivialised. In the workplace, their knowledge isn't shared, valued, or seen as the resource it is. Your union's Women's Council is working to change that. And it always will.

We are pushing for workplaces and roles that are typically filled by women to receive

the recognition and wages they deserve. Pay equity for administrative staff in schools is an example of this. How many times have we heard admin staff referred to as an expense, rather than what they are, an essential part of an organisation?

We are making sure no-one gets away with harassment in the workplace, that men are held to the same standard as female colleagues, and women-dominated industries are not trivialised.



"WOMEN NEED A SEAT AT THE TABLE"

Women's Council is a vital part of your union. The important role women play in your union is enshrined in the PSA rules.

The object of Women's Council is to watch out for the interests of women members of the Association and to consider any questions which affect women members.

Sixty-three per cent of the total PSA/CPSU NSW membership is female. This matches the NSW public sector gender makeup, which includes teachers, nurses and police. 22,636 proud PSA and CPSU NSW women are found across the state. We represent more than half the membership in every PSA and CPSU NSW region.

We dominate membership numbers in key areas such as Education, Family and Community Services, disability providers, Health, TAFE, other national-system employers and Universities. But we have to support women in male-dominated industries, such as Planning and Environment, external to government, Treasury, Justice and Transport, where only 33 per cent of members are women.

Even though the majority of PSA and CPSU NSW members are women, a total of 47 per cent of delegates are female. As our General Secretary Stewart Little says, we are very proud that 50 per cent of our Executive and Central Councillors are women. Fifty-six per cent of delegates to workplace groups are women, so we are doing the heavy lifting at the workplace level. However, this is not reflected in the state levels at our union, where only 36 per cent of delegates to vocational branches and advisory groups are women.

And women only represent 48 per cent of delegates to departmental committees and branch council committees.

Women need a seat at the table. As a union we need to do better. Women are not in sufficient numbers at decision-making levels.

In 2017, I reviewed the delegate structures and enshrined a women's contact position in all model charters, to ensure women were included in all our advisory bodies.

We have supported change in male-dominated areas, such as Sheriff's Officers, to have a women's steering committee to enable a greater representation and participation by female members.

Council needs to look at ways to encourage more women to get involved and take a more active role, especially Aboriginal and Torres Strait Islander women.

Women's Council will continue to carve the space for flexible work arrangements, leadership, pay equity and superannuation and to reduce the gender gap. We will continue to overcome barriers, be they attitudinal or cultural. We will work to stop misogynistic behaviours and cat-calling, bullying, sexual harassment or gender violence.

But we need to organise to lead. Together we can change the rules for working women.

This is an edited transcript of Kylie McKelvie's address to the 2018 PSA/CPSU NSW Women's Conference. ●



ACTU PRESIDENT TAKES UP THE FIGHT

NEW ACTU President Michele O'Neil has spent 28 years fighting insecure work, wage theft, outsourcing, sham contracting and labour hire for textile, clothing and footwear workers. Now she's taking that fight to a bigger stage.

Most of the workers Michele represented were women, often migrant women working in low-paid jobs, and the textile industry has been at the forefront of globalisation – a laboratory for capital to test new ways to outsource jobs and take power from working people.

"These things are now normal in almost every industry – we see it with contract teachers and nurses whose skill and experience have been progressively undermined and we see it in the slave-like conditions of agricultural workers and the rampant wage theft in hospitality and retail industries," she says.

"In my industry, we changed the rules to win supply chain transparency – obligations for those brands at the top for the conditions of the workers at the bottom and rights for unions to enter sweatshops.

"These are just some of the things we need to win in the rest of our workplaces."

Alongside Secretary Sally McManus, Ms O'Neil will lead the movement for change and fight inequality, corporate greed, privatisation, and the decimation of public and community services.

Born in Melbourne, Ms O'Neil is the youngest daughter in a family of five

daughters – all, she proudly says, feminists. Her mother left school at 13 to work in a tannery in Melbourne and worked as a waitress, and in various other casual jobs while raising five daughters

Michele's father was in the army as a young man, then was a lifelong public servant and, briefly, a sporting administrator.



"I LEARNED EARLY THAT AS A UNION MEMBER, YOU ARE NEVER ALONE – THAT UNIONISM AT ITS CORE IS ABOUT WORKERS STICKING TOGETHER"

"My mum, dad and sisters taught me to stand up to injustice and to believe in the struggle for a fairer world and to never give up," she says.

Ms O'Neil remembers her mother working as a waitress at the Parliament House dining room in Canberra.

"I remember very clearly her coming home and telling me that you can tell what sort of person a politician was by how well they treated the wait staff. That stayed with me."

Her passion for social justice began early. Her sister took her to the Aboriginal Tent

Embassy in Canberra when she was 10. She went to rallies and marches as a teenager to support Nelson Mandela.

She joined her union on the first day of her first after-school job as a waitress in Canberra at 14. Ms O'Neil's experiences at that job made a lasting impression on her. She was repeatedly sexually harassed by her supervisor. When she told the older women working alongside her what had happened, the union delegate and other members stood up with her and made sure the harassment stopped and she was safe.

"I learned early that as a union member, you are never alone – that unionism at its core is about workers sticking together. A powerful lesson in collective power," she says.

Ms O'Neil is energised and ready for the challenges that a national leadership role for the union movement brings.

"I'm passionate about changing the rules, getting rid of the Coalition Government and growing our movement. Their attacks on working people and unions and their bias toward big business and the banks is something Australians can no longer afford," she says.

"I have spent my life fighting for a better country and a better world. Along the way I've learned about power, about change. And about solidarity.

"I know that when working people come together and act as one, no force in the world can stop us." ●



FROM THE ASSISTANT GENERAL SECRETARY

TROY WRIGHT

CHANGING A RULE TO HELP CHANGE THE RULES

THE MOST critical task this union faces in the coming months is helping to ensure the Berejiklian Government is thrown out at the state election in March.

Not as a means to a political end of electing Labor but simply because every facet of your life is unquestionably being negatively impacted by the agenda of the NSW Government from your job to the circumstances of each member of your family.

The person you engage to fix a wiring problem in your house is unlikely to be properly qualified as the Government wants to dump some trade licences and has crippled TAFE by stripping \$130 million from it.

Your kids are no longer able to get a trade qualification as some TAFE fees have increased by as much as 300 per cent.

The security of your home and the

homes owned by members of your family has been undermined with the sale of the Land Titles Registry.

And if you live in the bush or in a heavily wooded area, you have every reason to fear the coming summer as firefighting experts in National Parks and Wildlife have been cut.

The list goes on and on.

For all these reasons and countless others, it is imperative that your union be fully armed and resourced in the lead up to March.

That is why at its meeting on 10 September, the chief governing body of the PSA and CPSU NSW, Central Council, voted overwhelmingly to amend its rules to allow for targeted political lobbying.

The change to rules 3 and 4 does not, under any circumstances, mean we are now

free to donate huge sums to any political cause of our choosing.

Any such transaction will be required to be financially prudent, fully considered and accountable. More importantly, it will be subject to the scrutiny and approval of a meeting of the PSA Executive and ratification by the Central Council.

The entire process will be clear and transparent and that openness begins right here with my declaration of the rule change and the reasons for doing so.

The outcome of the state election in March is critical and there will be no second chances or turning back for NSW if this Government is returned.

If re-elected, the Government will ramp up its efforts with a fortified agenda.

The fact is you pay your fees to your union to enable us to fight for you and that is exactly what we intend to do. ●

PUSHING THE CASE FOR A PUBLIC SAFETY NET

The PSA and CPSU NSW have told a Parliamentary Committee that the State Government's surrender of responsibility for people with disability in NSW is a failure.

The unions recommended to the Committee that the only way forward to ensure the overall success of the National Disability Insurance Scheme (NDIS) in NSW is to reinstate a public safety net.

"The Association has been inundated with stories about the experiences of disability support workers, advocates and family members of people with disability," wrote PSA Assistant General Secretary Troy Wright in his introduction to the report, which can be viewed via the PSA website - psa.asn.au.

"These experiences have highlighted cracks in the NDIS which will be further outlined in this submission. The gaps must

be addressed by the State Government as a matter of urgency because too many vulnerable people are falling through them."

Members of the PSA and CPSU NSW were invited to write in with their experiences as workers and as family members of people with disability.

The stories are often harrowing, such as the following from a PSA member identified in the report as 'Monica'.

"The NDIS has made my life hell, I constantly have to worry about services or rather lack of services for my daughter, that in past years she was receiving. The NDIS has definitely not lived up to its vision statement that NO disabled person would be worse off, because in our case we are definitely worse off. We have had all respite services cut when we have been accessing those services for over 20 years. As an

ageing carer this has put tremendous strain on everyone in the family."

