

WINTER  
2024

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- Lifeline Australia 13 11 14
- MensLine Australia 1300 78 99 78

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

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.





# A CHANGE TO LOOK TO THE NEXT 125 YEARS

**Our union has fought hard for its members for more than a century. It will not stop.**

**I**n 1900, John Osbourne became the first Secretary of the Public Service Association of NSW, a union that had been established the previous year.

Mr Osbourne was a Clergyman, Politician, Journalist and, latterly, Union Organiser. Rather than being recruited from the NSW Public Sector, he rose to his position in the PSA thanks to his experience as a Journalist, which was required to launch the precursor to *Red Tape*, the *Public Service Journal*.

Mr Osbourne, who died in office, was the first of 17 people so far who have held what is now the position of PSA CPSU NSW General Secretary, a role I currently fill with pride.

For 125 years, the union these people have been fortunate enough to lead has stood up for the workers who make NSW a great place to live, work and learn.

We have had swathes of victories that have made immeasurable improvements to our members' working lives. Our workplaces are better paid, safer and more equitable. The people who gathered in Bridge Street in 1899 to form our union would not recognise our working lives today.

As comforting as it is to look back and take pride over past victories, the battle has not stopped. Without a union fighting on their behalf, the victories won over the past 125 years would vanish.

We saw as recently as the 12 years of the Liberal National State Government that there are political and social forces who don't believe in paying decent wages and conditions.

They don't believe the Public Sector is the most effective way to deliver certain services to the people lucky enough to live in our state.

This is why it is vital we continue to be members of our union, and encourage

our colleagues to come aboard. The more members we have, the stronger we are and the louder our voices.

In addition to our industrial strength, we know we are now a major player at the ballot box for state elections, campaigning for what we know will be better outcomes for our members.

Many of the industrial and political issues we deal with today would be

a complete mystery to our union's founders. And we can't predict what the General Secretary will be discussing with members in the future. But we can be assured that no matter what the issue, the PSA CPSU NSW will be pushing for better wages, better conditions and a well-resourced Public Sector that will protect the enviable quality of life enjoyed by the people of NSW.



## PREMIER VISITS PSA HOUSE

**O**ne positive change brought about by the 2023 State Election is that we have a Premier and Cabinet willing to listen to the PSA.

In addition, our union regularly meets with Ministers to discuss how their decisions affect our members.

We don't always see eye-to-eye with

the Government, but it is heartening that lines of communication are always open.

The Premier, Chris Minns, was one of the speakers at this year's Annual Conference. He said he will continue to oppose the previous government's slavish adherence to privatisation and its addiction to consultants.



## UNIONS WIN TOUGHER LAWS ON KNIFE CRIME

**Stewart Little successfully called on the NSW Government to urgently introduce new powers for police to conduct non-invasive knife searches.**

**T**hanks to union campaigning, NSW is bringing in laws to give police powers to search for knives using metal-detection wands.

The campaign followed the Bondi Junction Westfields attack, and just days later the church attack at Wakeley. Both events proved to the people of NSW that knives are too easily concealed; but too deadly to ignore.

The laws are modelled on similar legislation north of the border. Queensland Police were recently given the legal right to use metal detectors to search people without a warrant. Known as 'Jack's Law', the legislation is named

after 17-year-old Jack Beasley who was fatally stabbed at the Gold Coast. Now the NSW State Government has introduced similar laws with support from the State Opposition.

Advocating for change, PSA CPSU NSW General Secretary Stewart Little said the union represents members who work in areas where the potential for knife crime is unfortunately a reality. He said members should never have to be exposed to the prospect of encountering knife crime.

"Our members are out there each day in the community and every knife that's on the streets makes them a little less safe," said Mr Little. "If you're carrying a concealed knife, you should know there's a very good chance you're going to get caught by the police. That's the peace of mind my members want and it's what their communities want."

"Our members who work in the police, youth justice, and the prison system are appalled at the current

incidence of youth knife crime. Something needs to be done.

"As a union, the PSA is no advocate for overzealous impingement on people's civil liberties or right to privacy; however, as the Queensland model has demonstrated, if used in the spirit of public and workplace safety, this law is a success.

"We are happy both the Government and Opposition listened to front-line workers and made these changes."

Since its introduction, more than 800 weapons have been removed from the streets in Queensland.

Mr Little was interviewed by the media over the then proposed changes, alongside three other union leaders.

"We want to pro-actively prevent knife crime from occurring," said Kevin Morton, President of Police Association of NSW at the press conference. "This is not an enforcement issue, but about keeping the community safe in day-to-day life."



# RECENT WINS ADD TO A PROUD PAST

## Every victory we have contributes to an amazing legacy.

**R**ecent months have been exciting times for our union.

We have had wins bringing the pay for our School Psychologist members in line with Counsellors. More of our members in schools have been released from insecure roles.

We have had high-level ministerial meetings over budget cuts, ensuring our education staff are spared job losses.

We have won concessions over the prison mothballing program sprung on us without consultation.

We have won backpay for individual Disability Support Workers and members in Multicultural NSW, unpaid uniform allowances for General Assistants and supported dozens of members in unfair dismissal cases.

The financial windfalls these wins achieve are important, but there is also a sense of pride that a wrongdoing or an injustice has been righted. Every victory our union has instils more pride in all our members as every victory is a result of our collective efforts. We should all take pride in the wins we all own.

Every pay rise we have won since 1899 has been due to our union. Without a union behind them, our members would get nothing.

In 125 years, we have come so far. We have overturned rules, such as the bar on married women in the Public Sector, that would be inconceivable to our members today. We have convinced our employers that men and women should be paid equally, even if the execution of this ideal has often been less than perfect. It was unions such as the PSA CPSU NSW and trailblazing members such as Jean Arnot that forced this change for the better.

Today we arrive at our wins in a

different manner. Whereas once the PSA was bogged down by an Edwardian-era reluctance to get involved in politics, today we are happy to campaign to change governments and call upon ministers to demand a better deal for our members.

Today we also have different councils advising us to make better decisions for a membership far more diverse than the PSA of 1899. We are closing in on 95 years of Women's Council, and led the way in forming an Aboriginal Council to advise our union leadership.

Today, our Pride and Youth bodies add to these diverse voices.

Reserved roles for First Nations workers, domestic and family violence leave, gender assignment leave, lactation breaks, study leave, rights to work from home, flexible hours; these are just some of the conditions and benefits we have won that would make our workplaces unrecognisable to our union's founders.

But the founders would recognise our fights for better wages and conditions. They would approve of our recent wins.

They would still be proud to be union.



## OUR CHANCE TO LISTEN TO YOU

**T**he 2024 PSA CPSU NSW Annual Conference was a great success.

The event gave us the chance to mark our proud union's 125 years of fighting and winning for members.

But Conference is also about the future. It gives us a chance to listen to our Delegates, who are our vital link to the members. These ideas are what we will take into future union wins.

We also heard from a broad array of speakers, including Gosford MP Liesl Tesch, who gave us a rundown of her remarkable sporting career and elevation into state politics.

She also reminded attendees of their own power to make positive change by alerting the NSW Government to facilities that could be converted into affordable housing and ease a crisis that is gripping our state.

# MINISTER VISITS NORTH COAST TAFE CAMPUS

## Union pressure gets action in Port Macquarie.

After meeting with the CPSU NSW, Minister for Skills, TAFE and Tertiary Education, Steve Whan, went to Port Macquarie TAFE campus to announce improvements in the college's operations.

At a meeting with the Minister, CPSU NSW Departmental Committee Chair Brook Down (pictured below) had highlighted the specific need to fix issues in the campus, some of which have been outstanding for over four years.

The Minister assured the delegation that he would investigate those issues and he discussed the conversations with TAFE on the importance of open dialogue with the union.

The meeting at Parliament House was to discuss where an allocated \$300 million will be spent.

Also at the meeting were Assistant General Secretary Troy Wright, Industrial Manager Julie Bond and Senior Industrial Officer Lisa Nelson.

The delegation presented the Minister with a broad overview of issues raised through the union, including the lack of a fully functioning emergency management system and all it entails, air conditioning and leaking buildings, and a lack of security staff.



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## CHILD PROTECTION CAMPAIGN SHOWS WHY WE FIGHT

**It's about more than wages and conditions.**

**A**cross the state, we saw PSA members in the often-thankless world of Child Protection announce they had had enough. Members walked off the job, holding placards to let the community know Child Protection was in crisis.

Such is their professional devotion to the children they care for, that before the protests, arrangements were made to ensure any serious cases would be taken care of.

Many of the issues raised by our members in Community Services would be familiar to other PSA CPSU NSW members, including poor wages, massive workloads and pay gradings that don't match responsibilities.

However, our members are not just walking out to improve their own wages

and conditions. They are doing it for the vulnerable children in their care.

Our members in Community Services play a vital role in these people's lives. Their intervention can literally be a matter of life and death.

They know that a system that has staff burning out and leaving, on average, after just 14 months in the job, is not an efficient way to look after children in need.

They know that a system that is too reliant on non-government providers is not enough to protect these children, particularly when these providers have the ability to just walk away if a case is too difficult.

Our members in Community Services are not just walking off for themselves and their colleagues: they are walking off to make sure our state can perform one of the core functions of government, the protection of children.

Child Protection is in crisis. It takes action from a strong union and its brave members to make sure this situation can be fixed.





# AFTER HOURS RESPONSE TEAM STRIKES

## Unsafe working conditions force on-call Child Protection workers to walk off the job.

**T**he After Hours Response Team (AHRT) is a team within Communities and Justice that provides casework for urgent risk of significant harm referrals that require intervention, and urgent requests for assistance. These reports are received as referrals from the Helpline. The AHRT works overnight and on weekends, including public holidays when Community Services Centres are closed. It is vital work for some of the state's most at-risk children.

**'WE HAVE TOLD ANYONE WHO WILL LISTEN THAT THIS IS A POWDER-KEG SITUATION'**

After two respected managers were stood down without notice in March, and a series of unfair changes made to operational arrangements that led to unsafe working conditions, a snap 24-hour strike from 4:30pm 23 April was called.

PSA General Secretary Stewart Little said chronic overwork, staff suspensions and unreasonable workplace directives urgently

need to be addressed by the Department.

"We've written to the Department, we've written to the Minister, we've been to the Industrial Relations Commission," he said. "We've urged the Department to adjust its approach and get back to the table and negotiate constructively with staff.

"We've told anyone who will listen that this is a powder-keg situation and untenable.

"AHRT staff have had enough."

The AHRT staff walked off the job twice with the full support and encouragement of the PSA.

The strike took place against the backdrop of the PSA's Child Protection in Crisis campaign.

To read more on this campaign, go to page 8.



