





**WHAT STATE WOULD**



**NSW BE IN WITHOUT**



**PARK RANGERS?**

**SAVE THE STATE. CHANGE THE GOVERNMENT.**



APRIL-JUNE 2019

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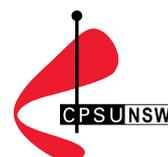
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## RED TAPE

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



## NSW UNION SECURES VICTORY IN VICTORIA

THE CPSU NSW's reach does not stop at the border.

Members at First State Super renegotiated their Enterprise Agreement last year. The agreement came into effect in September and covered, among other members, employees in First State's call centre in Victoria.

The agreement maintained all conditions with a wage increase of 2.5 per cent each year for two years.

First State has provided superannuation coverage for public servants in NSW for decades. ●

## CPSU NSW strives for healthy returns for members

THE AUSTRALIAN HEALTH Practitioners Registry Agency has just commenced bargaining with the CPSU NSW to replace the current agreement, which came into effect two years ago.

The Enterprise Agreement will be a nationwide agreement with the CPSU NSW given the role as bargaining agent.

"We will be looking at real wage increases while maintaining or improving current conditions," says CPSU NSW Industrial Officer Graydon Welsh.

Formed in 2010, the Australian Health Practitioners Registry Agency administers the National Registration and Accreditation Scheme across Australia. ●



# Lack of consultation on shark response policy

**THE DEPARTMENT** of Primary Industries has not bothered to consult with the PSA before seeking “volunteers” to aid its new shark response policy.

The PSA wrote to the Secretary of Industry on 13 November 2018 seeking clarity regarding a revised policy on this matter, as members had expressed concern that it may affect them. The letter reminded management of the obligation to consult, as required both by the award and under the WHS Act.

“The PSA and its members in Fisheries do not take lightly any issues that impact on the safety of the public,” says Industrial Officer Nick Player. “But this appears to be another example of more being asked of an already overworked group of workers.

“Management is working on the goodwill of its employees to volunteer. While the agency advises you will be recompensed appropriately if you work outside your usual hours of work, this is still additional work for an already overworked workforce and there is a potential risk.” ●



## Lane Cove Tourist Park falls to privatisation mantra

**OPERATED BY** the National Parks and Wildlife Service, the Lane Cove Tourist Park was an affordable way for thousands of people in the Sydney basin to experience a camping trip to a national park.

So the Government has naturally flogged it off to a high-end operator.

Over the past few years the caravan park has increased revenue by a couple of million dollars, ploughing the proceeds back into the national park system. However, in a move reminiscent of the handover of the land titles service, the State Government has leased the tourist park to Delaware North Companies Australia, which operates a number of posh

resorts around Australia, including Lizard Island, Heron Island, Kings Canyon Resort and El Questro Wilderness Park. Delaware North is also the catering provider for the SCG and the Sydney Football Stadium.

Before the sell-off, the tourist park had a set fee 365 days a year, making it affordable accommodation for families, pensioners and school children.

“This is yet another blow against Australian egalitarianism,” says PSA Industrial Officer Michael Sinclair. “This Government is so close to the big end of town that it has been blinded to the joys an affordable holiday in a national park can provide.” ●

## Numbers out of scale with the job

**STAFF NUMBERS** in Fisheries have failed to keep up with the increasing demands of the job.

While staff numbers have remained the same for years, extra demands on Fisheries staff have included multiple fishing licence reforms, a new all-waters fishing fee and additional marine parks. Their work is also governed by a confusing, and increasing, array of acts.

More ominously, there is still a high level of organised-crime involvement in illegal fishing, posing additional workload and safety issues. ●

## BIG PAY RISES CREATE TOP-HEAVY TRANSPORT

**AS NSW TREASURY** is looking for cuts all over the state public service, the Department of Transport is rolling out the welcome mat to an ever-increasing number of executives earning the big bikkies.

Comparing the 2016-17 and 2017-18 annual reports, the Department increased the number of people on more than \$150,000 by 92 per cent. In nearly every other wage category, numbers dropped.

Even category 9 staff members earn less than \$150,000 per annum.

In news that will surprise precisely no-one, more than two-thirds of the high-earners were male.

“While our members struggle with smaller staff numbers and greater workloads, there seem to be a lot more well-paid bosses for them to answer to,” says PSA Industrial Officer Shane Howes. “It hardly seems fair.”

The report also revealed more than 50 overseas fact-finding trips were billed to the department. ●



## YOUR UNION'S SPINE

**MEMBERS MAY** not see the PSA/CPSU NSW administrative staff at meetings or out on the hustings, but your union could not do without this diverse section of its workforce.

Each team in the union has administrative staff whose tasks vary from preparing bulletins for distribution to updating websites and booking space for meetings. ●

Back row; left to right, John McLoughlin (Communications), Gwyneth Silva (ETIO), Christina Joannou (Health and Education), Jenny Gleeson (Health and Education), Viji Varghese (Justice), Dylan Moore (Communications). Front row; left to right, Meredith Best (Justice), Jennifer Campbell (Industrial Support), Patrick Norton (Building Management), Melanie Green (Secretariat) and Lesley Twigger (Secretariat).



## Hall leading the retirees' march to March

**AS VOTERS GO** to the polls in March, then later when the federal election is called, an army of true believers will be aiding the cause.

The Retired Associates will be among people campaigning for an end to privatisations and a return to the respect the public sector was once afforded.

One person among the volunteers is Bill Hall, who has served as Chairman and Secretary of the Retired Associates.

Recently awarded an Order of Australia, Mr Hall is a Life Member of the PSA, having worked in the public service since the 1980s. He spent much of his career in the TAFE system - himself a graduate in Electrical Engineering at Sydney Technical College.

A lifelong unionist, Mr Hall joined the Electrical Trades Union at the age of 17. ●



**THE CPSU NSW** stood up for TAFE during a rally in Sydney's western outskirts.

As part of the Don't Mess With the West rally in Penrith, CPSU NSW State Branch Secretary Stewart Little (pictured right with Labor MP Prue Car) talked about the importance of vocational training.

Mr Little's defence of TAFE was part of a rally highlighting how the Berejiklian Government has let down the region.

Other organisations included groups opposing the raising of Warragamba Dam to appease developers and bodies looking for better infrastructure in the region. ●



# UNION HITS THE STREET

**THEPSA** is continuing to alert voters to the damage created by eight years of Liberal/National Government.

Members, staff and supporters have been at railway stations, suburban streets and the Sydney CBD highlighting the Government's destruction of the state's public services in its privatisation frenzy.

"We owe it to our members to get on the street and up close to voters," says PSA Campaign Organiser Nigel Miles, who is coordinating the handouts. "There's been an incredibly positive reaction from the public. They've had enough of privatisation and understand the value of our essential public services."

Read more about our *Save the State* campaign on page 18. ●



## SNAGS SIZZLE AS PSA SPREADS THE WORD

**THE PSA PUT ON A BARBEQUE** for members at Macquarie Tower in Parramatta. It was an opportunity for members from several different departments to get together to discuss important issues in the lead up to the state election on 23 March.

The building, with its wide range of tenants, is a great chance for the PSA to get its message out to a diverse range of members. Departments there include Planning and Environment, the Office of Environment and Heritage, the Environmental Protection Authority, National Parks and Wildlife Service, the Western Sydney Parklands Trust and the Departments of Lands and Industry. ●

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General legal advice

As members of the PSA you are entitled to the first consultation free of charge. To make an appointment call (02) 9233 4744 and quote your PSA membership number

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



## FROM THE GENERAL SECRETARY

STEWART LITTLE

### IT'S TIME TO MAKE IT STOP

FOR THE PAST FEW MONTHS, the PSA has been engaged in highlighting what the Liberals and, most recently, the Berejiklian Government have done to NSW since 2011, and how important it is to save our state.

I make no apologies for this.

Next month when we vote will be the moment of truth for NSW.

It is easy, too easy in fact, to distil this situation down to a simple matter of politics: Liberal/National versus Labor.

The fact is I have been a Labor voter all my life but, under my leadership, this union will always hold the Government of any political persuasion to account – particularly an administration that has sold the Land Titles Registry to private commercial interests, flick passed all moral and ethical responsibility for the care of people with disability to the non-Government sector and reduced TAFE to a shell of its former glory.

But then this is the same Government that thought it politically astute to close the Epping-to-Chatswood rail line in Sydney for seven months, not just in the lead up to the election but until well beyond the state going to the polls.

The puzzling thing is the Government seems to think the tens of thousands of people who have had their daily commute turned into a special kind of hell will thank them for all this pain at the ballot box.

And that appears to have been their general strategy from the get go; make people angry, upend their jobs and lives, spend billions doing so and they will vote for you.

These are the great strategic minds that run our state, that direct and govern every aspect of your life.

Yes, I am mindful that some members of this union are Liberal or National Party voters.

I respect that position and their right to hold such views.

However, to those members, I respectfully pose these questions: do you believe the job you do and the service you provide is now of greater benefit to the community than before Barry O'Farrell led the Liberals into office in NSW in 2011?

Has the outsourcing or even potential offshoring of your job been a positive and productive development in the delivery of public services in this state?

Has a sea of consultants, a virtual secondary public sector workforce operating in an almost parallel universe, been of cost effective benefit to the people of NSW and assisted you in doing your job?

For those members in regional areas, has the enormous investment in new stadiums and toll roads in the Sydney metropolitan area boosted your local community and economy?

Has the forced downward spiral of TAFE and the rise of some less than world renowned vocational training providers assisted the career opportunities and employment prospects of young people in your region?

I raise this to make some critically important points for us all to consider; it is not my intention to in any way belittle or patronise anyone.

It is important for us all to reflect on these types of issues before we vote. I know I certainly will be.

For all these reasons and far too many others, I truly believe the future of our state rests on the outcome of this election.

The privatisation of public services in NSW has to stop.

The sidelining of an expert public sector workforce and instead favouring and pouring countless millions of dollars into the non-government and private arena, as has been the case with child protection, must come to an end.

Unions should be free to argue for public sector wage rises in the Industrial Relations Commission without a law that caps those rises to 2.5 per cent a year, irrespective of circumstances.

TAFE must regain the mantle of being one of the world's foremost vocational training providers and give our kids proper accredited training for their future.

And there is absolutely no reason the State Government should not have a key role in providing disability services in NSW.

Please, join me in resetting the path and moral compass of NSW when you vote in March. ●

## POVB still up for the fight

**TWO YEARS** into her term as Chair of the Prison Officers Vocational Branch (POVB), Nicole Jess is still fighting to keep NSW prisons properly staffed.

"In the past two years the Government's benchmarking process has threatened staffing levels," she says. "But the POVB has worked to keep disruption to a minimum. Strike action kept numbers in the MSPC and we've had wins in Goulburn and the MRRC."

POVB Assistant Chair Jason Charlton says, "The POVB has succeeded in getting

a Commissioner from the Industrial Relations Commission to come see first hand the reality of benchmarking." ●



# Corrections staff walk off the job at MRRC

**STAFF AT THE** Metropolitan Remand and Reception Centre (MRRC) went on a 24-hour strike due to staff being disciplined and an officer being suspended.

Prison Officers Vocational Branch (POVB) members at the MRRC took the industrial action in January in support of fellow members who were suspended or facing investigation from the Professional Standards Branch (PSB).

POVB members were angry about the length of time it takes the PSB to investigate matters and reach a decision. The process can often take over two years with Officers suspended and not allowed to contact friends or colleagues employed by Corrective Services NSW (CSNSW).

POVB members were also concerned about the inconsistencies in the final decisions handed down by the PSB and CSNSW Senior Management.

