

AUTUMN  
2023

# RED TAPE

## NSW FACES OFF

What the election means  
for our members

## PRIVATISATION HURTS EVERYONE

Higher prices, inferior services



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2023

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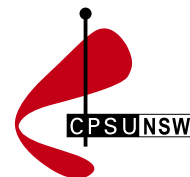
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All members of CPSU NSW are also members of the Public Service Association. The PSA is the associated body that manages and resources CPSU NSW.

Authorised by Stewart Little, General Secretary, Public Service Association of NSW and Community and Public Sector Union (SPSF Group) NSW Branch, 160 Clarence Street Sydney NSW 2000





# PRIVATISATION: YOUR PART IN ITS DOWNFALL

## When you enter the polling booth, think about what the parties have planned for NSW.

**I**n March 2023, voters in NSW will elect the state's 58th parliament.

There is plenty at stake here. Premier Dominic Perrottet wants to extend the Liberal-National Coalition's reign over NSW to 16 years. Trying to stop him are Labor leader Chris Minns and an assortment of independent MPs and minor parties.

We are fortunate to live under a democratic system and every vote you cast is important. However, the 2023 election is particularly vital. What is at stake is the question of who owns our public services: the people of NSW or the private sector.

Privatisation has stained NSW politics in the past few decades.

Both Labor and the Coalition have been guilty of selling off our state's assets: electricity providers, prisons, roads, TAFE campuses and services such as cleaning in our schools. Even income-generating government functions, such as the Land Titles Office and state lotteries, no longer contribute to public coffers and are instead in private hands.

The result: a system where every time you use what were once state functions, you are charged a fee that goes to a private corporation, often one based in another country, so we never see the money again. Privatisation hurts everyone.

From ever-increasing road tolls and stratospheric power prices to higher charges on property title searches, the people of NSW are paying more for the services once seen as part of the public domain. In a time of high inflation, these extra charges take a big bite into our household budgets. The profits made by companies such as big offshore toll providers is not being spent in local businesses, hurting our economy.

Selling off assets such as public housing and disability services has left some of our most vulnerable people worse off, at the mercy of private providers. Looking after the disadvantaged should be a function in a fair society, not a potential income stream, particularly as these people are already hit hard by rising living costs.

Both sides of the political divide have been guilty of sell-offs. However, only one side has conceded that this was a mistake.

Opposition Leader Chris Minns has ruled out more sell-offs. As with recent previous Labor leaders, he has told the

PSA that the party's decision in 2008 to privatise Parklea Correctional Centre was a mistake.

Crossbench parties such as the Greens and the Shooters, Fishers and Farmers have made similar statements opposing privatisation.

Sadly, there has been no such contrition from the ruling Liberal-National Coalition. Mr Perrottet remains committed to privatisation, using the cute term "asset recycling" to mask a political tactic that has never been popular with the voters of NSW.

From the perspective of the PSA/CPSU NSW, the re-election of Mr Perrottet would put at risk more services that employ our members. Service NSW, TAFE, Forestry Corporation and roles such as General Assistants in schools would be prime candidates. More sell-offs will mean higher prices for everyone in the state.

Make no mistake, though, should Labor take power the PSA/CPSU NSW will hold them and any crossbench supporters they have to the same level of scrutiny we have used on the Coalition.

This month, pencil in hand, you have a decision about the future of NSW. We urge you to think about what type of state you wish to live and work in.



# PSA GETS ALL PARTIES ON SIDE FOR SECURE ROLES IN SCHOOLS

**Labor and the Coalition give hope to members in insecure roles.**

**Y**ears of campaigning by the PSA have paid off, with both the Government and Opposition going into the March election promising to convert thousands of insecure roles in schools into permanent positions.

According to the Opposition Education Spokesperson, Prue Car, an incoming Labor Government will convert at least 5000 school support staff in insecure roles to permanent positions.

Labor's announcement follows the decision by the Perrottet Government to give at least 4000 school support staff permanent roles.

In a meeting at PSA House, Greens MP Jenny Leong confirmed her party's support for job security in schools

At present, more than half of all school support staff are employed in insecure positions; some for more than 10 years.

"In the past few years, we have been knocking on the doors of government, opposition and crossbench MPs, explaining the injustice of keeping workers so vital to the operation of the NSW education system in insecure roles," said PSA Secretary General Stewart Little. "We owe it to our members to make the best possible representations on their behalf.

"As a union member, you have skilled representatives taking up your fight with politicians. There is power in a union."

Top: Labor Leader Chris Minns (centre) visits the PSA Annual Conference. He is flanked by PSA Executive members, from left: Vice-President Shelley Odewahn, General Secretary Stewart Little, President Nicole Jess and Assistant General Secretary Troy Wright.

Middle, from left: NSW Premier Dominic Perrottet, PSA Senior Vice-President and Chair of the Schools Departmental Committee Juliette Sizer and Stewart Little.

Bottom, from left: Troy Wright, Stewart Little, Greens MP Jenny Leong and Nicole Jess.





# GOOD THINGS COME TO THOSE WHO FIGHT

**Every union win is a result of a team working together. Can voters do the same?**

**T**he scrapping of the Award covering correctives staff working in Kempsey, Dillwynia, Wellington and John Morony (see page 7) is a welcome development for our members working in those centres. But it is also a sign that long, sustained campaigns bring results.

The decision to get rid of the Award, which meant some Officers were employed under inferior conditions for the same work performed by others in different public prisons, is what being a union member is all about. United we stand, using our numbers to overturn badly designed decisions that hurt our members.

The decision, which was ratified by our members last year, is the culmination of

efforts that began in 2017, when the PSA began campaigning for the award to be rescinded.

The win is the result of efforts from members and PSA industrial staff working together for a common goal.

Like our historic wins scrapping gender-based underpayments in libraries and schools, the elimination of this Award is the result of a highly skilled team working together. Members, Delegates and staff go through legislation, talk to workers on the frontline and get legal advice about matters affecting Public Sector workers.

Unions are members working together to get a better deal for working people. Wins such as this are a great example of what can be done when everyone is of one voice.

Your vote in the coming election is yet another part of a slow process to improve our working lives.

Voters all over the state are tired of a state government, tired of increasing prices, tired of sell-offs and tired of

insecure work. Our members are certainly tired of a wage cap that has failed to keep up with inflation levels not seen since the 1980s and 1990s.

So it is up to us, voters and workers, to unite and keep the people who represent us in check. We have been on the ground, campaigning to ensure, that whatever party or parties are in charge, policy is formulated with the best interests of the Public Sector, and the people who depend on our members.

Even if the current government, with its addiction to privatisation and slavish devotion to the wages cap, is voted out, the process to undo 12 years of anti-Public Sector policy will take time.

The ship of state takes a long time to turn around and, whatever its stripes, a new government won't necessarily give us all we want. Members can rest assured the fight will go on, whoever is in charge in Macquarie Street. We have the team to do just that.



# AGREEMENT PASSES FAIR WORK COMMISSION

**Negotiations continue at the state's universities.**

**A**n Enterprise Agreement (EA) at the Australian Catholic University has been ratified by the Fair Work Commission.

It includes pay rises of 2.8 per cent in January this year, 3.75 per cent in January 2024, three per cent in January 2025 and 2.8 in June 2025.

An EA for Southern Cross University (pictured) has been lodged with the Fair Work Commission.

Negotiations continue at the University of Sydney, the University of Wollongong, UNSW, Macquarie, Charles Sturt, UTS, the University of New England and the University of Newcastle. An Agreement covering Professional Staff at Western Sydney University was passed last year.



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# THE GREAT NSW FIRE SALE

**People are beginning to realise government is what makes for a civil society.**

**Q**uestion: What do buses, electricity, motorways, prisons, hospitals, public housing and disability services have in common? Its not a children's riddle, but it is a sick joke. The answer: they all have been privatised under the NSW Liberal-National Coalition Government over the past 12 years.

Privatisation has become one of the key policy debates in this year's NSW state election.

Most of our members in many agencies have at least felt the threat of it, with the consequent job insecurity and erosion of working conditions uncomfortably breathing down their neck.

But perhaps nowhere has its absurdity been more exposed over the past 12 months than in the two privately operated prisons covered by your union – Clarence Correctional Centre at Grafton and Parklea Correctional Centre in northwest Sydney.

The companies that operate these gaols on behalf of the NSW Coalition Government – British multinational Serco and MTC respectively – have a business model where crime does pay ... for their shareholders.

The idea that a corporation can make money from prisoners is repulsive to most, but there's more. What is apparent in the PSA/CPSU NSW's dealings with these companies is that they actually make their buck out of Prison Officers. Every shift that is short-staffed, and wages don't have to be paid, is profit. Every post of every shift of every day where the Officers are paid less than what has been quoted to the government, is profit.

It's vulture capitalism, where a business model dictates you have to cut so many corners that eventually you eat yourself.

What our members fear however is that



the relentless scouring for short cuts for gain is compromising their safety. And it is no-one's job to risk their well being in a dangerous work environment to boost a bottom line.

At Budget Estimates in October 2022, Minister for Corrections Dr Geoff Lee was asked why some gaols continue to remain with the private sector.

"They bring a sense of new ideas and innovation," he replied.

For our members, the only innovation they are seeing by their corporate employers is wage cutting.

This is why over the past 12 months our members at both centres have taken industrial action. They know that low wages do not only hurt their family budget, but also make it difficult for the

two companies to attract and retain staff, which means safety is compromised even further.

It is also an obvious outcome of the penny-pinching ethos they operate under.

The year 8 commerce theory that competition produces better outcomes doesn't apply here – the "market" of possible operators is so small that this is a myth.

They are also less accountable than the public sector, hiding behind commercial-in-confidence to avoid their affairs being exposed to the taxpayer who funds them.

The arguments just don't stack up.

Premier Perrottet famously described privatisation as the "golden key". For our members, particularly in privately operated prisons, it is more like a broken lock.



# NEW CORRECTIVES AWARDS LOCKED IN

## Long negotiations bear fruit for PSA members working in gaols.

**A** long campaign by the PSA has resulted in members working in Kempsey, Dillwynia, Wellington (pictured) and John Morony being moved to the same awards as staff in other NSW public gaols.

In late 2022, members voted to rescind the *Crown Employee (Correctional Officers, Department of Communities and Justice) Award for Kempsey, Dillwynia, Wellington and John Morony*, better known as the KDWJ Award.

Ninety-eight per cent of members voted in favour of rescinding the old KDWJ Award in December 2022 and the change was formalised by the Industrial Relations Commission a month later. In its place, members are now covered by the Awards that apply to staff in other facilities run by Corrective Services NSW (CSNSW).

The changes mean about 800 staff are now covered by a superior Award, with better conditions.

Staff in the state's private gaols are still covered by their existing Enterprise Agreements.

**“THE CHANGES MEAN ABOUT 800 STAFF ARE NOW COVERED BY A SUPERIOR AWARD”**

“The rescission of the KDWJ Award has been consistently raised by delegates and members as an issue that needed to be changed,” said PSA General Secretary Stewart Little. “Thanks to the dedication of your PSA Delegates, as well as the cooperative and consultative approach taken by CSNSW on the issue of Award consolidation, this outcome has now been achieved.”

The win follows years of action to rescind the awards, which did not include



the same wages and conditions as the awards under which other correctives staff work. The KDWJ Award was established when the facilities were under threat from privatisation.

PSA/CPSU NSW President Nicole Jess said the KDWJ Award dated back to the establishment of the centres in 2007, when the union was asked to choose

between the gaols being privatised or staying in the state system under a “cost-saving” Award.

“Among the improvements, Officers will get better overtime for working weekends under their new Award. This means there’s an incentive to work on a weekend, which means fewer weekend lockdowns,” she said.



# PARKLEA STAFF WALK OFF JOB FOR BETTER PAY

**Prison Officers take action a third time to demand a better deal from global outsourcers MTC.**

**O**fficers at Parklea Gaol walked off the job for 72 hours as negotiations between the CPSU NSW and MTC continue over wages and conditions at the privately run centre.

“To date, MTC has not yet come to the table with more money, despite employees indicating strongly to MTC that four per cent per annum was the wage offer that members were after” said CPSU NSW Assistant General Secretary Troy Wright.

MTC is stalling at a three per cent increase, an offer well short of the rampant, profit-driven inflation affecting

the people of NSW. As such, Officers walked off the job from 6:00am 1 March to 6:00am 4 March.

Members walked off despite a last-ditch attempt by MTC management to delay the strike by putting the Enterprise Agreement out for a vote again, despite it having already been rejected.

“When this offer came from MTC, we surveyed members about delaying the walk-off,” said CPSU NSW Industrial Officer Jessica Epps. “We received the highest number of replies to any survey we have ever sent out: with 90 per cent of them against any delay.

“The members have spoken.”

The stoppage received positive media coverage, including from the high-rating announcer Ray Hadley on 2GB.

