

**PSA/CPSU NSW RETIRED ASSOCIATES ADVISORY GROUP
MINUTES OF ANNUAL GENERAL MEETING
Held on Tuesday 27 June 2023 at PSA House and by Zoom**

The meeting was chaired by Dave McKeough, President of the PSA/CPSU NSW Retired Associates and commenced at 10.32am.

1. Acknowledgement of Country – Dave McKeough

2. Attendance

At PSA House Robert Asbury, Janette Beer, Barry Blanchard, Dave McKeough, Carmel McKeough, Robert Ryan, Wayne O'Mara, Frances Timpano, Nicola Christie, Robert Pike, Mara Tudorin, John Walz

PSA Representatives Nicole Jess President, Julie-Ann Bond, Industrial Manager, Communities, Health and Education Team

By Zoom Sue Walsh, Isabella Ramirra, Robert McLaughlin, Cecil Miller, Samson Raman

Dave McKeough welcomed Sue Walsh and Frances Timpano as new members.

3. Apologies

Stewart Little, Troy Wright, Therese Delany, Anne Stanfield, Ysbrand Oosten

MOTION: That the apologies be accepted.

MOVED: Barry Blanchard **SECONDED:** Robert Asbury

CARRIED Unanimously

4. Minutes of the Previous Meeting held on 18 April 2023

MOVED: That the minutes be accepted.

MOVED: Barry Blanchard **SECONDED:** Robert Ryan

CARRIED: Unanimously

5. Election Results

Dave McKeough referred to the recent election of office bearers for the PSA/CPSU NSW Retired Associates. Carmel McKeough advised of the following report regarding the election outcome as provided by the returning officer:

President	Dave McKeough
Senior Vice-President	Robert Asbury
Junior Vice-President	Janette Beer

Secretary	Carmel McKeough
Assistant Secretary	Stan Beal
Women's Officer	Nicola Christie
Welfare Officer	as no nominations were received the position is vacant and it was unanimously agreed that Dave McKeough would act in the role
Committee members	Barry Blanchard, Mara Tudorin, Wayne O'Mara, Susan Jedrzejczyk

5 President's Report

Dave McKeough provided the following report of the last year and expressed his thanks to members for their support. He commenced with an obituary for William Hall, former President and Secretary of the Retired Associates.

PSA/ CPSU NSW RETIRED ASSOCIATES ANNUAL REPORT 27 06 2023

It is with great sadness to hear of the loss of William (Bill) Frederick Hall OAM on the 11th of May 2023.

Bill was born in Townsville on Anzac Day 1939. In 1959, he began an apprenticeship with Queensland Railways, moving to Sydney six years later. After graduating in Electrical Engineering from Sydney Technical College, he worked for Sydney City Council from 1968. He first worked in the Public Sector in 1980, starting out with the Energy Authority of NSW. He later worked in the TAFE system.

Bill was a PSA Delegate for the Energy Authority and Public Works, as well as TAFE and took a keen interest in work, health and safety.

In 2018, Mr Hall was awarded an Order of Australia. He was also a Life Member of the PSA CPSU NSW.

After retiring, he remained steadfast in his support of his union, chairing the Retired Associates then later the Secretary. From that position, he encouraged other retired union members to continue to campaign for a better deal for the public sector and for NSW in general. He also sat on the Income and Security Committee of the Combined Pensioners and Superannuants of NSW.

"Bill was an outstanding unionist who continued his commitment long after he left the workforce," said PSA CPSU NSW General Secretary Stewart Little. "It was only his declining health that stopped him coming to Retired Associates meetings in PSA House. "He was devoted to our cause."

Bill is survived by his wife Irene.

2022/3 statistics

Membership of the Retired Associates as at 12th of May 2023, was 1080 with 391 female members and 689 male members.

Age ranges: 4 in the 40s, 31 in the 50s, 453 in the 60s, 443 in the 70s, 106 in the 80s and 18 in the 90s.