The industrial matter was heard in the IRC on Wednesday 30 January before Chief Commissioner Kite who ordered that all staff return to work as soon as possible. POVB/PSA Industrial Officer David McCauley represented the POVB in the matter and requested greater transparency in the investigation process, as well as greater support for our members who are suspended. He also requested that regular meetings with the Assistant Commissioner of Governance and Continual Improvement take place to ensure regular updates are provided in order to assist POVB members who are suspended or facing investigation.

The POVB State Executive attended a meeting with PSA General Secretary Stewart Little and Corrective Services Minister David Elliott regarding this issue. ●

## Legal Fund gives Justice members piece of mind

**IN JANUARY 2019**, the PSA established a legal fund as a protective measure for members who may be charged with a criminal offence in the workplace.

The Justice field can be dangerous, with staff often placed in positions of direct conflict with inmates, court attendees and other members of the public.

This can lead to unfair accusations of criminal behaviour.

As the PSA does not provide financial assistance to any member who has been charged with a criminal offence, the PSA Executive decided to establish the legal fund.

The legal fund, modelled on a similar scheme available to Prison Officers, provides a range of enhanced legal services for members commonly exposed to difficult and dangerous situations in the course of their employment including:

- Alleged criminal offences arising out of or in the course of employment

- Making a claim under the Victims Rights and Support Act 2013 which arises out of or in the course of employment
- Any Coronial Enquiry where the interests of the member and their employer diverge
- Any commission of inquiry or tribunal conducting an inquiry whose findings could have an adverse effect upon the member of the Legal Fund

To contribute to the fund, contact the PSA delegate at your workplace for an application form.

Alternatively, talk to the PSA Member Support Centre (MSC) on 1300 772 679. The MSC can also assist if you wish to access the fund, with any such requests passed on to the trustees.

Only financial members of the PSA are entitled to contribute to the legal fund, which will cost \$2.00 per week.

The fee is tax-deductible and includes GST. ●



## JJs take action

**PSA MEMBERS** in Juvenile Justice walked off the job across the state in January to put pressure on the Government for an enhanced-support unit for high-risk detainees.

The walk-off was spurred by Government inaction to a spate of assaults and threats to staff.

Since the Chisholm Behaviour Unit for high-risk offenders in the Cobham facility was closed in 2016, dangerous detainees, including those convicted of terrorism offences, are housed in the general detainee population.

The action was recommended by the PSA's peak state delegates committee and followed the Department's decision to end a moratorium on the transfer of dangerous A1(b) detainees. ●



## Guy and polls: Zangari in pre-election talks with PSA

**OPPOSITION** Corrections Spokesperson Guy Zangari met PSA members in Wellington to discuss what an elected Labor Government would do for them.

Mr Zangari, who met with members and Delegates from Correctives and Juvenile Justice, talked about issues such as benchmarking and the need for a secure unit for high-risk young offenders. ●



## FROM THE PRESIDENT

KYLIE MCKELVIE

# NSW WITHOUT A REGIONAL VOICE

**FOR TOO LONG**, the regions have been let down by the people who swear to represent us.

The junior party in the Coalition Government, the National Party was formed in 1920 as the Country Party, from the outset badging itself as a political organisation with regional interests at heart.

Nearly 100 years later, the party has changed its name and its outlook. Sadly, the party is now better known for rubber-stamping the decisions hatched in Sydney by the more numerous Liberal Party MPs.

And people in the regions need someone to stand up for them. Public sector job cuts hurt wherever they take place – but in the regions, the damage is particularly acute. Lack of other work opportunities often means a job loss in a small town leads to an entire family moving elsewhere – reducing the customer base for local businesses, cutting numbers in local schools and certainly taking money out of the local economy.

But the party of the bush acquiesces whenever the Liberal Party decides jobs need to be cut throughout NSW.

The debacle with the TAFE system shows just why regional voters are unhappy with the Nationals. In towns such as Quirindi, cuts to TAFE pull money from local communities, dampen already limited employment opportunities for school leavers and create labour and skill shortages in smaller centres. Even more bizarrely, they limit the scope for people to become self-employed tradespeople, which is one of the National Party's core constituencies in country towns. The Nationals' inability to stand up to urban Liberal Party bean-counters is actually costing it future voters.

In 2016, we saw this anger spill out when the voters of Orange went into their booths during a by-election and threw out the National Party for the first time since 1947. We saw Wagga Wagga voters direct their anger towards the Liberal Party last year, voting in an independent and voting against the conservatives for the first time since 1957.

And country voters have reason to be angry. The Government's spending priorities are firmly planted in Sydney: think a shiny new football stadium in the city's eastern



**THE PARTY OF THE BUSH ACQUIESCES WHENEVER THE LIBERAL PARTY DECIDES JOBS NEED TO BE CUT THROUGHOUT NSW**

suburbs or a road system in the inner city that even the locals there don't want. All the while, our water resources are plundered by big agricultural firms.

The privatisation of ports in Newcastle and Wollongong, which are conduits to the world for primary products from regional NSW, has also seen the proceeds of our primary industries go straight to corporate offices in Sydney or abroad.

The sell-off of Newcastle's port has also constrained its expansion, further limiting economic growth in the regions. Roads Minister Melinda Pavey refused to even discuss its expansion in Parliament, making a mockery of National Party leader John Barilaro's earlier claims that the outsourced facility would be accessible to more farmers.

Sell-offs are a recurring theme in the abandonment of regional NSW. Corrective Services NSW's benchmarking process is not only making the state's prisons less safe, it is also cutting the number of local workers in communities.

The Pillar superannuation firm sell-off saw valuable jobs cut in the Illawarra.

Many of our regional members have long supported the National Party and will continue to do so. Whatever the result of the coming state election, we hope the party works harder to return this support to our members. And it is up to our members to hold them to account. ●



# Micromanagement leads to FACS work bans

**THE PSA** has implemented work bans at the Family and Community Services (FACS) Helpline after it emerged staff were being micromanaged – to the extent that toilet breaks were timed.

“FACS has so far ignored our serious concerns about these changes which allow increased monitoring of caseworkers and micro supervision by management, including timed toilet breaks,” says Industrial Manager Kris Cruden. “It is unacceptable that FACS is ignoring its work, health and safety obligations to staff and attempting to introduce employment conditions more commonly found in off-shore call centres in developing countries. It beggars belief that FACS management considers it appropriate to introduce a practice which is fundamentally inhumane.”

The work bans cover tasks such as code alerts and the observation of calls.

“What FACS should be doing is ensuring that the Helpline is properly funded and resourced,” says Ms Cruden. “A good place to start would be converting the 45 caseworkers on temporary appointments to ongoing employment.

“Instead of spending large sums of money on external consultants who don’t understand child protection, funds should be directed to ensuring the Helpline is staffed to meet the needs of vulnerable children, young people and families.

“This is yet another case of the State Government getting it wrong by engaging private sector consultants instead of seeking the advice of the experts in the public sector – in this case highly experienced professionals dedicated to child protection.” ●

## PSA waiting for next step on Schools Pay Equity

**THE STATE** Government is expected to lodge its expert evidence on Pay Equity to the Industrial Relations Commission (IRC) in late March.

The PSA launched the Pay Equity case in 2017, pushing for better wages for our members in schools.

Your union believes support staff in schools are underpaid on the basis that more than 95 per cent of them are women.

The PSA filed its evidence in the IRC in November last year. The evidence compared pay rates for staff in schools with employees in male-dominated industries and those with an even split in men and women. ●



# Got BIG Plans?

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# SPEAKING FRANKLY

**AS THE FEDERAL ELECTION** draws near, prepare yourself for a deluge of information on Labor's proposed changes to tax laws relating to refundable dividend franking credits.

Under the ALP's plans, refunds of franking credits will be phased out. The system, introduced by the Hawke Government in 1987, was designed to prevent the concept of double taxation – the idea that company profits that have been taxed should not be taxed again once they are earned for shareholders. It was boosted by the Howard administration, which gave users credits back even if tax hadn't been paid.

However, the plan has seen a large shortfall in government revenue, with some rather well-off beneficiaries.

Labor maintains the changes are designed to claw back more than \$5 billion in lost revenue – more than the entire federal education budget. As the Grattan Institute points out in its report on the mooted changes, "growing net transfers to older households are being financed partly by higher income taxes on working-age Australians and partly by a decade of sizeable deficits that today's young (and perhaps their children) will be left to repay".

"Restricting the access to tax-free dividends from companies and trusts is a fair way to help improve the budget and wind back the growing intergenerational transfers in our tax system," adds the Grattan submission.

**Liberal MP Tim Wilson is using franking credits as an election tool**



Conservative lobby groups such as the Centre for Independent Studies, as well as poorly disguised front organisations for the Liberal Party, think differently. They see the issue as a vote winner, particularly among Baby Boomers.

Cue parliamentary inquiry hearings set up by Liberal MP Tim Wilson in retirement hot spots such as the Sunshine Coast, complete with forms handed out to attendees to join his party.

The Australia Institute's submission to the inquiry into the implications of removing refundable franking credits found that the image of self-funded retirees forced back on to pensions by a draconian change to laws is an exaggeration.

"Anyone hurt by this plan can most likely rearrange their affairs to minimise the impact of the change," reads the submission. "To regain full access to franking credits anyone adversely affected need only change the composition of their portfolio in favour of assets that generate taxable returns against which the franking credits can be applied."

As the Grattan report points out, "a self-funded retiree couple with a \$3.2 million super balance, plus their own home, and \$200,000 in Australian shares held outside super, even drawing \$130,000 a year in superannuation income, and \$15,000 a year in dividend income, they would report a combined taxable income of just \$15,000 and pay no income tax whatsoever".

The Australian Institute report also savages the argument that this is a David-and-Goliath battle between hard-done-by



**THERE HAS TO BE A MINIMUM LEVEL OF TAX CORPORATE PROFITS BEAR IN AUSTRALIA; IT IS HOW OUR PUBLIC SERVICES ARE FUNDED**

pensioners and Canberra.

"The view that the company is an extension of the individual shareholder is somewhat quaint in a world in which even very rich individuals rarely have a significant share of the larger companies in which they invest. By the same token the modern corporation has outgrown its ultimate owners. Natural persons own less than 10 per cent of Australia's listed shares for example."

Missing from the opponents' spin is that planned provision to the changes brought forward by Labor would protect more than 300,000 low and middle income recipients from the changes, with pensioners still able to claim cash refunds.

Self-managed superannuation funds that had at least one pensioner or allowance recipient before March 28, 2018 will also be spared the changes.

General Secretary Stewart Little says this shortfall affects the services offered by PSA and CPSU NSW members.

"If a big business is owned by wealthy retirees who pay no tax, any business income they derive is also not bearing tax," he says. "There has to be a minimum level of tax corporate profits bear in Australia; it is how our public services are funded.

"Australia has tax rules that prevent employment income being split by a large earner amongst his or her associates, but the Coalition's current system allows business profits to split and avoid tax altogether. Imputation was not meant to be a method by which the profits of Australia's largest business – which thrive from our natural resources and political and economic stability – avoid tax.

"Labor's proposal – together with the minimum level of tax on trusts – is the best way to assure appropriate funding for the needs of all of us." ●

# NOT PAYING THEIR SHARE: AUSTRALIA'S TAX MINIMISATION GAME

**ANYONE SCRATCHING AROUND** to pay a tax bill – or anyone wondering why their local schools and hospitals are looking a little shabby – will find journalist Michael West's recent research on tax minimisation sobering reading.

The story, which you can read on [michaelwest.com.au](http://michaelwest.com.au), lists a number of Australia's biggest companies that pay little tax or, in too many cases, no tax at all.