“This stoppage was absolutely critical,” said Mr Wright. “Members overwhelmingly voted in favour of a 72-

hour stoppage, which is why MTC were notified accordingly. The Wednesday and Thursday in particular were incredibly difficult for MTC to handle because of the number of activities scheduled for those days.”

The negotiations are taking place against a backdrop of two previous walkouts by CPSU NSW members. The first was on 16-18 December 2022 and the second on 27-29 January 2023.

“Members are not asking much. We just want another one per cent raise on our wages.

“Inflation is running rampant all over Australia, so Officers should not see a real drop in their purchasing power when they perform such a vital job for the people of NSW.”

Parklea is one of three privately run gaols in NSW. Unlike the other two built-for-purpose private gaols in Junee and



Grafton, it was once in public hands and was sold off by the Labor Government in 2009. Since then the original operator, GEO Group, was stripped of the right to operate the gaol after numerous shortcomings in its stewardship were uncovered.

“Privatisation hurts everyone,” said Mr Wright. “Our members in Parklea are paid less than those working in prisons run by Corrective Services NSW. The prison is often short-staffed and there is an unacceptable number of incidents inside the gaol walls. We hope the operators come to the party over fair pay for members doing such dangerous work.”

“The entire business model for private prisons relies on cuts to expenditure boosting profits.

“For a public service like the incarceration and rehabilitation of inmates, the ultimate cost for these cuts is paid for by society as a whole.

“Ideally, Parklea needs to return to the Public Sector and a system where its staff are paid the same wages as those employed by Corrective Services NSW.

“Until that day, its employees, who work in one of the toughest workplaces in the state, need a fair pay deal that keeps up with the rising cost of living.”





# CORRECTIONS DAY GONGS AWARDED

**Every year National Corrections Day recognises the extraordinary and tough work Correctional Officers perform in NSW prisons.**

**T**hree PSA Delegates were awarded for their work on behalf of the union's Prison Officer members.

"Our members go to work every day in some of the most dangerous work environments in the state, all to protect the community and give offenders a chance at rehabilitation," said Prison Officers Vocational Branch (POVB) Vice-Chairperson Jason Charlton. "Our prisons play a vital role in protecting the people of NSW and are, in many cases, the lifeblood of regional communities. National Corrections Day is a great chance to acknowledge the hard-working men and women who run them."

#### **POVB Life Member**

Wayne Spearpoint, who has been in Corrections for 32 years and has been

a member of the POVB for all that time, received a Life Membership.

"This is in recognition of the hard work and dedication he has shown to the POVB throughout his career," said Mr Charlton.

Mr Spearpoint worked at Kirkconnell Correctional Centre, then Mid North Coast Correctional Centre. He has been a delegate at Mid North Coast for 14 years.

"In this time Wayne has vigorously supported members to ensure staff safety and that members' pay and conditions are maintained," said Mr Charlton. "He has been one of the loudest and strongest advocates in raising the inadequate Award that members at Kempsey, Dillwynia, Wellington and John Morony were on, and has been instrumental in finally getting this Award abolished."

#### **POVB Delegate of the Year**

The Delegate of the Year for 2023 is Rebecca Vandermey of South Coast Correctional Centre. Ms Vandermey took on the role in 2022 when there were no other people in the subbranch willing to perform the role.

"Rebecca had very little knowledge of what the role entailed, yet she hit the ground running, ensuring members' concerns were raised and addressed," said

Mr Charlton. "She advocates for all and brings a true passion for the role.

"We want to thank Rebecca for her commitment and determination to her subbranch. Her advocacy helps the POVB State Executive do their job and it has gone a long way in helping the members of South Coast Correctional Centre."

Rebecca is pictured above at a function at South Coast Correctional Centre with St George Illawarra rugby league player Zane Musgrove and assistant coach Matthew Elliott, and POVB Vice Chairperson Jason Charlton.

#### **POVB Outstanding Achievement Award**

Last year Corey Sawers of South Coast Correctional Centre walked from Huskisson to Perth to raise money for a colleague who was doing a Gofundme to raise money for St Francis Hudebwe Primary School in Zimbabwe.

"He raised more than \$4000 and showed what a selfless and inspirational person he is to do this for a colleague," said Mr Charlton. "It was an outstanding effort, one that most members would not think of doing let alone attempt it.

"We congratulate Corey and commend him for his efforts."

# DELEGATE WARNS OVER KOALA PARK

**PSA member says Chris Minns needs to plan carefully.**

**A** National Parks and Wildlife Service (NPWS) Ranger has welcomed a Labor Party proposal to help koalas, but warned the expansion of parks must be planned properly.

In January 2023, Opposition Leader, Chris Minns announced his party will commit to establishing the “great koala national park” on the NSW North Coast. Mr Minns said an area of about 300,000 hectares of key habitat for the native species would be protected from logging.

The marsupial is now considered endangered in NSW and Queensland.

No doubt under pressure from the National Party, Dominic Perrottet has not matched Labor’s promise.

Speaking on the condition of anonymity, the PSA Delegate working for NPWS welcomed the plans.

“The Government needs to ensure colonies are linked by protected land, to stop them being killed by cars and dogs as they move between National Parks,” he said.

The Delegate also said any new government needs to ensure new land allocated to the National Park network is chosen with care.

He cited the examples of National Parks where weed infestation from forestry operations in the past means staff are often spending time in restoration projects rather than other duties.

“You don’t want a park to be a sink hole for funds better spent elsewhere,” he said.



## MCNALLY JONES STAFF LAWYERS



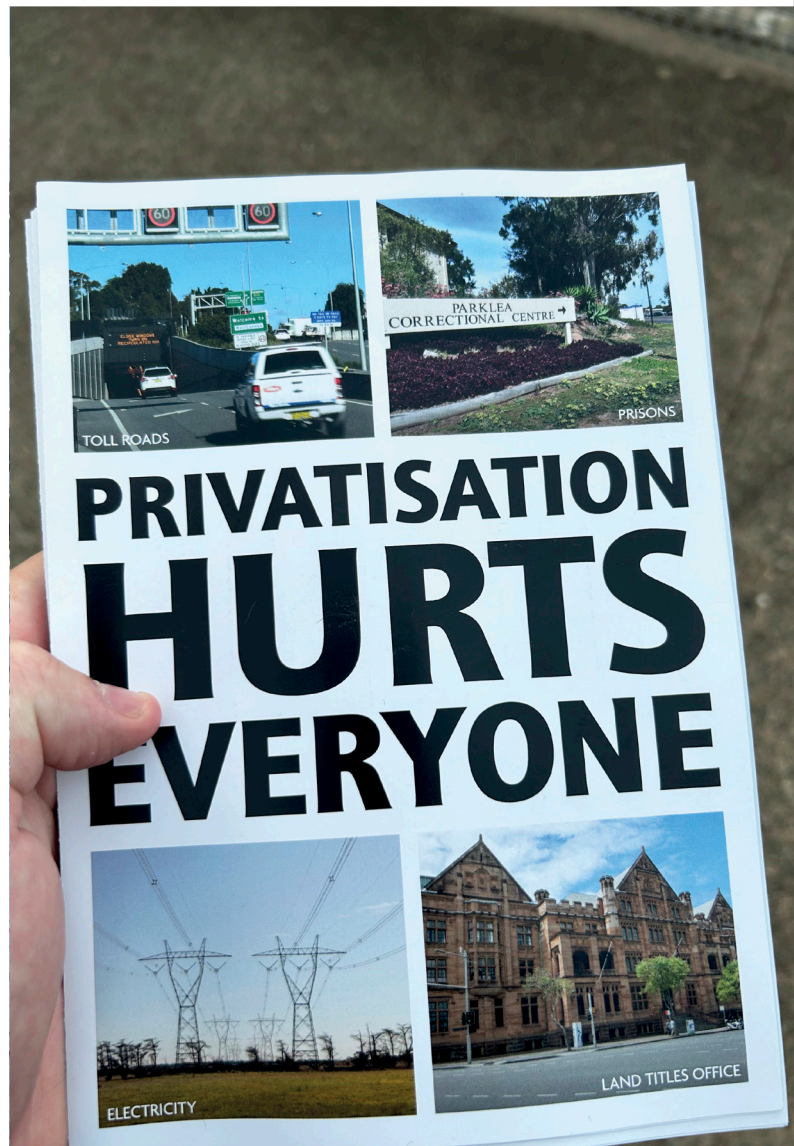
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# ELECTRICITY PRICES

# WATER PRICES

## CAMPAIGN ON FRONT FOOT FOR MARCH

### Members' concerns hit the political hustings.

Staff and members from the PSA have been getting the message out to voters about the important role the Public Sector plays in NSW.

The union has produced two advertisements that highlight how rampant privatisation has pushed bills up for all people in NSW.

The two advertisements were delivered to carefully targetted marginal seats such as Parramatta and Penrith.

One advertisement used a family to show just how often people in NSW are inadvertently handing over money to the companies that have taken control of what were once public assets.

"The advertisements were a great way to strip down the message: no matter who you are, the privatisation agenda has its hand in your wallet," said PSA Manager Campaigns and Communications Marianne Ledic. "Each ad came in 15- and 30-second versions."

In addition, staff and members were up before sunrise, getting to train stations in marginal seats throughout Sydney to hand out pamphlets alerting commuters to the havoc wreaked by 12 years of outsourcing under four successive Liberal Party Premiers.

"Voters have told us the cost of living is hitting them hard," said PSA General Secretary Stewart Little. "We know privatisation is a huge driving force behind these skyrocketing bills.

"Privatisation hurts everybody."

Members have also formed action groups around the state to publicise the campaign and to take members' concerns to local parliamentarians.

"The action groups show that members

are on board with our campaign," said Senior Organiser Anne Kennelly.

Mr Little said the feedback from members about the campaign has been positive.

"As a union, we would never tell members how to vote," he said. "However, it is important that we let voters know where the parties stand on issues that affect our working lives and the cost of living so profoundly."



# SYSTEM 'IN TERMINAL DECLINE'

## More needs to be done in Housing.

**T**he PSA has welcomed the State Opposition's plans to unite three Housing agencies. However, General Secretary Stewart Little has warned that "best intentions will be pointless unless a Labor Government puts strong supporting walls around a system that's in terminal decline, thanks to a decade of ruthless privatisation".

Under Labor's plan three existing agencies will be merged to create the one-stop Homes NSW. It will combine Department of Communities and Justice Housing, the , Aboriginal Housing Office and the Land and Housing Corporation.

"Bringing them under a single umbrella makes sense, but only if coupled with a serious plan to address one of the root causes of the state's housing crisis: public housing getting swept up in the Coalition Government's decade-long privatisation fire sale," said Mr Little. "Since 2011 the Coalition Government has sold off 4205 public housing properties, adding \$3.5 billion to the state's coffers, and \$82 billion of assets that once belonged to the people of NSW have been cashed out.

"Twelve per cent of the state's land and buildings assets have been handed to the private sector."

The State Government claims the sell-off was "asset recycling" – the idea that public housing stock sold into the private market could be replaced with new builds.

Yet in 2016, the Coalition promised to build 23,000 new social housing dwellings in the following decade as part of its Future Directions housing strategy. New social housing construction was to be funded through the \$22 billion Communities Plus program.

Six years later just 10 per cent of these 23,000 dwellings has been delivered.

From 2017 and 2021, the number of new dwellings was actually 1000 fewer than the number of properties sold into private hands or removed from the system.



Victoria and Queensland will account for 80 per cent of Australia's social housing construction between 2021 and 2024, while public housing in NSW – the nation's most populous state – is languishing.

"Right now, a staggering 51,031 people are waiting for social housing, a 15 per cent spike on the previous year," said Mr Little.

"In the same period the priority list has jumped 13 per cent to 6519.

"We know there's a shortfall of 200,000 affordable homes across NSW, with homelessness services under enormous pressure as more and more people are priced out of a suffocatingly tight rental market."

In Sydney, renting the average dwelling costs \$560 a week, while Public Sector wage growth remains sluggish.

"With annual inflation surging up to 7.8 per cent, it's little wonder that workers who have had pay cuts in real terms are struggling to pay for essentials such as housing," said Mr Little.

"Hard-working Public Sector employees could deliver incredible results for our state through a revitalised Homes NSW if the right policies are placed around the mooted agency.

"This should start with an iron-clad commitment from Chris Minns that any government he leads would end the privatisation that has eroded NSW public housing."

Mr Little said NSW Labor should instead commit to building public housing that stays in public hands.

"Homes NSW must then be given adequate funding to tackle maintenance issues that have left public housing in shocking states of disrepair.

"Until these happen, the most vulnerable people in our society will continue to be at the whims of landlords while they languish on a waiting list of more people than can fit into the Sydney Cricket Ground.

"This investment would be a significant impost on the state budget – there's no way around that. But the overwhelming consensus of modern global research is that providing people with homes saves the public purse in the long run by drastically reducing expensive social problems like unemployment, drug abuse, chronic health conditions, and crime.

"Homes NSW needs solid guardrails. Otherwise, Labor's merger pledge simply doesn't stand up."





