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2023

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12 **Gift of life**
PSA members saving species



Our Voice
Time to say Yes **24**



30 **Women speak out**
Conference highlights

CONTENTS

02 **From the General Secretary**
A Yes vote is union business

03 **News**
What's on in our workplaces

04 **From the President**
Women's voices ring out at Conference

06 **From the Assistant General Secretary**
Outsourcing and Community Services

18 **Champions of the State**
People working for a better NSW

22 **Membership**
More ways to save

34 **Workplace health and safety**
Fixing a WHS mess

36 **Superannuation**
Start saving for a better tomorrow

38 **Reviews**
Great books and podcasts

46 **Training**
Upskilling with the PSA CPSU NSW

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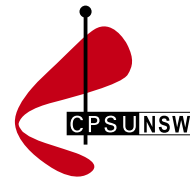
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Cover photo Aaron Hewitt

The Public Service Association of New South Wales and Community and Public Sector Union (SPSF Group) NSW Branch acknowledges the Traditional Custodians of the lands where we work and the places in which we live. We pay respect to Ancestors and Elders, past, present and future. We recognise the unique cultural and spiritual relationship and celebrate the contributions of First Nations peoples to Australia.



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





A YES VOTE IS UNION BUSINESS

As a social justice organisation, we cannot say No.

On 14 October, Australian voters will go to the polls. There they will decide whether the country changes its constitution to enshrine an advisory body that will make representations to federal lawmakers on policies that affect Aboriginal and Torres Strait Islander people.

And that's it. Despite rabble-rousing by the No vote supporters, the body will simply advise Canberra's politicians to better deliver services to First Nations people.

The PSA CPSU NSW, being one of the first Australian unions to have an Aboriginal Council, demonstrates how the advisory body would work.

The PSA CPSU NSW Aboriginal Council is made up of elected representatives. The body meets regularly to discuss issues that affect

our First Nations members, such as job opportunities, identity theft and the lack of senior positions reserved for Aboriginal workers.

The body then advises the PSA CPSU NSW Executive and Central Council, which are the decision-making bodies for the union. The key word here is "advises". Decisions are ultimately made by Central Council, the composition of which is voted on by all members.

Voting Yes to the Voice is not voting for a third chamber of parliament. It is not voting for a body that will take anyone's house off them.

The Voice vote is about enshrining an advisory body that cannot suffer the same fate of the Aboriginal and Torres Strait Islander Commission, which was done away with at a stroke of a pen by the John Howard Government.

It is about doing more to avoid the policy failures of the past, where despite years of government intervention, Aboriginal and Torres Strait Islander people still lack in crucial areas such as education achievement, incarceration

rates, labour market participation and, most crucially, life expectancy.

To critics who say the PSA CPSU NSW needs to stick to industrial issues, we say that social justice is at the core of our values. We believe a Yes vote is, like the marriage equality poll a few years back, a social issue whose time has come.

The campaign for the Voice has, sadly, unleashed unacceptably racist behaviour. The "comedian" and former Labor Minister Gary Johns at the Trump-lite Conservative Political Action Conference are two sad examples.

As union members, we need to be better. We encourage our members to talk to colleagues about the referendum. However, we also encourage all sides to refrain from name-calling and to debate the issue in a civil manner.

On 14 October, you will have a chance to walk to your polling station, grab a democracy sausage and do something to help some of the most disadvantaged people in our state.

I urge our members to vote Yes.



GENERAL SECRETARY TESTIFIES ON STATE'S CONSULTANCY OVERLOAD

Upper House politicians hear about dangers of out-of-control outsourcing.

PSA CPSU NSW General Secretary Stewart Little, flanked by Policy Officer Andy Asquith, gave testimony to an Upper House Committee about the state's over-reliance on expensive consultants.

Mr Little told the Upper House Committee on the NSW Government's Use and Management of Consulting Services that the "increasing use of external management consultants and contractors by the former Coalition Government, in our view, was a policy that helped undermine and erode the NSW Public Sector and the concept of public service".

Mr Little said this was to the detriment of PSA CPSU NSW members, other Public Sector workers and the NSW public, who now received inferior public services.

He said an Audit Office report found there was no overarching strategy on the use of consultants and the money spent on them. He added there was "double-dipping within agencies and having a



clear conflict of interest", questions over procurement of consultants and agency staff and "consultant shopping to find ideologically and politically acceptable" answers to public policy issues.

"It is now time to rebuild the NSW Public Sector from the ground up," he said. "The rebuilding process must be based on the traditional ideals of ethical, transparent public service underpinned by the concept of frank and fearless advice."

Mr Little told the Upper House Committee members that consultants lacked the Public Sector's accountability.

"I've been to a number of estimates committees here over the years," he told the four politicians present. "I'm yet to come across an estimates committee where the boss is sitting here with a consultant.

"Where is that consultant being held to account on the work they have done on the taxpayers' dollar?"

THE WRIGHT STUFF: UNION VISITS PARLIAMENT

Macquarie Street gets a visit.

The PSA CPSU NSW visited State Parliament in August to meet with staffers of the Labor Government and push for the union's agenda to be implemented in the corridors of power.

Accompanied by Industrial Managers and Organisers, Assistant General Secretary Troy Wright spoke with staffers.

"After 12 years in the wilderness, we are now back," said Mr Wright.





A CHANCE TO HEAR WOMEN'S VOICES

Women's Conference was blessed to hear several First Nations voices.

Attendees at this year's PSA CPSU NSW Women's Council were fortunate to hear from a number of Aboriginal speakers.

Aboriginal Councillors Erica Smits and Shanice Leadbeatter gave their perspectives on the Voice vote coming up on 14 October. In addition, we heard from Jami Walk from the Gidget Foundation, which assists people suffering perinatal issues. Ms Walk talked about the Gidget Foundation's Reconciliation Action Plan, something your union is in the process of devising for its own members.

Lua Pellegrini (pictured right), a Child Safety and Policy Offer at the NSW Office of the Children's Guardian and an acclaimed Artist, discussed her work, including the design of the Sydney Swans jumper for the Australian Football League's Indigenous Round.

And there is much work to be done. As a Prison Officer, I know there is an over-representation of Aboriginal women in the corrective system, as well as in Youth Justice institutions. Our members in Community Services know there are too many First Nations kids in need of help.

The Voice gives us a chance to focus our efforts better on the people who need them. It will ensure decisions made to aid Aboriginal and Torres Strait people are taken after hearing the views of the people affected by them.

By voting Yes on 14 October, Australia can go some of the way towards redressing the damage done by colonisation.

The PSA CPSU NSW has had great success with advisory bodies such as Women's Council and the Aboriginal Council. These bodies ensure our decisions made by Central Council best reflect the needs of the people affected by them.

A Yes vote will do the same for our entire country. A Yes vote will make Australia an even better place for all.

“ WE HAVE MUCH TO LEARN FROM ABORIGINAL WOMEN ”

As we saw at Conference, we have much to learn from Aboriginal and Torres Strait Islander women.

As the fire season starts, our members in areas such as National Parks, Forestry and the Rural Fire Service are receiving advice from Aboriginal people about land stewardship and preventing further blazes.

Indeed the role played by these people, imparting thousands of years' worth of knowledge to protect our environment, is an excellent example of how the Voice can work.



INDEPENDENT MP VISITS PRIDE COUNCIL

Crossbencher talks to union's LGBTQIA+ body.

Independent MP Alex Greenwich visited the PSA CPSU NSW Pride Council to discuss issues affecting the state's LGBTQIA+ community. On the agenda was the need to ban conversion practices, and Mr Greenwich's bill to remove all remaining discrimination towards LGBTQIA+ communities – including in the workplace.

The Pride Council gave in-principle support, and will be giving feedback on the bill once it has been tabled in parliament.

Mr Greenwich also spoke about the importance of industrial protections for marginalised groups.



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AN OUTSOURCING SHAME

Some functions must remain with the state.

The care of traumatised, abused children should not be left to the mercy of market forces.

Reckon this sounds self-evident? Well, welcome to NSW.

The privatisation frenzy of the past 30 years has left few of us unburned. We drive on privatised roads, power our homes with privatised electricity, and send our prisoners to privatised gaols.

If there's one group in the state that's been more egregiously hurt by privatisation than any other it's vulnerable children.

Every year thousands of children across NSW regrettably have to be removed from their homes, because they have been assessed as being at serious risk of harm. Once the authorities get them out of immediate danger, the job is to place them with foster carers on a short-, medium-, or long-term basis.

Obviously recruiting, training, and supporting enough foster carers is a difficult job. Twenty years ago, this challenge was coordinated by what is now the Department of Communities and Justice. The Department was funded to develop this pool of foster carers itself and also to work with non-government organisations (NGOs) in the sector who might also be able to assist. For example, Indigenous-led NGOs might be enlisted by the Department to help coordinate a pool of culturally appropriate carers for Indigenous children.

Yet under the Carr-Iemma-Rees-Keneally Government the Department was disempowered and funding was redirected to a patchwork of privately run organisations, each bidding for the government contract as aggressively as they could.

The O'Farrell-Baird-Berejiklian-Perrottet Government ramped up this privatisation process with predictable enthusiasm.

The result? The foster carer pool in NSW has now evaporated into a bunch of disconnected, shallow puddles. Predictably, private providers were never able to develop the capacity for the complexity or the sheer volume of children in out-of-home care. Today, every time an at-risk child is removed from their home there is only a chance they will be placed with a foster home. The rest end up in shabby hotels, supervised by casualised agency staff.

Several years ago, when there was public outrage about the practice of sticking vulnerable kids into cheap hotels, any sensible, reasonable government would have realised the privatisation error. They would have started taking steps to reverse the process. They would have recentralised the coordination of foster carers.

The Coalition government, however, decided to spin their way out of trouble. They instructed the department to start relabelling cheap hotels as Alternative Care Arrangements (ACAs). ACAs were then embedded into standard practice and their management was – you guessed it – outsourced to the private sector.

Not only are ACAs a shockingly poor option for the welfare of vulnerable children, they constitute a shockingly expensive option for the taxpayer, too. The

average ACA is estimated to cost the NSW taxpayer an incredible \$1.7 million per year, per kid. Our union has been told of some that have cost double that.

To be clear, when the foster care pool was managed by the public sector, ACAs didn't have to exist at all. But now we have a cost blowout to the system of hundreds of millions of dollars every year.

The reality is we have to resocialise the provision of foster care in NSW.

The new Minister for Community Services, Kate Washington, is passionate about improving child protection. Her Government was elected on a loud and proud anti-privatisation platform. So she should have the moral and political authority to pull the big levers necessary.

Our members in Child Protection have to confront things every day few of us could handle. The decision to remove a child from their home is never, ever an easy one. The very least the Government can do is guarantee that when our members are forced to remove a child from their family unit, that they do not have to consider the possibility they may be moving them somewhere worse.

An edited version of this article appeared in The Sunday Telegraph on 10 September 2023.



LIFE LEAVE IN NEWCASTLE ENTERPRISE AGREEMENT

New flexible provision is a key feature of new deal.

The new Enterprise Agreement for the University of Newcastle includes 10 days' Life Leave.

The new entitlement in the Enterprise Agreement, which at the time *Red Tape* went to print had been lodged with the Fair Work Commission, gives up to 10 days' paid Life Leave per calendar year for "life events".

Life events can include moving house, menstruation, grandparent duties, family events or simply personal wellbeing.

Employees do not need to tell anyone what they are using the leave for unless they are wanting to take more than three consecutive days.

Staff covered by the Enterprise Agreements will receive pay increases totalling 13 per cent through the term

of the Agreement. A 5 per cent increase, backdated to 1 April 2023, will be paid following commencement of the new Agreement. This will be followed by a 4 per cent increase to be paid in March 2024 and again in March 2025.