In many cases, resource companies are the biggest culprits of all. On his site, Mr West says, "Once again, despite the nosebleed rise in gas prices, the gas giants skimmed on their tax. That's zero from Origin, Shell, Chevron, Santos, BG and Exxon. Here they are drilling Australia's natural resources, finite stuff, sending it offshore, and paying no tax."

Companies such as Chevron arrange loans with subsidiaries in low-tax locations such as the Cayman Islands or Luxembourg. This allows them to repatriate the profits to those countries or territories, avoiding paying tax in Australia, where the product was actually extracted.

Of course, the mining tax would have at least negated some of this loss but Tony Abbott and the Liberal Party had hardly warmed the Treasury benches before scrapping it.

Making the whole deal even more unpalatable is that many companies minimising their tax bills are the first to stick out their hands when public money is being spent. One of the country's most efficient tax minimisers, Lendlease, is working on the Berejiklian Government's largely unwanted stadium rebuilds.

"Lendlease has earned total revenue of \$89 billion over six years, declared profit before tax of \$5.3 billion, paid distributions to owners of \$2.1 billion but still paid no income tax in Australia," wrote Mr West in his expose on the company.

Lendlease has also won a contract for the maintenance of what the company describes as "maintenance of more than 2,260 traffic assets on behalf of Roads and Maritime Services in the Metro East Zone of Sydney" after privatisation.



## ENERGY AUSTRALIA IS NOW RUN FROM A COMPANY IN THE BRITISH VIRGIN ISLANDS

Taxpayer dollars, it seems, go one way with Lendlease: into its coffers.

More galling, some of the companies avoiding paying tax are making money from enterprises built on previous generations' tax revenues. We pay, they play.

"Before electricity prices doubled over the past decade, Energy Australia used to be owned by Australians," wrote Mr West. "It was the property of the governments of NSW and Victoria, state assets. Chasing a short-term buck, and urged on by investment bankers and assorted fee-hunters, politicians sold them off."

Energy Australia is now run from a company based in the British Virgin Islands. It has been four years since the Australian Treasury has received a cent from the company in income tax.

Members of the PSA and CPSU NSW should be concerned – and not just because they pay a far greater rate of income tax than industrial behemoths with an army of creative accountants at their disposal. Our members work in jobs that depend on revenues from Treasury. The schools we

work in, gaols we protect, services we offer; these all require citizens and companies paying their fair share.

Falls in revenue give governments licence to cry poor and impose wages caps, organise sell-offs and hand out reams of redundancies.

And the effects go further than underfunded public services.

As former Treasurer Wayne Swan wrote in a feature on tax avoidance for news website *Crikey*, "it is simply not possible to have prosperous middle class societies without a level of taxation that can deliver decent chances for everyone and sustain successful, legitimate democratic government".

Mr Swan linked the rise of large scale companies minimising tax with a loss in confidence in the very structures that make democracy possible.

"Widening economic inequality is driving forms of populism and nativism that raise unsettling parallels with the era that followed the crash of 1929," he wrote. "History records that, 10 years after that Wall Street meltdown, World War II began."

As people see services cut and politicians rubbing shoulders with tax-dodging corporations, they start looking to the political fringe for solutions, turning their backs on democratic structures and demonising minorities and foreigners.

Mr Swan stated in his *Crikey* piece, "Pay taxation, buy civilisation." ●





## FROM THE ASSISTANT GENERAL SECRETARY

TROY WRIGHT

# THE ENEMIES OF COMPLIANCE

**THE ENVIRONMENTAL** disaster befalling our state's west is not simply the case of not enough rain; it is yet further proof that the Government's attack on our public services affects the entire community.

Talking to a PSA member who has worked as a water compliance officer, it is clear much of the problem is an unholy alliance of big agriculture and a State Government that believes its mates in business should be able to do what they want.

And it is not only the environment that suffers. Cuts to compliance staff in Roads and Maritime several years back led to semitrailers driving our highways unbothered by roadside inspections.

Cuts to Rangers in the beleaguered NSW National Parks system have left parks in disarray and wilderness open to feral animals and invasive plants. On Christmas Day, one of the busiest in the year, only two staff were rostered on at the world famous Royal National Park.

Elsewhere, Fisheries Officers are required to protect vast tracts of the state

from illegal activities such as abalone poaching and excessive catches, unaware of the extent of their legal rights if they get into violent situations.

As we have seen in the case of the dying river and lake systems in the state's west, too often compliance officers get in the way of Government supporters making a fast buck. Since the election of the O'Farrell Government in 2011, for example, rates of land clearing in northern NSW have more than tripled. There are now an estimated 14 football fields of koala habitat bulldozed in NSW every day.

In Fisheries, there is only one officer for every 8,006 square kilometres of NSW.

What is behind this devaluing of the work performed by our members?

Too often privatisations and cuts to compliance rules are sold to the public as belt-tightening measures to reduce the burden on taxpayers. But when sell-offs include the land title service of Land and Property Information, which earned the Treasury about \$130 million a year, you

realise the sell-off mania displayed by the current Premier and her two predecessors has its roots in their distrust of the state's common assets. It comes as no surprise that the same people who sell off as many public assets as possible have no interest in caring for what remains in our hands, and indeed display a desire to see them rot instead.

National Parks are seen not as a mode to preserve our natural assets, but as the missed potential for more grazing, mining and logging land. Limiting irrigation doesn't mean more water for those downstream, just less cotton on the market. A top-heavy semi-trailer on our highways is more profitable for business, not a hazard to other road users.

PSA and CPSU NSW members work hard to make our state a better, safer, cleaner place to live. As we enter the last weeks of a state election campaign, think about how candidates value the work you and your fellow members do. ●

# MEMBER REWARDED FOR SERVING HIS COMMUNITY

**JOHN HUGHES**, Chair of the PSA's Communications Advisory Group in NSW Police, has been presented with the Medal of the Order of Australia for his work in NSW Police Radio and his volunteering as the Local Controller of the Blue Mountains State Emergency Service (SES) Unit.

"This medal is a great honour which recognises the skill and dedication that John has displayed in the field of emergency management since 1981, both in his paid and volunteer capacities," says PSA Organiser Roland Harris.

"John has been a proud PSA member for almost 30 years and contributed significantly to representing his fellow members as a workplace delegate." ●



# IRC clarifies its powers

**AS REPORTED IN** the last issue of *Red Tape*, a full bench of the Industrial Relations Commission of NSW (IRC) has recently clarified its powers to interpret documents and to make consequential orders resolving industrial disputes in arbitration.

These powers had been placed in doubt during a dispute on the suspension from duty without pay of a Senior Correctional Officer, Mr Craig Reynolds.

The PSA had contended that Mr Reynolds should be suspended with pay. In the course of a compulsory conciliation, Commissioner Newall expressed the view the suspension without pay was contrary to the Premier's Memorandum 1994-35, which established guidelines for the suspension of public employees from duty. The Department rejected the Commissioner's interpretation of the Premier's Memorandum, and decided to continue the suspension without pay.

In the arbitration proceedings before the Commissioner, the PSA sought directions, including a direction that the decision-maker comply with the Premier's Memorandum and suspend Mr Reynolds with pay.

However, the PSA did not ask the Commission to determine the meaning of the Premier's Memorandum pursuant to Section 175 of the IR Act, which states:

*The Commission may, for the purpose of exercising its functions in connection with a matter before it, determine any question concerning the interpretation, application or operation of any relevant law or instrument (including*

*the industrial relations legislation and any industrial instrument).*

Commissioner Newall decided he was not empowered to grant any relief under Section 136 of the IR Act, whether in the terms of the directions sought by the PSA or relief of any other kind. Even though the PSA did not seek any determination under s 175, Commissioner Newall nevertheless adopted the approach that:

- the Commission could not grant relief to the PSA without interpreting the Premier's Memorandum;
- the only power to interpret the Premier's memorandum is found in Section 175;
- the Premier's Memorandum is not an "instrument" for the purposes of Section 175 (because it is not enforceable and does not create, limit or confirm a right); and
- the Commission was not empowered to express or state its view as to the proper meaning of the Premier's Memorandum "in any formal way in the context of arbitration".

However, the PSA appealed this decision in front of a full bench of the IRC.

The appeal was successful, with the Commissioners ruling:

- the Premier's Memorandum is an "instrument"..
- even if the Premier's Memorandum was not an "instrument" under Section 175, the Commission can interpret it as a necessary step along the way to the ultimate exercise of its arbitration functions under the Industrial Relations Act.



**Above, the new IRC building in Parramatta**

- however, the IRC does not have power under Sections 136 to make a direction which would have the effect of requiring the respondent to pay Mr Reynolds during the period of his suspension.

In his notes on the case, Barrister for the PSA, David Chin, says the decision confirms the right of the IRC to "determine any question concerning the interpretation, application or operation of any 'instrument' within the ordinary meaning of that word. This includes documents or writing of a formal nature such as the Premier's Memorandum and any 'policy documents impacting on industrial matters'. Documents that have the necessary quality of formality are likely to include memoranda of understanding between industrial parties, and policy directives promulgated by various public sector departments and agencies." ●



## HEALTH CHECK TO REMAIN CONFIDENTIAL

**AFTER PRESSURE** from the PSA, Department of Education has agreed that members in its Health and Safety Directorate, where Price Waterhouse Coopers is undertaking a mental health check, can directly to arrange a confidential appointment with PwC.

Previously the Department had failed to address privacy concerns and ensure members were able to participate in the health check in a fair and confidential manner.

"The PSA is supportive of the concept of a health check, but the confidentiality of staff in this process was vital to ensure its integrity," says PSA Industrial Manager Kris Cruden. ●



## CPSU NSW member wins in overpayment stoush

**A TAFE EMPLOYEE** called the CPSU NSW Member Support Centre (MSC) when she was advised to repay an overpayment in two instalments.

When the member requested a more reasonable timeline of five or six instalments, TAFE refused, claiming the relevant software was only programmed to accept the repayments over a maximum of two pay periods.

The MSC advised her TAFE had provided incorrect information and that the correct process was for the parties to engage in a two-way conversation and work out an agreed repayment plan.

Armed with this information the member contacted TAFE payroll. This time she informed them of the advice provided by the union and the need for TAFE engage in the process, not

simply sit back and dictate the terms of the repayment.

The member emailed the MSC that afternoon to report TAFE agreed to the repayments being made over five instalments.

The member told the MSC she is very happy with the advice provided by her union. ●



**THE CORRECT PROCESS WAS FOR THE PARTIES TO ENGAGE IN A TWO-WAY CONVERSATION AND AN AGREED REPAYMENT PLAN**

### CORRESPONDENCE

## THANKS AND GOODBYE

**I AM RELUCTANTLY** resigning also from the PSA as I have resigned from my position at Family and Community Services and am now working for the Department of Justice in Victoria and I have joined the CPSU Victoria.

Please may I thank everyone at the PSA for all of their help and support over the years. I have made so many friends through my time in the union. The union has always been the main source of strength for me as a child-protection worker. The PSA has worked solidly for members and for children and families and taken up the fight to government countless times.

Best wishes to everyone at the PSA.  
In solidarity, **Joy Stevens**



## WHO YOU GONNA CALL?

**THE MEMBER SUPPORT CENTRE (MSC)** is often the first port of call for members and delegates seeking advice in relation to industrial matters.

So what happens if you contact us?

The MSC is a structured work environment that responds in a timely manner to high demand from members and delegates. Member Support Officers assist members and delegates by empowering them to identify solutions and actions they can take to resolve issues at the local level.

They also provide guidance and industrial advice as required. Part of

this is identifying when a member inquiry requires an individual response, is a collective issue or is an organising opportunity. Key to this process is referring matters on to industrial staff that require a higher level response. The Member Support Officer seeks the advice of the Supervisor MSC, Manager Member Services and other industrial staff as required.

