

POWER IN OUR UNION

PSA CPSU NSW ANNUAL CONFERENCE 2025



**NSW SHERIFF'S
OFFICERS**
UNDERVALUED
UNDERSTAFFED
UNDERPAID

PSA
UNITY - STRENGTH - RESPECT

**NSW SHERIFF'S
OFFICERS**
UNDERVALUED
UNDERSTAFFED
UNDERPAID

PSA
UNITY - STRENGTH - RESPECT

**NSW SHERIFF'S
OFFICERS**

UNDERVALUED

A



UNDERVA

UNDERST

UNDERP



Authorised by Stewart Little, General Secretary Public Service Association of NSW, 180 Clarence Street Sydney NSW 2000
27 June 2024 • Version 1.4 • Printed by Easy Signs Pty Ltd, 144 Hartley Road, Sutherland, NSW 2507

Sheriff's Officers at the Downing Centre, Sydney



Stewart Little General Secretary

POWER IN OUR UNION

Victories come from our union strength.

There is power in our union. For more than 125 years, the PSA has been winning for members. Last year we secured three years of what will be above-inflation pay rises for the public sector, and upgrades for members who have been working way above their grades for years. Assets sold off by previous governments are back in public hands, and back being run by our members.

The PSA fought hard to achieve these results, but wins this big can only happen if we have the backing of a strong membership.

Our union's strength lies in its extraordinary membership. These are the people who make NSW such a fantastic place to live, work and learn.

And there is power in numbers. The stronger we are, the more we can achieve.

Your employer can ignore you. But it is much harder to ignore you and 40,000 other members. Our wins prove it is much harder for the State Government to ignore powerful unions calling for what is right.

Annual Conference gives us a chance to meet and work out how we can harness this power. In the coming year, we want the engagement to continue in a big

way. We'll be out there in your workplaces, and we want you to meet with us, come along to the members' meetings or log in to the online meetings, and encourage your colleagues to do the same. The more we know about what's happening in your workplaces, the more we can support and assist you.

Enjoy this year's Conference, and take the two days of ideas back to your workplaces and to your colleagues.

Remind them there is power in working together. There is power in our union.





Nicole Jess President



TAKING BACK WHAT IS RIGHTFULLY OURS

Growth, engagement, and doing more with more.

The absurd idea that everything runs better in private hands is finally running out of steam. The Minns Government has listened to our powerful union, and handed not one, but two privately run gaols to the public sector.

These actions, ones that the PSA campaigned on for many years, will have benefits far beyond just our membership. The NSW community will benefit. The government system is superior in every way. The State Government, when working with the union, offers far better conditions for employees.

This win shows us the power unions have when they take up a fight worth having. When unions have strength, employees' rights are stronger. Employment rates rise, wages rise, and economies do better. And more often than not, it is public sector unions, and the members they represent, that spearhead these improvements.

Powerful unions, and empowered workers do not please everyone though. The outsourcing companies that want to run our vital public services, along with the parties that support them, that are threatened by strong unions like ours.

Therefore we need to always be ready to fight for our members.

Annual Conference prepares us for the battles ahead. It allows us to build on the union's relationship with members and empower the membership to take active roles to make positive change in their workplace. It will help us to build the membership, because a big union is a powerful union.

From everyone at the PSA CPSU NSW, have a great Conference. There is power in our union.

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.

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 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. If you have to make a call, please go to Level 11.

CONTENTS

	PAGE
From the General Secretary	4
President's welcome	5
Conference agenda	7
Power in our union	10
Speakers	14
Communities, Health and Disability Services	18
Justice	20
Education	22
Culture, Environment, Industry and Other	24
Women at Work	26
Campaigns	27
Workplace Health and Safety	28
Aboriginal Council	29
Regional Offices	30
Legal Services	34
Member Support Centre	36
Industrial Support	37
Communications	38
Training	39
Membership	40



2025 COUNTRY CONFERENCE

WEDNESDAY 21 MAY 2025

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

2:15pm-2:30pm **Tara Moriarty**, Minister for Regional NSW. 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 handover

3:40pm-4:10pm **Glenn Duncan**, Senior Organiser. Regional report

4:10pm Close of Country Conference

PSA CPSU NSW CONFERENCE 2025 TIMETABLE

THURSDAY 22 MAY 2025

8:00am-8:30am	Conference Registration	1:00pm-2:30pm	Lunch, Level 11 PSA House Sponsored by WageCover
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	2:30pm-3:00pm	Campaign on Occupational Violence Launch. Facilitated by Troy Wright Assistant General Secretary
	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	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)
9:10am-9:30am	The Hon. Chris Minns , Premier, Opens Conference	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 Brad Stewart Rural Fire Service overtime win Keith Smith and Tori-Lee Taylor Corrective Service NSW wins at Parklea, Junee and John Morony gaols Roxanne Lloyd Sheriff's Officers' pay uplift
9:30am-9:45am	Stewart Little , General Secretary		Close
9:45am-10:15am	Prue Car , Deputy Premier and Education Minister, Keynote speech		Annual Conference Dinner W Hotel, 31 Wheat Road Darling Harbour Sponsored by Aware Super, Australian Mutual Bank and McNally Jones Staff Lawyers
10:15am-10:30am	Osara Health		
10:30am-11:15am	Morning Tea Level 11, PSA House Sponsored by Maxxia		
11:15am -12:15pm	Sally McManus , ACTU Secretary <i>Challenges for the Movement</i>		
12:15pm-1:00pm	Panel on Power Building Anne Kennelly, Belinda Tsirekas, Chris Auld, Glenn Duncan . Facilitated by Siobhan Callinan • Recruitment • Growth • Organising		

POWER IN OUR UNION

FRIDAY 23 MAY 2025

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 <i>Privatisation: What the Federal System is trying to do</i>
10:00am-11:00am	Kos Samaras , Director Strategy and Campaigns, RedBridge Group <i>Federal Election trends, causes and fallout</i>
11:00am-11:45am	Morning Tea, Level 11 PSA House Sponsored by Union Shopper and State Super
11:45am-12:15am	Mark Morey , Secretary, Unions NSW
12:15pm-12:45pm	Marianne Ledic, Glenn Duncan , PSA CPSU NSW Delegates' Handbook
12:45pm	Close Central Council meeting to follow Conference

Information correct at time of printing.

