

PSA CPSU NSW RETIRED ASSOCIATES MINUTES OF MEETING

Held on Tuesday, 24 June 2025 at PSA House and by Teams

The meeting was chaired by Dave McKeough, President of the PSA/CPSU NSW Retired Associates and commenced at 10.30 am.

1. Acknowledgment of Country - Wayne Omara.

2. Attendance.

At PSA House David Clyant, Barry Blanchard, Samson Ramen, John Walz, Dave McKeough, Nicola Christie, Robert Ryan, Wayne O'Mara, Robert Asbury.

PSA Representative None.

By Teams Patricia Nethery, Rob McLaughlin, Sue Chate.

3. Apologies.

Isabella Ramirra, Ann Stanfield, Carmel McKeough, Janette Thompson, Ysbrand Oosten..

MOTION: That the Attendance and Apologies be accepted.

MOVED: John Walz **SECONDED:** Robert Ryan.

CARRIED: Unanimously.

4. Minutes of the Previous Meeting held on 22 April 2025.

MOTION: That the minutes be accepted with the amendment of Wayne O'Mara being in attendance.

MOVED: John Waltz **SECONDED:** David Client.

CARRIED: Unanimously.

5. Business Arising.

5.1. Outcome of the Retired Associates Bi-annual election which closed on the 23rd of April and was then extended to the 14th of May, 2025.

There were a number of positions still vacant and there was a call for nominations from the floor for the following positions.

Junior Vice-President Nominated: Barry Blanchard.

MOVED: Nicola Christie **SECONDED:** Wayne O'Mara.

CARRIED: Unanimously.

Barry was elected unopposed.

Nicola Christie had nominated for the Assistant Secretary and Women's Contact Officer and it was agreed that she could hold both positions as there were no other nominations for either position. No further nominations for the vacant committee member roles were filled.

5.2 Presidents report

Both Nicola Christie and Dave McKeough attended the Annual Conference at PSA House which was well attended and feedback on the conference was positive. Report attached to these minutes.

Dave provided a breakdown of the RAG Membership with there being a total of 936 members (354 female and 582 male, 34 life members and 7 that are over 90).

A question was asked from Patricia Nethery if we knew where the members of the Retired Associates live to assist in promoting our group. Dave advised there are members all over Australia and New Zealand.

Six meetings were held in the last financial year and each meeting had attended both in person at PSA House and via Teams/Zoom.

Outcome of the Retired Associates Bi-annual election which closed on the 23rd of April and was then extended to the 14th of May, 2025.

President	Dave McKeough	Elected unopposed
Senior Vice-President	Robert Asbury	Elected unopposed
Junior Vice-President	Vacant	
Secretary	Vacant	
Assistant Secretary	Nicola Christie	Elected unopposed
Welfare Officer	Vacant	
Women's contact Officer	Nicola Christie	Elected unopposed
Committee	Wayne O'Mara	Elected unopposed
Committee	John Walz	Elected unopposed
Committee	Vacant	
Committee	Vacant	
Committee	Vacant	
Committee	Vacant	

Vacant positions may be filled from the floor at any future meetings.

Discussion on memberships over 70 was again held.

Carmel McKeough has submitted a "10 good reasons communication" to the Comms group but it has yet to be published.

Discussion was had on having a standing item in Red Tape advising members that there is a Retired Associates Group, to potentially assist in boosting numbers.

5.2 Business arising out of minutes

a.

SSS Superannuation

Indexing and spouse payments still to be followed up.

ACTION: Dave McKeough to follow up with PSA.

b. Promotional Materials

Dave McKeough provided a number of promotional materials at the meeting for members to take.

c. Red Tape Articles

Look at having an ongoing advertisement on the RAG in Red Tape to assist in promoting membership.

d. Un-financial members
No discussion had.

6 ..Reports.

PSA Executive Update

Due to the Guest Speakers presentation the PSA Executive did not provide an update to the meeting.

Quality Aged Care Action Group (QACAG)

The meeting was advised that this group has now folded due to falling membership.

Sydney Retired Unionists Group (SRUG)

Correspondence has gone to MP's in relation to the Housing crisis and the attitude to China, and how retired groups can contribute to Political Issues.

7. Correspondence.

None received.

8. Motions on Notice

None

9. General Business

Carmel McKeough has retired from the Retired Associates as Secretary. Nicola Christie wanted to pass on the Groups gratitude and thanks to Carmel for her contributions to the Group and in her role as Secretary.

MOTION: That the group send its warmest regards to Carmel McKeough for her outstanding contributions to this group.

MOVED: Robert Ryan SECONDED: Dave McKeough.

CARRIED: Unanimously.

10. Suspension of standing orders.

Standing orders were suspended to allow for the presentation on Health, Disability and Ageing by Patricia Carnevale, Assistant Director, Eastern Regional Team, Sydney, Department of Health, Disability and Ageing. A copy of the presentation is attached to the minutes of this meeting.

Thanks were forwarded from the members to the speaker and her co-workers for a very informative presentation.

