

OCTOBER-
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2019

RED TAPE



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Gardens

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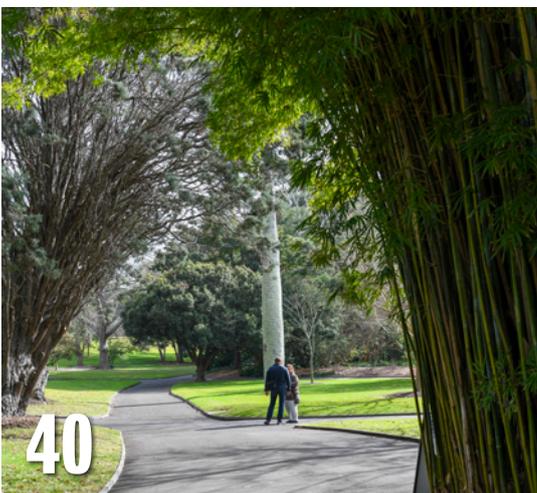
RED TAPE



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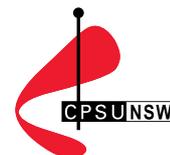
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All members of CPSU NSW are also members of the Public Service Association.
The PSA is the associated body that manages and resources CPSU NSW.



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SCHOOLS VITAL FOR OUR STATE'S FUTURE

One of the more enjoyable parts of my role as General Secretary of the PSA is getting out to schools for Recognition Week. And, even better, Recognition Week this year was followed by our stunning win on behalf of School Administrative and Support (SAS) Staff in the Industrial Relations Commission.

It is hard to think of a government role more important to society than the provision of education. These are the people helping to forge the state's future citizens. And it is vital these workers have a union watching their backs.

For Recognition Week this year I visited schools throughout the state, talking to people who are an important part of our union.

Members working in schools make up the single largest portion of the PSA/CPSU NSW membership: and their work typifies the importance a well-funded, well-respected public sector has for the people of NSW. Like all our members over the state, these people get up each

day and work for a better NSW. And like too many of our members, they don't get sufficient recognition for their efforts.

Too often our members in schools carry the can for poor decisions. The latest problem our School Administrative Officers and Managers have to sort is yet another botched IT roll-out, this time the WBSIO solution, which is causing an administrative burden for already busy staff.

And while we had a big win with Pay Equity, there is still work to do.

Many of our members in schools are fighting for basic employment rights such as permanent, full-time positions. Too often our Delegates, Organisers and Industrial staff are called in to help members who have languished in temporary roles for more than a decade. Staff, who are officially employed as 'temporary' find it almost impossible to secure a loan from a financial institution.

The disregard the Government has for the hard-working members in our schools is the reason the PSA has launched its *Worth 100%: Paid, Protected, Permanent* campaign. We know these people put in 100 per cent effort to create a better learning environment for our children, so the Government is obliged to give them 100 per cent support in the shape of better wages, permanent employment status and less time spent fixing up badly designed rollouts.

Recognition Week is great, but every week should be one where our members in schools receive proper acknowledgment for their work. ■



IT IS HARD TO THINK OF A GOVERNMENT ROLE MORE IMPORTANT TO SOCIETY THAN THE PROVISION OF EDUCATION





With bushfires kicking off early, many PSA and CPSU NSW members will be at the coalface, fighting blazes.

“The PSA/CPSU NSW hopes all members in affected areas are safe and well,” said General Secretary Stewart Little. “We also wish to extend a big thank you to the emergency services workers, many of whom are your fellow union members, defending communities affected by fires.”

All members of the PSA/CPSU NSW should keep in mind their union has fought for award clauses to support all workers unable to attend work in natural emergencies such as bushfire.

Clause 17 of the *Crown Employees (Public Service Conditions of Employment) Award* allows public service employees, prevented by natural emergency from attending work at a normal work location, to apply for varied working hours, an alternative working location or to take available Family and Carers leave and/or flex, rec or extended leave or leave without pay to cover the period.

Alternative work locations for those affected by natural disaster can include working from home or from another office or agency.

The Award states, “When a prolonged transport disruption occurs, Department Heads may extend the flexible working hours settlement period during which the transport disruption occurred by a further four weeks, in order to allow employees to make up additional time taken during the disruption.”

Family and Community Services leave can be granted if an employee’s property is threatened by emergencies such as bushfire.

If leave is exhausted as a result of natural disasters, and another emergency arises, the Department Head can consider applications for additional FACS leave.

Under Clause 40 of the *State Water Corporation Agreement*, employees of WaterNSW also have access to special leave if they are emergency service volunteers.

TAFE employees prevented from attending work at a normal work location by a natural disaster may negotiate an alternative working location or take available FACS leave, flex leave, annual or extended leave, or leave without pay, to cover the period concerned. Additionally, Section 5, Part A of their Enterprise Agreement allows TAFE employees to apply to vary their working hours.

According to their Enterprise Agreement, “all Forestry Corporation employees are expected to perform any required role in fighting fire that they are competent to perform safely which includes roles that do not involve frontline firefighting”.

The *Forestry Corporation Agreement* stipulates firefighting duties and hours required, with Section 57 outlining rates of pay.

Members affected by fire who are unsure of their rights or entitlements or who have a problem with accessing their rights should contact the PSA/CPSU NSW on 1300 772 679. ■

“

“WE WISH TO EXTEND A BIG THANKS TO EMERGENCY SERVICE WORKERS, MANY OF WHOM ARE FELLOW UNION MEMBERS”

”



From the Assistant General Secretary Troy Wright

LONG WAY TO THE TOP FOR STILLBIRTH CAMPAIGN

The PSA/CPSU NSW is continuing its campaign to increase industrial entitlements for women who experience stillbirth or miscarriage, this month taking its arguments to Australia's highest office.

By way of background, in June 2018 the CPSU NSW made a submission to the Select Committee on Stillbirth Research and Education, which had been established to investigate a number of issues relating to stillbirth and miscarriage. Our submission included, among other matters, an argument that the current legislative provisions in the *Fair Work Act 2009* (Cth) require improvement.

Currently section 77A of the Act means any unpaid parental leave is no longer available if a child dies after being born, whilst section 80 creates "unpaid special maternity leave" which is unspecified in amount and, as the title suggests, unpaid.

The provisions are convoluted, insensitive, and require medical certificates for what is not a health issue. Furthermore, they are grossly inadequate in both entitlements and compassion.

The CPSU NSW highlighted a condition we had secured during enterprise bargaining in the *Ausgrid Enterprise Agreement 2018* as the standard which should be adopted, providing between six and 16 weeks of paid leave in the event of a stillbirth or miscarriage.

The Committee's report was tabled in December 2018 and within it came a recommendation that such a clause should be adopted in the Act.

The CPSU NSW is now meeting with relevant Federal politicians to ensure this recommendation is acted upon and not left as a by-line in a historical document. We are confident following our meetings in Canberra that the current government is convinced of the need for reform, and will act upon it and consult again with the union before doing so.

THE PROVISIONS ARE CONVOLUTED, INSENSITIVE, AND REQUIRE MEDICAL CERTIFICATES FOR WHAT IS NOT A HEALTH ISSUE

Aside from the subject matter itself, there are two things of note in this work.

The first is that it is very much altruistic. There are no CPSU NSW members who rely on the *Fair Work Act* for their industrial entitlements – all our members are covered by State Awards or Federal Enterprise Agreements. As

your union we see obtaining industrial instruments as an essential way of improving the working lives of our members. When the *Fair Work Act* was written, its entitlements were always intended as a very basic safety net from which improvements would be sought. But unfortunately, due to declining union membership, particularly in the private sector, and other operative provisions in the Act, Enterprise Agreements are increasingly unobtainable for many workers and they are Act-reliant for their terms and conditions of employment. It is those working women we are concerned for.

Secondly, it is a true member-driven campaign, most notably by the PSA/CPSU NSW's 2019 Delegate of the Year, Leanne Smith and her husband Tim. The Smiths have been tireless advocates for systematic improvement in this area, from enterprise bargaining and assisting in the preparation of the written submission. They also appeared before the Senate Committee and are now lobbying politicians. When this change occurs it will be the realisation of their hard work which will benefit thousands of families across the country.

And that is something all PSA/CPSU NSW members should be proud of. ■



Troy Wright is joined by Leanne and Tim Smith in Canberra to get the stillbirth provisions into all Australian employment agreements.



KNOW YOUR RIGHTS: SPECIAL SICK LEAVE

Crown employees who become seriously ill are able to access additional leave over and above their annual sick leave entitlement.

Many public servants don't know about Special Sick Leave and experience added stress and anxiety when serious illness or injury keeps them from work for an extended period. No-one wants to worry about both their health and their financial situation.

Clause 84 of the *Crown Employees (Public Service Conditions of Employment) Award* refers to Special Leave and the criteria for accessing Special Sick Leave is outlined in the *Public Service Industrial Relations Guide*.

To be eligible for Special Sick Leave the employee has been, or will be absent, for a period of at least three months; and has exhausted, or will exhaust, all normal sick leave entitlements.

The employee is required to provide evidence of illness to be able to access Special Sick Leave. What is provided to the employer is between you and your doctor. However, a certificate stating medical condition or unfit for duty will not be considered sufficient. The Award allows

employees to provide health information to the employer on a confidential basis. The PSA can assist in this process.

Entitlements to Special Sick Leave are:
10 years' service – 22 days
20 years' service – 44 days
30 years' service – 66 days.

Every year the PSA assists members with a serious illness or injury to access Special Sick Leave.

NO-ONE WANTS TO WORRY ABOUT THEIR HEALTH AND THEIR FINANCIAL SITUATION

If you think you could be eligible for Special Sick Leave, please contact the PSA's Member Support Centre in the first instance on 1300 772 679.

"We know that if you are seeking access to Special Sick Leave you probably have a serious illness or injury, so we understand that a family member or close friend may be calling on your behalf," said Industrial Officer Carmel McKeough, who gave a talk on the entitlement at the PSA/CPSU NSW Women's Conference. "We will give priority to taking up your application for Special Sick Leave with your agency." ■

TAKE NOTICE

The Crown Employees Award states every workplace represented by the PSA should have a noticeboard dedicated to news from your union.

Delegates are also entitled to be allocated sufficient time to update it. Speak to your Delegate or Organiser if you have no place to pin up union news in your workplace. It is vital your colleagues are kept up to date with issues affecting them.

Cassandra Macdonald and Megan Lopresti at the Bankstown office of Communities and Justice know where to go to keep up with union news.





From the President Kylie McKelvie

TAFE DECLINE HIGHLIGHTS REGIONAL WOES

Government job cuts are never good for the economy. They take jobs from local communities, see an increase in unemployment rates and, as we can see from the disasters befalling Sydney's poorly regulated apartment construction in Sydney, reduce confidence for buyers and sellers in markets.

In regional NSW, these cuts bite particularly hard. One less family in town could be the difference between a local school or bank branch staying open or closing down. A family moving out could be the straw that breaks the back of a local supermarket's viability. One less local in the bar could sound the death knell for the bowling club.

THE NATIONAL PARTY NEEDS TO STAND UP FOR THE COUNTRY

This is why TAFE cuts hit hard in the country. In recent years we have seen TAFE cuts in regional centres such as Quirindi, Maclean and Bega.

The dismantling of the TAFE system has been particularly brutal in the regions; replacing thriving, well-staffed campuses brimming with well-paid, qualified staff with poorly

staffed centres where students simply log on and pick up information from a larger centre. Forget about library staff, teachers, or technicians and the contributions these people would make to the local economy.

Sending away young people looking for further education will do the regions no favours. Again, their spending power is taken away and there is a smaller chance they will come back.

At a time when country regions are struggling, the skills imparted by TAFE have never been more important. Drought and ageing populations present challenges to our country towns that only a creative, well-educated workforce can take on. Deskilling our smaller towns by closing education options or replacing them with fly-by-night private colleges will just hasten the decline of regional NSW.

Finally, the social cost of cutting education options is perhaps the most obscene aspect to the Government's retreat from vocational education. Cutting regional youth off from vocational education opportunities is heartless in a time of drought, high regional unemployment and drug use.

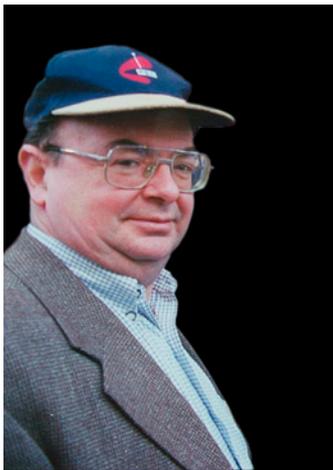
The National Party, as the junior member of the coalition governing our state, along with Liberal MPs representing regional seats, need to stand up for the country. National Party MPs need to pressure Cabinet to reverse cuts to the TAFE system. They need less reliance on private colleges and more emphasis on the Government placing itself at the heart of regional education and the renaissance of country NSW. ■



Union conference room renamed in honour of communications maestro

The Conference Room at PSA House has been renamed in honour of the union's late Communications Manager Les Carr.

Mr Carr, who passed away in 2013, saw the Communications team



evolve from a unit producing printed material such as brochures and *Red Tape*, through to the digital age of mobile telephones, mass emails and social media. He began working for the union in 1987.

"In the early days of online communication, if you got an email from the PSA, it came from Les," said PSA Industrial Manager Kris Cruden, who worked with Mr Carr both in the union and on local political campaigns in Sydney's inner west. "He was a great supporter of women in the ALP and the union.

"The PSA was a huge part of Les's life and he had many friends in the staff, members and delegates of the union.

"His contribution to our union and the wider union movement cannot be underestimated. He is greatly missed." ■

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

NEW FEES

PSA fees have increased in line with the Public Service pay rise from 1 July. These figures include 10 per cent GST. The salary ranges indicated below are based on the *Crown Employees Award rates*.