POWER IN OUR UNION

A powerful PSA CPSU NSW means a better state for all.

The power of our union and the importance of the services we provide are intertwined. With a strong union taking up their fight, our members can better provide services for the people of NSW, particularly those who might otherwise be left behind.

We saw in the seismic election victory on 3 May this year that Australian voters understand the importance of public services.

And a strong union protects these services. The PSA CPSU NSW had a string of strong victories in the

past 12 months. These campaigns have greatly benefited not just our members, but NSW at large. For example, only the most biased observer can look at the prison-for-profit system and think it is the ideal model for incarceration and rehabilitation.

Only the most heartless could look at the beleaguered state of a Child Protection system that neglects children and enriches private providers and say it is fit for purpose.

Few could look our Sheriff's Officers, Fisheries Officers and Special Constables in the eye and tell them their previous wages and

conditions were worth putting themselves in harm's way for.

These wins come because we go to our employers in a position of strength. Alone, a worker has limited leverage against a boss, but when workers unite, they can collectively negotiate and demand fairer treatment.

Since workers first began collaborating, unions have been instrumental in achieving many of the labour protections we take for granted today. The weekend, the eight-hour workday, paid leave, and health and safety standards were all hard-fought gains won through union strength.

These rights were not given freely but were secured by workers who organised, protested, and in many cases, risked their lives and livelihoods to secure a better future for themselves and future generations.

We know unionised workplaces are stronger workplaces. Powerful unions lift standards across entire industries. When unions set a precedent for better wages or working conditions, an entire sector follows suit.

It is little wonder our political opponents try so hard to neuter our power.

Unions give power to their members. They provide a structured way for workers to stand up for themselves. As union members, they can raise concerns, resolve conflicts and create dialogue with management. A unionised workplace is a more balanced and democratic workplace. With a union on side, we can look our employers in the eye as equals in negotiations.

We fight for our own rights and on behalf of the people who depend on our services, which are essential for the well-being of every citizen, regardless of income, background, or social status.

The public and community services delivered by PSA CPSU NSW members are vital: education, a clean environment, a fair justice system, public transport, and emergency services are just a few examples of services that allow people to live dignified and productive lives. They represent the collective commitment of a society to care for all its members, especially the most vulnerable.

Well-funded, properly staffed public services promote social cohesion. When people from

different backgrounds have access to the same services, it fosters a sense of shared identity and mutual respect. It helps build trust in institutions and in each other.

As we saw in a tumultuous few years, times of crisis, such as the pandemic or natural disasters like fires and floods, it was strong public services people looked to. Their contributions remind society of the value of investing in people and services over private profit.

However, both unions and public services have faced significant challenges in recent decades. Privatisation, austerity, and deregulation have done their damage, chipping away at the

foundation of public goods and worker protections. Governments under pressure to cut spending often target public services for budget reductions or sell them off to private interests.

This typically results in reduced quality, higher costs for users, and worsening working conditions for employees. The promise of efficiency rarely materialises, while accountability diminishes. When profit becomes the primary motive, the public interest suffers.

Anti-union rhetoric often ignores the significant improvements unions have brought to society. Laws have been enacted in many places to restrict collective





bargaining, limit the right to strike, and weaken the ability of unions to represent workers effectively. These efforts not only harm workers but also weaken the democratic fabric of society. When people lose their collective voice in the workplace, they are also less empowered to participate fully in civic life.

Our strong union, the PSA CPSU NSW, is encouraged by younger workers, raised in a world of gig work, wage stagnation and economic uncertainty, rediscovering the value of unions.

The fight to protect and expand public services is likewise gaining momentum, as more people recognise that privatisation and austerity have failed to deliver promised improvements.

The unaccountable companies that provide services at grossly

inflated prices were the only winners from this system. And people have taken notice.

Instead of shrinking public institutions, there is growing advocacy for a stronger public sphere. Voters in NSW and Australia know public services must be modernised and expanded, not abandoned, to meet the challenges of the 21st century.

Public sector unions such as ours are essential to ensuring high standards and accountability in public services. We push back against cuts, understaffing, and unsafe conditions that could jeopardise the communities they serve.

At the PSA CPSU NSW, we know that our community is strongest when people look out for one another, when the rights and

needs of all are prioritised over the unchecked pursuit of profit.

As the world faces pressing challenges such as climate change, technological disruption, global inequality, and assaults on democracy, the role of unions and public services will only become more vital. These institutions offer the tools to build resilience, promote fairness, and ensure that progress benefits everyone.

This Conference, think about the power of our union. Think about the power of public services in fair and functioning society.

When we are powerful we are not the only winners. When we are powerful, everyone in NSW is a winner, too.



COUNTRY CONFERENCE SPEAKERS



Tara Moriarty

Minister for Agriculture, Regional NSW and Western NSW

A member of the NSW Legislative Council since 2019, Tara Moriarty was born and raised in Queanbeyan in regional NSW.

She was a hospitality worker before she embarked on a career in the union movement.

Prior to her election to Parliament, she was the Secretary and then President of United Voice's Liquor and Hospitality Division.

Ms Moriarty is currently a member of the ALP's National Executive and Senior Vice President of the NSW Labor Party.

Emma McBride

Assistant Minister for Rural and Regional Health, and Mental Health and Suicide Prevention

Raised on the Central Coast, Emma McBride was formerly the chief pharmacist at Wyong Hospital and a deputy director of pharmacy for the Central Coast Local Health District.

She was part of the successful community campaign to save Wyong Hospital from privatisation.

Ms McBride is a powerful advocate for public health and improvements to local schools. As a specialist mental health pharmacist, she is keen to draw on her background and training to help shape future mental health policy.

ANNUAL CONFERENCE SPEAKERS



Chris Minns **Premier of NSW**

The 47th Premier of NSW, Chris Minns grew up in the Sutherland Shire and attended St Patrick's College in Sutherland. He later studied at the University of NSW, where he earned a Bachelor of Arts in History.

He was first elected to the NSW Parliament in 2015, winning the seat of Kogarah. He held several shadow ministerial positions, including Shadow Minister for Water, Shadow Minister for Transport, and Shadow Minister for Corrections.

In June 2021, Mr Minns was elected leader of the NSW Labor Party. Mr Minns led NSW Labor to victory in the 2023 NSW state election, ending 12 years of Coalition government under the Liberal-National Party. His campaign featured improving public services and addressing cost-of-living pressures. As Premier, he has maintained his relationship with the PSA and will address members at Annual Conference for the fourth year in a row.