Other benefits include 20 days' Domestic Violence and Abuse Leave and Gender Affirmation Leave of up to 10 days' paid leave each calendar year.

Aboriginal and Torres Strait Islander members are eligible for an additional 10 days' paid leave and 10 days' unpaid leave in order to fulfil cultural responsibilities.

"The Bargaining process for our members at the University of Newcastle was long and, at times, frustrating, particularly as other parties involved insisted on painstakingly reviewing every line of a document we have been privy to for almost two years," said PSA CPSU NSW Assistant General Secretary Troy Wright, who was involved in the Bargaining process.

CPSU NSW WINS IN FAIR WORK COMMISSION

An attempt by another union to block an agreement for casual employees in universities has been thrown out in the Fair Work Commission (FWC).

The National Tertiary Education Union (NTEU) failed to block the approval of the CPSU NSW-backed Agreement for Southern Cross University. The union, which covers academics, claimed casuals who voted were not "employed at the time" of the access period and vote. The FWC instead found the employees had accepted offers of continuing employment.

In 2022, the NTEU urged its members to reject the agreement, which had been supported by the CPSU NSW, which pointed to improvements for employees in accessing benefits such as flextime and the right to disconnect.



NEW DAWN AT UNIVERSITY OF NSW AS NEGOTIATIONS DRAW TO A CLOSE

Members to be covered by a new Enterprise Agreement.

Ninety-eight per cent of Professional Staff at the University of NSW (UNSW) voted yes to the new Enterprise Agreement

negotiated for them by the CPSU NSW. Staff will get a 6 per cent pay increase in the first year, followed by respective increases of 3.5, 3.5 and 4 per cent in the subsequent three years.

The CPSU NSW has negotiated a separate Enterprise Agreement for Professional Staff, which will ensure Academics do not vote on and determine Professional Staff entitlements.

There have been improvements to workplace change with recognition of redundancy as a last resort, and salary maintenance for 12 months where a displaced Professional Staff employee is placed into a lower-paid job.

There is also improved onus on the university to disseminate information on available jobs to displaced staff.

As the nation gears up to the vote on the Voice, the Enterprise Agreement includes the option to take an alternative day's leave instead of Australia Day.

Limitations on Carers' Leave have been removed and there is a new clause on the Right to Disconnect.

Professional Staff at the University of New England will also get their own Agreement, separate from academics.

GENERAL ASSISTANTS ADVISORY GROUP NAMED

Body represents hard-working members in schools.

A new advisory group has been established for General Assistants in the state's public school system.

"The PSA would like to take this opportunity to recognise and appreciate the invaluable contributions of our General Assistants and Farm Assistants," said PSA Organiser Peta Noke. "These dedicated individuals play a vital role in ensuring the smooth functioning of schools, both inside and outside the classrooms."

"Our General Assistants are the superheroes behind the scenes, working tirelessly to provide the necessary support that keeps our school running like a well-oiled machine. They are the backbone of the school's daily operations."

WITHOUT THEIR DILIGENT EFFORTS, SCHOOLS WOULD NOT BE THE WELCOMING SPACES THEY ARE

"Without their diligent efforts, schools would not be the welcoming and organised spaces they are."

"Additionally, Farm Assistants deserve special recognition for the crucial role they play in our agricultural programs. They bring life to school farms, nurturing plants, tending to animals, and teaching us the importance of sustainable practices."

"Through their knowledge and passion for farming, they provide a unique learning experience that connects us with nature, fosters environmental awareness, and instills a sense of responsibility towards our planet."



PODCAST TALKS SCHOOLS

Tune in to hear about PSA Schools Recognition Week.

Schools Departmental Committee members took time away from their meeting to record a podcast for PSA Schools Recognition Week.

Committee Chair and PSA Senior Vice-President Juliette Sizer, Vice Secretary Tanyiea Pople and Industrial Manager Julie-Ann

Bond spoke about the important work union members do in the state's public school system. The podcast was hosted by Campaigns and Communications Manager Marianne Ledic.

The podcast talked about the importance for members in schools to be given permanent positions.

The PSA CPSU NSW releases regular podcasts showcasing the work of the union and its diverse membership.



STAFF CELEBRATE PERMANENT ROLES

Ten staff in a Hunter Valley high school are celebrating their release from the uncertainty of an insecure role.

The staff were employed at Irrawang High School, just north of the Hunter River.

"There was much excitement over the weekend with our members receiving their email on Saturday morning," said

PSA Representative Karen Lilley. "On Monday morning there were hugs and high fives."

Industrial Manager Julie-Ann Bond said, "If you work at a NSW public school, you are a PSA member and you need advice and support with the Temporary Workforce Transition, please speak to your local PSA Delegate or Organiser."



Time to celebrate: Kurri Kurri High School (above), Pymble Public School (below) and Busby West Public School (bottom)

PSA SCHOOLS RECOGNITION WEEK 2023

Celebrating an amazing group of union members.

The PSA Champions of the State whose vital work keeps the NSW public school system running had their week to shine.

Members celebrated the week in different ways, including morning teas, lunches and special assemblies.

“PSA Schools Recognition Week gives us a chance to celebrate the amazing work our members do in schools,” said PSA CPSU NSW President Nicole Jess. “This year is particularly noteworthy as we can celebrate the thousands of members who have been given permanent roles, rather than being stuck in insecure jobs, sometimes for more than a decade.”



UNION CROSSES THE BORDER

For many members, union coverage extends beyond NSW.

Assistant General Secretary Troy Wright recently took an interstate visit, standing on the south side of the Murray River with CPSU NSW member Phil Cocks from WaterNSW.

“Our PSA CPSU NSW members work in every corner of our state; and sometimes beyond,” said Mr Wright. “Phil operates the weir on the Murray River from Robinvale behind enemy lines on the Victorian side.

“He ensures communities throughout the Riverina have supplies of water in times of flood and drought.”

Despite the name, the PSA CPSU NSW has members based in other states. Aware Super’s members in Melbourne, for example, receive their industrial support from PSA House in Sydney. Likewise, Professional Staff at the Gold Coast campus of Southern Cross University (pictured being visited by Organiser Kim Villanti) are covered by the CPSU NSW.

Many PSA CPSU NSW members cross a border for work every day. The union has 46 members who live in Wodonga, for example, while 99 live in the Australian Capital Territory. There are 16 members in the regional Victorian city of Mildura.

With remote work now an established part of the post-COVID employment world, it is possible for members to move further afield. The union has three members living in Adelaide and one in Perth.

Cross-border operations for enforcement agencies such as Fisheries come with a number of complications.

“With waterways such as the Murray, the Macintyre and Sussex Inlet forming borders, our members in Fisheries are permitted by law to pursue transgressors into different states and territories,” said Industrial Officer Shane Howes. “There are all sorts of different circumstances where Fisheries Officers can and can’t use their defensive appointments when undertaking these operations. This just adds a further level of complication to the job.”



HOUSING ON RETIREES' AGENDA

Members want to tackle a shameful statistic.

The PSA CPSU NSW Retired Associates see housing and homelessness as one of their key priorities.

According to a NSW Parliamentary Inquiry which reported last October, "the rates of homelessness, particularly amongst older people, are anticipated to have significantly increased in the 2021 Census".

According to the Australian Institute of Health and Welfare (AIHW), many of the people facing homelessness in their later years had, until then, resided in typical owned or rented homes.

"Their lives were fairly 'conventional', with many raising families and working (typically low paid) for most of their lives," reads the AIHW's 2020-21 report into specialist homelessness services. "Among these older people (often older women), a major setback – such as the breakdown of a marriage, loss of a job, the death of a partner or the development of an illness – and a lack of savings led them toward their very first experience of homelessness."

PSA CPSU NSW Retired Associates Secretary Carmel McKeough said her own experience volunteering with St Vincent de Paul had exposed her to the problem of more older Australians in precarious residential states, such as living on the streets, in shelters or couch-surfing.

"Having a roof over one's head is a basic human right," said Ms McKeough. "The Retired Associates will be lobbying for more public housing, particularly for older Australians."

Retired Associates President Dave McKeough (no relation) said taking part in campaigns such as this is a reason members leaving work should join the Retired Associates.

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SAVING SPECIES ALL IN A DAY'S WORK

Meet a PSA member making the planet a better place.

On the scale of job satisfaction, releasing a critically endangered turtle into the wild must rate very highly. Daniel Cain is Senior Project Officer Threatened Species with the Department of Planning and Environment's Saving our Species program.

"My role is implementing conservation projects in the Mid North and Far North Coast of NSW," said Mr Cain, who has worked in the NSW Public Sector since 2010 and on this program for about six years. "Those conservation projects range from long-nosed potoroos, which are small marsupials, to Bellinger River snapping turtles, which is a freshwater turtle that is critically endangered, as well as some flora projects.

"The past two years, I have been working on bushfire recovery projects with commonwealth and state funding. We have seen some good outcomes working with community, with private landholders and other government agencies and non-government organisations."

A PSA Delegate since 2010, Mr Cain is part of a team working to ensure species do not vanish from the planet forever.

"The Bellinger River snapping turtle is critically endangered," said Mr Cain. "It suffered a mass mortality event around eight years ago when about 90 per cent of the population died as the result of a virus.

"Since then, we have been working

with Taronga Zoo and Symbio Wildlife Park and many other stakeholders and researchers to monitor the population that exists in the river and captive-breed some juvenile turtles with the aim of releasing them back into the wild."

In the past few years, he has contributed to the release of 82 of the critically endangered turtles into the Mid North Coast river system, something he



describes as “the most rewarding project I have worked on”.

Mr Cain and his team keep tabs on the turtles released into the wild, measuring and weighing them regularly to monitor their progress. This is a part of his job he particularly enjoys.

“Imagine snorkelling all day, diving for turtles then releasing them knowing they are safe for another year,” he said.

The understandable desire of people to live near the NSW coastline is a contributing factor to the pressure on another species Mr Cain works with. However, his work is aided with information from people whose ancestors have lived alongside the animal for tens of thousands of years.

“The long-nose potoroo is listed as vulnerable in NSW and federally,” said Mr Cain. “Its main pressure is development up and down the coast.

“It ranges from Southeast Queensland down to Tasmania, but it lives in very discrete, isolated pockets. The patch I am working on is with the Indigenous Rangers at the Ngunya Jargoon Indigenous Protected Area.”

Ngunya Jargoon Indigenous Protected Area covers more than 1100 hectares of the Lower Richmond Valley.

Preventing species from extinction is not the sole preserve of national parks, state forests and other protected areas, with privately held land a large part of the habitat for Australian animals.

“Private landholders have a huge role to play in caring for the landscape,” said Mr Cain. “By looking after their own patch, whether it is a small rural holding or a large valley, everybody plays a part in preserving our natural heritage.”

He recommends land holders in the Mid North and Far North Coasts should look at the NSW Saving Our Species part of the www.environment.nsw.gov.au website and learn what they can do for biodiversity in the region.

“You can look up what species are in your area, what you can do for those species, what threats you can mitigate,” he said. Private owners can, for example, control foxes on their land or leave dead trees standing to create habitat for native species.

Mr Cain said anyone wanting to work protecting species needs to be passionate about the environment, resilient, up for early starts and late finishes and “they have got to want to leave the world in a better place than when they found it”.



UNION HAS KEEPERS COVERED

Taronga Zoo staff work with Australia's unique native fauna.

The animals at the Nura Diya display at Taronga Zoo are not the only ones getting protection.

The staff running the section, which features native animals such as dingos, emus, kangaroos and wallabies, are overwhelmingly PSA members.

