



**HONOURING OUR PAST
BUILDING OUR FUTURE**

PSA CPSU NSW ANNUAL CONFERENCE 2024







Stewart Little General Secretary

LOOKING TO THE NEXT 125 YEARS

Our union has fought hard for its members for more than a century. It will never stop fighting.

For 125 years, our great union 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.

The people who gathered in Bridge Street in 1899 to form our union would not recognise our working lives today. They would marvel at our members, who are better paid, work in safer conditions. In addition, as times have changed, our membership better reflects our diverse society.

As comforting it is to look back and take pride over the past

victories we have achieved, the battle has not stopped. Without a union fighting on our members' behalf, the victories won over the past century and a quarter would soon vanish.

We saw a 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 think will be better outcomes for our members.

We certainly receive some criticism for campaigning in elections or, more recently, the Voice to Parliament referendum, but we believe our members are better served when the electorate votes in a way that recognises and appreciates their work and their vital role in a safe, prosperous state.

Many of the industrial and political issues we deal with today would be a complete mystery to our union's founders.

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.

I hope you all enjoy conference and come away with ideas that will make the next 125 years better for all.

AS COMFORTING AS IT IS TO LOOK BACK AND TAKE PRIDE, THE BATTLE HAS NOT STOPPED





Nicole Jess President

WE STAND ON THE SHOULDERS OF HEROES

Every benefit we have stems from the work of our forebears.

Marking our union's 125 years of operation is more than just self-congratulation. It gives us the chance to honour those whose efforts in the past touch our working lives every day.

Every pay rise we have won since 1899 has been due to our union. Employers, be they public or private, reflexively try to keep our wages and conditions down. Without a union behind them, workers 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.

In the early days of our union, it was simply accepted that women be paid less than men, even if they were in higher roles. It wasn't our bosses who questioned this absurdity and put into place actions to achieve wage equality, it was unions such as the PSA CPSU NSW and trailblazing members such as Jean Arnot that forced change for the better.

We have, and will always, move with the times. We were instrumental in getting domestic and family violence into agreements and awards. More importantly, this set a nationwide



Attendees at the 1919 Public Service Association Annual Conference

precedent and now workers all over the country have this protection. Once again, without unions, people going through the trauma of domestic and family violence would not have access to paid leave to fall back on as they rebuild their lives.

Reserved roles for First Nations workers, 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.

We are as strong at the ballot box as we are at the negotiation

table. Last year we proved that when a powerful union speaks up during an election campaign, the candidates listen. We were fortunate that, after our strong campaigns both major parties agreed to our demands regarding permanent roles in schools.

So our union should be proud of 125 years of fighting and winning for its members. Everyone at conference should take pride in the organisation they represent so well at the workplace and reflect on the work done by those whose shoes you fill so ably today.

HOUSEKEEPING

Signing on

Delegates will be required to sign an attendance sheet at each session of Conference. If delegates do not sign to verify their attendance, Departments will not pay for leave. The PSA CPSU NSW is required to confirm with Departments that delegates have attended each Conference session.

Hearing impaired

Please sit in the front rows of Conference.

Luggage

Luggage is to be stored on Level 9. See the registration desk.

Toilets

There are toilets on each level of PSA House, through the fire exits. There is an all-gender toilet on level 8. Even-numbered floors have women's toilets and odd-numbered floors have men's toilets.

Name tags

Please use the lanyard provided and wear your tag at all times during Conference.

Payment of expenses

Regional delegates who have requested in writing to be paid their sustenance payments by cheque will be paid Thursday lunchtime.

EFT payments will be processed on Thursday after Accounts have received the attendance sheets.

Mobile phones

Please put your phones on silent or turn them off.

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2024 COUNTRY CONFERENCE

WEDNESDAY 15 MAY 2024

- 2:00pm** Opening of Conference. Acknowledgement of Country by **Darrell Brown**, Executive of the PSA Aboriginal Council Committee
- 2:10pm** Apologies and credentials by **Nicole Jess**, President
- 2:15pm** Report by **Stewart Little**, General Secretary
- 2:20pm** **Roy Butler** Member for Barwon
- 2:50pm** **Katie McRobert** Executive Director of the Australian Farm Institute
- 3:30pm** Regional Report by Belinda Pearce, Central West Regional Organiser and Gino Di Candilo, Newcastle Regional Organiser
- 4:00pm** **Adam Tran** and **Cally Sheehan** Reconstruction NSW: Rebuilding Regional NSW
- 4:30pm** Questions to the floor
- 5:00pm** Close of Country Conference

PSA CPSU NSW CONFERENCE 2024 TIMETABLE

THURSDAY 16 MAY 2024

8:00am-8:30am	Conference Registration
8:30am-9:10am	(a) 1. Nathan Moran Representative of the Aboriginal Community. Welcome to Country 2. Nicole Jess PSA President – Opening of and Welcome to Conference. APHEDA Raffle. First prize \$500 gift voucher from Union Shopper (b) Report on Credentials (c) Fixing the Hours of Conference

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

	(d) Correspondence (e) President's Report (f) Report on Membership (g) Report on Arbitration
9:10am-9:30am	The Hon. Chris Minns Premier of NSW. <i>Opening of Conference</i>
9:30am-10:00am	Stewart Little General Secretary
10:00am-10:45am	Kristy McKellar Keynote Speaker. <i>Campaigning Against Family Violence</i>
10:45am-11:05am	Morning Tea Level 11, PSA House Sponsored by Maxxia, State Super & Bryden's Lawyers
11:05am-11:45am	Panel on Domestic Violence and Child Protection <i>Impacts of DV on Public Service</i> Facilitator Troy Wright Juliette Sizer Schools Jason Charlton Prison Officers Vocational Branch Bernadette McMahon Housing NSW

Carmen Wells Corrective Services
 NSW Non-Custodial
Sheldon Sowter Community
 Services

11:45am-12:00pm	Sponsorship Presentation Paul McGeachie OSARA Health Angela O'Reilly WageCover
12:00pm-12:30pm	Peter Kite SC Former Chief Commissioner, Industrial Relations Commission of NSW. <i>The Importance of the New Commission</i>
12:30pm-1:00pm	Maurie O' Sullivan , Former PSA President and General Secretary. <i>Honouring our Past</i> (via video)
1:00pm-2:00pm	Lunch Level 11 PSA House Sponsored by WageCover
2:00pm-2:30pm	Kate Lee , Co-Executive Officer, Union Aid Abroad-APHEDA
2:30pm-3:00pm	Katherine Boyle , CEO Welfare Rights Centre
3:00pm-4:00pm	Panel of PSA Councils Nicole Jess Facilitator Leanne Smith Women's Council Dave McKeough Retired Officers Group Shanice Leadbeater Aboriginal Council Emma Pearce Pride Council Michael Parsons Youth Council
4:00pm	Close
6:00pm	Annual Conference Dinner Doltone House Hyde Park, 181 Elizabeth Street Sydney Sponsored by McNallys & Australian Mutual Bank & Aware Super

HONOURING OUR PAST, BUILDING OUR FUTURE



FRIDAY 17 MAY 2024

9:00am-9:05am

Opening by **Nicole Jess**

9:05am-9:10am

Video from Day 1

9:10am-10:00am

Jeff Hardy The Change Room. *Inspiring the Everyday Person to Elevate Their Wellbeing.*

10:00am-10:30am

The Hon. Senator Deborah O'Neill Chair of Parliamentary Joint Committee on Corporations and Financial Services, Deputy Chair of Standing Committee of Privileges *Consultants in the Public Service*

10:30am-11:00am

Leisl Tesch Member for Gosford *Disability Inclusion: What the PSA Can Do Moving Forward*

11:00am-11:30am

Morning Tea
Level 11 PSA House
Sponsored by Maxxia, State Super & Bryden's Lawyers

11:30am-12:00pm **Panel on Significant roles in the community**

Facilitated by **Siobhan Callinan** and **Nathan Bradshaw**
Matthew Cartwright Fisheries
Amanda-Lee James Office of the Director of Public Prosecutions
Michael Peterson Police Radio
Glenn Elliott Rudder Sheriff's Office
Simon Gilbert Special Constables
Katie Hooker Taronga Zoo

12:00pm-12:30pm **Ellie Cole, AM** Australian retired Paralympic swimmer and wheelchair basketball player

12:30pm-1:00pm Report backs from Country Conference and First Day of Conference
Questions and General Business
Remainder of Conference Business

1:00pm

Close

Central Council meeting starts at 1:00pm



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

For 125 years, the NSW State Government has been powered by PSA members. They are the people delivering policy and providing services that affect the health, education and movement of millions of people in NSW.

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

The Public Service Association of NSW did not even call itself a union when it began in 1899, but when required, it soon began to

act like one, defending jobs from the very outset.

When the world economy entered depression in the 1930s, the PSA action prevented the type of massive public sector job cuts meted out in the downturn of the 1890s.