Prue Car **Deputy Premier of NSW, Minister for Education and Early Learning, and Minister for Western Sydney**

Deputy Premier Prue Car has deep roots in the Western Sydney community she represents. She has been a member of the NSW Legislative Assembly since 2015, representing the electorate of Londonderry.

Ms Car is known for her advocacy for education, health, and social justice. Before entering politics, she worked as a teacher and held various roles within the NSW Teachers Federation, which gave her a strong foundation in understanding the needs and challenges of the education sector.

In opposition she was Deputy Opposition Leader and Shadow Minister for Education and Early Childhood Learning. Her pragmatic approach and dedication to serving the public interest in these roles, both in opposition and in government, has ensured a close and ongoing relationship with the union.



Sally McManus **Secretary Australian Council of Trade Unions**

Sally McManus has been actively involved in union activities from a young age, influenced by her family's strong ties to the labour movement.

She was the Secretary of the Australian Services Union (ASU) NSW ACT Branch.

In 2017, she became the first woman to be elected as the Secretary of the Australian Council of Trade Unions (ACTU). Her election was seen as a significant moment for the labour movement, signalling a shift towards more progressive and inclusive leadership.

Under the leadership of Ms McManus, the ACTU has focused on the importance of unions adapting to the changing nature of work, particularly the rise of the gig economy, privatisation and automation.

**Melissa Donnelly****National Secretary of the Community and Public Sector Union (PSU Group)**

Melissa Donnelly has been actively involved in the union for many years, rising through the ranks due to her dedication to workers' rights and her leadership skills. She has played a key role in campaigns for better pay, job security, and workplace conditions for public sector employees. Her work with the CPSU (PSA Group) involves negotiating with government agencies and employers to secure favourable outcomes for members.

Under her leadership, the CPSU (PSA Group) has focused on addressing issues such as wage stagnation, workforce casualisation, and the impact of privatisation on public services.

Ms Donnelly has worked closely with the PSA on a number of campaigns.

**Mark Morey****Secretary Unions NSW**

Mark Morey was elected Secretary of Unions NSW (formerly Labor Council of NSW) in February 2016. He previously held the position of Assistant Secretary and was responsible for coordinating Unions NSW industrial, industry reform and industry policy activities. He also coordinated the construction and rail industries.

He first joined the Labor Council in 2000 as a Special Project Officer becoming the Research Director in 2002.

In 2004 Mr Morey moved to the Rail, Tram and Bus Union (NSW Branch) where, as the union's Executive Officer, he assisted in coordinating the unions political, industrial and campaigning activities. He returned to Unions NSW in 2009.

Mark was previously a Director on the Chifley Board and currently sits on the ACTU Executive Committee.

**Nathan Moran****CEO at 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 who has worked in both government and non government with and for Aboriginal communities of 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.



Kos Samaras

RedBridge Director Strategy and Analytics

Kos Samaras started his working life in the advertising and data analysis fields.

He then went on to work in politics, firstly as a Labor federal advisor and then spent 14 years as Victorian Labor's Deputy Campaign Director.

A regular media analyst for elections throughout Australia, Mr Samaras attributed the Liberal Party's loss of a number of seats in the 2023 state election to the PSA CPSU NSW's anti-privatisation campaign.



CARING FOR THE COMMUNITY

The Communities, Health and Disability Services team fought hard for vital public services.

Child Protection and Out of Home Care

Members and PSA staff ran a very successful campaign to bring public attention to the serious difficulties facing Child Protection in NSW, with staffing being a key issue.

NSW Child Protection and Out of Home Care have had significant recruitment and retention issues, with some districts having Case Worker vacancies rates in excess of 15 per cent at various times. This led to as little as 20 per cent of children reported at Risk of Significant Harm being seen. With reports increasing and staffing levels stagnant, the increase in workload and pressure was at crisis point.

The campaign led to a half-day strike action with a nearly unanimous vote of members wanting to take action. This was unheard of in a group of members who are so dedicated to supporting young people and families. The campaign led to a Memorandum of Understanding being signed with the NSW Government to establish a standalone Crown Employees (Child Protection) Award.

The PSA began negotiations with the Department of Communities and Justice for a Child Protection worker award in late 2024. The PSA is seeking an uplift to the Grading for all members within Child Protection, a usable and meaningful way to measure allocated workload, and put the onus on the Department to pay overtime where it is worked.

Transport for NSW

The PSA secured a pay rise for members after the combined transport unions finally acceded to the pay offer. Had the matter been determined by the Full Bench of the Industrial Relations Commission it is highly likely that the 4 per cent amount would have been reduced to around 3 per cent.

The accepted three-year offer includes in the amounts of 4 per cent, 3 per cent and 3 per cent plus superannuation and a contingency for a cost-of-living payment.

In early 2025 consultation on proposed changes to Transport for NSW's (TfNSW's) Flexible Working Arrangements Procedure and draft *Way We Work* guide opened for an initial period of three weeks. The changes are essentially around workplace presence, or "working from home" arrangements.

The PSA held numerous online meetings for members affected by the proposed changes, with more than 800 participants, then compiled and submitted feedback on the policy. Our union is seeking a number of amendments in line with feedback from members.

National Heavy Vehicle Regulator

The On Roads agreement put to vote without consultation by the National Heavy Vehicle Regulator (NHVR) was rejected by CPSU NSW members.

Following further negotiations for the On Roads Agreement. The CPSU NSW Bargaining team reached an 'in principle

agreement' with the NHVR in early April 2025, gaining a better offer, which has been recommended to members.

Ministry of Health

There have been some restructures within the Ministry including Regulation and Compliance Unit and Perinatal, Child and Youth Mental Health Unit (PCY). The PCY restructure included bringing a number of roles from the Health Services Award into the Crown Conditions Award.

Crown Solicitor's Office

The PSA has had ongoing consultation over the move to Parkline Place and is working towards a new flex award for members.

Office of the Director of Public Prosecutions

An industrial dispute lodged in 2023, led to the creation of the ODPP Flex Award in late 2024. The PSA then sought the Office of the Director of Public Prosecutions to pay members their forfeited excess flex and overtime. A settlement has been reached the details of which are subject to strict privacy and confidentiality provisions. PSA members who participated in this matter advise that they are very happy with the negotiated outcome.