# LABOR SHADOW COMMITTS TO SPEND MORE ON PUBLIC HOUSING

**L**abor Shadow Housing Minister Rose Jackson committed her party to spending more money on public housing if it takes power in March 2023.

Speaking to the PSA's Housing Departmental Committee, Ms Jackson said there had been too little investment from the Perrottet Government.

Ms Jackson also said a Labor State Government would reunite Housing NSW with the Land and Housing Corporation and with Aboriginal Housing.

"We work with thousands of Housing staff, clients, and client agencies," said Departmental Committee Chair Bernadette McMahon.

"We see the need for change every day and ask Labor for its commitment to affect these most important changes to the ongoing housing crisis, of secure employment for workers, public housing stock and support services.

"At Housing we are one of the very first agencies involved in any NSW natural disaster or emergency. Over the past few years we have gone above and beyond demonstrating our work and support for our clients in some of the most difficult of circumstances. Our housing contact centres quickly sorted emergency accommodation for those in greatest need."

Industrial Manager Julie-Ann Bond welcomed Ms Jackson's commitment,

saying it was important that the current NSW Government's neglect of public housing needed to be addressed.

"The Department of Housing plays a vital role in NSW," said Ms Bond. "Rents are sky high, housing is unfordable to many buyers and schemes such as AirBnB are distorting the market throughout the state.

"A well-funded public housing system has never been more important for NSW."

The State Government has professed to prefer social housing over public housing. It has sold off public properties such as the Sirius Building in The Rocks (pictured below) to the private sector.

The Greens have said they will fight for increased construction of public and social housing. The party hopes this will reduce the 10-year waiting list faced by thousands of people for public housing.



# FAMILY VIOLENCE SERVICE ON CALL TO HELP

**A vital public service is there for families in need.**

**P**SA members at the Mount Druitt Family Violence Service perform vital work in the western suburbs of Sydney.

The service, established in 2006, tackles the issue of systemic family violence in the area.

The service is funded by Community Services, in partnership with NSW Health, Police, Corrective Services and Housing.

The wrap-around service is for people experiencing family violence in crisis. Assistance is there on a both short- and long-term basis, and who may not be already be involved with Community Services. Participation in the service is voluntary.

The staff are called upon by other parts of Community Services as a resource to help with complex family violence matters.



It has been held up by the previous Communities and Justice Secretary Michael Coultts-Trotter as the “gold standard” for family violence service provision, and something that needed to be emulated throughout NSW.

“The service is held in high regard by community partners,” said Belinda Tsirekas, Organiser with the PSA.

“This area of Sydney is very well serviced due to the diligence of these members,” said Ms Tsirekas. “We are glad to see it continue to serve the people of Mount Druitt well into the future.”

It is the last government-run family violence service. Similar services throughout the state have been parcelled out to community organisations.

# STAFFING CUTS LEAD TO COMMUNITY SERVICES OVERHAUL

**SafeWork declares overwork a hazard for members in a number of sites.**

**S**afeWork NSW has placed an Improvement Notice on a number of Community Services Centres (CSCs) in regional NSW.

Following a report by PSA/CPSU NSW Regional Organiser Tom Hooper, SafeWork looked into issues of overwork in centres such as Wagga Wagga and Broken Hill.

“After a member raised concerns with SafeWork NSW, I made a report last week that added to the agency’s report. I included all of the CSCs I have visited, including Broken Hill,” said Mr Hooper.

The Department needs to meet with SafeWork, then take steps to correct these issues.

Work will continue at these sites until the situation is rectified, so no vulnerable children will be left without support.

The issues are the result of overwork, brought on by an increase in the number of reports, flatlining staffing levels that have not kept up with caseloads, and problems retaining staff.

“The result is staff are stressed and overworked, meaning the Department is struggling to keep caseworkers. Hence workplaces are becoming increasingly unsafe,” said PSA Industrial Officer Graydon Welsh.

“This is not just a local issue. These working conditions are repeated all over the state’s CSCs, not just in the areas highlighted by Mr Hooper.

“Community Services needs more

**“STAFF ARE STRESSED AND OVERWORKED, MEANING THE DEPARTMENT IS STRUGGLING TO KEEP CASEWORKERS”**

funding, more staffing and the creation of a work environment that encourages long-standing, experienced employees to stay in a job that is so important to some of the state’s most vulnerable children.

“Our members are passionate about working with kids, but this passion can only keep them in their positions for so long. No-one in NSW should work in an unsafe environment.”

# NEW FWG PRESIDENT NAMED

**The CPSU NSW welcomes the appointment of Adam Hatcher as Fair Work Commission President.**

**N**ew Fair Work President Adam Hatcher has been promoted from the role of Vice President, a position he has held since 2013. Before joining

the Commission, Mr Hatcher was as an industrial barrister, assisting union members in different industries. He worked with PSA members in countless matters; from unfair dismissals, to improving access to workers' compensation for fire-fighting members in Forestry and National Parks, to sector-wide salaries claims, test cases against casualisation and historical pay-equity cases.

He led the first pay-equity case in Australia; the PSA case for librarians in 2002. This landmark decision recognised the pay difference for librarians was due to the gender split of the occupation. The decision established principles for which future pay-equity claims could be brought.

Nicole Jess, PSA President said, "Many women have benefited from Adam's advocacy for pay equity. The original principles in the librarian pay-equity case have been followed in the PSA's pay-equity case for school support staff.

"It is a really wise decision by the Federal Government to appoint Adam as President when they have just legislated to enable the Fair Work Commission to undertake more equal remuneration work and requiring it to consider gender-based pay equity when making decisions."

Stewart Little, General Secretary and a former Public Sector Librarian said, "Adam's presence was always felt when he entered the room. He is an extremely intelligent and considered advocate. His appointment to the highest position in the Fair Work Commission should see an increase in maturity and activity in its undertakings to support the new industrial relations landscape the Albanese Government is introducing."

## MCNALLY JONES STAFF LAWYERS



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**Over 30 years associated with the PSA/CPSU NSW**

# OUR MEMBERS ARE CHAMPIONS OF THE STATE

If you need to know why we need the wages cap gone, look at the vital work done by just a few of our members. Every day our members are working hard for a better state for everyone. PSA and CPSU NSW members truly are Champions of the State.



Visit any court house in NSW and you will see a wide variety of PSA members working for delivery of justice.

One such member is **Roxanne**, a Senior Sheriff's Officer.

Roxanne is just one of NSW's many Champions of the State, providing essential protection for the judicial system. From members of the public attending court services, to judges and lawyers attending their job, Sheriff's Officers ensure the safe operations of NSW's comprehensive justice system.

They are one of hundreds of Sheriff's Officers across the state keeping our courts safe, and in turn, keeping the people of NSW safe.

"Without a justice system, the state could not function" said Roxanne, who has worked for the Office of the Sheriff for four years.

In addition to maintaining court security, Sheriff's Officers' roles also include serving documents, enforcing writs, warrants and orders issued out of the various courts.

**Angus** is a Champion of the State working as a Child Protection Caseworker at the Pennant Hills Community Services Centre.

"My role involves protecting vulnerable children in NSW," he said. "We support parents and find permanent places for children and young people."

Caseworkers respond to reports about children or young people who may have been harmed or where there are safety concerns.

Angus, who has worked for the Department of Communities and Justice for 18 months, knows his job is important for the state and some of its most vulnerable people.

"Numerous children in NSW need protection and support," he said.

Like many of our Champions of the State, Angus knows the work he performs today builds on a better tomorrow for the state and its people.

"Supporting the younger generation to flourish has a societal benefit in several ways," he said.

**Jillian** is Regulatory Co-Ordinator North Western Area Command with the Rural Fire Service (RFS), a government agency that was thrust into the worldwide spotlight in 2019-20, as fires ravaged NSW.

"My job is to ensure that RFS is compliant with safety regulations, keeping our staff and volunteers safe," said Jillian.

Jillian is proud to work in an organisation that is so vital for the state.

"Without the RFS, NSW would struggle to meet its firefighting demands, and the community relies on us for its ongoing safety, even in non-fire season," she said.

In non-fire season, the RFS performs work such as hazard-reduction burns and clearing to ensure blazes breaking out in the hotter, drier months are kept under control.

The RFS is just one of a number of frontline agencies tasked with firefighting. The PSA/CPSU NSW also has members in Fire and Rescue, Forestry Corp and the National Parks and Wildlife Service protecting the state from bushfires.

# PSA WINS TIME OFF FOR SERVICE NSW


## Union pressure gets results for the festive season.


**P**SA members working at Service NSW have been given two additional concessional leave days for Christmas Eve and New Year's Eve.

Service NSW is to close its Service Centres on these days in 2023 following the PSA's lobbying.

PSA Industrial Officer Simon Van Vegchel said it was a great result for members who otherwise would have been denied appropriate concession leave on those days.

"If you do wish to work those days, the PSA has a commitment that meaningful work will be made available to you," said Mr Van Vegchel. "Discuss options with your managers and supervisors as soon as you can."



**Gidget Foundation Australia**  
– here to help expectant and new parents  
**How can we help you?**

### Start Talking – Telehealth

The **Start Talking** program provides individual psychological counselling services for parents delivered via a video call service, similar to Zoom.

### Gidget House – Face to Face

**Gidget Houses** are located in NSW, QLD and VIC, are easily accessible and offer a safe haven for parents to access individual psychological counselling services in person. Partners are able to access our specialised services as well.

### Gidget Virtual Village – Online

Gidget Foundation Australia coordinates and moderates three private, **Facebook peer support groups**, connecting expectant and new parents with the Foundation and each other, in a safe, judgement free space. **Gidget Virtual Village** for new parents, **Gidget Virtual Village Dads** and **Gidget Virtual Village for Expectant Mums**.

Gidget Foundation Australia is proud to offer FREE individual psychological counselling services for expectant and new parents nationwide.

We are honoured to partner with PSA to offer support to members and their families.



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# UNION HEALTH - THE **GO TO** HEALTH INSURANCE FOR PUBLIC SERVANTS.

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*\*Terms and conditions apply.*

## ARE YOU NAVIGATING LIFE'S UPS AND DOWNS?

## GO TO UNION HEALTH.

Basic Extras - with new counselling benefits so you're never alone, especially when life gets challenging.



# INSURANCE UPDATE ENSURES CONTINUED COVER

**Members are further protected by additional benefits in your free Journey and Personal Accident insurance.**

**P**SA/CPSU NSW members now have additional insurance coverage. “We have negotiated a new insurance arrangement that will help our members with some of our most popular benefits,” said Manager Member Services Kym Ward. “All PSA/CPSU NSW members have journey insurance, for example. When the State Government rescinded workers’ compensation coverage to and from work, your union stepped in and made sure all members are covered if they have an accident en route to or from work.

“Journey insurance now includes \$10,000 in funeral costs, \$10,000 in modification expenses and \$5000 to aid return to work.

**“COVER AGE INCLUDES \$3000 FOR FRACTURED BONES”**

“In addition, every member has free personal accident insurance. “New coverage for members includes \$3000 for fractured bones, \$1000 in dental benefits and \$2000 for workplace assaults that result in at least 48 hours in hospital.

For \$11 a year, Personal Accident coverage can be extended to all family members under the age of 19 living with the policy holder. The policy is extended to family members up to the age of 25 who are living at home and studying full-time.

“Members also receive free ambulance cover if they are not already protected by such a plan. This applies for members’ family members who reside with them.”

“And there is a Provident Fund which pays a benefit of \$4000 if a member dies. This is extended to all working members and retired members up to the age of 70.”

**Go to the PSA and CPSU NSW websites to download claim forms and read policy terms and conditions.**



## PSA WINS WORDS OF PRAISE

**A member signs off with thanks.**

**A**fter being medically retired from her position at the Trustee and Guardian, a PSA member has left the union with some parting words of praise.

The member joked she wanted to send a “virtual hug” to Industrial Officer Dean Allen, who helped her with this issue.

“I am forever grateful to Dean for going over and above any expectation of a member aged over 70 by having my first

‘extermination’ postponed,” she said. “I appreciate his relentless efforts to help me through thick and thin and never wavering.

“I am also forever grateful to Shay Deguara who figured out that my previous job at NSW Department of Education, which was deemed as ‘casual’, should have been ‘temporary.’”

The member has not been lost to the PSA forever, though. With the help of Membership officer Marcos, she has since joined the Retired Associates.



# ABORIGINAL COUNCIL COMMITTEE CALL FOR NOMINATIONS – 15 COUNCILLOR POSITIONS

Nominations are called for positions of councillor on the PSA/CPSU Aboriginal Council Committee.