“Their union is always there for them,” said PSA Industrial Officer Michael Sinclair. “The PSA recently worked with zoo management to rectify an underpayment issue.

“We will also liaise with the government over how changes to the Department of Planning and Environment affect members in our zoos.”



REGIONAL MINISTER MEETS WITH PSA

Tara Moriarty discusses developments with Fisheries members.

For the first time in 12 years, PSA and Fisheries Officers Vocational Branch (FOVB) representatives met with the Regional NSW Minister.

Minister for Agriculture, Minister for Regional NSW, and Minister for Western NSW, Tara Moriarty is pictured with Delegates Matt Cartwright and Joe Wright, and Assistant General Secretary Troy Wright. She discussed the PSA's push for a review of the *Fisheries Management Act 1994*. In 2019, promises of a new act under the previous Government never materialised in the face of opposition from the Shooters, Fishers and Farmers' *Right to Fish Bill* that year.

"It is our members' view is that this piece of legislation and its subsequent amendments are nearly 30 years old and desperately need to be brought into the 21st century," said Mr Troy Wright. "This involves giving Fisheries Officers the powers to properly investigate and curtail illegal extraction of seafood and to provide assistance and regulation to the various



law-abiding commercial fishing industries.

"It is about providing the legal framework and protections to assist our members to administer their compliance roles in a safe manner. And finally, it is also about providing clarity to the complex legal issues surrounding the rights of Indigenous Australian's undertaking

processes of cultural fishing and native title. Nearly all recreational, commercial and Indigenous fishers do the right thing. It's about getting the settings right so that those people who would illegally extract our precious seafood resources are held to account and that the resource is protected for future generations."

No union meeting with a Minister would be complete without a discussion on pay and conditions.

"The PSA believes this is the time to review the *Fisheries Employees Award* as it no longer suits the agency or the staff that work under it," said Mr Wright. "The PSA wants the work done by Fisheries employees to be properly recognised and remunerated and a renegotiation of the Award has the potential to do this.

"We're grateful that the Minister took the time out to meet with the public servants who provide boots on the ground. We want to work together to find solutions to often complex issues that were all too hard and inconvenient for the previous Government.

"We look forward to continuing our productive discussions with Minister Moriarty over the course of this Parliamentary term to make our Department of Primary Industries Fisheries members' working lives better."



UNION REACHES OUT TO YOUTH

Young members get chance to network.

After a COVID-enforced hiatus, the PSA CPSU NSW Youth Network is back in action.

The group, which is aimed at members up to the age of 35, has its first meeting planned; a Politics in the Pub meeting at the Royal Exhibition Hotel in Surry Hills on 5 October. Further meet-ups will soon follow.

“As young workers, we’re facing the most serious cost-of-living crisis in decades, compounded by mounting inequality and insecurity at work,” said PSA CPSU NSW Organiser Marko Petrovic (pictured below), who is coordinating the network. “The PSA Youth Network is a space for young professionals to contribute to a stronger union and a more secure future.

“Keep up to date with our bulletins and social media and learn more about what we have planned.”

Members up to the age of 35 interested in becoming involved can contact the Youth Network via email at youth@psa.asn.au or via the Member Support Centre on 1800 772 679.



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PSA HONOURS COMMUNITY SERVICES WORKERS

Union puts on special lunch for Child Protection Week.

Child Protection Caseworkers throughout NSW were honoured in September for Child Protection Week.

The PSA CPSU NSW put on a lunch at Bankstown Community Services Centre to celebrate the work they do with some of the state's most vulnerable children.

The union also organised a morning tea at Ingleburn/Macarthur Community Services Centre on the same day.

“Our members working at Community Services perform some of the most vital work in the state,” said PSA CPSU General Secretary NSW Stewart Little. “Child Protection Week gives our members in this important field the recognition they deserve. Like all our members, they are



Champions of the State. Our members in Child Protection face issues such as burn out in the workplace.

“The average time workers spend in this harrowing job is about 18 months.”

PSA Organiser Belinda Tsirekas said according to the dashboard used by the

Department, only 23 per cent of children in need of intervention were seen by a Child Protection Caseworker.

“This shows the service is in dire need of more funding, better pay and working conditions and a level of resources that is up to the challenge,” said Ms Tsirekas.

LITTLE HAS HEALTHY DISCUSSIONS WITH MINISTER

Ryan Park talks his portfolio with union representatives.

A PSA delegation met with NSW Health Minister Ryan Park (pictured second from left) to discuss the wellbeing of the state's Aboriginal and Torres Strait Islander community.

Mr Park met with General Secretary Stewart Little and Health NSW Delegates Susan Anderson and Julie Westacott.

“The Voice is putting the health of our Aboriginal communities in the spotlight,” said Mr Little.



NATIONAL TAFE DAY CELEBRATES MEMBERS' GREAT WORK IN VOCATIONAL TRAINING

The CPSU NSW celebrates National TAFE Day with a barbecue for members.

Local MPs joined union members at Miller campus for National TAFE Day celebrations.

The union put on a barbecue for members, students, the Member for Liverpool, Charishma Kaliyanda, and the Member for Leppington, Nathan Hagarty. “National TAFE Day is an important event in recognising our members’ imperative work in building tomorrow’s workforce,” said CPSU NSW Organiser Shane Jobberns. “Members could liaise with the CPSU NSW on all matters relating to their jobs and to get an update on the Enterprise Bargaining process that is currently underway.”

“NATIONAL TAFE DAY IS AN IMPORTANT EVENT RECOGNISING MEMBERS’ IMPERATIVE WORK”



TAFE COMMITTEE TALKS EDUCATION

The CPSU NSW TAFE Departmental Committee recently met at PSA House to discuss the concerns of members working in the state’s vocational training sector.

“We welcomed the newly elected Committee Executive,” said Industrial Manager Julie-Ann Bond. “Topics covered included raising National TAFE Day’s profile in 2024.”

“We spoke at length in regards to the current round of Enterprise Bargaining and the Vocational Education and Training review.”

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 CPSU NSW members truly are Champions of the State.



Kellie works with the Department of Communities and Justice, in the Community Services field at Tweed Heads.

“I have been working as a Casework Support Worker since 2018 and have been the PSA Delegate for the past two years,” she said

After serving as a Police Officer since 2002, Kellie moved to Community Services, bringing skills that help her work with vulnerable families in the Tweed Valley region.

Her experience as a Police Officer helps her in her role supporting a team of Case Workers delivering client services at Community Services.

“Recently I worked in the Court Team,” she said. “I was able to use my skills acquired with the Police Force in the court setting to better provide services to the cases we deal with.

“We can be pushed to extremes in our work, as are others around us. We are a valuable resource for those struggling in a challenging work environment.”



Taronga Senior Primate Keeper **Katie** spends her day looking after animals such as gorillas at the zoo in Mosman in Sydney.

Katie takes care of the basics with her animals, such as cleaning and feeding them. However, her job also involves creating an enriching environment for the primates.

“We keep their day exciting and interesting,” she said. “We do observations, keeping track of social changes in the group.

“We also do keeper talks and perform maintenance on the exhibits.”

Champions of the State like Katie are working to preserve endangered species, including gorillas, which are facing declining numbers in the wild due to habitat loss, civil war and poaching.

“They desperately need our help,” she said. “Our job is to educate our local community about these incredible animals so they can identify them and they can understand the need to preserve these animals for future generations.”



Cheryl works at Evans River Community School in Evans Head on the NSW Far North Coast.

“I have worked in schools for almost 28 years, and have been a PSA member for 25 of them,” she said. “I have been the School Administrative Manager at Evans River for 13 years.

“I directly supervise seven of the School Administrative Officers who make up our office team.

“My team are the front line of the school and we realise great first impressions are enormously important.”

Evans River is a Kindergarten-to-Year 12 school, with an enrolment of around 530 students, and a recent turbulent history.

“Our area was decimated by the floods in early 2022 and the school was closed for a period of time whilst it operated as an evacuation centre,” said Cheryl. “Many of our students and some of our staff lost their homes and all their possessions in the floods and their recovery from this enormous trauma has been steadily progressing over the past 18 months.”

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PSA FAREWELLS TONY AMATO

PSA CPSU NSW mourns prominent Koori activist.

Long-time PSA CPSU NSW member Tony Amato has passed away. A veteran of the Redfern Black Action Group, Mr Amato joined the PSA CPSU NSW Aboriginal Council in 2020 where he passionately fought for Aboriginal-identified jobs and programs to be retained.

“I first saw Tony at a Central Council meeting in Dubbo where he gave the Welcome to Country,” said former PSA CPSU NSW Aboriginal Council Chair and current Central Councillor Sean Bremer. “Tony was a part of our Aboriginal Conference in 2019 on a panel discussion about Aboriginality. He received an award there for his work with Aboriginal members.

“He was always a strong unionist, standing up for Aboriginal people across the PSA and the Teachers Federation for a long time”

Mr Amato, who was employed at Community Corrections, was 63 when he passed away.



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GOODBYE TO A 'GOOD TEACHER'

John Scullion leaves a great industrial legacy.

The PSA CPSU NSW is saddened to learn of the loss of former Principal Industrial Officer John Scullion.

Mr Scullion commenced employment at the PSA in 1973, coming from the Sydney Dental Hospital, where he was a Dental Technician.

Industrial Lawyer Conrad Staff, of McNally Jones Staff, said he first met Mr Scullion in 1978.

"We developed a close friendship over the years," he said. "He ran a lot of cases himself, such as unfair dismissals and disciplinary matters. He enjoyed advocacy and he was very good at it."

Mr Staff said the two of them worked together in 1993 on "a seminal case" under a Liberal National Government that was determined the PSA enter Enterprise Agreements with individual departments, rather than deal with the Government as a whole.

"This was designed to emasculate the Industrial Relations Commission by taking away its wage-fixing powers," he said.

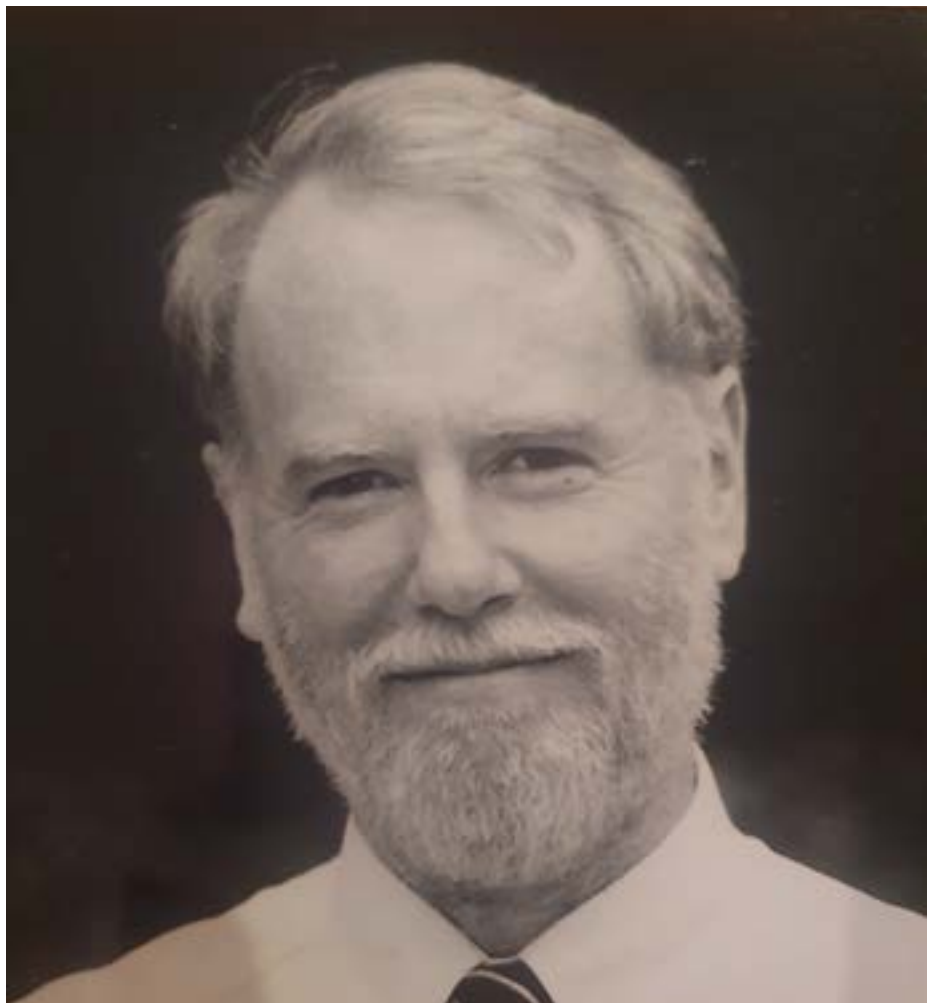
Mr Staff said when the PSA responded by applying to the Commission for a public-sector salaries award, Mr Scullion took on the case with great enthusiasm, setting up a "war room" at PSA House and heading a team to prepare the case, which ran for 10 weeks.

