**PSA/CPSU NSW RETIRED ASSOCIATES ADVISORY GROUP**

**MINUTES OF MEETING**

**Held on Tuesday 27 February 2024 at PSA House and by Zoom**

The meeting was chaired by Dave McKeough, President of the PSA CPSU NSW Retired Associates and commenced at 10.40am. Minutes taken by Wayne O’Mara.

1. **Acknowledgement of Country** – Wayne O’Mara
2. **Attendance**

**At PSA House** Dave McKeough, Robert Asbury, Mara Tudorin, Ysbrand Oosten, Samson Raman, John Walz, David Clyant, Paul Turner, Wayne O’Mara, Cathryn Jenkins

**PSA Representative** Simone Scalmer, PSA Women’s Industrial Officer

**By Zoom** Isabella Ramirra, David Briggs

**3. Apologies**

Carmel McKeough, Bret Leech, Barry Blanchard

**MOTION: That the apologies be accepted.**

MOVED: John Walz SECONDED: Robert Asbury

CARRIED Unanimously

**4. Minutes of the Previous Meeting held on 5 December 2023**

MOTION: That the minutes be accepted.

MOVED: Robert Asbury SECONDED: Mara Tudorin

CARRIED: Unanimously

**5. Business Arising**

*5.1 Motion re SSS Superannuation*

Awaiting response from Executive. Dave and Carmel to follow up.

*5.2 Promotional materials*

**Action: Carmel McKeough to follow up with the Communications team.**

*5.3 Red Tape Articles*

Carmel McKeough recently submitted a draft article for a future edition and is awaiting the Communications team response.

*5.4 Unfinancial members*

Continues to be a work in progress. Ysbrand Oosten volunteered to assist.

**Action: Dave McKeough and Carmel McKeough to provide update at next meeting**

*5.6 Mental Health Strategy*

Awaiting response from the Executive in relation to involvement of the Retired Associates in developing a mental health strategy for the public sector.

Carmel has prepared a draft letter to The Hon Jodie Harrison in relation to transition to retirement and volunteering.

**Actions**

**Dave McKeough and Carmel McKeough to follow up with the Executive.**

**Draft letter to Minister Harrison to be discussed with Dave McKeough and finalised prior to the next meeting.**

**6. Reports**

*6.1 PSA Executive Update*

The General Secretary met up with members during the lunch period and gave an update on the Industrial Relations Commission, stating that Judges are being returned to the IRC. The PSA is having ongoing discussions on future wage increases with the Government wanting a three-year agreement but the amounts of the increases are yet to be forthcoming. Also PSA fees had not risen for four years.

The members thanked Stewart for his updates.

*6.2 Combined Pensioners and Superannuants Association*

Dave McKeough advised the meeting that Megan Lee, General Manager of the CPSA had phoned him about two weeks ago to ask if he would be available to apply for a position on the CPSA Executive. Dave advised Megan that he had too many other commitments on other volunteer Committees. Megan Lee subsequently approached Carmel McKeough who agreed to consider her request.

We felt there would be benefit in asking Ash Fowler from the CPSA to be a guest speaker later this year.

**7. Correspondence -** Nil

**8. Motions on Notice -** Nil

**9. General Business**

*9.1 Meeting Dates for 2024*

Dave McKeough advised that the PSA Retired Associates webpage had been updated with the new 2024 meeting dates. Ysbrand Oosten advised that some previous Committee members are still showing on the webpage. Dave McKeough to follow up with the Communications team.

Dave McKeough advised that the PSA was affiliated with the CPSA who provide a monthly Newsletter which will be placed in the PSA Library. Members can also access the articles at <https://cpsa.org.au/news-releases/articles-from-the-voice/>

*9.2 What direction do we want the Retired Associates to head in 2024?*

Dave McKeough asked the member’s present to think about and present ideas for future discussion topics and guest speakers.

Artificial Intelligence (AI)?

Hugh McKay – When.

Mara Tudorin advised that the Quality Aged Care Action Group (QACAG) meet at PSA House.

Robert Asbury spoke briefly about environmental issues namely the sea temperature rising and bringing fish from the Northern waters of Australia down South to around Sydney.

Samson Ramon gave his apologies for the meeting 23 April, 204.

**10. Guest Speaker – Simone Scalmer – PSA Women’s Industrial Officer**

Simone gave an excellent update of conditions that the PSA had won for our female members and advised the meeting of International Women’s Day on the 8th of March which commemorated previous work done by the Suffragette Movement but lately has been corporatised with morning teas and or lunches.

Simone asked if any of our female members had special stories that they wished to share. Refer also Attachment 1.

**11. Date of Next Meeting**

The next meeting of the Retired Associates will be held on Tuesday, 23 April 2024 at PSA House or via Zoom, commencing at 10.30am. The meeting will be followed by a light lunch.

The meeting closed at 12.00pm.

Attachment 1

**Update for Retired Associates**

**Women’s Conference 2023**

The feedback survey for Women’s Conference 2023 has been finalised with 48 of the attendees taking the time to respond to the survey and share their views on the event. Most of the feedback was overwhelmingly positive, with the respondents divided evenly between people who were attending conference for the first time and those who have already attended a Women’s Conference. Members shared that they love having the opportunity to network with other women members, making connections and sharing stories. Reflective of our membership, there were a diverse range of comments made, key themes across the feedback include:

* Liesl Tesch and Jean Kittson were the two speakers who made the biggest impact on attendees and were a massive hit and we received many adoring comments about them.
* Members also got a lot from the presentations with a practical focus such as DV leave and reproductive leave.
* Most of our members were extremely welcoming to the stories shared by our Aboriginal members, with a couple of individuals expressing objections.
* Members enjoyed hearing from the Ministers but there were some objections to the number of political speakers as well as the comment that it would have been preferable for them to detail their plans for the future rather than focus on the failures of the previous government.

