

JANUARY-
MARCH
2020

RED TAPE



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JANUARY-MARCH 2020 RED TAPE



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



From the General Secretary Stewart Little

ON THE FRONT LINE FOR YOU

With bushfire season in full swing, our members in areas such as National Parks, Forestry, the State Emergency Service, Fire and Rescue and the Rural Fire Service will be stretched as blazes break out throughout NSW.

This issue of *Red Tape* takes us behind the scenes with members on the front line, looking after the public, often at risk to their own personal safety.

I am proud to say this impressive line-up of workers is backed up by PSA/CPSU NSW members from other workplaces who regularly donate their time to fight blazes in rural areas. If you are in this category, see the page opposite to find out how volunteering affects your leave balance.

While we admire the hard work of our members fighting bushfires, we can't help but feel angry at the government betrayal that has seen fire-prevention jobs cut and a continual refusal to deal with a climate crisis drying out our land.

This issue introduces a regular section on those members working to mediate the effects of climate change. First up, we look at the work CPSU NSW members do at WaterNSW during the drought.

Away from the fires, our members in Corrections face challenges at work many of us could not imagine. Prisons can be violent places, with Officers regularly assaulted at work.

The PSA, in conjunction with other unions, has successfully pushed the Government to compulsorily test offenders who assault workers such as Corrections Officers, Paramedics or Police Officers in the line of duty. This reduces the mental anguish suffered by staff who are then subjected to a series of tests for communicable diseases. To read more on this campaign and its result, go to page 17.

And the threat of privatisation and staff cuts is never far away. We saw, in recent months, prisons all over NSW shut their doors, with yet another private facility due to open in 2020. No-one should profit from crime; particularly when privately run prisons mean fewer Officers, on lower pay.

Also in blue uniforms, our members employed as Special Constables were forced to walk off the job in October to highlight the low amount they are paid to protect sites such as Government House, the Cabinet offices, Parliament House and Police Headquarters. As we saw in 2015, these are targets for terrorists, yet our members are paid a base salary of \$54,600 a year for a position that could put them in the line of fire.

There is still so much more to be done to improve conditions for all members working for a better NSW. Their workers' compensation protection was stripped back in 2011 and we are lobbying hard to ensure they are offered the same coverage as people employed in the Police, Fire and Ambulance sectors.

All our members fill vital roles in our state. However, we give particular thanks in this issue to those who risk injury or worse in their everyday duties. They deserve so much more from the government that employs them.

Your union has had a great year, more than doubling our expected growth in members. I'd like to take this chance to say thank you to all our delegates and members and the staff supporting them.

The PSA/CPSU NSW wishes you all a happy Christmas and prosperous New Year. And for all those working through the holidays, including many of our emergency services employees, I'd like to say thank you. ■



WE GIVE PARTICULAR THANKS IN THIS ISSUE TO THOSE WHO RISK INJURY OR WORSE ON THE FRONT LINE



LEND A HAND: VOLUNTEERS ELIGIBLE FOR LEAVE



VOLUNTEER ORGANISATIONS COVERED BY THE AWARD

- Bushwalkers' Federation
- Cave Rescue Association
- NSW Volunteer Fire Brigade
- Public Service Support Group
- Rural Fire Service
- State Emergency Service
- Volunteer Coastal Patrol
- Volunteer Rescue Association of NSW (or affiliated groups)
- Wireless Institute Civil Emergency Network

Members volunteering time to assist the community don't have to eat into their recreational leave if they are helping out during work hours.

Section 6.17.7.1 of the *Crown Employees Award* states members of certain organisations "may be granted special leave of up to 5 days in any period of 12 months for the purpose of assisting as volunteers in one of these organisations". See the box for a list of the organisations covered by the Act.

Section 6.17.7.2 of the Act deals with declared emergencies, stating "if a situation arises requiring a major operational response, or an emergency is declared under Section 44 of the Rural Fires Act 1997, under other relevant legislation or by the Premier, employees who volunteer to assist are granted special leave with no upper limit".

Leave applications must be "accompanied by a statement from the local or Divisional Controller, the Fire Controller, Deputy Fire Controller or NSW Police Force certifying the times of attendance. The leave application should indicate the period and area of attendance together with the name of the organisation to which the volunteer member belongs."

There are also provisions for rest after an emergency or rescue. If the State Emergency Services Commissioner or his or her delegate decides a volunteer employee must attend a course of training or lectures, the act stipulates "the agency head should make every effort to release the employee from duty".

Any absence from work while training or attending a lecture "is regarded as being on duty". A certificate of attendance is not necessary.

For example, members undertaking courses approved by the Rural Fire Service can be granted special leave for up to 10 working days a year. ■

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From the President **Kylie McKelvie**



DISREGARD FOR THE BUSH IGNITES THE FLAMES

The fires that engulfed much of regional NSW typify Macquarie Street's neglect.

As jobs are cut in the bush, the state is catching fire. The PSA represents a number of emergency-service workers from clusters across the state, including the NSW Rural Fire Service (RFS).

The RFS is the primary bushfire response agency in state, supported by other organisations such as the National Parks and Wildlife Service, Forestry Corp, the State Emergency Service and Fire and Rescue. PSA members in the RFS are actively involved in delivering planning and operations expertise to all of the current Incident Management Teams (IMTs) across the state. Members

PSA MEMBERS AND THE COMMUNITY ARE AT A HIGHER LEVEL OF RISK

provide air and ground operations support, major logistics movements of resources and people inter and intra state, plus internationally. They make bushfire impact assessments with assistance in bushfire recovery along with the Office of Emergency Management. These functions occur across approximately 95 per cent of NSW, outside major residential areas and larger towns.

The RFS is coming into what is becoming a fire season that will be spoken about for many years – well, until the next one comes along. It is currently in the midst of negotiating a new Award and the Executive has announced a significant restructure to its functions of the RFS. A number of new positions have been promised, but in the lead up to this fire season a large number of front-line positions in District and Zone Teams have been left vacant.

This has led to a large number of Incident Management positions now continually left unfilled. Night shifts in many of the current bushfire emergency areas are down to as little as one RFS member and a security guard across multiple locations. The less high-profile areas for major fires are left dangerously

under-resourced in relation to incident management function at the expense of higher profile fire events. This places the people of NSW at serious risk in relation to these and future bush fire events unless the management of the NSW RFS and the State Government are held accountable.

During the level of current bushfire events the small numbers of permanent staff in each Fire Control Centre see workloads explode. The NSW RFS management team is falling short on delivery of bush fire management to the community by allowing this situation to continue without remedy.

We are now seeing the impacts of these issues play out with difficulty in filling key IMT roles, particularly with experienced personnel. ■



BUTSON SAYS GOODBYE

The PSA has lost a combative fighter due to the retirement of Senior Industrial Officer Kerrie Butson, who has been a tireless worker on behalf of members since Bob Hawke occupied The Lodge.

“I started work at the PSA in May 1986,” Ms Butson said. “I was seconded to the PSA to set up workplace groups for our members employed as non-teaching staff in schools.

“I had worked at Canley Vale High School for 10 years prior to my secondment to the PSA. I had always been a member but became very active when the campaign for Ancillary Staff commenced. We were all temporary staff and we were technically stood down at the end of each term. This of course was a long, fought-out campaign that was won by the PSA.”

Ms Butson has seen governments change at Macquarie Street and witnessed the effects the Liberal/National privatisation agenda has had on workers.

“The election of the Greiner Government gave the green light to

privatise,” she said. “At the time I was responsible for the Department of Administrative Services, which was renamed the Commercial Services Group. These areas were ripe for privatisation: the Government Cleaner, the Government Stores, the Government Printing Office, the Government Uniform Factory and

“KERRIE’S EXPERIENCE, KNOWLEDGE AND SKILL AS WELL AS HER RAZOR-SHARP WIT, WILL BE GREATLY MISSED”

the Government Motor Garage, Technical Services Group. All of these areas were either privatised or were radically reduced in size over a period of four years.”

Most recently, Ms Butson has been representing members in areas such as Ultimo’s Powerhouse Museum, which is set to be uprooted to a flood plain in Parramatta to make way for what is likely to be yet another block of flats. It

was there she had a big win on behalf of members.

“One win sticks out and that was the wonderful win for casual Visitor Service Staff employed at the Powerhouse Museum who since 2014 had been underpaid,” she said. “The outcome was that all staff who had been employed in this classification who were paid incorrectly were back paid for the whole of the amount they were owed. This amounted to over \$1.5 million.”

Ms Butson said she will miss “the members, the delegates, the work: it is amazing. And the challenge of the role and of course my colleagues”.

General Secretary Stewart Little praised ‘Butto’, saying her skills will be missed at PSA House.

“She has been a great advocate for her members and never took a backward step.”

“Kerrie’s experience, knowledge and skill as well as her razor-sharp wit, will be greatly missed not only among her colleagues, but among the members she helped throughout her career,” said Industrial Manager Nathan Bradshaw, who was in her team in recent months. ■



From the Assistant General Secretary Troy Wright

CHARITY BEGINS WITH GOOD GOVERNMENT

Two weekends ago, children of a friend of mine held a cake stall to raise funds for the Rural Fire Service (RFS) in the midst of the ongoing bushfire crisis. They raised \$130 in a few hours in what was a community-minded and generous gesture.

Then last week Russell Crowe auctioned a cap on social media for the RFS, promising to double the donation it raised, with it ultimately selling to one of the Atlassian founders for \$100,000.

Such fundraising efforts, big and small, are undoubtedly appreciated by those on the front line, but they left me wondering why are they necessary at all.

The NSW RFS has a history dating back to 1900 and does undertake some fundraising and sponsorship activities at a local level. It relies heavily on the labour of volunteers, but this should not mean it or any other emergency service should be treated like a charitable cause. It almost demeans the important work they do.

The Berejiklian Government has had months, if not years, of warnings about worsening bushfire conditions on account of the drought and climate change leading to increased fuel loads. Yet instead of providing justifiable additional funding and resourcing in preparation for the fire season, as any responsible government would have done, the Berejiklian Government has done nothing at best and subjected the agency to its efficiency dividend at worst. The PSA/CPSU NSW is aware that this has led to a restructure of its professional ranks during the year with the loss of significant corporate knowledge and a crippling vacancy rate entering summer, which has

significantly hampered its capacity to respond. Similarly, this month we saw the impact devastating cuts made by the Berejiklian Government in 2018 have had on our national parks, where many of the current fires enveloping our state originated. In the 2017-18 budget, the Government slashed \$121 million from the NPWS budget, resulting in more than 700 jobs being axed or restructured, Fire Management Officers across the State being reduced from 38 to 10, and a net loss of approximately 100 Rangers. Then, at the peak of the fires, Nationals Leader John Barilaro, in what must rank as one of the most ill-timed and tasteless displays of memory loss in modern politics, had the sheer audacity to blame the same service his government crippled for inaction.

The disgrace of the Government's neglect of our various firefighting agencies is compounded by their frivolous and seemingly unsupervised spending in other areas. While many Departments and agencies that employ our members have been smashed with budget cuts that impact on service delivery, there seems to be limitless funds to splash on stadium upgrades no-one needs or asked for, bungled infrastructure projects like the light rail and the relocation of museums that only benefit property developers and not constituents.

IN THE 2017-18 BUDGET, THE GOVERNMENT SLASHED \$121 MILLION FROM THE NPWS BUDGET

Another side effect of allowing vital public services like the RFS to become increasingly reliant on donations and goodwill rather than core funding is the artificial hierarchy of worthy causes. Well may people donate to the RFS but what about less-marketable services such as child protection, or public housing, or even corrections? Who wants to shake a tin for a new gaol? We see this already in why children's hospitals successfully fundraise more than regular public hospitals do, or that some cancer research is more popular than others.

Our public services, especially those emergency services whose purpose is the protection of life and property must be fully publicly funded, not subsidised by private donations. I'd hold a cake sale to support any political party that recognises this. ■



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DSA staff score a win in Orange

The CPSU NSW has helped secure permanent positions for casual staff on copied state awards at an Orange group home run by Disability Services Australia (DSA).

A staff member alerted the CPSU NSW to DSA's refusal to offer permanent work to transferred staff. In its letter to staff, DSA actually blamed the union for its refusal, claiming it was a union stipulation that transferred casual staff not be given permanent positions.

The CPSU NSW Industrial Team went into action, letting staff and management at DSA know that casual staff were not only encouraged to be given permanent positions but also that they needed to continue to be employed under the *Community Living Award*.

In communication to the members, CPSU NSW Industrial Officer Graydon Welsh stated, "I can confirm that the CPSU NSW has not, and would not, agree to having staff resign in order to maintain employment. We advocate for people to have secure, valued, safe and stable employment."

"We do not agree with staff having to resign and reapply for jobs just to gain permanency. We are currently advocating for staff across the disability sector to have their conditions of employment secured."

DSA complied with the CPSU NSW's correspondence and the affected staff will be offered permanent positions on the *Community Living Award*.

