

**PSA/CPSU NSW RETIRED ASSOCIATES
MINUTES OF MEETING
Held on Tuesday 23 August 2022 at PSA House and by Zoom**

The meeting was chaired by the President of the Retired Associates Dave McKeough and commenced at 10.32am.

1. Acknowledgement of Country – Dave McKeough

2. Attendance

At PSA House - Robert Asbury, Stan Beal, Janette Beer, Barry Blanchard, Bret Leech, Dave McKeough, Wayne O'Mara, Carmel McKeough, Robert Ryan, John Walz, Isabella Ramirra, Anne Cuddy

By Zoom - Cecil Miller, Robert McLaughlin, Nicola Christie, Susan Emery, Maureen Frances, Ysbrand Oosten, Susan Jedrejczyk

PSA Representatives - Stewart Little, Nicole Jess, Kym Ward, Marianne Ledic

3. Apologies

Irene Macbeth, Mara Tudorin, Robert Pike, John Lievore, Therese Delanty, Kevin Hogan, Wayne McMillan, Anita Christofides

MOTION: That the apologies be accepted.

MOVED: Robert Asbury SECONDED: Barry Blanchard

CARRIED Unanimously

4. Minutes of the Previous Meeting held on 26 June 2022

MOVED: That the minutes be accepted.

MOVED: John Walz SECONDED Barry Blanchard

CARRIED Unanimously

5. New Members

Cecil Miller, Isabella Ramirra and Anne Cuddy were welcomed as new members of the Retired Associates.

6. Business Arising from the Previous Meeting

6.1 *Report of Retired Associates working group on rebuilding the NSW public sector and valuing public servants*

Carmel McKeough advised that feedback from members had been incorporated into the draft paper and it was now ready to be presented to the PSA Executive subject to the approval of the members. Carmel thanked the working group members and all

members who provided feedback. Bret Leech approved his references about privatisation being provided to the Industrial Specialists Team.

MOTION: That the paper is approved for forwarding to the Executive.

MOVED: John Walz SECONDED Barry Blanchard

CARRIED Unanimously

7. Reports

7.1 PSA Update

Kym Ward, Manager, Member Services and Governance

Kym Ward joined the meeting and advised of the following:

- criteria for joining the Retired Associates as determined by the PSA's rules – should join within three months of retiring from the public service;
- Union Shopper – website has been updated, is much easier to navigate, and benefits are available to retired members; and
- clarified that journey insurance is not available to Retired Associates members.

Kym requested members to consider other member benefits that could be provided.

Stan Beal referred to the Provident Fund and suggested consideration should be given to increasing the age to 75.

It was agreed that we would like to understand more about Retired Associates membership data, why people decide to join and why they choose not to. Kym and her team will provide the following statistics:

- current membership profile, including demographics;
- how many people are exiting the PSA due to retirement and how many are deciding to join the Retired Associates; and
- how many people are leaving after they turn 70.

Actions

Retired Associate members to provide their ideas about increasing the range of member benefits to Carmel McKeough prior to the next meeting

Kym Ward to provide statistical analysis about Retired Associate membership by the time of the next meeting

Kym Ward to review wording on the PSA's website to ensure absolute clarity that anyone who has retired from the public service and joined the Retired Associates is ineligible for journey insurance

Stewart Little, General Secretary

The General Secretary gave an update and discussed the following:

- Aboriginal Committee and Schools DC also meeting today;
- PSA membership numbers;
- status of pay claim – PSA is seeking 5.6% increase and State Government has moved from 2.5 to 3% and will increase to 3.5% if re-elected depending on how negotiations progress;
- salaries are a major issue and it is impossible to get real wage growth when the State Government as the biggest employer in the country is trying to keep the lid on wages;
- WA Government has moved to increase public sector wages – WA Trades and Labour Council have rejected the Government's offer as insufficient;
- Queensland Government has offered 4% and Victorian Government 1.5%;
- a key priority for the PSA is to reinstate the role of the Industrial Relations Commission as the independent umpire in setting wages;
- State election in March 2023 and involvement of the PSA; and
- Icare debacle and additional \$1.9 billion provided by the State Government.