The call for nominations is as listed below:

ELECTORATE	INCLUDED MEMBERSHIP GROUPS	POSITIONS AVAILABLE
1 a	Communities and Justice - Justice	3
1 b	Education	4
1 c	Communities and Justice - Communities	2
2	Disabilities	
	Transport	
	Planning and Environment Industry	
	Customer Service	
	Premier and Cabinet (and Parliament NSW)	
	TAFE NSW	
	Universities	
	Other National Systems	
	SOCs Enterprise, Investment and Trade Health Treasury	
3	Regional	
<b>Total</b>		<b>15</b>

### NOMINATIONS AND CLOSING DATE:

Each nomination must be seconded by two other Aboriginal members in the same electorate as the nominee. Nominees, nominators and seconders must be financial members of the Association as at close of business 31 March 2023.

Nominations must be submitted via the following Survey Monkey link:  
<https://www.surveymonkey.com/r/AboriginalCouncil2023>

### Nominations will close at close of business on 19 April 2023.

In case of 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.

Alethea Wilkinson  
For **GR Bensley**  
Deputy Returning Officer

# EV DOES IT

**Leasing an electric vehicle is easier and cheaper than you think.**

**D**on't tell Scott Morrison, but electric vehicles (EVs) just got a lot more affordable for PSA/CPSU NSW members.

Changes to tax laws mean eligible low- and zero-emissions vehicles purchased up to the luxury car tax threshold of \$84,916, will now be exempt from fringe benefits tax.

This means leasing a car through Maxxia, which is available to most PSA/CPSU NSW members, is more cost-effective.

"There's never been a better time to get into an EV," said Maxxia's Manager Client Relationships, Fraser Mexted.

Terms and conditions apply to leasing and members should go to the relevant section of the Maxxia website – [www.maxxia.com.au/ev-discount-bill](http://www.maxxia.com.au/ev-discount-bill) – for more information.

"With the Australian Government's EV Discount, taking out a novated lease on an EV just got a whole lot cheaper," said Mr Mexted. "So, if you were thinking about making the switch to an eligible electric or hybrid vehicle your timing is impeccable."

"As Australia's largest novated lease provider, we're ready to help get you into an electric or hybrid car of your choice. We've geared up our systems and are working closely with key suppliers to help you make a confident choice – for yourself and the environment."

Members should obtain independent financial advice on what impact taking out a novated lease on an EV may have on their personal financial circumstances.







# STEWART HOUSE GIVES KIDS A BRIGHTER OUTLOOK

## **An initiative to help underprivileged kids gets support from members in schools and the Department of Education.**

**S**tewart House on Sydney's Northern Beaches provides programs for children in need from throughout NSW and the ACT.

Every year, 1600 students spend time at the house, overlooking the beach at Curl Curl.

During a 12-day stay, they are provided with dental, optical, hearing and medical screening and treatment and participate in educational programs and excursions designed to develop their social and emotional skills, build self-esteem and improve their overall wellbeing.

They attend lessons at an onsite school with classes geared towards their needs.

In addition to the PSA/CPSU NSW's donation to Stewart House, members in schools and the Department of Education would have recently received envelopes from Stewart House, so that they can make their own Workplace Giving donations.

Government employees can elect to choose Stewart House as part of the Workplace Giving program. They can select

Stewart House and an amount and this then comes straight out of their salary.

In a video to members, PSA/CPSU NSW General Secretary Stewart Little said the union "is proud to stand with school support staff and office-based employees of the Department of Education in championing the Stewart House cause".

Mr Little said the union's support for the underprivileged children entering Stewart House aligns with the vital work performed by members in schools.

"Even before children enter the classroom, support staff see first hand

how they present for school and understand the need for a circuit-breaker from their current circumstances," he said. "Stewart House is that break.

"Our colleagues in Communities and Justice and NSW Health, who facilitate placement into the program, and provide frontline support, know just how valuable the 12-day stay can be.

"Stewart House gives these children the chance to experience a different way of life that helps change the way they see themselves.

"I encourage all 40,000 of our members to consider supporting Stewart House."





**PRIVATISATION  
HURTS  
EVERYONE**

## Will voters stick with another four years of sell-offs and the resulting inflation?

**O**n 25 March, voters will head to the polls in NSW. From Broken Hill to Byron Bay, Bega to Brewarrina, schools, church halls and council chambers will break out the democracy sausages and welcome voters who will determine who runs the state for the next four years.

For PSA/CPSU NSW members, this election is vital. For the past 12 years, the Liberal-National Coalition's four Premiers have presided over a multi-billion-dollar sell-off of government assets. In some cases, state assets and the right to provide government services have even been given away.

In addition, most members working for the State Government have had their wage rises capped at 2.5 per cent. In recent years, as inflation has increased, this has meant every pay packet these members receive has a lower purchasing power than the one they were given two

weeks earlier. In 2022, when an increase of up to three per cent was grudgingly awarded, inflation was 7.8 per cent for the year: the highest since 1990.

It is little wonder opinion polls taken in the lead-up to the election have all pointed to the cost of living being the foremost issue in voters' minds. In the case of Public Sector workers, this worry is exacerbated by the fact wages are artificially suppressed.

There are many PSA/CPSU NSW members in insecure employment: in most cases for years. For these members, getting loans and access to other financial services can be tough. An employment model that helps no-one, this results in high staff turnover and a loss of institutional knowledge. Staff in insecure roles are less likely to stand up to bullying and can be cowed into avoiding asking for pay increases.

For many PSA/CPSU NSW members, 25 March gives them an opportunity denied to most Australian workers: they have the chance to vote for their boss.

**PRIVATISATION HURTS EVERYONE**  
Much of the state's extraordinary increase in the cost of living is fuelled



by privatised government assets and services. Throw in disruption from the COVID-19 pandemic and it is little wonder prices are up nearly eight per cent.

“Naturally we are determined to fight privatisation on behalf of our members whose jobs are at risk,” said PSA/CPSU NSW General Secretary Stewart Little. “But this is a bigger fight than just that. At stake is the ability for people in NSW to keep up with the cost of living.

“Privatisation hurts everyone. It hurts road users being funnelled into an ever-increasing network of toll roads, making people second guess every switch of a light or gas burner.

“An underfunded TAFE system means they are being pushing instead into private colleges that offer inferior courses at inflated prices.”

Few issues hit the people of NSW as hard as privatisation.

The state’s electricity and port systems – vital infrastructure – are in private hands. The Land and Property Information service, a profit-making service that put money back into government coffers for decades, is now part of a superannuation fund’s portfolio.

In recent years, we have seen a new private goal open, a surge in toll roads, complete with eye-watering price increases that often surpass the consumer price index growth, and a private light

rail system running slower than the government buses it replaced.

A TAFE campus in Scone that perfectly fit the local economy was flogged off to a racing organisation, just one part of a systematic dismantling of public vocational training in favour of private colleges that too often let down the future jobseekers of NSW.

In many cases, the companies that win the contracts to run these vital services are not even domiciled in Australia. Serco, for example, is based in the United Kingdom. Taxpayer dollars sent its way are not returned to Australia. According to *The Canberra Times*, Serco paid just \$11.1 million in tax in 2017-18 despite earning \$968.1 million from multiple government contracts.

A political gripe for many people is that the major parties in Australia often sing from

the same song sheet, with little difference between the parties. With privatisation, however, the gulf between the NSW contenders is wide and voters concerned about privatisation face a stark choice.

Opposition Leader Chris Minns has told the PSA/CPSU NSW his party is opposed to selling off more state assets. Conceding his party has, in the past, been complicit in privatisation, including Parklea Prison and some electricity infrastructure, Mr Minns has ruled it out for any government he leads. He has even looked at legislation preventing future state government sell-offs.

“We welcome Mr Minns’s assurances his government will stem the flow of state assets to the private sector,” said Mr Little. “We have seen countless times the damage sell-offs have done to our state.

“But we would like to see, from all parties, a commitment to repair the damage.

“When the contract to run Parklea Gaol is up, for example, we want to see Corrective Services NSW become the successful bidder.

“We want to see a government-run service for people with disability. We want to see TAFE campuses returned to the people of NSW.

“Too much damage has been done for us to be happy with the State Government simply saying no more sell-offs but maintaining the status quo. We have years of damage to repair.”

**CHRIS MINNS HAS SAID HIS PARTY IS OPPOSED TO SELLING OFF MORE STATE ASSETS ... HE HAS RULED IT OUT FOR ANY GOVERNMENT HE LEADS**

In contrast, Premier Dominic Perrottet is an unabashed fan of the private sector running as many state functions as possible. However, he is not enough of a fan to actually call it “privatisation”, instead using the cuddly euphemism “asset recycling”.

When asked about the privatisation agenda on a leadership debate broadcast on AM station 2GB, Mr Perrottet tied infrastructure development in NSW to the continuation of the Liberal National Coalition’s sell-off agenda.

PSA/CPSU NSW members in areas such as Service NSW, Forestry Corp, Sydney Water and SafeWork, as well as General Assistants in the state’s schools, would be in the State Government’s sights if Dominic Perrottet remains Premier.

“The Liberal Party is always looking for a way for the private sector to take on additional roles, even if it means increasing the prices of services to the people of NSW,” said Mr Little. “It is in their DNA.”

From the cross benches, the Greens and the Shooters, Fishers and Farmers have joined the Labor Party in opposing further privatisations in NSW.

### THE WAGES POLICY

A clumsy instrument when it was introduced in 2011, the wage cap restricts public sector salary increases to up to 2.5 per cent a year. This is regardless of inflation at the time, or productivity increases or any increase in workload.

Workers in the Public Sector are being left behind as inflation bites and wages flatline. They simply are not keeping up with the rising cost of living.

The 2.5 per cent increase was ignored in 2020, when the State Government attempted to freeze wages. The Government wanted wages to stagnate as part of its measures to cope with the COVID-19 disruption to its economy.

The PSA and other Public Sector unions opposed this move, taking the State Government to the Industrial Relations Commission (IRC).

Eventually the IRC handed Public Sector workers a 0.3 per cent pay increase. Last budget, the State Government awarded a 3.5 per cent increase, which included a superannuation increase mandated by the Commonwealth Government. This was in the face of an inflation rate that was hovering between seven and eight per cent, so in effect Public Sector employees were on the receiving end of a substantial pay cut in real terms.

Should the Perrottet Government be returned in March, a pay increase of up to 3.5 per cent has been mentioned, but not promised for July 2023. This will be followed by a resumption of the limit of up to 2.5 per cent in subsequent years.

Once again, there is a difference between what the two major parties are offering voters.

At the 2022 PSA/CPSU NSW Annual Conference, NSW Labor Leader Chris Minns said the wage cap would be abolished



### BERNADETTE MCMAHON, HOUSING

The Opposition’s Shadow Housing Minister, Rose Jackson, wants to create a department combining the current roles of the Community and Justice Housing, Land and Housing Corporation and the Aboriginal Housing Office. Unlike the current state government, which has placed an emphasis on social housing by non-government providers, Labor has promised more public housing will be built and administered by the Government.

Labor has also promised more funding for “wrap-around services”, which are the administrative functions that enable people to maintain tenancies. This includes services such as mental health support and local community organisations.

Ms Jackson has also promised to meet with the PSA on a regular basis.

“A new government would mean better service for the people who require help with housing,” said PSA Housing Departmental Committee Chair Bernadette McMahon. “It means the maintenance of public housing will be performed better and more efficiently.”

“The Department does more than just house people, it looks after their overall wellbeing. We need it to return to that role.”

“There are tens of thousands of people looking for housing, while in areas such as southwest Sydney have more than 10 per cent of households experiencing some sort of housing stress, including soaring rents, overcrowding and homelessness.”





**JANICE HARTMANN,  
SERVICE NSW**

“The Liberals and Nationals really haven’t left a lot to privatise, so it would be naïve to assume outsourcing Service NSW is not a possibility,” said PSA Delegate Janice Hartmann, who works at the agency. “Their history proves they have a penchant for selling off assets. “We’ve already seen companies such

as Serco taking on functions like driver licensing in Canada. I do worry they will do the same with parts of Service NSW and I worry more about the consequences.”

Ms Hartmann believes selling off Service NSW puts at risk data about the people of the state.

“We are privy to lots of private customer information,” she said. “It really is concerning that our valuable data could end up being held by a private organisation that will always be looking to boost profits by cost-cutting.”

She said Service NSW, which marks 10 years of operation this year, has helped the people of the state.

“Service NSW belongs to us, the people of NSW. It provides valuable and vital services to all of NSW, no matter whether you’re in a regional area or the city, and it has proven for the last 10 years to do so very efficiently. I can’t see how the private sector could match what we’ve shown we are the best at doing.

“It’s a no-brainer for me, Service NSW should never be privatised.”

if his party won the 2023 election. The Liberal National Coalition has no plans to repeal the wage cap, although a 3.5 per cent increase, including super, has been legislated for this July if undisclosed productivity gains are met.

The Greens have called for an end to the wage cap. Even Wagga Wagga’s conservative independent MP Joe McGirr has said it needs to go.

The wage cap comes at a time when wages in other industries have been inflated by staff shortages and lower rates of immigration. According to *The Australian Financial Review*, graduates in early 2023 were commanding entrance salaries nearly nine per cent higher than those in the previous year.