The CPSU NSW saw an overnight flood of membership applications. The site went from having a single member to 100 per cent coverage.

"This proves that members should contact their union when something goes wrong," said Mr Welsh. ■



DRAWN-OUT RETREAT FROM DISABILITY SERVICES NEARING END

The drawn-out closure of the last government-run residences for disability services is near completion.

Residents at Stockton, Kanangra, Tomaree and Casuarina Grove residences in the Hunter are being moved to smaller group homes, with the process finalised by December 2019.

The Community Justice and Integrated Service Programs in Parramatta are also affected (see page 15).

"PSA members are not being redeployed," said Industrial Officer Greg Shaw. "However, the PSA has arranged a \$2500 retraining package for members and more than 100 staff have applied for the grant."

See you in court

The CPSU NSW will prosecute Hunter Valley Disability Services and Mid North Coast Disability Services in the Federal Circuit Court of Australia.

The CPSU NSW has commenced enforcement proceedings in the Federal Circuit Court of Australia (FCC) under the civil remedy provisions of the *Fair Work Act 2009* for a penalty to be imposed against Hunter Valley Disability Services (HVDS) and Mid North Coast Disability Services for a breach of Clause 65.1 of the *Crown Employees (Public Service Conditions of Employment) Award 2009*.

CPSU NSW members at HVDS and MNCDS are disability staff who were forcibly transferred from FACS in 2017 to private entities HVDS and MNCDS. They have encountered numerous problems with their employment and Award conditions since that time. The CPSU NSW has actively resisted this process for the past two years. This is one of many terrible consequences of the decision of the Baird and Berejiklian Governments to scrap public disability services, throwing the care of people with disability into the hands of non-Government operators who are focused on profits.

The FCC dispute arose because HVDS and MNCDS implemented numerous employment policies and procedures since 6 April 2018, despite not having an effective

means of consultation with the CPSU NSW prior to each of the policies going live.

The FCC proceedings have been assigned to a Judge who then made orders for a timetable requiring the parties to file various documents and to participate in a compulsory mediation conference. The CPSU NSW has retained lawyers and a barrister to prosecute the application against HVDS and MNCDS.

The CPSU NSW lawyers have filed complex legal documents with the Court and commenced communications with the lawyers representing HVDS and MNCDS.

HVDS has now filed a defence with the Federal Circuit Court partially admitting to some of the case against it.

"Our disability services members perform an invaluable service in

their day-to-day work and yet HVDS and MNCDS have refused multiple requests by the union to try to resolve this dispute," said CPSU NSW Industrial Officer Dean Allen. "When HVDS and MNCDS implemented more than a dozen employment policies and procedures without consultation, they deprived their employees of an opportunity to influence their work and their work environment."

The next step directed by the Judge was for the parties to attend a mandatory mediation conference. If the matter cannot be resolved at the mediation, then it will be necessary to proceed to a hearing before the Judge and seek orders against HVDS (and MNCDS) for payment of penalties for breaching the Award. ■

POWERHOUSE MOVE FIVE YEARS ON

This edition of *Red Tape* marks five years since the Government announced its plans to move the Powerhouse Museum from its current inner city location in Ultimo to a flood-prone site in Parramatta.

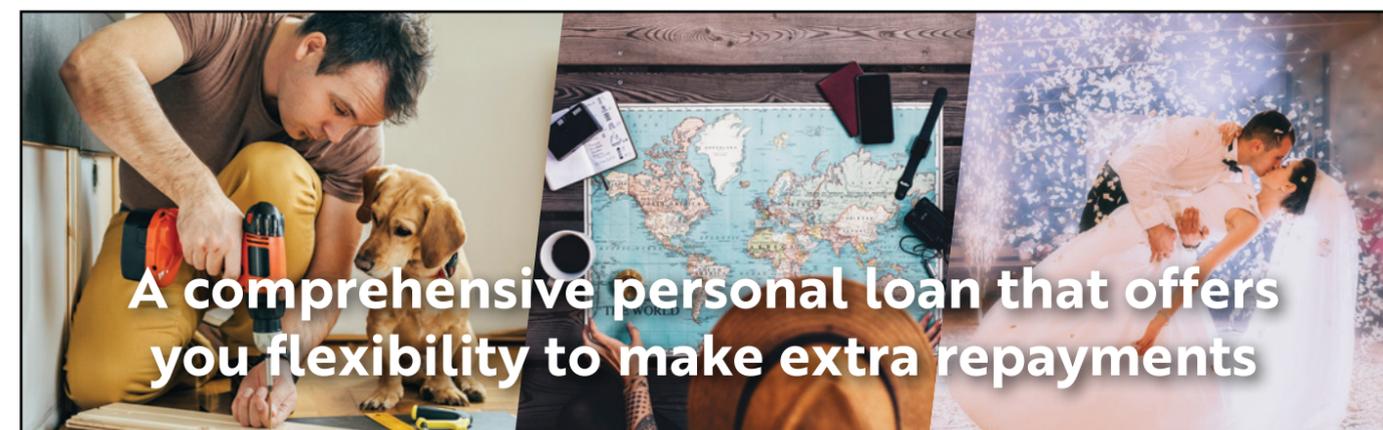
"Five years on and not a sod has been turned," said PSA Industrial Manager Nathan Bradshaw. "The move is already one year behind schedule and, despite the Government's supposed tightening of purse strings, more than \$30 million has been splurged in consultancy fees."

Mr Bradshaw added not a single new job had been created in Parramatta. "Why not keep the current Powerhouse in Ultimo and build a new museum at Parramatta?" he said.

The impending closure of the Powerhouse comes at a time when the Australian Museum, across town, closes its doors for a 12-month-long renovation.

"Sydney is desperate for world city status, then neglects its cultural institutions," said Mr Bradshaw.

PSA Industrial Officer Kerrie Butson said after a five-year process, the museum is finally starting to catalogue its collection in readiness for the move. ■



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Pay Equity cash hits school accounts

The PSA's mighty win in the Industrial Relations Commission (IRC) on behalf of staff in Schools is now a reality, with the extra money, and back pay, in members' bank accounts.

The pay round deposited into School staff accounts on 14 November was the first one that featured new pay rates calculated after the Department conceded that staff were being underpaid due to a gender bias. Even better, that pay included back pay to July 1.

"This win is evidence of what a strong

union can do and was the result of many hours of hard work by members, delegates and the PSA," said PSA Industrial Manager Kris Cruden. "If we have achieved this, imagine what else we can do if all SAS Staff are on board."

Ms Cruden encouraged all members to urge colleagues not in the union to join. The pay rise, which was earned with PSA resources and money, will go to all staff and not just members.

The PSA has seen a surge of new members from Schools, as staff realise the benefits brought by union membership.

The extra pay in each member's pocket has come after a long campaign. The decision to pursue the case was made by the incoming PSA Executive in late 2016, with the case lodged in March 2017. ■



Overwhelming majority vote to accept three-year DoE Flex Agreement

Ninety-three per cent of members in the Department of Education voted to accept a new Flexible Working Hours Agreement.

Members in the Department of Education have said yes: giving a tick of approval to the agreement, which was reached after the two parties negotiated terms.

Under the proposed agreement, Training Advisors' and Training Coordinators' bandwidth would be from 6.00am to 8.00pm, with a maximum of 45 hours' work in a week. Existing conditions such as a 12-week settlement period and a carryover of a maximum of 42 hours' credit have been preserved.

THE INPUT OF MEMBERS IS VITAL. BY VOTING ON THIS AGREEMENT YOU HAVE HAD A GENUINE SAY ON HOW YOUR UNION PROCEEDS

"The input of members is vital and supports the work of the PSA," said Industrial Officer Siobhan Callinan. "By voting on this agreement you have had a genuine say on how your union proceeds."

The new Agreement has been finalised and came into effect in mid-December 2019. ■



GROUNDS FOR COMPLAINT

A General Assistant (GA) employed in a Goulburn primary school has highlighted the absurdity of using student numbers to devise staffing.

Mark Brown is employed as a GA at Wollondilly Public School, which has about 400 students. Under the Department of Education's formula, this means Mr Brown is allocated 19 hours of work a week to care for the school grounds and facilities. The only problem is that the school sits on about six hectares of land: about 15 acres in the old imperial measure.

PSA Organiser Brett Hammond said the grounds all up take Mr Brown about 24 hours to mow; more than his weekly allocation of hours. Yet on top of the mowing there are a multitude of other jobs he is required to complete.

If the school had about another 100 students,

it would hire the GA for a full week. This would be regardless of how big the school is or how old and run-down its facilities. The current formula allows for a full-time, five-days-a-week GA to be hired if a school has more than 500 students. As student numbers drop, the amount of time allocated for a GA is reduced. In the most extreme case, one remote school with only two students currently enrolled hires a GA for four hours a week.

Mr Hammond said the PSA's policy is for "a five-day-a-week GA in every school".

Failing that, the union is pushing for a better way for the Department to work out what hours a GA should work.

"The age of buildings and the size of the school grounds should be taken into account more than the number of students," said Mr Hammond. ■

Safety on centre stage for science staff

The new School Administrative Officers' (SAOs') Science Vocational Advisory Group is ensuring Workplace Health and Safety remains a key issue for members.

"Work Health and Safety (WHS) is an extremely important topic for SAOs working in science," said PSA Industrial Manager Kris Cruden. "It is paramount that members are protected while at work, this is one of the key parts of the PSA's *Worth 100%* campaign. One of the areas delegates have identified as problematic was the out-of-date documentation in relation to Chemical Safety in Schools.

"Following these discussions, the PSA raised this with DoE at a Joint Consultative Committee meeting. As a result, the PSA, delegates and the Department will soon enter into consultation on updated documentation, including the Chemical Safety in Schools booklet. Work Health and Safety structures will also be refreshed providing an avenue for matters to be raised and resolved on an ongoing basis."

The group will also work on the provision and quality of training to School Administrative Officers when they first take on the SAO Science role, as well as regular development and refresher training. ■



WHEN THE RIVERS RUN DRY

As drought bites, fish die, rivers stop flowing, farms go to the wall and towns ponder their very existence, CPSU NSW members in WaterNSW are making sure taps flow for the people of the state.

CPSU NSW members all over the state are playing a huge role in fighting the effects of climate change. WaterNSW is a state-owned corporation that, among many other tasks, manages our dams, rivers and water infrastructure.

“It has several roles; one of the major ones is the protection of Greater Sydney’s drinking water and its catchment,” said CPSU NSW member Andrew Harrison, who works for WaterNSW’s Customer and Community business unit. “We’re a bulk water supplier; which is all the external dams in the regions. That provides drinking water for councils, as well as irrigation and industrial usage.

“We’re also a system operator of the state’s surface and groundwater resources. This includes the Murray-Darling Basin and the Murray River System.

“We also do water licensing, approvals, water trades, billing and provide water resource information. Our environmental group looks at water quality across the state.”

During times of drought, WaterNSW

serves a vital role in allocating an increasingly scarce resource, with competition between agricultural producers, miners and residents. As climate change bites and drought becomes more a part of everyday life in regional NSW, this puts pressure on staff and the services they provide.

“Drought means increased workloads, a lot more stress, a need to prioritise duties,” said Mr Harrison.

“We see a great increase in stock and domestic applications,” said Ben Hanks, who works in licensing. “During a drought you often get increased applications for irrigation.

“You have a lot more people coming to your door saying, ‘I want to do this, I want to do that’. You still have to satisfy the various rules we have; you have just got a lot more work coming in and you don’t have extra staff to do it.”

In addition to the extra workload the drought brings, Mr Hanks said the dry conditions place staff under stress.

“Servicing these enquiries puts a lot of demand on your water-licensing team, and our operation and field staff,” said Mr Hanks. “To have that over a

sustained period of time really does impact on your staff.

“You really have to make sure it doesn’t get on top of your guys, because it really can be quite draining dealing with that every day.”

Not all decisions go the way applicants want, so WaterNSW staff will have to sometimes deal with disappointed stakeholders.

“That’s not a lot of fun,” said Mr Hanks. “Sometimes it involves legal challenges to your decisions.

“From time to time customers come in that are doing it tough and threaten self-harm, and it can be hard to tell what is really going on.

“We are doing our best to support our customers, it is really tough on everyone in our regional communities.

“I am constantly telling my team to take leave: you just don’t want them to burn out.”

WaterNSW staff are witnessing dramatic changes to water supply and, in some cases, industries and towns questioning their existence.

“Smaller towns shrink during a drought,” said Mr Hanks. “Towns will face a significant change in their output.” ■



DANGERS EXPOSED BY BALMAIN TRAGEDY

The stabbing death of a Mental Health Care Worker in a Balmain housing block has highlighted the dangers faced by many PSA workers on the front line of Community Services.

“Many of our members deal with people with complex mental health needs that can have unpredictable effects,” said Industrial Manager Kris Cruden. “They play an important role in these people’s lives but we need to be safe at work.”