The inquiry received just under 350 submissions from a diverse range of organisations and individuals. The majority of submissions are in resounding agreement that the implementation of the NDIS in NSW has failed.

"The transfer of all disability services to the private and not-for-profit sectors has also led to a dramatic decline in working conditions for disability support workers," says Mr Wright. "NSW is seeing a mass exodus of experienced and qualified employees from the disability sector. When this is combined with the absence of any training budget for incoming employees, NSW is heading towards a completely privatised and completely unskilled disability workforce."



The Member Support Centre team was able to let a TAFE NSW member know who was supposed to pay his forklift licence fees.

MSC GIVES A LIFT OVER FORKLIFT DISPUTE

WHEN A LONG-standing member was told by TAFE NSW to pay to renew his own forklift licence, he contacted the CPSU NSW Member Support Centre (MSC).

And what a smart move that was. The MSC confirmed the direction was in violation of the TAFE Staff Enterprise Agreement, which states

all costs relating to maintaining qualifications which are required for a role are to be covered by the employer.

The MSC made representations on behalf of the member to TAFE Human Resources, which eventually agreed TAFE would reimburse the cost of renewing his licence.

CPSU NSW ADDS TO MEMBERS' LOADING

INTERVENTION from the CPSU NSW won members in the House With No Steps (HWNS) the correct amount of leave loading.

A member called their union complaining that HWNS informed them it was not required to pay leave loading until the end of the year as part of its assumption of ADHC roles.

However, as was confirmed by the CPSU NSW's Member Support Centre (MSC), if someone has more than 10 days leave, they get 17.5 per cent loading.



PSA RESOLVES LONG-RUNNING ISSUE OVER EXTRA HOURS

AFTER trying to resolve an issue for nine months on her own, a PSA member in schools turned to her union for help.

The member initially sought advice from her Principal and EDConnect, yet what she was told was inconsistent with the SASS Award.

The member then called the PSA's Member Support Centre, which confirmed the department was in breach of the award and that she should have been offered the extra hours prior to the person who was given the hours without an expression of interest.

With this information she approached the school and, after some discussions, was called by a manager at EDConnect and offered the extra hours.

TEAMWORK CREATES A SAFE PLACE TO LEARN

WHEN A student with disability was returned to their Sydney high school, despite the absence of facilities to accommodate her, the PSA worked with Work Cover to create a safe place for staff and the child.

The student with a non-verbal and non-communicative disability had broken her leg during the school holidays and was thus prescribed with very strong painkillers. Her parents wanted her to return to school at the commencement of the term. However, staff were not trained, there was no risk assessment, and the extra care and handling required put the child at risk of further injury.

A PSA member contacted the union's Member Support Centre (MSC) which then arranged consultation with senior staff, the parents and Work Cover. The Principal then contacted the MSC to report he had informed the parents after the meeting that the return of their daughter was pivotal on medical clearance from their daughter's treating doctor.

The parents have since employed a full-time carer under the NDIS. The carer will provide the required level of care whilst the student attends school.

Steve Caslick, who works in the MSC, praised the member who initiated the call, saying "she succinctly summarised the issue, provided a number of possible solutions, and had already attempted to resolve the matter".

"Further she treated her colleagues, including the Principal with respect," he says. "Also worth mentioning are the teacher of the class, who was very solution-focused; the head teacher, who gave her support to staff; and the Principal, who took into consideration the work health and safety needs of his staff and student and found a solution that supports and protects his staff."



BLUE MOUNTAINS DUO GETS FULL-TIME STATUS

THE PSA has won permanency for two School Learning Support Officers who had been employed for years as casuals in a Blue Mountains public school.

Michelle Gilliland, who started work at Hazelbrook Public School in 2012, and Jeanette Conary, who commenced in 2015, were employed as casuals, with no holiday pay, sick pay or other advantages of full-time employment.

The PSA sought full-time, permanent positions for both women earlier this year, with the case fully supported by the Principal, Emma Jonison.

The pair finally achieved full-time permanency in July.

"Hazelbrook Primary has been a large part of my family as both my sons attended the school when they were younger, so I feel a bond and connection to the school," says Ms Gilliland. "Hazelbrook is a positive learning environment for both children and staff. I thoroughly enjoy working with members of the school community who continuously strive to provide the children

with the greatest possible environment to learn.

"Having now been made a permanent member of staff allows me to continue to provide the best learning experience to children, as I am not worried about the instability of casual work."

"I enjoy helping the children with the learning processes which they come across, even if they find it difficult," says Ms Conary.

"Learning can and should be a fun experience. I love the hands-on learning experiences, especially the ones where the children finally get it.

"The 'light bulb moments' on their faces are fantastic and remind me why I do what I do.

"Hazelbrook Public School is a lovely place to work and is the same school I attended myself."

To read more about the over-reliance on long-term casual labour in our schools, turn to the feature on page 18. ●



"HAVING NOW BEEN MADE A PERMANENT MEMBER OF STAFF ALLOWS ME TO CONTINUE TO PROVIDE THE BEST LEARNING EXPERIENCE TO CHILDREN"

UNION MEMBERS STAND UP TO BULLYING

EVIDENCE to a Parliamentary Inquiry from PSA members has contributed to a proposed new system for combating bullying in the state's emergency services.

The NSW Parliament's Portfolio Committee No. 4 - Legal Affairs Final Report into Emergency Services Agencies recommends:

That the NSW Government establish an independent, external complaints management oversight body for workplace bullying, harassment and discrimination in the NSW Police Force, NSW Rural Fire Service, Ambulance Service of New South Wales, NSW State Emergency Service and Fire & Rescue NSW, which:

- *is available to workers who have exhausted their agency's internal complaints management processes, or whose complaint has not been determined within a reasonable timeframe*
- *facilitates the timely resolution of complaints*
- *promotes procedural fairness and natural justice*

- *provides advice and support to all involved parties*
- *works with the agencies to improve policies and procedures relating to complaints management.*

"It's the evidence from our members in these agencies that has shown the committee there is a need for more protection in the workplace from bullying, harassment and discrimination. Current measures are failing many workers," says PSA/CPSU NSW WHS Industrial Officer Ian Tuit, who adds that in many cases those who gave evidence did so in a climate of fear. "A very, very high percentage of submissions to the Inquiry were published as either 'Name Suppressed' or 'Confidential', which is an indication of fear of reprisal."

Last month, the Commissioner of the NSW Ambulance Service admitted the organisation had "completely failed" paramedics suffering trauma and mental health problems, and apologised to paramedics for years of workplace bullying and harassment.

Mr Tuit says it is time for other agency heads to accept they have similar problems and genuinely listen to staff.

PSA pressure forces Ranger recruitment drive

THE OFFICE of Environment and Heritage has yielded to years of union pressure and offered 44 new Ranger roles - 39 of which will be ongoing.

The PSA met with DPE Employee Relations on 31 July to seek further clarification on the recruitment process and the status of current long-term temporary Rangers.

Recruitment will be undertaken centrally.

SCHOOL MEMBERS INSTRUCT DEPARTMENT TO SLOW DOWN

PRESSURE from union members has slowed the roll-out of the HR payroll system in schools.

Following widespread member concerns, the PSA met with the Department and made submissions about the need to suspend the 'go live' date for Release 4 of the IT package.

The Department has told the PSA it has "heard, listened, and reacted" to the representations made on members' behalf and it was working to ameliorate any impact of the release by rescheduling it for 8 November 2018.

The Department advised that face-to-face training focussing on administrative staff will be organised during the first four weeks of Term 4. This training will address processes that have been identified by EDConnect as issues experienced by schools having implemented HR Payroll.

The inadequacy of training was a major problem identified by members in a recent survey and other feedback, which has been provided to the Department by the PSA.

The Department has also committed to ongoing consultation. Regular meetings will be set up to address issues raised by union members.

JUSTICE MEMBER MAKES THE CALL FOR A BETTER RETIREMENT

A PHONE call to the PSA will benefit a retiring member in Justice for the remainder of her working life.

PSA Organiser Martin Robinson received a call from a retiring member who had been informed by payroll her superannuation, which is under the older super scheme, would be set at a certain percentage of her earnings as she had retired after 30 June. However, members' superannuation is actually set in the final full pay period in which they retire. This meant the member had quit several days too soon to derive her full benefit.

Intervention from the union saw the member's former pay office backdate her retirement announcement.

PSA INTERVENES TO PROTECT JOB SHARING IN POLICELINK

THE PSA was shocked when desperate members from PoliceLink contacted organisers and told them job-share arrangements had been scrapped.

An email on 13 August 2018 had advised every job-share agreement would be terminated for an upcoming roster period.

This would have left many members who have carers' and other responsibilities in a terrible position in terms of work/life balance.