11. Date of Next Meeting

The next meeting of the Retired Associates will be held on Tuesday, 26th August, 2025 at PSA House and via Teams, commencing at 10.30am.

The meeting closed at 12:30pm.

PSA Annual Conference Report 21 – 23 May, 2025

Wednesday 21 May – Country Conference

- 2:00pm – 2:10pm** **Ricky Walford**, Executive of the PSA Aboriginal Council Committee. Opening of Conference and Welcome to Country.
- 2:10pm - 2:15pm** **Nicole Jess**, President. Apologies and credentials.
- 2:15 pm - 2:30pm** **Tara Moriarty**, Minister for Regional New South Wales. Opening of Conference.
- 2:30pm - 2:40pm** **Stewart Little**, General Secretary. Conference report.
- 2:40pm – 3:20pm** **Emma McBride**, Assistant Minister for Rural and Regional Health. Keynote speech.
- 3:20pm – 3:40pm** Local Delegates discuss Junee Correction Centre hand over.

No assistance given to the Corrective Services staff regarding the handover of the gaol from the private sector operators. Former staff were told that if they spoke to the Corrective Services staff, they would be sacked. On day one, Corrective Services staff had to establish new policies for the gaol operation. Previously staff completed three years service then were out for replacement by junior staff. Junee built for private use. Back to the PSA on the 31st of March 2025.

- 3:40pm - 4:10pm** **Glenn Duncan**. Senior Organiser. Regional report.
- 4:10pm** Close of Country Conference.

Thursday 22 May

- 8:00am-8:30am** Conference Registration
- 8:30am-9:10am (a)** 1. **Nathan Moran**, **CEO** of Metropolitan Local Aboriginal Land Council, Welcome to Country
2. **Nicole Jess**, President, Welcome to Conference
- (b) Report on Credentials
- (c) Fixing Conference Hours

The following agenda items will be dealt with as time allows during the remainder of the conference:

- (b) Correspondence
- (c) President's Report
- (d) Report on Membership
- (e) Report on Arbitration

- 9:10am-9:30am** **The Hon.** Chris Minns, Premier, Opens Conference
- 9:30am-9:45am** **Stewart Little**, General Secretary
Allison McRoberts appointed Industrial Relations Commissioner
3.5% fee rise due to CPI. Not changed for many years.
- 9:45am-10:15am** **Prue Car**, Deputy Premier and Education Minister, Keynote speech
- 10:15am-10:30am** **Osara Health** – Helping families with cancer in the family group.
- 10:30am-11:15am** Morning Tea Level 11, PSA House. **Sponsored by Maxxia**
- 11:15am-12:15pm** **Sally McManus** ACTU Secretary. Challenges for the Movement
12.5% to 13.1% Union membership increase with 75,000 in New South Wales.
Union membership last December increased by 12.5%.
2% of young people in unions. 40% retire in 10 years.
The Rise of the extreme right. Return to racism. Intergenerational inequality.
Housing renter's rights.
- 12:15pm-1:00pm** Panel on Power Building. **Anne Kennelly, Belinda Tsirekas, Chris Auld, Glen Duncan.**
Facilitated by **Siobhan Callinan**
Recruitment, Growth, Organising
Smart Specific, Measurable, Achievable, Relevant, Time Bound.
- 1:00pm-2:30pm** Lunch, Level 11 PSA House. **Sponsored by Wage Cover.**
- 2:30pm-3:00pm** Campaign on Occupational Violence Launch.
Facilitated by **Troy Wright** Assistant General Secretary
Amy Fisheries - Fisherman with knives - Handcuffing Crooks.

POVB attack by inmate.

Bernadette – Housing - Cuts to services for clients gives abuse from clients

3:00pm-3:30pm

Health and Safety Representatives.

Facilitated by **Marko Petrovic, Jason Charlton** and **Chris Auld**

Featuring: **Trina Leask** (Service NSW) **Wade Appleby** (General Assistant)

Liam O'Dwyer (Safework)

3:30pm-4:30pm

Panel of PSA wins. Facilitated by **Julie-Ann Bond**.

Featuring: **Bill Martin** General assistants - Win - A return to face-to-face training.

General Assistant's numbers based around enrolment sizes and not on land size.

1 to 500 students- GAs get 1 to 4 days (dependent on School area).

500 + students – Gas get 5 days.

Brad Stewart Rural Fire Service overtime win. \$5 million paid to members for overtime back pay over 35 hours per week.

Keith Smith and **Tori-Lee Taylor**. Corrective Services NSW wins at Parklea, Junee and John Moroney. Parklea jail privatised by Christina Kenneally. Back to the State Government in October 2026.

John Moroney – Tory 53 sub branches, 2017. Low staffing.

Roxanne Lloyd. Sheriff's Officers' pay uplift. Probation Officer increase of \$1500

One – Undervalued, Two – Understaffed, Three – Underpaid.

Schools - Approximately 6000 staffs have been made permanent School staff 8000

Permanent. Teachers - 10,000 have been made permanent. There are 29,000 SASS

staff with 83% being women. There are 2216 schools in New South Wales.