THEY PLAY AN IMPORTANT ROLE IN THESE PEOPLE’S LIVES BUT WE NEED TO BE SAFE AT WORK

Sixty-two-year-old mental health worker Stephen Douglas was killed in late November at a block of units in East Balmain. A 40-year-old man, who is alleged to have serious mental issues, has been charged with Mr Douglas’s murder.

Ms Cruden said the PSA does not want its members exposed to the same fate.

“We need the Department to make sure proper risk assessments are done for all clients and ensure that appropriate action is taken in line with the risk assessments,” she said.

Other measures advocated by the PSA include eliminating ID tags on lanyards worn around the neck and better GPS software for members on the ground.

Above: The Balmain flats where a Mental Health Care Worker was stabbed to death.

PSA wins wage justice for Communities and Justice employee

Thanks to action by his union, a Senior Caseworker at Coonabarabran Community Services Centre has been awarded an early Christmas bonus.

The member, delegate and Central Councillor Stephen Wallace has worked for the Department for more than 20 years and is a maximum Grade 7 senior caseworker. Part of his work for Community Services 11 years ago involved signing an agreement to provide coaching, advice and support to less experienced caseworkers and participate in training and orientation activities. This meant he should have been paid at the Grade 3/7 level 10 rate.

However, this was not paid, and he instead continued to receive the Grade 3/7 level 9 rate.

“After trying to resolve this with payroll and getting nowhere, he sought PSA assistance,” said PSA Industrial Officer Carmel McKeough. “Mr Wallace further advised that in his discussion with payroll it was indicated that the problem dates back at least a decade when no annual increment was awarded which would have moved him to the level 10 rate.”

In a letter to the Director of Employee Relations, Safety and Wellbeing at the Department of Communities and

Justice, Ms McKeough pointed out “the Department has a legal obligation to pay Mr Wallace at the appropriate rate. The failure to increase Mr Wallace’s pay to the Grade 10 level means that not only has he been underpaid, he also has a lower superannuation balance and reduced leave loading has been paid.”

The Department, in response, advised that after further checking it was revealed that the problem extended back to November 2008. Mr Wallace was backpaid in November 2019 and the Department extended an apology.

WE ADVISE ALL MEMBERS TO CHECK THEIR PAYSリップ EVERY FORTNIGHT

“This is an unusual, but not isolated, example of pay anomalies experienced by hard-working public servants,” said Ms McKeough. “Now, more than ever, with new and inflexible computer systems including SAP and OneSAP and much lower numbers of payroll staff, mistakes can and do occur.

“We advise all members to check their payslip every fortnight to ensure it is accurate. If not please contact your payroll staff in the first instance. If that doesn’t resolve the issue, please contact the Member Support Centre on 1300 772 679.” ■

What next for Community Justice?

Uncertainty hangs over the future of staff and clients at the Community Justice and Integrated Services Programs in Parramatta.

The program, which deals with people with disability in the Corrections system, is to be closed as part of the State Government’s retreat from the provision of disability services.

“Not only are our members’ livelihoods at risk, but the work they do is also incredibly important for some of the most vulnerable members of society,” said PSA Industrial Officer Greg Shaw. “There is a danger that without this section operating, these people will fall through the cracks.” ■

Behind the scenes: Fire and Rescue staff proud to be union

While the state's Fire Fighters have their own union, there are a number of PSA members at Fire and Rescue.

PSA Organiser Latu Sailosi recently spent some time at the Fire Rescue NSW HQ in Greenacre with Transport Recovery Operators Andrew Standaloft, Kerry Phillips and Jeremy Rampant.

The group are primarily drivers, moving and relocating heavy vehicles and equipment around the state. Recently they were replacing broken-down fire trucks and equipment in the fires around Tenterfield that claimed about 50 homes.

They play a vital role in supporting front-line firefighting staff, working with the equipment and tools required to fight fire emergencies.

"They are the most collegiate, tight-knit and united work group I have met since starting at the PSA in 2004," said Mr Sailosi, who is making inroads with staff in other areas such as IT.

With the fire season starting early, there is an expectation of a very busy period ahead right through to March or April 2020.

There are seven staff in the Transport Operations Fleet Management team, all based at the Greenacre depot and HQ. All six drivers are PSA members.

They have a few industrial concerns, which they are working to resolve with the support of the PSA. ■



DISORDER IN THE HOUSE: SPECIAL CONSTABLES WALK



Citing low pay for a job that can put them in the path of a bullet, Special Constables walked off the job at sites such as the NSW Parliament to draw attention to their plight.

Television news broadcasts that evening ran with footage of the officers walking out of Parliament's gates in full uniform to protest over their wages.

Special Constables guard sites such as Parliament, Government House, the State Cabinet offices and Police Headquarters. This potentially dangerous work means they are armed and wear body armour. In October 2015, Special Constables shot and killed Farhad Khalil Mohammad Jabar, who had murdered Police IT worker Curtis Cheng.

After the walk-off, the PSA was ordered to cease the action by the Industrial Relations Commission (IRC).

As part of the IRC ending the action,

THE DEPARTMENT IS ON NOTICE ... THIS ISSUE IS NOT GOING AWAY

NSW Police agreed to engage with the PSA in a series of formal meetings with regular report-backs to the Commission.

"It is clear from the stop work meetings that members feel completely undervalued by NSW Police for the important and sometimes dangerous work they do," said PSA Organiser Roland Harris. "Members should be proud to have shown their strength and unity by standing together at the meetings last week. The Department is on notice that this issue is not going away and members will continue to fight collectively for what they deserve." ■



BLOOD TESTING RULES INTRODUCED AFTER LONG POVVB FIGHT

After a long campaign from the PSA and Prison Officers' Vocational Branch (POVB), supported by other unions, the State Government has introduced a bill directing that people assaulting emergency service staff should be compulsorily tested for communicable diseases.

The bill, which is expected to be passed by the NSW Parliament in early 2020, would compel people who assault a Correctives Officer, Police Officer or Ambulance Worker and draw blood to take a test for diseases such as hepatitis. Anyone who refuses to comply with a testing order would face a maximum of 12 months' imprisonment, an \$11,000 fine, or both.

"This is long overdue," says POVVB Chair Nicole Jess. "Officers assaulted in the line of duty, where there has been blood mixed, once faced a six-month wait to be cleared by tests.

"This caused no end of mental anguish. At least now Officers can have peace of mind if the test is negative."

"The unfortunate reality is that PSA's front-line members working across the public service are exposed to violence in their daily duties," said PSA General Secretary Stewart Little.

"This is a risk of their jobs, but it's also fair that workers have an expectation that every effort is made to reduce stress and anxiety in the event they're attacked and exposed to possible infection.

"There needs to be an evidence-based policy in place that offers peace of mind to front-line Officers.

"The Emergency Services Coalition, which includes PSA, the P NSW Police Association, Health Services Union and the Fire Brigade Employees' Union, agrees that members' safety has to be the priority." ■

FRONTLINE MEMBERS ... ARE EXPOSED TO VIOLENCE IN THEIR EVERYDAY DUTIES

Role dispute spurs stable staff into action

PSA members employed by the NSW Police as Grooms implemented work bans in November.

Following long-standing pay and grading discrepancies against similar roles in NSW Police, the PSA put in a submission outlining the case for a review of the Role Description for Grooms.

"Members are understandably frustrated with working beyond their Role Description when their pay and grading don't match their actual

duties," said Industrial Officer Andrew Wright. "If NSW Police is adamant about continuing to describe their role as essentially that of a Strapper or Stable Hand, then their actual duties should be modified accordingly."

The Grooms work with police horses at the Redfern stables.

The action spurred the NSW Police into action, with the force offering to meet to discuss the dispute. Members were directed to resume normal duties once the announcement was made. ■



CONFERENCE WORKS FOR MORE INDIGENOUS POSITIONS IN JUSTICE SYSTEM

The PSA had a stand at the annual Youth Justice Aboriginal Conference.

The three-day conference enables Aboriginal staff in the Youth Justice sector to discuss and solve issues that affect them.

“The conference and our stand gave us a good chance to do more for our Aboriginal members in the sector,” said PSA Organiser Gino Di Candilo. “We are pushing for more identified positions for Aboriginal and Torres Strait Islander staff.”

According to the Creative Spirits website, which deals with Aboriginal and Torres Strait Islander issues, more than 50 per cent of NSW juvenile detainees are First Nations Australians. ■

New SES boss visits PSA House

The new head of the State Emergency Service (SES) met PSA staff and Executive in a visit in December 2019.

NSW SES Commissioner Carlene York, the first woman to hold the post, promised a constructive relationship with the union that represents more than 100 of her employees.

Ms York has worked in the past with NSW Police, where she negotiated with General Secretary Stewart Little, who once worked for the Police Association, and PSA Industrial Manager Julie Bond.

“I am confident we can have a positive relationship with Ms York,” said Ms Bond. “The recent fires have shown how important a well-run SES is to the people of NSW.” ■

Mental health campaign to aid members in Correctives

The PSA and Prison Officers Vocational Branch (POVB) have been encouraging members in the state’s prisons to look out for each other and to start to change the communication around mental health and wellbeing.

The executive has been meeting with Corrective Services NSW (CSNSW) and pushing for a greater need for Mental Health Wellbeing programs, debriefs after incidents, training for managers on how to facilitate a debrief, calling in Employee Assistance Program counselling for serious incidents and in general a greater level of support for CSNSW staff.

“Nearly every Correctives Officer will know a colleague who has suicided,” said PSA Industrial Officer David Bartle. “Many inmates also take their own lives, which has an effect.”

“Our staff can work with an inmate for eight or even 16 hours a day, they can’t help but be affected if a prisoner takes their own life.”

“CSNSW has been holding many focus groups across the state, to give feedback and ideas on what staff think is needed,” wrote POVB Chair Nicole Jess in a bulletin to members. “Their involvement in these focus groups has been beneficial and has assisted in confirming the need for greater support to assist with the mental health and wellbeing of staff.”

The PSA and POVB executive have been pushing this program with CSNSW. It was presented at the PSA Annual Conference and at the Mental Health Conference in 2018, where it was received well by attendees.

These programs are expected to be implemented in early 2020. ■



LONG BATTLE FOR HIGH-RISK UNIT BEARS FRUIT FOR YOUTH JUSTICE

A long campaign for better conditions for Youth Justice members has had results, with the Minister agreeing to nearly all the union’s demands. Minister Gareth Ward announced 63 recommendations to reduce the incidences of violence in the Youth Justice system. This was in reaction to a riot at a Central Coast facility that received widespread media attention.

“The 22-hour riot at Frank Baxter in July forced the government to act,” said Stewart Little, General Secretary of the PSA. “Since then, we have been grateful to work with Minister Gareth Ward on what needs to be done to make officers and detainees safer.”

“In particular we welcome high-risk units for Cobham and Frank Baxter and the introduction of new classifications for high-risk detainees.”

Dedicated high-risk offender therapeutic units will be established at the two largest youth justice

facilities. Previously, high-risk detainees were mixed with the general detainee population, so a repeat car thief may have been detained alongside someone found guilty of murder or terrorism-related offences.

“Our members want to help these kids,” said Mr Little. “They want to break the cycle. The last thing they want to see is them going up the road into Long Bay or Cessnock. This reform is a very welcome step in that direction.”

The changes to the Youth Justice system were introduced after years of intensive lobbying by the PSA, representing members frustrated at the increasing amount of violence to which they and other detainees were subjected.

“It’s cause for concern when you’ve had assault levels in these facilities treble over the last three or four years,” said Mr Little.

“The incident in July was certainly foreseeable.”

In the riots in Frank Baxter, detainees attacked other youths in the facility. Some youths were hospitalised with serious injuries. ■



ASSAULT LEVELS IN THESE FACILITIES HAVE TREBLED





Protesters give fail marks to Lee over mistimed TAFE cuts

The CPSU NSW has forced the State Government to the negotiation table over plans to cut 196 jobs just before Christmas. The union's actions included a rally of about 100 people at the Ultimo TAFE campus, a matter in the Fair Work Commission (FWC) and a media campaign that gained extensive positive coverage.

Just in time for Christmas, the Berejiklian Government's Minister, Geoff Lee announced the jobs will be cut thanks to a corporate restructure.

But the CPSU NSW was able to achieve the following wins at the FWC:

1. The Consultation period will be extended until 13 January 2020.
 2. TAFE NSW employees who were declared excess on 2 December will now have up until Monday 13 January 2020 to accept or decline voluntary redundancy.
 3. A job-swap process will occur.
 4. Any eligible long-term temps offered VR will have the opportunity to apply for permanency
- "This is a huge win for TAFE staff, especially

the extension of time for consultation and the final exit date, since we were in situation where TAFE NSW didn't want to have more than one week's consultation," said CPSU NSW Industrial Manager Anne Kennelly. "They wanted 91 permanent staff to go on 20 December. We were able to push that back.