Marianne Ledic, Manager of Communications

Marianne Ledic joined the meeting and advised:

- threat of more privatisation in NSW if the Coalition wins;
- PSA campaigning and support which could be given by Retired Associates;
- PSA podcast which included the Treasurer's comments at Estimates; and
- Red Tape needs stories from Retired Associates.

Members thanked the PSA Executive for these updates.

8. Guest Speaker

Dave McKeough and Carmel McKeough welcomed our guest speaker Brian Murnane, Chief Executive Officer of Amelie Housing (one of the largest community housing providers in NSW).

Brian advised that he has been working in the community housing sector for 40 years. He referred to the escalating cost of housing and the fact that our children and grandchildren will find it difficult to buy a house. Around 50,000 people are on the waiting list for public housing.

A copy of Brian's speaking points can be found at **Attachment 1**.

A significantly increased supply of social and affordable housing is needed so that people can live in quality accommodation which is safe and secure. People also need to be able to live in or near to where they work.

Cecil Miller raised issues about Aboriginal housing and the work of land councils. Brian advised that 13% of Amelie Housing's tenants are indigenous.

Action: Carmel McKeough to provide Brian Murnane's details to Cecil Miller.

We discussed the State Environmental Planning Policy in regard to affordable housing. It appears this is not being fully adhered to resulting in high rents for people

living in allegedly affordable housing i.e., \$450 per week for studio apartments in the inner west.

Brian discussed the importance of having both a National and State Plan for Housing. The sector is fragmented and there needs to be a combined effort and commitment from all three levels of government, the community housing sector, private housing sector and banks to address current problems.

Brian advised that Retired Associates can help by writing to Ministers (State and Federal), local Members of Parliament and mayors and local councillors.

MOTION: That the Retired Associates adopt Brian's recommendation that letters are prepared to the State and Federal Housing Ministers along with templates for local members of parliament and council representatives.

MOVED: Carmel McKeough SECONDED Barry Blanchard

CARRIED Unanimously

Members thanked Brian for his presentation. Brian advised that he has notified his board of his intention to retire and we wished him well in his retirement.

Following Brian's presentation, Robert Ryan raised difficulties with the Department of Customer Service in terms of correspondence not received resulting in fines for driving an unregistered vehicle. It was agreed that customer service is in fact lacking and that a SMS advising that registration is due would be a significant improvement to the current system.

MOTION: That the Retired Associates write to the Minister for Customer Service seeking his commitment to improve customer service particular in regard to the use of an SMS when car registration is due.

MOVED: Carmel McKeough SECONDED Robert Asbury

CARRIED Unanimously

In making these decisions to write letters to Ministers it was agreed that we would check to ensure we comply with PSA protocols.

9. Correspondence

Dave McKeough referred to emails sent to:

- Quality Aged Care Action Group – we are now a member;
- ACSPRO – Dave was invited to a zoom meeting last week but the meeting was mostly about defined benefit superannuation scheme so Dave is unsure how much benefit this group would be to the Retired Associates;
- CPSA – affiliation fee paid and seeking to resolve access to the Voice of CPSA;
- QACAG about our affiliation; and
- Dylan Smith, Manager of Industrial Specialists about our affiliation to external organisations.

Action:

Barry Blanchard to forward electronic copy of The Voice of CPSA to Dave McKeough.

10. Motions on notice - Nil

11. Future Guest Speakers

Due to the planning session at the October meeting, it is not intended to have a guest speaker. Upcoming speakers to be:

- PSA Welfare Officer Trish O'Brien's daughter to talk to us about dementia awareness at our December meeting.
- PSA presentation about the Industrial Relations Commission and the Fair Work Commission, including changes which have occurred due to privatisation of former public services as suggested by Bret Leech.

Actions

Dave McKeough to talk with Trish O'Brien about a presentation on dementia awareness for the 6 December meeting.