The PSA immediately reached out to affected members and subsequently made representations to have the direction rescinded. The Director has advised the union that the email was issued without his knowledge and as soon as it came to his attention, he directed it not be implemented.

If any member still has any issues with maintaining current arrangements, or is being pressured into changing their current arrangements against their will, contact the PSA.



WE'RE WINNING ON CAMPUS

The CPSU NSW is fighting for university staff

THE CPSU NSW is making its mark on the state's university sector, securing better pay and conditions for Professional Staff in an era of belt-tightening.

The **University of Sydney** Enterprise Agreement 2018-2021 secured a \$500 sign-on bonus for all staff, an additional \$500 salary uplift for HEO levels 1-6 and a 2.1 per cent per annum salary increase for four years.

Thrown into the mix are significant improvements to the Professional Staff Workloads clause; better Organisational Change; and access to Extended Redeployment for staff of HEO levels 1-7. For the first time there will be a Gender

Equity clause in the agreement; clarification of Flex Leave provisions; and better Parental Leave, including the ability for either parent to access primary carer's leave.

Casual staff have won a reduced qualification period for conversion, the opportunity to be converted to fixed-term if ongoing employment is not available, and a commitment to reduce casualisation.

Sydney Talent will be brought under the new EA to ensure that all staff working at the university can access the same entitlements.

Across town at **Western Sydney University**, the new Professional Staff Agreement 2017 came in force in June. Members there won a

\$500 sign-on bonus, paid before Christmas 2017, and another to be paid in December 2020; a 0.1 per cent administrative pay rise in January 2018; and a two per cent salary increase each year for the four years of the agreement.

There is no loss of existing conditions or entitlements; no conditions moved into policy; extended redeployment for professional staff at HEW levels 6 and below to 20 weeks, with 12 weeks to be deducted from an employee's severance payment if redeployment is unsuccessful and employment ceases on the grounds of redundancy

All fixed-term employees will receive 17 per cent superannuation for from their date of commencement of employment from 2019 onwards. On offer is an additional six weeks of Partner Leave, as well as a 10-week extension to phased return to work following Maternity Leave, and 10 days of paid Domestic & Family Violence Leave. Employees have the ability to apply to work from home.

At the **Australian Catholic University**, CPSU NSW members endorsed the final draft on 19 July. The university conducted a ballot of all staff between 13 and 16 August, with a resounding 91.7 per cent of staff in favour of the new agreement.

CPSU NSW secured a two per cent per annum pay rise for Professional Staff; 17 per cent superannuation for all fixed-term and ongoing staff from January 2021; and an increase to 18 months' salary maintenance for staff HEW 6 and below who are redeployed into a lower-level position.

Other conditions include 10 days' paid Domestic Violence Leave; while maternity Leave becomes Primary Carer Leave, and can be accessed by the non-birth parent.

There will be no change to core hours, while there will be no requirement for Professional Staff to achieve 'performance excellence' in line with the Capability Development Framework.

At the **University of Technology, Sydney**, the new agreement includes a two per cent per annum pay increase, paid twice-yearly as one per cent in May and November; 20 paid days of Domestic Violence Leave; and 17 per cent superannuation for all fixed-term staff from 2020.

There are now 10 days' Union Training Leave available; non-gendered Primary Carer's Leave replaces Maternity Leave; and

a New Social Justice Leave category added to FACS Leave. There is also an additional \$500,000 per annum held in a central fund for "next-level" Professional Staff training and development.

A working-from-home policy is part of the agreement.

The **University of NSW** agreement includes a groundbreaking provision granting leave to staff undergoing gender transition.

CPSU NSW members at UNSW voted to accept the university's offer at a meeting held on 31 July, securing a number of improvements for Professional Staff.

They will receive an average pay rise of two per cent per annum frontloaded to make up for the delay since the last pay rise and to ensure maximum benefit of compounding over the life of the agreement.

All fixed-term staff, from the first full pay period of 2021, will receive 17 per cent superannuation. Staff who are members of a defined benefits super scheme and who elect to be redeployed to a lower lever as a result of a restructure will have their employer contributions paid at the higher rate for an additional 12 months on top of the existing 12 months' salary maintenance open to all staff.

Included in the agreement are 20 days of paid Domestic Violence Leave; improvements to current Parental Leave entitlement, including expanding Maternity Leave to Primary Carer's Leave; and access to 14 weeks of paid Maternity leave if the pregnancy is terminated after 20 weeks or more.

Staff will be able to collectively request a single Flex Leave arrangement to cover an entire work area, rather than having to negotiate one-on-one. Refusal can only be on "reasonable business grounds". Where an application is refused, written reasons for the decision must be given.

Staff who are on a flex scheme can now access overtime rates/payments if they are directed to work outside of the span of hours.

Members at the **University of Newcastle** are now eligible for 10 days' Domestic & Family Violence leave separate and in addition to personal leave entitlements. There will be, for the first time, internal advertising of new HEW 4 and below professional positions in the first instance; and an increase in super contributions to 17 per cent for all fixed-term staff with effect from 30 September 2021.

There will also be enhancements to Aboriginal and Torres Strait Islander employment provisions, including doubling some leave provisions and increases to language allowances.

Casual staff are now eligible for a minimum two-hour payment for orientation activities – plus additional payment for mandatory training as directed.

Enhanced Parental Leave entitlements include an additional week of paid leave for partner, a new entitlement of two weeks' paid leave provision for loss of a baby between 16 and 20 weeks' pregnancy and an additional two weeks' paid leave for loss of a baby from 20 weeks' pregnancy.

Members may use two days of personal leave per annum for volunteering activities.



"THE OUTSTANDING WORK WE ARE DOING ON OUR CAMPUSES PROVES THAT THE CPSU NSW IS STANDING UP FOR PROFESSIONAL STAFF"

There was an aggregate pay increase of 7.8 per cent over the term of the agreement with first payment administratively on 30 September 2018 and subsequent payments on 30 September over the following three years.

Staff at **Southern Cross University** now have access to 10 hours' Flextime per period, with no reduction in payout of negative flex leave balances at end of employment.

Domestic and Family Violence leave is a stand-alone clause with 15 days' leave and there is additional access to volunteer leave.

There will be casual conversion after 12 months, rather than 24 months, with better notification rights for casual conversion.

All staff will receive 17 per cent super from 30 June 2021.

In a tight vote, members at **Charles Sturt** agreed to a salary increase of \$500 across all classification and hierarchal levels, plus a two per cent salary increase in the first year, with three further rises in subsequent years.

Staff have access to 15 days' paid leave for domestic violence, with an additional five days available on application to HR. There is improved access Parental Leave, allowing employees a second period of 26 weeks paid parental leave 12 months after returning to work from previous period of Parental Leave.

All continuing and fixed-term staff will receive 17 per cent super.

Agreements are still under negotiation at the **University of New England**, the **University of Wollongong**, and **Macquarie**.

"The outstanding work we are doing on our campuses proves that the CPSU NSW is standing up for Professional Staff," says the union's Industrial Manager, Blake Stephens. "We only represent Professional Staff, so can concentrate on their needs." ●





WHY SCHOOLS NEED US

WHEN THE PSA asked its members in schools what was important to them, job satisfaction was head and shoulders above the rest of the field.

For Industrial Manager Kris Cruden, this was no surprise.

"Your pay, conditions, access to appropriate training and being in secure and permanent employment are all things that contribute to job satisfaction," she says. "Being in secure work means you can focus on what you really care about - doing a good job and working with your school community to ensure you are the best."

And for many staff in our schools, security is just not there. While the minister has promised schools will be spared job cuts from the efficiency dividend in the most recent budget, too many staff are hired as casuals - many for years at a time.

"School staff have been putting up with a lot," says Ms Cruden. "They have implemented the cumbersome roll-out of the LMBR computer system and a new payroll procedure, both of which added immense stress to their workloads."

The PSA believes too often the cart is put before the horse with roll-outs such as these, with staff ill-prepared due to a lack of training and support.

"And yet while the Government expects the staff to manage these additional workloads, often without training," says Ms Cruden, "it won't dignify many of



"PAY, CONDITIONS, ACCESS TO TRAINING AND BEING IN SECURE AND PERMANENT EMPLOYMENT ARE ALL THINGS THAT CONTRIBUTE TO JOB SATISFACTION"

them with permanent, full-time status.

"Short-term temporary staff should be made long term temporary staff after 10 weeks. Long-term temp to permanent depends on whether they are filling a permanent position or whether they are 'above establishment'."

The PSA is also pushing for better pay rates for Schools Administrative and Support (SAS) Staff, on the basis this sector has been undervalued by successive governments which regard the positions as 'women's work', and therefore less valued than traditional 'male' occupations.