Violence in schools is an issue.

Out of home care, motels etc. - 500 New Case workers. In 2023, 13 out of home care placements, none now.

4:30pm

Close

6:30pm

Annual Conference Dinner. W Hotel, 31 Wheat Road, Darling Harbour.

Sponsored by Aware Super, Australian Mutual Bank and McNally Jones Staff Lawyers.

Friday 23 May

9:00am-9:05am

Nicole Jess, opens day 2

9:05am-9:10am

Video summary of Day 1

9:10am-9:30am

APHEDA raffle draw and presentation

9:30am-10:00am

Melissa Donnelly, CPSU (PSU Group) National Secretary.
Privatisation: What the Federal System is trying to do.

10:00am-11:00am

Kos Samaras, Director Strategy and Campaigns, Redbridge Group.
Federal Election trends, causes and fallout.

11:00am-11:45am

Morning Tea, Level 11 PSA House. **Sponsored by Union Shopper and State Super.**

11:45am-12:15pm

Mark Morey, Secretary, Unions NSW.

Changes to the Worker's Compensation Scheme.

Whole person changing from 15% to 30% impairment. Vast injuries 15 to 20% WPI.

There are no figures on Worker's Compensation fraud.

12:15pm-12:45pm

Marianne Ledic, Glen Duncan, PSA CPSU NSW Delegates' Handbook.

12:45pm

Close

Central Council meeting to follow Conference.

Gender equity in IR space ACT

Aware Super - Collecting super payout - 40 days with a nominated beneficiary or 144 days without a nominated beneficiary.

Consultants - Over \$2 billion with 10,000 consultants. Should use In-house specialists. More than half of billion dollars redirected. \$90 billion privatisation. No private monitoring of Bailee's.

New Aged Care Act & Support at Home June 2025

Presented by Patricia Carnevale



Acknowledgement of Country

The Department of Health and Aged Care acknowledges First Nations peoples as the Traditional Owners and Custodians on the land of which we meet today, and acknowledge their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to all Elders both past and present.