Useful suggestions for the future to be discussed next year before Women’s Conference 2024:

* More interactive sessions, such as workshops/ breakout activities, and overall less Powerpoint presentations.
* Updates from other groups within the union such as Pride Council, Aboriginal Council and Youth Network.
* Delegates sharing experiences from the workplace, or a training session on how to recruit colleagues to join the union.
* A mentor program for women delegates to support each other.
* Requests for more on ageing in the workforce as well as more for younger women.

It should also be noted that a lot of the comments asked for “more of the same”!

**Lactation in the workplace**

As per previous action item proposed by Women’s Council, a letter template has been drafted regarding lactation entitlements and facilities in the workplace. The current award clause and NSW Government sector ‘Breastfeeding Policy’ was circulated for information of WCC. Please note that consultation occurred last year between Public Sector Industrial Relations and unions regarding a new policy which has yet to be published, so it is an opportune time to make any suggestions regarding breastfeeding in the workplace. Questions have also been raised at Women’s Council regarding lactation rooms being used for other purposes when not in use by a lactating mother.

**ACTU Reproductive Leave and Entitlements Working Group**

The ACTU Women’s Committee has developed a Reproductive Leave and Entitlements Working Group which had its first meeting on 1st February 2024. The purpose of this working group is to pull together a comprehensive overview of what is happening currently in this space, examine best practice models, and do early scoping on a potential policy position, coordination and campaigning on these issues.

Several affiliated unions have been active on these issues, and there are a variety of campaigns and entitlements that exist, both here and internationally. CPSU NSW Industrial staff have already been successful in getting some entitlements for members in several University agreements and are currently negotiating for other new clauses in the next round of bargaining.

On the agenda for the first meeting was the question of developing a consistent claim that unions can campaign and bargain for across the movement, how broad the definition should be (should it include vasectomies for men?), what should the quantum of paid leave be, should casuals be included and what should the notice and evidence requirements be.

There was also discussion on the Senate Inquiry into ‘Issues related to Menopause and Perimenopause’ and potential options for reform to workplace laws – such as adding reproductive health as a reason that workers can request flexible work arrangements under s65 FW Act and adding reproductive health as a protected attribute to the FW Act anti-discrimination framework.

**International Women’s Day**

International Women’s Day will be celebrated on Friday 8th March and the IWD march is on Saturday 9th March 2024. The committee is looking at an event at Trades Hall on the Friday night and a march on the Saturday. There is a similar format in Newcastle and the details will be shared with members imminently via bulletin and social media. The theme for the Unions NSW IWD is ‘Powering Equality: Accelerating Inclusion”.

**Paid Parental Leave and definition of permanent placement of a child**

In December 2023, Public Sector IR provided a proposed draft amendment to *Employees of the Public Service of New South Wales Section 52 (1) Determination No 3 of 2022*. The changes extend paid parental leave to all ongoing placement arrangements. This incorporates feedback provided to IR by DCJ. The WIO is aware of multiple members who have been denied Paid Parental Leave because although their care arrangements are long term, they do not meet the current definition of permanent OOHC which requires guardianship or permanent placement ordered by the court. Community Services delegates provided valuable advice to the WIO who provided feedback to PSIR on this welcome amendment. We were advised in the February meeting of Public Sector Union Consultative Forum that the determination is currently awaiting approval and sign off from the Premier.

We were also updated regarding the Paid Parental Leave model clause, which unions provided detailed feedback for in mid-2023. The delay was acknowledged and explained by the complexity of the clause and the varied feedback coming from unions as well as agencies. It was agreed a meeting will be held to discuss and work through these issues so that the clause can be finalised. The Paid Parental leave factsheet ‘Pregnancy and Parenthood at Work’ has been created in the meantime so members can be educated on all their entitlements.

**Paid Parental Leave Fact sheet**

A draft fact sheet (not for distribution) has been created which summarises the entitlements to Paid Parental Leave in the following industrial instruments:

Clause 75 Parental Leave of the Crown Employees (Public Service Conditions of Employment) Award 2009

Employees of the Public Service of New South Wales Section 52 (1) Determination No 3 of 2022

Employees of the Public Service of New South Wales Section 52 (1) Determination No 4 of 2022

The two determinations expand on the previous parental leave provisions and provide greater access to paid parental leave to eligible public sector employees, regardless of gender, as well as entitlements for employees in the event of a miscarriage, pre-term birth or when undergoing fertility treatment. This factsheet should provide greater understanding of entitlements to members seeking to expand their families. In drafting the sheet WIO consulted with the MSC regarding the type of questions members ask about the leave. Comments and suggestions are welcome before we publish the factsheet.

**Workplace Sexual Harassment Policy across the sector**

With the end of March 2024 approaching many agencies are reviewing their Sexual Harassment policy to comply with the Public Service Commissioner’s Direction that requires agencies to develop a policy that contains at minimum the standards in the model policy by the end of March 2024.

Advice has been provided to industrial staff on the draft policies presented by their agencies, which are varied. Alongside the PSC Model policy and Implementation guide, the PSC have created a template to assist comparing any policy for the minimum standards in their model policy. We are also currently looking at policies that fall short of complying with the minimum standards. Some areas that are not being addressed are strong leadership statements, communicating the policy to the workforce well and ensuring it is accessible to all, explaining vicarious liability and mandatory and regular training on workplace sexual harassment. We will continue to work to ensure proper policies are in place in every agency.