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Stewart Little  
General Secretary  
Public Service Association of NSW  
160 Clarence Street,  
Sydney NSW 2000

3.2.23

Dear Stewart,

Thank you for your email of 9 November 2022 regarding the NSW Greens policy positions in relation to the PSA NSW election priorities.

1. What is the view of your party on the privatisation of publicly owned assets and services?

The Greens do not support the privatisation of publicly owned assets and services. Our [Public Sector policy](#) and [IR policy](#) indicate the NSW Greens support for:

- Opposing and committing to reverse the contracting-out of ongoing services, policy work and other core functions of all levels of government.
- The restoration of public ownership and control of public services, corporations and assets that have been privatised.
- Repealing the NSW Public Sector Wages Policy and removing the wage cap on public sector workers.
- Ensuring that any for-profit organisations and companies that receive state funding for the provision of services or infrastructure provide their workers with wages and conditions that are at least the equivalent of public sector workers.

Are you able to commit to no privatisation of assets or services during the 2023-2027 term?

- Yes, The Greens oppose the privatisation of public assets and services.

2. Our members have been subject to a unilateral statutory wages cap since 2011, which at 2.5% is now sees our members wages lag grossly behind inflation. Are you in favour of abolishing this wages cap, and if so, what would you replace it with?

- The Greens are committed to working to abolishing the public sector wage cap and to delivering real wage increases as well as equalling the cost of living and inflation via an independent body such as a reformed IRC.
- Additionally, The Greens understand that the key to unlocking public sector wages is reforming IR Laws so that unionised workers can legally organise and fight for improvements in their pay and conditions of employment.

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Authorised by D. Hayden, for the Greens NSW, 19/1 Hordern Place Camperdown NSW 2050.



3. The NSW Industrial Relations Commission has been significantly altered during the last three terms of Government, with many of its powers being revoked and its composition appointed in a manner that it is arguable it has lost its independence. What would you do to restore the neutrality and status of the longest-standing industrial commission in the country?

The Greens support:

- Unbinding the NSW Industrial Relations Commission (IRC) from government policy and restoring it as the independent umpire for industrial matters.
- Establishing an independent selection process for appointing Commissioners to the IRC.
- Returning to the IRC those judicial powers that have been shifted to the Supreme Court

4. PSA members employed as school support staff have unacceptable levels of insecure work – up to 73% are in temporary employment, the majority of whom are working women. What measures would your party put forward to resolve this issue?

The Greens support:

- Increasing casual loadings to seek to reverse the trend in casual labour, and the enforceable ability for casual employees to convert to permanent part-time work after three months of continuous employment.
- Providing an enforceable right for workers on temporary contracts to convert to permanent work after 2 years of continuous employment.
- Increasing the salaries and status of teachers to restore them to at least 150% of average weekly earnings.
- Defending the rights of teachers in public education to be represented by their teacher union organisation in collective bargaining and in consultations over industrial and educational matters and disputes.
- Abolishing the NSW government's legislated 2.5% wage cap for public sector workers.

5. What is your position on repealing and replacing the Government Sector Employment Act 2013 (NSW)?

The NSW Greens support the repeal and replacement of the Government Sector Employment Act 2013 (NSW). We understand that this Act is not fit for purpose and has meant that workers are disadvantaged and at risk due to its deficiencies. We support the PSA's position to look at reinstating and amending the Public Sector Employment and Management Act 2002.



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Additionally, the NSW Greens 2023 election platform - Better Pay and Conditions for Workers, includes the following key commitments:

- Abolishing the public sector wage cap and delivering real wage increases as well as increased resourcing for frontline community, health and transport workers
- Mandated nurse-to-patient ratios and increased staffing and resourcing in our schools
- Increasing job security and conditions for gig workers, artists, labour hire workers, and casuals to ensure the same minimum pay, conditions and protections as other employees including the right to be represented by a union
- Sector-wide bargaining across entire industries rather than restricted to single enterprises
- Portable leave
- Reforming the Industrial Relations Commission to ensure it is an independent and neutral body - and not doing the bidding of conservative governments.

Yours sincerely,

Jenny Leong MP,  
Member for Newtown  
Greens NSW spokesperson on Industrial Relations

Sue Higginson MLC  
Greens NSW Spokesperson for Employment