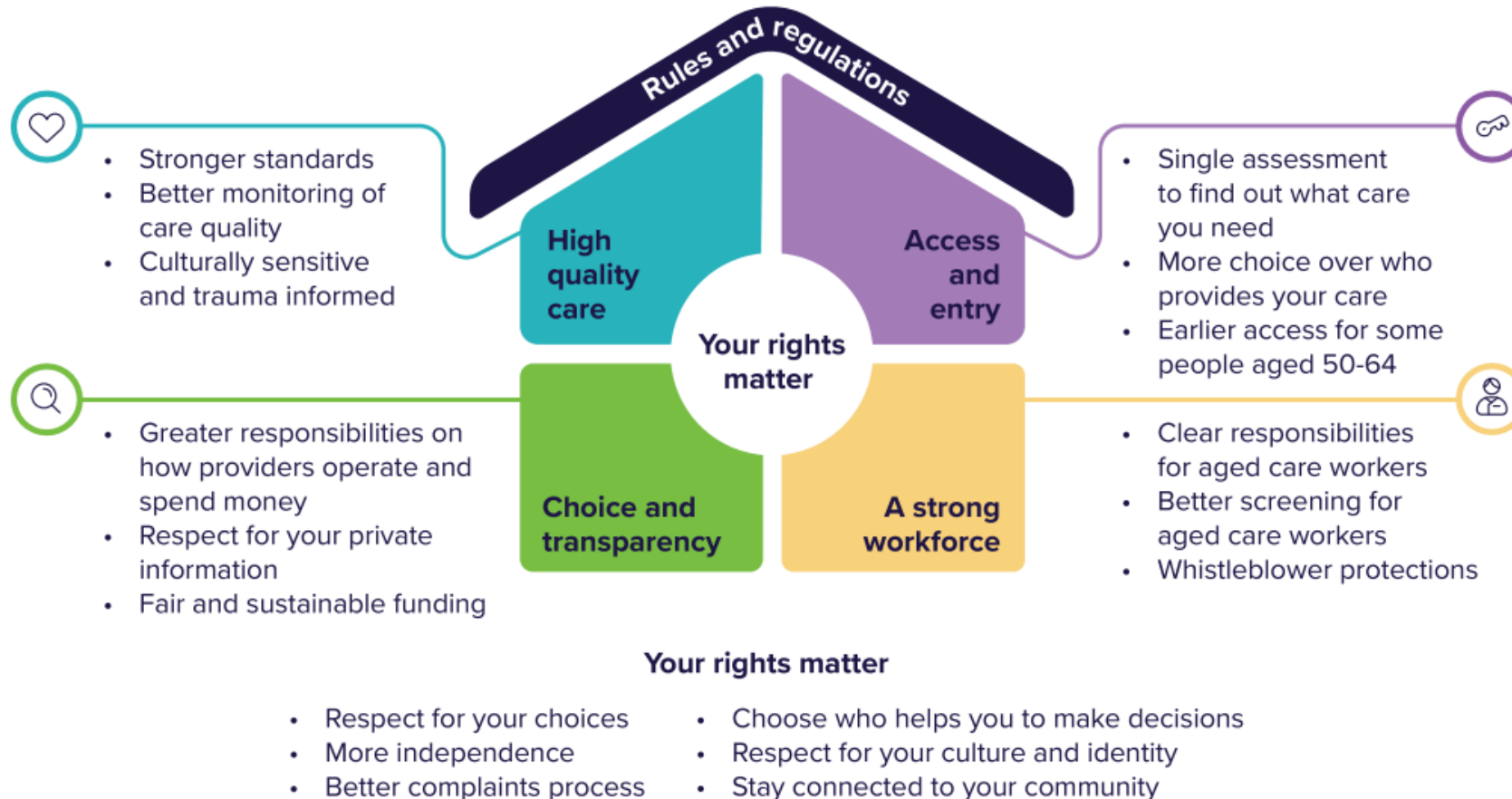
A new Aged Care System



Improving Australia's Age Care System

The new Aged Care Act puts you at the centre of your aged care

It will make aged care safer, fairer and more respectful. This visual outlines the main parts of the new Act and how they work together.



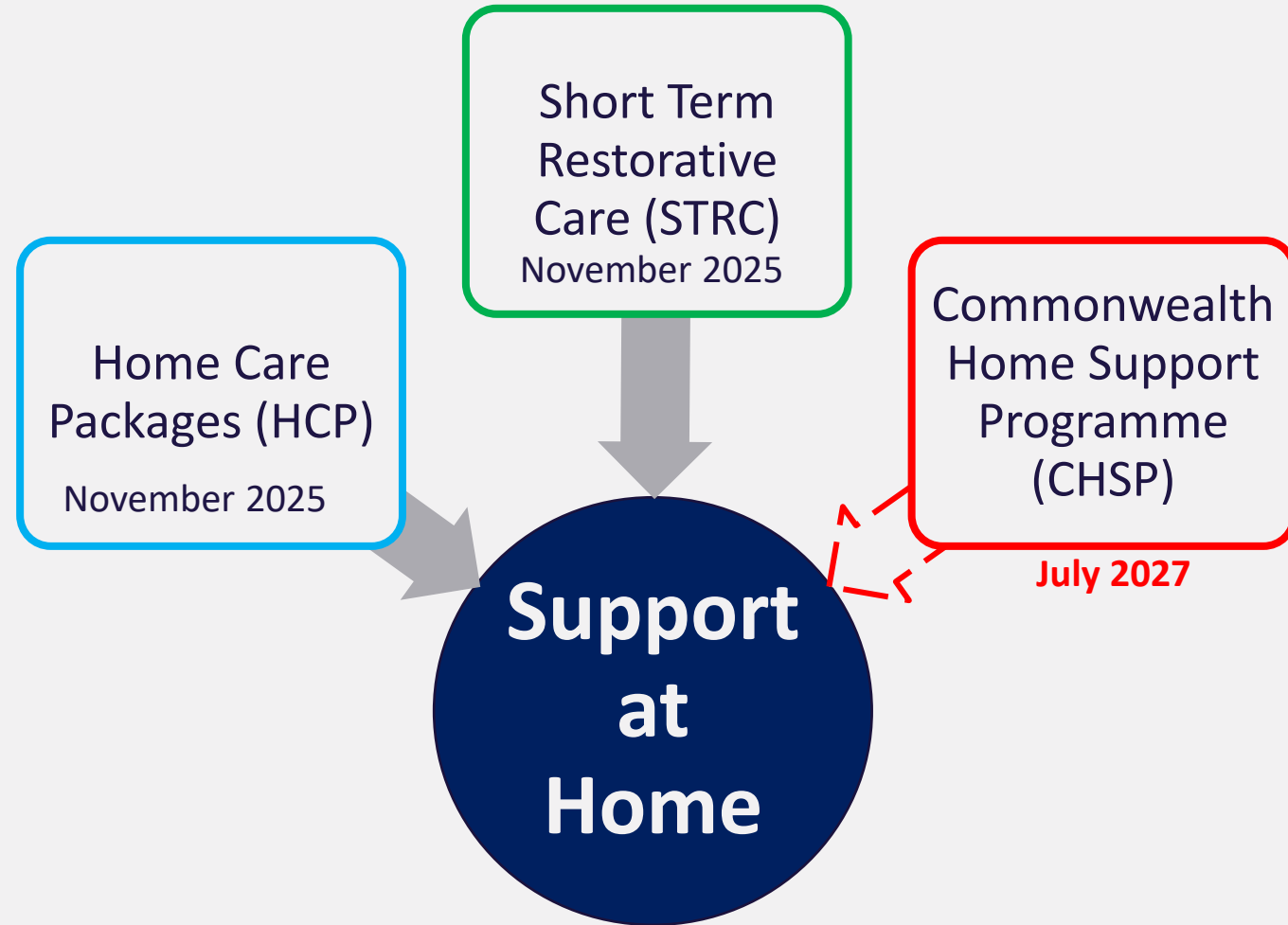
Features of the new Act

- Statement of Rights
- A single-entry point to the aged care system
- The framework for delivery of a range of aged care services
- Fair co-contributions from those who can afford to contribute to the cost of their aged care
- Mechanisms for the government to fund aged care services
- A new approach to regulating aged care
- A new Ministerially appointed Complaints Commissioner
- Whistleblower protections
- New laws to protect older Australians in aged care.