Our members are scattered throughout New South Wales, ACT, Queensland, Victoria, Western Australia and New Zealand as per below:

Central West 68
Metropolitan 519
Newcastle 202
North Coast 89
North West 27
South East 97
South West 37
Miscellaneous 41

Meetings of the Retired Associates 2022/23.

The meeting of the 28th of June had a physical attendance of twelve members plus six members attending by Zoom.

The meeting of the 23rd of August had a physical attendance of twelve members plus seven attending by Zoom.

The meeting of the 25th of October had a physical attendance of fourteen members plus four members attending by Zoom.

The meeting of the 6th of December had a physical attendance of nine members plus three members attending by Zoom.

The meeting of the 22nd of February had a physical attendance of eleven plus three members attending by Zoom.

The meeting of the 28th of April had a physical attendance of eight people plus three members by Zoom.

Dave McKeough
President, Retired Associates.
27/06/2023

6. PSA Executive Report

PSA President Nicole Jess joined the meeting and advised as follows:

- Survey is underway in regard to State Government's pay offer;
- Needs to be a review of the GSE;
- Since the election meetings and consultation with unions is occurring, including the PSA;
- No pay increases for politicians or senior executives in the public service for 2 years;
- Concerns about Powerhouse Museum – this is being taken up with the Government;
- PSA campaigning to reduce the number of temporary employees/contractors

- Within housing there are temporary staff who have been working in the Department for between 2-8 years;
- The extent of insecure work in the public sector has been raised with new Government;
- Conversion of school administrative and support staff – great outcome for PSA members in schools;
- Icare difficulties
- PSA membership has increased since the election;
- Discussion about The Voice

7 Business Arising from the Previous Meeting

7.1 PSA/CPSU NSW – Draft Charter for the Retired Associates Advisory Group

Dave McKeough advised that the Charter has been completed. No further action required.

7.2 Value Added Benefits

These were discussed at the PSA Annual Conference. We need to double check if there are any changes which impact on Retired Associates.

Action: Carmel McKeough to follow up with Kym Ward

7.3 Red Tape Article

We will submit an article for a future edition of Red Tape which advises of the election of office bearers and our current priorities.

Action: Carmel McKeough to prepare article

7.4 Retired Associates Promotional Materials

We will seek to meet with the Communications team in regard to promotional materials.

Action: Dave McKeough and Carmel McKeough to arrange meeting with PSA's Communications team

7.5 Retired Associates Membership

We need to reach out to unfinancial members. Dave McKeough and Carmel McKeough will consider further prior to the next meeting.

Action: Dave McKeough and Carmel McKeough to have a discussion and develop a plan for reaching out to unfinancial members

7.6 Future guest speaker

As per the resolution at our April meeting, Carmel McKeough will contact Hugh Mackay and invite him to be a future guest speaker.

Action: Carmel McKeough to contact Hugh Mackay

8. Reports

8.1 Julie-Ann Bond, Industrial Manager, Communities, Health and Education Team

Julie-Ann provided an update as follows:

- Recent meeting with Rose Jackson MLC, Minister for Housing which included Housing DC representatives;
- Insecure employment within the Minister's agency;
- Acknowledgement of the extent of the housing and homelessness crisis; and
- Particular difficulties on the Central Coast.

8.2 2023 PSA Annual Conference

Carmel McKeough advised that it was an excellent conference with great speakers and provided the attached report (refer Attachment A).

9. Correspondence

Dave McKeough advised that renewal of our CPSA membership had been received and referred to Dylan Smith, Manager of Industrial Specialists to action.