The Member Support Officer is responsible for ensuring the accurate and real time collection of data, which is used for analysis and planning across the organisation. ●



**A PSA MEMBER PAID** too much by his employer has turned to your union's Member Support Centre (MSC) to make sure he wasn't drastically out of pocket.

The member was contacted by his manager and advised he had an overpayment of \$3200 due to the "late notification of wage reimbursement schedule". Despite it being the department's error, he was told the entire amount would be garnished from his next fortnightly pay.

Worried how this would affect his family, the member contacted GovConnect about his plight but did not receive a reply. It was then he called the MSC.

After the MSC placed the matter in dispute with GovConnect, the

organisation replied acknowledging his query. GovConnect issued the relevant information to our member allowing him to be fully advised about what went wrong with his pay. Even better, it supplied information to negotiate a suitable payment plan.

"This member was lucky to have this electronic process stopped in time to have an overpayment reconciliation process commence due to the delay in contacting the PSA two weeks after being advised," says PSA Member Services Manager Kym Ward. "Members need to contact the MSC as soon as an overpayment is advised and to contact their relevant payroll in the first instance. And always request all information either by email or mail." ●

## Balancing act wins union support

**A QUICK LOOK** at her leave balance had a PSA member on the phone straight away to her union's Member Support Centre (MSC).

The member had transferred from NSW Health to the Justice Department and had arranged to transfer all entitlements.

After she was making inquiries to take and use her recreation leave, she noticed the balance didn't look correct and contacted the MSC to see how the PSA could assist her.

The MSC contacted her payroll manager with an inquiry and requested information that would include transferred entitlements along with current leave balances.

With PSA's inquiry, the payroll department noticed a discrepancy and immediately ran an audit and corrected the balances. ●

## CPSU NSW ends decades of temporary status for members

**TAFE EMPLOYEES**, some of whom were employed as temps for more than 10 years, have been converted to permanent status thanks to work by the CPSU NSW.

Work by the union and delegate Patrick Kiss secured permanent status for five staff, two of whom had been hired as temps for 11 years.

At the time of press, the CPSU NSW was negotiating on behalf of a member who had worked for an incredible 14 years under the uncertainty of temporary status.

Delegate Glenda Pryor also managed to get five library positions filled in the TAFE system. The positions, in the Blue Mountains and Sydney's west, had been left vacant following retirements, adding to other employees' workloads.

The CPSU NSW also secured temporary status for seven TAFE employees who were in long-term casual positions. One staff member had been on an ongoing roster for seven years.

CPSU NSW Industrial Officer Phoebe Dangerfield says these cases "prove the need for as many employees as possible in TAFE to be members of their union". ●



# SAVE THE STATE. CHANGE THE GOVERNMENT.

IN ITS EAGERNESS TO SERVE THE BIG END  
OF TOWN, THE COALITION HAS LET THE  
STATE DOWN



**WHAT IS SEPARATING THE PARTIES IS PRIORITIES**

The Government has also been spectacularly channelling tens of billions of dollars into infrastructure partnerships that, in the end, will lead to users paying multiple additional tolls to use the great gift the NSW Government has dumped on them.

Equally, few will probably be grateful for the light rail project that has brought central Sydney to a standstill and for a period work was abandoned over not one but two major contractual disputes



**PRESSURE FROM** the PSA and CPSU NSW has extracted promises from Labor and, to a lesser extent, the Coalition, to do more for our members and the vital work they do for the people of NSW.

Opposition Leader Michael Daley used an address to members in PSA House to give Corrections Officers a commitment for “no more privatisation” in the state’s prison system, citing the fiasco that has befallen the revolving door of companies running Parklea Gaol.

He also committed a Labor Government to ensuring officers receive the same workers’ compensation coverage as other ‘first responders’, such as police and fire fighters, as well as assuring the members that Long Bay Gaol would remain operational.

On the environment, which has taken a battering under the Coalition, the Opposition Leader and his deputy are looking to improve a dire situation.

In a letter to an Environmental Protection Agency Delegate, Mr Daley promised to reinstate biodiversity conservation laws that have been neglected to the extent that “land clearing has tripled the rate of deforestation in parts of northern NSW”.

Deputy Opposition Leader Penny Sharpe has also listened to the PSA, telling a meeting of National Parks Delegates she would stop cuts to Ranger numbers and allow the National Parks and Wildlife Service to operate as a stand-alone agency.

The CPSU NSW’s campaign highlighting the decimation of the TAFE system has gained plenty of attention.

In February 2019, NSW Shadow Minister for

TAFE and Skills, Prue Car, promised to “deliver at least 600,000 free TAFE courses in areas with skills shortages, such as childcare, aged care, construction, plumbing, renewable energy and many more”. Ms Car has also promised to restrict government funding to TAFE, and not to private operators.

Federally, the Labor Party has vowed to re-energise the TAFE system and ensure most public money on vocational education is spent in the public sector.

Even the Coalition has realised the folly of slashing TAFE, announcing 100,000 additional places and a new campus in western Sydney.

What is separating the parties is priorities. In a letter to PSA General Secretary Stewart Little, Treasurer Dominic Perrottet promises to continue to work with “non-profit and private sector organisations”. So, more outsourcing.

Meanwhile, a staggering sum has been channelled towards the stadium projects by the NSW Government – more than \$2 billion – building replacement facilities at Parramatta and Moore Park and refurbishing and redeveloping the cavernous ANZ complex.

The existing stadiums of ANZ and Allianz were only ever filled to capacity a few times a year for major fixtures such as Rugby League State of Origin and Grand Final or visits by a hugely popular English football club or American baseball team.

So, in reality, the Government is forking out billions to house the same few thousand fans in new, state-of-the-art arenas.

**Below, Michael Daley promises Corrections staff an end to prison privatisation. Above, Treasure Perrottet’s letter refusing to rule more outsourcing out. A full version of his letter can be found on the PSA and CPSU NSW websites.**





**THIS ELECTION IS ONE OF THE MOST IMPORTANT TO CONFRONT NSW IN DECADES**

totalling more than \$1 billion dollars. Yet the stadium and roadway issues are really just the most prominent – and expensive – in a succession of poor calls and inept reads of the community by the NSW Liberal National Government from Barry O’Farrell to Mike Baird and now Gladys Berejiklian.

Many of their decisions will have far reaching social and economic consequences such as the destruction of TAFE and the apprenticeship system, the dismantling and total sell-off of

public disability services and the privatisation of the 150-year-old Land Titles Registry. In the west the bone-dry Darling River shows why we need more compliance staff and fewer political donations from big agriculture.

While the Government pinches pennies when it comes to the public sector, it spends big. The pointless relocation of the Powerhouse Museum from Ultimo to Parramatta has been estimated to blow out to as much as \$2 billion, while almost \$1.5 billion has been shelled out on hiring a virtual alternative parallel universe workforce of private consultants, while the public sector continues to be put in a headlock.

Then there was the ongoing assault via an increase of the annual “efficiency dividend” from two to three per cent – a mandatory cut to the operating costs of all

NSW Government agencies that will have a direct impact on the quality and provision of services to the community.

The PSA did the maths and a cut of that magnitude equates to the loss of roughly 12,000 jobs. Gladys Berejiklian of course, cried foul over our calculations.

So what does the Premier think will be cut if not jobs and services?

“Child protection workers, prison officers, park rangers and countless other vital public -sector jobs across the state will be dumped and services cut or reduced so departments meet the three per cent annual reduction target mandated in the State budget,” said Public Service Association General Secretary, Stewart Little. “The end result will be understaffed jails, degraded national parks, schools struggling to meet educational and local community needs and child protection reduced even further.”

This election is one of the most important to confront NSW in decades. Think about your vote.

**TAFE**

In a pattern sadly repeated throughout Australia, the NSW TAFE system has been slowly neglected.

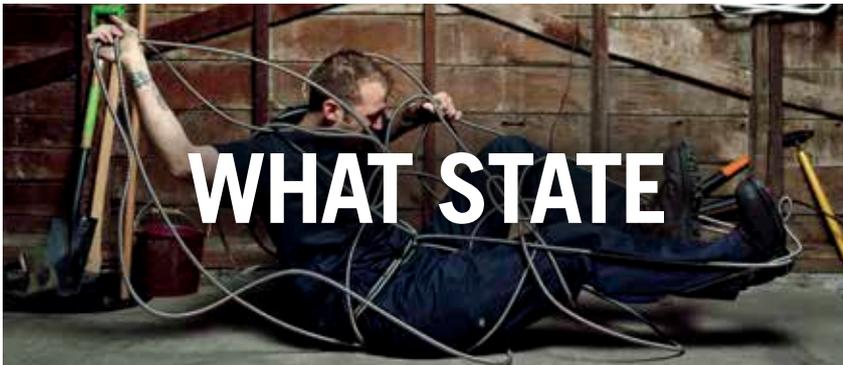
Smaller centres such as Bega and Quirindi have been kicked in the guts, as local campuses are shut down and the land sold off, with locals looking for vocational education shunted into Connected Learning Centres, which in essence, are rooms with a number of computers with tuition provided remotely from campuses in larger towns.

Facilities such as libraries, workshops and one-on-one teaching have no place in this cut-price learning model.

While TAFE has floundered, fly-by-night private colleges receive public money for courses that are often rudimentary at best. There have been multiple examples of colleges going broke before students finish courses, of fraud and of vulnerable people being coerced into debts they cannot pay. All the while, TAFE enrolments are down 200,000 students.

The lack of funding has meant broken lifts in Newcastle and staff and students told to bring their own toilet paper to campuses across the state.

In February 2019, NSW Shadow Minister for TAFE and Skills, Prue Car, promised to “deliver at least 600,000 free TAFE courses in areas with skills shortages, such as childcare, aged care, construction, plumbing, renewable energy and many more”.



**SAVE THE STATE. CHANGE THE GOVERNMENT.**



Authorised by Stewart Little, General Secretary, Public Service Association of NSW

Federally, the Labor Party has vowed to re-energise the TAFE system and ensure most public money on vocational education is spent in the public sector.

## Powerhouse Museum

Few areas reflect the Government's supine relationship to the big end of town as much as plans to relocate the Powerhouse Museum.

In 2015, the State Government announced the facility was to be moved to a flood-prone site by the Parramatta River. The announcement touted the decision as bringing a cultural institution to the western suburbs, downplaying the fact it would also give developers another crack at land in the already congested Ultimo-Pyrmont region.

The decision is understood to have been opposed by Arts Minister Don Harwin, as well as sections of the National Party who were worried constituents visiting Sydney would have one less cultural facility to visit. However, the Premier persisted on announcing the museum was to move – even after it emerged the move would cost NSW taxpayers more than \$1 billion and place several of the museum's most valuable exhibits at risk of serious damage.

But there is hope. In late 2018, the Labor Party announced the decision would be reversed if it won power, with a separate facility built in Parramatta and the present site remaining in use.

## Disability services

The State Government's decision to completely privatise public disability services has set the scene for a social tragedy on an unprecedented scale that is already beginning to unfold.

From June 2018, the Government no longer had any role in public disability services in NSW.

The Government simply washed its hands of all responsibility and walked away.

NSW is now the only state in Australia with no Government disability safety net, throwing the care of people with disability into free fall. Many will land heavily in the state's hospitals, mental health facilities and even the criminal justice system, areas lacking expertise in specialist disability care and already at breaking point.

All access to group homes, respite, large residential units, therapy services, case management and behavioural intervention



## MOVING THE POWERHOUSE WOULD GIVE DEVELOPERS A CRACK AT THE ULTIMO-PYRMONT REGION

through the public sector has now gone.

The CPSU NSW has been campaigning intensively for the introduction of a public safety net for people with disability, that is, a Government role in their care.