Support at Home Program

Support at Home Program

- The Support at Home program will replace the Home Care Packages (HCP) Program and Short-Term Restorative Care (STRC) Programme from 1 November 2025.
- The Commonwealth Home Support Programme (CHSP) will become part of the Support at Home program no earlier than 1 July 2027.
- CHSP will continue operating as usual until it moves to Support at Home.



Support at Home will help people to stay at home for longer



Faster access to services



Early intervention to stay independent and prevent decline



Higher levels of care when needs become more complex

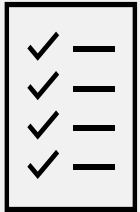
Support at Home Program



Single Assessment

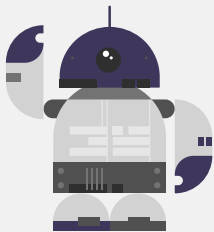
- All assessment organisations able to assess for all aged care services
- Assessments in home or hospital, with states and territories continuing to conduct assessments in hospital
- More timely assessments
- New Integrated Assessment Tool

Individual Support Plan



Individual Support Plan

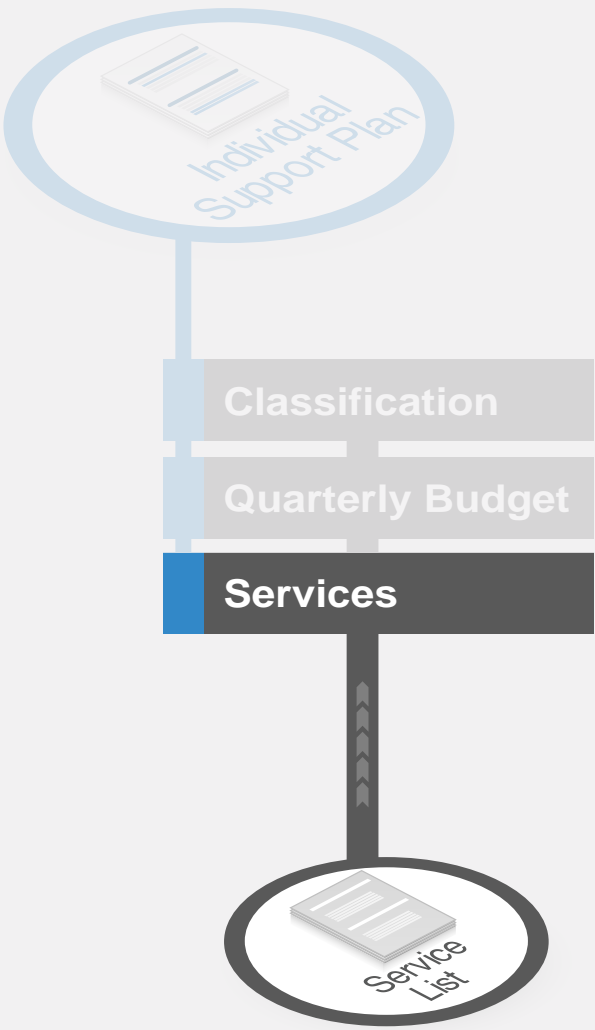
- Summary of needs and goals
- List of approved services
- Ongoing classification and quarterly budget and/or
- Approval & budget for short-term supports
- Indicative service suggestions affordable within budget to discuss with provider