Homes NSW

Since the creation of Homes NSW in 2024, more than 300 temporary employees have been converted to ongoing employment.

With limited consultation, Homes NSW has tried to implement workplace changes, including

Members at Life Without Barriers

altered key performance indicators and the minimum number of days to be worked in the office. The PSA has escalated these issues to Employee Relations and the Chief Executive of Homes NSW.

Disabilities

The disabilities services space has seen great changes over the past 12 months, with not-for-profit providers struggling to remain viable in a wholly privatised sector. Most providers continue to run at a loss. Some providers have completely exited the sector.

Enterprise Bargaining is due to take place in Aruma, Scope and Northcott.

Aruma, which is heavily in debt, has implemented a number of restructures. Scope's staff are currently under an Enterprise Agreement negotiated by unions in Victoria, while Northcott has failed to commence bargaining.

The bulk of the work undertaken by the union's disability team relates to a high volume of individual matters. Individual matters relating to interaction between members and their clients remain a large source of the industrial support provided by the CPSU NSW.

The CPSU NSW continues to achieve some good outcomes to resolve individual member issues. The union has saved the jobs of a number of members who were subject to specious and spurious allegations. The CPSU NSW has also secured back pay for members based on pay system generated underpayments. Other members have had their rostering issues, leave applications and



other matters resolved to their satisfaction.

Legal Aid

Delegates have been providing expert advice and submissions back to Legal Aid on a number of proposed amendments to policies and guidelines.

Transgrid

Following a consent intractable bargaining declaration, the Fair Work Commission granted Transgrid workers wage increases of 17.5 per cent over three years, inclusive of two 0.5 per cent superannuation increases.

The decision that back pay would be granted was made over Transgrid's objections, making it an important win for the five unions representing workers.

Mercer

The 2023 Mercer Enterprise Agreement is due to expire in 2025, and negotiations around the new Agreement have been ongoing from November 2024.

The initial offer to increase wages by 3.25% per year over two years was unanimously rejected by members. Upon advising Mercer of our members' intention to vote down the offer, Mercer changed its offer from 3.25% to 3.5% per year over two years and added a \$500 one-off payment. The CPSU NSW has met with members and members have unanimously rejected this updated offer.

In early April 2025 Mercer advised it would put the agreement out to vote without the CPSU NSW's agreement, with the result of the ballot unknown at time of publication.

PARKLEA CORRECTIONAL CEN

MTC-Australia



From 2026, Parklea Gaol will no longer be run by MTC-Australia

BIG WINS IN THE JUSTICE SECTOR

The PSA had wins on behalf of members working in the NSW justice system.

Corrective Services

This year Junee Correctional Centre commenced operations as a public gaol, while Parklea Correctional Centre will follow in 2026. These developments came after years of campaigning by the PSA against prisons for profit.

Negotiations are underway for a new Enterprise Agreement at Clarence Correctional Centre,

which from next year will be the state's only private gaol.

The PSA won a number of concessions from Corrective Services NSW (CSNSW) on the use of body scanners in Correctional Centres and what protections there are for Officers who miss internally secreted items.

In the wake of the Officer A case, our union is consulting with the Government in its review of the legislation and regulation of the use of firearms as used by Corrective Services Officers.

With more than 80 Correctional Officers suspended from duty, CSNSW met with the Prison Officers Vocational Branch (POVB) and PSA industrial staff regarding a faster and more streamlined approach to managing misconduct, without compromising procedural fairness. Our union's Legal Services Department is consulting on a draft policy.

The PSA has written to the Minister raising concerns about private contractors performing duties in CSNSW. This includes

the contract with Brookfield Global Integrated Solutions (BGIS) to undertake maintenance at grossly inflated prices and the use of privately employed staff to undertake electronic monitoring.

The PSA is heartened to hear the provision of education services in gaols may be removed from private providers.

After a dispute with the union, the Department agreed to house trainees at neighbouring accommodation facilities that are at least three-star standard, whilst undergoing mandatory Court Escort Security Unit training at Long Bay.

The PSA has made considerable progress with negotiations over a policy for filling ongoing Correctional Officer positions in both correctional centres and courts.

There are ongoing discussions and consultation with CSNSW about the ability of members to receive payment in lieu of up to 10 days recreational leave as allowed under their Award. Discussions around the interpretation of accrual and the concept of two buckets of leave are causing confusion about members' ability to cash leave out.

The Commissioned Officers Vocational Branch (COVB) consulted with CSNSW and the PSA around establishing a working group to identify and rectify issues and concerns with tablets used by inmates.

The COVB has also met with CSNSW over sick leave reviews and transfer opportunity roles not being advertised.

The PSA is working on a State Enterprise Agreement for Corrective Services Industries drivers.

Courts

After a promised uplift for Sheriff's Officers did not materialise in the State Budget, the PSA took action.

Members undertook state-wide work bans, closing courts throughout NSW. At one point, 44 courthouses were affected by the action.

As a result, all members received a structural adjustment to their rates of pay, representing a significant increase in wages.

After the PSA intervened, the Department has paused its policy on visual tattoos in the workplace for Sheriff's Officers.

The PSA has contacted the Director and Registrar demanding an uplift in grade for general scale staff at the Land Environment Court.

Psychologists

The PSA is now negotiating a new award for all psychologists covered by the Psychologists Award, with the aim of simplifying and streamlining increment progression and fairly compensating psychologists. Interim reclassification guidelines have been agreed upon and successful members have been back paid for up to six years on a pro rata basis with a maximum of \$15,000.

Community Corrections

The 80 members working as Field Officers for CSNSW are currently employed on a casual basis, despite there being regular demand for this work. The PSA is running a case on this on behalf of single member, with the aim of this forming a precedent if successful.

NSW Police

After a long-running campaign, Special Constables will receive an

additional 8 per cent wage increase on top of the 2 per cent granted by the Industrial Relations Commission (IRC).

Members overwhelmingly voted up this offer with only one "no" vote recorded.

The PSA is in dispute with NSW Police over dinner allowances. This matter has now been referred to Legal Services. Your union is also in dispute with NSW Police over days in lieu if Rostered Leave Days fall on a public holiday.