"Sadly, we could not prevent agency staff going on 6 December. Nor could we save a handful of short-term temps positions going in December.

"If we had not fought back, we would not have achieved anything. I'd like to thank members and delegates for standing strong and united in this distressing time. This is what being in a union is all about"

CPSU NSW Delegate Liz Garlick, in a fiery address to the rally, condemned the rushed process.

"[Staff had] been given one week to make a decision," she said. "To make a decision on their future. So, they have to go home to their families and tell them they have got no job."

Shadow Minister for Skills and TAFE, Jihad Dib said the cuts were part of the Government's "ideology since 2011 ... to absolutely destroy TAFE".

"They don't value quality education," said Mr Dib. "That's the government we have got; that's the government we have to get rid of."

"Doing this just before Christmas, knowing it is the most vulnerable time for staff, is a particularly low act," said CPSU NSW Delegate Simon Gray. ■

VALE JULIE FLETCHER

The PSA/CPSU NSW is saddened to hear of the loss of TAFE member Julie Fletcher, who perished in the bushfires near Port Macquarie in November 2019.

"Our thoughts and concerns go out to her family, friends and colleagues," said General Secretary Stewart Little.

Bargaining kicks-off at WSU College



Negotiations for a new Western Sydney University The College enterprise agreement commenced in December.

The CPSU NSW has met with Western Sydney University The College and representatives from other unions and independent staff representatives to discuss bargaining protocols.

A comprehensive review of the current enterprise agreement has been undertaken and the CPSU NSW has presented the bargaining parties with a log of claims with an emphasis on improving core entitlements and access to greater work flexibility for professional staff.

WSU The College is owned by the university but operates as a separate business. It provides a range of pathway and alternative entry programs to university for students.

FINAL CHAPTER PENNED IN UNE'S 'NEVER-ENDING STORY'

Long-running negotiations with the University of New England (UNE) for a new professional staff enterprise agreement appear to be close to settlement with the parties nearing an in-principle agreement on terms and conditions.

After more than two years of negotiation, UNE and the unions have agreed on a new four-year deal that provides annual increases of two per cent (June 2019 to June 2022) plus a one off \$500 (pro-rata) payment for professional staff. This includes regularly employed casual staff.

There are some notable improvements in employment conditions such as paid domestic violence leave, better access to sick leave and a move to better superannuation

entitlements for fixed-term employees (up to 17 per cent over the life of the agreement). However, the most significant achievement was retaining a suite of conditions targeted by the university during a marathon bargaining period.

A final draft of the proposed agreement has been circulated amongst the bargaining representatives and it is expected to be endorsed by all parties before the end of the month.

"Thanks to the bargaining team for soldiering away on this deal for two years," said CPSU NSW Industrial Officer Thane Pearce. "It has been a long process but the result is above-inflation pay rises, better conditions and fatter superannuation balances for members.

"I urge everyone to encourage all their colleagues to join the CPSU NSW." ■



WORKPLACE FLEXIBILITY? GIVE ME A BREAK

A survey by the CPSU NSW about workplace flexibility found three major barriers to university Professional Staff accessing flex.

According to the survey, filled out by more than 41 per cent of CPSU NSW members, local managers were not respecting staff's entitlement to take flex.

There were also workplace demands preventing staff from accessing flex. Some respondents said their managers were not allowing them to accrue time to take in the form of flex.

The survey results were brought to the Higher Education Representative Council (HERC) meeting on 5 November 2019. HERC delegates developed the next phase of the *Flex Time Is My Time* campaign.

"The CPSU NSW is dedicated to fighting for Professional Staff ensuring that they have the ability to have access to flex," said Industrial Manager Anne Kennelly. ■

Provident Fund up by \$500

As of January 2020, the PSA/CPSU NSW Provident Fund will be \$4000.

Previously the Provident Fund paid out \$3500 to the families of members who passed away.

“Now is a good time for members to ensure their beneficiary details are up to date – by logging into the Members’ Area,” said Member Services Manager Kym Ward. “This form must be completed and signed by the member. It can be downloaded on the PSA and CPSU NSW sites.”

Union Shopper broadens its range

The Union Shopper discount program, which is available to PSA/CPSU NSW members, has increased its range of offers.

“There is a brand new movie ticket program providing members with a comprehensive range of e-movie vouchers from Village, Event, Greater Union and Birch, Carroll & Coyle, Hoyts, Palace and Moonlight Cinemas,” said Member Services Manager Kym Ward.

“There is also a brand new gift card program delivering discounted gift cards from a range of 53 suppliers.

“There are many more features members are enjoying, including energy and gas savings, insurance, motor vehicle purchasing and much more.”

MAKING YOUR FEES PAY

Youth Justice Delegate Shane Brownlee took a look at his family's grocery bills and knew he had to do something.

“Our grocery budget is about \$250 a week,” he told *Red Tape*.

Luckily, as a member of the PSA, Mr Brownlee, can shave five per cent off that amount every time he hits the checkout.

WHEN PEOPLE BRING UP COST, I POINT OUT THAT UNION SHOPPER CAN OFFSET THE COSTS

“If we pay \$250, we save \$12.50; that's about \$650 a year,” he said. “That and the tax deduction and that's my union fees paid.”

Grocery bills are just part of the savings PSA/CPSU NSW members can make with the Union Shopper and Member Benefits programs. Mr Brownlee,

who has been a PSA member for eight years, plans to get back on the fairways and has used the discount for a new set of golf clubs. He also knows a new set of tyres is on the horizon and will use MyCar, with its corresponding discount, to fix that issue.

As a Delegate, Mr Brownlee is often told by prospective members that the union fees prevent them from joining.

“When people bring up cost, I point out that Union Shopper can offset the costs,” he said. “They could even result in a net benefit.”

Mr Brownlee thinks the new interface, which can get discount cards to members immediately, has eased the process and made getting deals faster.

“PSA/CPSU NSW members have a great resource in the Union Shopper and Member Benefits programs,” said Member Services Manager Kym Ward. “We'd love to see more of them take advantage of the deals and tell their colleagues.” ■

Shane Brownlee and Benson browse the PSA website's Union Shopper page for a deal.



STOPPING BUDGET CUTS BECOMING JOB CUTS

With the newly created Department of Planning, Industry and Environment looking to cut more than \$80 million from its budget, the PSA is working to ensure staff cuts are minimised.

“Over the last few months, management has been advising us of areas where they can make savings that do not lead to job losses,” said PSA Industrial Manager Nathan Bradshaw. “These measures have included restricting the use of consultants, reducing the amount of senior executives, cutting back on travel expenses and the closing down of offices that comes with the Parramatta move.

“DPIE has informed us that they have made roughly \$45 million in savings so far. However, that leaves approximately \$35 million still to cut.”

At a recent meeting, DPIE talked about cutting temporary and contingent labour, starting with short-term employees. The PSA has told the Department there are a number of long-term temporary staff members who should have been made ongoing long ago and it does not believe these people should be disadvantaged because of the Department dragging its heels on conversion.

“It is the PSA's view that after years of restructuring and cuts to the majority of both the previous Department of Industry and Department of Planning and Environment, there is nothing left to cut without further affecting the quality of services delivered to the public,” said Mr Bradshaw. “That often-used phrase that they are ‘trimming the fat’ wasn't true years ago but as it stands now they will need to dig deep and remove vital organs.

“These cuts have come from this Government. The PSA is here to fight for you in these upcoming times of change and uncertainty. If you are not a member, or know a colleague who is not a member, now is the time to join.”



ATTACK ONE, ATTACK ALL: PSA GOES IN DEFENCE OF NPWS STAFF

National Party leader John Barilaro thought he had an easy target when he pointed the finger at National Parks (NPWS) staff for the fires that hit NSW in November 2019.

“The PSA immediately responded, finding it particularly insulting that Mr Barilaro would seek to blame NPWS workers, who were currently out there risking their lives to protect the people and property of the state,” said Assistant General Secretary Troy Wright. “It is this Government, who in spite of warnings from our members, embarked on a major restructure which resulted in 778 jobs deleted, altered, downgraded or relocated across multiple classifications, and who have also been in charge while Ranger numbers have been slashed by one third since 2011.”

The PSA's quick response resulted in national media coverage, across television, radio and newspapers. Even

The Australian, no friend of the union movement, featured PSA Industrial Manager Nathan Bradshaw on its front cover, refuting the Minister's claims.

“Our social media coverage of the event was our most popular issue in the past year,” said PSA Communications Officer Nigel Miles. “We had people sharing it well beyond the union movement.

“We had massive community engagement in the issue.”

All this coverage meant Mr Barilaro's attack blew up in his face. Encouragingly the Environment Minister, Matt Kean, defied his Cabinet colleague and defended NPWS by stating that he was not going to have people use the bushfires to push an anti-National Parks agenda.

“The PSA will also not allow this Government to stir up anti-National Park sentiment, and will continue to fight loudly for a better resourced NPWS, across all classifications, whether they be Rangers, Field Officers, Area Managers, Administrative support or Project Officers,” said Mr Wright. ■

NON-CUSTODIAL DEPARTMENTAL COMMITTEE

(OTHER THAN EDUCATION AND PSYCHOLOGY GROUP)

17 DELEGATES REQUIRED.

The Non-Custodial Departmental Committee shall consist of 17 delegates and one representative from each of the following groups: CSNSW Education Advisory Group and CSNSW Psychology Advisory Group. Each representative will be appointed from and by the elected delegates of each respective group.

GROUP ELECTORATES. Electorates 1-15 are described by function and location.

Members may nominate to the electorates as described by function and location if they work within those areas.

Electorates	Location	Delegates Required
Electorate 1	Administration – all grades [Lismore (North Coast) ; Wagga (South West) ; Wollongong (South East)]	1
Electorate 2	Administration – all grades, including State Parole Authority and SORC (metro)	1
Electorate 3	Administration- all grades [Bathurst (Central West); Newcastle (Hunter); Tamworth (North West)]	1
Electorate 4	Brush Farm Academy	1
Electorate 5	Case Management (metro)	1
Electorate 6	Case Management (regional)	1
Electorate 7	Classification	1
Electorate 8	CSI Drivers	1
Electorate 9	Henry Deane Building	1
Electorate 10	OSU- Scheduling Clerks	1
Electorate 11	RSM/MOSP/SSAPO/SAPO/ Welfare Officers/ RAPO/ Mentor (Metro)	2
Electorate 12	RSM/MOSP/SSAPO/SAPO/ Welfare Officers/RAPO/ Mentor [Bathurst (Central West); Newcastle (Hunter); Tamworth (North West)]	2
Electorate 13	RSM/MOSP/SSAPO/SAPO/ Welfare Officers/RAPO/ Mentor [Lismore (North Coast) ; Wagga (South West) ; Wollongong (South East)]	1
Electorate 14	Security & Intelligence – Non-Custodial	1
Electorate 15	Sentence Administration	1

ADVISORY GROUPS

Nominations are called for positions of delegate on the Corrective Services NSW Education Advisory Group.

CSNSW EDUCATION

5 delegates required from electorates as listed below:

Electorates	SITE/S	Delegates Required
Electorate 1	Education – all grades [Lismore (North Coast) ; Wagga (South West) ; Wollongong (South East)]	1
Electorate 2	Education – all grades (metro)	2
Electorate 3	Education- all grades [Bathurst (Central West); Newcastle (Hunter); Tamworth (North West)]	2

Nominations are called for positions of delegate on the Corrective Services NSW Psychology Advisory Group.

CSNSW PSYCHOLOGY

6 delegates required from electorates as listed below:

Electorates	SITE/S	Delegates Required
Electorate 1	Psychology [Lismore (North Coast) ; Wagga (South West) ; Wollongong (South East)]	2
Electorate 2	Psychology – all grades (metro)	2
Electorate 3	Psychology- all grades [Bathurst (Central West); Newcastle (Hunter); Tamworth (North West)]	2

NOMINATIONS AND CLOSING DATE:

Each nomination must be seconded by two other members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at 12 December 2019.

Nominations must be submitted via Survey Monkey.

The Survey Monkey link for nominations will be emailed to all eligible members of the above groups mid December.

Nominations will close on **17 January 2020**. Forms must be completed via Survey Monkey by **5pm on 17 January 2020**.

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.

J Campbell
for **GR Bensley**
Deputy Returning Officer

All aboard: union power protects transport workers

Transport unions worked together to avoid job losses and cuts to conditions as Roads and Maritime Services (RMS) was folded into Transport for NSW (TfNSW).

There have been no forced redundancies, with existing RMS Award-covered staff protected from forced redundancies for four years. There will be no reduction in staff in regional areas for four years, including the Blue Mountains, Wollongong, Newcastle and Central Coast.

For the four years following the merger, no work currently performed in-house by RMS employees can be privatised. Furthermore, outsourced RMS road maintenance contracts cannot be extended in scope.