Single Service Provider

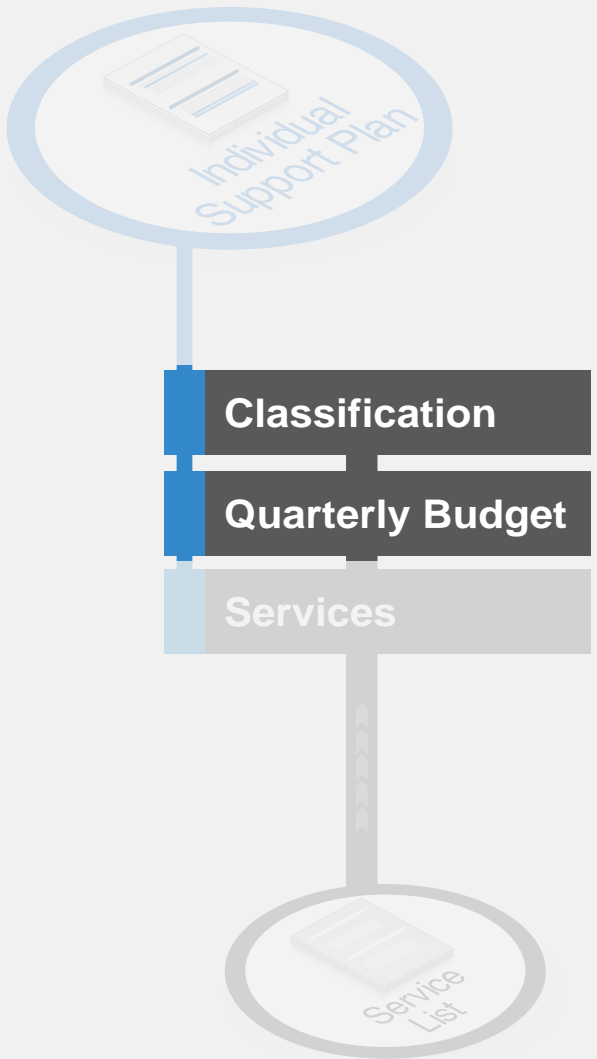
- Manage and deliver a participant's services to meet their assessed needs within their budget.
- Be responsible for arranging and sourcing any required short-term supports such as approved Assistive Technology and/or Home Modifications, Restorative Care Pathway or End-of-Life Pathway

Service List



Support at Home Service Types	
Clinical Services	Allied Health and other Therapeutic Services
	Nursing Care
	Nutrition
	Care Management
	Restorative Care Management
Independence Services	Personal Care
	Social Support and Community Engagement
	Therapeutic Services for Independent Living
	Respite
	Transport
Everyday Living Services	Assistive technology and home modifications
	Meals
	Domestic Assistance
	Home Maintenance and Repairs

Classifications



Support classification	Quarterly Indicative Funding*	Annual Indicative Funding*
1	~\$2,750	~\$11,000
2	~\$4,000	~\$16,000
3	~\$5,500	~\$22,000
4	~\$7,500	~\$30,000
5	~\$10,000	~\$40,000
6	~\$12,000	~\$48,000
7	~\$14,500	~\$58,000
8	~\$19,500	~\$78,000
Restorative Care Pathway	~\$6,000 (12 weeks)	
End-of-Life Pathway	~\$25,000(12 weeks)	
Assistive Technology and Home Modifications	Low, medium and high funding tiers based on assessed need	



* Final classification dollar values to be confirmed before Support at Home commences.

Restorative Care Pathway



- Replaces the existing Short-Term Restorative Care Programme (STRC)
- Early intervention and prevention to restore or maintain function
- Up to 12 weeks of support, may be extended to 16 weeks if required
- ~\$6,000 per episode (up to ~\$12,000 if needed)
- 5,000 places per quarter (20,000 per year)
- Access to assistive technology on top of budget
- Restorative care partner will identify goals and plan and coordinate services

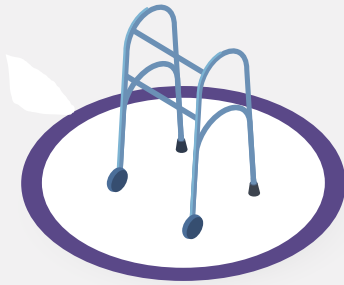


End-of-Life Pathway



- For people with 3 months or less to live
- ~\$25,000 available over 12-weeks
- Eligibility:
 - medical advice that life expectancy is less than 3 months
 - Australian-modified Karnofsky Performance Status Score (mobility/frailty indicator) of 40 or less.
- Services per the service list – NOT specialist palliative care (delivered by states and territories)
- Access to assistive technology if required

Assistive Technology & Home Modifications (AT-HM)



- Funding tiers approved at assessment
 - Defined AT-HM list covering:
 - managing body functions
 - self-care
 - mobility
 - domestic life
 - communication and information management
 - home modifications
- Prescribing, Items, Delivery and Fitting included
- Equipment loans through state and territory schemes over time
- Funding available for 12 months
- Lifetime cap of \$15,000 for home modifications