"They were often there until midnight, settling and preparing statements," he said. "John coordinated the team and ultimately the PSA was successful with the Commission granting a 7 per cent increase across the board."

Mr Staff said Mr Scullion was "a very, very good teacher," always taking the time to mentor younger and new staff at the PSA.

"He trained a lot of young Industrial Officers who became very, very experienced," he said. "He had a lot of patience and would always make time for Industrial Officers to come and talk to him about their matters. He'd sit and take them through what they needed to do."

Mr Staff said Mr Scullion was always



honest in his negotiations and "his word was his bond".

One of the people Mr Scullion mentored was PSA CPSU NSW Manager of Relationships and Strategy Mal Cochrane.

"I was very fortunate when I came to the PSA in 2001 to have John Scullion as my manager," said Mr Cochrane. "He had a vast knowledge and experience regarding the union. He was an extremely patient man when it came to answering questions about the PSA or industrial relations matters."

"What I particularly liked about John is that he was a straight shooter and you always knew where you stood with him."

Former PSA CPSU NSW Industrial Officer Greg O'Donahue said Mr Scullion was "a very learned man".

Mr O'Donahue was also mentored by

Mr Scullion in his early days with the union in the 1990s.

"He was keen to show younger staff the ropes," he said. "He was a very knowledgeable person who was very well-read. He motivated a lot of people."

Away from the PSA, Mr Scullion was a member of the Australian Labor Party, serving as Mayor of Randwick Council from 1986 to 1988.

"He had a very long and involved life," said Mr O'Donahue.

After his retirement, Mr Scullion used his skills acquired as a Dental Technician to help his partner Margot's antique business.

Margot passed away several years ago.

He is survived by a son, Sean, from an earlier marriage.

DISCOUNT CUTS STRESS FROM HOME BUYING

New deal gives members a \$300 off conveyancing fees.

Buying a home can be a stressful experience, with bills flying at you from every angle. PSA CPSU NSW members are eligible for a \$300 discount off professional fees from Paul Denny Conveyancing.

To access the discount, members can obtain an online quote in the PSA and CPSU NSW websites' member benefits portals. There are also contact details for the company on the sites.

The discount is just one of the legal

services available to members. PSA CPSU NSW members can also get a free will through McNally Jones Staff, as well as one free legal non-work-related appointment with the same firm.



DIAL IN: MEMBER SUPPORT CENTRE READY TO ASSIST

A call to the MSC can alleviate stress for members.

When it felt like no-one at work would listen to a PSA member, she turned to her union's Member Support Centre (MSC).

"I thank the PSA for their support and for their offer to follow up with HR for me," said the member, who works in a school. "In particular I'd like to thank Member Support Officer Franklin Floratos [pictured above] for his support and the caring and thoughtful way he spoke to me.

"Prior to that, I felt that no-one was hearing me. But following our conversation I felt like I had someone in my corner and that I might actually get somewhere."

Another member found calling the MSC reduced the amount of stress she was feeling over a workers' compensation issue.

"I first contacted the PSA in April this year to seek advice about my current workers' compensation claim," she said. "I have never been on workers' compensation in my 37 years of service with the NSW Police Force.

"I spoke to Member Support Officer Matthew Krishna, who was extremely helpful and efficient and made me feel at ease every time we spoke. This means a great deal to me as I'm very anxious about my current situation.

"The whole situation has been very daunting and having Matthew providing me with guidance and advice has been a great help to me."

Another member said a call to the MSC "gave me the confidence to challenge arrangements myself".

Member Services Manager Kym Ward said the MSC staff are there "to listen to you".



MIZUNO RELEASES NEW DISCOUNT CODE

Members looking for discounts on sportswear and shoes have a new code available for discounts.

"The code is found in the members-only section of the PSA and CPSU NSW websites," said Member Services Manager Kym Ward. "It gives them a 30 per cent

discount off the company's product range.

"Mizuno is just one way PSA CPSU NSW members can get cheaper shoes. Sydney company Shoes2u also gives 15 per cent off its footwear range.

"Members should go to the PSA and CPSU NSW websites for full details on how to get better deals."

GET LUNCH FOR LESS AT PRIMI

City dining is available at a better price for PSA CPSU NSW members.

Visiting PSA House or just dropping into the City for shopping and lunch or dinner and a show? PSA CPSU NSW members are eligible for discounts at Primi Italian restaurant, which is right next door to PSA House at 168 Clarence Street Sydney.

Diners receive a 20 per cent discount on all food, while drinks served by the glass attract a 50 per cent discount. Wine by the bottle is not discounted.

To obtain the discounts, members need to show their PSA CPSU NSW membership card.

The menu spans much of the Italian peninsula, and there is an extensive local and domestic wine list.

Primi is open for lunch and dinner six days a week, closing on Sundays.



ZEMBL GIVES MEMBERS POWER TO COMPARE



Comparison service gives access to cheaper utility bills.

PSA CPSU members can access the Zembl price-comparison service to cut their residential electricity and gas bills.

Formerly called Make It Cheaper, Zembl has a digital platform that can analyse your energy costs online and suggest alternatives.

The Zembl online price-comparison site can be accessed via the members' portals on the PSA and CPSU NSW websites.

"The PSA CPSU NSW understands members are under pressure from rising costs," said Member Services Manager Kym Ward. "Member benefits such as Zembl, as well as discounts on shopping and insurance, can help fight inflation."





THE YES

VOTE:

A UNION

ISSUE

With a tight vote predicted on 14 October, the PSA CPSU NSW is urging its members to support the Voice to Parliament.

PSA CPSU NSW Aboriginal Council Chair Darrell Brown sums it up: “I’ve spent my career and devoted my life to advancing opportunities for Aboriginal people. I’ve done this being employed by both the state and commonwealth governments, and I’ve used that opportunity to culturally influence decision making to better meet the needs of my community.”

Mr Brown, a Training Coordinator at the Department of Education, said: “The Voice will give the Australian community 65,000 years of wisdom and knowledge.

“Saying Yes in this referendum will not only give long-overdue recognition to, but also confirming Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia in the Australian Constitution.

“I can’t think of a better reason to say Yes.”

The PSA CPSU NSW Aboriginal Council recently held meetings in Canberra with Federal politicians to support the Voice, letting them know it will be state governments and organisations delivering the improvements a Yes vote will bring.

The story so far

The PSA CPSU NSW is among the first Australian unions to have an Aboriginal Council. A fitting example of how the Voice to Parliament will work, the PSA CPSU NSW Aboriginal Council gives advice to the union’s decision-making body, the PSA CPSU NSW Central Council and Executive. Central Council takes the Aboriginal Council’s advice into consideration when making decisions that affect First Nations members. However, it is not bound by this advice.

In May 2023, the PSA CPSU NSW Aboriginal Council met and made a decision, the union should back a Yes vote in the upcoming referendum on a Voice to Parliament on



issues affecting Aboriginal and Torres Strait Islander people. Central Council agreed.

One of the first parts of the acceptance speech on the 22 May 2022 election night by new Prime Minister Anthony Albanese was a commitment to hold a referendum on the Voice to Parliament.

The idea was not new. The present proposal dates back to a 2015, when a 16-member Referendum Council was appointed by then Liberal prime minister Malcolm Turnbull and the Labor Party's then leader Bill Shorten. About two years later, the council released a report advocating that "a referendum be held to provide in the Australian Constitution for a representative body that gives Aboriginal and Torres Strait Islander First Nations a Voice to the Commonwealth Parliament".

However, by the time the report had come out, Scott Morrison was Prime Minister and the process hit a dead end. Mr Morrison opposed the referendum, instead announcing an interest in an advisory body that was not constitutionally enshrined.

It was only after Mr Albanese led the Labor Party to a win over Mr Morrison's government that the idea of a referendum was resurrected.

While the Yes vote gained considerable early support, opposition from Liberal Party leader Peter Dutton and a wave

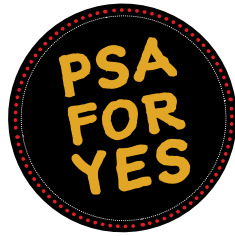
of online disinformation have seen the vote tighten. In addition, there have been some Aboriginal voices opposing the vote, including Liberal National Party members Warren Mundine and Jacinta Nampijinpa Price, Blak Sovereignty supporters such as former Greens Senator Lidia Thorpe, and fringe conspiracy theorists such as Josephine Cashman and Anthony Mundine.

However, the PSA CPSU NSW Aboriginal Council is urging all Australians to support the Yes vote.

Council member Shanice Leadbeater said the Voice is "a sign that the people of this country validate and acknowledge that First Nations people must have a seat at the table to improve Indigenous lives."

Ms Leadbeater, who works in Community Corrections, said determining issues that involve Aboriginal and Torres Strait Islander people need more input from those directly affected.

"I hope this will allow us to take ownership and be accountable of our lives and the direction they go without dictatorship by non-Indigenous citizens of our country," she said. "I hope this will initiate and motivate cultural curiosity and support independent research for the true history of our nation. I hope this will be the beginning of true reconciliation, growth and inclusion."



Aboriginal Council Delegate Hilton Donovan, who works at the Department of Education, believes the union's support for the Voice is important for Aboriginal members.

"As a collective, the PSA CPSU NSW should support it as it gives us a voice," he said. "It can be a support mechanism for all members, particularly Aboriginal members."

SOME OF THE MISINFORMATION ABOUT THE VOICE IS JUST NUTS

Aboriginal Council Delegate Amber Anderson said the Voice will also "mean recognition and respect of 65,000 years of Indigenous culture for the first time in Australia's 122-year-old constitution. It will mean that our First Nations people will have an input in decisions being made for them by having a voice in parliament."

Capital ideas

At the Canberra meeting, PSA CPSU NSW Aboriginal Council members met with Aboriginal Affairs Minister Linda Burney, who praised the union movement "for its support of the Voice".

Ms Burney said she believed opposition to the Voice from Mr Dutton was due more to his determination to win an issue over the more popular Mr Albanese rather than through any ideological convictions.

There are many Liberal Party politicians, including NSW party leader Mark Speakman, who support a Yes vote.

Ms Burney said the debate has unleashed a wave of incorrect information to confuse voters.

"Some of the misinformation, apart from the personal insults, is just nuts," she said, pointing out the drop in debate standards had been seen during the 2017 Marriage Equality debate.