Susan Emery to talk with former PSA colleagues about a presentation on the IRC and FWC for our first meeting in 2023.

12. General Business

12.1 What do we want for the future of the Retired Associates?

Discussion deferred until next meeting.

12.2 Clarification of roles and duties of Committee positions

Discussion deferred until next meeting.

12.3 Retired Associate membership fees

An issue was raised about not including GST with the membership fee for the Retired Associates. It was agreed that there was nothing we could do about this matter.

12.4 Ambulance Service

Frank Scharfe raised problems he experienced with the Ambulance Service prior to the meeting and asked that this be included as an agenda item. We discussed the issues with response times which are regularly highlighted in the media. Isabella Ramirra said that when ambulances responded and took patients to hospital the problems were compounded due to major problems in emergency departments and lack of beds in wards. Reference was made to the use of tents in the Victorian health system. There was general discussion about the impact of the pandemic on health workers and the lack of resources in the public health system to manage the current level of demand.

MOTION: That the Retired Associates write to the NSW Minister for Health about our concerns in regard to ambulance response times, emergency departments and the availability of beds in wards, and seeks a commitment to increased resources for the health system.

MOVED: Carmel McKeough SECONDED Robert Asbury

CARRIED Unanimously

12.5 Women's Conference 13-14 September 2022

Nicola Christie and Carmel McKeough will be our observers at the conference. The Retired Associates have a five-minute speaking spot which will be an opportunity to highlight the ten good reasons we have identified for joining.

12.6 Workcover and Icare

Cecil Miller advised that he been recently medically retired and wants to have a greater understanding of Icare and Workcover processes.

Action:

Dave McKeough to get in touch with Cecil Miller and discuss further after the meeting

13. Date of Next Meeting

The next meeting of the Retired Associates Group will be held on 25 October 2022 at PSA House or via zoom and commences at 10.30am. A significant part of the meeting will be dedicated to our planning session.

The final meeting for 2022 is 6 December.

The meeting closed at 12:41pm.

Amelie Housing Presentation

Talking Points for Retired Associates Group

Community housing providers own or manage more than 53,000 homes across New South Wales, including one-third of the state's social housing portfolio.¹

This includes nearly 5,300 new homes (representing \$1.8 billion of investment) which have been delivered by the sector between 2012 and 2022 using a combination of government funding, equity finance, debt finance, and land.

New South Wales does not have enough social and affordable housing to address the housing needs of people on very low, low, and moderate incomes.

- In 2018 (i.e. pre COVID) City Futures Research Centre estimated that in NSW:
 - there was current unmet need in 2016 of 137,100 social and 79,400 affordable housing properties, and
 - an additional 213,200 social and 103,500 affordable housing properties would be required by 2036.²
- There are more than 50,000 households on the social housing waiting list in NSW. Some households will be waiting 5-10 years or more to be housed.

In June 2022, the NSW Government announced funding for 320 new social housing properties (200 for Aboriginal and Torres Strait Islander households and 100 for people exiting from the Together

¹ According to [CHIA NSW's Data Dashboard](#), community housing providers own or manage 38 properties in Parkes LGA, 17 properties in Cabonne, and 3 properties in Forbes LGA. Community housing providers have a significant larger footprint in surrounding LGAs such as Orange (372), Mid-Western Regional (368), Dubbo (256), and Bathurst (190).

² Troy, L., van den Nouwelant, R., Randolph, B. (2019) [Estimating need and costs of social and affordable housing delivery](#), University of NSW, City Futures Research Centre, p 3.

Home program). Over the last three years, the NSW Government has committed to fund just 1,170 new social housing properties, which falls well short of the significant investment required to address the state's social housing shortfall.