Therefore, the union has launched a case in the Industrial Relations Commission pushing for a pay rise of more than 30 per cent to bring the sector in line with similar roles that are more likely to be filled by male employees.

Some years ago, the Government considered privatising the General Assistants (GAs). This remains a concern.

The State Government's obsession with outsourcing could see them follow cleaners, who are now employed by a third-party firm rather than the Education Department, resulting in workers on inferior conditions and untidier schools.

The PSA also believes clothing entitlement and chemical-handling training need improvement to ensure worker safety. While the Department intends to arrange its own chemical-handling training course for GAs in the future, the PSA is concerned the proposed course will not cover the full range of chemicals or quantities being used.

Beyond the school gate, there is reason to worry. While the State Government has claimed its much-maligned efficiency dividend will not affect any staff in school grounds, no such guarantees exist for those employed at the Department of Education.

"This means we could see 12 per cent of Department of Education staff cut over the next four years," says Ms Cruden.

"For too long the State Government has treated education spending as an expense, when it is an investment in the future of NSW. And for a better return on this investment, it needs to make sure all aspects of schools are well-funded and their staff respected.

"And this should start with our members." ●



A week-long
celebration of
SAS Staff

SCHOOL ADMINISTRATIVE and Support (SAS) Staff Recognition Week was this year held from 3-7 September under the banner of 'Schools Need Us'.

Recognition Week is a PSA initiative held each year to thank SAS Staff for the wonderful multi-faceted work they do in schools and highlight the importance of their efforts.

There were celebratory activities such as morning teas in schools across the state and members sent in photos of the events, many of which were posted on the PSA's Facebook page.

PSA General Secretary, Stewart Little attended one of these functions at Bonnyrigg Public School.

"It gives us a great chance to chat to our biggest segment of members and find out the issues important to them," Mr Little says.

PSA Industrial Manager Kris Cruden and Regional Organiser Steven Mears attended a function in the state's north west organised by staff at Barraba and Manila Central schools.

"Recognition Week gives SAS Staff the chance to shine," says Ms Cruden. "Too often left out of the headlines when teaching numbers are discussed in the press, these are the people who ensure our schools run effectively. They support kids with disabilities and keep schools maintained, ordered and efficient.

"Without SAS Staff, education in this state would be much worse off." ●

COMPLETE CONTROL

GOVERNMENT BLOCKS RIGHT TO PROTEST, THREATENS GAOL FOR OPPONENTS



EFFECTIVELY OUTLAWING the right to protest and threatening jail time for breaching harsh new laws designed to restrict the funding of anti-Government campaigns – welcome to democracy NSW style.

The dissent-strangling measures that would have made Queensland's famously anti-worker Premier, Joh Bjelke-Petersen proud were quietly imposed by the Berejiklian Government as it cut further public sector jobs and services, continued on a privatisation spree and poured billions into unnecessary new stadiums.

The move to prohibit public meetings on Crown land – roughly 35,000 sites across the state or 40 per cent of NSW – has drawn widespread condemnation from across the community, including the legal fraternity.

The NSW Crown Land Management Regulation 2018 under the Crown Land Management Act 2016 spells out "Activities that can be prohibited on Crown land by direction or notice...."

It includes a number of actions that can be directly applied to the legitimate activities of trade unions such as:

- Holding a meeting or performance or conducting entertainment for money or consideration of any kind, or in a manner likely to cause a nuisance to any person
- Taking part in any gathering, meeting

or assembly (except, in the case of a cemetery, for the purpose of a religious or other ceremony of burial or commemoration)

- Displaying or causing any sign or notice to be displayed
- Distributing any circular, advertisement, paper or other printed, drawn, written or photographic matter.

PSA General Secretary, Stewart Little wrote to NSW Opposition Leader, Luke Foley about the clampdown on the use of Crown Land. Foley responded and committed Labor to dumping the restrictions if elected in March 2019.

In another show of jackboot muscle, in May 2018, the NSW Government also passed new electoral funding laws which carry gaol terms for breaches but allow the Government to grossly outspend unions.

Aimed specifically at the union movement and any other group that may disagree with the government of the day, the new laws place a restrictive funding cap on campaigns critical of or at odds with government in the six month lead up to elections.

Given NSW goes to the polls in March 2019, the timing of the new measures, which are the subject of a union challenge in the High Court, could not be more pointed.

The cap has been slashed from \$1.28 million to just \$500,000 which will severely



THE PENALTY FOR ANYONE ENGAGING IN THIS TYPE OF CONDUCT IS NOW A 10-YEAR GAOL SENTENCE

restrict spending capacity to advertise issues on such mediums as television which is extremely expensive.

The NSW Government on the other hand appears to be free to blow more than 20 times the new third-party limit and as the coming election approaches will undoubtedly spend every cent in an effort to position itself in the best possible light before the community.

The new laws are doubly perilous as they ban third-party campaigners teaming up thereby getting extra bang for their collective buck and circumventing the ceiling.

The penalty for anyone engaging in this type of conduct is now a 10-year gaol sentence with two year terms for other offences.

The irony is that the Government has attempted to spin the new provisions as a mechanism designed to prevent corruption when in reality the measures are a blatantly obvious attempt to crush dissent. ●



VOCATIONAL EDUCATION DECIMATION

TAFE IS in crisis.

Once one of the world's foremost vocational training providers, TAFE NSW is now a shadow of its former glory

The NSW Government has slashed more than \$130 million from TAFE NSW since 2014 with an additional near \$9 million slated to be lopped off this year.

The cuts have seen 4000 staff unceremoniously shown the door while services have been scrapped.

Librarians, disability support coordinators, customer service staff, class support workers – they have all been cut as TAFE NSW has been forced to compete for funding against a sea of private “colleges” many of which offer nothing more than hugely expensive empty promises.

Essential services such as the Outreach Program which assisted youth at risk, the long-term unemployed, and people with a disability to enter or re-enter the workforce have been slashed, and in some regions, disappeared completely.

Cuts to TAFE are a direct deskilling of the future workforce and is perhaps

the greatest cancer this Government has inflicted upon NSW with a slow burn effect not to be felt for a generation.

It's nothing short of an act of vandalism by Government, particularly at a time of high youth unemployment and a NSW economy facing a shortage of skilled tradespeople and apprentices.

Somehow, the Government seemed oblivious to this only to announce, in a breathtaking move in March 2018, a \$10 million fund “to help more young people aged between 15-24 get into work or training.”

Further, the 2018 State Budget offered 100,000 free apprenticeships to “ensure there is a strong pipeline of skilled workers across the State”.

“The NSW Government is in a unique position to support young people in acquiring the skills they need for the jobs of the future,” Premier Gladys Berejiklian said.

“We want to make sure the next generation of workers at school or in tertiary education have the skills and opportunities to build great careers.”

Tell that to the dedicated staff and

students who once populated thriving TAFE campuses across the state, local community assets that built careers and now lie abandoned and increasingly in ruin or are being redeveloped and repurposed.

Course fees have also skyrocketed in recent years, in some cases by more than 300 per cent, to the point where many have been unable to afford to enrol or worse, complete courses they had begun.

The same “Smart and Skilled” reforms have allowed some unscrupulous private training providers to rip off not only vulnerable students who receive nothing more than a massive debt, but also the state's taxpayers with almost one billion dollars fraudulently claimed.

Imagine the educational outcomes the TAFE system in NSW would be able to deliver with that level of funding?

Perhaps the most damning statistic however is that more than 72,000 fewer students enrolled in TAFE in the past year.

“The number of students enrolled in TAFE

has plummeted by 24.5 per cent. Around Australia, TAFE campuses have closed, courses have been cut and students are being locked out due to increased fees," says CPSU NSW Industrial Manager Blake Stephens.

"The system has been damaged by privatisation, poor regulation and unhealthy competition."

To make matters worse, in late August 2018, the NSW Government was considering dumping the need for some 13 licences associated with home construction to cut what it called administrative red tape.

ALP Senator Doug Cameron, who is the Shadow Minister for TAFE, addressed CPSU NSW's delegates, committing his party to reversing cuts to the vocational system.

"My only qualification is a vocational education qualification," says the senator, who trained in his native Scotland as a toolmaker, fitter and machinist. "I hated school; school was hopeless for me. All I wanted to do was go out and get an apprenticeship."

He stated an incoming ALP Federal Government will ensure "two-thirds of all federal government funding will go to the TAFE system".

He also committed Labor to spend an additional \$100 million to revitalise the system.

The disturbing fact is rather than properly funding TAFE NSW, the NSW Government instead favours an entire workforce being given a crash course in training hastily delivered by



"THE SYSTEM HAS BEEN DAMAGED BY PRIVATISATION, POOR REGULATION AND UNHEALTHY COMPETITION"

inexperienced private providers that are more interested in a fast buck than properly equipping workers for the state's future.