## Your retirement questions answered

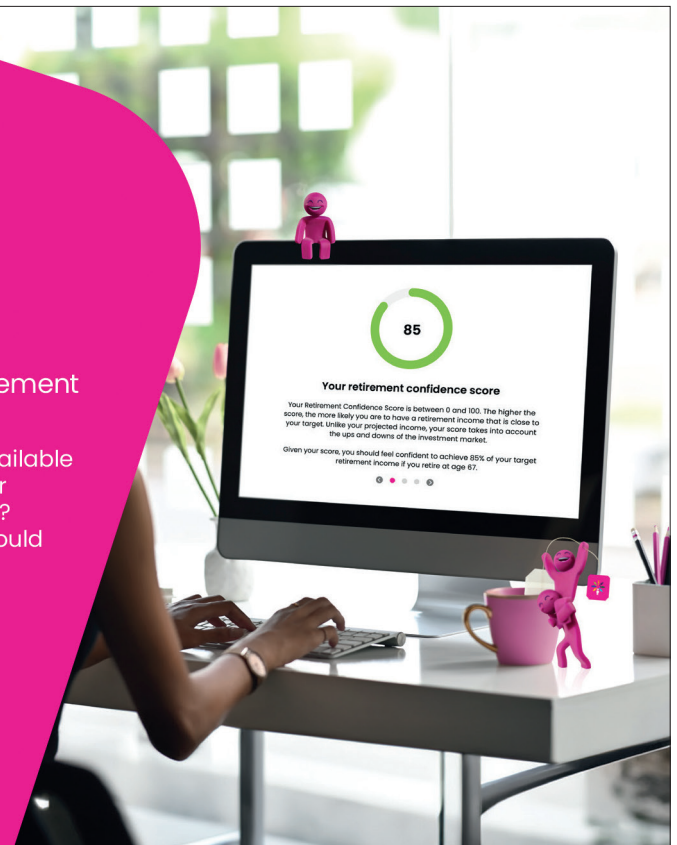
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# CHILD PROTECTION IN CRISIS: PSA MEMBERS TAKE ACTION

**Caseworkers are fed up with low wages, overwork and an absurd system of outsourcing.**

**O**n a cloudy April afternoon in Edgeworth, in the Hunter Valley, PSA members in Community Services kicked off a

statewide campaign to improve their working lives and the lives of some of the most vulnerable children in NSW.

Child Protection in Crisis is not just a catchy name for a campaign. It encapsulates what happens when wages are too low, when staff are overworked and when outsourcing inevitably fails.

The Department of Communities and Justice is losing more Child Protection Caseworkers than it is employing. Employees are simply paid too little for the often-harrowing work. Wages are better for similar, and often less onerous, work in the non-government sector.

The starting wage of a Caseworker is \$75,992. In comparison, the starting wage of staff doing similar work in Youth Justice is \$100,011.

Aboriginal staff are leaving at an even higher rate, which is bad news for a community overrepresented in the Child Protection system that is desperate for cultural understanding of cases.

“It is vital that Community Services attracts and retains staff,” said PSA CPSU NSW General Secretary Stewart

Little. “And the best way to do that is to pay them decent wages.”

The low pay and overwork mean the average Caseworker leaves the job within 14 months of their starting date. The exacerbates the overwork problem for those remaining on site.

“It is a vicious cycle,” said Mr Little. “We need the Minister, Kate Washington, to break this downward spiral.”

The week before the Edgeworth walkout, the Child Protection in Crisis campaign was launched at the Tree of Knowledge, a site behind State Parliament and a favoured spot for political launches and press conferences.

Fronting the media, Mr Little laid out the issues facing members.

“We currently have a situation where we have upwards of 20 per cent vacancies for Caseworkers in Child Protection,” he said. “In some offices around the state, we have upwards of 60 per cent vacancies in those key areas in the Central West and in the Northern Rivers.

“That means that 14,000 kids that are out there aren’t being supported. It means the 130,000 kids out there that are being reported, aren’t being seen.”

Mr Little said despite the requirement for mandatory reporting of suspected abuse from Police Officers, Teachers and Nurses, only one child in four reported is actually seen by a Caseworker.

“The main cause of this is the privatisation of Out of Home Care,” said Mr Little. “It was privatised more than 10 years ago.”

Mr Little was joined at the launch







in *The Newcastle Herald* the day of the Edgeworth action, as well as plenty of regional coverage. There was also a radio interview with Assistant General Secretary Troy Wright that opened with discussion on the closure of the Edgeworth Community Services Centre (CSC).

“The issue here is obviously cost-cutting,” said Mr Wright. “This cost-cutting would have a significant impact on local services.

“That office is based there for a reason. It is not being closed due to a lack of demand for those services.

“People who have to access the Child Protection Office will not be able to do that and will have to travel to Charleston or Mayfield. That is a significant impost on those families.”

The success of the Edgeworth protest led the way. Around the state, Child Protection Caseworkers walked off the job in different centres, attracting the attention of local media throughout the state. On 8 May, Child Protection Caseworkers state-wide walked, attracting a huge amount of media coverage, both in print and on the air.

“The system is broken and is harming children and workers,” said Delegate and PSA Vice President Allison Corrigan, herself a Child Protection Caseworker. “Our members are passionate, dedicated and committed to working with children. But they need to work in a safe and respectful system.

“The Child Protection system needs to support both children and workers.”

by Caseworker and PSA Delegate Nin Bennett, who fronted the media to let them know how tough her working conditions are.

“There is just not enough of us to go and see children every single day to make sure they are safe and not at risk,” she said.

Another Delegate, Kate Birks said she has never seen the situation as bad as it is at present in the 20 years she has been a Caseworker.

“I’m terrified,” she said. “Especially for the children we have parental responsibility for.

“These children should be cared for as the Minister’s children.”

The televised launch of the campaign was just one component of the PSA CPSU NSW’s media blitz to alert NSW of the unfolding disaster.

The union received a front-page story

Clockwise from above: media coverage in Wollongong; the campaign image; the Chatswood walkout; Troy Wright in the Hunter; Whakot in Lakemba; members in Grafton; Stewart Little and members face the media in Campbelltown







# NSW UNIONS TAKE ON A SOCIAL MENACE

**A campaign aims to cut the state's dependence on poker machines.**

**T**he PSA CPSU NSW has thrown its support behind a Unions NSW campaign to cut the number of poker machines ruining people's lives in the state's pubs and clubs.

Unions NSW passed a resolution for a moratorium on granting new poker machine licences in pubs and clubs and the removal, over five years, of 25,000 machines from gaming lounges throughout the state.

The resolution calls for poker machine licences in venues that close to be removed from use, rather than moved to another venue.

"Unions NSW acknowledges a complete ban on poker machines is unrealistic," reads the resolution. "However, there is a need to phase down the number of poker machines in our state, strengthen the fragmented and weak regulatory frameworks which govern gambling and commit additional funding for preventative educational and support measures for

individuals and communities. Unions NSW notes gambling has both a direct and indirect effect on workers employed in venues where poker machines are located and this, as a work, health and safety issue, must be considered in policy decisions by government, including implementing compulsory training on gambling harm for anyone working in a gambling facility."

PSA CPSU NSW General Secretary Stewart Little said it was "the right thing to do" to support the Unions NSW resolution.

"Unions are about protecting our communities," he said. "And this blight on our communities is an issue we cannot ignore. Our state is plagued with them. It has 30 per cent more poker machines than Victoria and Queensland combined.

"NSW has 87,298 gaming machines in clubs, hotels and the Star Casino.

"It is the poor who suffer. These machines are concentrated in low-income parts of the state, where they are ripping money from households already struggling with the cost of living."

The four highest local authorities for poker machine expenditure for the first nine months of 2022 were Canterbury-Bankstown, Fairfield, Cumberland and Blacktown.

**'NSW HAS 30 PER CENT MORE POKER MACHINES THAN VICTORIA AND QUEENSLAND COMBINED'**

"Organisations such as ours are obliged to join the fight to cut the damage poker machines are doing to our state," said Mr Little. "The clubs lobby is assuring us their poker machine profits are directed to the communities in which they operate, however last year it was revealed the biggest beneficiaries of the revenues are the clubs themselves and their directors. NSW is being conned."

The NSW Crime Commission labelled the state the "gambling capital of Australia" because of the vast sums of cash flowing through poker machines.

In a recent report, the commission recommended reform after reports criminal organisations were laundering money through poker machines. In addition, many people were committing crimes to finance their poker machine habits.

# PSA CPSU NSW CONTRIBUTES TO EQUALITY BILL

## Union joins the fight against discrimination.

**T**he PSA CPSU NSW has made a submission to Parliament on its forthcoming religious discrimination bill.

The bill, which was introduced by crossbencher Alex Greenwich (pictured right), increases protection for workers from religious-based discrimination.

The Bill initially had support from the Minns Government.

“The PSA CPSU NSW Pride Council, which represents the interests of LGBTQIA+ members, has made a submission to NSW Parliament supporting the bill and emphasising the importance of the industrial aspects of the proposed legislation,” said the union’s Acting Senior Organiser Glenn Duncan. “No-one should

lose their job over a difference of religious opinion with their employer.

“It is 2024; people should be able to live their lives without repercussion from their place of work about their chosen lifestyle and sexual orientation.”

The PSA CPSU NSW submission largely agreed with the proposed legislation, making four suggestions on issues such as gender-affirmation leave.

The union also requested it be consulted if a gender inclusion standard is written by the NSW Public Service Commission. The submission also mentioned how religious organisations involved in the Community Services sector have been found to discriminate against people willing to foster children.

“This submission proves the importance of the Pride Council,” said Mr Duncan. “By getting diverse voices heard, we can influence real change in the halls of power in NSW.”



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# REGIONAL MEMBERS TALK FUNDING CUTS

**Regional members take pride in their union.**

PSA Organiser Gino DiCandilo (pictured second from right) met with members in Taree to discuss issues such as funding and job cuts.

The election of the Labor Government and a few years free of fires and floods, have seen less money coming to the regions from Macquarie Street.

The PSA is therefore working with Delegates and the Department of Regional NSW to minimise job losses.

The PSA is also discussing the

Department's over-reliance on temporary employment.

"The previous Government threw money at the regions, without the prioritisation of sustainable long-term growth policies," said PSA Industrial Officer Shane Howes. "Now that this temporary money is coming to an end, it's the first thing that gets cut from budgets."

"Among other cuts, the Office for Regional Youth is one area that is the most affected."

"At a time where the Government is spruiking its Youth policy, it is reducing

programs to the vulnerable youth in the bush."

Local Land Services (LLS) is another part of the Department and is currently undergoing Award negotiations.

LLS members were encouraged by the PSA to have a say on changes they want to see in their Award through their newly elected Departmental Committee delegates and the union's bargaining representatives.

Australian Mutual Bank representative Glen Warner (pictured left) was also at the meeting to talk about his organisation's benefits for PSA members.

AUTUMN 2024  
**RED TAPE**

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# MULTICULTURAL NSW MEMBERS WIN BACK PAY

**Members to receive back pay and correct rates of pay after PSA fights for fairness.**

**M**ulticultural NSW (MNSW) PSA union Delegates identified that the most recent pay increase won by the union had not been applied to the *Crown Employees (Interpreters and Translators, Multicultural NSW) Award*.

The Delegates got straight to work after the discovery. After confirming that members had in fact missed out on the pay rise, the PSA immediately raised this error with MNSW.

The correct rate of pay was established, and the union took the issue to NSW Public Service Industrial Relations.

“Thanks to the diligence and hard work of delegates and PSA industrial staff the Award is now updated with the correct rates and members paid back monies owed,” said Assistant General Secretary Troy Wright. “The backpay and corrected rate were reflected in the members’ pay the following week.

“This case illustrates that checking your pay advice, and keeping abreast of the PSA’s continuous fight for pay rises can pay off.”



Winning smiles: Multicultural NSW Delegates Zeina Issa and Ninh Nguyen

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## JUNEE PSA OFFICE OPENS

**New regional facility available to members entering public system.**

The recent announcement that Junee Correctional Centre will be run by Corrective Services NSW (CSNSW) means staff will be covered by the PSA.

This will give members improved job security, and the local economy will benefit from higher wages.

Control of the prison, which opened as a private facility, will be handed over in 2025. To make this transition easier, the union is relocating its Riverina Office from Wagga Wagga to the town.