PSA CPSU NSW President Nicole Jess said "the abuse she is facing" gave her more respect for the role Ms Burney was playing as a high-profile face of the campaign.

Assistant Treasurer and Minister for Financial Services, Stephen Jones,





attended the meeting to hear from Councillors about issues around Aboriginal people and superannuation.

Darrell Brown brought up the reduced life expectancy of Aboriginal people in Australia and how it affects their ability to access superannuation.

“People getting to retirement, if they get to retirement, don’t have long to access their superannuation,” he said.

Mr Jones agreed. He said a trip to northern Australia also alerted him to a need to broaden recognition of kinship in regards to superannuation.

The Minister said the Labor Government also had the funeral insurance industry’s predatory practices towards Aboriginal people in its sights. He said the non-payment of superannuation was also being addressed.

“I’m keen to work on improving the operations of the superannuation system, but I am not taking my eye of the game of closing the life expectancy gap,” said Mr Jones.

Federal Health Minister Mark Butler said he was “deeply concerned about the effect the Voice debate is having on mental health of Aboriginal and Torres Strait Islander people: worse even than marriage equality”.

Susan Anderson who works at NSW Health told the Minister that unequal access for Aboriginal people to health

services was contributing to what he called a “stubborn, yawning [life expectancy] gap of about eight years”.

Mr Butler said the Government was focusing not just on the length of life, but the quality, too.

“We are looking at health issues that hinder our ability to live long and happy lives,” he said. “I can’t think of a more important part of the Voice debate.”

PSA CPSU NSW General Secretary Stewart Little said improving health outcomes is a vital part of the debate on the Voice to Parliament.

“THE GAP IS TOO WIDE. A YES VOTE WILL GIVE US A SEAT AT THE TABLE”

Erica Smits, who is the Deputy Chair of the PSA CPSU NSW Aboriginal Council, said state and federal government bodies, will receive better advice regarding Aboriginal and Torres Strait Islander people.

“The Government will get better quality information delivered directly by Aboriginal people,” said Ms Smits, who is Manager of Communications and Engagement, Aboriginal Cultural Heritage at Aboriginal Affairs NSW. “That will result in better laws.

“People ask me why would you vote Yes? For me, it gives us a foot in the door, which will start conversations and start the process.

“At the moment we don’t even have a toe in the door. We are not even at the table.”

“Anything is better than nothing.”

Another Council Delegate, Lisa Kennedy said the Voice will lead to better delivery of housing services for Aboriginal people.

“It will support me in my work,” said Ms Kennedy. “It’ll be deadly.”

PSA CPSU NSW Aboriginal Council Delegate Jack Mahoney said the Voice will place “a cultural lens” around a decision-making process that has too often failed Aboriginal people in Australia.

“My view is that we need a seat at the table,” said Mr Mahoney. “We need a fair playing field, as the gap is too wide between Aboriginal and non-Aboriginal Australians. A Yes vote will give us that seat at the table.”

Federal Environment Minister Tanya Plibersek said the Government gets “better results in environmental management with Aboriginal people involved, as they have looked after the environment for 65,000 years.”

The Minister said more needs to be done to get First Nations people in top-tier roles.

“In the past lip service was paid to Aboriginal and Torres Strait Islander people’s involvement in national parks,”





she said. “We will be pushing for career paths rather than just casual positions.

“I want to make sure Aboriginal people have a pathway to future careers, not just as Aboriginal Rangers but as managers.”

Member for Macarthur, Mike Freeland, asked the PSA CPSU NSW Aboriginal Council, “What can I do for you?”

Mr Freeland, who is a general practitioner, talked about a journey he took to the Kimberley region of Western Australia and to the Northern Territory where he said he saw “a dire need for aged and disability care in Aboriginal communities”.

“We are at a tipping point in indigenous issues at the moment,” he said. “Health is a big one. COVID taught us that. We made a lot of mistakes, but we learned lots of things.

“I’m still optimistic about the Voice.”

Mr Freeland was asked about the Labor Government’s plans to better deliver services On Country with family, rather than taking people to faraway city facilities for care. Ms Smits added that even getting access to health services on the Central Coast can be tough.

In response, Mr Freeland talked about cutting the number of people being flown from the Kimberley to Perth for health matters.

NSW Health’s Ms Anderson told Mr Freeland that even parts of NSW were facing some food security issues, and that she had seen underweight babies resulting from underfed mothers.

The MP replied that he was a “great believer in school food programs”.

PSA CPSU NSW Senior Vice President Juliette Sizer said a school food program was part of a PSA federal parliamentary submission on education.

Secretary of Unions NSW, Mark Morey, dropped into the meeting to confirm that unions across the state were supporting the Voice.

“We are making sure that we get the Voice up,” he said, claiming the challenge was to win over undecided voters, “just like at conventional elections”.

Mr Morey said work needs to be done in outer suburbs, where Yes campaigners needed to give voters clear, concise information that focuses on the positives a 65,000-year-old culture brings to Australia.

“This is an opportunity for Aboriginal people to work with the government of the day and reset and accept the invitation to evaluate and explore better ways of doing things in the future,” said PSA CPSU NSW Aboriginal Liaison Officer Ricky Walford.

“By putting it in the constitution, then all parties are committed and accountable to work together to improve not only the lives of Indigenous Australians,

but all Australians. There will be more accountability for Aboriginal people to accept responsibilities for their own destiny.”

Another Delegate, Belinda Hall, said: “Vote yes for unity, hope and to make a positive difference. Voting yes is about recognition. Recognising Aboriginal and Torres Strait Islander people in our Constitution and paying respect to 65,000 years of culture and tradition.”

Aboriginal Council Delegate Nicole Evans urged members to find the right information on the vote rather than relying on often inaccurate social media material.

“There have sadly been a lot of racist conversations unleashed by this debate,” she said.

Aboriginal Council Delegate Skye Munro said the “idea has been a long time coming” and implores her fellow union members to vote Yes.

“It is important to vote Yes. We need to get this thing over the line.”





PSA CPSU NSW

WOMEN EMBRACE EQUITY

Better, more diverse workplaces were on the agenda at the 2023 Women's Conference.

Women from throughout the PSA CPSU NSW's diverse membership came together to celebrate achievements, plan for the future and discuss the theme for Women's Conference: Embrace Equity.

In her Welcome to Country, Aunty Joan Bell of the Metropolitan Local Aboriginal Land Council said events such as these were a chance to "honour matriarchs and patriarchs" and take the right path forged by ancestors.

Like many speakers throughout Conference, Aunty Joan tied the pursuit of equity in the





workplace with the biggest political issue of the time: the referendum for the Voice to Parliament.

As explained by Women's Council Chair Leanne Smith, equity is not simply giving all the same chances, it is recognising that not everyone has the same opportunities and that people need different support.

Assistant General Secretary Troy Wright said fighting for equity in the workplace meant "recognising that sometimes systemic and structural barriers are such that equal treatment is not enough to overcome them, and instead, because we all do not start with the same advantages, then sometimes different solutions are required".

Citing the huge percentage of women in schools in insecure work, he said the union recognised more action was required in some areas to overcome a lack of equitable access to opportunities.

"Equality would the same conversion-to-permanency rights available to all public sector workers," said Mr Wright. "But

recognising this was a 96 per cent female-dominated workforce, embracing equity meant we needed to do more."

Conference was officially opened by Jodie Harrison, the NSW Minister for Women and the Prevention of Domestic Violence and Sexual Assault, who praised her hosts for the union's role in "gendering activism in the workplace".

Part of a groundbreaking NSW Cabinet that is 50 per cent women, Ms Harrison said this was the result of her party recognising inequitable access to power and putting women in safe seats.

Not such good news, she added, was the Public Sector pay gap that has increased in recent years, to be at its highest point in a decade, as well as results from the People Matter survey showing a lack of trust in the way sexual harassment was dealt with.

Overcoming issues such as these, she said, will involve the NSW Government working alongside unions,

Conference took a more manic turn

when author and broadcaster Jean Kittson came on stage as keynote speaker.

To laughs from the crowd, Ms Kittson talked about the progress made in women's participation in the workplace.

"Women have always run a large part of everything, often invisibly," she said. "We are now openly running everything.

"Stuffing things up is no longer the exclusive domain of men."

Ms Kittson, who has written a book about menopause, said it was time stigma was removed from the subject, as well as other phases of reproductive health.

"Our reproductive life and leave are incredibly important," she said.

Jami Walk of Gidget Foundation talked about a lack of First Nations voices in the perinatal support sector.

Continuing the theme of reconciliation, Shanice Leadbeater and Erica Smits from the PSA CPSU NSW Aboriginal Council gave accounts of their families, with confronting tales of children snatched



from parents and the intergenerational trauma that followed.

A signatory on the Uluru Statement from the Heart, Ms Smits said a Yes vote for the Voice “means so much for First Nations people. It is a step in the door.”

Ms Leadbeatter talked about being removed temporarily from her parents.

“When you get children stolen, that affects our whole mob,” she said.

She implored Conference attendees to hear Aboriginal people’s perspectives.

“I ask you: if you are talking to an Aboriginal person, listen deeply,” she said.

Annabelle Daniel, who established the Women’s Community Shelters network, was the next guest, sharing her insights into the relationship between domestic violence and the growing number of older women experiencing homelessness.

“Economic freedom and independence is the key to preventing abuse,” said Ms Daniel. She said income support available to women is inadequate, forcing many to stay in violent domestic situations.

In an emotional address, the next speaker, NSW Industrial Relations Minister Sophie Cotsis thanked the union for its support when her party was “decimated” in 2011.

Now the Labor Party is in charge both at a Federal and State level, Ms Cotsis said she is working on a “comprehensive agenda” with Federal Minister Tony Burke.

Ms Cotsis, who is also Work Health and Safety Minister, said she is taking safe workplaces seriously. She accused her Liberal National predecessors of viewing workplace health and safety as merely a “red tape issue” that got in the way of business.

Lua Pellegrini, a Policy Officer with the NSW Office of the Children’s Guardian and a prominent artist, talked about experience acting as a carer for her brother, and being one of the estimated 80,000 young carers in NSW, most of whom are young women.

Greens Spokesperson on Housing, Jenny Leong, said when “even *The Daily Telegraph* admits there is a rental crisis” it is time to talk about public housing.

“Unless we get more investment in public housing, people on the Housing waiting list will never get off that list,” she said. “We know how to solve the housing crisis, it is not difficult. The reason is big banks and property developers are making lots of money and don’t want it solved.

“The market is what has failed us, and it is what is fuelling the housing crisis. We need to be outraged at privatisation of public housing and public land.”

Labor MP and former Paralympian Liesl Tesch presented a stirring speech, from her tough upbringing, through to an accident and a subsequent sporting career as a wheelchair basketballer and sailor in an astonishing seven Olympic Games appearances.

Ms Tesch now serves as Parliamentary Secretary for Disabilities, where she is “the person behind each of the portfolios making sure they take disabilities into account. Inclusion is everybody’s business.”

Karen Willis from Unions NSW discussed the progress from one of the PSA CPSU NSW’s trailblazing initiatives, Domestic and Family Violence Leave.

Ms Willis discussed how the leave works, how its privacy provisions work and how it can be used for women when leaving violence domestic situations.

Labor’s NSW Minister for Housing, Rose Jackson, gave a shorter presentation with more time for questions from the floor.

She talked up Labor’s new Homes NSW initiative and affordable housing in the state, saying she was committed to working with unions.

Conference next heard from SafeWork NSW representatives Christina Hey-Nguyen and Michael van Dyk, who showed how sexual harassment can be dealt with as a workplace health and safety issue.