Think about that next time your car goes to a mechanic for brake repairs or you require an electrician because of concerns about faulty wiring in your home.

NSW is looking into an abyss, a future where no one will have the correct, properly accredited skills to safely build, maintain or repair anything.

Call out costs at two in the morning will be the least of anyone's problems.

"We need to change the rules," says the CPSU NSW's Blake Stephens. "Competitive funding under the State Government's Smart and Skilled model is undermining TAFE."

"It is simple; all public funds should go to public providers. A whole generation of upcoming job seekers depend on a proper vocational training system.

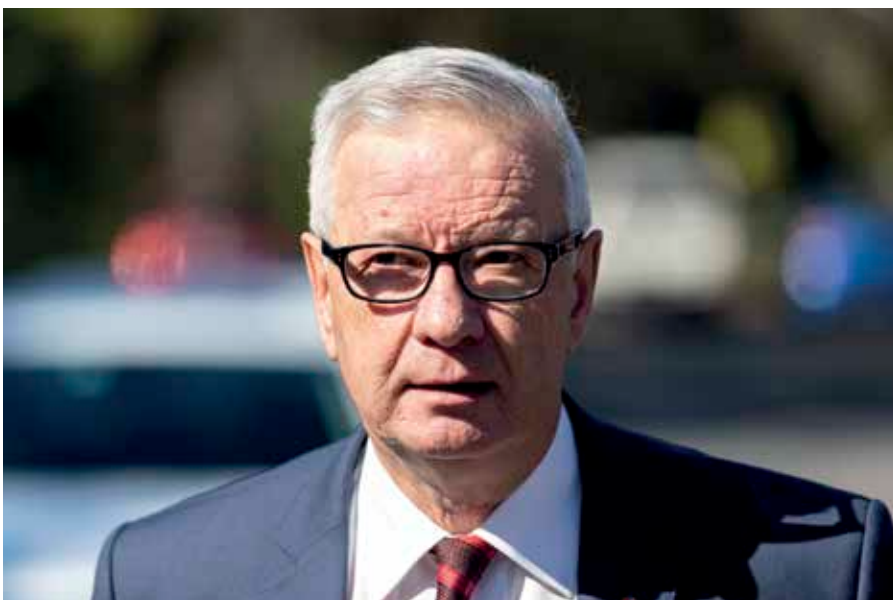
"The TAFE system belongs to us all, we need to rebuild our TAFE." ●

Still employed as a casual in the TAFE system? Been years since you had a paid holiday? Showed up to work sick because the bills are due?

Blake Stephens says too many TAFE staff are languishing in long-term temporary status for too long.

"Bad management of the system has seen staff denied full-time, permanent positions years into their careers," he says. "Anyone who has been employed on temporary status for two years is eligible to convert to a permanent job.

"They should contact the CPSU NSW if this is not happening."



TAXING TIMES – FOR SOME

THE CALL to “tighten our belts” and rein in deficits is an all-too-common refrain when job cuts or outsourcing are once again imposed on the public sector.

However, while the mantra of do more with less is hammered into public and community sector workers, another segment of the economy, big business, is allowed to get away with minimising its tax obligations. This starves the public coffers and, in turn, reduces the scope for people like PSA and CPSU NSW members to deliver quality services to the public.

There are two big ways big business plays the Australian tax system. The first way is to avoid Australian tax entirely. It can do this by shifting its profits offshore, where they are not taxed, or taxed at a low rate, or claim deductions where there is no economic cost or loss to eliminate taxable income. This keeps business profitable but not taxable.

Multinationals have in the past found tax particularly easy to weave around using offshore low-tax countries and territories. A mining company will ‘sell’ its products at a theoretical loss to another of its offices in a low-tax haven such as Bermuda.

A company can also pay a large licence fee or interest bill to a head office in a haven, reducing its tax bills in Australia to zero as the profit is now theoretically earned offshore.

Apple pays a selling, general and administrative (SG&A) expense to its parent company in Ireland, which reduces its taxable income from its local operations. However, it recently paid its largest tax bill in years. The

ATO’s Base Erosion and Profit Shifting project, and the ATO’s increasing focus on transfer pricing, are welcome developments. They will help stem these outrageous behaviours.

Lendlease has been in the press, and was highlighted in a recent Senate Estimates Inquiry, for utilising its own tax avoidance method. Lendlease has become Australia’s largest owner of retirement villages on the back of a huge tax minimisation scheme. It has been buying retirement villages and changing the contractual arrangements it has with the residents of the villages it now owns. Lendlease doesn’t lose anything, and nor is there any cost to Lendlease in changing the contracts. But Lendlease gets a huge tax deduction out of the process. By utilising this tax minimisation plan, Lendlease has manufactured hundreds of millions of dollars in tax deductions but suffered no actual expense or loss. These manufactured tax deductions have been sufficient to shelter all other profitable aspects of Lendlease’s businesses in Australia from tax for the past five years. Tax that will never be paid.

The second way big business plays Australia’s tax system is by timing. Push back the time you have to pay. Qantas was found by the ABC to have not paid company tax since 2009, using “depreciation provisions and the ability to offset massive historical losses made by the company against past and future profits”. All these measures are legal and other local airlines also use them.

In the case of mining companies, avoiding tax is particularly galling. Once minerals are extracted, they are gone and the government-revenue potential from the site missed forever. When the Rudd Government proposed a mining tax to ensure revenue was collected at source, rather than hidden offshore, the mining companies went into overdrive, recruiting the Liberal-National Coalition to help defeat the tax.

“Over the past couple of decades, Australia had a massive mining boom,” says PSA General Secretary, Stewart Little. “Yet the missing tax revenues mean that the same period has coincided with a massive belt-tightening of the public sector. It makes no sense.”

In a video by the Australia Institute, the think tank’s economist, Richard Denniss talks

about the “right wing ratchet”, where big business demands taxes be cut in economic good times, and spending be cut in the bad.

“It means when times are good, we give public money to those with the most,” he says. “And when times are bad, we take public money from those with the least.”

Making it worse, many of these companies are often the first to stick out their hands for public funds.



“RATHER THAN SEEING A CUT IN COMPANY TAX, WE SHOULD BE LOOKING AT TIGHTENING COMPLIANCE”

According to the ABC, Rupert Murdoch’s News Corp has not paid company tax “for at least four years”, yet its Foxtel arm was granted \$30 million to improve its telecasting of women’s sport. At around the same time, the Federal Government cut more than \$80 million from the ABC.

The Great Barrier Reef Foundation, made up of board members from BHP and Google, was recently handed \$440 million of taxpayers’ money without a tender process.

In recent months, the corporate sector has demanded company rates drop. So far, its efforts have failed to sway enough Senate crossbenchers to pass the cuts.

Any shortfall of revenue from this would likely result in cuts to services or increases in taxes such as the GST, which disproportionately affect low-income earners.

However, when asked at a Senate inquiry which countries had a surge in economic activity from a cut in company tax rates, the Business Council of Australia’s head, Jennifer Westacott, could not name an example.

“Rather than seeing a cut in company tax, we should be looking at tightening compliance of existing tax rules,” says Stewart Little. “PSA and CPSU NSW members, and their comrades in other states, offer fantastic services to the people of Australia. It is not too much to ask they are properly funded to do so.” ●





FOLLOW THE MONEY

Labor to introduce laws to track public funds

IF ELECTED in March, NSW Labor has vowed to introduce new laws to give the Auditor General powers to “follow the money” to keep tabs on the enormous sums awarded to private contractors and assess the services they provide.

At the moment, the Auditor General is powerless to scrutinise how that public money is spent and determine if it is being used in an appropriate manner.

The NSW Public Accounts Committee, along with the Auditor-General, have all recommended powers be granted to ensure there are safeguards surrounding the spending of taxpayers’ funds plus the ability to audit and investigate the performance of private contractors and other non-government organisations

which receive money from the State Government.

Unlike other states and the Commonwealth, no such powers exist in NSW where privatisation is a key agenda item for the Government.

The Government, not too surprisingly, has resisted the notion of accountability for their business mates.

“The PSA welcomes the push by Labor for the increased regulation of this type of expenditure,” says PSA General Secretary, Stewart Little.

“Countless millions have been channelled away from the public sector to the private arena, the NSW Government’s preferred service provider, without proper accountability. Labor’s

proposal should be a welcome initiative as far as every taxpayer in NSW is concerned.

“I would love to know how the money the Government has given the now totally private disability sector has been spent and exactly how the outcomes, if any, measure up.

“The NSW public sector is constantly being absolutely hammered by this Government, demanding accountability at every conceivable level yet the Government, for all the talk about its alleged financial management prowess, feels no need to place those same constraints on the private sector.