We recommend that NSW Government MPs advocate for a significant new social and affordable housing supply program, which includes the following elements:³

1. Expand the delivery of already successful social and affordable housing supply programs which are delivered in partnership with the community housing sector. This includes the Social and Affordable Housing Fund, which will deliver more than 3,5000 new homes by 2023, and the Community Housing Innovation Fund, which will deliver more than 640 new homes using a co-contribution funding model.
2. Building on the recommendations on the Regional Housing Taskforce, establish a Regional Social and Affordable Housing Fund to deliver new social housing, affordable housing, and key worker housing in regional and rural communities where the private sector has been unable to deliver new and diverse housing supply.
3. Support the continued growth of the community housing sector by advocating for the continuation of title transfers or management transfers. Past programs, such as the Social Housing Initiative which saw more than 1,200 properties transferred to the sector, have delivered a range of benefits for government, tenants, and the sector. For example, community

³ Note: CHIA NSW's 2022-23 Pre-Budget submission advocated for \$900 million of new housing supply through the CHIF and the Social and Affordable Regional Housing Fund. These policy positions are currently being reviewed as part of our State Election Platform, to be released in September 2022.

housing providers receiving title transfers have greater capacity to leverage the assets to secure private finance and increase social and affordable housing supply through new development projects. This cannot occur if the properties remain in government ownership.

4. Support the continuation of the Together Home program, which has supported more than 700 people since July 2020, as a permanent homelessness service system response. This includes advocating for the delivery of new social housing supply for people exiting from the Together Home program who are assessed as requiring longer term housing and support.

For Local Councils

Since 2020, all local councils in Greater Sydney have been required to deliver local housing strategies outlining their strategic and implementation plans that show where and how new and diverse homes are to be delivered in their local area. Whilst this requirement does not extend to regional NSW, many regional councils have developed (or are in the process of developing) local housing strategies in response to housing and homelessness issues which have emerged since the COVID-19 pandemic.

It is noted that some, but not all, local housing strategies, include recognition of the need to increase the supply of social and affordable housing in the local community.

Investment in affordable housing is critical to tackling the housing affordability crisis that affects local communities across NSW, noting that the COVID-19 pandemic has not eased affordability pressures for vulnerable households.

We recommend that local councils take an active role in supporting the delivery of new affordable housing supply by:

1. Setting an overall target for new affordable housing that considers the needs of very low, low and median-income households in the council area and the potential sources of supply.
2. Working with the NSW Government and the community housing sector to develop a joint-delivery plan that identifies principles and priorities for affordable housing delivery and the mechanisms that will be used to deliver new supply.
3. Prioritising the establishment of affordable housing contributions schemes in all new growth areas to secure new supply. Council should take a strategic, long-term approach to setting affordable housing targets, phasing in higher rates over time as development feasibility improves.
4. Adopting an up-to-date voluntary planning agreements policy to realise opportunities for additional affordable housing on major development sites that are not covered by affordable housing contributions schemes, such as 'out of sequence' development.
5. Reviewing local planning controls to ensure they support the feasibility of genuinely affordable housing. This could include incentives such as reduced car parking rates and density bonuses. Design controls should be reviewed to ensure they recognise the specific needs of social and affordable housing tenants.
6. Recognising its role as critical social infrastructure and exempting all types of affordable housing development from local

development contributions, including development by not-for-profit community housing providers. This will support feasibility and reduce the amount of subsidy needed to deliver affordable housing.

7. Identifying a pipeline of surplus Council-owned land that could be developed for affordable housing through joint-ventures with community housing providers. Any affordable housing contributions collected by Council can be co-invested with the lower-cost finance community housing providers are able to obtain, to maximise the impact of investment.
8. Preparing policies and procedures relating to the dedication and management of affordable housing including household eligibility criteria, rent setting and policies governing the management and use of revenue received from affordable housing.
9. Reviewing council processes, include development assessment, to streamline and support the delivery of affordable housing. This should include establishing a dedicated team or officer to oversee compliance with affordable housing requirements and identify supply opportunities, including partnership working with CHPs and the NSW Government.
10. Promoting positive social and economic outcomes amongst vulnerable households through targeted programs and grant opportunities, such as training and apprenticeship programs.

Brian Murnane
Chief Executive Officer