Final speaker was Sydney Colussi from the University of Sydney who discussed reproductive support in the workplace, including paid leave, flexibility and other workplace adjustments for menstruation, menopause, fertility treatments.

She said employers need to respond to greater women’s workplace participation, including an ageing workforce. She added changing expectations from young women need to be taken into account.





WORKERS' COMPENSATION: TIME TO UNSCRAMBLE THE EGG

The system needs an overhaul.

Since the Liberal National Government's 2012 cuts to workers' compensation, unions have been able to claw back marginal improvements to benefits and the processes used to assess workers' compensation liability. However, the system is structurally broken.

In 2015, the former WorkCover Authority, Motor Accidents Authority and Dust Diseases Board were broken up and merged into icare, which manages the money and service provision for the eight or so insurance schemes the government manages.

Icare has experienced a raft of controversial management issues from suspect procurement, proliferation of Senior Executive Service (SES) roles, increasing management fees and expanding contracts.

But perhaps what is worse for our

members is the blind eye given to the improper declining claims from our members in Corrective Services. This led to a news story on *Four Corners* and the payment of what is possibly millions of dollars for ruining workers' mental health through mismanagement of claims by their agents.

Both the State Insurance Regulatory Authority (SIRA) and SafeWork management have proven themselves time and time again in multiple inquiries to be unwilling to pursue the role of a regulator with teeth.

NSW Work Health and Safety Minister Sophie Cotsis and the Minns Government have started on the right foot. When confronted with a growing deficit at icare for the workers' compensation scheme, instead of doing what the previous government did and cut benefits then six months later reduce premiums, it actually took some hard medicine and increased premiums for employers.

The Minister has also moved to make

icare more accountable to those it is meant to serve by putting representatives of employers and workers on its board. She has also demanded icare establish an advisory council of injured workers.

The next steps include requiring amending icare's objectives to maximise benefits for injured workers whilst also maintaining financial viability of the schemes under management.

Troy Wright, PSA CPSU NSW Assistant General Secretary, said, "The big issue at all of the compensation agencies is the one that the PSA has been talking about for three decades: psychological health. This is the biggest growing cost of the Treasury Managed Fund (TMF). Yet when we asked the previous government and SafeWork about what they were doing to implement their own Mentally Healthy Workplaces policy to prevent injuries, they said they would effectively leave it to the agencies. This is simply not good enough.

"We also see employers make up every excuse under the sun to prevent injured

workers from returning to work. We have seen one employer use improper tactics of ‘starve them out’, denying workers’ compensation in order to force workers back to work injured. We need to be able to seek orders from a tribunal such as the Industrial Relations Commission to encourage employers to take injured workers back to work.

“We need a SafeWork Authority with teeth that workers and Health and Safety Representatives can rely on to make workplaces safer. As stated by the Audit Office in 2010, placing targets of injury prevention, and return to work in SES contracts really makes prevention and

“ WE NEED TO REBUILD THE BENEFITS THE SCHEME OFFERS SO IT SUPPORTS US ”

return to work more effective.

“Part of restoring the SafeWork Authority is to have its own tripartite Council, and an independent office to review its decisions, whilst improving protections for the SafeWork Inspectors who appear to be caught in a career conundrum every time they do their job of making workplaces safer. Also filling all of the dozens of vacant Inspector roles that were left unfilled by the previous government, so that they can get out into workplaces helping reduce the toll on workers and their families.”

Nicole Jess, PSA CPSU NSW President said, “We were the ones turning up to work during COVID; our Child Protection Workers, our School Support Staff, our Youth Justice and Prison Officers, our Land Managers. Yet the first thing the previous government did when they returned to work was to try and remove compensation for people getting COVID at work”

Ms Jess, who is still a working Prison Officer added, “Our members do not often have a choice to walk away from danger. We need a system that supports a worker’s recovery and gets them back to work, and does not kick them onto the Centrelink queues and Medicare when they are still recovering.

“For many members with a workers’ compensation claim I speak to, I realise we treat our worst inmates in the gaols with more fairness and compassion than they are treated by their employers and the insurance agents who often treat these workers like criminals”

Shay Deguara, CPSU National Industrial Officer said, “We need to rebuild the benefits the scheme offers, so it supports us.

“It was with great disappointment that this week we were advised that icare is still peddling out the myth that workers are rewarded by getting injured at work at *Section 66: A Worker’s Keys to the City*, which was a seminar by icare lawyers about inventive methods for workers to increase their assessment.

“This is insulting to injured workers, the legal and medical professionals who support injured them and the members of the Personal Injury Commission. It is more insulting in that workers who claim for permanent impairment must reach a 10 per cent impairment level for physical and 15 per cent for psychological permanent impairment one-off lump sum payment. Yet most of these workers will experience a career of medical retirement, under- or unemployment for a lump sum payment that is often less than a year’s salary.

“Regardless of the party of the government, we have seen the top dogs at the workers’ compensation agencies in all states go for what they believe is the easy option of attacking injured workers, by making it seem like a holiday to get injured at work.

“We saw the attempts in Victoria to cut back on psychological injuries compensation for public servants aborted after significant union pressure. This is a real issue in NSW with TMF psychological claims costing in the hundreds of thousands of dollars often due to the constant disputation, undermining and failures to accept workers back to work for psychological claims.”

Nicole Jess said, “We need to rebuild the benefits scheme in NSW as a matter of urgency, need to rebuild our safety regulator as well with better prevention and return to work capacity for unions to support our members. Importantly we need the right people at the helm (or in the kitchen) to manage the system with compassion, and to employ our members so that they all return home safely at the end of the day.”

MENTAL HEALTH CONFERENCE SCHEDULED

PSA CPSU NSW gears up to discuss life-saving subjects.

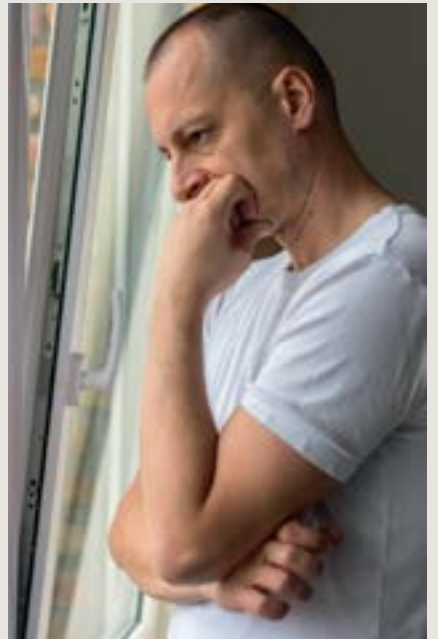
PSA House will host its first Mental Health Conference since 2018.

Scheduled for 11 October 2023, the one-day event will be themed We All Have a Role to Play and will focus on creating supportive workplaces.

Workplace Health Safety Representatives will be invited to attend, along with by Delegates.

“These are the people who need to drive a safe work environment in the Public Sector,” said PSA CPSU NSW Industrial Support Manager Dylan Smith. “Conferences such as these give attendees the tools to look after their colleagues.”

Speakers for the event and an agenda will be named closer to 11 October.





A SUPER REALITY CHECK FOR YOUNG AUSTRALIANS

Almost a third of younger Australians expect to retire by their mid 50s, a study has found, but they may not realise just how much they will need to save for life after the work.

New research indicates many young Australians are unrealistic about the amount of time they will need to spend in the workforce to retire comfortably.

Among Australians aged 16-34, almost one third – 31 per cent – believe they will be able to retire before they turn 55, according to polling carried out for one of Australia's largest superannuation funds, Aware Super.

A similar proportion, however, have unrealistic expectations about the amount of savings they will need for a comfortable retirement, the research shows.

It found 29 per cent expect they will need savings of less than \$500,000 for a comfortable retirement while another 8 per cent don't know how much they will need.

According to the fund, the average Australian needs \$500,000 to sustain

a comfortable retirement as a single person at age 67, while the average couple needs \$600,000. This suggests there is a mismatch between retirement aspirations of younger people and the reality.

Aware Super's research also highlighted that while many younger people aspire to retire early, a substantial proportion – 45 per cent – don't feel the need to check their superannuation accounts regularly.

Despite this, 41 per cent of those surveyed were confident they would have enough funds to retire comfortably.

Peter Hogg, Aware Super's Head of Advice, Experiences and Enhancements, said the results were concerning.

"While it's heartening that many young

Australians aspire to be in a position to retire early, we're yet to see that reflected in the way young people interact with their super even though it can be the bedrock of a comfortable retirement," Mr Hogg said.

The research found 41 per cent of younger Australians have never made a voluntary contribution to their super. According to the fund, people who make additional super contributions of \$100 per month could add an extra \$54,000 to their account balances in 35 years.

"For younger Australians wanting to maximise their superannuation savings, it really is never too early to actively engage with your super," Mr Hogg said.

The fund commissioned the research to understand the retirement aspirations of Australians and the effect of the cost-of-living crisis and current economic climate

that while Australians were concerned about the economic outlook, "present finances are more of a focus than future investments".

"Superannuation is the largest investment portfolio most people are likely to have in their lifetime, but Australians at all life stages are potentially not as actively engaged in their super in light of the rising cost-of-living crisis," he said.

"With the current economic climate, it's easy for super to slip from your radar, but that's probably more of a reason to give it a little attention. A small investment now can have profound effects on how much you love your retirement."

The vast majority of those surveyed said they were concerned or extremely concerned with rising living costs and inflation, while younger people were more concerned than those aged 55 and older about current interest rates.

Those aged 35-54 were least optimistic about having enough savings for a comfortable retirement. About two in every five people – 41 per cent – in this age group were unconfident or extremely unconfident of having enough to retire comfortably, compared with 35 per cent or less among younger and older demographics.

Following the research findings, Aware Super has published a guide to help Australians get a better handle on their super.

Called the Super Helpful Guide, it provides support and general advice

to help Australians "feel more secure, supported and educated to take control of their finances, boost their super and meet their goals for the future", the fund says.

It is online at www.aware.com.au/member/what-we-offer/super-helpful

Supplied by Aware Super Pty Ltd, Trustee of Aware Super. This is general information only. Before taking any action, please consider your own circumstances and consider getting advice to make sure it is appropriate for you. Please also look at the relevant Product Disclosure Statement.



YOUR PREFERRED SUPER FUND WILL HELP YOU THROUGH THE PROCESS

on their goals and behaviour with regard to their retirement savings. Around 3500 Australians aged 16 and older with super or pension accounts were surveyed.

Mr Hogg said the research found



PODCAST

LISTEN UP!

Did you know the PSA CPSU NSW releases regular podcast episodes?

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.



THE VOICE TO PARLIAMENT HANDBOOK



All the detail you need

Thomas Mayo and Kerry O'Brien
\$16.99
Hardie Grant

Opponents to the Voice to Parliament have resorted to trying to make the issue more confusing, flooding the media with the nebulous ‘if you don’t know, vote no’ catchphrase.

Campaigner and unionist Thomas Mayo (pictured above) and veteran journalist Kerry O’Brien blow this argument out of the water with this simple guide to what a Yes vote will bring; a simple advisory body that will try to steer policy to better serve Aboriginal and Torres Strait Islander people.

The book points out this is not a left-right issue and



the Uluru Statement came out under a Liberal National Government. Indeed, some of the highest profile Yes supporters, such as former Liberal MP Pat Farmer (pictured above) come from

the conservative side of the political divide.

Simple and well-priced, the handbook is a great tool for anyone eager for an offset to the paranoid scaremongering from the No camp.



One woman's story of triumph over trauma to build a life of hope and gratitude

**Rosemary Kariuki with Summer Land \$34.99
Hardie Grant**

A JOYFUL LIFE

A speaker at the 2022 PSA CPSU NSW Women's Conference, member Rosemary Kariuki not only entranced the crowd, she left with most attendees probably wanting to move into her neighbourhood.