For the next four years, all current RMS awards will be retained, unless

all unions that are party to the award consent to the award being combined with another. This will protect staff from having their conditions watered down as a result of merging Awards with TfNSW. Disputes can be taken to the Industrial Relations Commission. "You want proof there is power in a union; this is it," said Industrial Manager Nathan Bradshaw. "This is yet another example of the power of the combined unions working together to maximise the employee protections during this period of great reform in TfNSW."

"The PSA would like to extend acknowledgment of the assistance provided by Unions NSW throughout this process, singling out both the Unions NSW Secretary Mark Morey and Legal/Industrial Officer Sascha Peldova-McClelland."



JUNE-
AUGUST
2019

RED TAPE

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Union members on the front line

They are the PSA/CPSU NSW members most likely to pop up on our TV news screens and social media feeds. Decked out in blue, green or grey uniforms, or high-vis in the field, they are the workers often putting themselves at risk for the safety of NSW.

PSA/CPSU NSW members have been all over our news as the combined might of the Rural Fire Service (RFS), National Parks and Wildlife Service (NPWS), State Emergency Service (SES), Forestry Corp and Fire and Rescue battle blazes in the bush.

As the summer heat bites, they are at the front line of the country's annual battle against bushfires, protecting people, homes and animals against an increasingly ferocious enemy.

Away from the fires, our members are found working in the state's prisons and youth justice facilities, in national parks, waterways and carrying arms outside terrorist targets.

Here are some of their stories.

As bushfires gripped NSW, many PSA/CPSU NSW front-line workers found themselves working hard and in the media spotlight. In the case of National Parks and Wildlife Service (NPWS), they were also in the sights of National



NPWS workers Tegan Burton and Rachel Miller breathe easier after the rigours of a controlled burn.



ALMOST ALL OUR MEMBERS IN NPWS ARE INVOLVED IN FIRES IN SOME WAY



Party leader John Barilaro, who used them as a scapegoat to divert attention from his party's absence of a decent climate change policy and lay the groundwork for his party's long-desired policy, giving graziers access to national parks.

Despite the protestations from the member for Monaro, fighting fires is a vital part of NPWS Rangers' work and a job they do well.

"I have been doing fire-related duties almost continuously for the past few weeks," said Ranger Ben Owers, who spoke to *Red Tape* as the Gospers Mountain blaze hit the Blue Mountains. "This involves either responding to fires, or being on standby as a Duty Officer for our catchment remote area fire team. "Firefighting involves doing a 12- or 14-hour shift, which can either be day shift or a night shift. You do either three or five shifts in a row then have a paid rest day.

"During this time of year, my work-life balance is dictated by the weather. If the fire weather is bad, I often have to stay back at work until late or come in on days off. If a fire breaks out, I might have to stay until 8 or 9 at short or no notice. This makes it hard to make plans outside of work.

"I think it's important to say that almost all of

our members in NPWS are involved in fires in some way. Almost all of our members have fire training and do a range of roles."

NPWS workers are joined at the front line by other PSA/CPSU NSW members, including the State Emergency Service (SES).

"I see my role as supporting our volunteers, so they in turn, can support the communities of NSW during times of floods and storms," said Nicole Harding, who is a Communications Officer in the SES Wollongong State Operations Centre. "My job requires resilience, prioritisation skills and highly effective communication skills. We are constantly on the phones and radio managing the flow of incident information to and from stakeholders.

"When we're not dealing with our combat role, we're assisting other agencies. Currently we're assisting the NSW Rural Fire Service (RFS) with the fires burning throughout NSW. We've deployed many members to different Fire Control Centres throughout the state, we've completed and have ongoing hundreds of tasks in support of the RFS. Our call volumes and radio traffic have increased significantly and we've enlarged our Operations Centre staffing and resources to assist the fires.

"Everyone at the SES is happy and committed to assist the RFS in any way we can."

The PSA also represents members in the RFS.

"My 'day job' is Community Protection Planning Officer, during the Bush Fire Danger Period," said Jim Killen of the RFS. "We are generally the first non-firefighting personnel at the site following the passage of the fire front, although we do need to have the ability and qualifications to carry out tasks on an active fire ground so we are experienced and trained fire fighters in our own right."

Mr Killen describes his job as "moving" when he hears stories from people affected by bushfire, and "disturbing when you feel their anger."

Julian Armstrong works as a Fire and Pest Management Officer with Forestry Corporation, which manages more than 2 million hectares of forest. He said his organisation uses seasonal fire fighters in the warmer months to control blazes, as well as the year-round task of controlling populations of wild dogs and foxes.

"I think I do a valuable job for the community and sustainable forestry," said Mr Armstrong. "You can't leave the forests just to be burnt whenever there is a lightning strike and just let nature take its course. We have to manage the forest, manage the fuel and manage the feral animals.



A Forestry Corp employee takes on a blaze.



THE DEPARTMENT HAS FAILED TO RECOGNISE THE CHANGE IN THE DETAINEE COHORT



"Nature, left without people, managed itself. Now we have a lot of people in the landscape, we have to manage the forests properly."

Managing people

In the case of Corrective Services, many members see people at their worst.

"We have recently had a member attacked and bitten in the face by an inmate with chronic mental health issues, another is undergoing yet another round of surgery to repair an eye hit by a pool ball years ago," said Jason Charlton, who has worked as a Corrections Officer for 20 years, and is currently Vice Chair of the Prison Officers Vocational Branch (POVB). "Every day we are abused, sworn at and threatened, including threats to family members.

"The incidence of spitting and throwing bodily fluids at officers has increased in recent times, so we have been successful in getting compulsory testing of inmates who do this on the Government's agenda."

In privatised facilities such as Parklea in Sydney's northwest, there are always worries about whether the place is adequately staffed.

"There are always worries when you are short-staffed," said Parklea's Brian Kirk, who has worked

as a Corrections Officer for nearly 40 years.

"It puts a lot of pressure on yourself and your colleagues and the inmates know how to take control when we are short-staffed."

CPSU NSW Industrial Officer Thane Pearce says Parklea, which is run by MTC Broadpectrum, has difficulties keeping staff as the pay offered is lower than that awarded to Officers in publicly run prisons.

"Prisons are tough places to work, and the difficulty for private operators, in our experience, is being sufficiently competitive in a labour market where the skills correctional staff develop are easily transferable and in demand," said Mr Pearce.

In recent years, the state's youth justice system has come under strain.

"We haven't had infrastructure built, we haven't had proper programs or specialised units to detain these volatile detainees," said Industrial Manager Julie Bond. "Members are facing increasing physical and psychological risks.

"The Department has failed to recognise the change in the detainee cohort, resulting in two major incidents at the Frank Baxter Detention Centre in June and July.

During the riots on the Queen's Birthday Long Weekend, members and detainees alike were



Suzanne Evans (in PSA shirt) and fellow Youth Justice employees in the Riverina

attacked and there was widespread damage to the Frank Baxter Centre. And several units remain off line due to damage inflicted by the detainees.

“We have been challenged by the level of resistance over recent years for executive management to not only listen to our safety concerns but to act on them,” said Suzanne Evans, who has worked in the sector for 11 years and is now at the Riverina Youth Justice Centre. “Youth Justice front-line staff have been concerned by risks to our young people and staff through poor safety strategies. These matters came to a head with the recent Frank Baxter riot.”

In the wake of the riots, which gained widespread media coverage, the PSA’s concerns were addressed by the State Government and nearly all the union’s concerns were addressed, including a long-hoped-for unit for high-risk detainees.

Ms Evans believes the job requires a high level of people skills.

“I believe the most important quality in our field is the ability to build relationships,” she said. “We must understand our young people – their cultural identity, needs, challenges and aspirations. We can use this knowledge as a catalyst to build positive relationships and enact positive change.”

The PSA members employed as Special Constables carry weapons and guard facilities such as State Parliament, Government House, ICAC, the Cabinet offices and NSW Police Headquarters, where one Special Constable was forced to draw his weapon and shoot a terrorist offender who had killed a police accountant.

According to Special Constable Dannie Abel, his colleagues also address “numerous white powder

incidents at major government facilities” and recently defused an explosive device at State Parliament.

Yet these members are underpaid thanks to a lack of political will from the very people they protect: the state’s politicians.

“At present Special Constables are paid a base rate of \$10,000 to \$15,000 less than Sheriffs,” said Mr Abel. “We are required to carry police appointments and exercise police powers.

“Special Constables are trained to the same level as operational police officers for firearms. We also must attend the shortened FBI Active Armed Offender Training Program, yet our role description does not highlight the possibility that we may have to use lethal force.

“Special Constables have been transferred and assessed under the Public Service Capabilities Framework. However, rather than assess the actual capabilities required to perform the role, we have been assessed via our current remuneration rates. As we are some of the lowest paid public servants this has meant that all our capabilities must be assessed at the lowest possible rating – foundational.

“To suggest that Special Constables only require a foundational level of accountability when they carry police appointments and may have to use lethal force and are subject to the same procedural and legislative accountability as operational police,

Fisheries employees cover huge areas of the state and its waters



Corrections staff work with some of the state’s most dangerous felons

or that they only require foundational Courage & Resilience when they are expected to respond to life-threatening incidents or incidents which may result in physical harm, is utterly ridiculous.

“It should also be noted that Special Constables are not included in the exemption for police in regard to the workers’ compensation changes.”

Other front-line staff are left in the dark about the powers they actually have to perform their work.

“Staff in Fisheries have for years been in the dark about their powers of arrest,” said Industrial Officer Nick Player.

“Although the majority of persons encountered by Fisheries Officers are pleasant to deal with, Fisheries Officers do encounter persons who will abuse, threaten and assault or attempt to assault,” said John Staines, who has been a Fisheries Officer for more than 20 years.

“Fisheries Officers work in a variety of environments and these workplaces are often remote, have poor communication and no back-up. A Fisheries Officer’s role is to conduct compliance work in these workplaces; which

often includes approaching persons unknown to the Fisheries Officers, some of whom are breaking laws.”

Mr Player said this job is made tougher as Officers often have to cover large areas of the state.

A higher calling

Many people would balk at some of the situations PSA/CPSU NSW members face in their working days. But most of them wouldn’t work anywhere else.

“I enjoy how we rely on other Officers, and the friendships we form,” said the POVB’s Jason Charlton, who left a job as a financial consultant to work in Corrections. “We don’t get accolades like police, firies and ambos. Instead the POVB are like a big family. We rely on each other for support. You make some good friendships over time.”

“I love the job and especially the camaraderie with other officers,” agrees Parklea’s Brian Kirk.

“Helping a young person make a positive change in their life is very satisfying,” said Youth Justice Officer Suzanne Evans. “The level

“
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”



“PROTECTING PEOPLE IN TROUBLING TIMES IS AN HONOURABLE SERVICE”



Top: SES staff deal with the aftermath of a storm

Right: On the ground with the RFS

of trust you give to your colleagues and they return is nothing short of amazing. If a situation deteriorates it is the person standing beside you that you are counting on. There is generally a very strong bond and a high level of respect, between front-line staff.

“There are always challenges in any job. The disappointment you feel when a young person you believe to be on track makes a detrimental choice. The most worrying aspect is in the back of your mind 100 per cent of the time – danger. Most days are great but you must always be alert because you never know when it all might go to hell in a handbasket.”

“I love the job and the people I work with,” says Special Constable Dannie Abel. “I love 12-hour shifts and the great work-life balance this provides.”

“I hold the ideal of protecting people in these troubling times as an honourable service.”

Nicole Harding from the SES also agrees her position is more than a pay packet: “I love my job. I love the fact I am helping the community and assisting our volunteers in the best way possible.”

For the RFS’s Jim Killen, “the travel and the ability to interact with people, staff, volunteers and community members across the state” are among the job’s highlights.

“I have developed a great working relationship with the RFS Districts that I work with,” he said.

There is power in a union

The PSA/CPSU NSW is fighting to ensure all members are better protected in the line of duty, whether through adequate staffing, better workers’ compensation coverage or averting cost-cutting through outsourcing.

“Police, Ambulance and Fire Brigade employees get greater workers’ compensation coverage than most other NSW workers as they are considered ‘first responders,’” said PSA General Secretary Stewart Little.

“So many of our members are ‘first responders’ and should be given the same workers’ compensation coverage.”

“The PSA is invaluable to its Youth Justice Membership,” said Suzanne Evans. “They have fully supported us in our fight for safety across the centres.”

“The PSA also supports our members through Professional Conduct Unit investigations. These are periods of high stress and anxiety; even if the member is confident they have no case to answer.

“I’m proud to be union. I appreciate all the union has done for the working class and I look forward to continuing the fight.”

“There has never been a more important time to be a union member,” says Special Constable Dannie Abel. “With both state and federal conservative governments actively trying to squeeze industrial relations and water down workers’ rights, we need to remain united and protest as one unified voice.”