Regional Organiser Tom Hooper and Support Officer Rebekah Chapman will work out of the new office.

## BAIL LAWS REQUIRE MORE RESOURCES

**PSA CPSU NSW members will protect the community.**

The PSA CPSU NSW's successful campaign to put stricter conditions on people charged with domestic and family violence will require better resourcing of the Court, Community Corrections and Custodial systems.

Bail conditions have been tightened and monitoring will be stepped up for people arrested for domestic and family violence offences.

"These moves are welcome to better protect the community," said General Secretary Stewart Little. "But we will need to see better resourcing for a range of workplaces our members are in."

Mr Little said there needs to be more resources put into Courts, particularly in regional NSW.

"We have the situation where people charged with domestic violence offences are in the same waiting areas as their accusers," he said.

In addition, Mr Little said Community Corrections will need greater resources



to monitor those under supervision. At this year's Annual Conference, the issue understaffing at Community Corrections was raised at a domestic violence forum.

"Ankle bracelets are a good way to monitor movements, but we need more staff to make sure someone is keeping an eye on where these people are," he said.

At present, most people serving community sentences for domestic and family violence offences are unsupervised.

Mr Little said the mothballing of gaols needs to be halted if more offenders are given custodial sentences.

## WORKING AT PARKLEA OR CLARENCE?

**Did you know CPSU NSW members working in private prisons are eligible to join the Justice Legal Fund?**

Working in a private-run prison can be dangerous, with staff often placed in positions of direct conflict with inmates, court attendees and other members of the public. This can lead to unfair accusations of criminal behaviour.

As the CPSU NSW does not provide financial assistance to any member who has been charged with a criminal offence, the union executive decided to establish the legal fund.

It costs only \$4.00 per fortnight to join. This is tax-deductible and includes GST.

Remember, only financial members of the PSA CPSU NSW are entitled to contribute to the fund, so encourage any colleagues who are not in the union to join.

**Get protection at work.**

**Join the PSA CPSU NSW to join the Justice Legal Fund.**





# FIRST RESPONSE

## Meet the Police Radio members on call for the community.

**R**ecent horrors in Bondi Junction and Wakeley have shown NSW how valuable the PSA's members in Police Radio are to the state. Their work keeps Police Officers informed of events on the ground.

"These are the very definition of frontline workers," said PSA CPSU NSW General Secretary Stewart Little. "Their quick actions save lives."

Sharday Stirton (right) is a Radio Dispatcher, one of the people praised by NSW Police as "Triple Zero Heroes" after the recent knife attacks.

"In my role as a Police Dispatcher, I serve as the link between Police Officers in the field and the community," she said. "Every day brings a diverse array of challenges, from parking complaints to high-stakes situations involving armed offenders."

"Despite the unpredictability, I find immense fulfilment in the dynamic nature of the job and those I share it with."

"A central aspect of my role involves

speaking directly with Police on duty, coordinating their responses to unfolding incidents in real-time."

Ms Stirton admits the sometimes-harrowing communications they deal with can take their toll on members.

"My colleagues approach workplace trauma with a combination of support systems and coping mechanisms," she said. "Firstly, there's a strong culture of peer support within the team. We understand the challenges of the job and lean on each other for emotional support and understanding."

"In addition to the professional support services available, such as counselling and mental health resources, there's a recognition within our organisation of the potential impact of repeated exposure to traumatic events. While these resources are invaluable, there's a prevailing sentiment among Police Dispatchers that more proactive measures are needed to address the unique challenges we face."

"What's needed is a shift towards a more proactive approach in supporting mental well-being. This entails regular check-ins with Psychologists as a preventive measure, rather than waiting for individuals to be prompted by specific calls or incidents. By normalising

proactive mental health support and prioritising the well-being of Dispatchers, we can mitigate the risk of burnout and reduce the incidence of mental illness within our ranks.

"I really love my job and those I work around. I believe the challenges we are facing can be easily resolved with a better understanding of the complexities of our role and what we're asking for. Our primary goal is to perform our duties to the best of our ability, prioritising the safety and well-being of the public and our officers in the field."

"We're all striving for the same outcome."



# FUTURE MEMBERS WIN PSA PRIZES

**Sydney University prizes go to public administrators of the future.**

PSA CPSU NSW Vice President Shelley Odewahn presented awards to three students at the University of Sydney.

The students were among the five recipients of the John S D'Arcy Memorial Awards, which are prizes in government and international relations awarded by the School of Social and Political Sciences.

A life-long public servant, John D'Arcy was PSA President in 1907, 1909-12 and again in 1915-16.

Pictured left to right: Alfie Mawdsley, Amber Broadbent, Ms Odewahn and Cal Guino.

Two award recipients, Ella Whan and Jordan Anderson, were not at the ceremony.



# ODPP DELEGATES OF THE YEAR

**Campaign over lost hours proves the power of union.**

Three PSA CPSU NSW Delegates from the Office of the Director of Public Prosecutions (ODPP) took out the major award at this year's PSA CPSU NSW Annual Conference.

Vanessa Chan, Amanda-Lee James and Nicholas Leach shared the Delegate of the Year Award for their work on behalf of members who were working hundreds of hours of unpaid overtime.

Accepting the award, Ms Chan praised "our team" for uncovering a broken system that was contributing to burnout and staff resignations.

Ms James said she came from a conservative background, but was now "union all the way" after working with her fellow Delegates to end the culture of overwork.

ODPP employees are now covered by a new Award with better provisions for flex time and excessive workloads.

Ms James and Ms Chan are photographed above with the PSA CPSU NSW Executive and NSW Industrial Relations Minister Sophie Cotsis.

Nineteen Delegates also received Delegate Recognition Awards for their work on behalf of their colleagues. The members present at the ceremony to receive the awards are pictured below.

In addition, four members were recognised for being PSA CPSU NSW members for more than 50 years.



# UNION TALKS SCHOOL BUDGET CUTS

## The PSA meets with the Education Minister to save jobs.

A proposed cut of \$1.4 billion to the NSW education budget for the next four years has been condemned by the PSA, with meetings held between the union and the Minister.

In letters to Education Minister Prue Car and Department Head Murat Dizdar, PSA General Secretary Stewart Little said he was “concerned that the budget cuts will increase workloads that are already stretched”.

The cuts were announced after figures showed 30,000 students leaving the NSW public education system for private or Catholic schools.

The PSA demanded answers on how reductions in the numbers of Teachers in administrative roles would impact its members in the face of budget cuts.

“If a task is administrative in nature and does not need to be carried out by a qualified Teacher, who do these tasks go



to?” wrote Mr Little. “It is the position of the Association that these tasks will be returned to our members, which again exacerbates current workloads, placing greater pressure across all areas of school administration.”

Mr Little, accompanied by PSA CPSU NSW Vice President Juliette Sizer,

Industrial Manager Julie-Ann Bond and Senior Industrial Officer Greg Shaw, visited the Minister in May 2024 to discuss the budget reduction and its effect on members.

The delegation also quizzed the Minister on how these developments affect the roll-out of more permanent roles.

## MEMBERS GEAR UP FOR PSA SCHOOLS RECOGNITION WEEK

### The time for members to shine is on its way.

PSA Schools Recognition Week was developed by the union as a way to celebrate the support and administrative staff in NSW schools.

This year’s theme will be We Just Do It!

The week, running this year from 26-30 August, will celebrate PSA members in the office, classroom and school grounds. There is also a photo competition to highlight members’ work.

“This year we have seen successes with permanency, as well as big wins for School Psychologists,” said PSA CPSU NSW President Nicole Jess. “PSA Schools Recognition Week gives us a time to celebrate these wins.”



# DOMESTIC VIOLENCE CAMPAIGN CONTINUES

**PSA CPSU NSW demands for stricter sentencing gets wider support.**

**D**emands for the justice system to take domestic and family violence more seriously has gained support throughout the community and media.

PSA CPSU NSW General Secretary Stewart Little has spoken at length about the issue with Ray Hadley on 2GB radio.

Since the campaign was initially launched by the PSA CPSU NSW, the country was shocked by the death of Forbes woman Molly Ticehurst. The man charged with her murder had been released on bail after serious allegations of domestic violence and sexual assault.

“A woman is killed by a partner or former partner every four days in Australia,” said PSA CPSU NSW President Nicole Jess. “We need to see stricter sentencing, including more custodial terms.”

Sixty per cent of domestic and family violence offenders in NSW receive community orders rather than incarceration. Most of these orders are unsupervised.

Ninety per cent of fines for domestic and family violence offences are less than \$1000.

“Many of our members work up close with people affected by domestic and family violence,” said Ms Jess. “We have members in the justice system, Community Services, schools and agencies such as Women NSW who witness this crisis firsthand.

“We need to take this seriously.”

Similar sentiments about lenient sentencing for domestic and family violence offenders have been raised in many opinion pages and by influential journalists such as *Crikey’s* Bernard Keane.



## REPORT DEBUNKS ‘WORK CHOICE’ PAY GAP EXCUSE

**Many commentators have blamed job choice for the gender wage gap. A report shows a different story.**

**A** report by think tank e61 has found the gender wage gap is due to a range of factors, not just the jobs women choose.

Many opponents of action to reduce the gender pay gap blame women’s choice of profession for the difference in salaries between male and female employees.

However, the report, *Beyond Skills and Occupations: Unpacking Australia’s wage gap*, has found women’s preference for lower-paid ‘soft’ professions accounts for only about 20 per cent of the country’s earnings disparity.

“Gender differences in pay within occupations comprise the bulk of the hourly pay gap and do not narrow when

we control for ATAR scores, job tenure, full-time status, and a wide range of other relevant personal characteristics,” reads the report.

“In reality, a broad suite of policies is needed to close the gender pay gap.

“The greatest opportunities for pay convergence lie in targeting the differences in pay between men and women of the same occupation. Examples of this include targeting women’s access to high-paying firms, and addressing biases in hiring processes and reducing the flexibility penalty for working mothers.”

PSA CPSU NSW Women’s Officer Simone Scalmer echoed the report’s findings, saying they pointed out both state and federal levels of government have work to do.

“Legislators need to ignore some conservative commentators in the media and continue to work on issues such as workplace flexibility, pay equality and superannuation on unpaid parental leave,” she said.

# OUR MEMBERS ARE CHAMPIONS OF THE STATE

All our members are essential workers. Every day PSA CPSU NSW members are working hard for our state making it a better place for all to live, learn and work in.

They truly are Champions of the State.



**Kyle** has been a B2 Licensed Aircraft Maintenance Engineer with NSW Police for 10 years, helping keep the people of the state safe.

“We keep the aircraft flying that provide crucial aerial support for police on the ground and search and rescue on land and sea,” he said. “I carry out scheduled and unscheduled maintenance for the aircraft electrical, instrument and radio systems.

“I also install, inspect and repair specialised law enforcement airborne mission equipment and certify if an aircraft is serviceable to fly.”

A Champion of the State, Kyle said his job requires a high level of technical knowledge, and the ability to read and understand technical information, as well as good concentration skills and attention to detail.

“It also requires an ability to work effectively in a team environment,” he said.

Before working for NSW Police, Kyle worked at Qantas for five years.



**Emma** has been a School Administrative Manager for six-and-a-half years. Before that, she was a School Administrative Officer for three-and-a-half years. She works in a school in regional NSW.

“I am the front face of the school, the important cog that keeps the school running smoothly to enable our teachers and support staff help shape young minds,” she said.

“My job means I wear many hats depending on the situation ranging from popping a Band-Aid on a cut to compiling complex and intricate documents and reports.