The 1913-17 PSA Executive

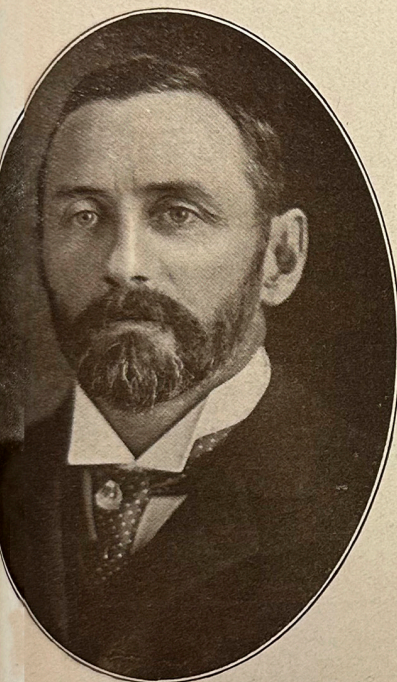


J. S. Gibb, Hon. Tress.

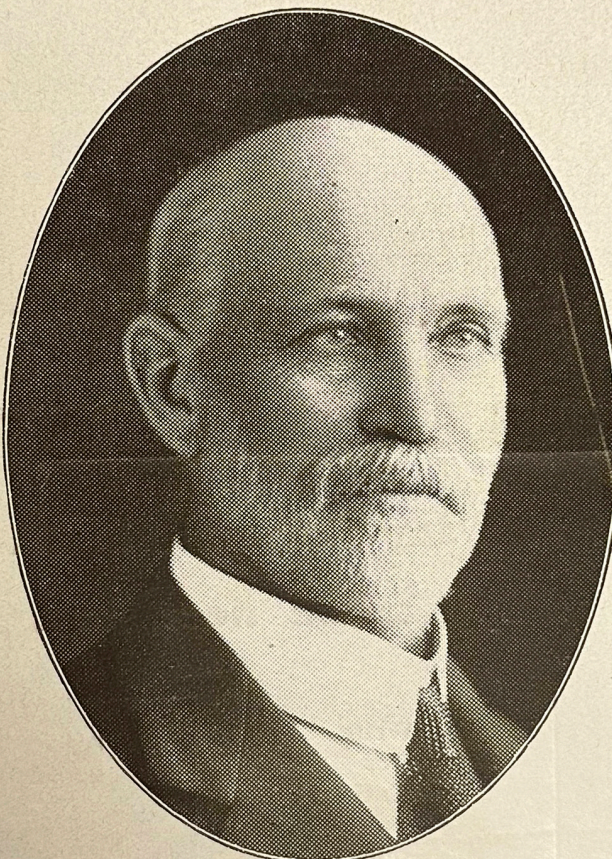
**Public Service
Association
of New South Wales**



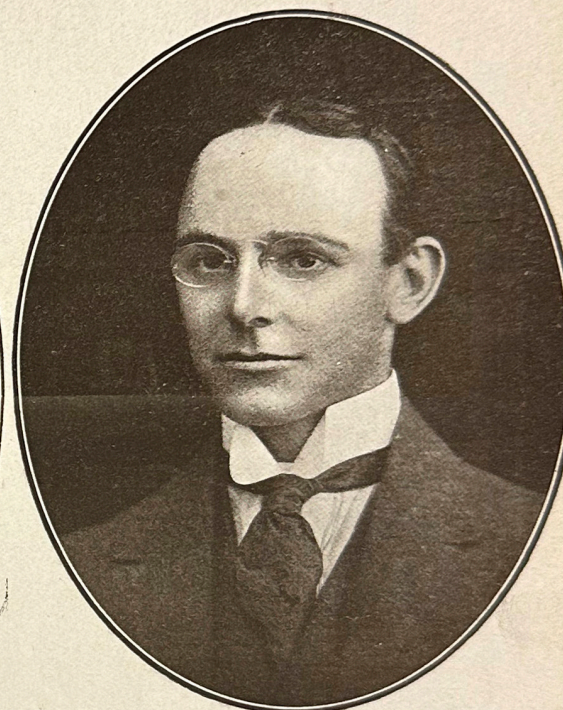
L. S. Donaldson, Past Treasurer.



C. Kilminster, Vice-Chairman.



W. Beavis, Chairman.



R. Peek, Secretary and Editor.



HISTORY

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

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.

But old habits died hard and women were still too often marginalised in the workplace, including within the union.

So a strong union did what was right and began fighting for a better deal for women at work.

The Harvester Case of 1907 had set lower wages for women, so when the PSA launched a campaign to restore wages to levels before the Depression cuts, it focused on women and lower-paid roles.

The PSA joined 52 other organisations to form the Council of Action for Equal Pay.

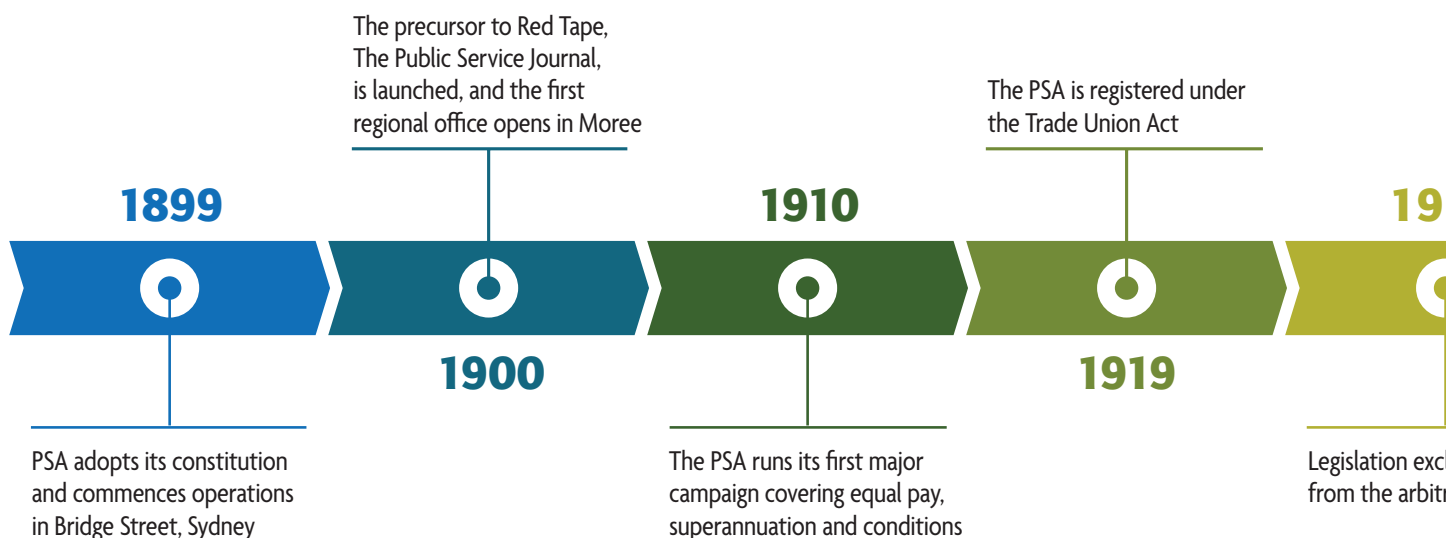
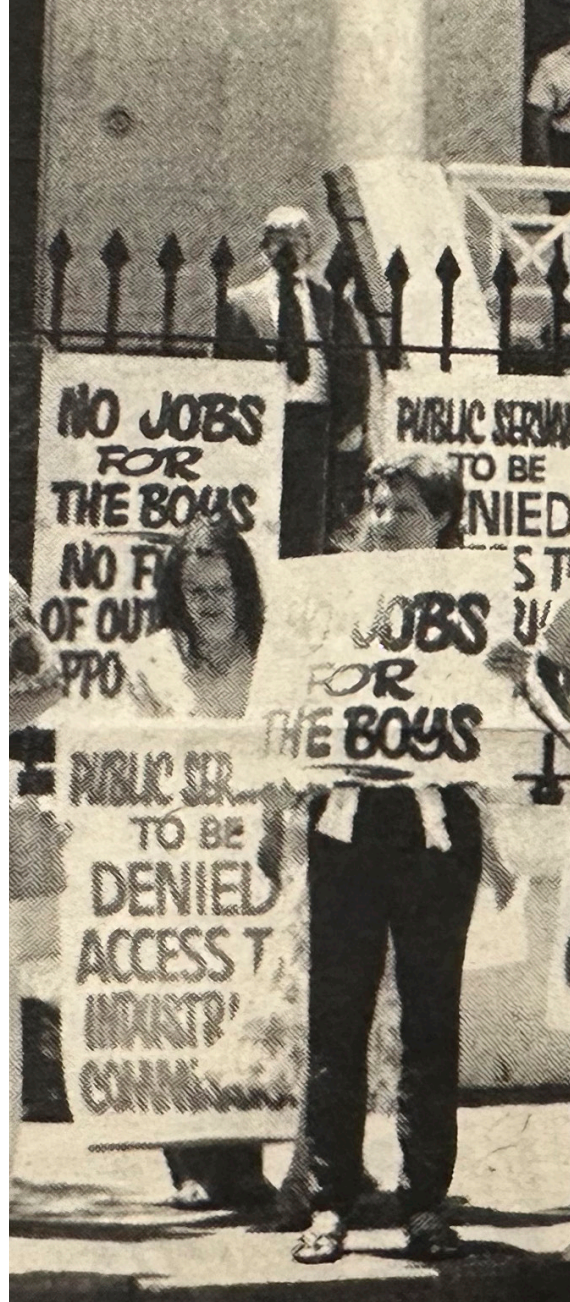
As the country moved towards the Second World

War, demands for equal pay increased, as once again more women entered the workplace to fill vacancies created as men went overseas to fight.