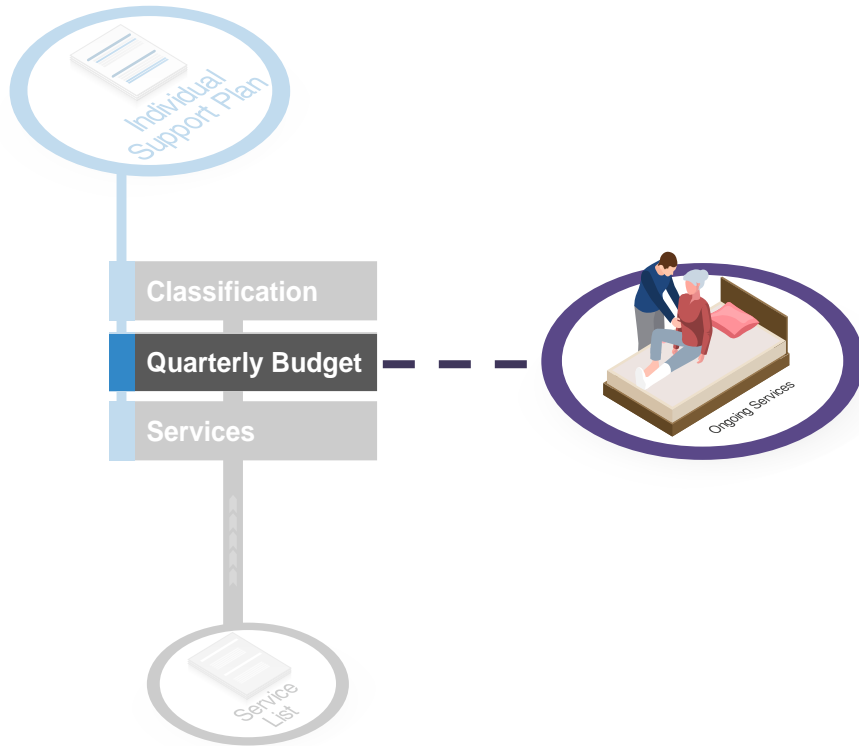
Assistive Technology Funding Tiers	
Funding Tier	Funding Allocation
Low	Up to ~\$500
Medium	Up to ~\$2,000
High	Up to ~\$15,000

Home Modifications Funding Tiers	
Funding Tier	Funding Allocation
Low	Up to ~\$500
Medium	Up to ~\$2,000
High	Up to ~\$15,000*

** Final funding tiers to be confirmed before Support at Home commences.*



Quarterly Budgets for Ongoing Services

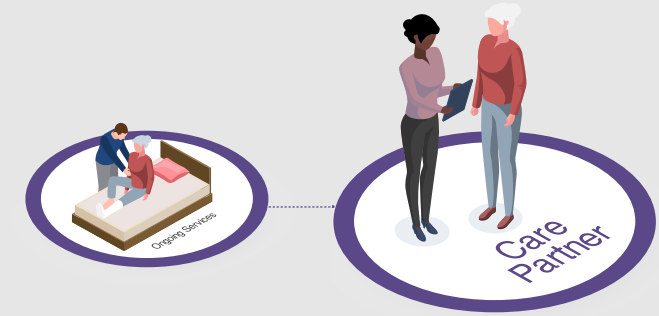


- Classification amount will be divided into 4 quarters
- Maximum accrual of \$1,000 or 10% of quarterly budget between quarters
- Budgets will be held on behalf of the participant in an account by Services Australia
- Providers will invoice the account after services are delivered
- Flexibility to use the budget across approved services
- Participants with unspent HCP funds will retain access to these funds for approved purposes

Care Management

Care management activities:

- care planning
- service coordination
- budget oversight
- monitoring, review and evaluation
- support and education, such as:
 - navigation
 - education
 - problem solving
 - escalating concerns.



- 10% of ongoing quarterly budget
- Pooled with provider
- Additional supplements for:
 - older Aboriginal and Torres Strait Islander people
 - people referred by Care Finders
 - homeless or at-risk homelessness
 - care leavers
 - approved veterans.
- Team-based care management through care partners

Support at Home participant contributions

From 1 November 2025, participants in the Support at Home program will contribute towards the cost of some services, while other services will be free of charge. You will only pay contributions for services you receive.

Participant contributions are an essential part of the Support at Home program to ensure a fairer system that can provide access to better and more tailored services in an affordable way.



Participant Contributions

Current System

- Basic daily fee
- Income tested care fee – reduced government subsidy
- Daily fee irrespective of service used

New System

- Fees based on service received
- Participants will make a percentage contribution to the cost of services they use
- The percentage contribution will be based on the Age Pension means test – includes assets and income

Participant Contributions - Income and Assets

	Clinical care	Independence	Everyday living
Full pensioner	0%	5%	17.5%
Part pensioner and Commonwealth seniors health care eligible	0%	5%– 50% depending on income and assets	17.5% - 80% depending on income and assets
Self-funded retiree	0%	50%	80%

- Participant contributions will be scaled according to a person's means, based on their Age Pension means test.
 - Full pensioners will make a low contribution
 - Part pensioners and Commonwealth Seniors Health Card holders contributions will increase as their income and assets increase
 - Self-funded retirees will make higher contributions
- A new \$130,000 lifetime cap will apply to contributions in Support at Home and to contributions to non-clinical care in residential care.



Standard participant contribution rates from 1 November 2025

Age Pension status	Clinical care	Independence	Everyday living
Full pensioner	0%	5%	17.5%
Part pensioner and eligible for a Commonwealth Seniors Health Card	0%	Between 5% and 50% depending on income and assets	Between 17.5% and 80% depending on income and assets
Self-funded retiree	0%	50%	80%

Case study – Bill

Bill is retired and on a part Age Pension. He owns his house and has \$10,000 in his savings account in addition to his superannuation income. His total income, including his pension is \$45,500. Bill is assessed as eligible for Support at Home services after 1 November 2025. As Bill is a new participant, he is subject to new arrangements and will make a total contribution of 14.0% to his Support at Home services. The government covers 86.0% of the cost of his care.

