

Pay rise – 2 per cent or 2.5 per cent? ... and other industrial concerns

The PSA conducted a lunchtime meeting at the McKell building on 6 March and was able to hear concerns from a diverse range of staff across the various Divisions of DFSI. The concerns expressed ran parallel to those the PSA has had for some time.

2.5 per cent Salary Cap

Members remain angry that the current Government legislated to enforce a maximum pay rise of 2.5 per cent and that there is no mechanism for annual pay rises to be considered by an independent arbitrator. What has flown under the radar is that pay rises under the current Government will likely be limited to two per cent from 2021. The precedent was set by this Government when it legislated in 2014 to ensure public servants paid for their own super increase by removing the superannuation increase from that years pay rise. Compulsory Superannuation is due to increase from July 2021 by 0.5 per cent per year until July 2025.

Importantly, the PSA (in participation with Unions NSW) has secured a commitment from Labor to scrap the cap.

Efficiency Dividend

A 12 per cent saving to Operating budget over four years means a three per cent cut each year. A workforce already performing at capacity, with many staff reporting loss of hours each settlement period, are alarmed. And justifiably - how will the savings be met without cutting staff and resources?

Privatisation/Outsourcing

Concerns are around job security and fiscal mismanagement leading to poorer outcomes for the public. Nearly \$70 billion in public assets sold off the government agenda is clear and is unabating. The sell-offs include profit-making entities, such as the Land and Property Information, for short-term gain.

Terms and conditions of employment are invariably diminished once the new entity takes ownership.

Casualisation of jobs and increased reliance on Labour Hire

Not only are staff fearful for their own job, they are concerned when their neighbour performs the same job as them but receives considerably less remuneration – the difference being pocketed by the private enterprise Labour Hire agency.

GovConnect Fail

Everywhere the PSA attends throughout DFSI there are reports about the shortcomings (in the least) of GovConnect. The reboot, in its second year, appears to have had nil affect with reports coming from across DFSI of:

- » system outages – staff, such as SafeWork Inspectors, then unable to perform their critical jobs
- » underpayments and overpayments, (overpayments being recouped without proper arrangements being put in place prior – breaching legislation)
- » loss of P-Files and leave records.

Please keep an eye out this week for correspondence from the PSA regarding these industrial issues, and how your vote on 23 March will affect these issues

Be part of the discussion and be part of the solution. If you aren't a PSA member join online at www.psa.asn.au/join

If you have any issues you'd like to discuss, call the PSA's Member Support Centre on **1300 772 679**.