10. Motion on notice

Samson Raman proposed the following motion for which notice was given:

That the Public Service Association be requested to provide a competent officer to research and provide a policy and strategic plan to lobby the NSW government to review and bring in line with current best practice for the following issues:

- 1) Ensure the adjustment of two annual CPI for NSW SSS members so that it is in line with the Commonwealth Age Pension and Retired Commonwealth Public Servants twice yearly adjustments.
- 2) Ensure that Death Benefits of deceased member be paid to the eligible spouse or de facto partner and the criteria be extended to include "the spouse or de facto partner who were together at the time of the death of the member even though the relationship started after deceased pension member retired"

Support notes for Item 1:

- a. Some NSW Public Service Retired (SSS) members are not eligible for Commonwealth Age Pension. And as a result of the twice-yearly adjustments of the Commonwealth Age Pension the NSW SSS Retired Members (once yearly age pension adjustment) find that they are going backwards.
- b. In comparison The retired Commonwealth Service pensioners are also eligible for twice yearly pension adjustment.

- c. The retired NSW SSS members are left struggling with escalating food, rent, power, fuel, Council rates, communication technology charges and other essentials. We have to wait for a year for indexed increases.
- d. The independence enjoyed by NSW SSS members is being eroded over time and the benefits are immense
- e. The costs to the NSW Treasury is probably minimal.

Support for item 2:

- a. Essentially bringing the legislation in line with current anti-discrimination provisions and reflecting societal changes over time.
- b. Modifications have been made to the legislation previously with cultural, social and economic societal changes reflecting the reality of our needs. For example, inclusion of same sex as well as de facto partners and for children born within the marriage of retired NSW SSS members.
- c. Ensuring that spouses and de facto partners of retired NSW SSS members are not left wanting once the retired NSW SSS member passes away.
- d. To guard against fraud provisions can be made for example a requirement for a time period for the relationship; requirement for registration of married and de facto relationships.
- e. I don't have the statistics but the number of people who may have developed new relationships after retirement may be very limited now that the scheme has been discontinued for over three decades,
- f. The cost to the State Treasury would be minimal.

MOVED: Samson Raman

SECONDED: Barry Blanchard

CARRIED: Following a vote – 6 in favour of the motion, 2 against the motion and 1 abstaining.

Action: Carmel McKeough to refer the motion to Dylan Smith for advice

11. Guest Speakers – Cassandra Platts and Sara Manley, Dementia Support Australia

Dave McKeough welcomed Cassandra and Sara who gave a presentation which addressed the following:

- Dementia Support Australia (DSA) is a free Federally funded service;
- Service is provided in the community, care homes and acute hospitals – wherever it is needed, including rural and remote areas;
- 90% of people living with dementia may experience behavioural/psychological changes;
- Reference to mental health issues and depression which can be experienced by people living with dementia;
- Aim to minimise behavioural changes with non-pharmacological approaches;
- Model of care is a bio psychosocial approach;
- Develop a tailored approach to each individual;
- Seek to build sector capacity i.e. families, carers, nursing staff;

- Work with GPs, geriatricians and palliative care services;
- Generally, DSA has 6-8 weeks involvement;
- Examples provided where DSA has assisted through changes of approach in caring for the person living with dementia which have been beneficial for all involved.

A brochure about DSA is at Attachment 2.

The presentation generated a lot of interest and discussion, with time for questions afterwards.

Dave McKeough thanked Cassandra and Sara for their very informative presentation

12. General Business

12.1 Sydney Retired Unionists Group

There was general discussion about the establishment of this group, which does not have a link with the PSA/CPSU NSW. Barry Blanchard advised that a meeting will be held on 18 July at the Teachers Federation building.

13. Date of Next Meeting

The next meeting of the Retired Associates will be held on Tuesday, 22 August 2023 at PSA House or via Zoom

The meeting closed at 1.17pm.