SCHEDULE OF FEES

SALARY	ANNUAL	QUARTERLY	MONTHLY (Credit Card only)	4-WEEKLY (Credit Card only)	FORTNIGHTLY	WEEKLY
\$60,896 >	\$792.85	\$198.20	\$66.05	\$61.00	\$30.50	\$15.25
\$42,871 - \$60,896	\$609.25	\$152.30	\$50.75	\$ 46.90	\$23.45	\$11.70
\$ 10,718 - \$42,870	\$378.45	\$94.60	\$31.55	\$29.10	\$14.55	\$7.30
Less than \$ 10,718	\$194.85	\$48.70	\$16.25	\$15.00	\$7.50	\$3.75

Leave without pay \$36.75 (LWOP more than three months must be notified)
Retired Associates & Retrenched Members \$36.75
Retired Associates & Retrenched Members with Provident Fund \$42.45

Members proceeding on Leave Without Pay in excess of three months will need to advise the Association in order to maintain their financial

membership, including membership of the Provident Fund. Members on Leave Without Pay in excess of three months are afforded a special membership rate of \$36.75 for up to one year. Members on Leave Without Pay for a lesser period, are required to pay the full membership fee.

PSA fees are tax deductible.



Union averts Benevolent Society sacking

When a CPSU NSW disability services member was told he had breached his employment conditions by The Benevolent Society (TBS), he went to his union.

He was alleged to have failed to follow directions by TBS and told he was to be sacked. This was a week before he

was to be made redundant. If TBS was successful, it would have been able to avoid paying any redundancy payments. The CPSU NSW took his corner and demanded to find out just what conditions had been breached. An hour after his employment had ceased, he was informed he had not breached any conditions and

could receive his correct redundancy entitlements.

"If you are cornered by your employer and alleged to have breached your employment conditions call the union and don't sign anything," said CPSU NSW Industrial Officer Graydon Welsh.

"We are here to help." ■

CONTROVERSIAL CUTS STILL ON THE TABLE

Northcott is yet to decide whether to proceed with a suite of major cuts to its disability services workforce following the finalisation of consultation with staff over controversial restructure plans.

Troubles with the State Government's abandonment of Disability Services continue, this time with Northcott, which has refused to rule out a proposal that would see the abolition of Managers, Accommodation and Respite

THE CPSU NSW HAS MET WITH TEAM LEADERS TO DISCUSS THE PROPOSAL

(MARs) and Team Leader wages slashed by more than \$20,000 per year. However, the company has said it does not expect the changes to impact on Disability Support Workers, who will continue to work in accordance

with their transferred employment conditions.

The CPSU NSW has met with Team Leaders to discuss the company's proposal and has assured staff it intends to fight any attempt to cut wages.

In other developments, Northcott has confirmed that at some point in the future it intends to renegotiate the terms and conditions of staff that transferred from FACS. This process has not started yet and is not part of the proposed restructure.

'ARUMA THREE' WIN TRANSFER DISPUTE

The CPSU NSW has secured back pay for three disability workers transferred to Aruma from Family and Community Services.

The transferred staff were originally employed in casual roles with FACS and were made to reapply for jobs with Aruma at the conclusion of their employment guarantee period. This period was six months for temporary and casual staff.

In the process of re-engaging the transferred staff on new employment contracts, Aruma mistakenly applied its own enterprise agreement rather than the more beneficial *Community Living Award 2015*.

ARUMA MISTAKENLY APPLIED ITS OWN AGREEMENT

The CPSU NSW identified the error and wrote to all providers of transferred services in March 2019 alerting them to Aruma's mistake.

Despite the CPSU NSW's willingness to work with the providers to identify solutions, most have been hesitant to engage meaningfully in discussions.

In August the union instructed its lawyers to act on behalf of the three affected staff who were owed thousands of dollars by their employer. And it worked: Aruma replied via the CPSU NSW's lawyers to confirm the staff would receive back pay. ■

THE LAST SUPER AGENCY SIGNS UP TO A COMPREHENSIVE FLEXIBLE WORKING HOURS AGREEMENT

An agreement has been reached after negotiations between the combined unions and Transport for NSW (TfNSW). The agreement, including a Flexible Working Hours Agreement (FWHA), covers both Roads and Maritime Services (RMS) and TfNSW Awards. This is the last NSW Government Super Agency to enter into arrangements with unions for a comprehensive FWHA.

A PSA survey found members in both TfNSW and RMS overwhelmingly wanted better flexible working hours. They wanted more time off and they wanted to stop losing hours worked over and above their contract of employment.

To its credit, TfNSW recognised this will also assist with recruitment and retention

of valuable staff in an expanding agency. Whilst there were differing negotiation standpoints between the parties, the PSA believes the settlement is a fair one that contains several protections for members.

The ability to take time off during school holiday periods was a contributing factor for the PSA claim. It now gives members a much better equation when caring for school-aged children and having to juggle 12 weeks' school holidays with work commitments.

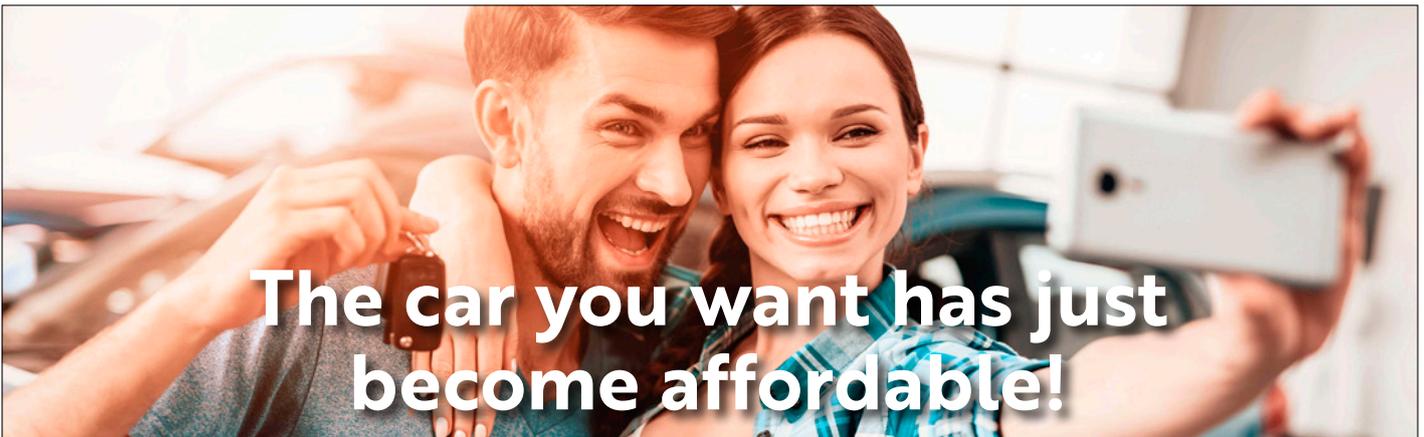
Due to the system, administrative and educational changes required to facilitate the new FWHA, there will be some lag time in the implementation. However, there are some matters that can be enabled much sooner. For RMS Group staff this means the ability to accrue extra hours to take time off during

the Christmas break. This is the only agreement in the NSW public sector that allows for the banking of hours to be taken during the public sector shutdown.

“Due to the changes the PSA will need to do some work for members, business units and managers on how to navigate the new agreement,” said PSA Industrial Officer Shane Howes. “Appropriate conversations between staff, business units and managers will be at the heart of a successful FWHA.

“With more flexibility comes more responsibility on individuals to consult on how their work will be delivered.

“This is a big change to the operations of TfNSW. It is up to PSA members to make this work. Being educated in the FWHA framework and its intentions gives our members the chance to use this to its fullest advantage.” ■



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Housing staff at risk

The PSA has urged the State Government to do more to protect its members working for the Department of Housing.

Staff working for the Department of Housing are tired of working in dangerous conditions. “I had four people in Western Sydney District assaulted in the one month, both in the office and outside,” said a executive member of the Housing Departmental Committee.

“There were three assaults in Maroubra in recent months. Two were out in the field and one in the office. These are just the ones I know about.

“We provide housing to people with complex needs, so many of our clients have issues such as substance abuse problems and mental health issues and can be aggressive.”

The executive member said the Government needs to take this into account when arranging workplace safety.

“We want enough staff resources that people can go out to the field in pairs,” she said. “We want better GPS devices and alarms. We understand there is a watch-style device that can carry these functions out. That would be safer than wearing one around your neck, as is the case at present.”

Our member added, Housing’s policy towards clients with higher needs means we face a higher rate of mental and substance-abuse issues, “members are facing health risks in some places, too”.

In extreme cases, staff have to wear suits to protect them from hazardous materials and other substances when entering some homes.

Housing Contact Centre (HCC) staff are also subjected to regular abuse from frustrated members of the public.



The Housing Departmental Committee in a meeting at PSA House.

“Many PSA members, who work for Housing fit the definition of frontline staff,” said Industrial Manager Kris Cruden. “They deserve more respect from the Government and their safety is paramount.”

The safety issues come at a time when the Government is retreating from public housing. On 16 September, the PSA learned another 2000 homes and some 4000 tenants will be transferred to a community housing provider. NSW has Australia’s highest percentage of community housing.

“Public Housing is better placed to manage social housing,” said Ms Cruden. “If properly resourced, it will perform the work better than any NGO due to the expertise available within Housing Services.” ■



“MANY OF OUR CLIENTS HAVE ISSUES SUCH AS DRUG PROBLEMS AND MENTAL HEALTH ISSUES AND CAN BE AGGRESSIVE”



The sell-off of the Sirius building in The Rocks is one example of the Government’s retreat from public housing.





Hot work in NSW parks

PSA/CPSU NSW members and Illawarra Rangers (from left to right) Rowena Morris, Helen Jessup and Jen Bean at a recent hazard-reduction burn in Dharawal National Park. This was one of the many burn offs our members were involved in recently to protect the community from wild fires.

With the bushfire season beginning earlier every year, the work of National Parks and Wildlife Service staff in hazard reduction is more important than ever. See our feature on the work PSA/CPSU NSW members are doing to combat climate change and its effects on page 32.

GOVERNMENT CONCEDES CHANGES BRING TEETHING PROBLEMS

Despite the new Department of Customer Service (DCS) kicking off operations in July this year, negotiations continue about how these changes affect PSA members.

The changes were ushered in after the re-election of the Berejiklian Government, with 10 agencies streamlined to eight: Premier and Cabinet; Treasury; Customer Service; Planning, Industry and Environment; Transport; Health; Education; and Stronger Communities.

At the time DCS was formed, the Government conceded there could be difficulties transferring staff from various Awards and Classifications that do not match with the *Crown Employees Public Sector Salaries Award*. The PSA has been informed that there are plans for up to 25 restructures in Customer Service over the next 12 months, as a result of the

Government's call for the newly created Clusters to make hundreds of millions of dollars' worth of cuts.

The most affected areas in this transition initially will be 'Shared Services' staff across the old DFSI, Service NSW, Department of Premier and Cabinet (DPC), and Treasury. It is understood that at this time, the Greyhound Welfare Integrity Commission will retain its own Corporate Services.

Corporate Services staff within Service NSW have been clearly identified as being affected by the transition. Work has been done on an options paper as to how to manage the transition. The Government Sector Employment Act (GSE) allows for employees to be reassigned at level, and only to a lower level if the employee agrees.

Some of the options that are being considered by Customer Service include salary

maintenance and the Managing Excess Employees Policy. However, neither of these options address the long-term financial impact to members. The PSA is looking at options to retain the current remuneration of affected members.

The PSA is also pleased, after much campaigning, that the DCS is committed to maximising the internal redeployment process. As part of these efforts it referred to the reduction in labour hire, which has recently gone from 10 per cent down to eight per cent. ■

New chair on board



Industrial Manager Nathan Bradshaw congratulates Ben Moody as the new Chair of the Customer Service Departmental Committee.

Mr Bradshaw said the first job on the new committee's agenda is to restructure the body to best represent members in the new department, established by the Machinery of Government changes brought in after the 2019 state election.

Riots highlight workplace dangers

The fight for safer workplaces goes on for Juvenile Justice members.

The PSA has held talks with Minister for Families, Communities and Disability Services, Gareth Ward over the dangers faced by members in Juvenile Justice. The Minister has committed to holding a review into the July riot at Frank Baxter Centre, when detainees gained control of the centre.

Staff in Juvenile Justice were forced to call for police back-up.

The riot came as the Government dragged its feet over separating high-risk offenders from the general population.

Writing an opinion piece in *The Sydney Morning Herald*, PSA General Secretary Stewart Little said, “30 juvenile offenders took control of the Frank Baxter Correctional Centre on NSW’s Central

Coast. Our members escaped without physical harm because the leaders of the riot had decided to target sex offenders within the centre.”

In adult prisons, high-risk offenders are separated from low-risk detainees, with sex offenders also moved to their own sections. The PSA believes the same system should be implemented in the Juvenile Justice system. As Mr Little pointed out in his *Herald* column, “where is the justice for a teenage car thief lumped in with murderers, rapists, and violent terrorists?”

Previous meetings with Minister Ward, have resulted in a government commitment for therapeutic units to separate troublemakers from the main population of offenders. However, progress has been slow, creating a dangerous workplace for both staff and those in custody.

One recent meeting saw a commitment from the Minister for getting detainees 18 or older into the adult corrections system if they are disruptive.

In the past, there was a dedicated program for high-risk offenders at Kariiong in the Central Coast. However, this facility was closed in 2015, with high-risk offenders currently spread throughout the Juvenile Justice system.

Education programs, which can reduce recidivism, have also been cut in centres. ■



REGIONAL CLOSURES

The NSW Government and Corrective Services NSW (CSNSW) recently announced that Grafton Correctional Centre will close from the middle of 2020, due to the opening of Serco’s new privately run Clarence Correctional Centre. Upon completion, the new centre will accommodate up to 1700 inmates.