‘No worse off principle’ contribution rates

Age Pension status	Clinical support	Independence	Everyday living
Full pensioner	0%	0%	0%
Part pensioner and eligible for a Commonwealth Seniors Health Card	0%	Between 0% and 25% depending on income	Between 0% and 25% depending on income
Self-funded retiree	0%	25%	25%

Case study – John

John is a full pensioner and was receiving a Level 3 Home Care Package before 12 September 2024. He paid no fees for his care under the Home Care Packages Program. When he moves to Support at Home on 1 November 2025, he will continue to pay no contributions and will receive the same level of care. John will never pay contributions on Support at Home, even if he is re-assessed to a higher classification.



Arrangements for existing Home Care Package Recipients



- Existing HCP recipients will have a Support at Home budget equivalent to their package
- People with an unallocated package who are waiting on the National Priority System will receive a budget equivalent to the package they are waiting for when available
- Unspent funds will be retained by recipients for use under Support at Home
- If re-assessed later, will receive a new Support at Home classification (where higher than current package)
- Grandfathering arrangements for participant contributions will also apply



Home Care Package Transition

BUDGET

- Everyone that is in receipt of a HCP on 31 October 2025 will transition to Support at Home with their current package – same level

UNSPENT FUNDS

- HCP care recipients retain their unspent funds.
- Can be used when quarterly budget is exhausted or to purchase equipment or for home modifications.

NATIONAL PRIORITY SYSTEM

- People waiting on the National Priority System or who are assessed as eligible for a HCP will transition to Support at Home at their approved package level.

CHSP CLIENTS

- CHSP will continue to operate for existing clients and new clients with low level needs.



Transition from Home Care Packages (HCP) Program to Support at Home – 1 November 2025

The following information is for people currently in the HCP program or waiting on the National Priority System:

- You will automatically transition to Support at Home from 1 November 2025
- You will not need to be re-assessed for Support at Home
- Home care recipients will have Support at Home funding equivalent to their existing HCP level OR approved level
- The contribution arrangements for people will be the same or lower if receiving a HCP, on the National Priority System, or assessed as eligible for a HCP, on 12 September 2024
- HCP unspent funds will be retained. This can be used when your quarterly budget is exhausted and/or to purchase equipment or home modifications



Residential Aged Care

Changes to Residential Care

- Changes to everyday living, accommodation costs and care contributions will occur for new residents from 1 November 2025
- If you're living in or move permanently into an aged care home on or before 31 October 2025, your current residential and accommodation payment arrangements will stay the same while you remain in care.
- This group will not see their accommodation payments change as they have already signed a contract with their provider
- Residents who pay for their accommodation with a refundable deposit, providers will retain 2% each year for 5 years.

Residential Funding Changes

From 1 January 2025:

- The maximum room price providers can charge increases to \$750,000*.

From 1 November 2025:

All residents will continue to pay the basic daily fee

A new means-tested contribution to the Hotelling Supplement

Government will fully fund all clinical costs in residential aged care e.g. nursing

A new means tested Non-Clinical Care Contribution

A new optional Higher Everyday Living Fee

Residents who pay for their accommodation with a refundable deposit, providers will retain 2% each year for 5 years.

Current hardship arrangements will remain in place

*Providers can still apply to charge a room price above that \$750,000 mark but will require that IHACPA approval before they can charge any price above that level.



No Worse Off Principle

- Those in residential aged care before 1 November 2025 will retain their existing co-contribution arrangements.
- On 12 September 2024, if an older person was:
 - already receiving a Home Care Package;
 - on the National Priority System; or
 - assessed as eligible for a packagethey will be no worse off and will be able to enter residential care under the current fee system.

Financial hardship support



If you can't afford to pay your fees or contribute to your care costs, hardship arrangements are available. Financial hardship assistance has not changed.



To apply for financial hardship assistance, complete the [Aged Care Claim for financial hardship assistance form \(SA462\)](#).



Send this form and evidence to support your claim, including evidence of your expenses for the previous 3 months, to [Services Australia](#), who will assess your application within 28 days. They will let you know in writing of their decision and what assistance you're eligible for. If they need more information to assess your claim, they will contact you to ask for this.



My Aged Care's [financial support and advice webpage](#) has further information to help you plan your finances for aged care.



How do I stay up to date on the changes to aged care?

- Visit the aged care reforms website [AgedCareEngagement.health.gov.au](https://agedcareengagement.health.gov.au)
- Free call **1800 318 209** to find out more about the reforms, open consultations and for assistance in completing consultation activities
- Sign up to receive EngAged, a monthly email newsletter health.gov.au/aged-care-newsletter-subscribe
- Follow the Council of Elders on Facebook facebook.com/groups/AgedCareCouncilOfElders
- Learn about Support at Home health.gov.au/our-work/support-at-home
- Read about the new Aged Care Act health.gov.au/our-work/aged-care-act





**Thank
you
for
your
time**



agedcareengagement.health.gov.au



Phone **1800 200 422**
(My Aged Care's free call phone line)