“Schools are an essential part of empowering students to become responsible, resilient and successful individuals and productive members of our society.”

Emma is just one of the thousands of Champions of the State who go to work every day and keep the NSW education system running.

They play a vital role in the state and in its future.



**Simon** works for NSW as a Special Constable. While their uniforms look similar to Police Officers, Special Constables have different powers and responsibilities.

“My job involves protecting life, property and information and to prevent offences,” he said.

“I have been working as a Special Constable for almost seven years,

“We operate 24 hours a day, seven days a week, protecting high-profile facilities such as Parliament House, Government House, NSW Police Headquarters and several other covert locations.

“I like my job because of the people I work with and I feel what I am doing is important for the people of NSW.”

Special Constables are on the frontline, putting themselves in potential danger if the facilities they protect come under attack.

Simon is one of the army of Champions of the State all over NSW doing their utmost for a safer, more prosperous state.

## WAGECOVER GIVES INCOME PROTECTION TO MEMBERS

**New benefit offers help if the pay packets stop.**

**P**SA CPSU NSW members have access to a new member benefit: income protection from WageCover.

“Our premiums are quite low,” said Account Manager with WageCover Angela O’Reilly, who gave a presentation at the 2024 PSA CPSU NSW Annual Conference.

Ms O’Reilly said the policy will not force members to exhaust all sick leave before payments.

There is a 14-day waiting period before the coverage kicks in. There are also death and funeral benefits as part of the policy.

WageCover has a long relationship with Correctives members, whose high-risk status often makes it difficult to get income protection insurance. The new coverage will also cover other high-risk areas, such as Sheriff’s Officers and Rural Fire Service staff.

“We are happy that it is now possible for members to purchase coverage and go to work with peace of mind,” said PSA CPSU NSW Member Services Manager Kym Ward.

“This is yet another benefit of PSA CPSU NSW membership that can help combat the rising cost of living.

“Benefits of joining can outweigh the costs.

“There is power in being part of the union.”



## NEW BENEFIT MAKES TOUGH TIMES EASIER

**Cancer support gets a thumbs up from participants.**

**P**SA CPSU NSW members now have access to cancer support programs through the union’s relationship with Osara Health. These programs ensure PSA CPSU NSW members affected by cancer are provided with the right support, confidence, and empowerment to tackle the road ahead.

Early feedback from participants is positive.

The PSA CPSU NSW members who completed the Osara Health Coach and Caregiver programs reported being 90 per cent satisfied with the program, indicating they would be highly likely to recommend the service to other members. Additionally, 87 per cent reported feeling notably more empowered and confident after finishing

the program. Members rated the support they received as a result of Osara Health as 4.75 out of 5. Members felt more in control of their cancer experience, rating it 4 out of 5.

Members who went through the program have also been praising the union for this offering, rating the association’s support during a diagnosis as 4.4 out of 5.

Osara Health offers the Cancer Coach and Cancer Caregivers program, which is a six-12-week program designed for those impacted by cancer. Enrolment is free and available to all PSA CPSU NSW members now. Enrolment is easy: simply provide a few details to Osara.

“A cancer diagnosis can be one of life’s greatest challenges,” said Member Services Manager Kym Ward. “If members are impacted, support is there.”



Introducing a new member benefit program



OSARA  
HEAL+H

Brought to you by:



# Supporting Our Community Impacted By Cancer



PSA CPSU NSW has partnered with Osara Health to offer support and behaviour change programs for members impacted by cancer.

Osara Health are experts who will empower you toward better behaviour changes. How Osara can support you:

- Programs for those with a cancer diagnosis or caregivers to a loved one.
- Free and confidential access for members and their immediate family.
- Access to a dedicated Health Coach to support you.
- Educational modules around living with cancer.

Scan the QR code to learn more or enrol in a program today.



**Brian's Story**

**Cancer Caregivers**

by OSARA HEAL+H



## HONOURING OUR PAST BUILDING OUR FUTURE

### Looking back at a union that works for those who serve NSW.

**F**or 125 years, the Public Service Association of NSW has been looking out for the people who look after the state.

The union has seen its members fight in two world wars, endure countless economic ups and downs and brawls with state governments.

The PSA has also evolved with the ever-changing workforce that performs the role of delivering services for the people of NSW.

When the PSA formed 125 years ago, it was a male-dominated group of clerical workers in ties. Today, the union is made up of more than 65 per cent women.

Its ranks of clerical members are

bolstered by thousands of other essential workers: Prison and Youth Justice Officers, Schools staff, National Parks Rangers and Police Special Constables. Its members are in government offices, prisons, schools, universities, group homes and TAFE colleges.

They work in national parks, courthouses, state forests and on rivers and dams.

For 125 years, the machinery of the state government has been powered by PSA members. They are the people delivering policy that affects the health, education and movement of millions of people in NSW.

These members are joined by CPSU NSW members, working in areas such as disability support, higher and vocational education, disability support, power generation and our water resources.

PSA CPSU NSW members are on hand throughout citizens' entire lives, helping them through school, TAFE and university, issuing their driver's licences, marriage certificates and being by their side in the justice system. PSA members in Births Deaths and Marriages are there to document the beginning of people's lives and the end.

When first established in 1899, the Public Service Association of NSW was reluctant to call itself a union. Instead, it fashioned itself a body set up to promote the interests of Public Sector workers throughout the then colony of NSW.

The first edition of the organisation's precursor to *Red Tape*, *The Public Service Journal*, however, set the groundwork for "the means for combined action in matters affecting any section of the Service".

**WHEN ESTABLISHED  
IN 1899, THE PSA WAS  
RELUCTANT TO CALL ITSELF  
A UNION**

The Public Sector had, in the preceding decade, bore the brunt of job losses during the depression of the 1890s. Members of the new association were keen not to repeat the experience, knowing industrial action may be required to preserve their jobs and conditions and prevent the State Government of the day from taking out its economic woes on its workers.

However, when an industrial arbitration system was established in 1908, the PSA was denied a role in the new set-up.

However, this did not stop the PSA launching its first major campaign covering equal pay, superannuation and conditions two years later. Eventually, in 1919 the PSA was registered under the *Trade Union Act 1881*.

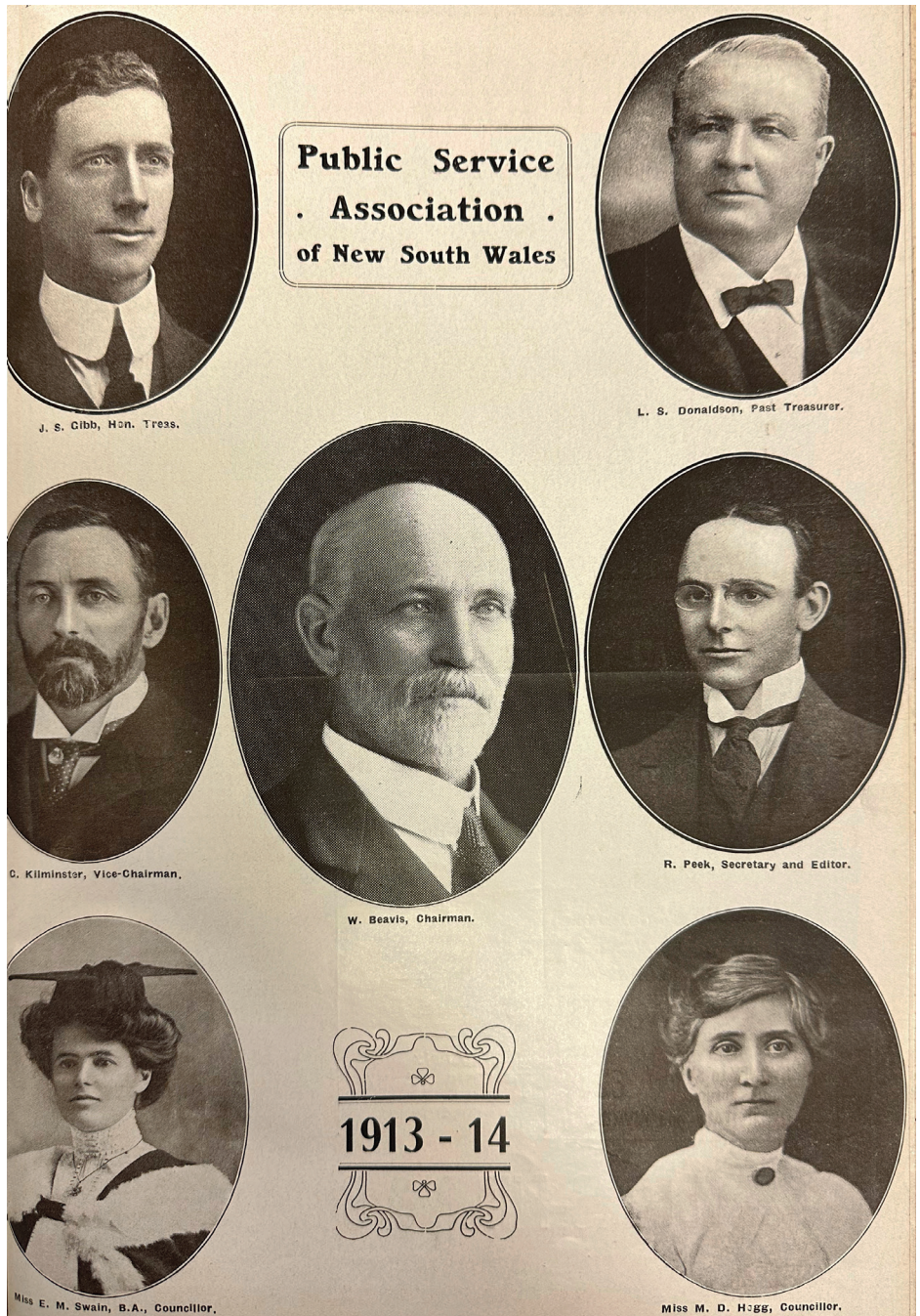
In 1919, mass rallies of members gave the PSA access to the arbitration court that decided other industrial relations matters. Sadly, new legislation in 1922 again excluded the PSA from the arbitration system. However, the union later forced the Lang Labor Government to amend the legislation to accommodate the PSA.

When the world economy again entered depression, this time in the 1930s, massive Public Sector job cuts were averted. However, the PSA was forced to negotiate over a sector-wide pay cut and the Treasury raided superannuation to make up for revenue shortfalls.

With a chair at the table, the PSA began to create links with other unions, including those representing blue-collar workers.

“During these times, members saw the importance of fighting for their wages

Top: The 1913-17 PSA Executive. Below: Attendees at the 1925 PSA Annual Conference



and conditions,” said current PSA CPSU NSW General Secretary Stewart Little. “Today we continue these battles, walking alongside other unions in demanding a better deal for workers in NSW and Australia.”

The Depression also focused the PSA’s attention on the plight of the women in its ranks.

While the pages of the early PSA publications were filled largely with male faces, there were sections dedicated to the organisation’s small female membership, with articles centred around Boer War widows, fashion, fundraising and the expense of living in Sydney.

Women had filled the ranks of the Public Sector during the First World War and, even when servicemen returned, remained a vital part of the Government’s workforce.

**‘GOVERNMENTS DON’T GRANT PAY INCREASES OUT OF A SENSE OF LARGESSE. WORKERS NEED UNIONS FIGHTING ON THEIR BEHALF’**

But old habits die hard and women were still too often marginalised in the workplace, including within the union. Early networking by the PSA was done at events such as ‘smoking concerts’, where members would light up in venues such as Sydney Town Hall and talk shop, with female members denied entry to the main area and sidelined to a nearby gallery.