“We are seeing people leave the Public Sector all over the state,” said Mr Little. “The talented people the NSW Public Sector relies on are not going to stay in their roles if their purchasing power drops every time inflation figures are announced.

“Do we want the best people for the job? If so, we need to set wages to attract the best talent.”



### **BEN OWERS, NATIONAL PARKS AND WILDLIFE SERVICE**

“The koala is listed as an endangered species in NSW, which means it is at risk of becoming extinct very soon,” said

National Parks and Wildlife Service (NPWS) Ranger Ben Owers. “There is a whole range of threats to the species’ survival in NSW, but habitat loss is among the key ones.

“Creating the Great Koala National Park in Northern NSW and also new National Parks around disease-free populations in South West Sydney will preserve these areas of koala habitat into the future.

“Only Labor and the Greens have committed to expanding our National Parks. Nothing has been announced that I am aware of from the Coalition.

“After 12 years of Coalition government, there have been major cuts to NPWS staffing levels and many, many years of experience and expertise have left the agency. In the past three years, as a result of the PSA’s advocacy after the Bushfires and post-COVID economic stimulus, new temporary positions have been put on in NPWS to make up for the staff lost due to redundancies and restructures.

“While the Government talks about

there being more staff in NPWS than any time recently, there is also an unprecedented level of temporary and insecure work within the NPWS. The PSA’s estimate is that over a quarter of the current workforce is in temporary or insecure work, with most contracts finishing up just after the state election.

“Labor’s recent announcement of \$80 million to undertake this assessment and community consultation is an important step in getting things right and making sure that only land that is important is included in any new National Park.

“The Government has recently announced 250 permanent roles, but these roles won’t start until after the election, and will still result in an overall reduction in staff numbers, given the number of temporary staff about to finish up.

“It’s extremely important that any new National Park is properly funded and resourced. There is no point increasing the area that NPWS manages without having extra staff to do the important work to protect these parks.”





**JASON CHARLTON,  
CORRECTIVE SERVICES**

The Labor Party under Chris Minns has promised to end the privatisation of Corrective Services, said Jason Charlton, who works in a former target for outsourcing, the Court Escort Security Unit.

“We welcome this move, and hope, if elected, they can back it up by bringing gaoles such as Parklea, Junee and Clarence into the public sector,” he said. “The current government, however, has not ruled out privatisation. Staff in private facilities earn less, staffing levels are lower and conditions for inmates and Officers more dangerous.”

**INSECURE WORK**

Cost of living pressures are even more intense if you have no idea if you will have a job at the end of the year. Yet that is the reality for thousands of Public Sector workers throughout NSW. More than half the support roles in schools are insecure, renewed every year once student enrolments are worked out.

For these members, borrowing for a home or car loan is that much harder. The end of the year is characterised by worry: will there be a job available next year?

Thanks to intensive lobbying by the PSA, the parties are in agreement that the NSW Public Sector is too beholden to insecure work. Schools in particular have kept workers in insecure positions, renewed annually for years. The Coalition has promised to make at least 4000 of these workers permanent, while Labor wants to move at least 5000 from insecure positions.

“However, more needs to be done,” said Assistant General Secretary Troy Wright. “Underfunding TAFE means the vocational training system is particularly dependent on insecure labour. And more than half our members in universities are not in permanent roles.

“Whoever wins the election in March needs to amend this.”

**THE ENVIRONMENT**

Despite Treasurer Matt Kean’s welcome moves to salvage his party’s image as environmental vandals, there is still

opposition in government ranks to Labor’s plans for a large national park on the Mid North Coast to halt the tragic slide into extinction of the state’s koala population.

“From John Barilaro to Chris Gulaptis to Gurmesh Singh, the National Party has traditionally been full of MPs who simply see koalas as an impediment to their developer mates,” said Mr Wright. “Regardless of what Matt Kean tells his North Shore voters, his party is still in Coalition with a party riddled with people obsessed with bulldozing wilderness.”

**YOUR DECISION**

“Your union will never tell you how to vote,” said Mr Little. “All we ask is that our members look at the issues that are important to them and demand to know from their candidates where they stand.

“Remember, there are also 21 positions up for re-election in the upper house and the cross bench in that chamber will have a big say on the future direction of NSW.

“The cost of living is hurting everyone in the state, our members included. We need someone in Macquarie Street to take our issues seriously.

“Our members have a unique opportunity: they can vote in their boss. Their careers depend on whose smiling face adorns the front pages of the Sunday tabloids on 26 March.

“We need our members to think hard about how they fill out their ballot paper.”





**MICHAEL BURRELL,  
GENERAL ASSISTANT**

“We love our schools,” said Michael Burrell, a General Assistant (GA) at Blacktown Boys High School. But he is worried that the conditions GAs work under will deplete the ranks of this vital occupation.

“The way things are going, a lot of GAs are of retirement age, schools can’t attract new GAs and not enough of us are in permanent roles.”

Mr Burrell said the PSA in the past stopped the privatisation of the role, but said it is always a threat under the Liberal-National Coalition government.

“Thank God we have the union on our side over this and other issues,” he said, adding there is already privatisation by stealth. For example, functions such as lawnmowing is outsourced in some schools because GAs are already stretched by the limited number of hours they can work. This is due to a funding model based solely on student numbers and not on the size of the school property itself.

He said the Department announced a review of the funding model more than a year ago, with still no conclusion.

Mr Burrell said scrapping the wage cap, a policy of the Labor Party, would make the job more attractive. He would also like to see the Government *Sector Employment Act* deleted to give workers better wages and conditions.

Other factors he would like addressed include an inadequate clothing allowance and the lack of training and conferences.

“All we want is respect and understanding,” he said. “We need a fair go.”



## SALE DOCKET

The list of assets sold since 1989 by NSW governments is long and, if you believe in the importance of public services, quite depressing.

NSW Investment Corp	Gumly Gumly Irrigation District	Power Stations
NSW Egg Corporation	Jemalong Wyldes Plains Irrigation Ltd	Colongra Power Station
Kooragang Coal Loader	Lower Murray Irrigation Areas Ltd	M7 rental payments
Newcastle Wharfside Services	Murray Irrigation Limited	Vales Point Power Station
Port Kembla Coal Loader	Hay Irrigation District	Kooragang Island Advanced Water Treatment Plant
No. 6 Jetty, Outer Harbour, Port Kembla	Axiom Funds Management	Brown Mountain Hydro Power Station and Cochrane Dam
Inner Harbour RO/RO Terminal, Port Kembla	Sydney Market Authority	Construction Services Group, NSW Public Works
No. 2 Kooragang Berth, Port of Newcastle	Murrumbidgee Irrigation Limited	Pillar Superannuation Administration
Berths 3 and 4 Darling Harbour	Coleambally Irrigation Ltd	Titling and registry business of Land and Property Information
Liddell State Mine	FreightCorp	Department of Aging, Disability and Home Care
Government Insurance Office (GIO)	Integral Energy Gas Pty Ltd	Endeavour Energy
First State Computing	Powercoal Pty Ltd	NSW Grain Corp
Darling Harbour Berth 7	Pacific Power (International)	NSW Lotteries
Western Basin Berth 3, Port of Newcastle	Plug & Power	Eraring Energy
Maritime Services Board Sydney Ports Authority	Pacific Solar Pty Ltd	WestConnex
Glebe Island Berths 1 and 2, Sydney Ports Maritime Services	Qstores and cmSolutions	Port Botany
Board Construction and Installation of Signs	Energy Australia Pty Ltd	Port Kembla
MSB Navigation Beacons business	Country Energy Gas Pty Ltd	Transgrid
MSB Waterfront Construction Services business	WSN Environmental Solutions	Emmlink
Government Cleaning Service	Gentrader transaction: Country Energy retail business	AusGrid
School Furniture Complex	Gentrader transaction: Energy Australia retail business	TAB Ltd
The Fish Marketing Authority	Sydney Desalination Plant	State Lottery
State Bank of NSW	Mt Piper and Wallerawang Power Stations (Delta West)	Bus Services
	Port of Newcastle	Housing
	Green State Power	Public Buildings
	Bayswater and Liddell	

# UNION DELEGATION MEETS FEDERAL MINISTER

**Linda Burney discusses The Voice and the union movement's role in its success.**

**R**epresentatives of the PSA/CPSU NSW travelled to Canberra to discuss The Voice with the Commonwealth Minister for Indigenous Australians Linda Burney.

The delegation, pictured from left, included Aboriginal Liaison Officer Ricky Walford, General Secretary Stewart Little and Manager Relationships and Strategy Mal Cochrane.

“While our union’s policy on The Voice is yet to be decided by our Aboriginal Council, it was important to be able to talk with the first woman who identifies as Aboriginal to serve in the role of Minister for Indigenous Australians,” said Mr Little. “I am proud to lead a union that has an active, go-getting Aboriginal Council.”

Mr Little also caught up with Federal Education Minister Jason Clare during the visit to Canberra to discuss funding of the country’s state schools.



## DO WE HAVE YOUR DETAILS?

**The PSA/CPSU NSW Aboriginal Council wants you.**

**If you are an Aboriginal or Torres Strait Islander member and you are not sure the union has these details, contact [membership@psa.asn.au](mailto:membership@psa.asn.au) to update your information with us. You can also update your address and workplace if required at the same time.**

# UNION HELPS CELEBRATE SURVIVAL

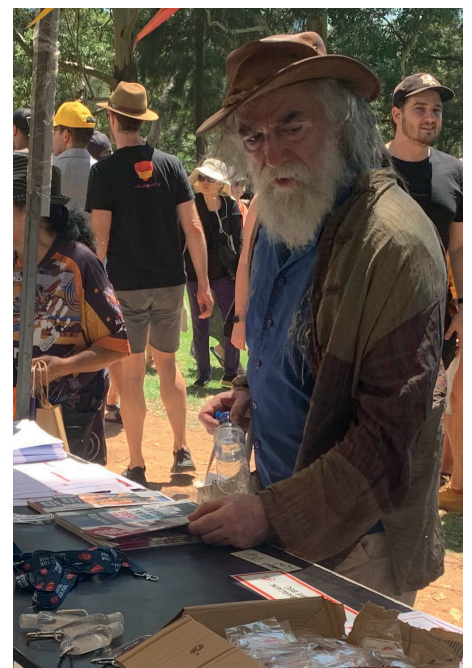
**Attendees at the annual Yabun Festival get a taste of solidarity.**

**P**SA/CPSU NSW Aboriginal Liaison Officer Ricky Walford operated an information stall the annual Yabun Festival, which celebrates Aboriginal and Torres Strait Island resilience and culture on Australia/Survival/Invasion Day.

Mr Walford handed out merchandise and information to attendees, and discussed the importance of union membership and state government services remaining in public hands.

“Our union continues to agitate for more identified positions, and identified positions at higher pay grades,” said Mr Walford, whose stint at Yabun was bookended by events at Barangaroo that morning and the Sydney Opera House later that night. Mr Walford was a member of the NSW Australia Day Council Board for 10 years.

Marking the controversial celebration of British settlement, the Yabun Festival is an annual event for Aboriginal and Torres Strait Islander cultures held every year on 26 January in inner Sydney.





# PARENTAL LEAVE UPDATED FOR WORKERS

**Pressure from union makes workplaces more family-friendly.**

**A**fter campaigning by unions such as the PSA/ CPSU NSW, the State Government has made a number of amendments to Parental Leave entitlements.

- Changes to entitlements include:
- Removal of the distinction between primary and secondary caregiver to remove gender bias
- Capacity for two weeks, concurrency for parents taking leave
- Two bonus weeks of leave can be shared between caregivers, or both weeks utilised by one parent, when other parental leave is exhausted
- Expansion of eligibility to include

employees providing Out of Home Care if there is a permanent out of home care arrangement in place

- Leave can be taken at any time in the first two years after the child is born
- Five days' paid leave per calendar year for IVF fertility treatment, which can be taken in part-days, single days or consecutive days.

The NSW Government had announced changes to the parental leave provisions for Public Sector workers in the 2022-23 State Budget.

This followed the PSA, along with other public sector unions, advocating for improvements to parental leave through the Women's Economic Opportunities Review.

## BETTER BARGAINING CAN CUT GENDER WAGE GAP

**Multi-employer deals can reduce disparity in salaries.**

**M**ulti-employer bargaining in the federal industrial relations system will strengthen equal pay laws, making it easier for women, especially in women-dominated industries, to address systemic unequal pay, claims a report from the Australian Council of Trade Unions (ACTU).

The report, *Reducing the Gender Pay Gap with multi-employer bargaining*, outlines how the Secure Jobs, Better Pay Bill will make a substantial difference in closing the gender pay gap, which has recently expanded after stalling in the final five years of the Liberal National Government in Canberra.

The Bill strengthens equal-pay laws. The report also finds that improving collective bargaining will also make a substantial contribution to closing the pay gap. Women on collective agreements currently earn \$102.60 per week more than women who are not, and workplaces with a collective agreement have smaller gender pay gaps than those without.