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**PSA Annual Conference Report
25-26 May 2023**

Day 1

Nicole Jess

- Scrap wages cap
- Will not stop fighting for the rights of public servants – make public servants great again

Stewart Little

- Cost of living crisis
- Wage stagnation over a decade
- Record vacancies in child protection also prisons and schools
- Need to re-invest in the frontline
- Maintain staffing levels
- Maintain flexibility in remote working arrangements
- Want to see Departmental heads at JCC meetings
- Respect in the workplace
- MSC – 25,000 calls, 17,000 matters
- 38 disputes in the IRC, 18 unfair dismissals
- Campaign in NSW election – privatisation hurts everyone
- Pay rise on 1 July
- Want to see an independent IRC
- 6000 school support staff to be converted to permanent ongoing jobs
- Too much insecure employment
- Proposed national standard for child protection workers

Chris Minns

- Acknowledged work of the PSA and its leadership in the run up to the election
- Thanks for advocacy for a change of government.
- Coalition didn't respect the public service, didn't understand the vocation of public service
- Was difficult for union leaders to get meetings with the Premier and Ministers – there was a basic lack of respect
- Government has invited workers and leadership of the union movement to Parliament House
- Importance of investing in people, human capital
- Putting into constitution that Sydney Water will never be sold
- Ruled out privatising any more prisons – government will run prisons in NSW
- Conversion of school support staff – also additional 400 admin and support staff for 280 schools
- Bust the wages cap – but need a bit of time – in negotiations with union leadership
- In 2022 resignations from the public service beat retirements for the first time

Craig Foster

- Vision of Australia as reconciled, proudly independent and multicultural
- Need for constitutional change
- Referred to book by Kerry O'Brien and Thomas Mayo about The Voice
- The Voice and the Republic – align with values of solidarity, fairness, truth, justice, equality and non-discrimination
- Who are we as Australians, who are we as a country?
- Needs to be a reckoning and full acceptance of our history
- Republic is about our shared values
- Various models – looking to have consult, have conversations after the referendum
- Reconciliation, truth and justice – the difference between monarchy and a republic

Mark Morey

- Change of government – chance to re-set how we do industrial relations in NSW
- Scrap wages cap
- A number of awards are expiring – need to restructure wages and conditions
- Referred to current PWC situation
- Outsourcing of advice is not responsible and detrimental to public trust
- Charter of Industrial Relations – enshrine rights to be a union member and rights of unions in workplaces
- Bring IRC, NCAT under one structure

Kym Ward

- Value added benefits
- Utilisation of benefits by members
- Left employment – almost 40% of the reason for leaving the PSA
- Workers Health Centre – inundated with workers experiencing psychological injuries

Kos Samaras

- Discussed insights from NSW election
- Result was shaped by public sector workers especially electorates of Camden, East Hills, Heathcote, Parramatta and Riverstone
- What are the issues for workers in their electorates – housing, cost of living, wages, interest rate rises, problems of accessing bulk-billing GPs
- Soon 1 in 5 voters in Sydney and Melbourne will be under 40 – leading to erosion of Liberal vote
- Very clear to workers when you are in their corner – even if you can't fix the problem they want you to show empathy
- There is no middle class in Australia anymore – not comfortable living
- 74% of public sector workers rent or have a mortgage in Sydney and 56% are experiencing rental or mortgage stress

- 25% of NSW public sector workers are considering moving interstate in search of better wages and affordable housing
- Public sector – the new working class
- Many with university degrees are doing it tough
- 19% of millennials have a university degree

Troy Wright

Key PSA Wins

- Unionising workforce in Secro prisons
- EA for staff in private jails
- Pay rises of 4-10% in the first year
- Conversion of SASS staff

Melissa Donnelly

- Huge jobs cut under the Federal Coalition Government
- Staffing cap introduced
- DVA – 50% of staff were labour hire
- New Labor Government did an audit and found \$21 billion had been spent on a shadow workforce of contractors, consultants
- Since the election of the Albanese Government – the staffing cap has been scrapped and delegates rights reinstated which has reinvigorated delegates and led to more people coming forward to be delegates
- PwC scandal – conflict of interest
- Crackdown on consultants
- 2 Albanese Government budgets – 18,000 new jobs into the public sector
- Centrelink still a huge pressure point
- Public servants are seeing the Albanese Government doing what they said they would do
- However, can't fill jobs in some agencies because wages and conditions are not good enough
- Public servants want flexibility and ability to work from home
- Thousands of new members – 7% increase in union membership over last 12 months