However, more women continued to enter the Public Sector, mainly in clerical roles, in the early 20th century and by 1929 a quarter of the NSW public service was female. However, since the Harvester Case of 1907 that set minimum wages – and a lower wage for women – this section of the PSA membership was legally discriminated against with every pay packet.

The Depression-era pay cut and the

treatment of women members saw the PSA take action.

In 1932, thousands attended meetings in Sydney Town Hall and King’s Hall in Hunter Street to demand any cuts to wages be rescinded.

The PSA also pushed for the then-revolutionary idea that women and men be paid equally.

The cuts to wages had particularly hit women in the Public Sector hard, while some male workers worried they would be overlooked in favour of cheaper, female employees.

Therefore, the PSA launched a campaign to restore wages to levels before the Depression cuts, with an increased focus on women and lower-paid roles.

The PSA joined 52 other organisations to form the Council of Action for Equal Pay. The PSA Women’s Auxiliary, which dated back to the early days of the union, strongly promoted the issue, with substantial support from then President, George Weir.

As the country moved towards the Second World War, demands for equal pay increased, as once again more women entered the workplace to fill vacancies created as workers were sent to conflict in Europe, North Africa and the Pacific theatres.

These demands became a constant theme for campaigns throughout the union’s 125 years in action. Equal pay cases were won in Transport, during the famous Librarians’ case in 2002 and again in 2019, when it was found staff in schools had been discriminated against due to the sector’s gender mix.

“The schools decision came after a lot of hard work and was a great win for our members,” said Mr Little. “It was a perfect example of how systematic discrimination undervalued women performing vital work in our education system.

“Some members received pay increases of 36 per cent.

“The long-running, constant battle for equal pay proves how important unions are. We need constant vigilance to hold our employers to task.

“Governments don’t grant pay increases out of a sense of largesse. Workers need unions fighting on their behalf.”

While always looking to protect members’ wages and conditions, strike action was rare for the PSA. The first time its members walked off the job was in 1976, when Corrective Services staff took action.

It wasn’t until 17 November 1980, that the PSA, which had just moved into its present Clarence Street premises, went on a membership-wide general strike.

In that action, up to 80 per cent of members walked off the job, paralysing the state. The strike was in reaction to the new *Public Service Act*, which, in an all-too-familiar move, was regrading current positions and using outside appointments to undermine wages and conditions.

The strike, which unsurprisingly earned the ire of the Murdoch press, saw 5000 workers attend a stop work meeting and thousands marched on Parliament House to demand the Act be rescinded.

Just as with pay equity, the PSA was a trailblazer in the world of post-retirement savings. In the 1980s, the PSA made robust demands for a better superannuation system, a full decade before it was enshrined in federal law.

“Not only was superannuation good for our members, it reduced their reliance on pensions upon their retirement,” said Mr Little. “It is just one of the many initiatives from the Australian union movement that has not only helped members, but it has also helped wider society, too.”

In 1985 and 1986, the PSA launched a series of strikes, campaigns and even a sit-in at the Education Department to win permanency for School Administrative and Support Staff, who were overwhelmingly employed in casual and part-time roles.

One of the School Administrative and Support Staff members involved in the action, Sue Walsh, went on to become the longest-serving President of the union.

In 2023, the PSA won commitments from both major parties dealing up to the state election to end the state’s over-reliance on insecure roles in the school system.

When Labor Leader Chris Minns won the poll, he kept to his promise and gave secure roles to more than 8000 support staff in schools: some of whom had languished in insecure positions for more than decade.

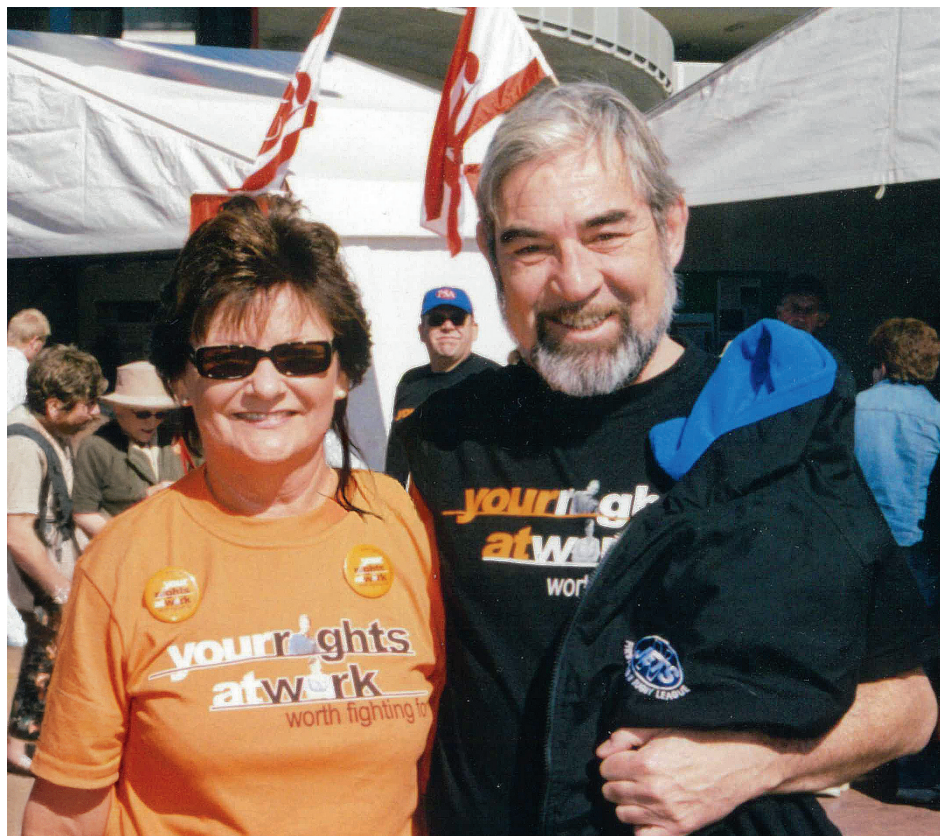


To mark the union's 100th birthday, Labor Premier Bob Carr addressed celebrations as the PSA prepared for the challenges of the 21st century, and for the PSA's 120th anniversary, the union led the 2019 May Day march through the streets of Sydney.

Industrial action continues to be an important tool in your union's arsenal. In 2017, members defied a court order and headed into the centre of Sydney on Valentine's Day, braving driving rain to demand the government not outsource disability services.

In 2022, a statewide strike demanded an end to a wages cap that had artificially held salaries down, even as post-COVID inflation bit. The wages cut was seen by the membership as particularly insulting given the enormous role played by the Public Sector in keeping the state operating as COVID-19 shut down entire swathes of the economy.

Top: The 1922 PSA Annual Conference. Right: then President Sue Walsh and General Secretary John Cahill at the groundbreaking Your Rights at Work campaign in 2007





“Our union doesn’t just work at the negotiating table: we are out on the streets for our members, too.

“We filled Macquarie Street in Sydney and had rallies throughout regional NSW,” said Mr Little. “We even had members set up rallies in some smaller centres such as Tweed Heads and Broken Hill.

“When the Liberal National Party

Government fell the following year, it was in no small part due to rallies such as that one and our relentless campaigning against the unfair wages cap and the out-of-control privatisation agenda under the not-so-awesome foursome of O’Farrell, Baird, Berejikian and Perrotet.

“We presented the parties with a number of demands; an end to the wage cap,

the return of an independent Industrial Relations Commission, the abolition of the Government Sector Employment Act and a stop to relentless privatisation. These were all achieved or are in the pipeline.

“In 125 years, we have evolved from an association representing people who work for the government to a union that can campaign and change the government.”



The PSA CPSU NSW is no longer a club largely made up of white men, and now better reflects the state its members serve. In 2017, the union established its Aboriginal Council, a vehicle that was one of the first of its kind in the Australian industrial relations landscape. The Council was set up to improve the working lives of First Nations members.

“Traditionally the union movement and the Aboriginal community have always been heavily involved with each other,” said current Chair of the Aboriginal Council, Darrell Brown. “Aboriginal people have always been employed in the lower-skilled workforce and suffered a lot of discrimination in gaining employment.

“The union movement has supported us since the 1860s. Given this history of always being in the trenches together, it’s only appropriate that there be an Aboriginal Council to advise the PSA on

all things important to our community. We provide cultural expertise to the PSA to better the employment and living conditions for Aboriginal community.

**‘THE UNION MOVEMENT AND THE ABORIGINAL COMMUNITY HAVE ALWAYS BEEN HEAVILY INVOLVED WITH EACH OTHER’**

“The PSA takes great pride in being one of the first unions to enshrine an Aboriginal Council in its constitution.”

In 2023, the Pride Council was established for the LGBTIQ+ community,

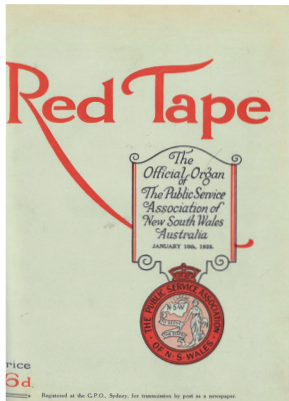
meeting regularly with MPs and making submissions on issues such as anti-discriminatory legislation.

“Our union has changed as NSW has changed,” said Mr Little. “We are a diverse group of members serving Australia’s most diverse state. The pioneers of the union in 1899 would not recognise the PSA of today.

“But I imagine they would be rightly proud of the work we have done to protect the wages and conditions of our members who do so much for NSW.

“There is power in a union and we are proud to wield this power for a better state for all.”

Clockwise from top left: Outside a Senate Inquiry into Child Care; the 2022 strike; the PSA CPSU NSW Executive, Stewart Little, Nicole Jess, Troy Wright, Juliette Sizer and Shelley Odewahn, at the 2022 action; *Red Tape* through the ages; a *Red Tape* montage depicting the 1980 strike

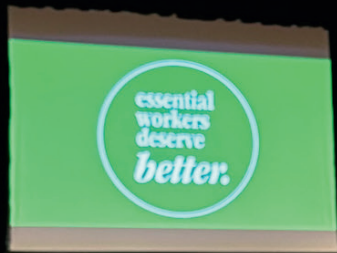


PRIVATISATION  
**HURTS  
EVERYONE**



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

Authorised by Stewart Little, General Secretary, Public Service Association of NSW, 96 Clarence Street Sydney NSW 2000  
27 January 2022 • Easy Signs Pty Ltd, 164 Harley Road, Sinnamon Grange NSW 2262



PRIVATISATION  
**HURTS  
EVERYONE**

**UNION POWER ON  
SHOW AT THE POLLS**



## The PSA CPSU NSW enters its 125th anniversary celebrations knowing it has the strength to determine power.

As his party faithful roared with approval, NSW Premier Elect Chris Minns announced one of his priorities: the end of the wages cap that had kept Public Sector incomes down for a dozen years.

Mr Minns knew the wages cap was bad policy. He knew it suppressed economic growth, particularly in the regions. He knew it let down the essential workers who had guided NSW through the tumult of fire, flood and COVID-19.

He also knew that he had, fighting against his opponents during the election campaign, the state's Public Sector unions, led by the PSA CPSU NSW.

"Leading up to the election, we asked all candidates and parties a series of questions about their policies on issues such as the wage cap, privatisation and an independent Industrial Relations Commission," said PSA CPSU NSW General Secretary Stewart Little. "Responses from Labor, the Greens and many independent candidates supported our members. The Liberals and Nationals did not respond.