On 24 September 2019, Commissioner Severin informed the PSA’s Prison Officers’ Vocational Branch (POVB) that, due to other facilities and new builds which increase bed capacity by 6000, starting early 2020 the following centres will be closed:

- **Berrima & Illawarra Reintegration Centre – Early 2020**
- **Ivanhoe & Brewarrina – Mid 2020**

CSNSW stated that HR will be attending all centres to discuss staff options. They will be giving staff and POVB/PSA a list of all vacancies around the state by mid-October.

CSNSW stated that staff will have the option of a transferred officer’s package or a voluntary redundancy (VR) if all other options cannot be met.

At the meeting with CSNSW, the POVB/PSA raised the following issues:

- The recruitment of casual staff should cease until all options for permanent staff have been assessed. POVB has requested a complete list of current vacancies.
- Centres should wind down operations to facilitate a reduction in staff numbers due to relocations, once a decision has been made, and agreed to by members.

Nicole Jess, POVB Chairperson, Natalie Howes, POVB Country Vice Chairperson and Julie Bond, Senior Industrial Officer (representative for non-custodial and executive staff) attended Berrima, Illawarra, Ivanhoe and Brewarrina Centres after the announcement, to discuss with members the issues that they will face due to the closures.

Ivanhoe CC sub-branch moved a motion that was voted unanimously:

We the members of the Ivanhoe CC sub branch- POVB and NCDC request to see the reasoning and information given to the Government for them to make the decision to close Ivanhoe CC. We ask for this as we do not believe there has been an impact study completed on how this will negatively affect the Ivanhoe and Hay community.

POVB/PSA will keep you up to date with further developments of the closures. ■

EMERGENCY SERVICES COALITION FACING DANGERS TOGETHER



Prison Officers team up with other first responders for a better deal for all.

An alliance between Corrections Officers, Police, Firefighters and Ambulance staff will lobby the State Government over issues faced by the first responders who keep NSW safe.

Launching the Emergency Services Coalition at the Prison Officers Association of Australasia conference (see page 34), PSA General Secretary Stewart Little said the alliance would look at harmonising workers' compensation coverage, saying "I want to catch up with these guys".

At present, Corrections Officers are not afforded the same level of workers' compensation coverage as the other three components of the coalition, having had their coverage stripped back in 2012.

Tony King, President of the Police

Association of NSW (PANSW), talked about how the Coalition "allows us to address issues together", including the mandatory testing of people who have bitten workers such as Police and the members in NSW prisons.

He added the work done by Coalition members was dangerous, with "just under 50 Police Officers assaulted every week".

Representing the 'ambos', the Secretary of the Health Services Union (HSU), Gerard Hayes agreed, saying "it is outrageous you can be stabbed in the neck or shot at work".

"The infrastructure is not there to support a safe workplace," said Mr Hayes. "Post Traumatic Stress Disorder is a common thread running through the lives of first responders."

Leighton Drury, State Secretary of the Firefighters' Union (FBEU) said there was common ground between the "traumatic" work carried out by those fighting fires and those working in the state's prisons.

"We need to be front and centre fighting not just for our workers, but for all workers," he said. ■

PSA MEMBERS COME CLOSE TO SHUTTING PARLIAMENT HOUSE

Special Constables showed how valuable their work is when they threatened to work to rule and leave Parliament unguarded.

The PSA gained widespread media attention when it highlighted the conditions Special Constables work under. Channel Nine reported on a dispute, where Special Constables threatened to work to rule, which would have seen Parliament House unguarded and shut down.

However, the Industrial Relations Commission (IRC) recommended the work to rule not go ahead. The issue is still in conciliation.

The members' low pay rates – Special Constables are paid less than Sheriff's Officers and Correctional Officers – were raised in Parliament by Labor's Linda Voltz and Greens Upper House MP David Shoebridge. Mr Shoebridge moved a motion in support of the staff, which was supported by all sides of the chamber.

The PSA met with the Minister for Police, David Elliott, who promised to raise the issue with the Commissioner.

"Special Constables play an important role in protecting our democratic institutions," said PSA Industrial Manager Anne Kennelly. "A few years ago, a Special Constable was involved in a terrorist incident at Police Headquarters in Parramatta. He was forced to shoot the perpetrator, who was killed."

"They deserve to be recognised and paid more than what they are receiving."

Special Constables are responsible for security at Police Headquarters, State Parliament House, Government House and the offices of the Premier and her Ministers.

They are not afforded the same wages and conditions as sworn officers. ■

Changing of the guard: PSA lobbies on behalf of outgoing staff

On Tuesday, 27 August 2019, the NSW Government announced the impending closure of Grafton Correctional Centre.

With the closure of the state-owned gaol (pictured right), and the imminent opening of a privately run gaol in the same area, the PSA is pushing the operator and the State Government to transfer existing staff to the new facility.

The PSA attended the centre and met with all available staff on Wednesday, 28 August 2019. At that meeting many questions were put to the Association. Due to the fact no notification was given that this announcement was being made, some of those questions could not be answered at the meeting. A commitment was given by the PSA that it would seek to gain the best possible outcome for the members of Grafton Correctional Centre.

The PSA met with Serco, which will operate the new prison. Serco was asked if it intended to engage any current Grafton Goal employees when Clarence Correctional Centre opened.

THE PSA IS PUSHING THE GOVERNMENT TO TRANSFER EXISTING STAFF TO THE NEW FACILITY

Serco confirmed that Glen Scholes, former Corrective Services NSW Director North, will be organising meetings with existing employees to provide them with information about Serco and the recruitment process.

PSA PUSHES FOR PLUG TO LEGAL AID FUNDING DRAIN



The PSA is lobbying the NSW Attorney-General and Shadow Attorney-General over the funding crisis hitting Legal Aid.

Funding for the vital service, which gives low-income people access to legal representation, had hit such a low point that lawyers have been advised by the NSW Bar Association to refuse its cases.

In a letter to Attorney-General Mark Speakman, General Secretary Stewart Little pointed out “the total expenditure for the Legal Aid Commission of NSW is to be cut by 2.6 per cent (\$9.7 million) in the latest State Budget. \$365.7 million was spent in 2018-19 but this year the Government plans to spend just \$356 million. This is in addition to cuts to staffing across the Government Sector which also affect the Legal Aid Commission”.

In July, a Supreme Court judge criticised the funding model, claiming it was hindering the progress of cases.

Supreme Court Justice Desmond Fagan was forced to postpone a murder trial after the accused failed to obtain adequate legal representation due to the lack of money available from Legal Aid. Astonishingly, there has been no increase in the base rate paid to solicitors by Legal Aid in the past 12 years.

“The current funding crisis goes

beyond lawyers wanting better fees,” said PSA Industrial Manager Anne Kennelly. “People waiting longer on remand places more stress in an already overburdened prison system. People involved in cases – both defendants and their accusers – are also denied closure for a longer time.

“There are also greater workload and mental health pressures on staff in Legal Aid due to the shortfall.

“The cuts also hit a basic tenet of democracy: the right to representation. Under the current system, there is a risk vulnerable people won’t get it.

“In regional areas particularly, it will be harder for people to get solicitors. This will disproportionately affect Aboriginal communities.”

Funding for Legal Aid comes from a mix of State and Federal Government sources and the legal community. ■

CONGRATULATIONS ALISON

The PSA welcomes the endorsement of Alison McRobert as the Unions NSW representative on the Legal Aid Board.

Ms McRobert has extensive experience in employment and industrial relations litigation in all state and federal courts and tribunals.



State Government playing with fire

NSW sacks specialist emergency managers, leaves 174 jobs unfilled, ahead of predicted horror fire season.

A major restructure of the NSW Rural Fire Service (RFS) has seen the state lose some of the country's top emergency incident managers. The PSA warned that the restructure has seen highly-experienced emergency incident managers forced out, leaving the state exposed ahead of what is expected to be NSW's worst-ever fire season.

"Decades of experience have left the building, while 174 jobs remain unfilled," said General Secretary Stewart Little. "This Rural Fire Service restructure means that a fifth of the workforce will be filled by people brand new to the organisation."

"It is a complete strategic failure from the Berejiklian government to have an untested team heading into a horror fire season. It is putting the public at risk, especially in regional areas where resources are already stretched."

"RFS is shrinking because of the Government's 'efficiency dividend'. Now the price the NSW public will have to pay is their safety."

"These are the people who make decisions about how to manage the state's fire fighting – from informing the public, where to send the fire trucks and sending out emergency warnings."

"Three year's ago David Elliott promised an enhanced fire trail network and to fund related expenses including specialised staff. NSW is still waiting on the fire trail network while these specialised staff have now been made redundant with the stroke of a pen." ■



"IT IS PUTTING THE PUBLIC AT RISK, ESPECIALLY IN REGIONAL AREAS"



OUR MESSAGE TO THE WORLD: KEEP IT PUBLIC

The Community and Public Sector Union (CPSU), which has Community Corrections members in nearly every state and territory across Australia, sponsored the World Congress on Probation held in Sydney this September.

The PSA/CPSU NSW was there to fly the flag for keeping privatisation out of the Community Corrections sphere.

"We had a lot of conversations with domestic members and non-members, and curious international visitors, about the importance of remaining in the public sector and the dangers of privatisation," said Assistant General Secretary Troy Wright, who attended the event with PSA/CPSU NSW Organiser Vivette Horrex (pictured above).



Outsourcing: A threat to staff and student safety

TAFE members held a protest outside Ultimo campus over a plan to outsource security.

"Security is an important part of TAFE everyday life," said CPSU NSW Organiser Shane Jobbrens. "Unfortunately, TAFE NSW is completely oblivious to this fact as it continues displacing several security staff who have been with TAFE for many years and replacing them with lower paid and less experienced external contractors.

"It's a race to the bottom for TAFE when it comes to security on campus."

The CPSU NSW took up the fight in September and held a rally

outside the inner-city campus to protest against outsourcing.

"Given the complete lack of consultation we have had from TAFE on this issue, the CPSU NSW lodged a formal dispute with the Fair Work Commission (FWC) as a way of forcing TAFE to the table; firstly, to engage in a meaningful consultation process, but also to make the TAFE executive recognise the inequities they are causing, and ultimately force them to treat workers respectfully and conduct an open merit-based recruitment process to bring all external security officers in-house," said Industrial Manager

Thane Pearce. "Again, the CPSU NSW has no intention of backing down on the need for TAFE NSW to recognise and apply workers' rights equally within its organisation.

"We will continue to support all security workers throughout the FWC dispute process."

"CPSU NSW officials asked the TAFE NSW executive one very simple question - do you agree that two people doing the same work in the same organisation should be paid the same with the same conditions?" said Mr Jobbrens. "The TAFE executive's response: complete silence." ■

POLICE LOCKDOWN AT SOUTHERN CROSS UNIVERSITY

NSW Police were called to Southern Cross University's Lismore campus at 1.30pm on Tuesday, September 17 after a man phoned Casino police station and made "a number of threats . . . in relation to the use of firearms".

Shortly after, the campus went into an emergency lockdown which was only lifted after police had "cleared portions of the university deemed at risk" and were satisfied that there was no credible threat. University buildings were then evacuated one at a time under police guard, a process which took several hours.

All staff and students were required to provide their identification details to heavily armed Police in order to be evacuated and were unable to take their vehicles, with the University arranging bus services to transport people to Lismore CBD, Goonellabah and some surrounding areas. Conditional access was granted at 7pm that evening for staff and students to collect vehicles and personal belongings.

"Whilst the operation has ended, police will work cooperatively with university management and continue to maintain a high visibility presence on and around the campus," Police said in a statement.

This was an unprecedented incident at the University and was undoubtedly traumatic and disturbing for those involved in many different ways. Despite no-one being physically hurt, this type of incident may trigger ongoing impacts for some staff. If you or a colleague need support as a consequence of the incident on September 17, please contact the CPSU NSW on 1300 772 679.

The CPSU NSW has called on the Vice Chancellor Professor Adam Shoemaker to conduct a full review of the university's emergency response procedures. ■



ST LEONARDS TAFE STAFF FLY THE FLAG

CPSU NSW members at St Leonards TAFE attend an information session on their proposed Employment Agreement with Organiser Shane Jobbrens.

St Leonards is just one campus where the CPSU NSW has successfully negotiated to move a number of staff from temporary to permanent positions.

What country promise? Forestry Corp next in line for sell-off

As the State Government looks to outsource yet another function, the CPSU NSW readies itself for a fight.

The CPSU NSW has vowed to oppose any attempt to sell the NSW Forestry Corporation, following an announcement by the NSW Government that it would review the viability of

leasing the Corporation's softwood division.

Currently the Forestry Corporation employs more than 600 people across NSW and generates significant additional value from commercial activity that flows directly from the industry.

Previous government studies have highlighted the broader risks of privatisation to regional communities that benefit from a profitable, publicly owned, sustainable industry.

Despite a pre-election commitment to protect regional public-sector jobs, the Berejiklian Government is doing the opposite and putting hundreds of regional jobs on the chopping block.

Nor can workers or communities rely on any commitment the Government gets from a buyer to keep regional jobs (see story right for one example).

And it's not just jobs and regional communities that will be hurt by any privatisation. Currently Forestry Corp is run with a sustainable approach that protects our native flora and fauna.

A privately run Forestry Corp might not have the same commitment to sustainability and safety. If critical native habitat is in the way of it making money, then you can be sure what will come off second-best. If proper bushfire management has a large impact on the bottom-line, then what corners will a private company cut to squeeze the most out of the plantations?

Any scoping study must take into consideration the real-world effects this will have on NSW's economy – the job losses, the social and environmental impact and the risk of poorly managed plantations leading to greater bushfire risks.

The state election showed regional NSW was suspicious of privatisation, Sydney-centric politicians and the National Party's lack of spine when standing up to the Liberals. For this reason, the Shooters, Fishers and Farmers Party now hold three formerly safe National Party seats.