The Bill's main multi-employer bargaining streams would also help close the gender pay gap.

Of the eight industries with the highest gender pay gaps, seven would likely be covered by single-interest multi-employer bargaining, while sectors such as aged care, early childhood education and care and administration and support services – which would benefit from the supported stream – are dominated by systemically underpaid women.

The report also finds that the 12 countries with higher rates of multi-employer bargaining than Australia have an average gender pay gap of 10.5 per cent compared to Australia's 15.3 per cent, using the OECD measure of median full-time earnings from 2021.

# DOMESTIC AND FAMILY VIOLENCE LEAVE ENTITLEMENTS DOUBLED

Improved conditions will also cover casual workers.

**P**ublic sector employees are now entitled to 20 days' Domestic and Family Violence (DFV) leave per calendar year.

The new entitlement is a significant increase on the previous entitlement of 10 days per calendar year and is open to casual employees. It can be taken in part days, single days, or consecutive days.

"Unions, including PSA/CPSU NSW, have lobbied over the years for further improvements to the DFV leave entitlements and advocated for 20 days leave per calendar year as well as support for casual employees, who are overwhelmingly women, to be included in the entitlement," said General Secretary Stewart Little.

The PSA/CPSU NSW was a pioneer in this space, getting DFV Leave into an Enterprise Agreement at the University of NSW in 2011. Soon after, Public Sector

workers in NSW had DFV provisions in their Award.

"Last year, Federal Parliament passed a bill that enshrined 10 days' paid FDV Leave as a workplace right for every worker in Australia," said Mr Little.

"This would not have been possible without the previous decade of campaigning by the union movement and activists for better support in the workplace for employees experiencing violence in the home.

"Over the past decade, improvements in provisions for employees experiencing domestic violence have been won slowly, workplace by workplace, agreement by agreement, then in Awards, and now, in the National Employment Standards."

The leave is not pro-rated for part-time and casual employees. Casual employees can access the leave for any shifts already rostered for that they cannot attend due to domestic and family violence.

Pre-approval is not required to access

the leave and there is no requirement to exhaust other leave types before accessing DFV leave.

Leave should be paid at the full rate the employee would be paid had they not accessed leave, and no adverse action should be taken due to the need to take DFV leave.

Personal information concerning an employee's experience of domestic and family violence, and any actions and supports offered by the employer, should be kept highly confidential.

Information will not be kept on the employee's personnel file and information to others will be provided on a need-to-know basis. The affected employee will be fully informed of where the information will be stored, who will have access and who will be informed and why. Under no circumstances should DFV Leave taken be recorded as such on a pay slip or any other personal documentation.



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**IF YOU NEED ASSISTANCE  
CONTACT US ON 9555 8361**

[foundationhouse.net.au](http://foundationhouse.net.au) (02) 9555 8361 or 1300 403 403



# TIME'S UP FOR CLOSING THE GENDER PAY GAP

**Australia's superannuation system is the envy of the world. Let's make sure it works for everyone.**

**W**e need to talk about 3:56pm. At first glance, it's just another time in the day, right? One minute in 1440 of them that pass by with every full rotation of the Earth.

But 3:56pm isn't any ordinary time.

It's the time at which Australian women, mathematically, start working for their employers for free each day while the wage counter keeps ticking over for their male counterparts.

Aware Super has crunched the numbers and established that's the time when women effectively stop getting paid.

The finding is based on a 9-5 workday and the most recent Workplace Gender Equality Agency (WGEA) pay-gap analysis,

showing Australian women working full-time can expect to earn 13.3 per cent less than their male colleagues in the same roles.

Almost a quarter of the way through the 21st Century, it's a shameful state of affairs.

As the Federal Minister for Women, Senator Katy Gallagher, has noted, Australia's gender pay gap means women are effectively losing out on \$51.8 billion in pay every year. To put that another way, they're doing \$51.8 billion worth of work for their employers every year for free.

Aware Super, which has more than 700,000 women among its 1.1 million members, launched a campaign this month – coinciding with International Women's Day – to heighten awareness of the issue.

It has designated 3:56pm as Pay Gap O'Clock, in the great tradition of Wine Time or Beer O'Clock.

Aware Super Chief Executive Deanne Stewart, a Pay Equity Ambassador at WGEA, says it's critical employers across

both the public and private sectors take more steps to close the pay gap.

"At the employer level, initiatives such as pay equity audits, and gender pay equity policies that are available to all staff, are simple but important steps towards closing the pay gap," Ms Stewart says.

"Transparency is crucial as it enables all organisations to be held to account on their actions and reduces the potential for 'pink washing'.

"Employers should also have policies in place to enshrine that women and men be paid equally when they have equal jobs. This is particularly important for women entering the workforce to ensure they're not on the back foot from day one.

"Paid parental leave and a super guarantee on both paid and unpaid parental leave can help to close the gap when women leave the workforce to have children, and affordable and accessible childcare is key to allowing full participation in the workforce when they return."

While 3:56pm is the national Pay Gap O'Clock, the fund has also used WGEA data to calculate Pay Gap O'Clock for women on

a state-by-state basis, and across 17 industry sectors as categorised by the ABS.

For women in Western Australia, which has the biggest gender pay gap of all the states and territories, Pay Gap O'Clock is a staggeringly early 3:14pm.

Meanwhile, for women in the professional, technical and scientific services sector, Pay Gap O'Clock arrives at 3:18pm.

Aware Super's campaign comes after the Federal Government last month introduced the Closing the Gender Pay Gap Bill into Parliament.

On average, Australian women retire with 30 per cent less super than men, according to the Australian Bureau of Statistics.

Lower pay creates a "domino effect of disadvantage for women" that runs through their working lives and then into their retirement, Ms Stewart says.

The fund's analysis shows that due to the compounding nature of superannuation, every single dollar contributed to the fund of a young worker now is worth \$4 in retirement.

It's a bitter pill to swallow for the Australian women working for free each day from 3:56pm.

**LOWER PAY CREATES  
A 'DOMINO EFFECT OF  
DISADVANTAGE FOR WOMEN'**

The bill will require employers with 100 workers or more to publicly disclose their gender pay gaps.

Ms Stewart says the gender pay gap is the single largest contributor to the disparity in super balances between men and women.



**PODCAST**

## **LISTEN UP!**

**Did you know the PSA CPSU NSW releases two new podcast episodes every week?**

**Tune in to hear the latest about your union, your workplace conditions and the events that affect you.**

You can listen to the PSA/CPSU NSW podcast wherever you download your podcasts.



# MAKE THE CALL ON WHS

**When you're confronted with a health or safety issue at work, you don't have to deal with it alone.**

**P**roviding a healthy and safe workplace is the responsibility of your employer, but when an issue arises, it can be hard to know where to turn for help.

PSA/CPSU NSW

Workplace Health and Safety (WHS) Officer Suzanne Mathers said there are protections in place to ensure workers feel safe reporting possible dangers to colleagues.

"The *WHS Act 2011* has protections for workers who raise health and safety issues," she said. "These protections, which are found in sections 104-109 of the Act, prohibit discriminatory, coercive or misleading conduct."

Ms Mathers said workers need to ask themselves three things when confronted

with a WHS issue in the workplace:

- Have you reported the issue?
- Do you have access to your workplace WHS reporting system?
- Do you have a union Delegate or health and safety representative (HSR) you can talk to?

"You have the right, protected by law, to elect your own HSRs, who take up issues on behalf of their workmates," she said. "And you have the right to request a health and safety committee that will meet to discuss issues brought up by workers."

"You also have the right to request that a representative represent you at WHS negotiations and meeting with employers, and you have the right to refuse work that you think could expose you to serious risk of harm."

## NEW RULES ON PSYCHOSOCIAL HAZARDS AT WORK

**Employers can no longer ignore WHS risks.**

**A** recent amendment to the NSW WHS Regulation 2017 means that from 1 October 2022, employers are expressly required to manage psychosocial risks in the workplace.

The new provisions can be found at clauses 55A-55D of the WHS Regulation. They define "psychosocial hazard" and "psychosocial risk" and clarify the appropriate control measures that your employer is required to implement to manage those risks.

So, what are psychosocial hazards?

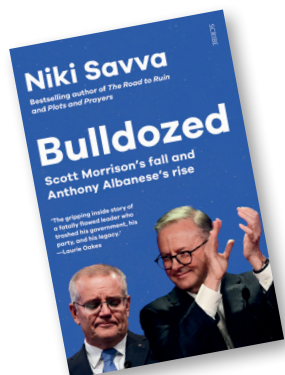
Examples of psychosocial hazards identified in the SafeWork NSW Code of Practice Managing Psychosocial Hazards at Work are:

- job demands
- low job control
- poor support
- lack of role clarity
- poor organisational change management
- inadequate reward and recognition
- traumatic events or material
- remote work
- violence and aggression
- bullying and harassment.





# BULLDOZED



## Scott Morrison's fall and Anthony Albanese's rise

Niki Savva  
\$35.00  
Scribe

**T**here is nothing like hindsight to aid a pile-on. And when a leader takes his party to a catastrophic loss, the former colleagues looking to sink the boot in form a long line. And when it later emerges the same leader was assuming their roles behind their backs, that line gets even longer.

In 2022, with the possible exception of Tasmania's Bridget Archer, the Liberal and National Party MPs dutifully fell in behind leader Scott Morrison, the supposed architect of the surprising election win in 2019.

Mr Morrison's "miracle" of three years earlier, however, was not repeated, with Labor winning a narrow majority and

a host of cross benchers taking seats long regarded as Liberal certainties.

Nikki Savva, a respected journalist who has, in the past, worked for the Liberal Party, has interviewed a number of political players about the election and its aftermath. With a few exceptions, including the surprisingly gracious Western Australia Labor Premier Mark McGowan, the interviewees are scathing in their assessment of Mr Morrison.

Without the constraints of an election campaign forcing them to present a united face, Mr Morrison's former colleagues go to town on their leader, who is described by veteran MP Russell Broadbent as "an arrogant a--hole", and who, along with National Party leader Barnaby Joyce, was banned by candidates from a number of electorates in danger. The then Prime Minister had so badly tarnished the party brand that

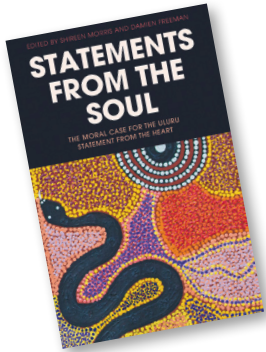
many MPs had how-to-vote signs and flyers that did not mention they were Liberals.

All the Morrison foibles get a mention: his treatment of female colleagues, the odd decision to impose the divisive Katherine Deves on the voters of Warringah, his ill-advised Hawaiian trip, and his pathological lying. However, the later revelations that Mr Morrison secretly assumed several cabinet roles particularly shocked the interviewees, particularly former Treasurer and Teal roadkill Josh Frydenburg.

Ms Savva's book is not just an amusing collection of anecdotes from enraged former Liberal MPs. She managed to interview Anthony Albanese, the man who unseated Mr Morrison, as well as several of his Labor colleagues who give an insight into the disciplined campaign from a party determined to learn from the failures of the 2019 election under Bill Shorten.



# STATEMENTS FROM THE SOUL



## The moral case for the Uluru Statement from the Heart

Edited by Donna Freeman and Shireen Morris  
\$32.99  
La Trobe University Press

**T**he Uluru Statement from the Heart gets support from this collection of essays from religious figures around the country, including some from the Liberal Party.

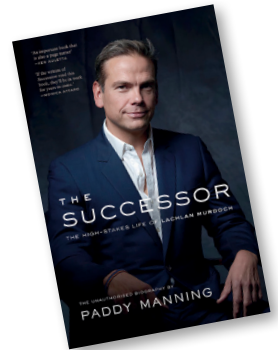
Contributions mention the long relationships between Aboriginal people and some religious communities, such as Sikh and Afghan Muslim cameleers in the 19th century.

Others, such as the essay from Coptic priest and scholar Antonios Kaldas, talk about the shared pain of being minority communities in their own

countries, destined to be ruled over by the descendants of later arrivals.

Contributions are not limited to local figures, with the former Archbishop of Canterbury, Rowan Williams discussing the violence of colonialism, the folly of the concept of Terra Nullus and the importance of indigenous stewardship over lands under threat from environmental degradation.

Regardless of your religious beliefs, or lack of them, *Statements From the Soul* takes a deep insight into The Voice and is a welcome development in a debate that is at risk of being just another battle in left-right culture wars.



# THE SUCCESSOR

## The high-stakes life of Lachlan Murdoch

Paddy Manning  
\$24.99  
Black Inc

**T**his detailed profile of the man destined to take over News Corp when Rupert Murdoch leaves the role paints a picture of a shallow financial genius who will happily see democracy burn as long as he can buy a shiny new yacht.