Labor spokesperson Kate Washington has committed Labor to implementing the findings of an Upper House Inquiry in disability funding, which has found a need for a public safety net – a position even supported by Coalition members of the inquiry.

## Land and Property Information

PSA protests over the sell-off of the land titles division of Land and Property Information (LPI) even attracted lifelong Liberal voters who'd normally cross the road to avoid a trade unionist.

The PSA, along with legal and real estate bodies, warned this would cost consumers, a fact denied by a government spruiking yet another sell-off.

We'll let you guess who was right.

Prices have gone up, while in addition, management tried to use a loophole in the legislation to charge title fees per search, rather than per customer service transaction, as was the case before the sale.

With the sell-off come concerns about security of financial details and the integrity of the way property is recorded.

Adding fuel to the fire is that the land titles service was a valuable earner for the Government, bringing in \$1.3 billion a year in revenue that could be spent on services such as schools and hospitals. Yet the Coalition, again demonstrating its contempt of anything in the public sphere, sold the service off for a fraction of its earning potential.

## Housing

The Coalition is in the process of handing over more than a third of the state's public housing stock to non-government operators. If it is re-elected, we can expect this trend to continue.

It has outsourced property maintenance, resulting in a threefold increase in the amount of correspondence received by the Minister as the backlog of repairs grows ever longer.

Meanwhile, staff, many in temporary employment, have been subjected to a constant stream of restructures. This adds stress to their already difficult jobs dealing with some of the state's most disadvantaged people. On top of widespread bullying from clients, this has created a toxic workforce for many PSA members and their colleagues.

The Government's moves to co-locate Housing and Family and Community Services receptions will also adversely affect the safety of clients.

## Schools

Schools have too many staff employed on a temporary or casual basis, sometimes



**WHAT STATE WOULD**



**NSW PRISONS BE IN**



**AFTER PRIVATISATION?**

**SAVE THE STATE. CHANGE THE GOVERNMENT.**



Authorised by Stewart Little, General Secretary, Public Service Association of NSW

the NSW Government is forging ahead with plans for further privatised prisons.

The Government in addition is “market testing” the operations and functions of existing facilities to frame them against the private sector.

In a surreal set of circumstances, Corrective Services – that is, the public sector – had to submit a tender to handle the continued operation of the John Morony Correctional Centre. Thankfully, despite bids from the private sector, the public sector was successful – but how on earth did it ever come to a bidding war?

Benchmarking, a process that gauges the cost and operations of public prisons against those that are run privately, has not surprisingly meant nothing more than job cuts over the last 18 months with the loss of almost 400 experienced officers and an associated impact on security and safety for the remaining Correctional Officers.

Meanwhile, prison overcrowding remains a major issue with almost 14,000 inmates cramped into facilities built for 11,000. Overcrowding feeds directly into health and safety as it increases the potential for violence that Correctional Officers are required to put their bodies on the line to resolve. Some gaols have three inmates to a permanent cell.

When he addressed correctional staff at PSA House Labor leader Michael Daley made an “immutable commitment” to end the sell-off of public prisons.

“[One thing] you might want me to talk about today is privatisation,” he told Correctives Delegates. “This is an easy one. No more, end of story.”

Mr Daley also promised to give Correctives Officers the same Workers’ Compensation coverage as other frontline workers and to keep Long Bay Gaol where it is.

## Environment

The environment has not fared well under the Coalition, symbolised by the sight of millions of dead fish floating in rivers and lakes in the west of the state.

The Darling River has been drained to the point of total exhaustion under the watch of a National Party too eager to take the side of big agriculture.

And as compliance officers’ numbers are cut, the appalling rate of land clearing in NSW compares with that under tin-pot dictatorships in the developing world.

for years at a time; and a predominantly female workforce paid at a fraction of the rate earned by staff in similar roles.

The PSA, with its Pay Equity case, is doing its bit to ensure staff in schools are paid at a commensurate rate earned by workforces with a small gender skew.

The union has also had constructive talks with Opposition Education Spokesperson, Jihad Dib, about moving staff from precarious employment status to more concrete career paths.

Mr Dib, who spoke to the PSA’s schools delegates in February, has also agreed to look at the way General Assistants’ staffing is calculated. Rather than be worked out by student numbers, staffing should reflect the school’s physical size and layout.

## Prisons

The law-and-order issue has long been an effective tool for political parties in elections and the ballot in NSW in March should shine the light on a major but often overlooked element in that argument: Corrective Services.

Community safety in NSW has as much to do with the various inter-related elements of the corrections system as it has with policing and the courts.

Despite the public relations and real life disaster that Parklea private prison has proved to be – with the public sector being sent in on more than one occasion to clear up the mess and the PSA leading the successful push for an inquiry into the gaol –

Then there is our National Parks system. In early 2019, Gladys Berejiklian announced the creation of a new national park. This would be great news, except her government has slashed the amount of staff expected to cover the parks system.

Throughout NSW, one Ranger in three has been cut from duty. NSW once had 30 Pest Management Officers covering the entire state. It now has eight. This leaves the parks and surrounds vulnerable to destructive pests such as wild pigs, horses, deer and invasive flora.

Fire management has been neglected, placing communities around the parks at risk and taking rangers off their usual tasks to fill the shortfall. Rangers are also picking up the slack for cuts to administration staff.

In a meeting with National Parks and Wildlife Service delegates, Labor's Environment Spokesperson Penny Sharpe committed her party to stopping the cuts to staffing levels, agreeing "we have to fix this mess". Ms Sharpe also told Delegates Labor would make the National Parks and Wildlife Service a stand-alone body.

And in another encouraging move, Opposition Leader Michael Daley wrote a letter to a PSA Delegate assuring him that Labor would tighten the Government's lax land-clearing laws that have allowed wholesale environmental destruction and threatened the state's koala population.

Below, Michael Daley promises more work on the environment. A full version of his letter can be found on the PSA website.



The Labor Opposition has also indicated it will push for Heritage sites such as the Sirius building and the Windsor Bridge to be preserved.

Fisheries is also understaffed, with changes to fishing laws and marine parks introduced without additional staff. As one member in Fisheries points out, "Now is a good time to be an illegal fisher in NSW because the playing field is weighted heavily and demonstrably in their favour."

## Juvenile Justice

The PSA is continuing its campaign to separate dangerous, radicalised young offenders from the general population in Juvenile Justice.

As a result of the campaign so far, Justice

Minister David Elliott has announced early plans for an enhanced support unit.

PSA members in Juvenile Justice have been subjected to repeated violent acts from inmates, as well as threats, including beheading. Regardless of which party holds power after the election, the PSA will be demanding a stand-alone secure unit for high-risk offenders, including those who have shown signs of dangerous radicalisation.

## Child protection

The NSW Government has stripped millions from the Department of Family and Community Services, diverting funds to unqualified private providers and then slamming the government sector if its lack of funding affects the care of vulnerable kids.



SAVE THE STATE. CHANGE THE GOVERNMENT.



Authorised by Stewart Little, General Secretary, Public Service Association of NSW



**A STAGGERING SUM HAS BEEN CHANNELLED TOWARDS THE STADIUM PROJECTS BY THE NSW GOVERNMENT**

The \$120 million ChildStory has been a debacle since it went live prematurely in December 2017 – despite strong opposition from the PSA – and has led to the provision of child protection in NSW sliding backwards rather than moving productively forward.

The program has forced already stressed and overworked child protection workers to spend even more time in front of a computer rather than visiting children at risk of serious harm. At-risk carers were also readmitted to the system in error.

Staff workloads have also increased due to the need to now use two systems; KiDS as well as ChildStory.

This situation is on top of the fact the department needs more staff, as well as the Government’s push to shift out-of-home care for vulnerable kids to an ill-equipped private sector.

David Tune’s report into Out Of Home Care in NSW was critical of the State

Government and warned that the current system is “ineffective and unsustainable”.

It took two years of intense pressure for the Government to release the Tune report.

The NSW Government desperately did not want the community to know that “the system is failing to improve long-term outcomes for children and families with complex needs, and to arrest devastating cycles of intergenerational abuse and neglect”.

**NSW Police**

The Re-Engineering process thrust on NSW Police cut 20 metropolitan local area commands to 10, with further consolidation in the bush, such as the merger of the Mudgee and Orana commands.

Workloads across the force increased, with sworn officers now more likely to be performing administrative tasks rather than police work on the beat. With ice use up in country areas, this has made NSW communities less safe.

There have also been job cuts in crime scene and intelligence staff.

**Cut the cap**

The PSA holds out hope the ALP is likely to scrap the Government Sector Employment Act, which your union described as an

“immature” form of legislation that treats staff the same way it would treat any commodity, free to be transferred between departments at ministerial whim.

There have also been indications that while the 2.5 per cent wages cap remains in place, Labor will give the Industrial Relations Commission greater freedom to circumvent it.

**Mental health**

Forget the Sydney-Melbourne rivalry, NSW needs to follow Victoria’s lead and adopt a public service mental health charter.

In 2016, the Daniel Andrews Government launched the new Mental Health and Wellbeing Charter that aims to “collaborate to promote a working environment and safety culture that places a high priority on the health, safety and wellbeing of staff and clients”.

At present, only the Police force in NSW is protected by a similar charter. Our membership includes employees in many workplaces where mental health is at risk; such as prisons, juvenile detention centres, and the often confronting world of child protection.

Whoever wins power in NSW needs to take the mental health of all employees seriously. ●

**UNIONS WIN IN HIGH COURT**

**THE HIGH COURT** has overturned Berejiklian Government laws designed to hobble unions in the lead-up to the state election.

The laws, limiting election spending to \$500,000 and restricting collaborative campaigns, were found to be unnecessary limits to implied free political expression.

The Government was also ordered to pay costs. ●



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## SAFE USE, HANDLING AND STORAGE OF CHEMICALS... IS YOUR WORKPLACE COMPLIANT?



"YOUR EMPLOYER HAS A DUTY UNDER SECTION 19 OF THE WHS ACT 2011 TO PROVIDE A SAFE AND HEALTHY WORKING ENVIRONMENT."

**CHEMICALS POSE** a risk across the public sector.

Many chemicals used for commercial and industrial purposes pose a risk to human health. Without the proper controls they can cause illness and injury, including respiratory illnesses, skin and eye irritations and fire and explosion-related injuries. There are numerous hazardous chemicals used or present in the workplace – paints, pesticides, glues, cleaners and fuels. They come in various forms – powders, solids, liquids and gases.

"Off-gassing" can also be a serious issue in workplaces. Off-gassing is the release of harmful gases trapped in products and materials during production, commonly office furniture and carpeting. Off-gassing happens because organic chemicals in liquid or solid form can be trapped during the manufacture of certain goods. Eventually, the product will release these chemicals as particulate matter and gases, called volatile organic compounds (VOCs).

Your employer has a duty under section 19 of the WHS Act 2011 to provide a safe and healthy working environment.

The employer must identify all harmful substances and materials and prevent or control exposure by:

- making sure labels are correct
- keeping a register of chemicals used, stored and handled
- having a safety data sheet for all chemicals
- displaying warning signs
- keeping chemicals stable
- managing spills and leaks
- storing, handling and disposing of chemicals safely
- cleaning chemical containers when emptied
- consulting with workers
- training and supervising workers
- monitoring of workplace contaminant levels for chemicals with exposure standards

So please consider the following...

- are your risk assessments up to date?
- Safe Handling and Storage – are your Safe Operating Procedures (SOPs) current and adequate?
- do you have Safety Data Sheets?
- do you have quantities of chemicals that require chemical signage?
- does your workplace contain chemicals in the form of VOCs?