These demands are a constant theme for campaigns throughout the union's 125 years in action. Equal pay cases were won in Transport, at 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.

In 1980 the PSA proved its strength when it went on a membership-wide general strike and nearly 80 per cent of members walked off the job, paralysing the state. The strike was in reaction to the new Public Service Act, which was regrading current positions and using outside appointments to undermine wages and conditions.

Five thousand workers attended a stop work meeting





Red Tape montage depicting strike action in 1980

22

The Lang Government readmits the PSA to the arbitration system and the union's Women's Council is formed

1930

1932

Thousands rally in Sydney to demand Depression-era cuts to wages be rescinded

1957

The NSW Government legislates for six weeks' paid maternity leave for permanent officers

1980

The PSA, which had just moved into its present Clarence Street premises, goes on a membership-wide general strike

and thousands marched on Parliament House to demand the Act be rescinded.

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. Members filled Macquarie Street in Sydney and also rallied in regional centres throughout the state.

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.

It has also fought hard against the scourge of insecure employment, something that has disproportionately affected women members.

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 Administration and Support Staff, who were overwhelmingly employed in casual and part-time roles.

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 Premier 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.

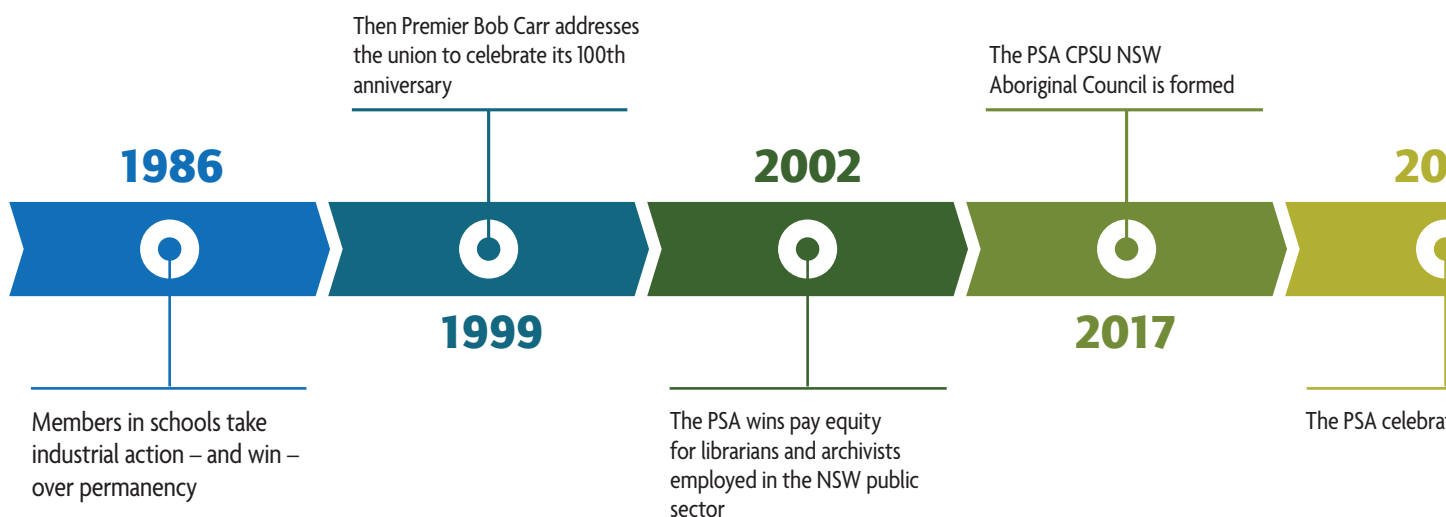
The PSA CPSU NSW is no longer a club largely made up of white men, and now better reflects the state its members serve. For example, the union's Women's Council will next year celebrate 95 years of operations.

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.

In 2023, the Pride Council was established for the LGBTQI+ community, meeting regularly with MPs and making submissions on issues such as anti-discriminatory legislation.

These councils are part of the union that represents diverse group of members serving Australia's most diverse state.

The pioneers of the union in 1899 may not recognise the diverse PSA of today, but they would be rightly proud that it has kept up the fight on behalf of the workers who do so much for NSW.





Clockwise from top left: The 2022 state-wide strike; members meeting at Sydney Town Hall in 1985 vote to implement work bans; PSA President Maurie O'Sullivan at a rally in 1999; a Red Tape montage depicting strike action in 1980.

As the COVID-19 pandemic grips the world, PSA CPSU NSW members are among the army of Public Sector workers keeping the state afloat

The PSA CPSU NSW's campaign, Privatisation Hurts Everyone, alerts voters to the Liberal National Government's frenzied sale of public assets. Labor is voted in

19

2022

2024

2020-21

2023

tes 120 years

PSA members go on strike all over NSW to end the 11-year-old wage cap that has seen their wages go backwards in real terms

The PSA celebrates 125 years of fighting on behalf of workers all over the state

ANNUAL CONFERENCE SPEAKERS



Roy Butler **Member for Barwon**

Roy Butler is the independent MP for the vast seat of Barwon in the west of NSW.

Prior to entering politics, Mr Butler was a public servant, working as the Western Region Manager of the NSW Police.

He also served in the Australian armed services and worked in the NSW prison system as a drug and alcohol counsellor, group psychotherapist, and in the delivery and coordination of offender management programs

He is the senior vice president of Sporting Shooters Australia and has a master's degree in public administration.



Katie McRobert **Executive Director** **Australian Farm Institute**

Before joining the Australian Farm Institute, Katie McRobert worked as a global Content and Community Manager for Rabobank, liaising with farming clients to build knowledge banks, and as the National Editor for FarmOnline.

Ms McRobert has an MBA from Griffith University specialising in Sustainable Business.

She is currently Chair of the CSIRO Drought Resilience Mission Advisory Group, and a member of the NSW Environmental Trust Biodiversity Technical Review Committee, the federal Australian Agricultural Traceability Research and Development Working Group, the CSIRO Agriculture & Food external advisory group, and the NSW Farm Writers Committee.



Nathan Moran **CEO, Metropolitan Local** **Aboriginal Land Council**

Nathan Moran is passionate about First Nations lore, culture, heritage, arts, history politics and sport. He is committed to achieving equity in human rights for Australia's Aboriginal and Torres Strait Islander people on par with or better than other First Nations people in former comparable former British colonies.

He is a Biripi Thungutti Goori man who has worked in both government and non-government roles and for Aboriginal communities in NSW for more than 25 years.

Mr Moran is a former UTS law student, Lloyd McDermott squad member, UNSW and UN South East Asia Aboriginal Leadership Program graduate, AIATSIS Aboriginal Leadership Program graduate and former Koori Radio Volunteer Broadcaster.



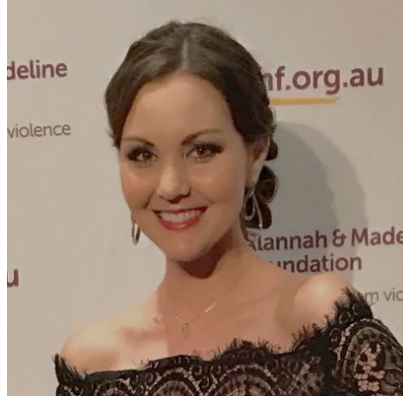
Chris Minns
Premier of NSW

The 47th Premier of NSW, Chris Minns has been the Labor Party member for Kogarah since 2015.

On 25 March 2023, Mr Minns led Labor to an election win, returning the party to power after 12 years in opposition. Labor won nine seats from the Liberal National Coalition, which gave Mr Minns enough seats to govern with crossbench support.

His campaign featured promises to invest more in public services, as well as opposing privatisation and the wage cap.

Mr Minns studied for a Masters in Public Policy at Princeton in the US and is the former Assistant Secretary of the NSW Labor Party.