"We're hoping the Liberal-National Government gets the message and quickly

rethink their privatisation plans," said CPSU NSW Industrial Manager Thane Pearce. "We'll be doing everything we can to fight it."

Last year Assistant State Branch Secretary Troy Wright led a CPSU NSW delegation to lobby State Parliament on the viability of a state-owned Forestry Corporation. ■



ILLAWARRA JOBS AT RISK AFTER BACKFLIP

The CPSU NSW is pushing Mercer to keep jobs local.

In 2016, financial company Mercer took over the privatised functions of Pillar, which administers State Government employee superannuation. Pillar was a large employer in Wollongong, and the PSA lobbied hard to keep the jobs in that region.

"We have on Hansard the then Treasurer, Gladys Berejiklian, promising to keep Pillar in the Illawarra," said CPSU NSW Industrial Manager Thane Pearce. "She must step in and honour this promise."

The guarantee was included in the legislation facilitating the sale, and places an apparent legal obligation on the Treasurer to ensure the jobs stay local for a period of at least 10 years.

"Once again, the promise of a privatisation delivering jobs and growth has fallen flat," said Assistant State Branch Secretary of the CPSU NSW, Troy Wright. "As the NSW Premier said herself less than three years ago – Pillar is a major employer in the Illawarra region, but instead of trying to expand operations they're now looking to shrink them."

"This comes as the Government flags 3000 public service job cuts, including in Illawarra. More than 14,000 Wollongong workers are forced to commute long distances to work each day because there has been no local investment."

The CPSU NSW has written to Ms Berejiklian's successor as Treasurer, Dominic Perrottet, demanding the Government stick to its word. The union has heard from two of the Treasurer's staff, who have said they will monitor the situation.



Back pay win brings out the snags

A workplace under threat finds reason to celebrate.

The PSA held a barbecue at the Powerhouse Museum to celebrate winning back pay for front-of-house staff.

“Our Visitor Services Officers were being underpaid,” said PSA Delegate Damian McDonald. “They alerted management, but management didn’t want to fix the problem. It went to arbitration and eventually the union won and they all had to be back paid.”

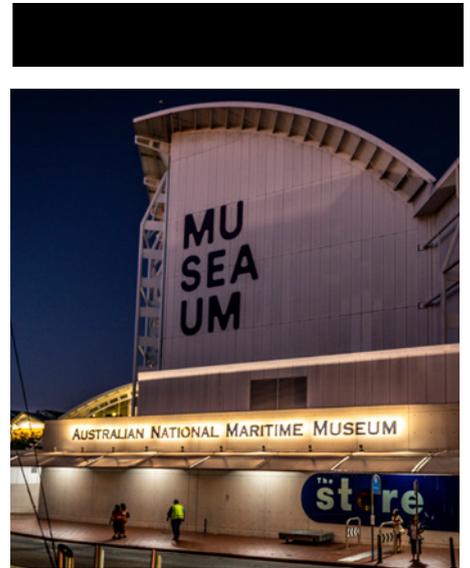
“Quite a number of employees got quite a substantial amount of money. There was quite a membership surge after that.”

Mr McDonald said events such as the barbecue reassured members the union was there at “a time of flux”, with the Government planning to relocate the institution to Parramatta, despite opposition from within its own ranks.

PSA Industrial Officer Kerrie Butson said it is “important that the PSA maintains and strengthens its relationship with members” during times of uncertainty. She praised the Delegates at the museum.

“What we have here is a very good structure with a good lot of Delegates and consistent work being done so that members are aware of what is going on.”

“Unfortunately we still have uncertainty in front of us, so it is important that the PSA maintains and strengthens its relationship with its members.” ■



JOBS KEPT AS MUSEUM RENOVATIONS COMMENCE

The PSA has helped retain jobs as the Australian Museum closes for renovation.

All temporary and ongoing staff, including front-of-house employees, have been allocated positions at College Street and Rydalmere curating the museum’s collection.

However, more than 80 casual positions are gone. The PSA has liaised with the Australian Maritime Museum (pictured above), which now has the casuals’ details to fill peak times at the Darling Harbour venue.

The Australian Museum, the oldest institution of its kind in the country, is being closed for Project Discover – a multimillion-dollar renovation to expand floorspace. The renovation is being planned to fit the Tutankhamun exhibition in 2021.

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LIKELIHOOD TO RECOMMEND

*Terms and conditions apply

FIGHT GOES ON FOR GENERAL ASSISTANTS

General Assistants (GAs) will have heard of the historic win the PSA secured for staff covered by the *SAS Staff Award*. This is a great win for those workers which unfortunately does not flow on to GAs working in the same schools.

When the O'Farrell Government was elected in 2011 it went about changing the laws to reduce the ability of unions to take cases to the Industrial Relations Commission to improve the pay and conditions of their members outside of the wages cap set by the Government.

The ability to run a 'work value' case for government workers has effectively been removed. This means we are prevented from taking a case to seek increases for the new technology GAs use and other workplace changes.

The PSA has still raised both the increased expectations on GAs and technological change that has impacted their role. Both have been rejected by the Department of Education.

The PSA is presently working on:

- A better clothing entitlement
- Ensuring all advertised positions use the agreed Role Description
- Working to prevent increased workloads being placed on GAs
- Ensuring all GAs have first aid kits in their rooms/workspaces.

The PSA advises all GAs to work to their DoE Role Description and not to take on work they are not paid to do. ■

TEMORA HOSTS SCHOOLS TRAINING



Temora High School hosted the district SLSOs Schools Conference.

There were 49 attendees, with PSA Regional Organiser Michelle Mackintosh, assisted by Delegate Tanya Pople, running a one-hour

Dealing with Workplace Bullying Training and a workshop regarding the benefits members can receive when they join the union.

"It is great that the union offers training for regional members in cooperation with the Department of Education," said Ms Mackintosh.

MEMBER WINS PERMANENCY

The PSA has won permanency for East Hills Girls Technology High School Library Administration Officer Brooke Ryan.

TOO MANY SAS STAFF ARE LANGUISHING ON LONG-TERM TEMPORARY WORK CONDITIONS

The PSA is fighting to get more members permanent positions in a system where too many SAS Staff are languishing on long-term temporary work conditions. Members who believe they have been unfairly denied a permanent position should contact the PSA or their Delegate.



Schools staff overwhelmingly say yes

The vote is in and with thousands of members voting, the message is loud and clear.

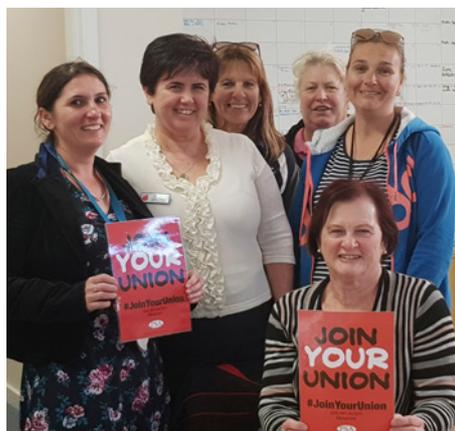
A huge 98.75 per cent of PSA SAS Staff members have voted to accept the Pay Equity package which will deliver once-in-a-lifetime pay increases ranging from 19 per cent to 35.85 per cent over three years.

“This is a resounding win for SAS Staff, the PSA and for women in NSW,” said Industrial Manager Kris Cruden.

“The input of members is vital in decisions such as these. By voting on this landmark deal you have had a genuine say on how your union proceeds.”

The Friday after the vote was counted, the PSA attended the Industrial Relations Commission and the new Award, which embodied the pay rises, was made.

Read our feature on the win on page 26.



Lakeside unionists

As if working just up the hill from picturesque Lake Macquarie wasn't enough, staff at Fennell Bay Public School are also happy to know the PSA is standing up for their rights at work.



QUAKERS HILL COLLECTS NATIONAL PRIZE

Staff at Quakers Hill High School have been named the National SAS Staff Team of the Year.

The award was presented by the PSA's federal union, the CPSU SPSE.

PSA Assistant General Secretary, Troy

Wright, visited the school to celebrate with the team during SAS Staff Recognition Week.

It is the second time the high school, in Sydney's north-west, has won the award.

INJURED AT WORK?

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we understand that recovering
from injury is a stressful time
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CPSU NSW MEMBER WINS PERMANENCY FIGHT IN THE HUNTER

Knowing the rules under which you are employed is a great tool if you ever fall into a dispute with your employer.

A CPSU NSW member at Hunter Valley Disability Services, backed by their union, wrote to their employer, quoting the following:

I was transferred from the Community Living Award to the SCHADS (MA000100) Award on 11th July 2018. Throughout the past 12 months, under the SCHADS Award, I have maintained a regular pattern of working a minimum of 20 hours per week. Most of these hours have been worked at group homes falling under the Ability Options side of the HVDS consortium. Due to having a regular and consistent pattern of hours as a casual employee, I am requesting a conversion to permanent part time employment pursuant to clause 10.5 of the SCHADS Award.

"THE MSC CAN BACK YOU UP WITH INFORMATION YOU NEED"

The member, seeking a permanent position, was quoting information gained by contacting the CPSU NSW's Member Support Centre (MSC).

"The MSC can back you up with information to make sure you have the right tools when in dispute with your employer," said Kym Ward, Manager, Member Services with the PSA/CPSU NSW.

The request for permanency was successful, racking up another win for the CPSU NSW.



SHORTFALL ADDRESSED WITH UNION ACTION

A member not paid higher duties due to an administrative error did the right thing by contacting the PSA.

Once the member realised they were not paid at the correct rate, they contacted the union's Member Support Centre (MSC), attaching the relevant paperwork, putting the MSC staff onto the case.

The case was soon rectified and the balance, which was more than \$500, was paid in the following pay period.



MEMBERS GET 5% OFF GROCERIES

Members can access an exclusive 5% discount to help you and your family save on your weekly spend.

As a PSA/CPSU NSW member, you simply need to register with one or both of our member benefits programs - Union Shopper and Member Advantage.

Once registered, you will have access to dozens of discounted services and products with stores such as Woolworths, Coles, Big W,

David Jones, Myer, JB-HiFi, Rebel Sport, BWS, Dan Murphy's, Caltex, Flight Centre, Freedom, Jetstar - the list goes on.

To get 5 per cent off your weekly shop at Woolworths, simply buy a WISH eGift card online via PSA Member Benefits and it will be sent to your email address so that you can access it on your phone.

You can order your eGift cards and pay securely online with all major credit and debit cards.

WISH eGift cards do not attract any credit card surcharges or delivery fees.

Spend \$200 in Woolworths and it'll only cost you \$190.

Save \$10 a week and that's \$520 a year saved just using this one member discount - and there are dozens more offers available to members.

Members must register to start saving. Go to the PSA or CPSU NSW website and click on Member Services, Member Benefits, Union Shopper or Member Advantage.



INSURANCE BRINGS REX MORE INDEPENDENCE



A year ago Rex Cochrane, an Aboriginal Education Officer in Bathurst, was left quadriplegic after a quad bike accident.

Assisted by PSA Delegate Sallyanne Sullivan, Mr Cochrane accessed the Accident Insurance included in his PSA membership.

He used the insurance to buy a specially modified vehicle.

"It makes a big difference," he said. "I have some independence back. I don't have to wait for public transport or taxis.

"On the weekends, I can go and see the grandkids play sport."





19% pay rise: The bell rings on inequality

In a stunning win for the PSA and women in the workplace, the Industrial Relations Commission (IRC) has granted School Administrative and Support (SAS) Staff a substantial pay rise.

The IRC called on the PSA and Government to conciliate to address the gender-based inequality claim lodged by the PSA in 2017. The claim asserted SAS Staff were underpaid compared to similar work done in fields less dominated by women. About 94 per cent of SAS Staff in NSW schools are women.

School Learning Support Officers (SLSOs) in preschools were found to be particularly underpaid, and will now receive pay rises of up to \$280 per week.

“In my view, the pay increases that are a central part of this package are an outstanding result for SAS Staff,” said David Chin, the PSA’s barrister in the case, in an announcement to members. “The package must be seen in the context of the current environment where wage increases for public servants in NSW are limited to 2.5 per cent per annum.”

A huge win for the PSA, these pay rises affect more than 17,500 SAS Staff in NSW and SLSO PreSchool Staff in more than 100 government preschools.

This is the first win in the PSA’s *Worth 100%: Paid, Protected, Permanent* campaign. With fair

wages in the bag, the union is now fighting to get more staff off temporary work contracts and into permanent positions (see page 29).

How did we get here?

The win dates back to late 2016, when the PSA resolved to pursue the Pay Equity case for SAS Staff. This involved formulating an argument under the equal remuneration principles in the Industrial Relations Act and lodging a case in the IRC.

Union staff gathered the history of the development of the SAS Staff Award and its subsequent changes, reviews and amendments. This required sourcing affidavits from many SAS Staff, Principals, former and current PSA Officials and experts in a variety of fields.

The PSA’s argument was based on the principle that much of the work of SAS Staff was undervalued because of the gendered nature of the work and the gendered nature of how it was described in the Statements of Duties.

In March 2017, the PSA and its legal team formally lodged its case in the IRC, which set a timeline for the lodgement of evidence.

Dates for hearing the case were set down for late 2019, however the parties entered into conciliation with the assistance of the IRC prior to those dates.

The parties met on a total of six occasions before the Department put the package to the PSA’s Departmental Committee Executive for consideration. Following discussions and

“
THE WIN DATES BACK TO 2016, WHEN THE PSA RESOLVED TO PURSUE THE PAY EQUITY CASE FOR SAS STAFF
”





WHAT WILL MEMBERS GET?

SAM Level 4

\$5.19 x 33 hour 20 minutes =
\$172.98 per week (\$9,025.85
per year).

SAM Level 3

\$5.03 x 33 hours 20 minutes
= \$167.65 per week (\$8,747.73
per year).