"From that, we knew that a fourth term of the Liberal National Coalition would have meant more of the same: a wage cap dragging our members' real purchasing power down every year and government by a bunch of ideologues determined to sell as much of the state's public assets as possible.

"It had to change."

PSA CPSU NSW staff and members set their alarms and were up early, targeting commuters in train stations in marginal seats such as Penrith, which was held by then Deputy Premier Stuart Ayres.

The messaging on the wage cap was popular with members, but it was the PSA CPSU NSW's anti-privatisation campaign that caught on with the wider public.

"People were sick of seeing their assets sold off to companies that were making billions from what were once things we all owned," said Mr Little. "When footage emerged of two Liberal candidates saying they'd happily sell off our water supply to whoever was waving a cheque book, the people of NSW knew that the Coalition would never turn its back on privatisation."

The anti-privatisation message was a big



part of the PSA CPSU NSW's campaign in the final weeks before Election Day, with similar messages popping up on other organisations' campaigns.

On election night, the new Premier beamed and thanked Public Sector unions for their work. The PSA CPSU NSW campaign had paid dividends in 2023, and demographic changes point to this remaining a successful political strategy

Kosmos Samaras (pictured below right) is Director of political analysts Redbridge Group. He is also a former Victorian Labor Deputy Campaign Director. Mr Samaras, who spoke at the PSA CPSU NSW Annual Conference last year, said the union's strategy ties in with the emergence of what he described to the ABC as Labor's "new working class", the people providing services to the people of NSW and Australia.

These are the people listening to the pitches from union leaders such as Mr Little before they head off to vote.

Mr Samaras said seats with high numbers of Public Sector workers are increasingly falling to Labor. These are often the seats on the outer suburbs that Liberal Party leaders such as Peter Dutton have lately focused their strategies around.

With a swing to Labor of 13 per cent, the once-safe Liberal seat of Camden now has a Labor MP, Sally Quinnett. On election night, a number of observers expressed surprise at the fact the seat went to the red column of Mr Minns. However, Mr Samaras points out 13 per cent of the employed people in the seat are Public Sector workers.

He said at last year's PSA CPSU NSW annual conference the election campaign had a direct bearing on the result there.

"Camden, Parramatta are stand outs," he said. "But even in East Hills, the numbers of Public Sector workers were enough to have an impact."

All three seats went to Labor in 2023.

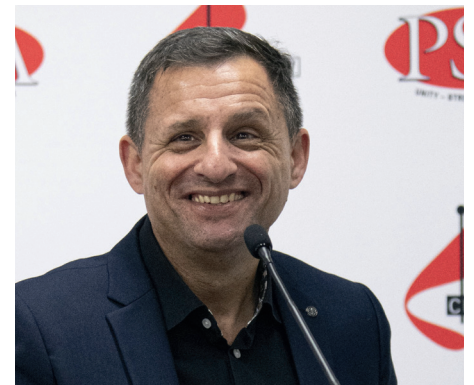
Mr Samaras said the Opposition needs to change its Public Sector policies or be swamped by demographic change.

"Our economy has transformed over the past 30 years, from manufacturing to service and knowledge, which predominantly employs Public Sector workers," he said. "This type of workforce will only increase in size and no political party can form government without their support."

He said he believes there are no seats in the state where a party can benefit from demonising Public Sector workers, who "enjoy high levels of respect and support across the community".

Mr Little said the PSA CPSU NSW is aware his members will be increasingly courted by political parties.

"We will approach every election knowing we are a major player and get what is best for our members," he said.



A photograph of a group of people at a conference. In the foreground, a man with dark hair and a beard, wearing a white corduroy shirt, is looking to the right. Next to him, a woman with long brown hair, wearing a red polka-dot shirt, is smiling and clapping. In the background, other people are visible, some also clapping. The setting appears to be an indoor event space with a white wall and a framed picture in the background.

**HONOURING OUR PAST  
BUILDING OUR FUTURE  
ANNUAL CONFERENCE 2024**

## Annual Conference celebrates 125 years.

**T**he PSA CPSU NSW looked back to the past and into the future at its 2024 Annual Conference.

PSA CPSU NSW General Secretary Stewart Little spoke on the first day of Country Conference about the importance of Delegates over 125 years: “the only ones between our members and the boss”.

“Forty-eight per cent of our members work in regional NSW,” he said. “It is important we have a strong presence in the regions.”

He touched on the immediate past, saying the year had been a success for all members, with “nearly 8000 jobs in schools made permanent”.

“This is only possible through Delegates going in there and standing up for their members.”

Then to the future and the topic of stricter bail laws, introduced as part of a campaign by the PSA, and supported by other unions. Delegate Glenn Elliott-Rudder from the Sheriff’s Office said more court facilities and resources were required to implement stronger laws.

Aboriginal Council member Shanice Leadbeatter said more programs were required for domestic and family violence offenders who may be “desensitised” to prison.

Independent MP, and former Public Sector worker, Roy Butler was next, proclaiming he was a “big fan of regional services”, which provide insight into policy for urban policymakers.

He also praised the people who fill Public Sector ranks in the bush.

“Public Servants are leaders in our communities,” he said, adding Public Sector roles fill the space for career progression missing in regional NSW.

With approval from the floor, Mr Butler said the National Disability Insurance Scheme, and the subsequent outsourcing of disability care, has failed regional NSW, as there is no safety net. He said Ageing Disability and Home Care needs to be

restored as a government function.

He added that privatisation has failed areas such as cleaning, again winning approval from Conference attendees.

Discussing his role as a parliamentarian, Mr Butler said a stronger crossbench offered “a safe pair of hands”.

“I don’t want to see any jobs cut in regional NSW,” he added.

Katie McRobert Australian Farm Institute Executive Director, was next, talking about “what’s keeping Australian farmers awake at night”.

She discussed issues such as climate change, access to labour and working in a way that meets with the approval of consumers and regulatory bodies.

Sustainability measures, she said, were about “future-proofing Australian farming” to preserve the country’s food security. She added sustainability is simply “good farming practices”.

Dubbo-based Upper House MP Stephen Lawrence came to the podium praising 125 years of Delegates working for union members. “There is no union without its Delegates,” he said.

He thanked PSA for its role in the election of the Labor Government in 2023, noting a campaign that highlighted the cost of living, privatisation and rebuilding of essential services was a hit with voters.

“The people of NSW voted for an end to privatisation,” he said. “They saw the link between privatisation and cost of living and the link between privatisation and the erosion of essential services.”

With his office in Dubbo, Mr Lawrence said he wanted to link regional people with ministers of the State Government.

He said the Child Protection system proved private providers had failed and “this work needs to be done by Public Servants”.

Next Cally Sheehan and Adam Tran from the NSW Reconstruction Authority and its five predecessor agencies discussed their work, fighting the aftermath of 60 declared disasters since 2019, with 200,000 homes damaged in 2022 alone.

The following day, Annual Conference commenced, with Nathan Moran of the Metropolitan Local Aboriginal Land Council welcoming attendees to Country and detailed the long relationship between the union and Koori movements.

Mr Moran said 125 years was a long time for any body and the PSA CPSU NSW deserved congratulations for its longevity.

PSA CPSU NSW President Nicole Jess opened Conference and talked of 125 years of wins that provide the foundation for later achievements for the union.

Next, Premier Chris Minns took the stage, opening with a thanks to the “people who keep this state running”.

He slammed the previous government for its neglect of the Public Sector.

“Those days are over: those old ideas of wage suppression no longer operate in this state,” he said. “Just over a year ago, privatisation was the central tenet of the government. It spent \$1 billion on 10,000 consultants in one term.”

He criticised the secrecy of consultants and added the wage cap diminished value and respect of Public Sector workers and those employed in other parts of the economy.

“The wage cap was created to drive down incomes in all workplaces, public and private,” he said, citing statements from conservative politicians to business groups.

With his Minister for Family Services, Kate Washington, in attendance, Mr Minns added they had taken note of the PSA CPSU NSW Child Protection in Crisis campaign.

PSA CPSU NSW General Secretary Stewart Little followed Mr Minns, slamming consultancy culture.

Kristy McKellar is a campaigner for those affected by domestic and family violence, and talked to the audience about her own near-fatal experience at the hands of an abusive partner. She talked about the importance of workplaces to



Assistant General Secretary Troy Wright



Katie McRobert of the Australian Farm Institute





President Nicole Jess



Roy Butler MP with General Secretary Stewart Little



NSW Premier Chris Minns



FEATURE

respond and take action if they see the effects of domestic and family violence on employees and colleagues.

“At times, my workplace was my only refuge,” she said. “I would come into work very early and stay very late in the evening. But no colleagues saw this as a sign.”

Ms McKellar then discussed her work with Australian Football League club Carlton, which had a wide-ranging response to domestic and family violence called Carlton Respects. She said players started to have conversations with her and question their own behaviour.

She said programs to combat domestic and family violence need to be designed with the people who need the support.

“Designing for’ never works,” she said. “Together, we can all play a greater role.”

PSA CPSU NSW Assistant General Secretary Troy Wright later facilitated a forum on domestic and family violence.

Forum member Sheldon Sowter from Community Services said resourcing for help lines had gone backwards.

Bernadette McMahon talked about Housing NSW’s response to domestic

and family violence saying once crisis accommodation is no longer available, people often return to abusive partners.

She said more public housing is needed. “Every homeless person in NSW deserves a home,” she said. “And we’re the ones who can give them one.”

Prison Officer Jason Charlton talked about how the remand system works when people get bail. He said people often breach violence orders.

He said there was a lack of preventative programs for people on remand for domestic and family violence offences and that cases take too long to go to trial.

Carmen Wells from Community Corrections said “we have triple the amount of offenders in the supervision system than we do in custody”.

“It’s great to have reforms, but if we don’t have staff, we can’t do the work,” she said. “About 40 per cent of our offenders on community orders have been convicted for a domestic violence offence.”

Juliette Sizer from Schools said schools were a safe place for children escaping violent homes. Staff, she said,

were trained to look for signs “a child is coming from a violent household”.

As the PSA celebrated 125 years, former Commissioner Peter Kite talked about the history of the Industrial Relations Commission (IRC), “the oldest tribunal of its type in the world”.

He praised the Minns Government’s reversal of outsourcing, saying “I’m very much a supporter of public employment: it’s cheaper and better so long as it is properly resourced.”

He talked about the historic pay equity case of 2019 for schools staff, saying running such a case “wasn’t easy”.

He then turned to the future, welcoming the fact the IRC would return to its previous role, saying the need to conciliate “is fundamental in a civilised society”.

Kate Lee of Union Aid Abroad and Katherine Boyle of the Welfare Rights Centre talked about the work they did on behalf of overseas unionists and Australian welfare recipients.

Nicole Jess chaired a forum on the councils and committees that helped the PSA CPSU NSW adjust to the workforce



Kristy McKellar talks domestic and family violence



Former Industrial Relations Commissioner Peter Kite



Vice Presidents Juliette Sizer, Shelley Odewahn and Allison Corrigan



Senator Deborah O'Neill



Jeff Hardy

of the future. Represented were the Women's, Pride, Aboriginal Councils and the Youth Committee.

The following day, former National Rugby League player and Teacher Jeff Hardy praised the union for its long history and lifted spirits in the room with a talk on the "importance of stories".

He said seeing award-winning Delegates proved "people don't win without a great team behind them".