In 1999, Ms Kariuki fled Kenya to escape family abuse and tribal clashes and arrived in Sydney alone. In her suitcase was a few hundred dollars, some clothes, and several gifts to give strangers.

She has since become a Police Multicultural Community Liaison Officer in Campbelltown, helping migrants who are facing isolation, domestic violence, language barriers and financial distress.

In her fascinating book, Ms Kariuki shows how she embraced living in a new city, created a social hub in her outer suburban neighbourhood and dedicated herself to improving the lives of many other migrant women in Australia and become a mother figure for many people in the community.



Australia's search for power and peace

**Sam Roggeveen \$32.99
La Trobe University Press**

THE ECHIDNA STRATEGY

Defence and diplomacy are two of the most important aspects of the Public Sector.

Defence expert Sam Roggeveen looks at how the Australian Government's relationship with Britain and the United States will deal with the rise of a stronger, richer, and possibly more aggressive China, which Mr Roggeveen points out is a greater threat to Australia than it is to the US.





Life and death on a scorched planet

Jeff Goodell
\$37.99
Black Inc

HEAT

Dramatic temperature increases in the Northern Hemisphere recently demonstrate the perils of climate change.

American author Jeff Goodell has penned a book describing a future world of regular sky-high temperatures.

A grim read, Mr Goodell talks about more forest fires, greater insect plagues and a massive increase in the number of people without access to developed-world commodities such as air-conditioning dying in their own sweat.

Heat talks about future challenges, such as growing food in changing weather



conditions, more ferocious cyclones and hurricanes, dealing with rising sea levels and, most terrifyingly, new viruses and pathogens released as the Arctic permafrost melts.

The book talks about the dichotomy of a world where developing countries in the tropics bear the brunt of a climate disaster created by wealthier countries in more temperate parts of the planet.

There is also a class element determining who suffers, with poor, often immigrant workers in the United States dying in fields and delivery vans, while wealthier knowledge-based workers sit in temperature-regulated offices.

Heat may paint a bleak picture of our future, but it should be shoved under the nose of every climate change denialist in the country.



SPEAKING OUT

Keep up with a popular Radio National program.

A boriginal legal academic, writer, filmmaker, Indigenous rights advocate and Andrew Bolt foe Larissa Behrendt (pictured above) presents a weekly radio show. This podcast lets listeners keep up with the show any time.

Professor Behrendt has dedicated recent shows to the Voice, compiling interview footage from heavy-hitting talents such as Federal Minister Linda Burney, who sees the Voice as a chance “to complete our nation’s birth

certificate, the Constitution”.

A recent episode discussed strategies to address the fact Aboriginal and Torres Strait Islander children were 11 times more likely to be taken into care. Other subjects of interest to PSA CPSU NSW members include Aboriginal homelessness, health care and the shameful overrepresentation in the country’s prison systems.

Not content with politics, episodes also cover the arts from an Aboriginal perspective.

A recent edition also covered Aboriginal voices in the media after the announcement that Stan Grant was leaving the industry in the face of severe racist abuse.

FRONTIER WAR STORIES

Produced, written and hosted by Gamilaraay and Kooma man Boe Spearim, *Frontier War*

Stories is a podcast dedicated to truth-telling about a side of Australia that has been left out of the history books, namely the wholesale murder of Aboriginal Australians as European settlement expanded throughout the country.

The often harrowing podcast talks about events such as the Myall Creek massacre. His guests, including former MP Michael Organ and activist Rachel Perkins, recount different parts of the conflict between

Aboriginal people and European settlers which lasted between 1788 and the 1930s.

Mr Spearim’s podcasts cover not just the events, but the perpetrators of the conflicts including well-known historic figures such as James Cook and Lachlan Macquarie.

An episode with Amnesty International’s Uncle Rodney Dillon discusses some place names, such as Tasmania’s Cape Grim, around Australia and how they relate to the armed occupation of the country and serve as a constant reminder to Aboriginal people about the violent past.

The podcast gives an insight into a dark side of the country’s history that should not be glossed over.





IMPACT

Take a look at a city going through dramatic change.

Long an outpost of freedom on the edge of China, Hong Kong is going through dramatic change as Beijing tightens its grip.

The podcast interviews a range of figures, including founders of local Hong Kong non-government organisations and leaders of multinational organisations based out of the Special Administrative Region.

Issues covered include women's rights and empowerment, climate change, environmental sustainability and mental health.

Social issues unique to Hong

Kong discussed include the plight of domestic workers, refugees and migrants.

Also covered are experiences of non-Chinese residents in Hong Kong and the challenges in promoting arts, media and culture in the city.

Podcasts include green entrepreneurship, such as rooftop farming and green start ups, and the challenges of bringing the Gay Games to a conservative society like Hong Kong.

Founder, host and producer Regina Larko, together with a team of female co-hosts, humanise the experiences of their guests.

The COVID-19 experience in Hong Kong and the city's response to it, are also discussed by the hosts.



RENTING BYTES!

Tales from the housing crisis front line.

Produced by the Tenants' Union of NSW and Legal Aid, this podcast looks at the dire situation for renters during a time of upheaval in the housing market.

The podcast gives tips for renters negotiating price rises, plus what to do if you find yourself in arrears.

Tenants' rights are also examined in areas such as mould in a property and how to ensure your bond is fairly returned to you.

One episode released this year covers what to do before a hearing at the NSW Civil and Administrative Tribunal.

Not just for private renters, the podcast also covers social and public housing, plus your rights if you live in a boarding house.





YOUNG UNIONISTS LEARN THE ROPES

Unions NSW interns get a crash course in industrial relations.

Three young unionists recently spent time getting experience behind the scenes at the PSA CPSU NSW.

The trio were gaining experience as part of the Unions NSW Union Winter program, which looks to introduce younger activists to industrial relations, as well as introduce fresh insights to employee-representative bodies such as the PSA CPSU NSW.

As part of the program, the participants looked at the operations of all industrial teams, as well as sections such as the Member Support Centre, Legal Services and Communications.

One participant, Mike Galvez (pictured above left) is studying a Juris Doctorate at the University of Sydney.

Mr Galvez is originally from Hong Kong, where he gained an interest in the trade union movement after fighting for workers' rights in the Chinese Special Administrative Region. He has also worked in a community legal centre in Sydney.

"I am fascinated by the vibrancy and energy of the union movement in Australia, compared to Hong Kong," he said.

Carla Field (pictured above right) is studying an Arts/Advanced Studies degree in industrial relations and international relations.

"I chose these majors as I care about geopolitics and I care about workers' rights," said Ms Field. "I worked in

various retail and hospitality jobs from the age of 14 and experienced wage theft, poor pay and poor working conditions.

"These experiences made me want to understand the current industrial relations system and fight for workers' rights."

Michael George (pictured above centre) describes himself as "a young workers' rights advocate looking to start my career in the union".

Mr George graduated with an International Relations degree at the University of Wollongong and spent some of his time at the PSA CPSU NSW South Coast office.

"I'm here to help people," said Mr George. "The PSA itches that part of my brain that just wants to help people achieve workers' liberation."



APHEDA SAYS YES TO THE VOICE

Union body stands in solidarity with Aboriginal and Torres Strait Islander people in their campaigns for justice and equality.

Long associated with campaigns overseas, Union Aid Abroad-APHEDA has momentarily switched its focus closer to home and come out in support for the Voice to Parliament.

In a statement, the organisation said, “Together with the Australian union movement, we support the Voice to Parliament for Aboriginal and Torres Strait Islander people.

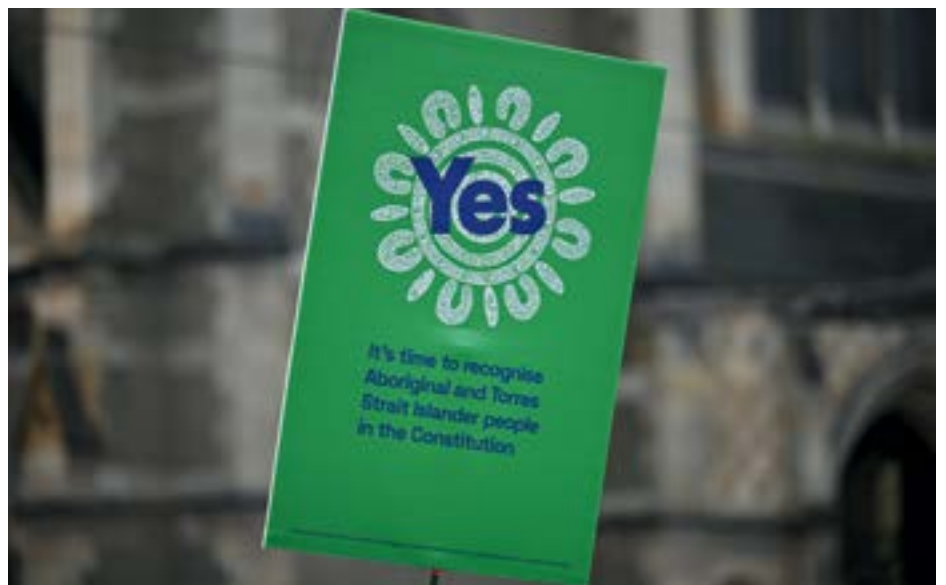
“A Voice to Parliament is one of the key reforms Aboriginal and Torres Strait Islander communities have called for through the Uluru Statement from the Heart. It will give First Nations peoples the right to have a say over laws that affect them and, because it’s enshrined in the constitution, it can’t be stripped away by future governments.

“We know that organised movements of people make change possible. Let’s bring the country together by connecting all Australians to 65,000 years of continuous Indigenous culture.”

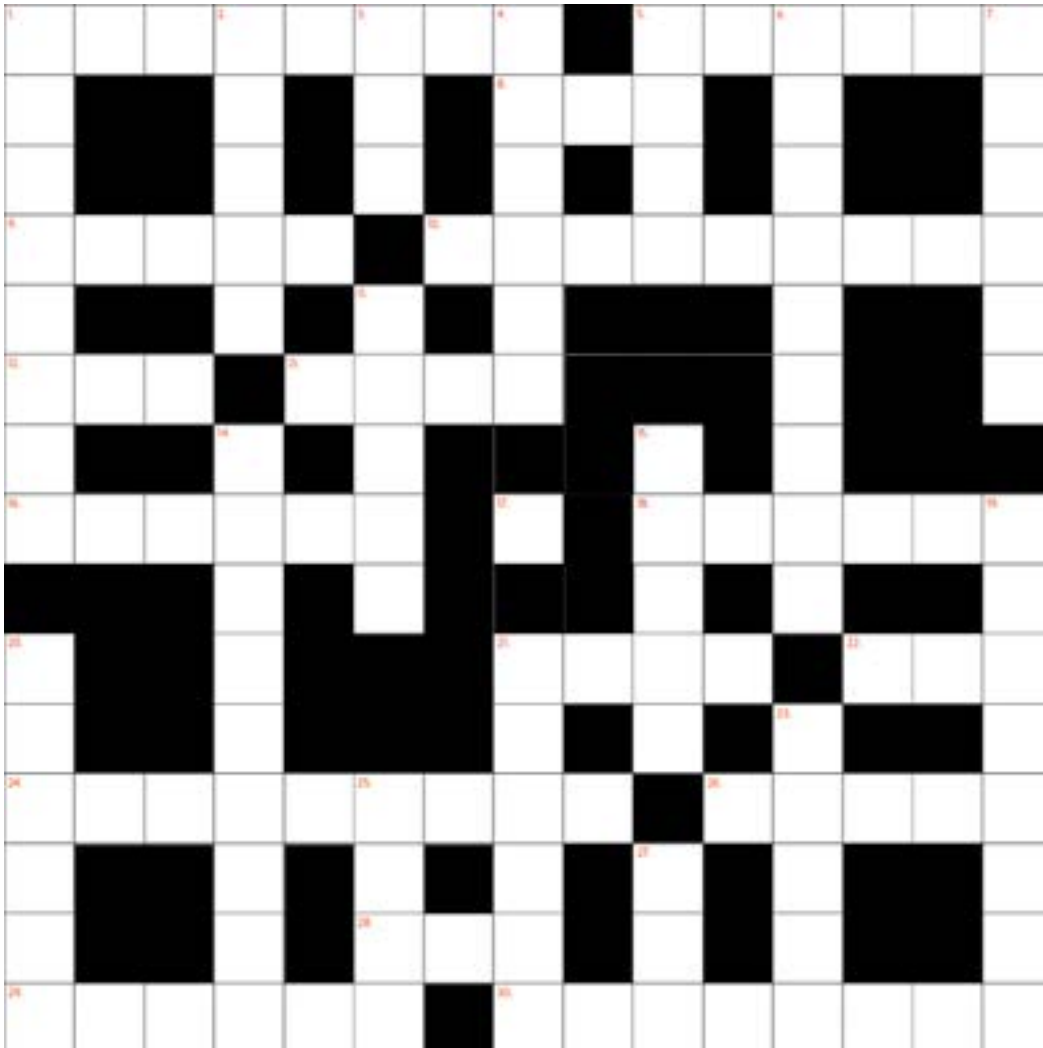
The organisation is encouraging Australian unionists to take action to