“Once the money is handed over, it’s a case of out of sight, out of mind.” ●



PSA/CPSU NSW
WOMEN'S CONFERENCE
11-12 SEPTEMBER 2018



'ALL OF THESE THINGS ARE THINGS WE FOUGHT FOR'

AUSTRALIAN COUNCIL of Trade Unions (ACTU) President Michele O'Neil encouraged women of the PSA and CPSU NSW to continue the union movement's fight to change the rules.

Speaking at the PSA/CPSU NSW Women's Conference, Ms O'Neil said the ACTU's Change the Rules campaign was part of a long tradition of positive change the Australian trade union movement has brought about for the country.

"We have a great history of winning – and winning for fairness," she said. "Nearly every bit of fairness we see as a touchstone in this country, was a win from unions. Penalty rates, weekends, sick leave: all of these things are things we fought for to win."

However, she said under the current industrial relations system, the bias towards employers has seen a change in tack in the lucky country.

"In a time of record growth and profits, wages are not keeping up with the cost of living," she says, calling the 'trickle down' theory "a failed economic model" that has weakened the power of workers and their unions in a deliberate effort to keep wages and conditions down.

She conceded Federal Government plans for five days' domestic violence leave was a step in the right direction. However, she pointed out the absence of an option for paid family and domestic violence leave meant some women faced "an unacceptable choice – they should not have to choose between safety and a job".

Ms O'Neil says the sham contracting that was rife among the members of the Clothing, Textile and Footwear Union of Australia when she was National Secretary was now spreading throughout other industries in the country.

She talked of situations such as women being placed on 12 consecutive annual contracts, rather than being given full-time status – and the relevant conditions.

She warned if the Federal Government's Ensuring Integrity Bill was passed, things would get tougher for unions and, therefore, for workers.

However, she cautioned that any change in government was not a pass for the union movement to rest on its laurels.

"We need to not just change the government, but change the rules," she added. "We must win the public debate."

And the debate, she urged, required unions to recruit more members.

"We need more of us to be part of this to win it."

Ms O'Neil's address was on the second day of the conference. The two-day event also featured a forum with representatives



PSA and CPSU NSW members, executive and staff join ACTU President Michele O'Neil in her call to Change the Rules for working women. Her speech, on day two of Women's Conference, was one of the highlights of the successful event.



**"WE NEED TO NOT JUST CHANGE THE GOVERNMENT, BUT CHANGE THE RULES"
MICHELE O'NEIL**

of four political parties – Labor, the Liberals, the Greens and the Shooters, Fishers and Farmers. An empty chair was placed on the panel to symbolise the National Party, which, despite three requests, failed to send a representative.

Natalie Ward was sent by the Liberal Party in place of the NSW Minister for Women, Tanya Davies. She cited the State Government's strategy to promote women in positions of leadership, pointing out the current rate of 37 per cent was superior to the private sector.

Jenny Aitchison, the Labor member for Maitland, talked of her experience as an employee. She spoke of the importance of family and domestic violence leave, and said the Berejiklian Government needed to focus more on sexual harassment at work.

Ms Aitchison urged the Liberal Party to adopt targets for women in its parliamentary ranks, as PSA and CPSU NSW members "have to work in the cultures that are developed by the leaders at the top".

Greens MP for the seat of Newtown, Jenny Leong, said the State Government's privatisation agenda hits women at work and on a personal level, putting services people need to access, such as Housing, at risk.

Holli Thomas, a Shooters, Fishers and Farmers candidate for the forthcoming election, maintained women don't really need any special assistance in the workplace.

The debate was chaired by Unions NSW Assistant Secretary Emma Maiden. PSA President Kylie McKelvie gave particular thanks to Ms Ward, saying she was sure no male Liberal parliamentarian had ever faced an audience in PSA House.

Earlier on the first day, Women's Council Committee Chair Rachael Shaw, talked about the Liberal Party's culture, criticising former Foreign Minister Julie Bishop for holding her tongue on the party's treatment of women in Parliament until she was on the backbench.

"How women get treated there is how they are treated in the public sector," said Ms Shaw.

Ms Shaw talked about how "change takes time" in relation to real workplace flexibility, and added that despite the 'if not, why not' mantra coming from the State Government, too many women had difficulties getting flexible work conditions.

PSA General Secretary Stewart Little cited the fact that "as a general rule in Australia, women are underpaid by about 15 per cent". However, he pointed out that Correctional Officers, who are "pretty much 100 per cent unionised" have only a 1.5 per cent pay gap. This, he said, showed that unions play a vital role in getting equality.

PSA President Kylie McKelvie urged

more union women to be delegates at decision-making levels and called for Aboriginal women to be involved with the Aboriginal Council and the Retired Associates.

Speaking after the conference, Ms McKelvie says she is "proud to be President of a union that takes seriously all the issues facing women in the modern workplace". ●



COUPLE TAKE A BRAVE STAND ON BEHALF OF OTHERS



TWO UNION members have used their harrowing tale of stillbirth to push for better treatment for families going through the same traumatic experience.

When Leanne Smith, a member of the CPSU NSW, and her husband Tim Smith, a PSA member, lost a child through stillbirth, they were forced to deal with an ill-prepared system that expected her to get straight back into the workplace.

After her experience, the CPSU NSW and the Electrical Trades Union worked to improve conditions for grieving parents at her workplace, Ausgrid.

Leanne gave evidence to the Senate Inquiry into Stillbirth Research and Education, detailing why the changes at Ausgrid need to be adopted nationwide.

Unfortunately, the two Liberal Party senators on the five-person committee, Jim Molan and Lucy Gichuhi, did not attend the testimony.

Below is Ms Smith's testimony.

Hello and thank you for the opportunity to speak before you today.

Firstly, I would like to offer my deepest sympathy to those here today who have experienced the loss of their little loved ones.

My name is Leanne Smith and this is my husband Tim Smith.

We lost our daughter, Lia on 17 April, 2008. She is our second child. She was so dearly wanted and loved. Lia was conceived from our third of seven cycles of IVF. Our eldest son was conceived naturally after one of my 14 surgeries for endometriosis. Our youngest son was from our fifth cycle of IVF.

I have been through many losses, many surgeries and numerous cycles of IVF, all of which contributed to my lack of personal/sick leave at work.

On the day we found out that our baby had died, I called my team leader to find out what my leave entitlements were. I had no personal leave and there were no specific entitlements for this scenario within the enterprise agreement. But after negotiations with my employer I

was given two weeks' special leave. I had used several days of that time before I had even delivered my baby.

Imagine giving birth to a live baby, then returning to work 11 days later.

My husband had more leave entitlements than I did, and he didn't have to negotiate back and forth with his employer. One phone call; that was it, that was all it took. My husband drove me to work on my first day back - he was still on leave.

A complaint was put into management about me and my behaviour on my second day back at work. My crime - I was listening to my music too loud through my headphones. I just wanted to block out the world around me. This offended the person who sat next to me. Within my first two weeks back at work my manager asked me if I would be "returning to work full time now?" The "now that your baby is dead" was implied. A new mum with her perfect baby came to show it off to her work colleagues. Out of respect she tried to stay away from me. But I heard the baby cry - I had to leave the building straight away. She apologised to me. She shouldn't have to apologise for her joy.

At my six-week check-up we found that the information we had been given in the hospital, that we had lost a son, was incorrect. The autopsy found we had in fact lost a little girl. We had grieved for six weeks a life with two sons, only to find that the life journey that we had actually lost was with a son and a daughter. This revelation took me back to the very beginning of the grieving process. This was the day I became claustrophobic. I could not enter my own house. We went into SIDS and Kids, I could not enter the building.



Left to right: PSA Assistant General Secretary Troy Wright, President Kylie McKelvie, Leanne Smith, Tim Smith and Women's Industrial Officer Sharon Richards.

We sat outside for our entire counselling session. I have slept with a ceiling fan on every night since as I have panic attacks if there is still air.

I was back at work – having to deal with this for eight hours a day.

I would cry every day driving to work, wipe my eyes and work for eight hours, then get back in the car and cry the whole way home again. I would get to work some days and not remember how I got there. I was lucky to have not been involved in a vehicle crash in that time. I would have panic attacks at work and feel like I was going to either pass out or have a heart attack. I would tell my team leader that I needed some fresh air and to come check on me if I wasn't back in 20 minutes.

I had never done it before and I have not done it since, but in that first six months I would regularly leave my groceries at the checkout, get home and realise I forgot them. I had paid for them, I knew what I was missing, but I just forgot to pick them up. I was so absent-minded. I found it scary to be so absent as I am an intelligent person, but I just could not concentrate or function. I was just surviving.

I was not a fully functioning member of society, let alone a functioning member of the work force.