Kristy McKellar
Family violence campaigner

Kristy McKellar is a survivor of, and advocate against, family violence.

She has dedicated more than 20 years to improving the lives of others by working with community organisations and government to champion reform, social change and gender equality.

Ms McKellar has been named as one of the top 100 Women of Influence in the country and the Agenda Setter of the Year for Australia. Additionally, she has been inducted into the Victorian Honour Roll of Women.

With an academic background in Social Science and Social Work, Ms McKellar is an inspiring, influential advocate, consultant and public speaker.



Peter Kite
**Former Chief Commissioner,
Industrial Relations
Commission of NSW**

In 2017, Peter Kite was named first Chief Commissioner of the NSW Industrial Relations Commission of NSW (IRC) following a merit-based appointment process.

Mr Kite has been a senior industrial relations practitioner for nearly four decades.

In addition to his role as Chief Commissioner, he also served as Acting Deputy President of the IRC and Acting Judge of the Industrial Court of NSW.



Jeff Hardy
The Change Room

A former rugby league professional player and proud Ualaroi man, Jeff was fortunate to have a great upbringing that involved the indigenous and Australian cultures.

Jeff's experience with an amazing family and severely autistic child has taught him to find purpose and positives in the things that matter most.

Through the power of story, Jeff shares the wisdom and knowledge that enabled indigenous Australians to exist in harmony with the land and in amazing health over tens of thousands of years. These timeless practices have stood the test of time and are sure to have an impact on you.



**The Hon. Senator
Deborah O'Neill**
**Chair of Parliamentary Joint
Committee on Corporations
and Financial Services
Deputy Chair of Standing
Committee of Privileges**

Before entering Federal Parliament, Deborah O'Neill was a high school teacher on the Central Coast of NSW for 30 years. She was also a lecturer in Education at the University of Newcastle.

Senator Deborah first entered Federal politics in 2010, when she was elected as the Member for Robertson. She became a Senator for NSW in 2016.

She is currently the Chair of the Privileges committee and also sits on the Education and Employment, Community Affairs and Corporations and Financial Services committees.



Liesl Tesch
**State Member for Gosford,
Former Paralympian**

Liesl Tesch became an incomplete paraplegic after a mountain bike accident at the age of 19.

She competed in her national wheelchair basketball team at five Paralympics, winning three medals, and was the first woman to play the sport professionally.

She took up sailing in 2010, winning gold medals at the 2012 London and 2016 Rio Paralympics with partner Daniel Fitzgibbon.

Since 2017, she has been the Labor Member for the state seat Gosford.

Before entering Parliament, she worked as a High School Teacher.



Ellie Cole
**Australian retired Paralympic
swimmer and wheelchair
basketball player**

After having her leg amputated due to cancer, Elle Cole began swimming as part of her rehabilitation program.

She made rapid progress and began competitive swimming in 2003. She competed in her first international event three years later.

At the 2012 London Paralympics, Cole participated in eight events and won six medals.

Out of the pool, Ms Cole played wheelchair basketball for Victoria in the Women's National Wheelchair Basketball League in 2013 and 2014. She won the league's award for Best New Talent in 2013.

CARING FOR THOSE WHO CARE

Permanency for members was just one development for the Communities, Health and Education team

Caring for children in need, the homeless and people with disability should be a core function of government, and your union is determined to keep those in power to account. The PSA CPSU NSW has worked hard to highlight the previous government's neglect of Community Services and to improve the delivery of disability services.

Community Services

Community Services staffing is in an absolute crisis. The PSA has launched a new campaign, Child Protection in Crisis, to highlight way successive state governments have let down vulnerable NSW children.

The PSA been heavily in the media and meeting with the Minister, Kate Washington.

With extensive advocacy from the PSA, the Department has agreed to have meetings specifically to discuss workforce issues.

The PSA has been raising workplace culture, including bullying and excessive workload, as a key issue to recruitment and retention. This is in conjunction with an increase in pay and salaries for staff.

The PSA has negotiated a better grading system for members in the Kids Helpline.

Disability Services

The Fair Work Commission (FWC) is undertaking a review of 25 Modern Awards covering service

and care employees. This gives the PSA CPSU NSW a chance to participate in the Federal system for the first time since the inception of the *Fair Work Act*.

Bargaining continues with Aruma and a number of new leave types, including Menstruation and Menopause Leave and Gender Affirmation Leave have been agreed.

The team is dealing with a high number of individual matters, including securing \$11,000 in back pay for one member.

Transport

The PSA and Combined Trade Unions through Unions NSW negotiated new Awards for the people who keep the state moving. The new Award includes a 4.5 per cent pay increase, union presence at Transport for NSW inductions and on its intranet, improved parental leave, improved right to disconnect and the reinstatement of the Forfeited Flex Working Group.

Office of the Director of Public Prosecutions

The PSA brought a case to the Industrial Relations Commission over longstanding overwork issues at the Office of the Director of Public Prosecutions (ODPP), which resulted in widespread forfeiture of flex at the agency.

The PSA's application was successful, enshrining aspects of the existing *ODPP Flexible Working Hours Agreement* into an Award, including a Safe Workload Practice requirement and accountability measures designed to prevent the forfeiture of flex by solicitors.

Health

The PSA is in contact with the Ministry of Health over a data breach and any repercussions.

Housing

The now Minister for Housing, in discussion with our Delegates, advised that consideration was also being given to incorporating Homelessness into the new Homes NSW agency. Consultation around that plan is about to commence.

After years of campaigning by the PSA, the maintenance line is being brought back into the Public Sector and will commence on 1 July this year.

It will be known as the Maintenance Hub and will have 118 ongoing positions and an additional 30 temporary roles to assist with the transition until the end of November.

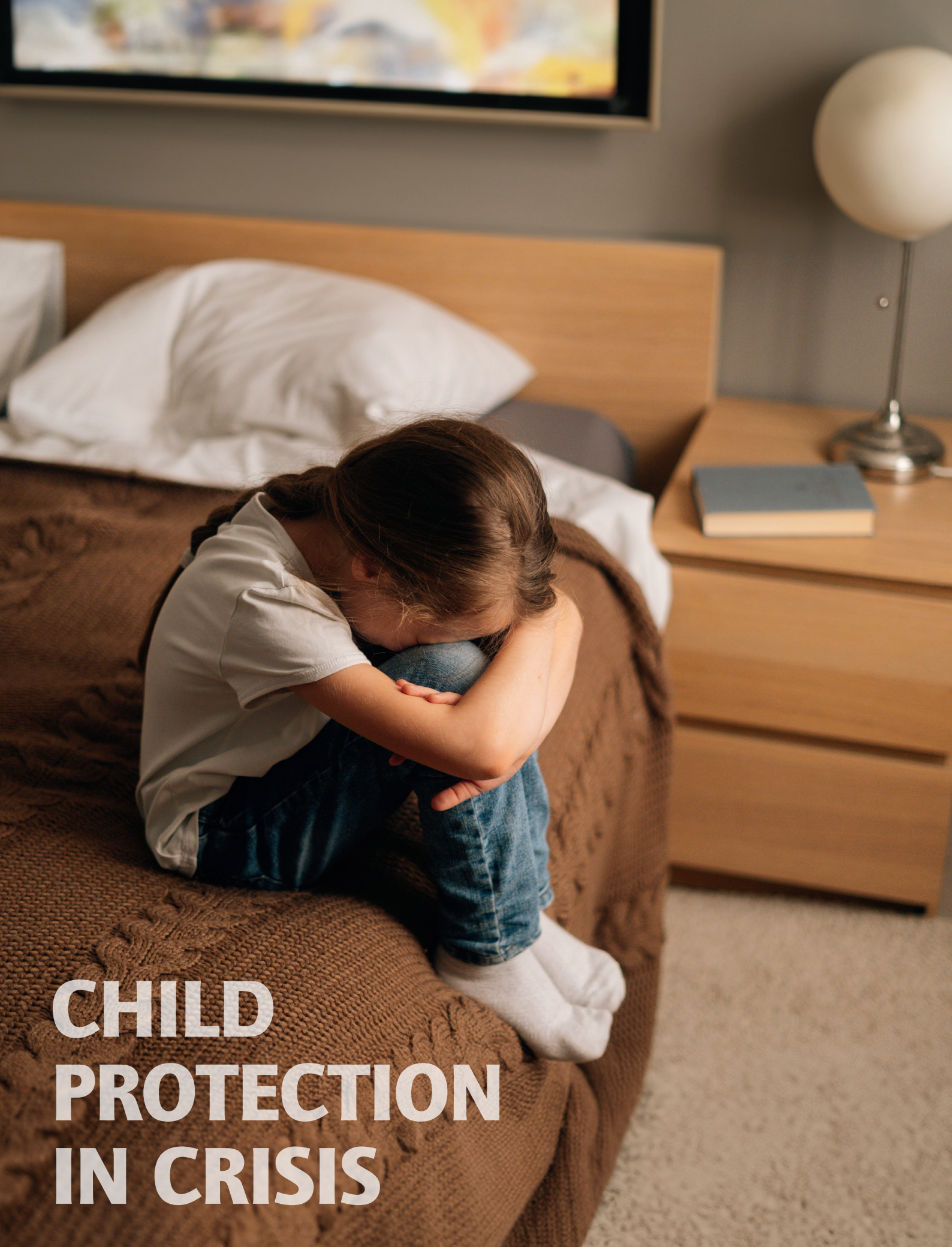
Legal Aid

Legal Aid has was not paying both the incidental allowance and travel expenses to staff who travel for work.