The PSA has written to the Commander of Police Radio to check the status of the proposed "critical incident framework" that was to be used in times of natural disaster to ensure appropriate staffing levels. In addition, the PSA has requested a meeting to discuss ongoing staffing issues within this Command with channels being merged continually to cope with the low levels of staffing.

The PSA Legal Team has filed in the Industrial Court for a breach of award concerning the payment of evening meal allowances for Scene of Crime Officers.

Youth Justice

Members at Acmena successfully elected new delegates to the PSA committee within the centre. We have been able to engage in meaningful discussion with management in relation to changes and challenges currently impacting the site.

HOUSES OF LEARNING

The PSA CPSU NSW had a busy year on behalf of the state's schools, the Education Department, TAFE colleges and universities.

The Industrial team would like to thank the delegates for their support and work over the last year, without it the outcomes would not have been achieved.

Department of Education

Significant cuts to the NSW Education budget across Public Schools and Education Support teams dramatically impacted Education Support Staff (ESS). In response to these cuts the department conducted a 'review of embedded services' to assess duplication of functions in human resources, finance and communications' services in corporate (ESS) directorates. On completion, recommendations were put to the Secretary concerning the best location for embedded roles.

After a rolling series of restructure announcements, the PSA filed a dispute in the Industrial Relations Commission over failure to genuinely consult. Our union was successful in gaining adjusted time-frames for implementation.

In response to the NSW Government Sector Workplace Presence Circular, a proposal was made to change the department's flexible working arrangements. The proposal has 50 per cent workplace presence in an office, as the baseline for all ESS staff and subject to escalated approvals. The new settings will not interfere with 'reasonable adjustments' for disabilities or medical conditions

and will maintain the 'if not, why not?' basis. The PSA will be reviewing the implementation of these changes closely to ensure maximum flexibility remains for members.

Universities

This past year has still seen the sector try to recover from the loss of revenue over COVID and the downturn of international students, the CPSU NSW is working closely with delegates to protect professional staff jobs which are vital to the functioning of universities.

The most recent round of bargaining, which commenced four years earlier is finally complete. The next round has already commenced. The delay was due to universities not giving the time necessary.

In this final round there were some outstanding wins for the sector, including higher Gender Affirmation Leave, improved Aboriginal and Torres Strait Islander clauses and menstruation and menopause leave.

TAFE

The New Operating Model kicked off in July last year and was amended due to concise feedback that was put in through the union.

The TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement has been in negotiation for a considerable amount time.

Schools

With salaries agreed for the next three years the PSA is moving

onto other important issues for School Administrative and Support Staff. Our union is examining the workforce planning and staffing formula which both PSA and the Department agree needs review, particularly in regard to workload.

The PSA is also examining professional learning and development of staff and better pathways to permanency.

In addition to the three key areas, other points of interest include ongoing discussions as to concerns faced by School Administrative Officers (Science).

The PSA has been working closely with our delegates around the increase of violent incidents in schools with three separate *cease unsafe work* incidents around violence over the past few months. The union will be continuing to campaign in this area for our members to ensure they are safe and supported at work.

Following the first round of offers of permanency in 2023 resulting from the Temporary Workforce Transition Initiative (TWT) there was some progress towards a tranche 2 which due to budgetary constraints has effectively stalled. The PSA remains committed to pursuing this with the Department.

The success of the TWT meant the PSA saw a substantial reduction in long term temporary employees not being offered employment in 2025.

The General Assistants (GA) Advisory Group has approached the Department of Education to review the staffing formula for GAs, which is currently based on student numbers. The Advisory

Group is advocating for the formula to be based on the assets the GA has to manage and maintain.

After a six-year break the GA Advisory Group successfully negotiated the return of in-person conferences for their membership.

The PSA has worked hard with the support of members and delegates to ensure salary parity between School Counsellors and School Psychologists over recent years resulting in a new three-year Award with 3 per cent pay increases per annum following the over 9 per cent uplift the union

won for them last year.

In 2024, the PSA ran delegate elections for Student Support Officers and School Psychologist delegates. The Student Support Officer Advisory Group elected seven new delegates and the School Psychologist Advisory Group four. Key issues for the group have been overtime, recognition and work location during school vacations.

PSA members at Claymore Public School in southwest Sydney



MAKING NSW A GREAT PLACE TO LIVE

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

The PSA fought hard for members in our culture, environmental and regulatory fields.

Rural Fire Service

The PSA's in-principle agreement with the state to settle the PSA's claim in the Supreme Court was voted up by members. The agreement came after the Rural Fire Service (RFS) failed to pay overtime to day workers and failed to provide leave in lieu of overtime to shift workers. The State will create a fund containing \$5,000,000 which will be distributed to all eligible employees.

Creative Industries, Tourism, Hospitality and Sport

The PSA successfully halted the Department's draft Flexible Working Policy until genuine consultation occurs.

Independent Commission Against Corruption

The PSA is considering proposed Award changes for members at the Independent Commission Against Corruption. The Expenditure Review Committee is delaying finalising the bargaining parameters for ICAC to follow. Our union has reviewed the first batch of Work Health and Safety policies and replied with requested amendments.

Infrastructure NSW

In September 2024, the PSA was provided with a change management plan for the Investor

Assurance branch of infrastructure NSW including a staff consultation presentation.

Premier's Department

Following feedback from PSA members, a number of changes were made to proposed plans to flexible working arrangements. Language around caring responsibilities was clarified and aspects of regional and international roles recognised.

Parliamentary Counsel's Office

The PSA has met to discuss a Change Management Plan for the Reorganisation of the Operations Team (Corporate services). There will be no job losses.

Customer Service

The Department of Customer Service created its Flexible Working Policy in response to the NSW Premier's Workplace Presence Circular. Consultation resulted in more than 900 submissions from employees and a 34-page response from PSA that included significant member feedback.

SafeWork NSW

PSA has met twice with Minister Cotsis in relation to SafeWork NSW matters, highlighted the importance of the work SafeWork does. Delegates discussed with the Minister the need for body-worn cameras, which will now be made available to Inspectors.

The Minister supported the PSA's concerns on legal representation for Inspectors undertaking duties in hostile environments.

Service NSW

Service NSW introduced three waves of restructures and sought

to minimise job losses by moving impacted employees who fail to get roles in mobility into three-year temporary roles. The PSA met weekly with management during the restructure process.