AEO Year 4

\$4.90 x 31 hours 15 minutes
= \$153.13 per week (\$7,990.10
per year).

SAO

\$4.12 x 31 hours 15 minutes =
\$128.75 per week (\$6,717.99
per year).

SLSO Year 4

\$4.38 x 31 hours 15 minutes
= \$136.88 per week (\$7,142.20
per year).

SLSO (Preschool)

Year 4

\$8.32 x 31 hours 15 minutes
= \$260 per week (\$13,566.43
per year).

endorsement it was then put to SAS Staff membership and accepted overwhelmingly by members.

When the award is finalised all SAS Staff will receive an immediate pay increase, backdated to 1 July 2019. The initial increase will be at least 13.8 per cent for all staff, and with guaranteed increases built into the new Award for 2020 and 2021, all SAS Staff will receive at least a 19 per cent increase to their hourly pay rates over this period. This applies to all School Administrative Managers, Aboriginal Education Officers, School Administrative Officers, and School Learning Support Officers.

The PSA has also ensured that first aid, administration of medications and health support allowances will increase by these percentages and will continue to be increased in the future by the pay rise percentage negotiated for salary increases each year.

These are unprecedented pay rises for staff and will also result in a lump sum of back pay across all SASS classifications. The third year of the increase of 2.5 per cent will be made up of 2.04 per cent pay increase and the remainder in superannuation increase. Changes to the rates of superannuation for all public service employees in the 2021/2022 year will be affected in a similar way.

The package also includes Business Managers (BM) and SLSO (SHS) classifications being brought into the SAS Staff Award. Business Managers will have two classifications BM1 and BM2 which align with the current BM 5/6 and BM 7/8 respectively. Business Managers will continue to work a 35-hour week but will be employed under the same arrangements as other SAS Staff in relation to school vacation periods.

There are some conditions. Firstly, the Department's Determining the Mix of Staff in NSW Public Schools Procedure will be amended to delete the requirement that School Administrative Managers (SAM) positions are retained. While it does not mean a SAM can be sacked or forced to resign, should a SAM retire or leave, the Principal could decide to appoint a BM and not have a SAM at the School. The Department argues this creates a career progression for administrative staff from SAO to SAM or BM.

"This Pay Equity decision is a great result for the PSA and its members," says Industrial Manager Kris Cruden. "There is, however, a lot more work to do, to ensure permanency and safety for everyone at work. I urge anyone not a member to join and be part of that fight."

For more information on the *Worth 100%: Paid, Protected, Permanent* campaign, see page 29. ■



SAS Staff are worth 100%

The PSA knows SAS Staff are worth their weight in gold. That is why our ongoing campaign for SAS Staff is called *Worth 100% – Paid. Protected. Permanent.*

100% PAID

After many years of building our case and collecting and lodging evidence, we have finally concluded our Pay Equity case for SAS Staff resulting in a 19 per cent pay rise over three years (see main story). We will now continue working on the other two elements of our campaign – *Protected* and *Permanent.*

100% PROTECTED

Over the last few years there has been an alarming increase in incidents of workplace violence, workload and work intensification in schools. Incidents are events that create danger or risk that could significantly affect the health, safety and wellbeing of individuals including physical, near misses and psychological risk.

The PSA will fight for members to be 100 per cent protected no matter where they work in the school.

Incidents may include, but are not limited to;

spitting, hitting and kicking when working with students as well as the significant psychological pressure placed on administrative staff due to workloads. Both physical and psychological incidents can have a detrimental impact on your wellbeing.

100% PERMANENT

The PSA fought for, and won, a 2012 Determination that allows eligible staff to be converted to permanent. However, as a result of the introduction of Local Schools Local Decisions, this determination continues to be undermined, resulting in many SAS Staff in insecure work for years.

More than 60 per cent of SAS Staff in some classifications are temporary employees. This has impacted their ability to apply for home loans or have security around their income so they can plan for the future.

The PSA believes long-term temporary SAS Staff should be converted to be permanent so that they have a secure job for the future.

We will continue to fight for these improvements to members' conditions.

Celebrating recognition





The PSA knows schools couldn't function without the work and dedication of School Administrative and Support Staff. So the union wanted to make sure this was properly acknowledged with a special week just for them. The union launched the first ever SAS Staff Recognition Week almost twenty years ago and this celebration is still going strong today.

Recognition Week gives the school community the chance to show SAS Staff, that they are appreciated for the important roles they play, whether they work in the office, the library, in the school grounds, in a classroom or in other areas.

Each year the PSA develops a list of suggested activities each school may wish to undertake. This list is provided to the Principal and the P&C. The union sends each school a Recognition Week package including promotional materials and merchandise.

Pictured are celebrations of PSA members from schools all over NSW.



WORKING IN A CHANGING CLIMATE

“

ONE MANAGER HAS ADMITTED TO *RED TAPE* HE IS UNSURE IF HE IS EVEN ALLOWED TO MENTION CLIMATE CHANGE IN AN OFFICIAL CAPACITY

”

National Parks and Wildlife Service (NPWS) staff are working to ameliorate some of the worst effects of climate change in the state. Kim de Govrik, an Organiser with the PSA and a 38-year veteran with the NPWS, says the hazard-reduction burns, which are designed to protect adjoining properties and populations of threatened species, are likely to be more important as summers get longer and more severe.

“I’m in Kyogle, where the bushfire season already commenced in August,” he said. “You would imagine the hazard-reduction burns will become more important as the weather heats up.”

Staff in our national parks are just some of the army of PSA and CPSU NSW members at the forefront of the fight against climate change and pollution.

Deep in a vault on the southwestern edge of Sydney, a small group of staff are working to save thousands of plant species from climate-based extinction.

Staff at the Royal Botanic Gardens’ seed vault at PlantBank, Mount Annan, are responsible for preserving 25,000 Australian plant species, many of which are endangered. As climate conditions change and land clearing continues

apace, these seeds could be the key to many species’ survival.

The Royal Botanic Gardens plan to have all NSW plant species in the collection by 2020.

The PSA and CPSU NSW also have coverage of members in areas such as the Environmental Protection Agency (EPA) and WaterNSW, which monitor issues such as land clearing and exploitation of rivers.

One manager has admitted to *Red Tape* he is unsure if he is even allowed to mention climate change in an official capacity.

Spending cuts reflect how low climate change sits on the list of Macquarie Street’s priorities.

The NSW Government, for example, cut \$121 million in NSW national parks funding in 2016-17; and with it about 100 Park Ranger jobs.

This leaves parks at the mercy of feral animals and weeds, overuse, illegal hunting and general neglect. Recent figures show that parks are receiving record numbers of visitors at a time these cuts are biting.

Recently, the State Government gave farmers a virtual green light to continue record rates of land clearing by refusing to follow up on breaches of the *Native Vegetation Act*, including, obscenely, at the farm where environment officer Glen Turner was murdered by a landholder.

In 2018, the Government softened the Act, making it easier for farmers and developers to



clear land, ignoring advice that 99 per cent of koala habitat on private land is left exposed to clearing and there would be a spike in tree loss of up to 45 per cent.

One former member of the EPA spoke to *Red Tape* about how cuts to staff had made it easier for big agriculture companies to ignore rules and siphon water from dying river systems such as the Darling.

Further cuts are biting. “The Government has cut \$80 million from the Department of Planning, Industry and Environment, which will affect the fight on climate change and its effects,” said PSA Industrial Manager Nathan Bradshaw. “The very act of placing Environment and Industry in the one department is also merging two quite distinct agencies. And with this government, when environmental concerns come up against industrial ones, you can guess the likely winner.”

“We are proud to say we fight on our members’ behalf,” said PSA Assistant General Secretary Troy Wright. “But in cases like these, we are also fighting on behalf of the entire state.” ■



All-female burn a state first

In early July this year the Cumberland Area of the Sydney Basin National Parks and Wildlife Service (NPWS) hosted an all-female hazard reduction burn, a celebration of the commitment and successes the organisation has had in training and supporting women in fire-fighting.

Although women can be found in almost every role in fire management, there has never been an all-female burn before. Of course women are just as capable as men in this traditionally male-dominated field, and this was an action to demonstrate exactly that.

“Women from the volunteer Rural Fire Service also joined in on the day,” said NPWS member Tegan Burton. “And all those involved left feeling very inspired.” ■

GREEN POLICY HELPS SCU STAFF

CPSU NSW members at Southern Cross University (SCU) will not be disadvantaged if they raise matters relating to waste, pollution or environmental management to the Advisory Group, or in the event of a particular grievance.

This is part of the first environmental action clause incorporated into an industrial agreement at the university.

The university and its employees agree to work through the SCU Sustainability Policy Advisory Group, which will include one employee nominated by the President of the CPSU NSW and one employee nominated by the President of the National Tertiary Education Union.



NSW rolls out the red carpet for Corrections



Corrections Officers from every state and territory in Australia, as well as New Zealand, converged on PSA House for the annual meeting of the Prison Officers Association of Australasia (POAA) conference.

In his welcome to Officers, PSA General Secretary Stewart Little talked about the “great deal of thanks” society owes the people who go to work in prisons to “protect us”. The new NSW Minister for Corrections, Anthony Roberts, was unable to attend, sending his staffer Chris Spence in his place.

Mr Spence talked about the Minister’s good relationship with the PSA, which Mr Little agreed was proving fruitful so far.

“We take officers’ safety seriously,” said Mr Spence. “It is a very difficult job that you do, keeping the community safe and reducing re-offending.”

Another guest at the conference, NSW Corrective Services Commissioner Peter Severin, also praised the PSA and its “mature way of dispute resolution involving IRC and conciliation”. He also outlined how his department and its highly unionised staff dealt with an “unprecedented” 40 per cent increase in prisoner numbers. He gave an insight into how

rapid build facilities in Wellington and Cessnock, the only ones of their kind in Australia and New Zealand, house inmates in 25-person dormitories rather than cells. This helps accommodate this increase and avoid overcrowding in conventional two-person-per-cell prisons.

The conference attendees spent a day visiting the Cessnock facility in the Hunter Valley to see how rapid builds operate.

Mr Severin committed himself to the unpopular ‘benchmarking’ process, that has seen government-run prisons forced to run in a manner comparable to private operations and is seen by many as a Trojan horse for privatisation.

“Reform will not stop and will never stop,” he said. “I need to make sure we need to concentrate on the resilience and well-being of our staff. It is important that we do that in a way that is not just tokenistic or lip service.”

The conference spent a substantial time concentrating on the welfare and wellbeing of Corrections Officers.

Andy Smith and Bodie Green from the Western Australian Prison Officers’ Union talked about the Stand TALR (Talk, Ask, Listen and Refer) program for mental health in the workplace.

Mr Green talked about “the unique environment” correctives staff work in, with astronomically high rates of assault, stress and pressure, compounded by the threats of privatisation and associated cuts to work conditions looming over so many staff.



“We need to focus on ourselves and our own safety,” he said, pointing out that so much of prison work was focused on inmates rather than staff. “We need to get home safe every night.”

The Stand TALR program emphasises the importance of seeking support from peers and looking out for other staff members showing signs of mental stress.

“You cannot do this alone,” he said. “Find the people you trust, and we can do it together.

“It doesn’t matter how small and insignificant you believe your problems to be.”

John Goddard from the Police Association talked about how his union is dealing with symptoms such as Post Traumatic Stress Disorder.

In a web broadcast from Canada, Jim Stanford of the Centre for Future Work talked about the folly of privatising services such as prisons, which can never fit into the concept of the free market and are better left in public hands.

“The government and the taxpayer always pick up the tab,” he said. “The profit is shifted to the private sector, but the cost is always borne by the taxpayer. They want to have their cake and eat it: private companies want the profit while government pays.”

He warned that pressure to offload profit and socialise losses comes from not only private providers, but the finance sector that manages to skim off five to 10 per cent from every outsourcing deal. If opponents to privatisation were not vigilant,

he warned, privatised prisons would repeat the fiasco that has befallen the market-based vocational education system.

He warned the ‘benchmarking’ process in NSW and, more recently, South Australia, “is itself often laying the groundwork” with layoffs and cuts to operating costs to get “the service into shape and ready for privatisation”.

On the final day, the conference floor was opened to discuss issues such as needle exchanges inside prisons, described by POAA Chair Nicole Jess as something opposed by “every member” of the NSW Prison Officers’ Vocational Branch. A motion was passed unanimously objecting to such programs being implemented anywhere in Australia or New Zealand. Ominously, as the issue was discussed, attendees learned of a needle-stick assault on an Officer in a NSW prison the night before.

Outgoing POAA Chair Nicole Jess told *Red Tape* she enjoyed the conference and meeting with other Officers working in different jurisdictions.

“We all share one goal: the safety and wellbeing of our members working in one of the toughest careers there is,” she said.

Outgoing POAA Secretary Jason Charlton said the conference gave him a great opportunity to hear how other Officers work.

Next year’s POAA Conference will be held in Tasmania. ■

“

“WE NEED TO FOCUS ON OURSELVES AND OUR OWN SAFETY. WE NEED TO GET HOME SAFE EVERY NIGHT”

”



UNION WOMEN PROVE ANYTHING IS POSSIBLE

The PSA/CPSU NSW used its annual Women's Conference to push its women members to stand tall in the workplace and fight for each other.



The theme for the day-and-a-half conference this year was 'Anything is Possible'. In her Welcome to Country, PSA/CPSU NSW Aboriginal Liaison Officer Ann Weldon told attendees "a welcome isn't just words, but a statement of where we are". This was followed by an Aboriginal dance performance by seven young women from St Scholastica's College, Glebe.

The PSA/CPSU NSW Women's Councillors were introduced to the conference, with each giving their reasons for sitting on the Council, before General Secretary Stewart Little talked about the pride he has "standing up for jobs – city and regional – and against discrimination".