“Without unions, workers’ rights will be extinguished.” ■

Special Constable Dannie Abel on patrol in Parramatta



UP CLOSE AND PERSONAL

Not all front-line workers put on a uniform but many have to wear protective gear on some jobs.



“Members in Housing are required to inspect homes and sometimes enter properties which require them to wear the hazmat suits provided because of the filth,” said PSA Industrial Manager Kris Cruden.

“These may be the homes of families or individuals where violence, mental health problems, drugs prevail or social norms do not. They have arrived at homes where the resident has died and they have been the first to find out.”

“There are parts of Sydney where they cannot go to the properties alone because the neighbourhoods are dangerous. Our members are assaulted at the front counter of a Housing office so it is even more dangerous

to go to someone’s home if they are threatening.”

When the Berejiklian Government decided to clear a large number of homeless people from Martin Place, Housing staff had to come and address the issues.

“People often had serious mental health problems,” said Ms Cruden. “This was sometimes dangerous work and in parts of the state Housing are presently asking staff to ‘volunteer’ to do this type of work.”

In times of crisis such as fires and floods, Housing staff may not be in high-vis, but they are there responding to emergencies, finding ways to house people who have lost everything – sometimes family members.

“Community Services staff can be part of a first responder team if children are present and are known to be at risk,” said Ms Cruden. “They will be required to arrive with police to take care of a child, sometimes having to take the child away from abusive or violent parents. In these situations, there are times when the child wants to stay with the abusive parent and this is very difficult, confronting and can be violent.”

“These staff investigate things such as children who are assaulted or babies who have been shaken. They too regularly visit homes where domestic violence is a constant issue and where mental health, drugs and other problems prevail. They have to rescue children who have been sexually assaulted.”

“Like Housing staff, they take part in emergency response teams during bushfires, supporting families as they rebuild.” ■



HELPING HANDS

Sally Deans knows she is making a difference.

The PSA member is employed at LawAccess, a NSW Government agency that works with what she describes as "a never-ending list of people who need legal help and are not able to get it for some reason or other".

LawAccess is just one workplace you'll find PSA members helping disadvantaged people negotiate the complexities of modern living. The service provides telephone advice to people seeking legal information, referrals and in some cases, advice if they have a legal problem. It also runs a website to help people understand the often bewildering complexities of the legal and court systems.

"A significant proportion of people who we provide assistance to at LawAccess have difficulty in accessing the legal system or legal help," said Sally Deans, a 40-year-old PSA member working at the section. "Reasons for this include: they do not have nearby services because they live in a rural or regional area; they have difficulties understanding court paperwork or court processes because they are from a culturally and linguistically diverse background; they have a disability; they are a victim of domestic violence; they are in police custody; or they can't afford a private lawyer.

"I would love to be able to help more people.

"We can help people deal with their NSW legal problem, either by providing them with information or advice over the phone, by referring them to another assistance service that can help them with their problem face-to-face, or by helping them navigate our plain language legal resources online that have been written by our team of lawyers to guide people through some common legal scenarios."

Like many PSA/CPSU NSW members, Ms Deans goes to work for more than a pay packet.

"I love coming in to work at LawAccess because I work with a great team of people and I really believe in the work that we do," she said. "LawAccess empowers people to deal with the justice system on many different levels, during a time that can be very stressful and confusing."

Under the Machinery of Government changes, LawAccess is being absorbed into Legal Aid, where it will operate as a stand-alone entity.

Legal Aid also reduces the hurdles many people in NSW have accessing the state's legal system. It is designed to provide free legal advice to all based on needs and merit, as well as representing in criminal, family and civil law matters such as housing law, consumer law including credit, debt and mortgage matters,

discrimination, social security, immigration, mental health and guardianship law.

However, funding issues are hitting the effectiveness of Legal Aid and in 2019 the NSW Bar Association advised legal professionals in the state to refuse to work for a base rate that has not increased in 12 years. Pressure from organisations such as the PSA has prompted the Government to take action redressing this.

However, there are still issues of overwork in the area.

"Too many of our members have unrealistic workloads," said PSA Industrial Officer Andrew Wright. "There are lots of people accessing Legal Aid's services and not enough staff and resources to keep up."

For many people in NSW, mental conditions, advanced age or other issues can affect their ability to manage finances. PSA members in the state's Trustee and Guardian work to help such people, called Managed Clients, by providing direct financial management; or by providing authorisation and direction to private financial managers. Without the Trustee and Guardian, these people could be at the mercy of con artists or avaricious relatives.

The Trustee and Guardian can protect clients' assets and legal rights, organise adequate cash flow to keep on top of bills, deal with financial and legal institutions, take care of investments and facilitate residential property purchases and sales.

Issues affecting members in Trustee and Guardian include workload pressure thanks to the ever-present do-more-with-less mantra.

In a survey of members by the PSA, the overwhelming majority of respondents – 90 per cent of members – said they faced workload pressures. Forty per cent of them advised they had accumulated more than 20 hours of unpaid work in the last six months, and almost half of respondents said they have spoken to their doctor about workload issues.

"The PSA is seriously concerned about the impact work overload has on members," said PSA Industrial Officer Monika Wunderlin. "The issue appears to be widespread and causing significant anxiety and stress. That so many members have spoken to their doctor about workload is particularly worrying.

"Not only does this situation represent an erosion of members' rights at work, it gives rise to significant Work Health and Safety issues." ■

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The danger outside

As evidence emerges that a number of PSA/CPSU NSW members are employed in buildings built with dangerous flammable cladding, the union is taking action to provide a safer work environment.

As evidence emerges that a number of PSA/CPSU NSW members are employed in buildings encased in dangerous flammable cladding, the union is taking action to provide a safer work environment.

According to *The Australian*, "SafeWork NSW, the government organisation in charge of work safety in NSW, has been told that its building is covered in flammable cladding, putting the safety of its staff at risk". The SafeWork Liverpool office building opened several years ago and like many constructions in the recent period, has used a cladding material that is highly flammable.

In addition, CPSU NSW members in Ultimo TAFE, the state's largest campus, are also in buildings with flammable cladding.

Flammable cladding hit world headlines in June 2017, when the 24-storey Grenfell Tower residential building in northwest London caught fire, killing at least 72

people. It later emerged the fire, which was started by a malfunctioning freezer, spread rapidly thanks to highly flammable cladding on the building's exterior.

The entire building was in flames within 90 minutes.

The culprit, aluminium composite cladding, consists of a highly flammable layer of plastic, usually polyethylene, sandwiched between two metal sheets. Earlier

MORE SHOULD HAVE BEEN DONE BY THE STATE GOVERNMENT

in 2019, the same material on a Melbourne block of flats ignited from a discarded cigarette.

"The Grenfell fire was a long time ago and more should have been done by the State Government to provide a safer work environment for its

employees," said PSA/CPSU WHS Industrial Officer Ian Tuit. "Your union has written in October 2019 to the Acting Managing Director of TAFE demanding cladding be removed from the building."

TAFE NSW replied it will start work on the issue in 2020.

The NSW Government has been slow in releasing information on the 444 buildings in the state known to be encased in flammable cladding. The Government claims alerting the public to this list of buildings would put sites at risk of terrorist attack.

"The PSA/CPSU NSW would rather its members know if they are working in a building with flammable cladding. And know the plan for its removal," said Mr Tuit. "Your workplace Health and Safety Representative can ask for full disclosure from management."

"Staff need to know if there is a risk and, if so, what will be done about it. The building also needs to have appropriate emergency procedures in place."

Know your rights about sharing headsets

A number of members, including some in Revenue NSW, have contacted the PSA about being asked to share headsets.

Under the *WHS Act*, the employer has a duty of care to provide and maintain a physical work environment that is without risk to the health and safety of workers, and is also required to consult with workers when proposing changes that may affect the health and safety of workers.

The sharing of headsets goes against best practice in every code and guideline that details working in a call centre environment. The recommendation from SafeWork (as per the *2003 WorkCover Health and Safety Guidelines for Call Centres in NSW*) states that for adequate infection control, the sharing of headsets should be avoided, with appropriate cleaning and maintenance procedures implemented. It has not been explained in Revenue NSW why the sharing of headsets has not been avoided, or whether the provision of wipes is an appropriate cleaning or maintenance procedure to reduce the risk of infection.

If any member has been forced to share headsets at work, they should contact the PSA/CPSU NSW Member Support Centre on 1300 772 679 or their Delegate.



WHAT ARE YOU BREATHING?

Smoke from fires across the state has created poor air quality in many areas. Fine particles in smoke can make breathing difficult, worsen existing lung and heart conditions, and cause irritation and allergic reactions.

Advice from the Department of Health is for people with conditions such as asthma, emphysema and angina to avoid outdoor physical activity when there's smoke around. People with asthma should follow their Asthma Action Plan and have their relieving medication with them. Call Triple-0 in case of emergency. Current air quality is on the NSW Air Quality website at www.environment.nsw.gov.au/aqms/aqi.htm.



Safe words

Workplace Health and Safety is vital, but the associated terms can be confusing for anyone outside the WHS loop.

Two terms many employees may come across are Workplace Health and Safety Representatives and Committees.

Some workplaces may have both, or just one of these. The PSA/CPSU NSW urges its members to get involved in WHS

matters: you may save a colleague's life.

What is a Health and Safety Representative (HSR)?

An HSR is a worker elected by members of a work group within a workplace to represent the health and safety interests of that work group.

An HSR can:

- represent workers in WHS matters
- monitor measures taken by the Person Conducting a Business or Undertaking (PCBU = employer) to comply with the WHS Act
- investigate complaints about WHS from the work group
- inquire into anything that appears to be a risk to workers in the work group
- conduct workplace inspections
- accompany SafeWork inspectors during workplace inspections

- be present at interviews with a worker/s, with the consent of the worker/s
- if appropriately trained, direct workers in their work group to cease unsafe work and issue a Provisional Improvement Notice (PIN) on the PCBU
- is entitled to be a member of the agency's Health and Safety Committee unless the HSR chooses not to be. An HSR can change their decision.
- is elected for a three-year term and can be re-elected
- can be removed by the majority of workers in the work group if the workers believe the HSR is no longer acting in their best interests
- has protections under the WHS Act for acting or not acting in good faith (section 66)

What is a Health and Safety Committee (HSC)?

Key functions of the HSC are to:

- facilitate co-operation between the PCBU and workers in instigating, developing and investigating measures designed to ensure the workers' health and safety at work
 - assist in developing standards, rules and procedures relating to health and safety that are to be followed or complied with at the workplace
 - conduct other functions as agreed with the PCBU
- A PCBU must establish an HSC when requested by the HSR or five or more workers at the workplace or at the PCBU's own initiative. The HSR can be a member of the HSC if they consent.
- Contact the PSA if you want to have HSRs and/or an HSC in your workplace.

UNLOCK THE PUBLIC PURSE TO KICK START THE ECONOMY

Blinded by ideological stubbornness, the Federal Government refuses to use a powerful tool to stave off Australia's looming economic stagnation.

The 'Public Purse' sculpture is seen on Bourke Street Mall in Melbourne, Wednesday, March 6, 2019.

Australian consumers in recent months have become wary of spending money, due to insecurity about jobs, and gloomy economic news about events such as trade wars, the Chinese economic slowdown and uncertainty over Brexit.

The tax cut brought in by the Treasurer in the Morrison Government, Josh Frydenburg, turned out to be a fizzer, described by writers Glen Dyer and Bernard Keane in Australian news site *Crikey* as "the first tax cut in history that actually led to a fall in consumer activity". For the first time in nearly 30 years, we could be heading into a recession.

The failure of the tax cuts and the continual dropping of interest rates have failed to give the economy a much-needed boost. So what else can be done?

Sadly, the Government is not deploying a valuable tool, the work PSA and CPSU NSW members do every day.

Government spending can offset one of the symptoms of a downturn in the economy – consumers getting nervous and buying fewer goods and services.

"Spending by the public sector on goods and services directly creates demand in the economy and as such generates more income and further spending," said Graham White, Associate Professor at the University of Sydney's School of Economics. "In fact, it can be more effective than tax cuts because tax cuts increase income but there's no guarantee households spend all or most of the increased income – as some suspect is the case now with the latest tax cuts."

And we have been here before, when Australia staved off recession more than a decade ago with a big spending hit.

"I think the Rudd stimulus, despite problems with implementation, did assist in reducing the impact of the Global Financial Crisis on the Australian economy," said Mr White. "Retail volumes grew 1.3 per cent, 1 per cent and 1.8 per cent between the December 2008 quarter and the June 2009 quarter," wrote *Crikey's* Dyer and Keane. "Say what you like about Rudd, at least he could get people to spend when we needed it."

Other countries, such as Britain, took a less effective tack, implementing austerity measures when the downturn hit. As a result they were not so lucky, sliding into recession and, even years later, having the unedifying spectacle of public workers such as nurses using food banks to compensate stagnant wages.