Thanks to the efforts of PSA Delegates, Legal Aid has amended its guidelines and staff are being paid both the allowance and being compensated for travel expenses incurred.

Trustee and Guardian

The PSA has implemented a number of WHS changes in resection to concerns about client behaviour and the safety of staff.



CHILD PROTECTION IN CRISIS

NOT GUILTY AND A NEW STATE-RUN GAOL: BIG WINS IN THE JUSTICE SECTOR

From courthouses to prisons, you can find PSA CPSU NSW members working all throughout the NSW Justice system. This year saw a number of wins, and some battles yet to be complete.

Corrective Services

In a big win for the PSA and the Prison Officers Vocational Branch (POVB), the Minns Labor Government announced the Junee Correctional Centre contract with GEO would not be renewed and that it would become a government-run facility in 2025. The PSA initiated the No Prison\$ for Profit\$ campaign to have Parklea and Junee Correctional Centres transitioned to Public Operation.

THE PSA WON A DISPUTE OVER PSYCHOLOGISTS' PAY SCALES

Junee Correctional Centre has been a privately managed centre since being built in 1994. Its transfer to government ownership will bring the PSA about 320 potential new members.

On Monday, 13 November 2023, a jury reached a unanimous verdict that Officer 'A', a Corrections Officer, was not guilty of murder, and not guilty of manslaughter. The Officer was facing trial after following Corrective Services NSW

(CSNSW) guidelines and firing his weapon at an escaping inmate.

Involving two separate trials, the court process took a severe adverse toll on Officer 'A', who has been supported from day one in this matter by the PSA Executive and the POVB as a whole. Your union will continue to provide support and assistance when and wherever possible.

Unfortunately, the adjourned Coronial Inquest will resume and Officer 'A' will be called as a person of sufficient interest and have to endure the process of reliving the event.

Consultation is ongoing between CSNSW and POVB regarding Risk Assessment for External Escorts.

The PSA notified CSNSW that the unexpected mothballing of facilities in Long Bay, Cessnock, Goulburn and Bathurst without consultation was unacceptable and needed to be wound back.

The PSA has also filed disputes over a lack of consultation over the plan to extend the contract to run the John Morony Correctional Centre, as well as deferred increments.

The PSA won a dispute with the Department of Communities and Justice over Psychologists' pay scales. Your union will be seeking backpay for members who either applied for reclassification and were incorrectly rejected or who were incorrectly advised not to apply for reclassification.

Police

The PSA was recently successful in having an additional allowance to compensate Police Pilots for



their expertise and Instrument Flight Rules accreditation. The PSA is continuing to push for similar arrangements for Engineers.

The PSA was in front of a full bench of the Industrial Relations Commission (IRC) to prove that the Special Constables' Award does not adequately match the work they do.

After seeking the assistance of the IRC, the insignia for Special



Constables was finally approved and they have now received their updated epaulets.

The PSA has settled the Police Band uniform allowance dispute.

Courts and Tribunals

The Office of the Sheriff uplift program has progressed through the Department of Communities and Justice and has been sent to Treasury for consideration

Aboriginal Community Liaison Officers at NSW Police

in the 2024-25 State Budget. In December 2023 it was announced that Court Officers would be reclassified, resulting in pay increases of up to \$9000. The next stage of the proposal contains a case for a significant increase to the base salary for Sheriff's Officers.

HOUSES OF LEARNING

From preschool to university, our members are the backbone of the state's education system.

Schools

The Permanent, Paid, Protected campaign had another success when the Minns Labor Government agreed to make thousands of school-based employees permanent through the Temporary Workforce Transition project. More than 8000 PSA members in schools were upgraded.

The Department is currently working on the next stage of the permanency initiative and will consult with the PSA over its rollout.

In 2023 PSA industrial staff and corporate delegates met for regular fortnightly consultation meetings with the Service Experience (Sx) team, concerning corporate projects to improve internal processes to service schools, including changing from the problematic Remedy IT system to the Service Now (Snow) platform. This was successfully completed with input from PSA delegates.

From June 2023, PSA industrial staff participated in an Occupational Violence Task force and stakeholder Advisory Group for a new WHS Strategy. This engagement included attendance at several workshops and monthly meetings, with representatives of the Teachers Federation, and Principals' Associations with the Executive Director of WHS. The new strategy was launched late in 2023.

The Student Support Officers

Advisory Group has continued to support this part of the school-based workforce.

School Psychologists

In 2023, after years of advocacy, the PSA won a pay increase for School Psychologists, bringing them in line with School Counsellors, who do the same role. The disparity came about when Teachers received a large pay rise, despite an earlier commitment that both roles would receive the same salary.

Education Standards Authority

The PSA has also been engaged in a rolling series of consultations over several realignments throughout 2023 and into 2024 at the NSW Education Standards Authority (NESA). Mostly this has involved recruitment to new roles.

The PSA engages in fortnightly inductions at NESA and has continued to support individual members impacted by organisational change or other industrial matters.

Aboriginal Education Officers

A member contacting the PSA about their role set in motion a series of events that resulted in 26 Aboriginal Education Officers being offered transition from temporary employment to permanent roles.

General Assistants

The First General Assistants Advisory Group (GAAG) meeting was held in August 2023 along with training. The PSA has been working with the State Government for a series of conferences for General Assistants throughout NSW.

General Assistants also received unpaid laundry allowances dating back to 2017.

Universities

Many of the university Enterprise Agreements across the state expired between 2021 and 2022, so bargaining for replacement agreements has been long and protracted, mainly due to barriers typically instigated by the National Tertiary Education Union. There are only three left to finalise before the new round begins at the end of 2024.

During this round the CPSU NSW has had some fantastic wins for the sector, which will be able to be built upon in the coming round. Highlights are Gender Affirmation Leave, increased job security and conversion rights, Menstrual and Menopause Leave, and improved Aboriginal and Torres Strait Islander employment clauses. Superannuation on unpaid parental leave is now incorporated in every university Enterprise Agreement.

TAFE

The CPSU NSW lodged a dispute regarding Store Officers in the Illawarra, who had been underpaid for more than 20 months for duties performed beyond their position descriptions. TAFE NSW agreed back payment is in order, with the final settlement figure between \$55,000 and \$65,000.

TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2023 was approved 21 February 2024 and will operate until 18 September 2024. Some of the highlighted improvements are guaranteed



**STORE OFFICERS HAD
BEEN UNDERPAID FOR
MORE THAN 20 MONTHS**

minimum of 15 minutes per day for Flex, better parental leave provisions in adoption and surrogacy, consultation on managing workplace change, conversion rights, lactation breaks, on call arrangements. It also expands the role of the Interest Based approach in setting up a committee to discuss and negotiate issues of mutual interest to all parties.

The *Managers Enterprise Agreement* is still currently being negotiated.



Top left, General Assistant Glenn Hall; top right, members at Centennial Park School; union presence at the University of NSW

CHANGING OF THE GUARD

Below is an overview of some of the team's notable industrial issues.

There is power in a union. The PSA fought hard for members in our culture, environmental and regulatory fields, as a new State Government settled into power.

Powerhouse Museum

A different party may be in charge in Macquarie Street, but the Powerhouse Museum is still subject to tumultuous change.

The PSA held a rally outside the museum in February 2024, with widespread media coverage.

The PSA continues to be in dispute on a range of issues, including the return of staff to Ultimo, WHS and flexible working arrangements for impacted staff.

Rural Fire Service

The People Matter Survey results showed a workplace that is unhappy, with only 24 per cent

of respondents feeling senior managers listen to employees.

The PSA has initiated legal proceedings in the Supreme Court against the Rural Fire Service (RFS) for breaching multiple conditions of their award. These breaches include failure to pay overtime and allowing employees to choose between overtime and leave in lieu overtime.

For 12 years, your union has also consistently raised concerns about bullying within the RFS.

National Parks and Wildlife Service

One of the Minns Government's election commitments was the creation of the Great Koala National Park in the state's mid north. The PSA is involved in negotiations about the park's establishment and staffing.

The PSA continues to actively participate in a review aiming to streamline outdated ranger competencies.