Mr Hardy talked about his background in Brewarrina and his family's movement to a mission which "was not a good place for our people".

He discussed family at length; the parents who gave him a good start that led to professional sports and teaching careers, and what he has learned raising his own son diagnosed with autism.

"There's always a lesson," he said, elaborating on his experiences teaching rugby league at Endeavour High School.

He said he worked to have a positive influence on Koori boys and young men and "being a big brother, uncle and father figure" through his Clontarf Foundation, which works with Aboriginal youths. It has grown from 17 boys in one school to 11,000 boys in 148 schools, improving attendance, retention and post-school employment rates.

Next to the stage was Senator for NSW, Deborah O'Neill, who talked about her own history, starting with her parents coming to Australia from Ireland.

"Public Servants are the ones who made this a great country, not consultants," she said, adding Public Sector jobs played an important role in working class communities.

"You handle new challenges every single day," she said. In comparison, Senator O'Neill thought consultants who often replaced Public Sector workers were

characterised by "gross misconduct, total self-aggrandising, and conflict of interest".

An example; the PwC scandal where consultants used inside information from a government contract to encourage tax avoidance for overseas clients, was likened to treason. She said a Treasury Amendment Law will increase fines 10-fold for similar behaviour in the future.

"The key is never losing sight of who we are serving, and why," she said, slamming a culture where well-paid consultants would drive to work on publicly funded roads then get to work advising clients on tax avoidance.

"We must prize and treasure democracy," she said. "These businesses only succeed in stable democratic countries.

**'MISSIONS WERE NOT GOOD PLACES FOR OUR PEOPLE'**

"We can't have someone cut from public service and replaced by someone from the private sector with twice the pay and half the knowledge."

Senator O'Neill said Labor governments in NSW and Canberra were rebuilding the Public Sector.

"Our wealth is in our people," she said. "You provide the most essential things determined by the government of the day. Things the market cannot provide."

State Politician Liesl Tesch was the next speaker. A mountain bike accident in her teenage years left Ms Tesch an incomplete paraplegic, which means she can walk very small distances but mainly uses a wheelchair.

After being introduced to wheelchair basketball, Ms Tesch began to rise through Paralympic ranks, competing at the Sydney, Athens and Beijing Olympics in the sport. She also played wheelchair basketball professionally in Spain, Italy and France.

She later transferred her skills to Paralympic sailing, winning gold in London and Rio.

As an MP, she expressed frustration about State Parliament's lack of accessibility.

Ms Tesch agreed with Housing Delegate Bernadette McMahon that "we need more public housing for families with disabilities."

The Member for the seat of Gosford said "the challenge with housing is going to take some time", and encouraged people to let MPs know of properties that could be repurposed for housing. She said one constituent had alerted her to such a site that was now being converted.

Industrial Managers Nathan Bradshaw and Siobhan Callinan later co-chaired a forum highlighting the diverse coverage of the PSA CPSU NSW.

Taronga Zoo Delegate Claudia Bianchi talked about the pride she felt seeing platypus back into the wild.

"Sometimes little things can lead to big things," she said, citing a case where one member reported a payslip issue, which led to millions of dollars being backpaid to casual members.

Glenn Elliott-Rudder of the Sheriff's Office talked about his role "to make sure people behave themselves in court".

"It can be a stressful job," he said. "We have to be as neutral as possible in that environment."

Matthew Cartwright from Fisheries said he and his colleagues need an Award



Member for Gosford Liesl Tesch



Former Paralympian Ellie Cole

review, as “our pay hasn’t kept up with many in the public service”.

The section’s high density of union membership, he said, was “due to dangerous work and management issues”.

Michael Petersen from Police Radio talked about the drama of his job, talking about the hectic four minutes and 44 seconds from the first call about the stabbing incident in Bondi Junction to the death of the offender.

However, short-staffing meant 72 calls from that incident went unanswered. There was a similar lack of response, he said, during the Lismore floods.

Amanda-Lee James spoke of the “culture of fear” in the Office of the Director of Public Prosecutions.

Simon Gilbert from Special Constables said while his members were looking for better pay and conditions, “we have had a couple of big wins in the past few years, such as recognition of service”.

**‘WE ALL HIDE PARTS OF OURSELVES, BUT THE PARALYMPIC GAMES PUT ME IN A PLACE WHERE I CAN’T HIDE MY DISABILITY’**

Paralympian Ellie Cole was next, saying the members’ fight for success resonated with her as a sports person.

Her leg amputated as a young child, Ms Cole went on to become Australia’s most successful Paralympian as a swimmer and was a driving force in getting equal bonuses for medal-winning Paralympians. So successful was her campaign, she said, that younger Paralympians now accepted pay parity as a given. Ms Cole talked about the importance of proper funding for

facilities for sportspeople with disabilities.

On the flip side, she said there was enormous pressure on Olympic athletes, with some subjected to death threats after performing below expectations.

“We all hide parts of ourselves,” she said. “But the Paralympic Games put me in a place where I can’t hide my disability.”

Ms Cole said her proudest moments “were not when I was standing on a podium”, but when she challenged herself.

“It’s the small things that do count,” she said.

PSA CPSU NSW General Secretary Stewart Little said the 2024 Annual Conference gave attendees from a diverse group of workplaces a chance to hear a diverse group of voices.

“This year we look back at 125 years of union strength,” he said. “It is events such as these that help us plan and remain a vital part of our members’ working lives for decades to come.”





## CLIMATE CHANGE HURTS WORKERS

**Environmental catastrophes put workers in danger.**

More than 70 per cent of the global workforce is likely to be exposed to climate-change-related health hazards, and existing Workplace Health and Safety protections are struggling to keep up with the resulting risks, according to a new report by the International Labour Organization (ILO).

The report, *Ensuring Safety and Health at Work in a Changing Climate*, says that climate change is already having a serious impact on the safety and health of workers in all regions of the world. The ILO estimates that more than 2.4 billion workers, out of a global workforce of 3.4 billion, are likely to be exposed to excessive heat at some point during their work.

In addition, the report estimates that 18,970 lives and 2.09 million disability-adjusted life years are lost annually due to the 22.87 million occupational injuries, which are attributable to excessive heat. This is not to mention the 26.2 million people worldwide living with chronic kidney disease linked to workplace heat stress.

However, the impact of climate change on workers goes well beyond exposure to excessive heat, the report says, creating a “cocktail of hazards”, which result in a range of dangerous health conditions.

The report notes that numerous health conditions in workers have been linked to climate change, including cancer, cardiovascular disease, respiratory illnesses, kidney dysfunction and mental health conditions.

# CEREMONY MOURNS WORKPLACE FATALITIES

**Union leaders, politicians and families gather to remember those killed at work.**

Unions NSW held its annual ceremony for the International Day of Mourning to mark the lives of people killed in the workplace.

The event, hosted by Unions NSW President Lauren Hutchins, was held not only to remember those killed at work, but to push for stronger legislation to protect workers, including industrial manslaughter laws.

One speaker at the event, NSW Industrial Relations and Work Health and Safety Minister, Sophie Cotsis, said the Minns Labor Government would “introduce industrial manslaughter rules in the coming months”.

She said 68 people died at NSW workplaces last year.

Another speaker, Ann Spinks, spoke on behalf of families two years and a week after her son died in a workplace accident.

“The most devastating form of grief is the one that is the most preventable: in the workplace,” she said. “We must strive for a safer workplace.”



Ms Spinks and other family members joined politicians and union representatives, including the PSA CPSU NSW’s Nathan Bradshaw (pictured above) in laying flowers for those lives lost.

Other politicians present included NSW Treasurer Daniel Mookhey and Shadow Work Health and Safety Minister Tim James.

The Reverend Bill Crews and Imam Farhan Khalil represented their respective religious communities.





# SUPER CONTRIBUTION CAPS TO RISE IN WIN FOR PRE-RETIREEES

**From July 2024, there will be an increase in the amount Australians can add to their retirement savings – a boost in particular for those nearing retirement.**

**S**uper contribution caps will increase for the first time in three years on 1 July 2024.

In a win for super members, the concessional contribution cap will rise

from \$27,500 to \$30,000, while the non-concessional cap will rise from \$110,000 to \$120,000.

The increase in super caps comes after the Australian Bureau of Statistics released data on average weekly ordinary time earnings (AWOTE).

Concessional contribution caps are indexed to AWOTE in increments of \$2,500, while the non-concessional cap is set at four times the concessional cap.

Aware Super's General Manager – Advice, Peter Hogg, said the increase in contribution caps next financial year would be particularly beneficial for older workers

as they were more likely than their younger counterparts to be able to make extra contributions. The higher caps could also prove valuable to people transitioning to retirement and retirees under 75, he said.

“While we know that many of our members are struggling with cost-of-living pressures at the moment, the increase in contribution caps will be heartening news for many older members who want to get their finances in the best possible health as they prepare for or settle into retirement,” Mr Hogg said.

“The higher caps will give them extra firepower to top up their retirement savings



and make the most of the favourable tax settings in the super system. These settings are in place to help people save for retirement and ultimately take pressure off the taxpayer by reducing demand for the Age Pension, so those who are in a position to make use of the increased limits next financial year should give serious consideration to doing so.”

Concessional super contributions, which include compulsory super payments from employers, pre-tax salary sacrifice and voluntary contributions that members then claim as a tax deduction, are taxed at only 15 per cent – significantly less than the marginal tax rates most workers pay. Under Australian Tax Office (ATO) rules, super members can make use of unused cap amounts from as long ago as five years, depending on their balance.

Many people also like to make non-concessional contributions to their super – top-ups from money they’ve already paid tax on, such as take-home pay –

because investment earnings in super are generally taxed at only 15 per cent instead of their marginal tax rate.

**‘HIGHER CAPS WILL GIVE MEMBERS THE FIREPOWER TO TOP UP THEIR RETIREMENT SAVINGS’**

Mr Hogg noted the ATO allowed super members to bring forward the equivalent of one or two years of their annual non-concessional cap allowance from future years, subject to some criteria. “The increase in the non-concessional cap will be useful for people in a position to make use of the bring-forward rule,” he said.

He cautioned that making use of the higher caps – both concessional and

non-concessional – wouldn’t necessarily be the best course of action for everyone. “The increase will typically benefit those with more disposable income.

“However, extra super contributions won’t always be the best option. If you still have a mortgage, for instance, you may be better served by making extra repayments.

“If you’re unsure of the best strategy for your circumstances, guidance and advice can help. Funds such as Aware Super provide advice to members on their superannuation for no extra cost, and more complex advice for a fee, so call your fund to see what help they can offer.”

*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.*



# YOURS FOR THE REVOLUTION



## The evolution of Tom Mann's political thought

Phil Katz  
\$20.00  
Manifesto Press

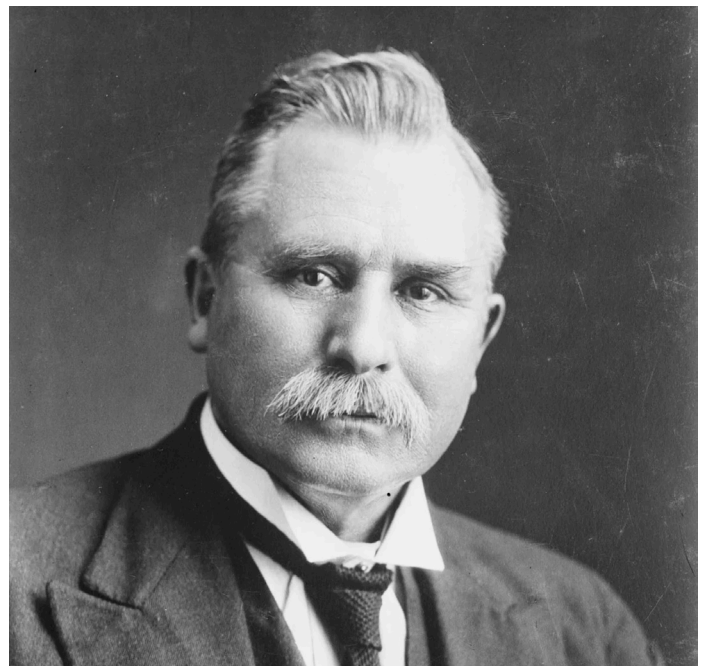
**B**ritish author Phil Katz (pictured above with PSA CPSU NSW

Assistant General Secretary Troy Wright) has penned a biography of trade unionist Tom Mann (right).