A new mother with a live baby is given time to bond with their baby, recover from the delivery and learn to deal with their new reality.

A new mother with a stillborn baby needs time to heal themselves, recover from the delivery and learn to deal with their new reality. They need time to develop coping mechanisms to face the harsh reality of their new life, before returning to the workforce.

Whilst engaging in negotiations for the new enterprise agreement with my employer this year, HR advised me that they understood how important this issue was, that they are now doing things better than they did 10 years ago, but that they wanted to keep it on a case by case basis. My concern was who would determine which mothers needed the time off and which mothers would be fine to return to work? 'You' can have it, but 'you' can't.

It is my goal to see stillbirth recognised with the same employment entitlements

as a live birth with regard to Parental Leave entitlements in the National Employment Standards, awards and enterprise agreements across the whole of Australia.

No grieving mother who has just had a stillborn baby should have to negotiate or leave the workforce completely just so that they have time to heal, both physically and emotionally.

As a civilised society we recognise the importance of childbirth and childrearing and the balance for working mothers.

Now we need to implement a clause in the National Employment Standards similar to the clause the CPSU achieved with Ausgrid. ●



"IMAGINE GIVING BIRTH TO A LIVE BABY, THEN RETURNING TO WORK 11 DAYS LATER"





CPSU JOINS SEXUAL VIOLENCE RALLY

CPSU NSW members rally against sexual violence at universities with students outside the office of University of Sydney Vice Chancellor Michael Spence.

AUSTRALIA MUST CATCH UP TO NEW ZEALAND ON PAID FDV LEAVE

NEW ZEALAND became the second country in the world to legislate paid Family and Domestic Violence (FDV) Leave, guaranteeing 10 days' leave for all workers who are experiencing violence and need to escape.

By contrast, the Federal Coalition Government has for years campaigned against paid FDV leave, an effort initiated by then Minister for Women and Employment, Michaelia Cash.

Current Minister for Women Kelly O'Dwyer has refused to look beyond granting five days' unpaid leave, which forces workers escaping family and domestic violence to choose between their job and the safety of themselves and their children.



"MINISTER FOR WOMEN KELLY O'DWYER HAS REFUSED TO LOOK BEYOND AN UNPAID LEAVE SYSTEM"

The Turnbull Government has done everything in its power to stop universal access to this critical new paid leave entitlement even as state governments, private employers and economists embrace it.

People who experience family and domestic violence are often forced out of work entirely and routinely struggle to get back into full-time work after escaping to make themselves or their children safe.

"We need 10 days of paid family violence leave included in the National Employment Standards," says ACTU President Michele O'Neil. "And Australian unions are committed to continuing to campaign until 10 days' paid leave is a right for all workers.

"We have to change the rules for people experiencing family and domestic violence. No-one should be forced to choose between their income and their safety."

PSA MEMBERS WIN THE PRIZES

FOUR PSA members are among the winners of the State's first Top 50 Public Service Women Awards.

The awards were in recognition of their outstanding leadership in building high-performing teams and transforming communities.

The full list included women in all three levels of government.

- **Kate Lorimer-Ward**, Deputy Director

General, Agriculture, Department of Industry

- **Emma Smith**, Senior Assistant Superintendent, Corrective Services
- **Naomi Stephens**, Director, Fire and Incident Management Branch, NSW Office of Environment & Heritage
- **Narelle Underwood**, Surveyor-General of NSW, Department of Finance, Services and Innovation

WOMEN OVERREPRESENTED IN 'TEMPORARY' WORK - AGAIN

IN NEWS that would not surprise anyone, a survey of staff in Housing found that a workplace dominated by women - 75.21 per cent according to results - had a relatively large number of people stuck in temporary employment for more than four years.

The third highest level of respondents - 16.88 per cent - were employed on temporary contracts or insecure work for as long as seven years, a disturbingly high number.

Another cause for concern was the fact that an overwhelming majority - 58.70 per cent - of respondents reported that their contracts are renewed on a three-monthly basis.

"This raises many questions about the rationale used by the department to fill vacancies and adequately monitor workload and staffing levels and how this is reported in the yearly budget," says Industrial Manager Kris Cruden.

VALE

Athol Cairn

ATHOL CAIRN was born in New Zealand and most his schooling was completed in that country.

Leaving school, he picked up a job in the printing industry and that trade was a major part of his life for many years.

With wife Charlene he came across the ditch and was straight into the printing trade. He worked at a number of newspapers and, of course, was quickly active in the Printing and Kindred Industries Union. He was eventually elected to the position of NSW Branch Secretary.

He was an active trade unionist who saw the industrial welfare of his members as a priority that was second to none. That is not to mean that he was not interested in the general welfare of members. He was indeed, and I am aware of several cases where his overall goodwill and generosity of spirit were afforded to members who were in tight corners outside of union issues. In so many, many ways, Athol was a man to be admired.

Athol took a job with the NSW Government and straight away joined the Professional Officers Association (POA).

Again, he became active in a union. Again, his ability was recognised and in 1989 Athol became Secretary of the POA. This was at a time when the POA was not doing too well due to some less than prudent staffing issues.

He really had a job on his hands and he attacked it in his usual direct manner. I remember him saying to me one day, "Maurie, when you know what the real problem is, there's no need to give a commission of enquiry. That can be done when the problem has been fixed".

Athol overhauled the POA. One of his great changes was to make the position of Secretary an elected position, not just an appointment. This was a change that could have reverberated against him but he considered that the right of all members to have a say in the election of the Secretary was a paramount and a precious trade union principle.

Subsequently, the POA amalgamated with the PSA. However, in the long-winded formal name of the union, the POA retains recognition.

Athol Cairn leaves a legacy of trade union decency.

Well done, good and faithful leader. To Charlene and family, we extend our sympathy and our good wishes for her future.

Maurie O'Sullivan

VAAS BIDS ADIEU

ON 18 March 1974, Joseph Vaas began working for the Department of Labour and Industry. It was a different era; a time of full employment and no public-service exams. After stints in the Public Service Board, the Department of Agriculture and the Department of Industrial Relations, Joseph began working at NSW Police before retiring this year.

"I enjoyed my work," says Joseph of his time with NSW Police, where as Manager of the Industrial Relations Branch, he locked horns with the PSA, while at the same time being a member. "I am far better because I was a union member."

VALE

RON HUNTER

THE PSA and CPSU NSW were saddened at the

loss of Organiser and life member Ron Hunter.

Ron joined the PSA in the mid-1970s through his employment by the Newcastle Technical College.

He was first elected to the union's Central Council in 1991 and began working as an Organiser in the Newcastle region in 2003.

"He was dedicated to the rights of workers, particularly those at Newcastle University," says PSA General Secretary Stewart Little. "Ron was a passionate believer in not only the values and work of the PSA and CPSU NSW but the trade union movement as a whole.

"He was unfailingly kind and considerate of the needs of others but quite prepared to take on a fight when necessary and indulge in robust discussion with management where required. He will be sadly missed by his family, friends, colleagues and union members."

Away from work, he was keenly interested in classical music. He rewrote a lost middle section to a Mozart piece originally written for Austrian nobility, using only a bass part and notes on missing piano transcriptions. It was played in Milan's La Scala theatre.



MARTIN ENDS HIS TIME IN THE PSA LIBRARY

MARTIN STOTT never planned to spend 32 years at the PSA and CPSU NSW Library.

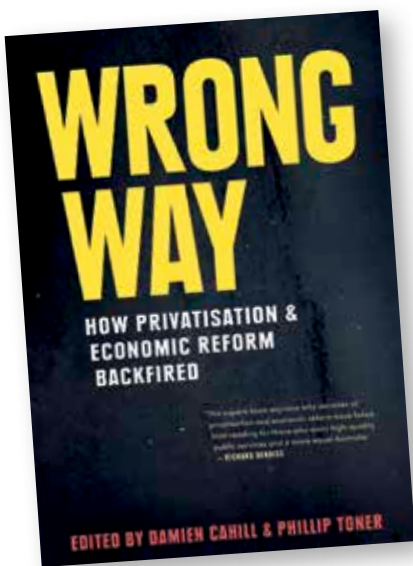
"I came to the PSA in 1986 as a delegate on secondment from the State Library to review the Research Library," says Mr Stott, who retired in June. "Thirty odd years, and 10 administrations later, the Library is still here and it is time to move into a new phase.

"Including my early years of study - well before computers - this year marks my 45th year in librarianship. It is all I have wanted to do and be since I was a library prefect in high school.

"I leave the PSA with many fond memories, and many enduring friendships."

BOOK REVIEW

WRONG WAY: HOW PRIVATISATION & ECONOMIC REFORM BACKFIRED



EDITED BY Damien Cahill and Phillip Toner, this book will be a valuable tool for anyone taking on their conservative friends if the barbecue chat turns to politics and the coming state and federal elections.