For further information on hazardous chemicals click on the SafeWork NSW website: [safework.nsw.gov.au](http://safework.nsw.gov.au). ●

## GENERAL ASSISTANTS IN LIMBO OVER CHEMICAL HANDLING

**THE DEPARTMENT** of Education will no longer pay for Certificate Three chemical-handling training for General Assistants (GAs) in NSW schools. Instead the department has delegated the responsibility for training to individual schools.

"They have said the course is too expensive for a GA to need," says PSA Organiser for GAs, Brett Hammond. "If the school wants the GA to do it, the school will have to pay for it."

The PSA is still waiting for a replacement course to be offered to staff.

"Staff who have not undertaken the existing course should not be handling chemicals," says Mr Hammond. ●

## KEEP SAFE IN HUMID WORKPLACES

**AS HIGH HUMIDITY** grips NSW, members should be aware of how increased mould affects workplaces.

"Mould can cause health problems," says PSA/CPSU NSW Health and Safety Officer Suzanne Mann. "Airborne mould spores can be easily inhaled, posing a potential risk for people with sensitivities, allergies, respiratory conditions or weakened immune systems."

Ms Mann says health conditions can include:

- Nasal and sinus congestion
- Sore throat /cough
- Breathing difficulty
- Asthma /
- Chest tightness
- Nose bleeding
- Respiratory tract infection
- Bouts of headache
- Eye and skin irritation

The PSA/CPSU NSW says members need to do the following to hinder mould growth:

**Clean** – keep the area as clean as possible

**Light** – allow light into the room or space as much as possible

**Air** – ventilation/air flow

**Dry** – reducing moisture in the air

You may also want to investigate the benefits of a dehumidifier. ●

# FAST ACTION MAY SAVE LIVES

**YOU COULD BE** the one who saves a colleague's life.

The PSA and CPSU NSW are urging members to recognise the symptoms of stroke in case a colleague is affected in the workplace.

Sash Bracher of the National Stroke Foundation visited PSA House to show how members can brush up on the FAST approach to stroke awareness – Face, Arms, Speech and Time.

- Face – look for symptoms such as drooping of the face
- Arms – uncontrollable loss of the ability



to raise limbs can be a sign of stroke

- Speech – slurring, incomprehensible speech is another symptom that should raise alarm bells
- Time – you have four to five hours to make a real difference to a stroke victim's chances of recovery. Call 000 as soon as possible to get treatment fast.

With the Christmas and summer season of excess behind us, it is the ideal time for members to assess their own risk of stroke. People over the age of 45 should be in regular contact with their general practitioner to assess the risk posed by their lifestyle and genetic history.

It is also a good time to keep an eye on blood pressure, blood sugar levels, weight, diet and exercise. In particular, look at the level of salt in your food. Virtually all processed and take-away food will have excessive levels of salt.

With smoking a major contributor to stroke, it is also a good time to kick the coffin nails.

One in every six Australians will suffer some form of stroke – an affliction that kills more women than breast cancer and more men than prostate cancer.

More information is available at [strokefoundation.org.au](http://strokefoundation.org.au).

**PSA WHS Officer Ian Tuit and Sash Bracher of the National Stroke Foundation.** ●

## YOUR UNION SLAMS GOVERNMENT'S BULLYING RESPONSE

**THE PSA** has slammed the Government's response to the Inquiry into Emergency Services Agencies.

The inquiry found there was widespread bullying in the state's emergency services, coupled with a failure of current mechanisms to prevent and manage the menace.

"The key recommendation from the Inquiry is Recommendation 1, which called for the creation of a new entity to provide

a rapid review system for workers whose complaints of bullying have not been resolved," says PSA/CPSU NSW Health and Safety Officer Ian Tuit. "The employers are not preventing bullying and properly managing reports of bullying, while the workplace safety regulator is not tough enough on this issue.

"However, the Government response to Recommendation 1 is 'No'. This is an insult to all workers and volunteers in the

emergency agencies who have been bullied.

"In the 14 months since this inquiry was established, the committee has been inundated with emergency services workers telling their stories of experiencing bullying, harassment and discrimination in their respective agencies.

"A key purpose of this inquiry has been to give these workers a voice." ●

# 'If not why not' still an elusive goal

**ON INTERNATIONAL WOMEN'S DAY** 2016, then-Premier of NSW Mike Baird stood up and announced "that 100 per cent of public service jobs will be flexible by 2019 on the basis of 'if not, why not'".

So how's that turned out?

Not that great.

With women still overwhelmingly responsible for caring roles, both of children and elderly relatives, flexible workplaces are a vital component for equality. Rigid nine-to-five schedules are a leftover from an era where workplaces were dominated by men, with married women expected to be at home taking care of children, parents and performing school pick-ups and drop-offs.

In addition, flexible workplaces give men a more active role in child-rearing and care for aged parents. Flexible starting and finishing hours reduce pressures on transport infrastructure and give users of government services access to a greater spread of hours.

Little wonder workplace flexibility has in-principle support from both sides of the political divide.

However, it is in the execution that problems arise.

Women's Industrial Officer Rachel O'Shea says management too often is at a loss about how to deal with organising a flexible workplace.

Her experience working with CPSU NSW members in superannuation company Mercer revealed that management was generally ignorant about workers' entitlements to flexible working conditions.

But with union intervention, issues improved.

"After we raised the issue with the HR Director in a Joint Consultative Committee (JCC) meeting, Mercer organised training for managers and things improved," she says. "CPSU NSW members in Mercer now have better access to workplace flexibility simply because their managers now know what to do and how to organise it. And that is due to pressure from our Delegates and union staff utilising the JCC process.

"It was all done within a fortnight."

Ms O'Shea believes implementing the flexible-working system is hitting management hurdles through a mix of ignorance in how it is done, as well as

resistance from some in higher positions who do not rate the position as important.

"In many cases, if they really thought it was important, they'd work out how to do it.

"Lukily for them, we have so much to teach them."

Industrial Officer Katy Ambler came across barriers to workplace flexibility in the Office of the Children's Guardian (OCG).

"Our members in the team reported that after years of doing flexible hours, they had been recently directed to attend work from 9am-5pm daily in order to share the duties equitably amongst the team," she says.

What followed was a long series of correspondence and meetings over the issue.

"It was agreed that the OCG Customer Service Team Leader would facilitate a team meeting to allow people to communicate their preferred hours and how they would equitably divide time on the phones and other duties," says Ms Ambler. "This only happened after further correspondence from the PSA to remind them of the undertaking.

"It is noted that flexible hours are most difficult to access for Customer Service/ Front line staff. Now the team no longer has Labour Hire staff covering the phones from 9-5pm, it will be even more important for management to manage how staff can equitably access flexible hours."

CPSU NSW Industrial Officer Phoebe Dangerfield says the appointment of TAFE Managing Director Dr Caralee McLeish has the potential to improve workplace flexibility in that area, as she was part of the team that formulated the original "if not, why not" pledge from then-Premier Mike Baird.

"We are optimistic that she will understand the pressures many members, particularly women, are under and how workplace flexibility can help them," says Ms Dangerfield.

The "if not, why not?" statement was supposed to give workers – and particularly women – certainty when looking for flexibility in the workplace. However, as we have discovered, implementing this benefit appears to be at the whim of managers.

"While the PSA and CPSU NSW will always go in to fight for members looking



## THE 'IF NOT, WHY NOT?' STATEMENT WAS SUPPOSED TO GIVE WORKERS CERTAINTY WHEN LOOKING FOR FLEXIBILITY

for flexibility, the Government needs to front up and make sure its wishes are carried out," says Women's Industrial Officer Rachel O'Shea. "This directive has come from two successive premiers.

"The Government needs to back up its words with actions."

*Do you believe you are being unfairly denied flexible working conditions? Contact the PSA/CPSU NSW on 1300 772 679.* ●



## It's what's inside that counts

**KIM VILLANTI** and Sarah Page are two Corrections Officers looking to make a difference.

The two officers, who are employed at Sydney's Long Bay Gaol, have set up a collection box at their worksite for the Uplift Project, which sends bras to women in regions such as the south Pacific, where such products are considered a luxury.

The items are then forwarded to the PSA during the union's annual Women's Conference, before being shipped off to recipients around the world. ●

## Gearing up for International Women's Day

**MORE POWERFUL TOGETHER** was the theme for International Women's Day this year.

"The campaign aimed to get a better gender balance in workplaces worldwide, with more equal pay, more equal chances at promotion and flexible workplaces free of sexual harassment," says PSA/CPSU NSW Women's Industrial Officer Rachel O'Shea.

The event featured functions at PSA House and members' workplaces, with the union represented at the march.

## Women's Unit set up to protect female interests

**THE PSA/CPSU NSW** Women's Unit was formed last year to ensure your union properly represents the 65 per cent of members who are female.

Representing all industrial sections of the union, the Women's Unit will meet regularly and review policies to ensure they promote equality in the workplace.

Members with gender-specific workplace issues are encouraged to contact the Member Support Centre (MSC) on 1300 772 679.

"All member issues are treated with confidence by the MSC," says Member Services Manager Kym Ward.

Members should monitor bulletins for events close to them. ●

## New Women's Industrial Officer named

**RACHEL O'SHEA** is the new PSA/CPSU NSW Women's Industrial Officer.

Ms O'Shea, a former social worker, school teacher and women's services officer, has worked in all industrial areas in her career as an Organiser and Industrial Officer with the union.

"When I read *The Women's Room* in 1978, it had a profound impact on me and women's role in society," she says.

"I hope as Women's Industrial Officer to keep the pressure on the Government and society to look at workplace issues and participation for women in our social and political lives." ●



## We Won't Wait, but we can bake

Service NSW members in Newcastle celebrate We Won't Wait, the nationwide campaign for Family and Domestic Violence Leave to be available for all Australian workers.

## Training schedule: Sydney

**Dealing with Member Issues** Thursday 21 March

**Public Speaking** Tuesday 9 April

**Achieving Workplace Flexibility**

Wednesday 10 April

**Care & Resilience** Thursday 2 May

**Role of the Delegate** Tuesday 7 May

**Dealing with Restructures** Tuesday 14 May

**Meeting/Negotiation Skills** Friday 17 May

**Dealing with Workplace Bullying**

Wednesday 5 June

**Introduction to the Union** Tuesday 11 June

**WHS 2 Day** Thursday 13 & Friday 14 June

**Role of the Delegate** Wednesday 19 June

## Training schedule: Regions

**WHS 2 day - Wagga Wagga**

Thursday 21 & Friday 22 March - Rules Club

**WHS 2 day - Wollongong** Wednesday

10 & Thursday 11 April - Venue to be confirmed

**Role of the Delegate - Lismore**

Wednesday 17 April - Southern Cross

University - Room to be advised

**WHS 2 day - Coffs Harbour** Wednesday

15 & Thursday 16 May - Venue to be confirmed

**Role of the Delegate - Newcastle**

Wednesday 22 May - Hunter Workers,

406-408 King Street (Entry Via Devonshire

St), Newcastle West

**Care and Resilience - Wollongong**

Tuesday 4 June - City Diggers,

82 Church St, Wollongong

**Dealing with Workplace Bullying -**

**Newcastle** Tuesday 18 June - Hunter

Workers, 406-408 King Street (Entry Via

Devonshire St), Newcastle West

**Care and Resilience - Dubbo**

Tuesday 4 June - Dubbo RSL,

Cnr Brisbane and Wingewarra Streets,

Dubbo

**WHS 2 day - Dubbo** Wednesday 26 and

Thursday 27 June at Dubbo RSL,

Cnr Brisbane and Wingewarra Streets,

Dubbo

## Health & Safety

### Representative Training

**Health and Safety Rep (HSR) One-Day**

**Refresher** 22 May

**HSR 5 Day Training** 24, 25, 26 July and

1 & 2 August

# CALL FOR NOMINATIONS 2019

## NSW Police Departmental Committee

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

### 18 DELEGATES REQUIRED

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

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

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

Group A Electorates	Description	Delegates Required
Electorate 1	Forensic Services Group	1
Electorate 2	Policelink	1
Electorate 3	Potts Hill	1

**GROUP B ELECTORATES** - Electorates 4 - 13 are described by location.

Members who are outside the function areas specified above are included in the Group B electorates. Should you be unsure about your electorate details, your current worksite address is sufficient.