The biography includes Mr Mann's journey to Australia, where he met with unions including the PSA. Mr Mann also visited South Africa and China to agitate for workers' rights, and the USSR to see the aftermath of the Russian Revolution.

Mr Mann was also involved in the anti-war movement during the First World War and later campaigned for Indian independence.

This is a remarkable story of a remarkable man.



# WE CAN DO BETTER



**A departure into the world of tomorrow**

**Maja Göpel**  
**\$32.99**  
**Scribe**

Claiming this is her final book, Maja Göpel has given the world an optimistic view of how to improve society and save the planet.

A German Political Economist, Ms Göpel is part of future-focused organisations such as the Club of Rome and the World Future Council. In her book, she lays out strategies to reduce humanity’s impact on the planet by overcoming what she describes as “system traps”; preconceived notions that are holding back progress.

*We Can Do Better* is a serious work outlining strategies to take on serious problems. By breaking down the issues and the “system traps” creating them, Ms Göpel applies logic to come up with practical solutions.

The book is not limited to environmental issues. It also touches on worker burnout, using the example of the extreme conditions for employees at Goldman Sachs.



**Re-imagining Australia's security**

**Rebecca Strating and Joanne Wallis**  
**\$36.99**  
**La Trobe University Press**

## GIRT BY SEA

Traditionally Australia has looked to Europe and North America for its defence alliances. However, it is increasingly looking to closer neighbours.

Defence is a vital part of the Public Sector and this book examines its future.

International relations experts Rebecca Strating and Joanne Wallis look at six maritime zones around Australia and how they will come into play should the country’s security be threatened by an aggressor such as China.



# GROWING UP TORRES STRAIT ISLANDER IN AUSTRALIA



Edited by Samantha Faulkner  
\$32.99  
Black Inc

This entertaining book has been compiled by Torres Strait Islander and Aboriginal poet and author Samantha Faulkner.

The stories, from writers living on the islands and those on the mainland, talk about the history of the islands, their families and past injustices.

No insight into Torres Strait Islander history is complete without mentioning Eddie Mabo, the man whose work ended the myth of *terra nullius* that was the basis for British colonisation of Australia, and Ms Faulkner includes a chapter from his family.



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

## Start Talking – Telehealth

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

## Gidget House – Face to Face

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

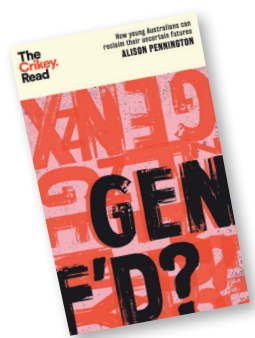
## Gidget Virtual Village – Online

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

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

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





**How young Australians can reclaim their uncertain futures**

Alison Pennington  
\$24.99  
Hardie Grant

## GEN F'ED

As a guest speaker at the 2022 PSA CPSU NSW Annual Conference, Alison Pennington has painted a picture of the bleak outcomes of a generation growing up in the disastrous aftermath of unfettered neoliberalism. These are the young people today stuck in insecure work, priced out of the housing market and facing life on an overheated planet.

Ms Pennington points out the most educated generation in Australia's history stands to be the first generation worse off than their parents.

Not just a vehicle for a put-upon generation to vent their woes, *Gen Fed* offers its angry readers a range of solutions.





# TOXIC TEAROOM

If you are unhappy in a toxic workplace, you're not alone. Not only do you have a union protecting you, there's a podcast recounting stories of other unpleasant places to be employed.

Presented by two American hosts, Stella and Roberta, the episodes cover all forms of workplace pitfalls, from terrible Christmas parties, office gossip

and terrible bosses. While presented in a humorous manner, it is not afraid to tackle tough subjects such as financial abuse, physical violence in the workplace and the mistreatment of low-paid staff in the fast-food industry.

The duo also discusses generational differences in workplace performance and career expectations.



**FOUNDATION HOUSE**

THE CONSTRUCTION INDUSTRY  
DRUG & ALCOHOL FOUNDATION

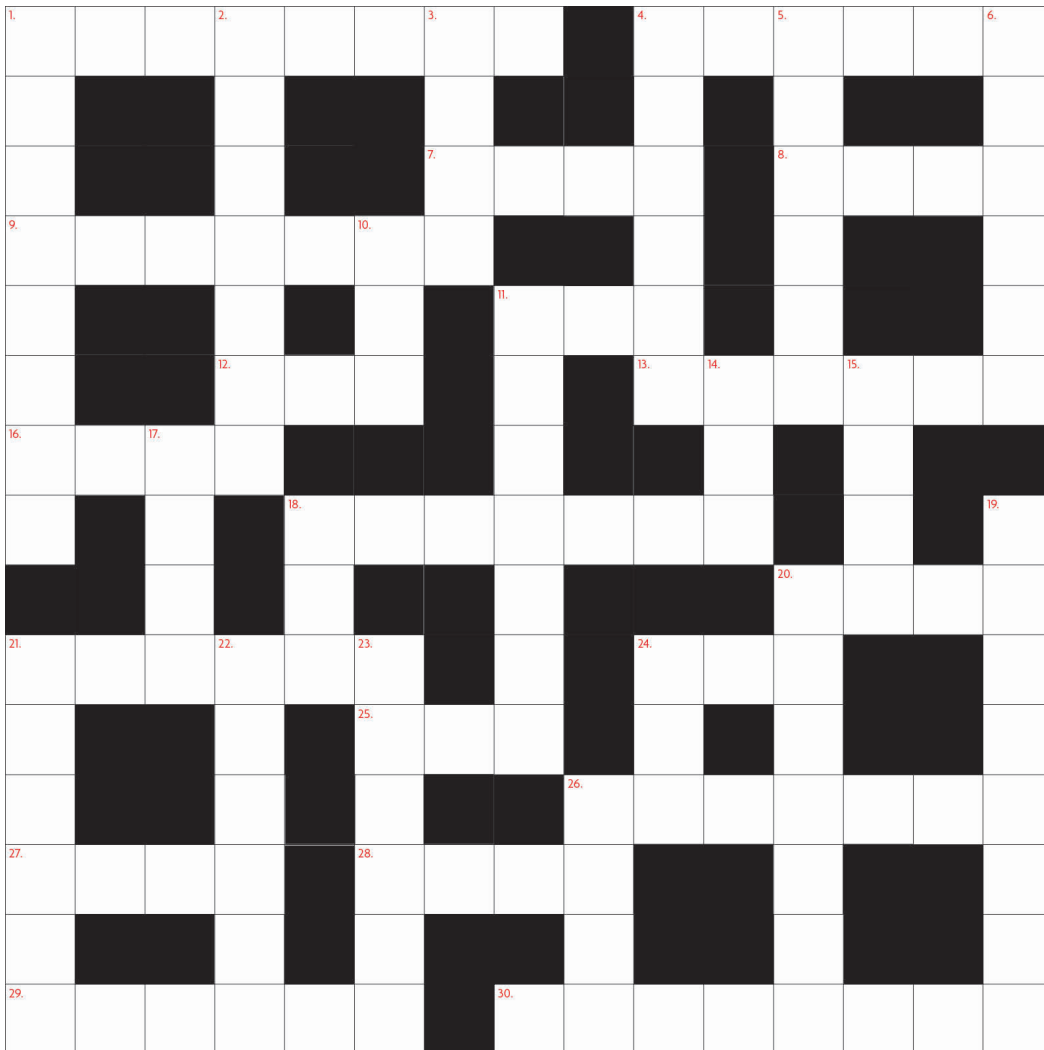
#supportourown

**IF YOU NEED ASSISTANCE  
CONTACT US ON (02) 9555 4034**

foundationhouse.net.au (02) 9555 4034



# CROSSWORD



Last issue's solution



## ACROSS

- 1. Former Runaway who had three Black Hearts (4 3)
- 4. Tasmanian politician often firing arrows at her own team (6)
- 7. Multifaceted Bachelor degree (4)
- 8. Curt reply that one has already commenced a task (2 2)
- 9. Of a park where dogs can run free (3-4)
- 11. Material colourant (3)
- 12. Opposite to subtract (3)
- 13. Cut back (6)
- 16. Not wealthy (4)
- 18. Think vividly (7)
- 20. Arboreal life form (4)
- 21. One that kills prey (6)
- 24. And not (3)
- 25. Consume orally (3)
- 26. Informal small British alcoholic measure (7)
- 27. Alone (4)
- 28. Eighth Greek letter or a small amount (4)
- 29. Fauna or flora that is not introduced (6)
- 30. Divisive British Prime Minister (8)

## DOWN

- 1. Maltese-born singer with some Falcons (2 2 4)
- 2. Peter Dutton's new favourite power source (7)
- 3. Rough-skinned frog (4)
- 4. Reply (6)
- 5. Shut (6)
- 6. Cease work and get your super (6)
- 10. Assist (3)
- 11. Feeling of revulsion (7)
- 14. Adam's missus (3)
- 15. Sudden change of direction (4)
- 17. Place to cook a roast (4)
- 18. Verenacular for crystal methamphetamine (3)
- 19. Journalist on a news round (8)
- 20. Build up of cars and trucks (7)
- 21. Divisive Queensland senator (6)
- 22. Danish amusement park: \_\_\_\_\_ Gardens (6)
- 23. Go over again (6)
- 24. Woman with a habit (3)
- 26. Cloth worn across the breast (4)



# APHEDA HELPS CONSCRIPTS ESCAPING MYANMAR

## Union Aid Abroad helps people avoid killing for a dictatorship.

**U**nion Aid Abroad-APHEDA is supporting partner organisations that help young civilians escape Myanmar to avoid serving in the same military they grew up protesting against.

Many of the people press-ganged into the armed forces had grown up opposing the Myanmar Government. Often they were members of ethnic minorities that had been oppressed by the government.

As one young activist told Britain's BBC News Service, "If we serve in the military, we will be contributing to their atrocities." Security forces are reportedly demanding bribes and ransoms from those unwilling to comply.

Partner aid organisations on the Thai-Myanmar border are evaluating the situation as the number of migrants rapidly increases. Initial actions include providing safe migration information to people before crossing the border to address issues related to documentation and vulnerability to exploitation.

"Burmese workers, young people, and women are in urgent need of international support," said APHEDA

in a media statement. "Australian unionists are actively working for social justice in Myanmar and at its border with Thailand.

"Join us in supporting our partner organisations [listed below]."

ALTSEAN-Burma: [www.altsean.org](http://www.altsean.org)

Karen Women's Organisation:  
[www.karenwomen.org](http://www.karenwomen.org)

MAP Foundation:  
[www.mapfoundationcm.org/en](http://www.mapfoundationcm.org/en)

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