"I'm no expert on British economic policy," says Mr White. "But as a general point, austerity to me is indefensible. It usually takes the form of government cutting its expenditure, which reduces demand in the economy and slows growth – unless you think that because government is reducing its size the private sector will become more confident because of that very fact and increase their consumption and investment."

"To me this thinking is a fairy story and always has been."

PUBLIC SECTOR WAGES WOULD EVENTUALLY FLOW INTO THE PRIVATE SECTOR

Recently NSW Treasurer Dominic Perrottet has urged the Federal Government to do more to fight the downturn, demanding more spending on infrastructure. Mr White is cautious about how this would boost the economic state of the country.

"Infrastructure has the problem that if it's not ready to go then it takes some time to get the benefits. But conceivably there must be projects which do not necessarily involve building skyscrapers or bridges and which could be used to increase employment and demand for other industries," he said.

"One thing we know is holding us back is the arbitrary wage cap," said PSA Assistant General Secretary Troy Wright. "Our members on State Awards are not to receive pay rises of more than 2.5 per cent, regardless of productivity increases. Only

our members in schools, who were proven to be subject to discriminatory practices with every pay packet, were able to beat the State Government's restrictions.

"Giving state employees a bigger pay rise would have a multiplier effect as they spend more in their local communities. Can you imagine how welcome this would be in drought-hit regions?"

Mr White agrees a pay rise for state employees would provide a boost.

"Conceivably in the short-term, other things being constant, an increase in the rate of growth of public sector wages would adversely affect the bottom line of government budgets," he said. "However, in an economy with stagnant wages, lifting wages growth could generate stronger growth in demand and with that some of the short-term deterioration in budget bottom lines is undone, if faster growth of the economy is generating faster growth in tax revenues."

As Richard Denniss, economist with think tank The Australia Institute, pointed out last year, this is a very affordable option for the country right now.

"Australia is one of the richest countries in the world and has avoided recession for 26 years, yet the state of our public finances is regularly used as an excuse to keep cutting spending on education, health, public transport and renewable energy."

Increasing public sector wages would also eventually flow onto the private sector, which would be forced to give greater increases to retain staff. Extra spending would then have a multiplier effect, increasing consumer confidence and economic activity.

"As the Reserve Bank, hardly a lefty bastion, has pointed out, Australia has had a problem with sluggish wage growth," said the PSA's Troy Wright. "The State Government can lead the way and, in NSW at least, inject more money into local communities."

"It's not often a Government can come up with a policy and confidently state 'everyone's a winner' but releasing the wage cap and getting more money into our economies is one way to make everyone happy, particularly in the bush, where people are screaming for local, well-paid jobs." ■



UNION ATTENDS BREASTFEEDING WORKSHOP

The PSA/CPSU NSW was part of Western Sydney University's Return to Work and Breastfeeding collaborative workshop in October.

The event was part of a larger research study investigating the experiences of women who return to work after the birth of a baby and maintain breastfeeding. It aims to explore what are industrial options for lactating mothers, what works well and to design strategies to enable women to maintain breastfeeding when returning to work after Parental Leave.

Other attendees at the conference included the Teachers' Federation, the Health Services Union and the Nurses and Midwives' Association.

Dr Elaine Burns is conducting the research and all participants will receive her final research papers. ■

FLEXIBLE WORK INFORMATION UPDATED FOR MEMBERS

The PSA/CPSU NSW has updated its information for members on flexible work.

Pamphlets on the subject have been updated, edited and redesigned. The brochures cover the differences in flexible conditions between state awards and federal enterprise agreements. They also include tips on what to do if a manager is not agreeing to your requests for a more flexible workplace.

"This is a great PSA/CPSU NSW resource for not just women but all workers," said Women's Industrial Officer Rachel O'Shea. "We all win when our workplaces are more flexible and freed from nine-to-five rigidity."

People interested in getting new pamphlets for their workplaces should contact their Organiser or Delegate or call the Member Support Centre on 1300 772 679.

In 2018, the union's Women's Council ran a campaign on flexible work, with training on the issue conducted the following year.



YOUR UNION DOING ITS BIT

The PSA/CPSU NSW is working with charity Every Little Bit Helps to give underprivileged Australians access to basic toiletries and sanitary items.

Rachel O'Shea, Women's Industrial Officer with the union, said people attending events at PSA House are invited to bring items such as unwanted hotel toiletries, inflight amenity kits, cosmetic and make-up samples. They will then be forwarded to the charity.

In addition, the PSA/CPSU NSW helps support the Uplift Project, which distributes bras to countries in need that don't have their own garment-making industries.

Events such as Women's Conference and Annual Conference include collection drives for these groups. Anyone wanting to donate items elsewhere can go to the charity's website – elbh.org.au – which has a map of local drop-off points.

"Drives like these prove that unions can help not just members but the wider community," said Ms O'Shea. ■

Top: donated bras and toiletries about to leave PSA House.



PAY EQUITY CASE THE TALK OF TOWN

Talking about her union's Pay Equity case, PSA Industrial Manager Kris Cruden was among the speakers at the Unions NSW Women's Conference.

Ms Cruden talked about the case, which gave staff in schools pay rises of 19 per cent over three years. The decision hinged upon the PSA's proven case that administrative and support staff were underpaid due to the high percentage of women employed in the sector.

PSA Women's Industrial Officer Rachel O'Shea said since the conference, other unions, frustrated at Australia's low wages



growth and the gender pay gap, have asked about how the case was compiled and won.

Earlier in the conference, PSA Aboriginal Liaison Officer Ann Weldon conducted a Welcome to Country that not only acknowledged the country's original inhabitants' dispossession by force but also got the audience enthused for the day's speakers.

The conference involved 142 women from 26 unions.

Left: The PSA's Kris Cruden addresses the conference.

Above: New and existing members from Yanco Agricultural High School are very pleased with the Pay Equity Outcome and their 19 per cent pay rise. Yanco Agricultural High School is a full boarding facility located in the southern Riverina.

MENOPAUSE CHECKLIST LAUNCHED

Melbourne's Monash University has launched a website aimed at making workplaces better suited to women going through menopause and peri-menopause.

The site, menopauseatwork.org, includes downloadable tools, tips and guidance to keep employees comfortable at work. The site was prepared in conjunction with the universities

of Glasgow and Melbourne, as well as Victoria's Royal Women's Hospital. Monash University is undergoing more research on creating menopause-friendly workplaces.



12% super: key for a comfortable retirement

by Ann Smith, Head of Policy & Research at First State Super

Legislated to phase in from 2021 to 2025, the super guarantee (SG) is set to increase yearly by 0.5 per cent from its current base of 9.5 per cent to 12 per cent. While 2.5 per cent may not sound like a lot, this increase is essential for ensuring Australians have a comfortable retirement.

What is a comfortable retirement?

The SG is designed to help deliver adequate income for Australians in retirement.

But what constitutes adequate? And will Australians retiring in the future have the super savings necessary to live comfortably for the rest of their lives without relying entirely on the Age Pension?

When we talk about an adequate retirement income we are talking about income from three pillars: Age Pension, compulsory super and voluntary saving.

The 2002-04 Senate Select Committee on Superannuation defined adequacy as between 60-65 per cent of gross pre-retirement income (or 70 to 80 per cent of net pre-retirement expenditure). In a paper presented to the Actuaries Institute, financial consultant Rice Warner reported "Australians would need an SG of between 15 per cent to 20 per cent to provide them with an adequate retirement income" without the Age Pension.

This is confirmed by our actuarial analysis, which calculated a contribution rate of 16 per cent is required to provide a pension of 60 per cent of final salary, ignoring the Age Pension.

But there are a huge number of caveats to this research. The research fails to investigate the needs of Australians who spend some of their career working part-time, have career gaps to raise children, or are from vulnerable groups.

Given this research on adequacy, we

can see that 9.5 per cent simply does not provide an adequate source of income needed in retirement for most Australians, without relying on the safety net of the Age Pension.

Early contributions matter

Super, by its compounding nature, rewards early investment. That's why ensuring young Australians make strong super contributions is so important for them come retirement.

Analysis shows that \$1 invested into super in your 20s can return up to \$6-\$8 in your 50s and 60s (depending on the rate of investment return applied in modelling). This analysis also showed that proceeding with the legislated change to 12 per cent could lead to an upwards of \$70,000 extra overall superannuation balance at retirement for a 25-year-old on an average wage.

**WILL AUSTRALIANS
RETIRING IN THE FUTURE
HAVE THE SUPER SAVINGS
NECESSARY TO LIVE
COMFORTABLY?**

This \$70,000 equates to approximately \$2,000 a year for a typical First State Super member, a significant amount in retirement.

The increase to 12 per cent is a step in the right direction in providing young Australians with the retirement income they will need in the future.

Removing the burden from the Age Pension

Due to Australia's ageing population, the Age Pension is becoming a growing line of expenditure for the Federal Government. Super was designed to help lower the requirement of support from the Age

Pension by providing a framework for Australians to contribute to their future throughout their life.

Our analysis shows that leaving the SG at 9.5 per cent will cause more Australians to be reliant on the Age Pension in retirement. Twelve per cent will not enable all Australians to retire without the support of the Age Pension, but it will increase the living standards of many retiring Australians.

A 12 per cent SG will mean fewer taxpayer dollars spent on the Age Pension.

There's no evidence to suggest SG increases will affect wages

It's widely accepted that Australia is currently suffering through a period of wage stagnation and some commentators argue that the SG increase will slow or halt take-home wage increases.

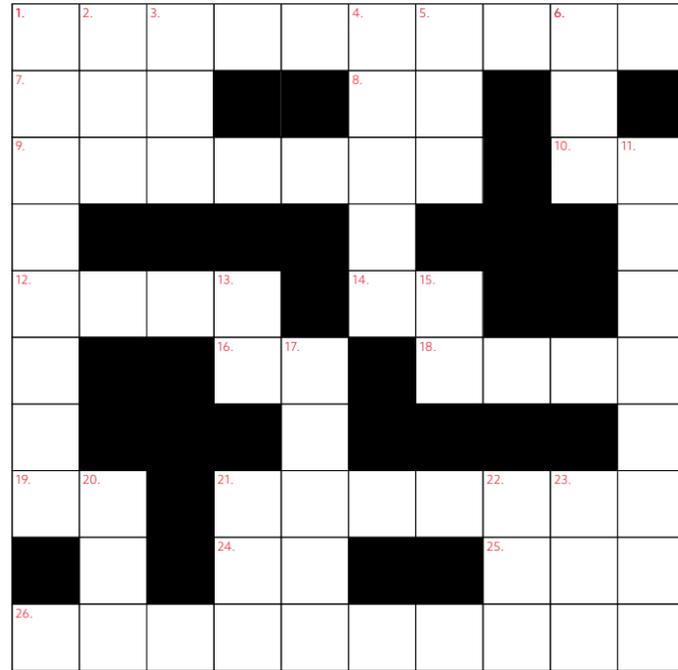
Since 1993, the SG rate has increased from 3 per cent to 9.5 per cent, which means there is historical data that can inform the current debate. In its 2019 publication, *Does higher superannuation reduce workers' wages?* the McKell Institute analysed a number of wage metrics during the period SG increased. Author Kyle Taylor found that once inflation expectations, unemployment and GDP are taken into account, there is no evidence to support the claims that increases in SG dampen wage growth.

This historical data suggests the claims of many of these commentators are unfounded.