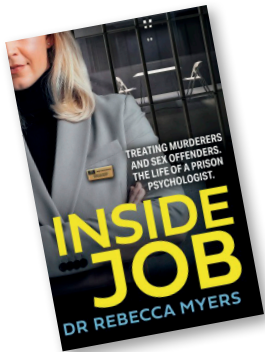
Born in London, raised in New York, Lachlan Murdoch seems to consider himself an Australian. While the loony talking heads of his Fox Network call Australia an oppressive state that restricts gun access, Mr Murdoch and his Northern Beaches-raised wife moved here to raise a family safely.

The product of extensive research, *The Successor* traces Mr Murdoch's business successes and failures, as he bounces in and out of his father's media empire.

Most troubling is his stewardship of the toxic Fox News, which he would rather see undermine democracy under his watch than allow someone else to make money from the network's audience.



# INSIDE JOB



**Treating murderers and sex offenders. The life of a prison psychologist**

Rebecca Myers  
\$22.99  
Harper Collins

**F**ew would envy the role played by Rebecca Myers in the British correctives system: working with sex offenders to see what drove them to commit horrendous crimes, sometimes against children.

For more than 20 years, Psychologist Dr Myers has worked with sex offenders and murderers whose crimes have a sexual bent to them.

The book starts with her first visit into a British men's prison, where she is required to assess whether inmates are eligible for parole and

reintegration into society. The program she uses, the Sex Offender Treatment Program (SOTP) involves inmates taking the viewpoint of the victims of their crimes, even to the point of recreating the offence. More importantly, attendees are forced to acknowledge they have committed the crime in the first place.

*Inside Job* ends with Dr Myers being called in to negotiate when an inmate takes a female Officer hostage.

PSA members in the correctives system will identify with the struggles Dr Myers has with often difficult inmates and other readers will find her tough job fascinating.



## A LITTLE GIVE

**The unsung, unseen, undone work of women**

Marina Benjamin  
\$29.99  
Scribe

**B**ritish author Marina Benjamin has collected a series of essays on the undervalued work women play in society.

The child of Iraqi Jewish migrants, Ms Benjamin mixes her life as a renowned writer in bustling Britain with the traditional values of her upbringing. She reflects on this contrasting role as she looks after her ailing mother, who had her own stormy relationship with the women paid to help her domestically.

Further, when the author's teenage daughter moves out of home, Ms Benjamin again queries her role as caregiver.

In chapters on roles such as feeding, cleaning, caring and safeguarding, Ms Benjamin examines the obligations so often thrust onto women in the world's households without praise or acknowledgment.

The result is a warm, engaging work, no matter the reader's gender.





## GLOBAL GOALS CAST

**Keep up with news about our environment.**

**E**nvironmental news and current affairs can be tiring issues to keep abreast of. However, *Global Goals Cast* combines more positive information from around the world, along with

more urgent calls to action.

The podcast relies on a global network of experts to examine how the planet is faring as population pressures, economic inequality and warfare adversely affect so many people and the environments in which they live. It also looks at

how technology is being used to arrest the world's environmental decline.

The podcast is spread over six seasons and includes a blog for more in-depth information on the issues covered. Updates are infrequent, so this will not be part of your weekly listening schedule.

## THE WEEK ON WEDNESDAY

**Two commentators give the lowdown on NSW and Australian politics.**

**V**an Badham and Ben Davison are a married couple who don't try and hide their bias: they are proudly pro-union and pro-Labor.

Their podcast, *The Week*

*on Wednesday*, gives their weekly (and sometimes twice-weekly) take on politics and industrial relations.

Ms Badham and Mr Davison have connections in the Labor Party and with unions throughout Australia, so they can give insightful, complete summaries of issues.

The duo are also happy to

hammer the message: to get better workplace conditions and a better political environment, Australian workers need to join a union.

In addition, the two are passionate supporters of the Voice to Parliament and urge readers to look beyond the conservative press and its nay-sayers.

## AM WITH SABRA LANE

**An in-depth look at breaking news stories is served up every day.**

**F**rom local events to global news stories, ABC Radio's *AM* is a must for anyone who wants to keep abreast of current affairs.

The podcast of the same name simply lets listeners keep up in their own time.

Each 20-minute episode will cover stories from the day, using the ABC's impressive news-gathering resources throughout the globe.

The host, Sabra Lane (pictured below), is an accomplished journalist and lacks the bias shown by many similar presenters in conservative networks such as 2GB and Sky.

*AM* is an ideal way to begin a well-informed day.





## Listeners get a preview of the state election.

Political junkies have been spoiled for choice with the PSA/CPSU NSW's recent podcasts.

Interviews with General Secretary Stewart Little and Unions NSW head Mark Morey (above) have been the highlight of recent podcasts, giving listeners the chance to hear what the union and the political parties want after the 25 March 2023.

"All elections are important," said Communications and Campaigns Manager Marianne Ledic. "But the coming poll is vital. The state's voters have a stark choice: more privatisations, more insecure work and more artificially suppressed wages, or a change to the way things have been done for the past dozen years."

Mr Morey, himself a former Public Sector worker, talked

about how privatisation contribute to "cost-of-living pressures". He pointed out this wage pressure is forcing people to leave Public Sector roles for better-paying jobs.

He was also scathing about the State Government's overreliance on insecure roles.

In his interview, Mr Little talked about the disastrous sell-offs of disability services and Parklea Gaol and how

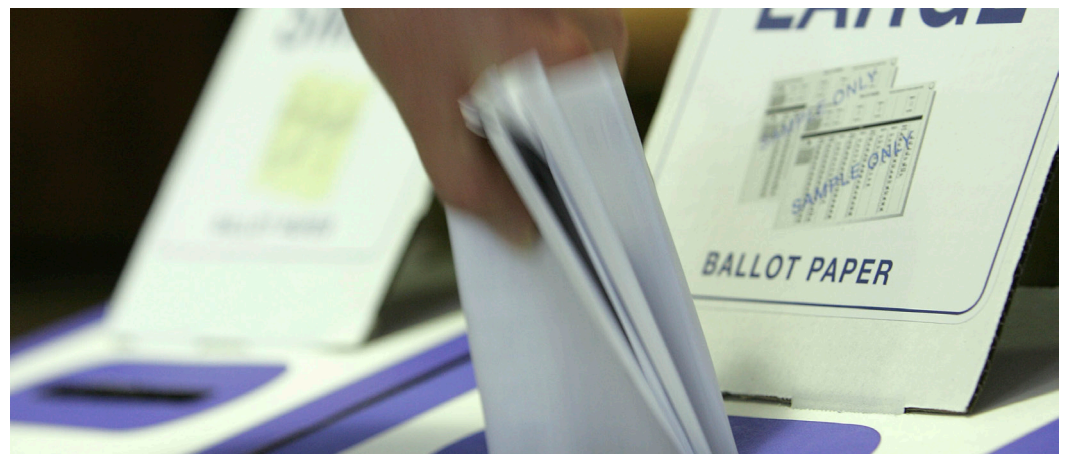
the business model relies on paying low wages to employees.

Mr Little said the podcast he featured in was an excellent way to get the union's message to voters.

"People take their vote seriously. Hearing their union's viewpoint, as well as what parties have on offer for them, is a great way our communications team reaches out to members.

"We will never tell people how to vote, but it is our role to make sure our members are fully informed about what is at stake when they hit the polls in March."

Podcasts from the PSA/CPSU NSW are available on all podcast delivery platforms, and can also be accessed via the PSA Facebook page and the PSA and CPSU NSW websites.



# POWER BROKER

**Mal Cochrane links union members with the politicians at Macquarie Street.**

Walking the halls of power, PSA/CPSU NSW Manager, Relationships & Strategy, Mal Cochrane connects the union with politicians and their staff.

“I primarily ensure our union’s concerns and views are known by NSW Members of Parliament, in the Government, the Opposition, and cross benchers, as well as those within the union movement,” said Mr Cochrane, a former first-grade rugby league player for Many-Warringah and former Police Officer. “I help develop strategies to promote the PSA/CPSU NSW, build alliances, identify allies and integrate political relations with our campaigns.

“On behalf of our members, the PSA has got to be able to communicate with the Government of the day, as well as the Opposition and cross bench, whether there is agreement on the issues being discussed or not.”

“I enjoy getting a good outcome for PSA/CPSU NSW members.”



## THE RIGHT KIND OF ASSET RECYCLING

**Outdated IT equipment is kept out of landfill.**

The PSA/CPSU NSW has kept old computer equipment out of the waste stream.

“We have responsibly disposed old desktop computers and phones without resorting to dumping it into landfill,” said ICT Manager Dave Wiseman.

“The company taking our computer equipment not only refurbishes the items for reuse, it also provides learning opportunities to disadvantaged groups.

“Most importantly, the e-waste is not being exported to developing countries with lower labour and environmental standards.”

Old PSA/CPSU NSW phones and tablets will be donated to organisations supporting people escaping domestic violence situations.

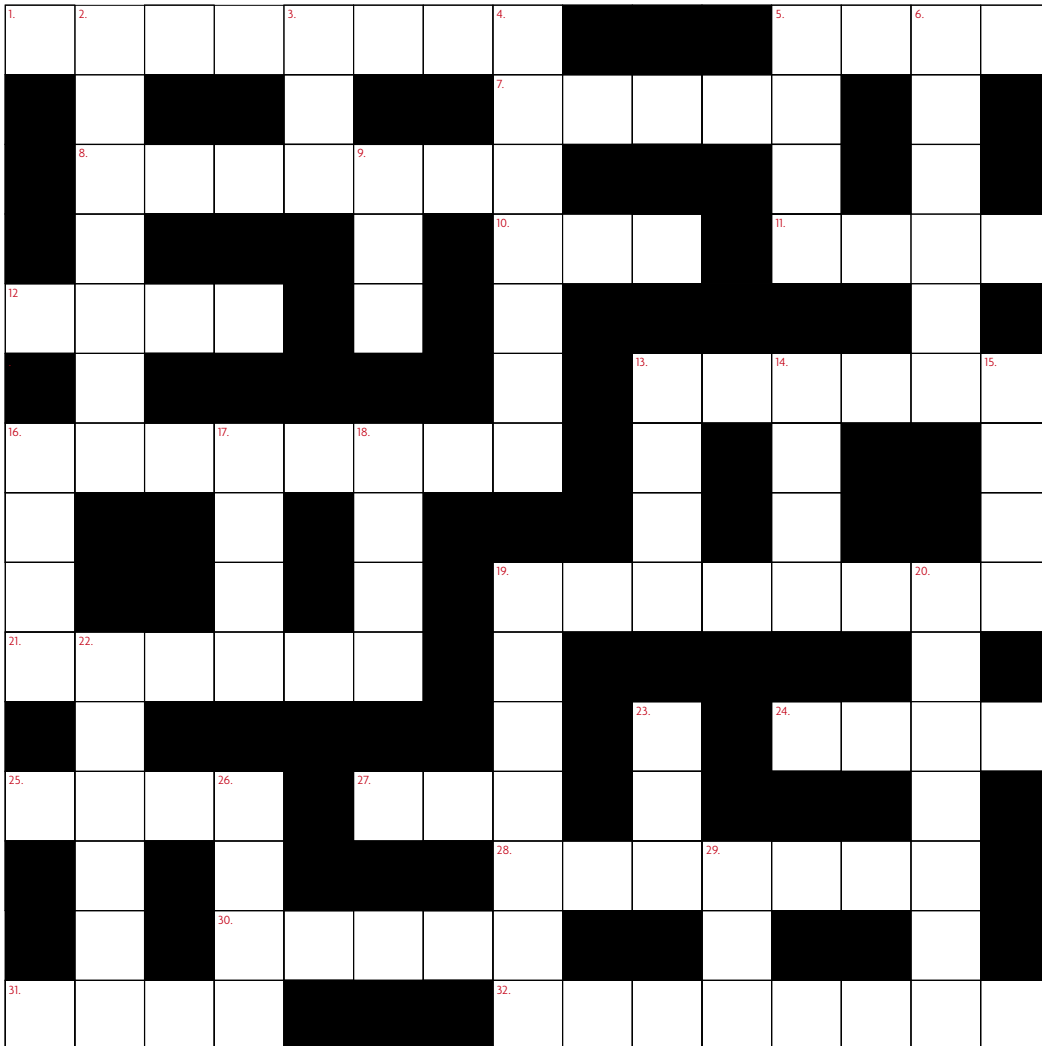
Other IT equipment is being donated to

Aboriginal communities in northern NSW that were affected by the recent floods.

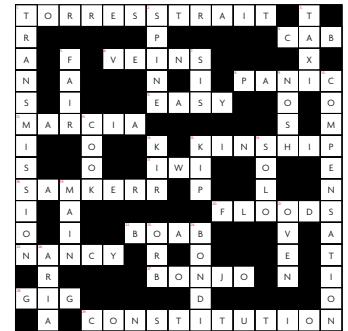
“Waste can be repurposed with a bit of effort,” said Mr Wiseman. “Our stuff gets to where it needs to go.”