Concerns have been raised regarding the National Parks and Wildlife Service's employment of more Rangers disguised as project officers, potentially impacting environmental assessments. The PSA will delve into the roles of project officers to determine appropriate employment categorisation.

Your union has thrown its support behind the introduction of body-worn cameras to protect against threats and assault.

State Emergency Service

Recruitment for more than 100 staff from June 2022 is complete, with some roles placed

in the Elevate program. The State Emergency Service (SES) is exploring temporary roles, intending to convert them to ongoing positions if funding allows.

The PSA worked with the SES over the prompt resolution of underpayment issues for 42 staff and 40 former staff.

Planning and Environment

Following a dispute, the PSA's negotiations resulted in favourable outcomes for ongoing and temporary staff over a restructure in the Community Engagement and Nature Positive Farming Directorate, which had led to the deletion of 28 roles.

Taronga Zoo

PSA identified and resolved a significant underpayment issue affecting around 700 casual staff, emphasising the need for senior management to engage in fair employment practices and prompt resolution of pay discrepancies.

Ministerial Drivers

The long journey to a new Award for Ministerial Drivers is complete after years of negotiation.

Aboriginal Affairs NSW

Additional roles to support the agency have been created after the long-awaited functional review by the Department was finally implemented in late 2023.

Forestry Corporation

CPSU NSW Assistant Secretary Troy Wright is part of a panel that is providing Forestry Corporation NSW and the NSW Government with detailed information on the effects the creation of the Great



Koala National Park will have on an industry still recovering from the bushfires of 2019-20.

The Enterprise Agreement covering our members in Forestry is still being negotiated.

Fisheries

The Crown Employees (Department of Regional NSW) Fisheries Employees Award is one of the first Awards to be re-negotiated without the handcuffs of the previous Wages Regulations. Both Fisheries Officers and Fisheries Technicians/ Aquaculture staff have detailed claims that focus heavily on the obvious and demonstrable work value deficiencies for the groups.

It is also recognised by both the Department of Primary Industries and the PSA that the Award is no longer fit for purpose and that a major review is required to update its operations to attract and retain skilled and qualified staff.

The PSA and the Fisheries Officers Vocational Branch continue to lobby Government and cross benches on the Fisheries Management Act and its limitations on surveillance powers.

Local Land Services

The PSA has announced its Award Negotiation Team for Local Land Services to update what was meant to be a transitional agreement that has instead lasted for more than a decade. Negotiations will be administered through the Joint Consultative Committee processes.

HomesNSW

Years of campaigning from the PSA has successfully seen the new State Government reverse the



This image, Art Gallery of NSW; opposite, Anabelle Chen at Planning and Environment

outsourcing of asset maintenance contracts for public housing.

Better Regulation

Members in Better Regulation had a strong union fighting for them and winning on issues such as working hours for Plumbing Inspectors, meal allowance for Field Workers and the transfer of staff to Fair Trading.

Current and former Safework Inspectors won a meal allowance dispute and will receive a one-off lump sum payment of up to \$3000 to cover claims not

made or declined in the past few years, or they will be able to independently submit claims.

Births Deaths and Marriages

The PSA intervened to prevent members having to undergo a restructure and revised working model.

Service NSW

The PSA raised a dispute with Service NSW in relation to a restructure in Complaints Handling and Dispute Function.



Members at North Sydney Girls High School

TAKING ON WORKPLACE INEQUALITY

Work continues for an end to gender-based discrimination.

Women's Conference 2023 was a success, with most member feedback overwhelmingly positive.

The PSA CPSU NSW attended a SafeWork NSW taskforce on sexual harassment at work, which was designed to reinforce and support the Respect@Work: Sexual Harassment National Inquiry Report as well as the NSW Government's women's economic strategy.

Representatives from Safework's Respect at Work Taskforce presented detail on the strategy to Women's Conference, and we have since met with them again as they are keen to engage with staff and our members to educate them on the changes. Industrial staff and members have been updated

on these changes and the wide range of resources created by the taskforce.

After submission of data was finalised earlier in September, we received notification from the Workplace Gender Equality Agency that the organisation is now compliant with the *Workplace Gender Equality Act 2012*.

A 'refresher' training session on understanding Paid Parental Leave entitlements was developed by the Women's Industrial Officer (WIO) and delivered to staff.

The WIO also worked with the Senior Educator to deliver a Webinar on 'Flexible Work' to women members on International Women's Day.

The event attracted 287 registrations for and attendance peaked at about 160. There was also many emails after the event

requesting a recording or a follow-up event as they had been unable to attend; often due to a lack of flexibility in the workplace.

A delegation of PSA CPSU NSW women attended the ACTU Women's Conference 'Union Women Win' in Melbourne on 13 and 14 March 2024. It was the first ACTU Women's Conference in more than nine years.

The ACTU Women's Committee has established a working group to examine reproductive (menstrual/menopause) leave and other related entitlements.

Information was shared with the committee regarding the experiences of CPSU NSW industrial staff bargaining in the university space as well as current bargaining in the disabilities area.

CAMPAIGNING GOES ON IN A NEW POLITICAL ERA

With an election win behind us, the PSA CPSU NSW campaign team adjusted to a new party in power.

Among the highlights of the 2023 campaigning year was the election of the Minns Labor Government and an end to issues such as the wages cap and the previous administration's frenzied privatisation program.

However, no government is perfect, so campaigning on members' behalf continues on.

At present, the union is gaining statewide publicity for its Child Protection in Crisis campaign.

The campaign, which involves extensive involvement with the outside media, is about much more than our members' wages and conditions. It is about the importance of the services provided by our members to among the most vulnerable children in the state.

The longrunning Paid Protected Permanent campaign for members in schools ticked off another third of its title when the Minns Government released more than 8000 staff from the shackles of long-term insecure employment.

There was a small campaign to address member concerns in disability provider Aruma.

OUR OTHER CAMPAIGNS:

Champions of the State

Join the Union

Respect the Risk

Worth 100%: Paid, Protected, Permanent

TAFE Our Future

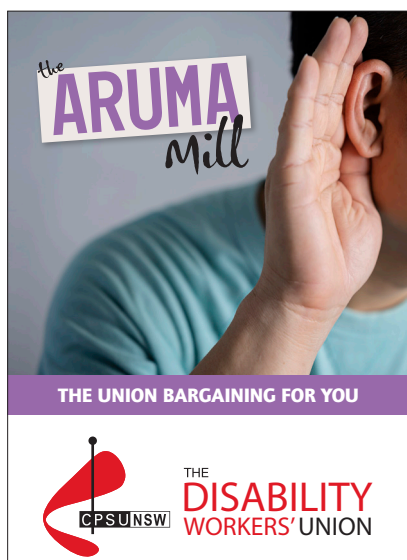
Worth Every Cent (Universities)

Worth Every Cent (Disabilities)

Strength Behind the Force

Keep Our Icons Alive

What Women Want



1800 772 679 www.psa.asn.au psa@psa.asn.au
 Authorised by Stewart Little, General Secretary, the Public Service Association of NSW, 160
 Clarence Street Sydney NSW 2000





FIGHTING FOR FIRST NATIONS

Work for Aboriginal members goes on.

To date the PSA CPSU NSW Aboriginal Unit has visited all NSW PSA Regional Offices and connected with staff throughout the state.

We have engaged with NSW PSA Government Sector Employer Agencies such as Family and Community Services, TAFE, Justice NSW, Housing, Corrections NSW and NSW Health, as well as Tharawal ACAMS in Airds, Wellington Aboriginal Community Health Services, Maari Ma Aboriginal Health Services in Broken Hill) and the Koori Mail newspaper in Lismore.

In cooperation with the PSA CPSU NSW Aboriginal Council, the unit campaigned on the ultimately unsuccessful Voice to Parliament referendum, including meeting with key Federal Government figures in Canberra.

The unit devised a strategic plan in August 2023. It also attended the Making History Conference in Brisbane that year and had a presence at the Koori Knockout Carnival and Yabun Festival in January 2024.

The Aboriginal Unit met with NSW Police Aboriginal Liaison Officers in targeted regions and attended Aboriginal Education Officers Network meetings throughout NSW with PSA colleagues.

**The Aboriginal Council visits Canberra
in the lead up to the Voice referendum**



Child Protection Workers take action in Lismore

WE'VE BEEN EVERYWHERE

The PSA CPSU NSW is working all over the state.

South East

Workplace Bullying and Harassment remains high on the list of issues that came through the South East Regional Office. And there was an increase in payroll and leave balance issues in some agencies.

Delegates and members maintain a series of Disability Services Workplace Groups in Wollongong, Shoalhaven, Goulburn and Queanbeyan,

supplemented with regional Organisers attending Group Home team meetings.

The Southeast PSA Community Services, Housing and Commissioning & Planning Delegate Forum committee continues to expand its membership across the district and meet virtually.