"I am proud to lead a union that is standing up for its membership. We are so fortunate to have so many strong women on our executive. It is worth remembering that the PSA's membership is made up of 64 per cent women" he said. "When we stand together, anything is possible."

President Kylie McKelvie talked about how the Australian union movement has moved away from the stereotype of male-dominated, blue-collar labour bodies to female-dominated, community-service industries. She pointed out the Australian union movement now has more women than men.

Journalist, author and pioneer of Australian second-wave feminism, Iola Matthews talked about working for the ACTU in the 1980s when the male-dominated peak union body threw its support behind initiatives by Hawke Minister Susan Ryan to make

improvements to workplace equality. "I knew what we were doing was historic," she said of that era. Ms Matthews pointed out that the wage gap gets wider the higher the pay scale, showing that more women needed to get into higher-paid senior executive positions. PSA Industrial Manager Kris Cruden talked about the PSA's Pay Equity Case for School Administrative and Support Staff (see page 26).

"It's a wonderful thing this union has done," she said. "We stand on the shoulders of giants: people like Iola have led the way in pay equity and gender equality in the workplace."

"THE WORK ON GENDER EQUITY BOTH IN THE WORKPLACE AND MORE BROADLY IS FAR FROM DONE"

Ms Cruden talked about the case, which won members a "life-changing amount of money" every pay packet. This meant "they can earn a decent wage and pay the bills". She took the conference through the history of the case, dating back to the election of Barry O'Farrell and the implementation of the wages cap and ban on work-value cases. However, the Anti-Discrimination Act gave the union a way to circumvent these restrictions.

PSA/CPSU NSW Trainer Mary Jo Costache discussed "confident unionism", pointing out that there is still a tendency for female-dominated workplaces to elect male Delegates. She said tactics such as "peer-to-peer women training" may see more women in power in the union.

Industrial Manager Anne Kennelly took attendees through issues impacting women in the workplace, urging them to adopt a problem-solving framework. She also encouraged people to be "active

bystanders" when they saw incidents such as harassment or bullying at work.

Later Troy Wright, the PSA's Assistant General Secretary, talked about getting the stillbirth provisions contained in the Ausgrid enterprise agreement into all workplace agreements.

"To be a union campaigning to improve minimum standards for others is something I am proud of," he said.

That night long-standing member of the Women's Council, Pam Stein, was awarded Feminist of the Year from Leader of the state Opposition Jodi McKay, who earlier spoke of her pride in leading a shadow cabinet that was 50 per cent female.

"They are there, each and every one of them, on merit," she said. "When we walk into that Parliament, we have an incredible front bench. And [the Government has] three women on [its] front bench."

Ms McKay also talked about her pride in serving alongside "sensational woman" Trish Doyle, Opposition Spokesperson for Women and the Prevention of Domestic Violence, was also in attendance.

"We need to have, across all sectors of the workforce ... strong women who are prepared to be brave and bold," said Ms Doyle, a former teacher who also congratulated the PSA for its victory in the Pay Equity case. Fittingly, she presented an award to Sue Walsh, who represented the Pay Equity Committee.

Accepting the award, Ms Walsh talked fondly of her 43 years in the PSA, 17 of which were as President.

"WHEN WOMEN SUPPORT WOMEN, WOMEN WIN"

"It has been the biggest part of my life," she said. "I have worked very hard, not just for SAS Staff, but as President, for all members. In that time, improving the conditions for those women, who have been undervalued since 1958, has been a great honour."

continued next page

The second day began with Sascha Peldova McClelland of Unions NSW, who talked about the omnipresent issue of sexual harassment in the workplace, something the Australian Human Rights Commission has found affects 72 per cent of Australian workers.

She talked about the inadequate protections for workers fighting sexual harassment, pointing out that often going through Workplace Health and Safety provisions yields better results than lodging a grievance.

Melissa Donnelly of the CPSU (PSU Group) talked about how her union, which largely represents federal public servants, is improving female representation. She also talked about the issues members face as jobs are outsourced to private providers

the “best practice” Ausgrid clause into all employment agreements.

Service NSW Janice Hartmann showed how being an active Delegate can make a difference in the workplace. The three years she has been a Delegate in the Newcastle section of her department has seen a sixfold increase in membership.

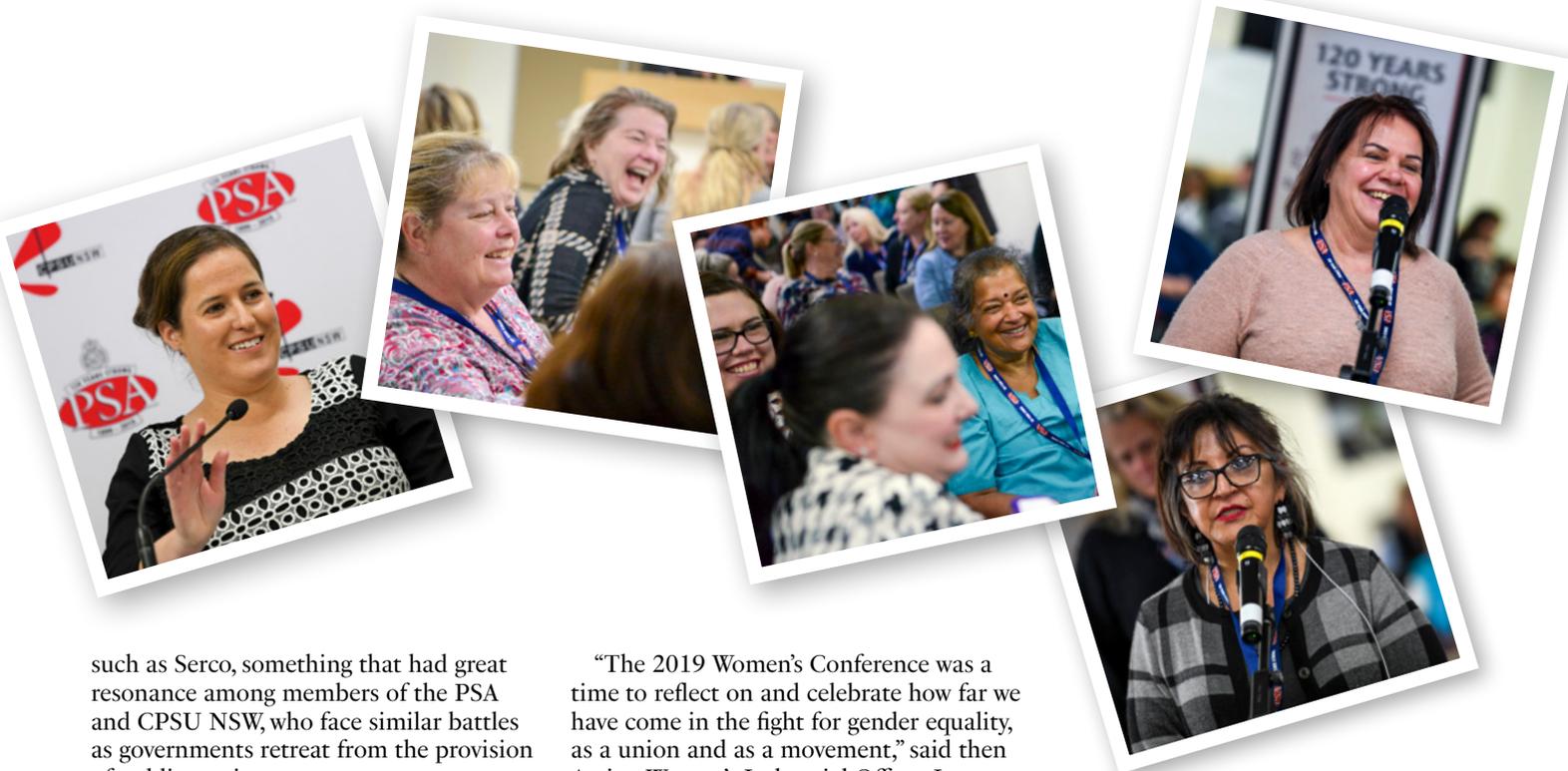
“Being a union member, and especially a Delegate, has given me confidence,” she added.

Suzi Evans of Riverina Youth Justice gave an upbeat presentation on building relationships with management and the PSA head office, as well as with other unions, such as the Teachers Federation.

Jin Cho talked about how TAFE Delegates fight inequitable access to flex arrangements, workplace bullying and a management model which enabled it.

**“PEOPLE LIKE IOLA HAVE
LED THE WAY IN PAY EQUITY
AND GENDER EQUALITY IN
THE WORKPLACE”**

“My favourite part of this year’s conference was the panel. These women inspired me before they even got up to speak – every one of them said yes in a heartbeat when asked to participate. And every one of them spoke bravely and passionately, and I loved watching the room come to life and engage in their conversation.



such as Serco, something that had great resonance among members of the PSA and CPSU NSW, who face similar battles as governments retreat from the provision of public services.

The final major issue on the conference’s packed schedule was a panel: Action in the Workplace: ordinary people do extraordinary things.

Leanne Smith, the CPSU NSW Delegate with Ausgrid, talked about her experience with stillbirth and how her employer’s response prompted her to take on the fight for all women.

She urged delegates to fight and get

“The 2019 Women’s Conference was a time to reflect on and celebrate how far we have come in the fight for gender equality, as a union and as a movement,” said then Acting Women’s Industrial Officer Laura Moss. “This year we really had reason to celebrate, given the PSA’s recent and incredible Pay Equity win for SAS staff.

“But the work on gender equity both in the workplace and more broadly is far from done, and the conference also had some excellent discussion on ongoing issues, including women’s health, sexual harassment and the continuing battle of work/life balance.

“So, thank you to Leanne Smith, Janice Hartmann, Jin Cho and Suzi Evans for reminding me, and everyone who attended this year’s conference, that anything is possible, especially when unionists work together.

“As our President Kylie McKelvie has said, when women support women, women win. Let’s get back to work.” ■



DELEGATES AND STAFF FIGHT FOR WOMEN'S RIGHT TO CHOOSE

About 20 delegates and staff from the PSA/CPSU NSW were among protesters at a rally at State Parliament for abortion rights in NSW.

Then Acting Women's Industrial Officer, Laura Moss attended the rally. She said that although the issue is a non-industrial matter, "as a union that is over 60 per cent female, the PSA/CPSU NSW supports women having full autonomy over their own bodies".

"Abortion is a women's health issue and it does not belong in the

Crimes Act," said Ms Moss. "The criminalisation of abortion creates unnecessary barriers that have been proven to disproportionately affect people in rural and regional areas. As a union with 40 per cent of our members coming from the regions, the PSA/CPSU NSW strongly believes that your postcode should not determine your access to a safe and legal abortion.

"Until a recent change in the law, NSW was the only Australian state or territory to still consider abortion a criminal act." ■

WOMEN FACE UNIQUE CHALLENGES WHEN IT COMES TO SUPER

by Jodie Haydon, First State Super

The gender pay gap, currently at 14 per cent, combined with more time spent out of the paid workforce caring for family members, means women often lose out on the benefits of super, including the power of compound interest on their super balances.

More than two-thirds of First State Super members are female, so we see every day the very real long-term impact that Australia's super gender gap has on them throughout their retirement. The super gap between men and women is currently 42 per cent. For Australian women in retirement this means more than 40 per cent with partners rely on their partner's income as their main source of funds, and statistics also show, 40 per cent of single retired women live in poverty and experience economic insecurity.

THE SUPERANNUATION GUARANTEE SYSTEM IS BASED ON A 20TH-CENTURY MALE WORKER

What is First State Super doing to help?

We know superannuation can be improved for women. The superannuation guarantee system is based on a 20th-century male worker and changes to recognise the modern workforce will improve outcomes for women. First State Super acknowledges that positive discrimination is necessary to fix the system and we are working with governing bodies and other super funds on a number of initiatives to help improve super for women.

One of these initiatives is being a signatory of the Women in Super

campaign to advocate to 'Make Super Fair'. Through this initiative, we are calling on the Government to respond to the current issues facing women and low income earners in five ways:

- 1) Additional annual \$1,000 government super contribution for low income earners
- 2) Remove delays to super guarantee increases
- 3) Pay super guarantee on government paid parental leave
- 4) Remove \$450 monthly income threshold
- 5) Gender impact statement for changes to retirement income policy and the aged pension.