# CROSSWORD



Last issue's solution



## ACROSS

1. Founding Fathers musical in a posh bit of Brisbane (8)
5. SA Senator known for incisive questioning (4)
7. Additional (5)
8. Redemptive role often attributed to Christ (7)
10. The Edward who succeeded Victoria (3)
11. Olfactory organ (4)
12. Short, precise golf shot (4)
13. Number two on the Periodic Table (6)
16. Formal written enactments of a legislative authority (8)
19. Architect of German unification (8)
21. Dislikes intensely (6)
24. Button that will begin the video clip (4)
25. Crustacean (4)
27. Friend (3)
28. Booze (7)
30. Book for photos (5)
31. First name of Victorian Premier Kirner (4)
32. Inner West MP and the current PM (8)

## DOWN

2. WHS risk faced by Prison Officers (7)
3. Hawaiian garland (3)
4. Emotional state felt by Men at Work when faced with a strange lady (7)
5. Give notice (4)
6. Bahamian capital (6)
9. Not in (3)
13. Not his (4)
14. State of confusion in two visits to Los Angeles (2,2)
15. A boy's name popular on an Australian rules football field (4)
16. Couch (4)
17. German band responsible for *Da Da Da* (4)
18. Not fingers (4)
19. Vanuatuan language (7)
20. Recently promoted upon the death of his mother (7)
22. South East Asian island shared by three countries (6)
23. Facial spasm (3)
26. Grain husks separated from flour after refining (4)
29. More than one ovum (3)



# FORTY YEARS OF UNION SOLIDARITY

## **Union Aid Abroad-APHEDA set out to provide practical solidarity with working people around the world.**

**I**n 1983, a young Australian nurse named Helen McCue was working as a nurse educator with the World Health Organisation in Lebanon.

In the Palestinian refugee camps, she met nurses from Norwegian People's Aid, the overseas aid arm of the Norwegian trade union movement. Ms McCue was a committed member of the Australian Nursing Federation and felt the Australian union movement could also make a difference in the lives of workers and marginalised people around the world.

Returning to Australia, she took a proposal inspired by her experience in the refugee camps to the then Australian Council of Trade Unions (ACTU)

President Cliff Dolan. Ms McCue's proposal was for the establishment of a global justice organisation in Australia.

### **The beginnings of APHEDA**

With Mr Dolan's support, Union Aid Abroad-APHEDA was established in 1984. Its international program has developed from a rights-based approach, with a focus on solidarity, not charity. The work aims to build self-reliance through support to educational and training projects for workers and their organisations.

Today, as the global justice organisation of the Australian union movement, Union Aid Abroad-APHEDA works to support stronger union and social movements in 15 locations in Southeast Asia, the Pacific, the Middle East, and Southern Africa. It does that by working in partnership with 49 local trade unions and community organisations through thirty projects and campaigns.

Financial support for these projects comes from individuals throughout Australia, the ACTU, Australian unions

and workplaces, international grants as well as from the Australian government's overseas aid agency, the Department of Foreign Affairs and Trade.

### **Union values**

Union Aid Abroad-APHEDA is the only international development agency in Australia that is run, owned, funded and accountable to the trade union movement.

APHEDA provides on-the-ground assistance which aims to address the causes of injustice and inequality, not the symptoms. We support organised movements of people to make their own change possible, by exerting political pressure for just and sustainable solutions.

It recognises solidarity with the working classes and marginalised people of the Global South and stands with them, as together unions struggle for a better world.

Here are some of the projects and campaigns APHEDA undertakes in collaboration with communities throughout the world.



### Asbestos

The flagship campaign Asbestos: Not Here, Not Anywhere seeks to build a movement of people in Australia to join with unionists and campaigners across South East Asia to support their struggle to ban asbestos and eliminate asbestos-related diseases. The aim is an asbestos-free future because as long as the toxic material is being used anywhere, it remains a risk everywhere.

### Workers' rights

At the core of Union Aid Abroad-APHEDA's purpose is the fight for workers' rights and safe workplaces.

In partnership with three Cambodian unions, as well as the Ministry of Women's Affairs, the Women Workers' Rights project is helping unions improve gender and power relations within the organisational structures of participating unions.

Unions have increased staff awareness about gender and power and made significant amendments to organisational policies and procedures. These include establishing women's committees, setting quotas for women in leadership and allocating organisational funds to gender equality plans.

### Climate change

APHEDA works with trade unions and labour organisations in Indonesia, India, the Philippines, Vietnam and Nepal for

climate justice and just transition plans.

In India, Union Aid Abroad-APHEDA in partnership with Mondiaal FNV, supported the Self Employed Women's Association (SEWA) to provide skills to establish, repair and maintain solar power plants which are used for pumping water for agriculture, pumping brine for salt production and lighting in houses. More than 800 women in Gujarat state were assisted to develop the skills to repair and maintain the solar energy pumps which have replaced diesel pumps. SEWA found that clean energy use led to improved health of women by removing the carbon fumes from diesel pumps and kerosene for light. It also decreased the domestic burden for SEWA members by reducing the need to gather firewood.

### Refugees and migrants

APHEDA provides migrant workers and refugees with the skills, knowledge, and resources they need to defend their rights.

The Women's Humanitarian Organisation in Lebanon was built by Palestinian refugees and has implemented projects with Union Aid Abroad-APHEDA since 1984. The situation in Lebanon has been catastrophic since late 2019, with shortages of work, currency, fuel, food, electricity, water and medicines. To enable the women in the camps to gain employment, and provide early childhood education for disadvantaged

children, the organisation runs an early childhood education centre and provides education for children with disabilities and remedial classes for primary school children with learning difficulties. It campaigns for women's, children's, people with disabilities and refugee rights.

### Women's rights

Critical to global justice is supporting women's movements and women leaders, advocates and campaigners to achieve equality and respect in their workplaces and communities.

Union Aid Abroad-APHEDA work in partnership with the Trust For Community Outreach and Education (TCOE) in South Africa, which is a regional hub for the food sovereignty movement and for the global small farmers' and peasants movement. TCOE comes from organising done by Steve Biko during Apartheid and identifies as a feminist and agro-ecology organisation, campaigning for equitable access to land, water, food, jobs and knowledge. TCOE works to organise and build capacities of the Southern Africa Rural Women's Assembly, six local unions of small farmers and fisherfolk, the union of farm workers, and Inyanda, the National Land Movement.

Help Union Aid Abroad-APHEDA continue this vital work. Sign up today at [www.apheda.org.au/join](http://www.apheda.org.au/join).

## APHEDA RAFFLE

Help the ongoing struggle for global justice and workers' rights by buying a ticket in the APHEDA solidarity raffle.

**1st prize** Commute smarter on a \$4800 electric bike from Omafiets.

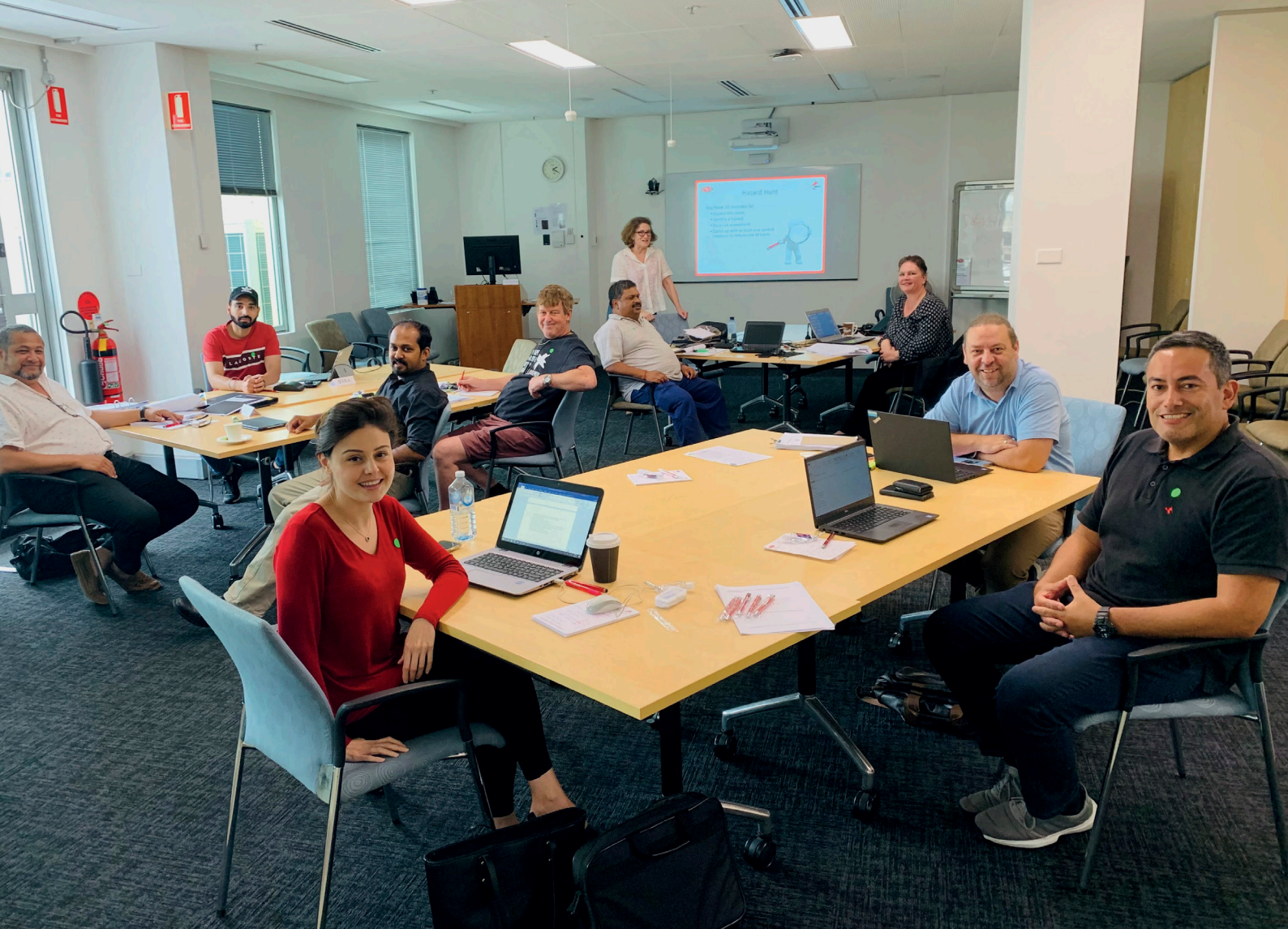
**2nd prize** Dine out at Australia's top restaurants with a \$1500 Good Food restaurant voucher.

**3rd prize** Stock up on the best new releases with a \$500 book voucher from Gleebooks.

**Ticket seller's prize** Refer 10 or more friends and go in the draw for a \$500 Good Food restaurant voucher plus a \$100 Victorian Trades Hall merchandise voucher

Available at [apheda.auraffles.com.au](http://apheda.auraffles.com.au) or call 1800 888 674.





# NEW TRAINING TIMETABLE AVAILABLE FOR MEMBERS

## Make 2023 a year of learning.

**T**he new PSA/CPSU NSW training timetable is available for members. “Our courses are, once again, delivered in a variety of ways; online, in Sydney at PSA House or in regional locations,” said Senior Organiser and Educator Anne Kennelly.

Courses that have been popular in the past, such as the Role of the Delegate and Preventing Bullying at Work remain on the timetable.

In addition, the PSA/CPSU NSW is continuing its five-day Health and Safety Representative courses and the one-day refreshers on the same subject.

In the lead-up to the election, the Training Unit also ran webinars on the Real Jobs, Real Wages campaign, which looked at the effects of policies such as privatisation and the wage cap on members’ working lives.

Most PSA/CPSU NSW members work under Awards and Enterprise Agreements that include provisions for Union Training Leave. This means members attending a PSA/CPSU NSW course need not dip into other leave entitlements.

“If you want to do more to make your workplace better for your colleagues, union training is a good place to start,” said Ms Kennelly. “If you want to know more, please check out [www.psa.asn.au](http://www.psa.asn.au) or [www.cpsunsw.org.au](http://www.cpsunsw.org.au) or you can email us directly at [training@psa.asn.au](mailto:training@psa.asn.au).”

## UPCOMING DATES

18 April 2023  
Essential Work Health and Safety  
Broken Hill

19 April 2023  
Workplace Bullying & Mental  
Health  
Broken Hill

23 May 2023  
Essential Work Health and Safety  
Wagga Wagga

24 May 2023  
Workplace Bullying & Mental  
Health  
Wagga Wagga

20 June 2023  
Essential Work Health and Safety  
Dubbo

21 June 2023  
Workplace Bullying & Mental  
Health  
Dubbo



*the*

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Authorised by Stewart Little, General Secretary, Public Service Association of NSW  
and Community and Public Sector Union (SPSF Group) NSW Branch, 160 Clarence Street Sydney NSW 2000

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[www.psa.asn.au/privatisation](http://www.psa.asn.au/privatisation)

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