The South East office is engaging with a heavily restructured workforce in TAFE. The new EA has been agreed upon and there appears to be some improvements to

the approach taken by new governments both state and federal, but much work is required to address past errors.

UOW CPSU NSW delegates and Industrial Staff have almost wrapped up negotiations on a new Professional Services Enterprise Agreement at the University of Wollongong (UOW). Once completed the Agreement will go to a vote of members for endorsement and then all Professional Staff before going to the Fair Work Commission for approval.

As is the challenge of privatisation Mercer has conducted further restructures to the organisation. The CPSU NSW has supported members through this process and ensured fair and equitable outcomes.

Hunter

The Hunter saw the first actions in the Child Protection in Crisis campaign.

Recruitment in the region increased dramatically over the past year due to campaigning conducted by the PSA. Hunter membership has almost reached 6000 members and is now more than 15 per cent of the total union body.

The Newcastle Office represented CPSU NSW members in Enterprise Bargaining negotiations at Newcastle University, Energy Australia, Delta Electricity, AGL Macquarie and Coal Services. It was also part of the National Heavy Vehicle Regulator transition.

North Coast

Flooding in 2021 and 2022 continues to affect the Northern Rivers region. PSA CPSU NSW members in this region are working to provide much-needed services under tough circumstances.

Community Services, for example, is working out of demountable buildings.

The office represented CPSU NSW members in Enterprise Bargaining negotiations at Southern Cross University and Clarence Correctional Centre.

The PSA has supported members in Community Corrections, which has experienced issues such as bullying and excessive workloads.

North West

The office represented CPSU NSW members in Enterprise Bargaining negotiations at Aruma and has commenced negotiations at New England University.

There are a number of agencies now recruiting significant numbers of new staff after a long period where they failed to fill vacancies. This is an opportunity for recruitment.

Disciplinary and performance matters are continuously increasing and again, many matters that were previously seen as minor are now being actioned and carry significantly disproportionate penalties.

The Organiser continues to meet with Departmental Heads, Regional Directors, and a host of other Departmental Representatives.

In the past 12 months the region saw a doubling in the number of members joining the union.

FLOODING IN 2021 AND 2022 CONTINUES TO AFFECT THE NORTHERN RIVERS REGION

Central West

Members in this region are hit by high living costs.

The PSA CPSU NSW has worked with a number of areas in crisis, including schools, where members feel attacked by their employers and other staff members.

Access to Jenolan Caves continues to be an issue, with the

PSA working to protect jobs at this iconic public asset.

Community Services is hit by poor staffing levels and leave issues.

A number of Community Corrections offices in the Central West are in urgent need of relocation and remodelling. The PSA has met with the Director to convey members' concerns.

South West

The PSA successfully fought to improve conditions at Wagga Court House, where dead birds and faecal matter was found in the roof.

The PSA also addressed workload issues affecting Community Services and Community Corrections in this region.

There has been a constant presentation of members requesting support and assistance via telephone and email. Workload and bullying are continuing to be reported and requests for how to deal with this type of incident are constant.



LEGAL SERVICES TEAM CONTINUES ITS WORK FOR MEMBERS

Our in-house team continues its work for members.

The in-house Legal Services, the team continues to make a significant contribution to protect members' rights and entitlements.

The team arbitrated a work value claim before the Full Bench of the Industrial Relations Commission, seeking significant pay rises for special constables.

The PSA achieved a landmark industrial outcome in an award application for solicitors in the Office of the Director of Public Prosecutions. Among other benefits, they will now receive paid overtime in lieu of forfeited flex hours.

The team appeared in various complex unfair dismissals, public sector disciplinary appeals, industrial disputes, anti-disciplinary matters and award

contravention proceedings. They also appeared before the Supreme Court, Industrial Relations Commission, NSW Civil and Administrative Tribunal and Anti-Discrimination NSW.

The PSA CPSU NSW Legal Team represented 17 members in unfair dismissal proceedings. They also represented six members in disciplinary investigations and disciplinary appeals to the Industrial Relations Commission, resulting in either significant reductions in disciplinary penalties, penalties being withdrawn or significant payouts, including a single payout in excess of 80 weeks' pay.

Our union settled a single unfair dismissal application for 23 weeks' pay. The team also successfully conciliated various industrial disputes resulting in various beneficial outcomes for members, including the

Department of Communities and Justice paying judicial associates approximately \$1,000,000 in backpay and increasing their leave conditions, the NSW Police Force improving their rostering practices for shift workers in Police Link.

In addition, the team negotiated a variation to the Crown Employees (School Psychologists – Department of Education) Salaries Award 2022 (the Psychologists' Award) by between seven and 26 per cent. They also prepared high-level submissions including to the Industrial Relations taskforce regarding the establishment of the Industrial Court and changes to the Industrial Relations Act.

The team appeared in the consent proceedings to increase the Salaries Award and SASS Award and follow on Awards.

REPORTING FOR BETTER WORKPLACES

The PSA CPSU NSW undertook key research in support of our members.

The PSA CPSU NSW Research Officer finalised key research pieces to support industrial campaigns and actions.

These included a report into the Out of Home Care system, which has seen a disastrous outsourcing to not-for-profit organisations of responsibilities to children in need. The Officer also researched into the excessive amounts of money granted to non-government providers in this sphere.

The PSA CPSU NSW has long campaigned against the State Government's reliance on consultants, as has become evident in the union's contribution to a Parliamentary Inquiry into the practice.

The PSA CPSU NSW has also contributed to a Legislative Council Inquiry into the access and availability children and young people with disability have to the NSW education system. This is in the wake of the recommendations by the Commonwealth Royal Commission on Disability that children and young people with disability be integrated into mainstream education.

Your union has input into another Legislative Council Inquiry, this time into the social implications of the State Government's procurement policies.

The Officer has also surveyed Communities and Justice Planning Officers' workloads and looked into the *Mandatory Disease Testing Act*.



ON MESSAGE

The communications team continued to keep PSA CPSU NSW members in the picture.

The PSA CPSU NSW has good stories to tell, and the team to do so.

The union's magazine, *Red Tape*, covered the issues most pressing for members, including Aboriginal Council's trip to Canberra for the Voice referendum, the launch of the Child Protection in Crisis campaign and the ongoing saga at the Powerhouse Museum.

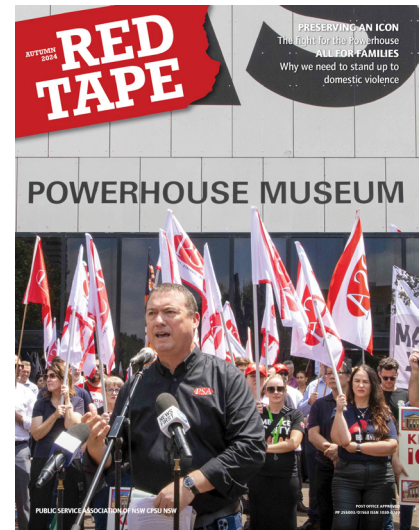
Members can also now access the magazine via a website:
www.redtapemagazine.com.au

In addition, the PSA CPSU NSW issued more than 1,100 bulletins and meeting notices.

The union's public relations agency, Horton Advisory, continued to gain attention in the media, particularly papers in regional NSW.

General Secretary Stewart Little has been prominent in the media, including several appearances on the influential Ray Hadley radio program in the past 12 months.

Assistant General Secretary Troy Wright had numerous media appearances, particularly during the Child Protection in Crisis campaign, while President Nicole Jess was highly visible after the State Government announced its prison mothballing program.



Media turnout at a rally against the Powerhouse refurbishment





LEARNING CONTINUES THROUGHOUT NSW

In person and online: training takes place all over the state.

In April 2023, a training program for newly recruited Organisers commenced. It consisted of three full-day training sessions, fortnightly one-on-one mentoring sessions and regular all-Organiser sessions.

In addition, Industrial Officer training took place.

The Senior Organiser also coordinated training for industrial staff on the federal industrial relations jurisdiction.

In all, there were 840 enrolments in

training from the membership.

Face-to-face courses dominated the training calendar, with one very well attended online module around workplace flexibility for International Women's Day.

Courses were not confined to PSA House and regional training continued throughout 2023 and 2024. Training was conducted in the following regional centres: Ballina, Cessnock, Coffs Harbour, Newcastle, and Wagga Wagga.

In addition to the above work educators assisted across the PSA with facilitation, coaching and mentoring work. This includes

facilitating or co-facilitating planning and development days for the Member Support Centre, and industrial teams, as well as mentoring and coaching industrial staff.

Above, training participants take a lunch break at a PSA CPSU NSW course run at Ballina Surf Club

MEMBERSHIP DEMOGRAPHICS

Below is a snapshot of last year's PSA CPSU NSW membership.