Day 2

Penny Sharp

- Thanked PSA for its support
- Environmental agenda – about people and the environment
- Environment is core business for the Minns Government
- We're facing an existential crisis and need to protect what is left
- Government has a National Parks Plan
- Heritage laws need to be looked at
- Aboriginal cultural heritage protection – currently in National Parks and Wildlife Act which is not the right place

- Net zero by 2050
- Government is not going to raise Warragamba Dam
- Energy transformation – decarbonising electricity system
- More renewable energy
- In about another 15 years there will be the equivalent of another industrial revolution
- Importance of taking people with us, not leaving people behind
- Koalas will be extinct by 2050 unless we save their habitat
- Fire risk over the next 2 years
- Pest and weeds are costing the state billions

Rose Jackson

- We're in a housing crisis, public housing waiting list is even worse when you include the number of children
- \$3.5 billion of public housing stock sold by former Coalition Government
- Minns Government has acted to freeze sale of Government
- Need to develop new budgetary model
- Will create Homes NSW
- Housing market is broken
- Importance of key worker housing
- Rental reform agenda – portable rental bond scheme, Rental Commissioner, abolish no grounds evictions
- Direct investment in more affordable rentals

Stewart Little

Closing Remarks

- Absolute priority achieving a wages outcome
- Change GSE
- New IR framework
- Cut the SES
- Put the bosses on notice

Caring for someone living with dementia at home



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Are you noticing changes in behaviour of a person with dementia in your care?

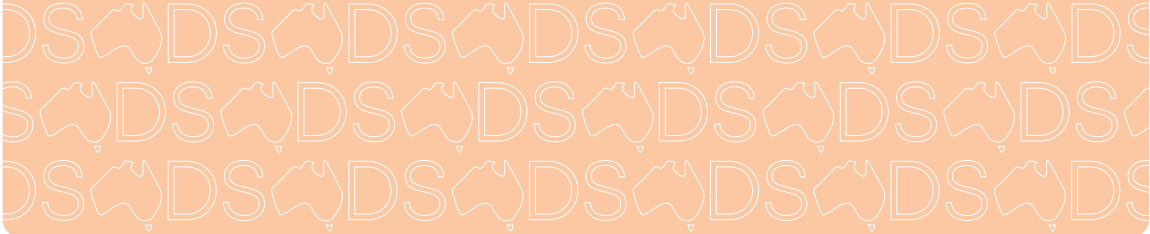
Dementia Support Australia (DSA) is here to help. We do this by supporting you and the person living with dementia.

Free support 24 hours a day, 365 days a year

Our team of highly skilled and experienced dementia consultants support carers in the community with practical advice and recommendations for the person living with dementia who is experiencing changes in behaviour.

What is Dementia Support Australia?

DSA is a free nationwide service funded by the Australian Government. Our role is to improve the quality of life for people living with dementia and their carers. We do this by working with you and the person with dementia in your care to develop care strategies that work.



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ntial care.

- Access to practical resources and guidelines backed by latest research.



Contact us 24-hours a day, 365 days a year or chat with us now on our website



1800 699 799



dementia.com.au



Dementia Support Australia

24/7. Everyday. Anywhere.

Support for Aboriginal and Torres Strait Islanders living with dementia and the people caring for them

DSA provides support and advice:

- About dementia-related changes in behaviour
- With respect to culture, language and country
- By listening to personal stories and sharing information
- By getting to know the person and where they come from
- Across Australia, including rural and remote locations
- In the community or in an aged care home



Funded by the Australian Government
A service led by HammondCare