support the Voice by signing pledge on the its website: www.apheda.org.au.

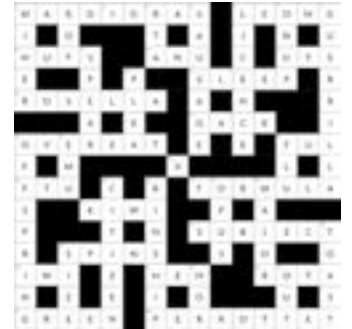
APHEDA is asking members “to talk to your friends and family about voting Yes”, to volunteer with the Yes campaign, and to publicise it “by putting a Yes sign in your front yard or handing out flyers at pre-poll”.



CROSSWORD



Last issue's solution



ACROSS

1. Home state of the Crown Princess of Denmark (8)
5. Star signs (6)
8. Shortened biography (3)
9. Little sticks (5)
10. Ange Postecoglou's new London home (9)
12. Global union organisation based in Geneva (1,1,1)
13. Spandex metal band sounds a bit rodentlike (4)
16. Use hypodermic needle (6)
17. Ratio of a circle's circumference to its diameter (1)
18. Very bad (6)
21. Queen's hubby (4)
22. Post-dawn moisture (3)
24. Illuminating tube (4,5)
26. Arouse interest (5)
28. Heavy-sounding booze container (3)
29. Open-sided shelter (6)
30. William IV's wife who gave name to a city containing a suburb named after the Duke of Edinburgh's wife (9)

DOWN

1. Greek dip (8)
2. Japanese comic books (5)
3. The state you're (likely) in (1,1,1)
4. Onion chomping MP who has moved to far right since his sacking (6)
5. Australian 1960s-70s band or a sharp suit from the 1940s (4)
6. Made smaller (9)
7. (and 19 down) First female Premier (6,9)
11. Sections (5)
14. Opened-out floor between two storeys (9)
15. String (5)
19. See 7 down
20. Possessing (6)
21. Hawaiian expert (6)
23. You can upset an Italian by putting pineapple on this (5)
25. Toward the inside or middle of something (4)
27. Solid water (3)



MEMBERS HAVE A WHALE OF A TIME

Different things happen when courses take place by the sea.

It's not often PSA CPSU NSW members take a break from training to watch a whale frolic in the ocean. However, when members in the Northern Rivers took Work Health and Safety (WHS) and negotiation skills training by the sea at the Ballina Surf Club, this event was a welcome break from their lessons.

"Ballina Surf Club is just one of the

many regional venues we visit to make sure as many members get access to WHS training," said PSA CPSU NSW Senior Organiser and Educator Anne Kennelly. "People should not have to come to Sydney to get access to information that will create a safe workplace for their colleagues.

"We meet in clubs and similar venues all over the state."

Regional Organiser Rebecca Reilly said, "We had two days of training; Meeting and Negotiation skills and

WHS essentials, with most attendees coming to both days.

"Members came from Police, Schools, Transport, Community Services, Housing, TAFE, Primary Industries and Correctives.

"Regional members should enrol in training courses as they are a great way to meet other members and to take skills back to their worksite.

"Members feel that by doing the WHS training, they can influence the safety of their work place."

ABORIGINAL COUNCIL PLANS FOR THE FUTURE

Advisory group looks to the future.

After the PSA CPSU NSW Aboriginal Council met with Federal Government Ministers in Canberra, members took time to plan for the immediate future.

"We managed to set into place a plan for our newly appointed Aboriginal Council to best strategically serve the needs of First Nations members," said PSA CPSU NSW Aboriginal Council Delegate Carlo Svagelli (pictured).





JOINING FORM

Public Service Association of NSW
Community and Public Sector Union

JOINED BY:

ABOUT ME:

Title: M F X

First name:

Surname:

Preferred name:

D.O.B:

Aboriginal or Torres Strait Islander: Yes No

Address (home):
STREET STATE

SUBURB POSTCODE

Address (postal):

PHONE

MOBILE

HOME WORK

Email:
PERSONAL

WORK

Receive quarterly union magazine (Red Tape) via: Post Email

ABOUT MY WORK:

Employer name:

Job title:

Pay ID serial no:

Commencement date: Agency/Work unit:

Worksite address:
STREET STATE

SUBURB POSTCODE

Employment status: FULL-TIME PART-TIME

Employment type: PERMANENT/ ONGOING TEMP/ CONTRACT CASUAL LABOR HIRE

Are you a current Health & Safety Rep (HSR)? YES NO

ABOUT MY MEMBERSHIP:

Weekly membership fees are based on your gross annual income. Please tick which applies to you:

Gross annual salary Weekly fees from 1 July 2022

Less than \$11,247 \$3.75

\$11,247-\$44,986 \$7.28

\$44,987-\$63,902 \$11.73

More than \$63,902 \$15.25



Fees can also be paid quarterly or yearly by cheque/credit card/cash. Payment must accompany this form. An invoice will be sent when your next payment is due.

I would like more information about:
Training Becoming a delegate/workplace contact

Membership fees subject to change.

ABOUT MY PAYMENT: (SELECT ONE)

OPTION 1: Direct Debit Fortnightly 4 weekly

NAME ON ACCOUNT

FINANCIAL INSTITUTION

BSA ACCOUNT NUMBER

SIGNATURE

I hereby request the deduction from my account of my subscription to the PSA (for 12 months) for the following:
1. The PSA may verify the details of the above mentioned account with my financial institution if required. 2. My financial institution may release information allowing the PSA to verify the above mentioned account details. 3. My employer may release my bank account details to the PSA for the purpose of enabling me to establish direct debit facilities for the payment of my subscription. 4. I have read the Business Request for a Agreement and agree with its terms and conditions.

OPTION 2: Credit Card (monthly only) Visa Mastercard

CARD NUMBER

NAME ON CARD

SIGNATURE

EXPIRY DATE

I hereby authorize the PSA to debit my card account with the amount and at the intervals specified in the table and/or table attached on this form, and in the event of any change in the charges for these subscriptions, to alter the amount from the appropriate date in accordance with such change. This authority will cease in respect of the above specified card should a request of any card issued to me in respect of replacement thereof, until I notify the PSA in writing of its cancellation. Union also processed on 1st of each month.

DECLARATION: (T&C)

SIGNATURE

DATE

RETURN YOUR FORM

AFTER COMPLETING YOUR FORM, YOU CAN:
Hand it to your organiser
SCAN AND EMAIL TO: membership@psa.nsw.au
YOU CAN POST IT TO:
Membership Section, PSA of NSW
GPO Box 585 SYDNEY NSW 2001

I, the undersigned, hereby agree to be enrolled as a member of the Public Service Association and Professional Officers Association (Amalgamated Union of New South Wales (PSA) and the Community & Public Sector Union (CPSU) (together known as PSA/CPSU) in accordance with the Rules of both bodies, by which I agree to be bound, and I agree to the PSA and CPSU being beginning agent. I agree that a copy of the form (whether in a scanned or physical photograph) for which is referred may be used or used without it if the original I have read and understood the information disclosed and that relating to financial obligations and the circumstances and manner in which they may be made.

Revised 10/2020

NEED HELP? CALL THE UNION

 **1800 772 679**



TERMS AND CONDITIONS:

Automatic Payment Service Agreement

We, the PSA, make the following commitment to you:

- The PSA will debit/charge your membership fees as they fall due. However, if this day falls on a non-business day, they will be debited/charged on the next business day.
- The PSA will only use this authority to debit/charge regular fees. If you miss a payment, it will be picked up in the following period i.e. two instalments will be taken out.
- Resignation from the PSA must be notified according to the section "How to resign from the PSA and CPSU NSW". Should you resign your membership, the PSA undertakes to cease debiting your account upon the termination of the written notice period.
- The PSA will notify any changes to your union fees in its magazine, *Red Tape*.
- The PSA will act in accordance with our Privacy Statement, while noting that your financial institution may require such information to be provided in connection with a claim made on it relating to an alleged incorrect or wrongful debit.
- The PSA will investigate and deal promptly with any queries, claims or complaints regarding debits/charges and provide a response within 21 days of receipt.

Your commitment to the PSA:

- You will ensure that the account details provided to the PSA are identical to the account details held by your bank or financial institution.
- You will ensure that you have sufficient funds or credit available in the nominated account on the due date for payment of your fees. You will let us know in writing within 14 days if the nominated account is altered, transferred or closed.
- You will be responsible to ensure that the amounts debited/charged to your nominated account for your PSA fees are correct.
- If the charging arrangements are stopped by you or your nominated bank or financial institution, you will arrange a suitable alternative payment method with the PSA.

- Resignation from the PSA/CPSU NSW will be notified by you as per the conditions in the section "How to resign from the PSA and CPSU NSW". Repayments will not be made for late notifications.

How to resign from the PSA and CPSU NSW

You may resign from membership when either you cease to work in an area covered by the Association or by giving 14 days' notice in writing of your intention to resign to the PSA General Secretary.

Resignation from the PSA will also be taken as resignation from the CPSU NSW, subject to confirmation.

Resignation from the CPSU NSW can be by notice in writing of two weeks or more, such notice being delivered to the Secretary of the CPSU (SPSF Group) NSW Branch.

Please note that you are obliged to pay any dues owing to the PSA/CPSU NSW up to the date of effect of the resignation and that fees are not refundable on resignation from the PSA/CPSU NSW.

Privacy Statement

Information collected in these applications is used for the purposes of the PSA and the CPSU NSW only.

Any information collected is handled and used in accordance with the Australian Privacy Principles, the Privacy Act 1988 (Cth).

When we use third parties to carry out union functions (e.g. mail-houses, electoral offices, candidates to union office, union delegates, etc) only necessary information is released, and subject to the condition that it not be used for any other purpose.

Information requested for payment of membership fees is provided only to the relevant financial institution or employer.

Any member may at any time arrange to see and correct their membership record by contacting membership@psa.asn.au



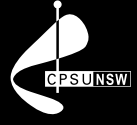
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psansw
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PSA FOR YES



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