Group B Electorates	Location	Delegates Required
Electorate 4	Metro Central (Police Region - incl. Sydney Police Centre who are not in the Communications Group)	2
Electorate 5	Metro North West (Police Region)	2
Electorate 6	Metro South West (Police Region)	2
Electorate 7	Metro Parramatta Headquarters	3
Electorate 8	Newcastle (Hunter)	1
Electorate 9	Lismore (North Coast) incl. Firearms Registry	1
Electorate 10	Tamworth (North West)	1
Electorate 11	Bathurst (Central West)	1
Electorate 12	Wagga (South West)	1
Electorate 13	Wollongong (South East)	1

## NSW Police Communications Advisory Group

### 7 DELEGATES REQUIRED

The NSW Police Communications Advisory Group shall consist of 7 delegates from the electorates as listed below:

Electorates	Communications Centres	Delegates Required
Electorate 1	Metro Sydney	2
Electorate 2	Metro Penrith	1
Electorate 3	Newcastle	2
Electorate 4	Tamworth	1
Electorate 5	Oak Flats	1

## Special Constables, NSW Police Force Advisory Group

### 5 DELEGATES REQUIRED

Nominations are called for 5 Executive Committee Members for the above group.

Each nomination must be seconded by two other Special Constables. Nominees, nominators and seconders must be financial members of the Association as at 29 March 2019.

## Trustee and Guardian Advisory Group

### 9 DELEGATES REQUIRED

The Trustee and Guardian Advisory Group shall consist of 9 delegates from the electorates as listed below:

Electorate	Trustee And Guardian Locations	Delegates Required
Electorate 1	Parramatta	5
Electorate 2	City (O'Connell St/Surry Hills)	1
Electorate 3	Newcastle and Northern Region (Combined)	1
Electorate 4	Southern/Western Region (Bathurst/Broken Hill/Wagga Wagga/Wollongong)	1
Electorate 5	Office of Public Guardian (Downing Centre/Gosford/Parramatta)	1

### NOMINATIONS AND CLOSING DATE:

Each nomination must be seconded by two other members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 29 March 2019.

Nominations must be submitted via Survey Monkey.

**The Survey Monkey link for nominations will be emailed to all eligible members early April 2019.**

Nominations will close on 30 April 2019. Forms must be completed via Survey Monkey by **5pm on 30 April 2019**.

If there is a ballot, candidates who wish to have a profile available for voters to read should provide a brief statement of 300 words or less stating how they will best represent members' interests.

Space is provided for this purpose on the form available through Survey Monkey.

**Environment and Heritage Departmental Committee**

**26 DELEGATES REQUIRED**

The Environment and Heritage Departmental Committee shall consist of 26 delegates from the electorates as listed below:

<b>Electorate</b>	<b>PSA Regions And Offices</b>	<b>Delegates Required</b>
<b>Group A: Office Of Environment &amp; Heritage</b>		
1. Metropolitan	Sydney PSA Head Office	9
2. Central West	Bathurst PSA Office	2
3. Hunter	Newcastle PSA Office	2
4. North Coast	Lismore PSA Office	3
5. North West	Tamworth PSA Office	1
6. South East	Wollongong PSA Office	3
7. South West	Wagga PSA Office	2
<b>Group B: Environment Protection Authority</b>		
8. Metropolitan		2
9. Hunter and North		1
10. Central West and South		1
<b>Total</b>		<b>26</b>

**NOMINATIONS AND CLOSING DATE:**

Each nomination must be seconded by two other members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 22 March 2019.

Nominations must be submitted via Survey Monkey.

**The Survey Monkey link for nominations will be emailed to all eligible members 27 March 2019.**

Nominations will close on 24 April 2019. Forms must be completed via Survey Monkey by **5pm on 24 April 2019**.

If there is a ballot, candidates who wish to have a profile available for voters to read should provide a brief statement of 300 words or less stating how they will best represent members' interests.

Space is provided for this purpose on the form available through Survey Monkey.

**Aboriginal Education Officers Advisory Group**

**7 DELEGATES REQUIRED**

The Aboriginal Education Officers Advisory Group shall consist of 7 delegates from the electorates as listed below:

<b>Electorate</b>	<b>PSA Regions And Offices</b>	<b>Delegates Required</b>
Electorate 1	Sydney Metro (PSA Head Office)	1
Electorate 2	Central West (Bathurst PSA Office)	1
Electorate 3	Hunter (Newcastle PSA Office)	1
Electorate 4	North Coast (Lismore PSA Office)	1
Electorate 5	North West (Tamworth PSA Office)	1
Electorate 6	South East (Wollongong PSA Office)	1
Electorate 7	South West (Wagga PSA Office)	1

**NOMINATIONS AND CLOSING DATE:**

Each nomination must be seconded by two other members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 22 March 2019.

Nominations must be submitted via Survey Monkey.

**The Survey Monkey link for nominations will be emailed to all eligible members 1 April 2019.**

Nominations will close on 3 May 2019. Forms must be completed via Survey Monkey by **5pm on 3 May 2019**.

If there is a ballot, candidates who wish to have a profile available for voters to read should provide a brief statement of 300 words or less stating how they will best represent members' interests.

Space is provided for this purpose on the form available through Survey Monkey. ●

**Nominations for each Disability Employer will be advertised in March 2019. A Survey Monkey link for nominations will be sent to all eligible members.**

BOOK REVIEWS

**DEAD RIGHT: HOW NEOLIBERALISM ATE ITSELF AND WHAT COMES NEXT**

Richard Denniss  
\$21.99  
Black Inc

According to Richard Denniss, chief economist at the Australia Institute think tank, people are waking up to the myth that neoliberalism helps everyone – producer and customer alike. Instead, the relentless privatisations, deregulations and cutbacks of the past 40 years have let companies accumulate unseen levels of wealth, yet contribute little to the common good.

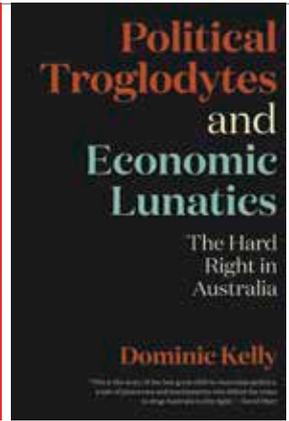
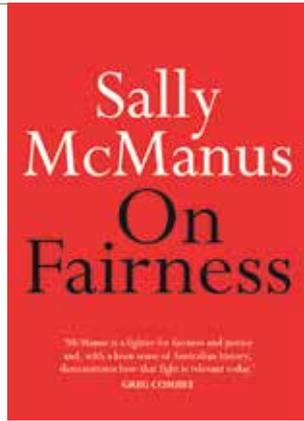
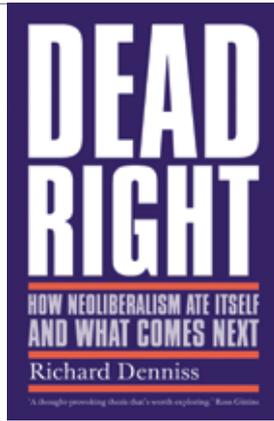
He adds that far from stripping us of burdensome rules, the deregulation frenzy in recent decades has instead just made the rules more onerous for workers while freeing red tape for private enterprise.

And, as many of our members will attest, Mr Denniss points out neoliberalism’s glaring moral failings, adding that “handing over the care of vulnerable kids, the elderly and the disabled to companies with a legal obligation to maximise profits is, literally, a risky business”.

**POLITICAL TROGLODYTES AND ECONOMIC LUNATICS: THE HARD RIGHT IN AUSTRALIA**

Dominic Kelly  
\$32.99  
Black Inc

Tracing its roots to the 1970s, the neoliberal takeover of the Liberal Party was the brainchild of a few hard right



public figures determined to upset what they thought was a system hindered by industrial harmony and protectionism. Among them was mining magnate Hugh Morgan, Treasury Secretary and sometime race-baiting senator John Stone and think tank regulars such as the Kemp brothers and Gerard Henderson, aided and abetted by such Murdoch cheerleaders as Greg Sheridan.

Theories pushed by these figures, sometimes backed by even the Labor Party, have thrown open the country to widespread privatisation, every-man-for-himself industrial disharmony and the trickle-down fiasco. Not satisfied with ruining economic equality, the movement has also set back social movements such as Aboriginal reconciliation and stood in the way of climate change action.

**ON FAIRNESS**

Sally McManus  
\$16.50 (purchase through [australianunions.com.au](http://australianunions.com.au) to donate to the Change the Rules campaign)  
Melbourne University Press

Opening with the infamous ABC interview that thrust her into the public eye as the political right’s enemy No. 1, ACTU Secretary Sally McManus’s book covers her love for the union movement and its past role in making Australia a more equal society than, say, the United States or Britain.

However, she points out that in the 21st century, this equality – or fairness – is at risk. “It has not escaped notice that remuneration for company bosses continues to ascend to stratospheric levels, while the people who work at these companies struggle to get a pay rise,” she writes.

Adding to this disquiet is the rise of casual work, where “less than half of employed Australians now hold a ‘standard’ job: that is, a permanent, full-time paid job with leave entitlements”.

But *On Fairness* is not just the union leader shaking her fist at clouds and pining for the good old days. She uses the 100-page book to urge the union movement to return to the pivotal role it had in our economy before Hayek-spouting think tanks thrust neoliberalism on an unwitting populace. ●

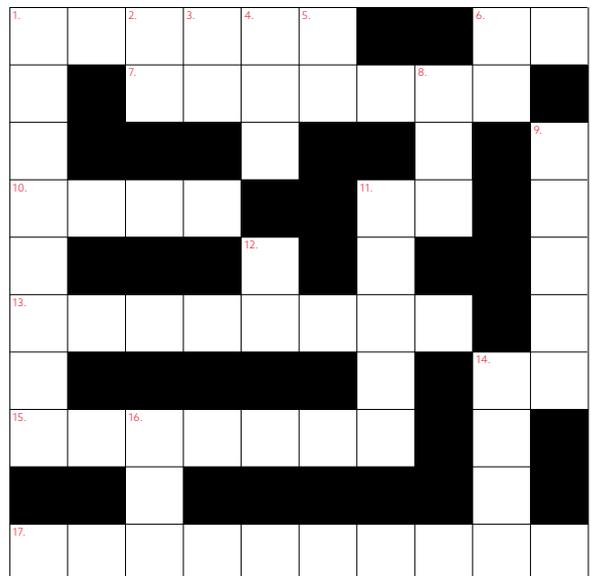
CROSSWORD

ACROSS

1. Fruity seat lost by National Party in 2016. (6)
6. Region of Sydney with plenty of safe ALP seats (abbrev). (2)
7. Nickname of State Parliament lower chamber. (4,3)
10. ALP Premier 2008-09, Nathan \_\_\_\_\_. (4)
11. Abbreviation of State Parliament lower chamber. (2)
13. Marginal ALP seat on Central Coast; The \_\_\_\_\_. (8)
14. This Australian state fell to Marshall law in 2018. (2)
15. Dominant party in Coalition. (7)
17. ALP seat with large Vietnamese-born population. (10)