A 12 per cent SG is just an element of needed super reform

The legislated increase to 12 per cent SG is a step in the right direction but First State Super believes that more investigation needs to be done into ensuring women and vulnerable groups are provided for in their super. We look forward to working with Government and other stakeholders to push for better retirement outcomes for all Australians. ■

CROSSWORD



ACROSS

1. Played union leader Norma Rae in the film of the same name. (5,5)
7. Perth's oldest university. (1,1,1)
8. Sun god of Ancient Egypt. (2)
9. Type of interference alleged to have affected Trump and Brexit polls. (7)
10. Unwelcome initials on a crowded train. (1,1)
12. Cowboys meet at high versions of this. (4)
14. Company. (2)
16. Initials of football team in southern French port. (1,1)
18. Ship's steering mechanism. (4)
19. '80s hit alien film. (1,1)
21. Bujumbura no longer capital here. (7)
24. Not out. (2)
25. Facial spasm. (3)
26. Union does this on your behalf. (10)

DOWN

1. Dutch-speaking South American country. (8)
2. Union representing everyone from agricultural workers to wool sorters. (1,1,1)
3. There She Goes band, The ___'. (3)
4. Currency used in 21 Across. (5)
5. Given name of late TV presenter 'Turps'. (3)
6. High tennis shot. (3)
11. Sydney's reason to party in 2000. (8)
13. Number. (2)
15. Expression of surprise. (2)
17. Climb on horse. (5)
20. Golfers use these at beginning of hole. (3)
21. Biography. (3)
22. National Native Title Tribunal. (1,1,1)
23. Cease to live. (3)

Last issue's solution



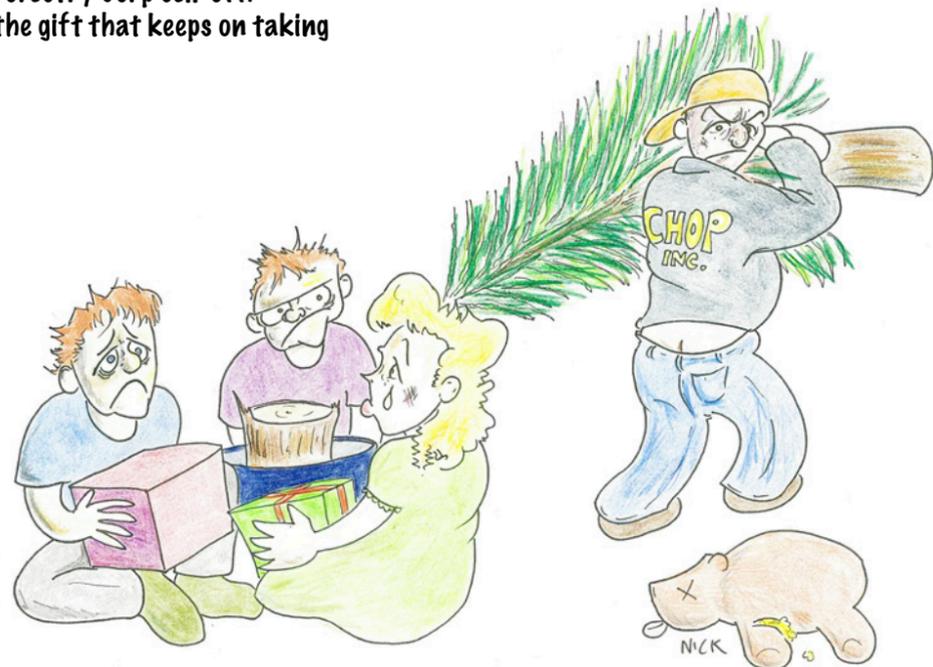
VALE TONY DE LUCA

The PSA/CPSU is saddened to hear of the loss of life member Tony De Luca.

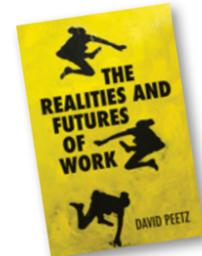
Mr De Luca joined the NSW Public Service in November 1980, working for the Department of Industrial Relations, the Department of Industrial Development and Decentralisation and the Small Business Agency.

He is survived by wife Kay and children Lisa, Anne and John.

Forestry Corp sell-off: the gift that keeps on taking



BOOK REVIEWS:



THE REALITIES AND FUTURES OF WORK

David Peetz
\$55, Australian National University Press
(Also available as a free download at press.anu.edu.au)

Academic David Peetz doesn't pretend this 406-page book will predict the future. Instead, *The Realities and Futures of Work* looks at how the industrialised world will respond to challenges such as automation and the growth of finance capital.

Mr Peetz finds that, since the 1980s, work has become more insecure and just plain harder as deregulation took hold and union power wavered. In that time, the Western working classes, particularly in the US, have had limited growth in their incomes. Despite predictions from luminaries such as John Maynard Keynes, the number of hours full-time employees spend at work have actually increased in economies such as Australia.

The future, Mr Peetz points out, will affect professions differently. For example, automation is bad news if you work a till at a supermarket or in data entry but not such a worry if you are an occupational therapist or counsellor.

Mr Peetz says the resilience of female-dominated 'emotional work' in the face of technological change may see a reduction in the gender pay gap.



LAW OF EMPLOYMENT

Macken, O'Grady, Sappideen, Warburton

The death in 2019 of noted judge James Macken gives us time to reflect on his incredibly influential *Law of Employment*, a vital work for students and practitioners of industrial relations law.

Even today the book, also called *Macken's Law of Employment*, first published in 1977, is the go-to reference point for anyone negotiating Australia's complex industrial



relations system. The book is now in its eighth edition.

PSA Industrial Officer Dean Allen said the late Mr Macken "was a mighty unionist, joining the union movement in 1949, and was an advocate for workers' rights and Indigenous people who was appointed as a Judge of the NSW Industrial Relations Commission - during which time he presided over significant matters."

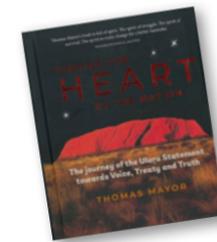
Mr Macken's long relationship with the trade union movement

began in 1949, when he joined the Clerks Union. He was also involved later with the Australian Labor Party. He was a life member of the NSW Labor Council.

In his later years he became an advocate for refugees, even offering to relinquish his citizenship and be sent to Manus or Nauru in place of someone else languishing in these island prisons.

Mr Macken is survived by 11 children and 23 grandchildren.

Photo: A J Guesdon/Pittwater Online News



FINDING THE HEART OF THE NATION

Thomas Mayor
\$39.99 Hardie Grant

Proud trade unionist Thomas Mayor takes us through the process of the Uluru Statement, talking to 20 other people who joined him on a journey to get proper recognition of the place First Nations people have in Australia.

The book conveys the hard-working, optimistic struggle to

develop a better voice for Aboriginal and Torres Strait Islander people.

Mr Mayor talks about his own upbringing, as a Torres Strait Islander man born and raised in the Larrakia country of the Northern Territory, and his work on the wharves and his calling as a unionist with the Maritime Union of Australia.

Mr Mayor and the 20 people he interviews talk about their lives as First Nations Australians, the efforts they put into getting constitutional recognition, and their disappointment at the way it was dismissed out of hand by the Turnbull Government.

The book is wonderfully engaging, written in a conversational style that brings Mr Mayor and his interviewees to life from the pages. Every Australian, regardless of their background, would be the better for reading this book.



THE SURPRISE PARTY

Aaron Patrick
\$29.99, Black Inc

Anyone in the union movement smarting from the federal election result from May should read this book by former *Australian Financial Review* writer Aaron Patrick.

It examines how the Opposition and its ACTU supporters dropped what had seemed like an inevitable victory, misjudging the electorate and the Murdoch press.



RETIREE RETIRES AGAIN

Bill Hall, a long-standing member of the PSA/CPSU NSW Retired Associates, has retired from the group.

“Regarding the Retired Associates’ list of activities, in my opinion superannuation should have a high priority,” wrote Mr Hall in his resignation.

He thanked his colleagues in the Retired Associates for “all the work they did in nominating me for the Queen’s Birthday Honours List, which resulted in my being presented with the Order of Australia Medal”.

“I am very grateful and very appreciative of the honour I have received,” he added.

RETIRED ASSOCIATES MEETING DATES FOR 2020

25 Feb
28 Apr
23 Jun
27 Aug
22 Oct
10 Dec

All meetings commence at 10:30am at PSA House, 160 Clarence Street, Sydney

All retired members of the PSA and CPSU NSW are welcome to join. Help spread the union’s word and keep in touch with old friends and colleagues.

Contact 1300 772 679 or email retirees@psa.asn.au for more details.



Left to right: Lucy O'Halloran, Alison McRobert, Dean Allen and Legal Support Officer Carol Reavell.

NEW LAW TEAM TO JOIN PSA

The PSA/CPSU NSW is bringing much of its legal work in house, setting up a law practice at PSA House.

The lawyers, Alison McRobert, Lucy O’Halloran, Dean Allen and Ben Trainor, will take on the myriad legal disputes affecting members in both the Industrial Relations and Fair Work commissions.

Ms McRobert and Ms O’Halloran come to the union from Haywards, which has had a close association with

the PSA/CPSU NSW. Mr Allen and Mr Trainor have been on staff as Industrial Officers at the union.

“I have a lifelong passion for helping working people,” said Ms McRobert, who also worked at McNally Jones Staff.

Ms O’Halloran said a big issue will be a “generation of new employees entering the workforce that do not have a living memory of massive industrial watershed moments such as the 40-hour-work week and basic WHS conditions”.

POLITICS IN THE PUB TALKS THE ENVIRONMENT

The PSA/CPSU NSW Young Workers’ Network organised a Politics in the Pub event to discuss how government and unions can help the environment.

The PSA/CPSU NSW has many members who work in different aspects of environmental protection in NSW and many more members who care about the need for action.

The union was well represented on stage and in the crowd for this Young Workers event in Chippendale’s Knox Bar.

PSA Industrial Manager Kris Cruden joined Greens upper house MP David Shoebridge and Labor MP for Port Stephens Kate Washington on stage to debate the issue.



MELANESIAN UNIONS GET ORGANISED

PSA/CPSU NSW members visiting parts of the South Pacific may notice the locals are getting a better deal at work.

Trade unions in Melanesia are establishing a regional body to improve workers’ rights in the region, which includes Fiji, the Solomon Islands, New Caledonia, Vanuatu

and Papua New Guinea. Leaders of the proposed efforts to revive the South Pacific Oceanic Council of Trade Unions are hoping there is involvement with Australia’s labour movement.

The region’s economies are highly reliant on tourism and primary industries.

Industry: A crane on the Port Moresby skyline.



POVB AND PSA CHIP IN FOR GOLF APPEAL

The PSA and Prison Officers Vocational Branch (POVB) donated \$500 each to the Brent Londrigan Charity Golf Day, an event set up in honour of a POVB member who lost his son in a house fire.

The event, which raises money for the Gosford Hospital Children’s Ward, was held at Shelly Beach Golf Course on the Central Coast.



Workers caught up in changes to Laos

Union Aid Abroad is campaigning on behalf of workers in the landlocked Southeast Asian country of Laos.

The country’s economy, once heavily state-controlled, has experienced a private sector surge. While this has led to an employment boom, there have been severe attacks on workers’ rights.

Union Aid Abroad has cited cases of poor health and safety, with workers employed in unsafe,

dangerous conditions. In one factory, workers were exposed to flaking asbestos from a kiln.

With Union Aid Abroad’s help, workers are forming unions, with particular success in the notoriously exploitative garment industry.

PSA/CPSU NSW members can read more about the campaign – and make donations – at the Union Aid Abroad website: apheda.org.au.



PSA joins games

The PSA sponsored the Wollongong Community Corrections Team at the 2019 NSW Police Games.

The team entered the NSW Police & Emergency Services Games Beach Mixed Soccer event at North Beach, Wollongong



Training schedule: Sydney

All held at PSA House, 160 Clarence Street, Sydney

- Introduction to the PSA/CPSU NSW** Wed 5 Feb
- Dealing with Member Issues** Tue 11 Feb
- Public Speaking** Fri 21 Feb
- Dealing with Restructures** Thu 27 Feb
- Women in the Union** Fri 6 Mar
- Role of the Delegate** Wed 11 Mar
- Mental Health, Care & Resilience** Wed 11 Mar

- Dealing with Member Issues** Thu 2 Apr
- Achieving Workplace Flexibility** Tue 7 April
- Meeting and Negotiation Skills** Tue 21 Apr
- Young Workers Training** Thu 23 Apr

- WHS 2 day** Tue 5 and Wed 6 May
- Intro to the PSA/CPSU NSW** Thu 7 May
- Role of the Delegate** Fri 8 May

Training schedule: Regions

- WHS 2 Day, Gosford** Mon 3 and Tue 4 February
- WHS 2 day, Armidale** Tues 18 and Wed 19 February
- Dealing with Workplace Bullying, Albury** Wed 4 Mar
- Mental Health, Care and Resilience, Albury** Thu 5 Mar
- Role of the Delegate, Dubbo** Tue 10 Mar
- Intro to the PSA/CPSU NSW, Wagga Wagga** Wed 25 Mar
- Role of the Delegate, Wagga Wagga** Thu 26 Mar
- Dealing with Workplace Bullying, Wollongong** Thu 30 April
- Intro to the PSA/CPSU NSW, Wollongong** Wed 13 May
- Role of the Delegate, Wollongong** Thu 14 May
- WHS 2 day, Grafton** Thurs 14 and Fri 15 May
- WHS 2 day, Wagga Wagga** Thurs 28 and Fri 29 May
- Dealing with Workplace Bullying, Newcastle** Tue 9 June
- Dealing with Member Issues, Tamworth** Tue 9 June
- Dealing with Member Issues, Newcastle** Thu 25 June



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 which 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.

See 'Training You' at the PSA or CPSU NSW website on how to register.

HEALTH & SAFETY REP 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/Work Unit:

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

OPTION 2: Credit Card (monthly only) Visa Mastercard

CARD NUMBER

NAME ON CARD

SIGNATURE EXPIRY DATE

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

DECLARATION:

SIGNATURE

DATE

RETURN YOUR FORM

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

I, the undersigned, hereby apply to be enrolled as a member of the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA) and the Community & Public Sector Union (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

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One like Union Health.

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union health

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TRUSTWORTHINESS,
SATISFACTION, LOYALTY AND
LIKELIHOOD TO RECOMMEND

*Terms and conditions apply

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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