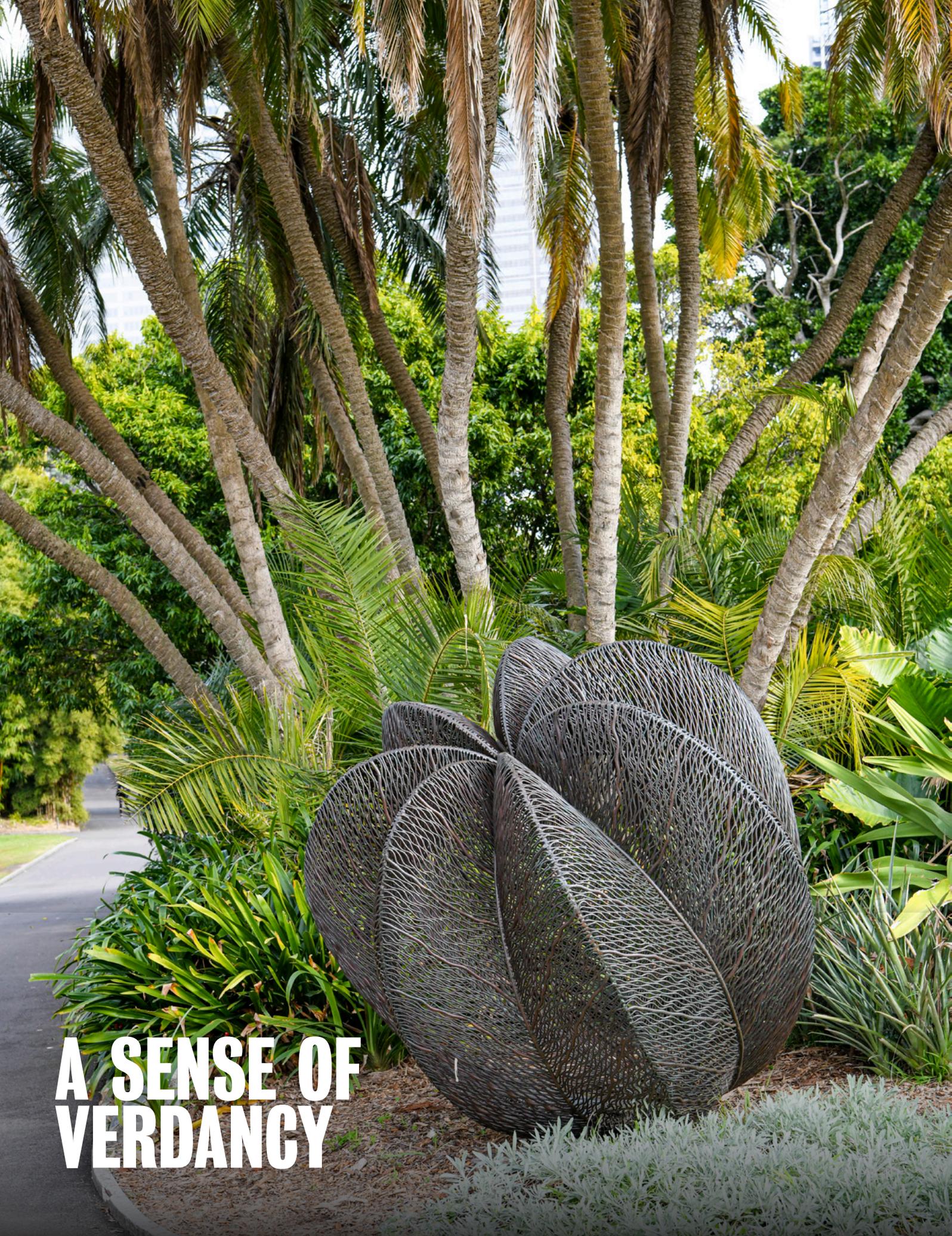
Building women's financial literacy

We also believe that providing access to education and easy to use tools can be instrumental in helping empower women to achieve financial confidence and a more secure future. To address the gender gap in superannuation, we partner with various organisations including the PSA/CPSU NSW to deliver financial wellbeing programs that educate and empower female workers across NSW.

People often want to know what the magic number is that they need to comfortably retire.

However, determining a lump sum can sometimes be difficult. One approach that can help you is to create a plan that looks at all your annual income requirements.

First State has launched a retirement income calculator, *Explorer*, which can help you see how your super is tracking today and how much the retirement lifestyle you want could cost. Visit firststatesuper.com.au/explorer to try out the new calculator. ■



**A SENSE OF
VERDANCY**



When your office is an oasis of green, with Port Jackson as a backdrop and the Sydney Harbour Bridge peeking over trees as you work, it's hard not to enjoy your job.

"What wouldn't you like about working here?" said Draftsman at the Royal Botanic Gardens, Peter Anderson. "It is lovely and always has been."

For 36 years, Mr Anderson has been coming to work at the gardens, serving as a PSA Delegate for 15 of those. As well as being a great work setting, he feels his labours have a positive effect on the planet.

"It is a very positive place," he said. "It is a real public asset."

The PSA has 72 members working in the Royal Botanic Gardens, which have facilities in central Sydney, the Blue Mountains and Mount Annan on Sydney's southwestern fringe. The gardens work not just as a trove of green in urban regions, but a historical record of how different waves of human settlement have affected the Australian landscape.

"It's a pretty prestigious job for horticulturists," said Aleisha Balzer, who has worked at the gardens for two-and-

a-half years. "I like how the job also involves Aboriginal and European culture and heritage."

Ray Snee, who has worked as a horticulturist at the gardens for 28 years, said he enjoys the historical aspect of the job, as well as the chance to work outside. He started in the middle gardens, which is where Aboriginal and European land uses are compared, and says it remains his favourite part of the facility.

"THE GARDEN IS A VERY POSITIVE PLACE. IT IS A REAL PUBLIC ASSET"



Industrial Officer Michael Sinclair said the relationship between management, workers and the PSA is generally positive and "probably is an example other parts of the public sector need to follow".

Horticulturist Eliza Tyson best sums up the gardens as a workplace: "It's the best: a great place to work." ■

Public Service Association and Professional Officers' Association Amalgamated Union of NSW

PUBLIC SERVICE ASSOCIATION OF NSW

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 December 2018

	2018	2017
	\$	\$
Revenue	22,282,456	21,726,807
Other income	3,408	7,283
Employee benefits expense	(14,370,707)	(14,989,703)
Depreciation and amortisation expense	(690,767)	(655,555)
Other expenses	(7,771,624)	(7,972,283)
Finance costs	(336,292)	(379,980)
(Loss) before income tax	(883,526)	(2,263,431)
Income tax expense	-	-
(Loss) from continuing operations	(883,526)	(2,263,431)

OTHER COMPREHENSIVE INCOME, NET OF INCOME TAX

Items that will not be reclassified subsequently to profit or loss

Gain on revaluation of land and buildings	16,529,218	-
Actuarial (loss)/gain on defined benefit pension plans	(2,419,297)	1,837,249

Items that will be reclassified to profit or loss when specific conditions are met

Other comprehensive income for the year, net of tax	14,109,921	1,837,249
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TOTAL COMPREHENSIVE INCOME FOR THE YEAR

	13,226,395	(426,182)
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PUBLIC SERVICE ASSOCIATION OF NSW

STATEMENT OF FINANCIAL POSITION

As at 31 December 2018

	2018	2017
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,377,679	677,509
Trade and other receivables	789,165	746,993
Other financial assets	29,555,067	29,678,747
Other assets	681,529	496,816
TOTAL CURRENT ASSETS	32,403,440	31,600,065
NON-CURRENT ASSETS		
Trade and other receivables	65,642	73,321
Property, plant and equipment	45,962,846	29,785,209
TOTAL NON-CURRENT ASSETS	46,028,488	29,858,530
TOTAL ASSETS	78,431,928	61,458,595
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	2,144,173	1,345,799
Short-term provisions	4,118,500	4,210,700
Other financial liabilities	332,243	356,513
TOTAL CURRENT LIABILITIES	6,594,916	5,913,012
NON-CURRENT LIABILITIES		
Long term provisions	16,109,293	13,044,259
TOTAL NON-CURRENT LIABILITIES	16,109,293	13,044,259
TOTAL LIABILITIES	22,704,209	18,957,271
NET ASSETS	55,727,719	42,501,324
EQUITY		
Reserves	41,731,499	25,202,281
Retained earnings	13,996,220	17,299,043
TOTAL EQUITY	55,727,719	42,501,324

Summary of financial accounts for 2018

The Financial Accounts of the Union have been audited in accordance with the provisions of the New South Wales Industrial Relations Act, 1996 ("the Act"), and the following summary is provided for members in accordance with Section 517(2) of the Industrial Relations Act 1991, preserved as regulations under section 282(2) Industrial Relations Act 1996.

A copy of the Auditor's Report, Accounts

and Statements will be supplied free of charge to members on request. Certificates required to be given under the Act by the Accounting Officer and the Committee of Management have been completed in accordance with the provisions of the Act and contain no qualifications.

In accordance with the requirements of the Act, the attention of members is drawn to the provision of the Sub Sections (1) and (2) of Section 512 of the Industrial Relations Act 1991, preserved as regulations under section 282(2) Industrial Relations Act 1996,

which read as follows:

1. A member of an organisation, or the Industrial Registrar, may apply to the organisation for specified information prescribed by the regulations in relation to the organisation.
2. An organisation must, on the making of such an application, make the specified information available to the member or the Industrial Registrar in the manner, and within the time, prescribed by the regulations. ■

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF PUBLIC SERVICE ASSOCIATION OF NSW

Report on the Concise Financial Report

Opinion

The concise financial report, which comprises the statement of financial position as at 31 December 2018, and the comprehensive income statement, statement of changes in equity and statement of cash flows for the year ended on that date, and related notes, are derived from the audited financial statements of Public Service Association of NSW ('the Association') for the year ended 31 December 2018.

In our opinion, the accompanying concise financial report is consistent, in all material respects, with the audited financial report, in accordance with AASB 1039 *Concise Financial Reports*.

Concise Financial Report

The concise financial report does not contain all the disclosures required by Australian Accounting Standards applied in the preparation of the audited financial report of the Association. Reading the concise financial report and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 8 April 2019.

Central Council's responsibility for the concise financial report

The Central Council of the Association are responsible for the preparation and fair presentation of the concise financial report in accordance with Australian Accounting Standard AASB 1039: Concise Financial Reports.

Auditor's responsibility

Our responsibility is to express an opinion on whether the concise financial report is consistent, in all material aspects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Rothsay Audit & Assurance Pty Ltd



Michael Payne

Director

Sydney, 31st of May 2019

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JOHN TO HIT THE ROAD AFTER A LONG CAREER WITH RMS

After a career keeping NSW roads safer, and union involvement fighting for his colleagues' rights, PSA stalwart John Lievore is retiring from the public service.

"I started in the good old Department of Main Roads back in June 1976," he said. "I joined the union on my very first day."

After plans to join the Police Force fell through, Mr Lievore took on a heavy-vehicle inspection role, as he was looking for a job with lots of outside, hands-on work. It became a position he enjoyed immensely.

"I love my job and I have always loved my job," he said.

A long-term Delegate and Central Councillor, Mr Lievore has remained a passionate supporter of the PSA since signing up on that first day at work.

"I was told by my father that you have got to be a unionist, so from that very first day, I have stayed with the PSA," he said. "It's important for young people to be aware of their conditions and entitlements. It is important they become union members and be active in the union movement."

And his plans for the first day after he retires? "Being a shift worker for many years, the first thing I will do is have a bit of a sleep in," he said. "Then I will get up and go fishing."

"IT IS IMPORTANT FOR YOUNG PEOPLE TO BE AWARE OF THEIR CONDITIONS AND ENTITLEMENTS. IT IS IMPORTANT THEY BECOME UNION MEMBERS"

"Having worked with John for the past three years, he has been an instrumental part of the Heavy Vehicle Advisory Group, as we go through protracted negotiations to help not only our members, but all Australian road users," said PSA Industrial Officer Shane Howes. "RMS is the poorer now he is no longer working there." ■



IT crew online for members

Coming from an industry dominated by short-term contracts and outsourcing, the Information Technology team at the PSA/CPSU NSW appreciate the work they do supporting workers in NSW.

"Working for a union has provided us a stability in an industry which experiences a high turnover," said ICT Manager Dave Wiseman. "IT in general has a two-to-three-year job cycle and is increasingly contract-based, making it difficult to do simple things like buy a house because you're a contractor on a six-month contract."

Mr Wiseman has worked for the PSA/CPSU NSW for 10 years, while colleagues Network Security Administrator Fahad Mahmoud and Computer Support Officer Li Choo have worked for seven and 16 years respectively.

"We enjoy the problem-solving and solution-design aspects," said Mr Wiseman. "And we feel a great sense of purpose enabling others to assist the members and the movement as a whole."

"I like working with my colleagues; we make a good team," said Mr Mahmoud, who came to the PSA/CPSU NSW from the Commonwealth Bank. "The PSA is a great working environment. It is better working here at a union than a bank." ■



PSA MEMBER GETS DEADLY

PSA member Malinda Coe, Aboriginal Education Assistant at West Marrickville Public School, was awarded the inaugural Aunty Faye Carroll Award for her 40 years of dedication and services to education. Here Ms Coe is photographed with actor Luke Carroll, who was a guest at the awards.

APHEDA continues asbestos fight

PSA/CPSU NSW members are urged to continue to support Union Aid Abroad/APHEDA, which is fighting unsafe working conditions in developing countries. Speaking at the 2019 Women's Conference, APHEDA's Kate Lee talked about projects in Laos, where exposure to asbestos is still an everyday occurrence for many workers.

Assistant General Secretary Troy Wright said while many of our members face trying issues at work, "it is unbelievable to think that overseas there are people exposed to this deadly material in the 21st century".

To join APHEDA, please go to apheda.org.au/join.

Inside the Greens

The origins and future of the party, the people and the politics

Paddy Manning



INSIDE THE GREENS

Paddy Manning
\$34.99 Black Inc Books

Rising from a group of activists protesting the flooding of Tasmania's Lake Pedder, the Greens have replaced the Australian Democrats, and before that the Democratic Labour Party, as the country's third-largest political voice – and one that is usually opposed to the sell-off of public assets.

Paddy Manning's exhaustive, yet very readable, account of the party traces its history from the 1970s to today, and its slide into division between the 'Tree Tories' represented by founding fathers such as Bob Brown and dissidents such as Jeremy Buckingham (pictured above right) and Justin Field, and the 'Watermelons' (green on the outside, red within) represented by the left's former senator Lee Rhiannon and a coterie of inner city politicians.