Recent resolved disputes with Service NSW include access to the provisions in relation to public holidays and legal advice relating to the ability of Service NSW to roster employees in centres that don't open on Saturdays into working on weekends at other centres.

Spatial Services

The PSA is working with members to minimise the effects of a Spatial Services restructure that impacts lower-level roles but does not reduce the number of Senior Executive roles. As Spatial Services is predominantly based in Bathurst, this directly impacts members' abilities to find jobs in regional areas.

Revenue NSW

Revenue NSW Flexible Work Policy was developed in response to the Premier's Department Circular C2024-03 NSW Government Sector Workplace Presence.

Art Gallery of NSW

The PSA will continue to raise the unsatisfactory operation of Shared Services across the Public Sector, including at the Art Gallery of NSW. Our union's preference is for the insourcing of these functions.

The PSA sought further details about the process, timeline and assessments for updating position descriptions including the new behavioural and physical capabilities.



Cultural sector delegates meet with the Minister at the Australian Museum

State Library of NSW

The PSA is working with the Library to address issues with the MyWorkZone Shared Services system, which continues to be a headache for members.

Powerhouse Museum

The PSA contacted the Powerhouse about a restructure that had been proposed without consultation. The Powerhouse has provided the PSA with copies of the Change Management Plan, which affects the Technical Production team. It has also provided a presentation for staff at Consultation-Technical Production, consultation FAQs and a Consultation Feedback Document for staff. The PSA assisted an affected member seeking a review of the impact of the deletion of their role and subsequent recruitment action.

The PSA has been advised that staff members on temporary contacts in the Collections team are being informed by senior

management and HR that their contracts are being terminated early due to budget restraints. The PSA will be liaising with delegates and members in relation to ongoing consultation with management.

Museums of History

The PSA raised issues with delays in filling roles; continuously filling roles by temporary employment contracts and the late information around extensions; and not providing Temporary Assignment Allowances opportunities.

The museum is considering a PSA request to delay a uniform update.

Fisheries

The PSA safety work bans, introduced in September 2024, remain in place. In arbitration on 18 October 2024, the Commissioner was not swayed by the Department of Primary Industries Fisheries' arguments and was quite damning of the approach that the agency had taken towards the safety of our members.

Local Land Services

The PSA has received concerns from our membership that work locations are not fit for purpose regarding systems, infrastructure and/or desk numbers. The PSA continues to engage with Local Land Services (LLS) representatives on the processes of exemptions to their policy.

PSA representatives and the LLS DC have begun processes of reviewing and renegotiating the Local Land Services Award.

Forestry Corporation

The new Forestry Corporation of NSW Enterprise Agreement was endorsed by 76 per cent of the workforce in Grades 1-5. It was back dated to July 2024.

The CPSU NSW continues to advocate for members over significant political matters such as the creation of the Great Koala National Park.



TAKING ON WORKPLACE INEQUALITY

Work continues for an end to gender-based discrimination.

Many of our members, working in a wide range of NSW public sector agencies, are directly involved in the provision of services for the community who need support due to domestic and family violence (DFV). We continue to advocate in this space both by lobbying the Government directly for more investment in public services, educating members on their entitlements and offering individual support to members experiencing DFV.

Labour Council in May 2024 focused on the issue of Unions Taking Action on Men's Violence against Women, which was arranged by Unions NSW to

coordinate a response from unions to the crisis of DFV in the community. At the meeting the PSA CPSU NSW moved a motion that Unions Taking Action on Men's Violence Against Women be a standing item on the Unions NSW Executive agenda.

A survey was conducted prior to Annual Conference 2024 to gain an understanding of our members knowledge on existing DFV entitlements and what types of support are available. The data confirmed what our members seeking advice had already raised - there are significant gaps in the way DFV leave is managed in the workplace, the way information is shared to employees and the processes in place to support people needing assistance.

We have developed a Fact Sheet for educating members on their rights around DFV leave.

The popularity of the PSA CPSU NSW Annual Women's conference continued in 2024 with 280 women members completing the expression of interest to attend the conference. Unfortunately, our capacity limits the number of around 150.

The Women's Council elections for the 2024-2026 cycle were completed in May 2024 and the first meeting for the newly elected council took place at PSA House on Tuesday 9th July 2024.

A panel at Women's Conference

CAMPAIGNING GOES ON IN A NEW POLITICAL ERA

Campaigns make real differences to members' lives.

A statewide campaign from the PSA alerted the people of NSW to the shocking condition of the state's Child Protection system.

Our *Child Protection in Crisis* campaign consisted of walkouts all over the state and a media blitz, with PSA representatives alerting voters to the poor state of the system.

The campaign won results, with Child Protection Workers receiving an upgrade and the State Government phasing out a system where children were supervised in motel rooms and caravan parks.

The *No Prison for Profit* campaign continues to get results, with Parklea Gaol to return to public hands in 2026. Junee became a state-run prison in April 2025.

Sheriff's Officers received an upgrade after the PSA's highly effective *Undervalued Understaffed Underpaid* campaign, which saw courthouses shut down all over NSW.

Campaigning throughout NSW also achieved an upgrade for Fisheries Officers.

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
- Public Sector Workers: Protect and Respect
- Your Rights at Work
- Public Service Matters

Campaigning was integral in getting the private sector out of two NSW prisons





KEEPING MEMBERS SAFE

Work Health and Safety remains a strong focus for our union.

The PSA CPSU NSW attended the 2024 Australian Unions Healthy Work Conference which was facilitated by the Australian Council of Trade Unions.

This conference brought together unionists and allies in health and

safety to build the capacity of unions to win safer work.

Over the past few months, our union has seen a markedly increased rate of inquiries regarding establishing Health and Safety Representatives (HSRs) and Work, Health, and Safety Committees (WHSCs), so is redeveloping do-it-yourself information kits for both HSRs

and WHSCs processes to facilitate faster responses to member inquiries.

There is also a growing interest in HSR training. Our training team will be working to also implement fresh WHS training programs over the course of the year.

FIGHTING FOR FIRST NATIONS

Work for Aboriginal members goes on.

The Aboriginal Unit's focus will be to further develop and maintain a strong working relationship with the current Aboriginal PSA membership, with a view to extending where appropriate and possible.

The NSW PSA CPSU Aboriginal Council Committee provides vital support to the PSA Executive Team

To date the unit has visited all NSW PSA Regional Offices and connected with the Regional Officers in those areas. It is anticipated that regional visits will continue as required and when necessary.