DOWN

1. First Premier out of the current eight-year revolving door of Coalition leaders. (8)
2. Early NSW political correspondent \_\_\_ Patterson; better known as Banjo. (2)
3. Region of NSW where Nationals are giving way to Green voters (abbrev). (2)
4. Former Roads Minister who surprised no-one when taking up job with roads-based lobby group. (3)
5. Official initials of NSW symbolic head. (2)
6. Nickname of State Parliament: Macquarie \_\_\_\_\_. (2)
8. Lobby group that has the Liberal Party at its beck and call. (3)
9. Marginal Liberal Party seat held by Gareth Ward. (5)
11. Level of government below state. (5)
12. ALP won this state in 2017. (2)
14. Goal for election candidates. (4)
16. First name of Labor Premier who served in 20th and 21st centuries. (3)



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

# Joining Form

Joined by:



## ABOUT ME:

Title:  M  F  Other

First name:

Surname:

Preferred name:

D.O.B:

Aboriginal or Torres Strait Islander heritage? Yes  No

Address (home):

STREET  STATE

SUBURB  POSTCODE

Address (postal):

POSTCODE

Phone:

MOBILE

HOME  WORK

Email:

PERSONAL  PLEASE NOMINATE YOUR PREFERRED EMAIL

PREFERRED

WORK

PREFERRED

Red Tape magazine via: Post  Email

## ABOUT MY WORK:

Employer name:

Job title:

Pay ID serial no:

Commencement date:       Agency:

Worksite address:

STREET  STATE

SUBURB  POSTCODE

Employment status:  FULL-TIME  PART-TIME

Employment type:  PERMANENT / ONGING  TEMP / CONTRACT  CASUAL  LABOUR HIRE

Are you a current Health Safety Rep (HSR)? YES  NO

## ABOUT MY MEMBERSHIP:

Weekly membership fees are based on your gross annual income. Please tick which applies to you:

<input checked="" type="checkbox"/> Gross annual salary	Weekly fees from July 2018
<input type="checkbox"/> Less than \$10,456	\$3.65
<input type="checkbox"/> \$10,456 – \$41,824	\$7.10
<input type="checkbox"/> \$41,824 – \$59,411	\$11.45
<input type="checkbox"/> More than \$59,411	\$14.90



Fees can also be paid quarterly or yearly by cheque/credit card/cash. Payment must accompany form and then an invoice will be sent when account is due.

I would like more information about:

Training  Becoming a delegate/contact

## ABOUT MY PAYMENT:

OPTION 1: Direct Debit Fortnightly  4 weekly

NAME ON ACCOUNT

FINANCIAL INSTITUTION

BSB  ACCOUNT NUMBER

SIGNATURE

I hereby request the deduction from my account of my subscription to the PSA (User ID 040 172). I authorise the following:  
1. The PSA may verify the details of the above mentioned account with my financial institution if required. 2. My financial institution may release information allowing the PSA to verify the above mentioned account details. 3. My employer may release my bank account details to the PSA for the purpose of enabling me to establish a direct debit facility for the payment of my subscription. 4. I have read the Automatic Payment Service Agreement overleaf and agree with its terms and conditions.

OPTION 2: Credit Card (monthly only) Visa  Mastercard

CARD NUMBER

NAME ON CARD

SIGNATURE  EXPIRY DATE

I hereby authorise the PSA to debit my card account with the amount and at the intervals specified in the Salary and Fees Table detailed on this form, and in the event of any change in the charges for these subscriptions, to alter the amount from the appropriate date in accordance with such change. This authority will stand, in respect of the above specified card and in respect of any card issued to me in renewal or replacement thereof, until I notify the PSA in writing of its cancellation. Union dues processed on 7th of each month.

## DECLARATION:

SIGNATURE

DATE

**RETURN YOUR FORM**

**AFTER COMPLETING YOUR FORM, YOU CAN:**  
Hand it to your organiser  
SCAN AND EMAIL TO: membership@psa.asn.au or fax to 02 9262 1623  
YOU CAN POST IT TO:  
Membership Section, PSA of NSW  
GPO Box 3365, SYDNEY NSW 2001

I, the undersigned, hereby apply to be enrolled as a member of the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA) and the Community & Public Sector Union SPSF Group NSW Branch (CPSU NSW) in accordance with the Rules of both bodies, by which I agree to be bound, and I appoint the PSA and CPSU NSW as my bargaining agent. I agree that a copy of this form (whether as a scanned image, photocopy, facsimile or otherwise) may be used or dealt with as if it were the original. I have read and understood the information detailed overleaf relating to financial obligations and the circumstances and manner in which I may resign my membership.

# Joining Form

Joined by:



# JOIN YOUR UNION

## #JoinYourUnion

[psa.asn.au/join](http://psa.asn.au/join)  [psansw](https://www.facebook.com/psansw)

### Terms and Conditions:

#### Automatic Payment Service Agreement

We, the PSA, make the following commitment to you:

- » The PSA will debit/charge your membership fees as they fall due. However, if this day falls on a non-business day, they will be debited/ charged on the next business day.
- » The PSA will only use this authority to debit/charge regular fees. If you miss a payment, it will be picked up in the following period i.e. two instalments will be taken out.
- » Resignation from the PSA must be notified according to the section "How to resign from the PSA and CPSU NSW". Should you resign your membership, the PSA undertakes to cease debiting your account upon the termination of the written notice period.
- » The PSA will notify any changes to your union fees in "Red Tape".
- » The PSA will act in accordance with our Privacy Statement, while noting that your financial institution may require such information to be provided in connection with a claim made on it relating to an alleged incorrect or wrongful debit.
- » The PSA will investigate and deal promptly with any queries, claims or complaints regarding debits/charges and provide a response within 21 days of receipt.

#### Your commitment to the PSA:

- » You will ensure that the account details provided to the PSA are identical to the account details held by your bank or financial institution.
- » You will ensure that you have sufficient funds or credit available in the nominated account on the due date for payment of your fees. You will let us know in writing within 14 days if the nominated account is altered, transferred or closed.
- » You will be responsible to ensure that the amounts debited/charged to your nominated account for your PSA fees are correct.

» If the charging arrangements are stopped by you or your nominated bank or financial institution, you will arrange a suitable alternative payment method with the PSA.

» Resignation from the PSA/CPSU NSW will be notified by you as per the conditions in the section "How to resign from the PSA and CPSU NSW". Repayments will not be made for late notifications.

#### How to resign from the PSA and CPSU NSW

You may resign from membership when either you cease to work in an area covered by the Association or by giving 14 days notice in writing of your intention to resign to the PSA General Secretary.

Resignation from the PSA will also be taken as resignation from the CPSU NSW, subject to confirmation.

Resignation from the CPSU NSW can be by notice in writing of two weeks or more, such notice being delivered to the Secretary of the CPSU SPSF Group NSW Branch.

Please note that you are obliged to pay any dues owing to the PSA up to the date of effect of the resignation and that fees are not refundable on resignation from the PSA/CPSU NSW.

#### Privacy Statement

Information collected in these applications is used for the purposes of the PSA and the CPSU NSW only.

When we use third parties to carry out union functions (eg mail-houses, electoral offices, candidates to union office, union delegates, etc.) only necessary information is released, and subject to the condition that it not be used for any other purpose.

Information requested for payment of membership fees is provided only to the relevant financial institution or employer.

Any member may at any time arrange to see and correct their membership record by contacting [membership@psa.asn.au](mailto:membership@psa.asn.au)

T 1300 772 679  
F 02 9262 1623

A 160 Clarence Street, Sydney NSW 2000  
GPO Box 3365, Sydney NSW 2001

W [psa.asn.au](http://psa.asn.au)  
W [cpsunsw.org.au](http://cpsunsw.org.au)

E [membership@psa.asn.au](mailto:membership@psa.asn.au)

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One like Union Health.

Union Health is here to serve all union members. And it's brought to you by TUH Health Fund, which was ranked first by members for trustworthiness, satisfaction, loyalty and likelihood to recommend in the latest nationwide Ipsos survey of health funds.

ARE YOU FOR A FAIRER HEALTH FUND?

**Join today and get your second month free!\***

Visit [unionhealth.com.au](http://unionhealth.com.au) to find out more.

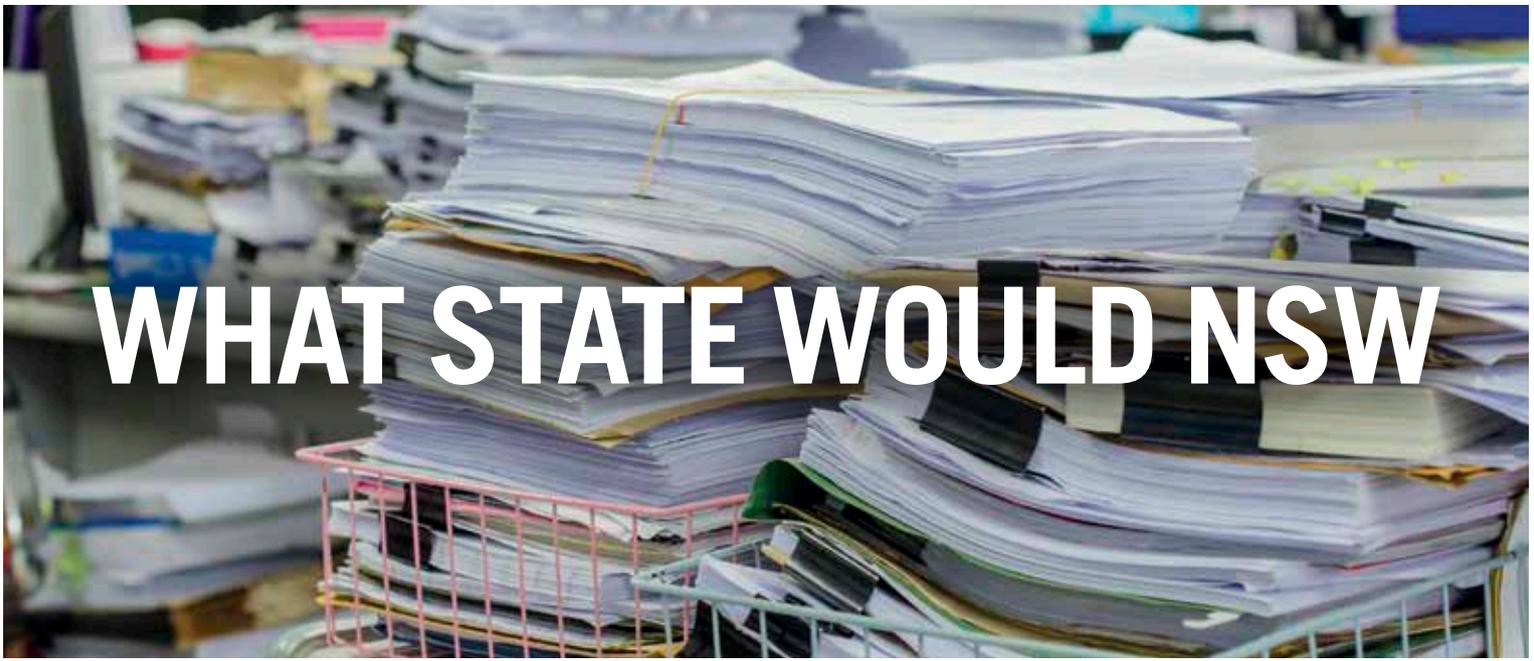
FAIRER TOGETHER  
**union health**

Brought to you by TUH, the health fund members trust.



TRUSTWORTHINESS,  
SATISFACTION, LOYALTY AND  
LIKELIHOOD TO RECOMMEND

\*Terms and conditions apply



**WHAT STATE WOULD NSW**



**BE IN WITHOUT SCHOOL**



**SUPPORT STAFF?**

**SAVE THE STATE. CHANGE THE GOVERNMENT.**