	Financial	Unfinancial	Total
Members in Departments and Employing Authorities	38,405	1,362	39,767
Other Ordinary Members (Continuing & Retrenched before 1989)	2	0	2
Sub-Total – Ordinary Members	38,407	1,362	39,769
Associates – Retired Officers	752	226	978
Associates – Students	235	0	235
Sub-Total – Associates	987	226	1,213
TOTAL	39,394	1,588	40,982

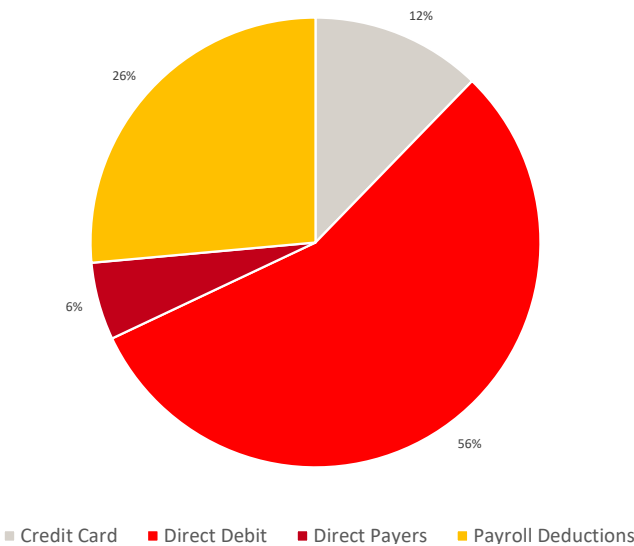
ANALYSIS BY EMPLOYMENT

	Financial	Unfinancial	Total
Departments and Other Bodies	25,311	885	26,196
SOC (State Owned Corp.)	178	3	181
School Education	9,496	304	9,800
Higher Education	2,017	60	2,077
Disabilities	1,403	110	1,513
Continuing and Retrenched	2	0	2
TOTAL		1,063	39,435
TOTAL	38,407	1,362	39,769

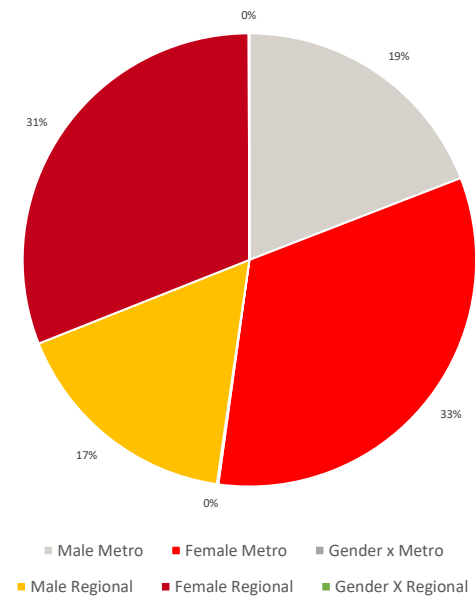
ANALYSIS BY GENDER

		Ordinary	Associate
Males	Financial	13,807	570
	Unfinancial	430	142
Females	Financial	24,536	417
	Unfinancial	931	84
Gender X	Financial	64	0
	Unfinancial	1	0
TOTAL		39,435	1,310

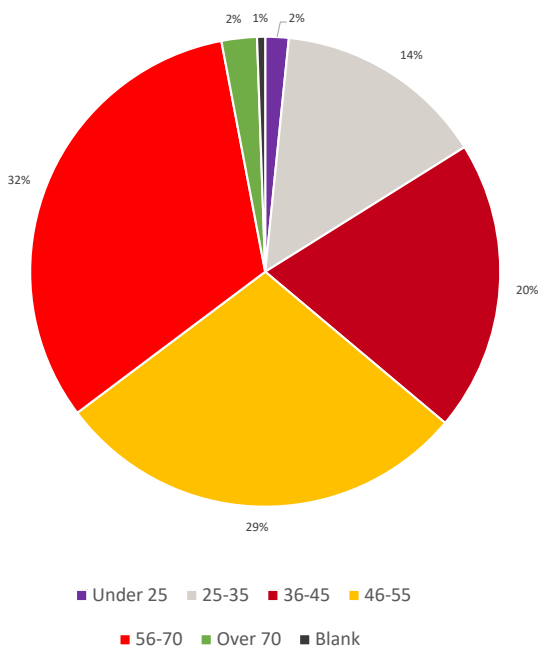
Analysis by payment method 2023



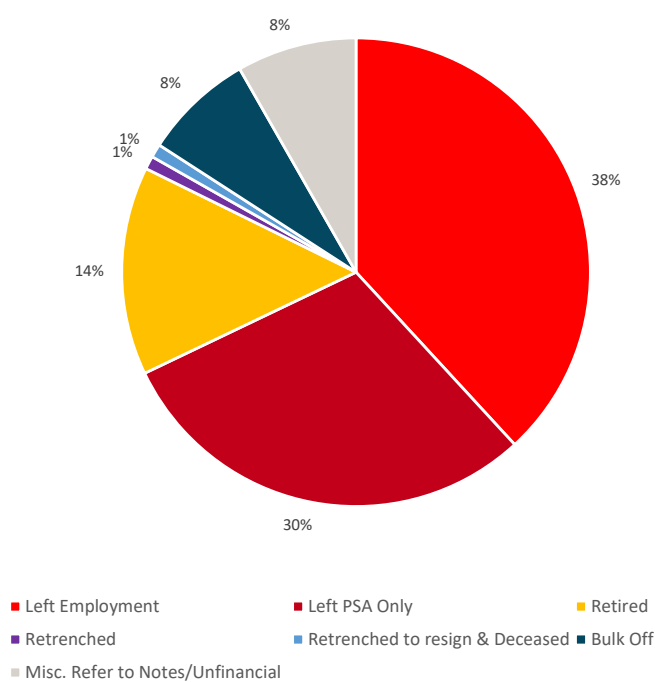
Gender analysis by location 2023



Analysis by age 2023



Resignations 2023 - 4,835 Total



FINANCIAL REPORT

This report presents a summary of the financial performance of the Public Service Association of NSW for the year ended 31 December 2023.

The financial statements for the year ended 31 December 2023 have been audited by Daley Audit and are to be adopted by the Public Service Association of NSW Central Council on 17 May 2024.

Daley Audit has issued an unqualified opinion that the financial statements present fairly, in all material respects, the financial position of the Public Service Association of NSW as at 31 December 2023 and that its financial performance and cash flows are in accordance with Australian Accounting Standards - Reduced Disclosure Requirements.

OPERATING INCOME INCREASE



OPERATING COST DECREASE



NET OPERATING PROFIT

\$41,091

Summary of Statement of profit or loss and other comprehensive income for year ended 31 December 2023

	2023	2022	2021	2020
Total Operating Income	24,860,134	23,784,639	24,138,118	24,267,629
Total Operating Costs	(24,819,043)	(24,854,982)	(22,916,060)	(23,594,624)
Operating result - Profit / (Loss) (ie: excluding depreciation & financial investment income)	41,091	(1,070,343)	1,222,058	673,005
Depreciation	(953,026)	(868,930)	(840,875)	(775,365)
Financial Income	1,065,143	557,083	173,149	397,133
Loss on Revaluation of Land & Buildings	(3,451,830)	-	-	3,496,268
Gain on Revaluation of Financial Assets	132,730	(169,960)	-	-
Other Comprehensive Income*	(1,403,830)	2,241,586	5,051,173	1,067,861
Total Comprehensive Result - Profit / (Loss)	(4,569,772)	689,436	5,605,505	4,858,902

Summary of Statement of financial position as at 31 December 2023

	2023	2022	2021	2020
Total Current Assets	36,515,997	37,331,991	32,909,847	31,887,922
Total Non-Current Assets	48,004,740	49,949,468	50,250,967	50,226,510
Total Assets	84,520,737	87,281,459	83,160,814	82,114,432
Total Current Liabilities	7,960,054	8,336,850	6,595,064	6,238,903
Total Non-Current Liabilities	3,435,751	1,459,622	13,649,618	18,564,901
Total Liabilities	11,395,805	9,796,472	20,244,682	24,803,804
Net Assets **	73,124,932	77,484,987	62,916,132	57,310,628

* Other comprehensive income included in the Association's income statement pertains to the actuarial loss on the defined benefit pension plans, which the Association is obliged to disclose under AASB 119.

** This figure includes the actuarial loss on the defined pension plans as reflected in the total comprehensive income result.

NOTES

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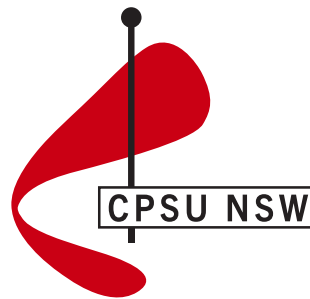
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Authorised by Stewart Little, General Secretary, Public Service Association of NSW
and Community and Public Sector Union (SPSF Group) NSW Branch, 160 Clarence Street Sydney NSW 2000