The PSA was present at events such as the Yabun Festival, Reconciliation Week, Koori Knockout and Acknowledgment of National Sorry Day. We provided support and assistance with Various Activities, surrounding NAIDOC Week and at the PSA CPSU NSW Women's Conference

The PSA CPSU NSW Aboriginal Conference 2024 was held in Newcastle, the first time it had been hosted in the regions.

The NSW PSA Aboriginal Council Strategic Plan Document is ongoing.



The PSA held a stall at the 2025 Yabun Festival



GOING FAR AND WIDE

The PSA CPSU NSW is working all over the state.

South West

Our union's regional office was moved from the Charles Sturt University Wagga Wagga Campus to Junee in July 2024. This was done to help facilitate the transfer of Junee Correctional Centre from GEO to Corrective Services NSW.

Senior Organiser Belinda Tsirekas joined Regional Organiser Tom Hooper on a tour of Community Service Centres in Murrumbidgee

and Far West areas of NSW. Workload and vast distances continue to be issues for Child Protection Caseworkers

There has been a constant presentation of members requesting support and assistance, with fact findings, investigations and performance-improvement plans on the rise. Workload and bullying are continuing to be reported and requests for how to deal with this type of incident are constant.

Generally, the South West Region

continues to provide support to members with industrial matters, recruitment, developing workplace delegates and empowering the members on their workplace rights and entitlements.

South East

University of Wollongong (UOW) Delegates and Industrial Staff supported members across a range of issues during the year. Delegates at UOW should be commended for their exceptional work.

Junee Correctional Centre is now under the control of Corrective Services NSW

The challenge is not over for members, with another round of budget cuts to the tune of \$30 million dollars. While the proposals have not been finalised the CPSU NSW will be fighting hard for Professional Staff at the University.

Mercer's footprint in Wollongong has continued to decline. The third round of bargaining is close to being finalised, with some improvements and no loss of conditions for members.

The South-Eastern Regional Organisers worked to a plan to visit the major centres and small towns across the region.

The aim of the visits was to engage members and potential members on issues of importance and to identify and work with workplace activists and Delegates. As a result of the visits the Organisers have boosted the number of Delegates across the region.

Regional Organisers also attended school staff developments days at the request of the membership and conducted early morning and lunch time handouts and walk throughs of the major State Public Service Office Blocks.

The PSA CPSU NSW is an affiliate of the South Coast Labour Council (SCLC) and is represented by the Regional Organisers, PSA CPSU NSW Delegates and members via monthly meetings and multiple executive meetings and events.

Hunter

Recruitment in the Hunter region increased over the past year due to great campaigning conducted

by our union. Membership has reached more than 6000 members.

The Hunter has 31 per cent of all the Regional Membership and 15 per cent of the entire PSA CPSU NSW membership.

Significant recruitment occurred in schools. Other key issues involved an increase in school lockdowns and Work Health and Safety issues.

In the Community Services area there were ongoing issues about workloads, lack of staffing, pay rates and the Award.

Regional training remains popular among Hunter members with strong turnouts for all training days scheduled for the area.

North Coast

The public sector in the Northern region continues to experience significant issues, with staff shortages, excessive workloads, poor systems and resource management and an increase in workers compensation claims being lodged by members.

There has been a significant increase in industrial and performance issues this year, with many instances involving Community Services, Community Corrections, Court Services, Homes and Schools.

The Southern Cross University Enterprise Agreement was finalised.

Members at the Balund-a Program in Tabulam continue to raise concerns in relation to an imposed change to the shift roster system without consultation. This is despite the previous accepted and perfectly

serviceable system having been in operation for the previous 15 years.

We have assisted members of a Community Corrections office on the Mid North Coast to successfully lodge a SafeWork NSW review of the workplace, as a result of information provided by members relating to bullying, harassment and intimidatory practices.

Following a SafeWork NSW review of the workplace in relation to significant incidences of Psychosocial risk in the form of bullying and harassment, Improvement Notices were issued on the Community Corrections office on the Mid North Coast.

There have been several SafeWork Improvement Notices issued to Homes NSW and Community Services due to risk of psychosocial hazards. This was placed on Homes NSW when it was still under the umbrella of DCJ. Therefore DCJ is working with both agencies to develop systems and feedback.

The North Coast led the charge for Child Protection industrial action which will result in a new award and a pay rise for new caseworkers. We have a strong Delegate structure in this region with strong representation on the Community Services Department Committee. This is a very exciting time within Child Protection with consultation taking place in relation to Child protection roles and grades, and with further changes within the Child protection sector anticipated, the role of the PSA has become more important than ever before.



Members at the State Emergency Service and the Office of the Sheriff

Lismore Homes NSW finally moved into its new premises since the floods in 2022. Homes NSW members continue to raise concern about their high workload due to the region's ever-growing homeless.

The PSA CPSU NSW has been called upon to provide support and advice to members across multiple workplaces, in relation to potential restructuring of service provision, new rosters and concerns relating to unsafe and inappropriate work practices.

North West

The North West Region had an extremely busy year. A number of agencies continue to move away from traditional offices and towards so-called "agile workplaces". This has seen, in some cases, staff having to conduct meetings with clients in public spaces such as coffee shops or to work from home even when they wish to use the office.

The PSA CPSU NSW has been actively involved in Enterprise Bargaining at the University of New England, Joint Consultative Committee meetings with Upper Hunter/New England, Western and Northern regions for Community Services.

Despite the change in government, multiple agencies are failing to fill vacancies. For example, here is a continued issue around new recruitment for Community Service Child Protection Caseworkers in this region. The PSA CPSU NSW believes there should be more done to entice staff to regional positions.

In the disability services sector, numerous other misconduct, performance, workers' compensation and workload issues have been raised and received representation from the North West Office. In many cases decisions have been made in favour of our members.

Central West

Job security is a big issue in the Central West. The PSA continues to support members in these smaller communities who carry the weight of their jobs, the expectations of their communities and their connection to their communities.

For example, the PSA CPSU NSW has done a large amount of work with School Learning Support Officers in the region's schools, who face issues such as bullying and roles outside of their Statement of Duties.

Elsewhere, the union has provided support to members on issues such as work overload, bullying, workers' compensation, performance issues, restructures and conditions of employment.