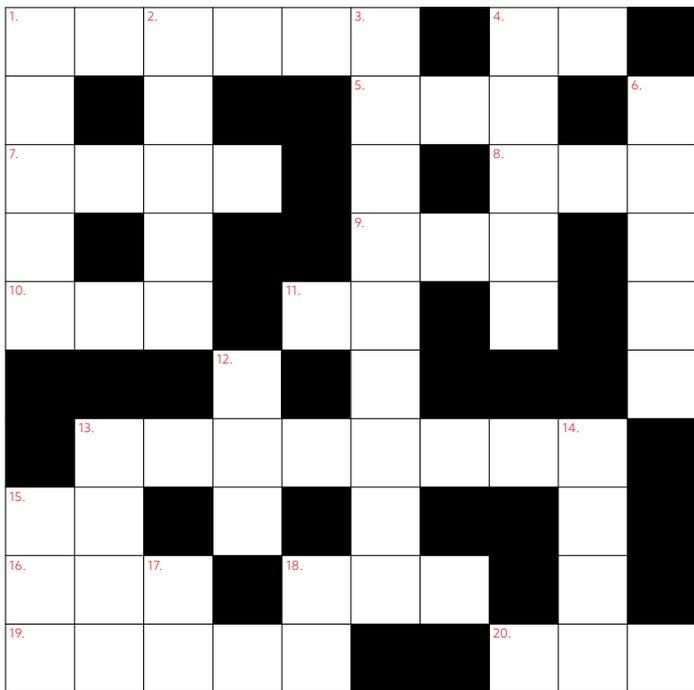
Mr Manning's book, published after the shock Morrison win in the June federal poll, includes extensive interviews with MPs from both sides of the schism.

It follows the progress of a party built from the ground up by Bob Brown, a conservative Tasmanian doctor who was radicalised by the dam-building agenda of successive Tasmanian state governments and 'The Hydro', a powerful part-public, part-private organisation determined to turn the state into an industrial powerhouse using hydro-electricity. From these beginnings, the party expanded to a nationwide organisation.

Inside the Greens looks at how the party would weather a potential split, and how it can capitalise from Labor's loss of support in the inner cities, demographic changes in northern NSW, and a looming climate emergency that will amplify its candidates' message.

As the global drift from major parties occurs, the jobs held by PSA/CPSU NSW members will be increasingly affected by smaller parties and independents. *Inside the Greens* is a look at the machinations of a party that may well have a greater say over their working lives in the future. ■

CROSSWORD



ACROSS

1. First name of Scottish General Assistant from The Simpsons. (6)
4. International club snubbed by British voters in 2016. (2)
5. Top student. (3)
7. A _____ note required from the School Administrative Officer if you arrive at school after the bell. (4)
8. The union working for School Admin and Support Staff (1,1,1)
9. A stick that pushes white pool balls. (3)
10. Salacious British newspaper. (3)
11. Perth and Olympia both share capital roles for these letters. (2)
13. Top tier of education. (8)
15. Abbreviation for California. (2)
16. Not fore on a boat. (3)
18. Shortened place you go to combine 13 across and 3 down. (3)
19. Misnamed koalas. (5)
20. American prefix for a postcode. (3)

DOWN

1. Seat held by late PM Hawke. (5)
2. Language of classical education. (5)
3. The art of learning. (9)
4. Banish student from school. (5)
6. Numbers-related classes. (5)
12. Pictures-related classes. (3)
13. Vocational training system in Australia. (4)
14. Abominable creature possibly found in Tibet. (4)
15. Taxi. (3)
17. Brief thanks. (2)
18. We together. (2)

Last issue's solution



Did you know you can receive *Red Tape* digitally?

You can read the latest edition as a PDF sent directly to your inbox!

To receive *Red Tape* in this format, email membership@psa.asn.au

JEAN ARNOT – LIBRARIAN, UNIONIST, ACTIVIST

JEAN ARNOT was an Australian librarian, trade unionist, activist for equal pay for women and feminist. She worked at the State Library of New South Wales for 47 years.

In March 1921, Arnot was employed as a temporary junior library assistant at the State Library of New South Wales and soon became aware of the disparity of

the wages earned by women.

She became an active campaigner for equal pay for women from 1937 onwards.

Jean Arnot received the Gold Medal from her union, the Public Service Association of New South Wales, in 1944.

In 1963, she was recognised by her peers, receiving the distinction of Fellow of the Library

Association of Australia.

Then, in 1965, she was made an MBE.

If you want to find out more about Jean Arnot, her life and achievements, you should visit her old workplace - The State Library of New South Wales

Visit www.sl.nsw.gov.au to find out what's on at the State Library October-December 2019.



PSA/CPSU NSW podcast now streaming

The PSA/CPSU NSW now has a podcast! Join us each week as we explore our members' stories and their experiences.

The podcast is the perfect way to catch up on all industrial issues that you need to know regarding your workplace. Past episodes have

focused on our historic pay equity win, recognition week, the closure of correctional centres and their effect on the surrounding communities along with in-depth audio documentaries on Mental Health month. As a passive means of obtaining valuable information,

The PSA/CPSU podcast is ideal listening during your tea break. Subscribe to the PSA/CPSU NSW podcast on iTunes, Spotify, Google Podcasts or wherever you get your podcasts and don't forget to leave a review. Happy listening.

CALL FOR NOMINATIONS 2019

WOMEN'S COUNCIL COMMITTEE

Nominations are called for positions of delegate on the Women's Council Committee. The call for nominations is as listed below:

Electorate	Sector	Delegates Required
Electorate 1	Higher education (universities and TAFE)	2
Electorate 2	Disability Services	1
Electorate 3	Other national system employers	1
Electorate 4	Stronger Communities (FACS and Health)	2
Electorate 5	Stronger Communities (Justice)	4
Electorate 6	Education and Schools	4
Electorate 7	Customer Service	2
Electorate 8	Planning Industry and Environment	2
Electorate 9	Premier Cabinet and Treasury, external to government sector	1
Electorate 10	Transport and Infrastructure	1

NOMINATIONS AND CLOSING DATE:

Nominees must be nominated and seconded by two women members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 4 October 2019.

Nominations must be submitted via Survey Monkey.

The Survey Monkey link for nominations will be emailed to all eligible members on 9 October 2019. This email will include a breakdown of the above Electorates.

Nominations will close on 31 October 2019. Forms must be completed via Survey Monkey by 5pm on Thursday, 31 October 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.

If you have an enquiry or need assistance regarding the nomination process please contact elections@psa.asn.au



Training schedule: Sydney

All held at PSA House, 160 Clarence Street, Sydney

- Dealing with Workplace Bullying** Tuesday 15 October
- Women in the Union** Thursday 17 October
- Work Health and Safety** (two-day course) Wednesday 30 and Thursday 31 October
- Young Workers' Training** Friday 8 November
- Care and Resilience** Wednesday 27 November
- Role of the Delegate** Wednesday 27 November
- Meeting and Negotiation Skills** Friday 6 December

Training schedule: Regions

Venues as advised

- Role of the Delegate – Port Macquarie**
Tuesday 22 October – Venue to be confirmed
- Role of the Delegate – Coffs Harbour**
Wednesday 23 October – Venue to be confirmed
- Work Health and Safety (two-day course) – Griffith**
Wednesday 23 and Thursday 24 October –
Griffith Leagues Club, Jondaryan Ave, Griffith
- Dealing with Workplace Bullying – Griffith** Friday 25 October –
Griffith Leagues Club, Jondaryan Avenue, Griffith
- Role of the Delegate – Tamworth**
Tuesday 29 October – Venue to be confirmed
- Care & Resilience – Lismore**
Tuesday 5 November – Venue to be confirmed
- Work Health and Safety (two-day course) – Lismore**
Wednesday 6 and Thursday 7 November – Venue to be confirmed



Information

These courses are available at no charge to PSA/CPSU NSW members. Most state public sector members are entitled to paid Trade Union Training Leave. Your delegate or organiser will be able to provide the details. Non-members wishing to attend our training will need to submit a membership application first.

Special needs

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

Course outlines

Introduction to the union

Discover what role unions play in your workplace.

Role of the Delegate

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

Dealing with Member Issues

This course is for delegates who want to develop their ability to assist members with individual workplace issues.

Dealing with Bullying in the Workplace

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

Dealing with Restructures

Government guidelines that inform the restructure process, how the PSA responds to restructures at the consultation and implementation stages, the role members and delegates can play, discussion around specific restructures and case studies.

Achieving Workplace Flexibility

This course looks at the benefits of workplace flexibility and what flexible work practices exist in the NSW public sector. It examines

what you can do to access and implement these flexible work practices, by providing negotiation and organising strategies.

Women in the Union

Topics include history of women's participation in the workforce, your rights and entitlements, union structures, assertiveness, EEO and anti-discrimination.

Care and Resilience

This course aims to enhance mental health awareness. It also provides participants with information, strategies and resources to assist in identifying and supporting a colleague/s with mental health issues and encouraging them to seek professional help. We also look at some useful strategies to manage stress and build personal resilience.

Work Health and Safety

This two-day course covers the various rights, entitlements and obligations under the WHS Act 2011, that underpin a safe and healthy workplace, paying special attention to union perspectives.

HEALTH AND SAFETY TRAINING AVAILABLE

Courses will be held at PSA House and are available to elected Health and Safety Representatives (HSRs). The cost of the five-day course for your agency is \$800, and the one-day Refresher is \$200. To register for either course you must fill out a registration form from our website and have it approved by your Manager. Please return completed form either by email to training@psa.asn.au or by fax to 9262 1623.



JOINING FORM

Public Service Association of NSW
Community and Public Sector Union

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 2019 |
| <input type="checkbox"/> Less than \$10,718 | \$3.75 |
| <input type="checkbox"/> \$10,718 – \$42,870 | \$7.30 |
| <input type="checkbox"/> \$42,871 – \$60,896 | \$11.70 |
| <input type="checkbox"/> More than \$60,896 | \$15.25 |



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 040172). 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



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 (CPSU) 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

Public Service Association of NSW
Community and Public Sector Union

JOINED BY:

JOIN YOUR UNION

#JoinYourUnion

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.

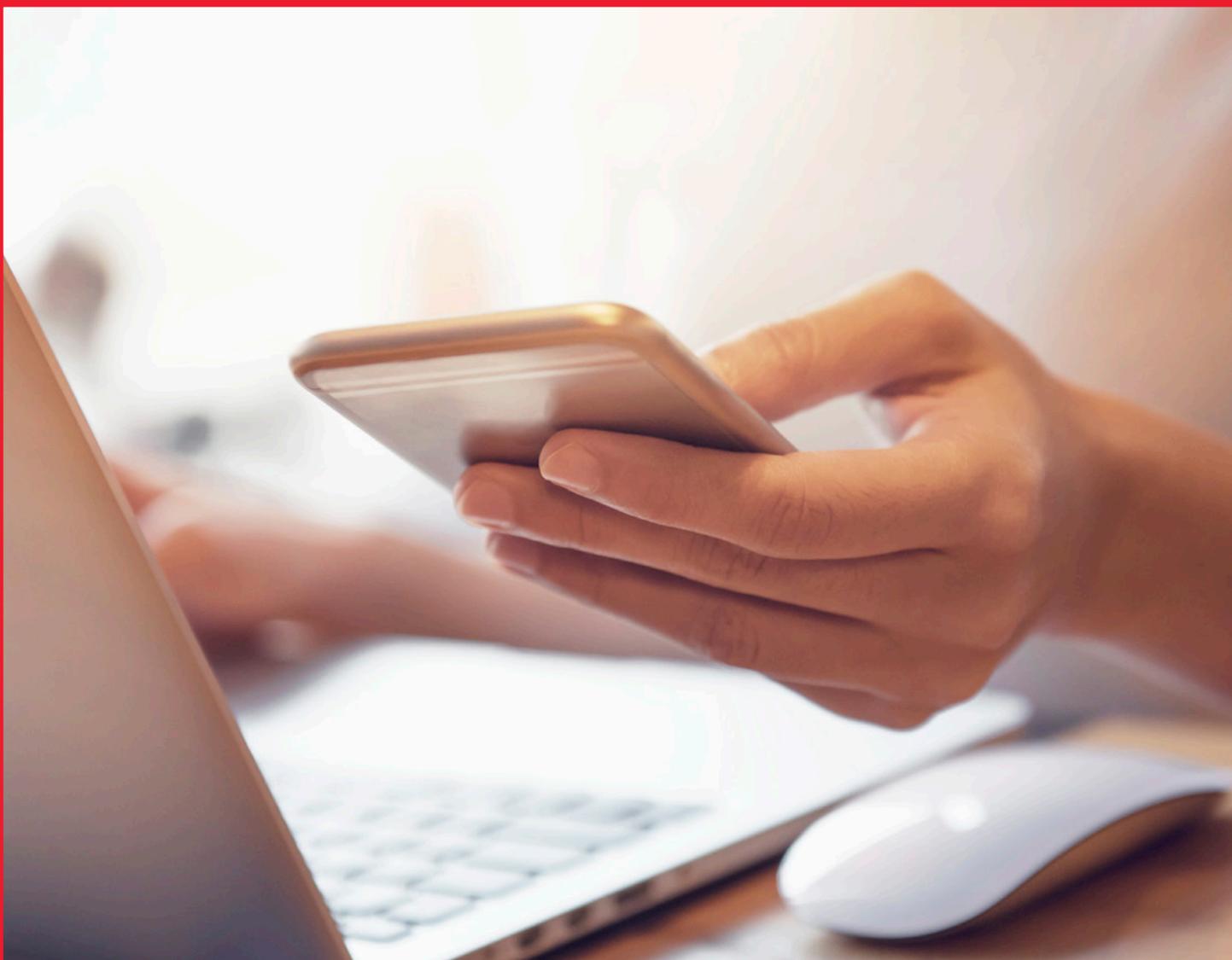
Any member may at any time arrange to see and correct their membership record by contacting membership@psa.asn.au

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
W cpsunsw.org.au

E membership@psa.asn.au



Contact your union

Got an issue at work? Contact the Member Support Centre

For workplace issues, email membersupport@psa.asn.au

For queries relating to payment of your fees, email membership@psa.asn.au

Telephone 1300 772 679

To see a full range of member benefits, see our websites



1300 772 679



www.psa.asn.au



www.cpsunsw.org.au





PSA WIN

19%

FOR ALL SAS STAFF



P 1300 772 679

W psa.asn.au

F (02) 9262 1623

E schools@psa.asn.au

Authorised by Stewart Little, General Secretary, Public Service Association of NSW, 160 Clarence Street, Sydney.