Wrong Way is a collection of essays skewering the neoliberal mantras of sell-offs, privatisations and deregulations.

The authors' premise: we've been sold a pup. Whether it is private prisons, a decimated TAFE system, an NBN hobbled by free market zealots, or a deregulated financial market that is now the subject of a royal commission, the book shows how the people of Australia have been let down. We have been left with rising inequality, higher prices, reduced services and a public service without the engineering know-how to

properly examine overinflated bids from private contractors.

We have a vocational training system so inadequate that a major skills shortage looms; we have private prisons where rehabilitation takes a back seat to cheaper incarceration; a power system sending consumers huge bills; and a financial system so dominated by cowboys that it is now featured as much in the news pages as the business section.

The union movement is currently working to convince the people of Australia to Change the Rules. *Wrong Way* is showing just how much these rules need changing.

Wrong Way: How Privatisation & Economic Reform Backfired edited by Damien Cahill and Phillip Toner, published by La Trobe University Press in conjunction with Black Inc.

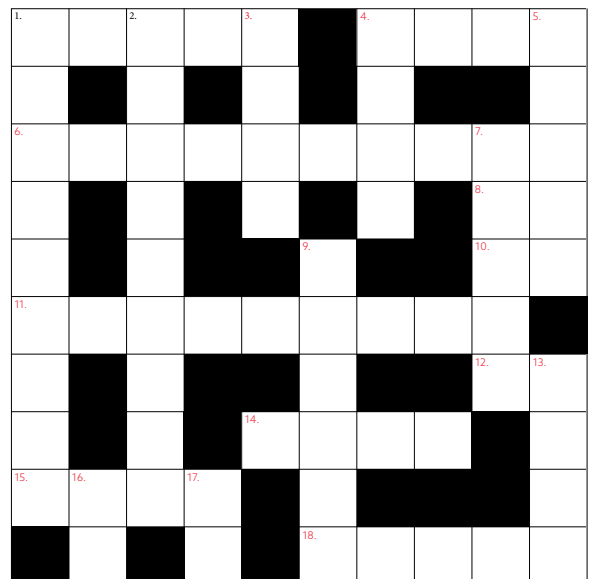
CROSSWORD

ACROSS

1. New ACTU President, Michele _____ (5)
4. Concreters may use this nickname for a carton of beer (4)
6. Unions do this collectively (10)
8. Abbreviation of the US state with Montgomery as its capital (2)
10. Abbreviation of the US state with Augusta as its capital (2)
11. Elon Musk's reputation sank with his plans for one of these (9)
12. Abbreviation of the US state with Dover as its capital (2)
14. Uber and Lyft took market share from this industry (4)
15. Fibre reaches this in the Coalition's flawed NBN plan (4)
18. Tupelo's most famous son (5)

DOWN

1. Nordic term used in English for a public advocate (9)
2. Punctual animal rewarded with a legless meal (5,4)
3. Heavy metal that was found to poison workers (4)
4. Korean electronics giant (4)
5. Private Dobbs played one of these in *F Troop* (5)
7. Identified (5)
9. Make (6)
13. Finishes (4)
16. Chant used in yoga (2)
17. Spanish website addresses end in this (2)



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

CPSU NSW gong goes to the Gong

LONG-TIME delegate Mark Spence has been recognised for his work on behalf of Professional Staff at the University of Wollongong.

CPSU NSW Industrial Officer Rachel O’Shea says Mr Spence, who has been a member since 2004, has worked hard on behalf of members. He is currently President of the University of Wollongong Delegate Committee.

MY ASPIRATION

I am making this declaration
 That there is bullying and intimidation
 In the organisation ...
 Where I worked

Staff attempted negotiation
 Requested mediation, and sought consultation
 But there was continued domination
 And no consideration or appreciation ... For the staff where I worked

So it was with trepidation
 I put in my resignation, and left my occupation
 to save my reputation ...
 From the office where I worked

Now I have reservation
 About who has the obligation
 For facilitation of the policy formation
 For our vulnerable population ...
 In the community where I worked

So this is my proclamation
 To change the situation
 And stop bullying and intimidation
 ... In the office where I worked

Jenny Manley
 12 September 2018

RETIRED MEMBERS IN POLL POSITION

THE PSA and CPSU NSW’s Retired Associates Group is poised to push for better public services and employment conditions at the coming state and federal elections.

“We have more than 1500 members eager to see better conditions for those still in employment,” says Dave Mckeough, who himself retired as a PSA organiser in August and is part of the Associates.

“Our Retired Associates are politically active, have the spare time and are just as determined as anyone else to see a change in the way public services are valued and the way workers are rewarded for their labour.”

Mr Mckeough says he hopes to see members door-knocking or handing out material leading up to the election.

“We know many retired members are very active on social media, so hopefully they are keeping an eye on the PSA and CPSU NSW Facebook pages and Twitter feeds,” he says.

The PSA and CPSU NSW are keen to hear from other Retired Associates who may not have updated their contact details, such as address, phone number or email address. If you believe your details are not up to date, please contact the Member Support Centre (MSC) on 1300 772 679.

Members looking to be more involved in campaigning should also call the MSC.



NATIONAL CHILD PROTECTION DELEGATE AWARD

THE PSA is proud to announce that the NSW winner of the National Child Protection Delegate Awards is Jacki Kirk, delegate for the Central West and long-time member of the Community Services Departmental Committee.

The award was named as part of Child Protection Week, a nationwide celebration of the work so many do caring for children at risk of harm.

According to her nominators, Jacki was put forward for being “extremely supportive of staff in terms of management of workload and HR issues”.

“She is passionate about ensuring children and their families are at the centre of all we do and that we reflect on our practice to improve outcomes for them.”

Jacki went on to represent NSW in the national Child Protection Week awards.

During Child Protection Week, PSA organisers visited workplaces to promote public child protection workers and celebrate the contribution members make to children and families in NSW.

“All our members in child protection do an amazing job in the face of budget cuts and under-resourcing,” says Industrial Manager Kris Cruden. “Our members have also had to work in the face of hurdles such as a poorly devised case management system roll-out.

“We’d like to congratulate not only Jacki but all our members working in such a vital public service.”



Hall rewarded for service

VETERAN PSA member Bill Hall was awarded an Order of Australia for his work with the public service.

Mr Hall, a life member, is a former Secretary of the PSA TAFE Departmental Committee and the Scientific Officers’ Associate Branch Executive. He has remained in touch with the union since retiring, and is currently Chair of the Retired Officers’ Association.



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. Register for courses online at psa.asn.au/training-you.

COURSE DATES

Role of the delegate Friday 19 October

Dealing with member issues Tuesday 30 October

Dealing with restructures (Auslan interpreter)
Tuesday 6 November

Achieving workplace flexibility (Auslan interpreter)
Wednesday 7 November

Dealing with bullying in the workplace Tuesday 20 November

Role of the delegate Tuesday 4 December

Care and resilience Wednesday 5 December

A RESOURCE FOR ALL

When one union member from Family and Community Services attended a PSA training course, she came out with the skills to “stand up and confront the issue” of bullying in the workplace.

The positive comment is just one of many the PSA and CPSU NSW Training Unit receives from the hundreds of members who receive union training every year.

“All members of the PSA and CPSU NSW are eligible for training with us,” says Training Officer Anne Kennelly. “Courses are not restricted to delegates. Even the Role of the Delegate course is open to everyone.”

All members of the PSA and most members of the CPSU NSW are eligible for Trade Union Training Leave, so attending courses need not eat into other leave entitlements.

COURSE OUTLINES

ROLE OF THE DELEGATE

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

DEALING WITH MEMBER ISSUES

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

DEALING WITH BULLYING IN THE WORKPLACE

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

DEALING WITH RESTRUCTURES

Covers Government guidelines that inform the restructure process, how the PSA responds to restructures at the consultation and implementation stages, the role members and delegates can play, discussion around specific restructures and case studies. Fact sheets and other resources are provided to assist members in the workplace.

ACHIEVING WORKPLACE FLEXIBILITY

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

CARE AND RESILIENCE

Provides information, strategies and resources to build personal resilience and enhance mental health awareness. It also provides participants with strategies to identify and support a colleague/s with mental health issues and encourage them to seek professional help.

HEALTH & SAFETY REPRESENTATIVE TRAINING

HSR five-day training

Tuesday 13-Thursday 15 November

Monday 26-Tuesday 27 November

Available to elected Health and Safety Representatives, this course runs for five days and will be held at PSA House. The cost of the course for your agency is \$800.

To register for this course, email training@psa.asn.au or fax 9262 1623.

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- An apprenticeship system in tatters with a government in damage control
- Massive skills shortages

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