A number of Community Services sites in the Central West are in urgent need of relocation and remodelling. With local Directors on side, the PSA is taking up the issue with the Department's Properties section.

LEGAL SERVICES TEAM CONTINUES ITS WORK FOR MEMBERS

The legal team fights on behalf of members.

The in-house Legal Services team has been working hard for members this year and has had some significant wins. It went to the Supreme Court in relation to unpaid overtime to Rural Fire Service members. In a big win for the union, a large sum of money has been allocated for members as part of a settlement.

The team also had settled a claim on behalf of members in the Office of the Director of Public Prosecutions over forfeited flex time and overtime entitlements in the recently re-established Industrial Court of NSW.

The team engaged in negotiations with the State Government and appeared in the NSW Industrial Relations Commission (IRC) on multiple occasions in relation to the Salaries Award, School Administrative and Support Staff Award, Transport for NSW Award and other awards, obtaining a three-year salaries agreement.

It also achieved substantial pay rises for specific groups of members including Sheriff's Officers, Police Grooms and Special Constables.

The legal team prevented the Industrial Relations Secretary from obtaining dispute orders against the PSA in respect of bans on the performance of nighttime inspections by Fisheries Officers.

The PSA negotiated the settlement of an industrial dispute against the Transport Secretary. This resulted in approximately 300 temporary employees being converted to permanent employment.

In the past 12 months, the team represented and successfully resolved claims for 14 members in unfair dismissal proceedings including two reinstatements in complex matters. One of these involved an injured worker.

The team successfully assisted two members in public sector disciplinary appeal proceedings and appeared in appeal proceedings before the full bench of the IRC.

It settled a long running discrimination matter in the NSW Civil and Administrative Tribunal (NCAT) resulting in the reemployment of a member and assisted three members in underpayment proceedings in the Federal Circuit and Family Court.

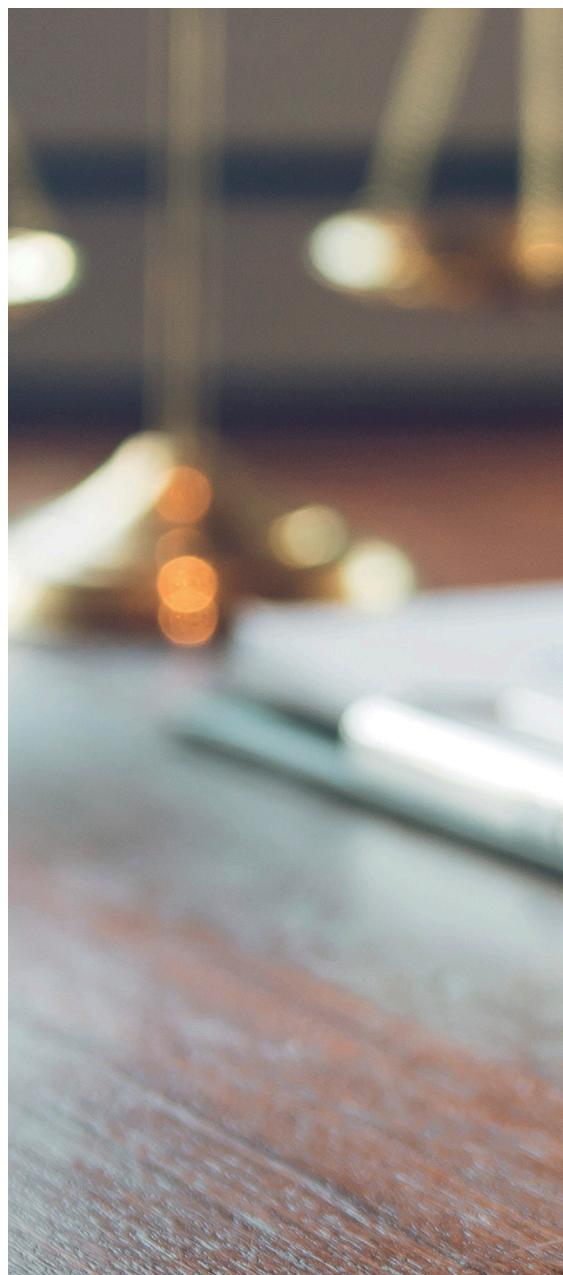
It won a backpay framework for Psychologists who applied for reclassification to higher roles if they could demonstrate that they would have met the relevant criteria prior to 2024. Eligible applicants were awarded up to a maximum of \$15,000 if they met the agreed criteria. As a result of this dispute, Corrective Services NSW have recommenced the reclassification of Psychologists to Senior Psychologists without the requirement for a vacant position, consistent with the requirements under the Psychologists Award.

The team made complaints on behalf of members in Corrective Services alleging breach of privacy and personal information to the Department of Communities and Justice (DCJ) and in NCAT in relation to documents published in the Astill Inquiry into sexual assault in prisons.

It was involved in a dispute in the Industrial Relations

Commission regarding the restructure and relocation of the Powerhouse Museum and has provided advice regarding enterprise bargaining issues in the University Sector.

The team appeared on behalf of the CPSU NSW with other unions to oppose an application by the Australian Industry Group to vary the sleepover clause in the Award governing Disability Support Workers.



It also prepared high-level submissions in relation to the proposed second tranche changes to the Industrial Relations Act; Whole of Government Return to Work strategy and engaged in extensive consultation regarding a potential Senior Officers Award and provided feedback regarding first stage proposed amendments to the Government Sector Employment Act 2013 (GSE) and is preparing submissions to the Government in relation to the

second stage review of the GSE Act and the proposed amendments to the Workers Compensation legislation.

The legal team is currently representing the PSA in underpayment proceedings against the state in respect of the failure to pay meal allowances to Crime Scene Officers employed by the NSW Police Force.

The legal team is currently appearing in Judicial review

proceedings in the Supreme Court in relation to the alleged victimisation of a delegate.

In addition to the above, the legal team is currently negotiating with the Government to pursue substantial increases in salary for employees covered by the Psychologists Award and to improve employment conditions to address the retention and attraction crisis across a number of agencies.





MEMBERSHIP MATTERS

New facilities but the same commitment to members.

In 2024, the PSA CPSU NSW received 27,123 phone calls: an average of 74 calls per day. The Member Support Centre received 19,087 calls and the Membership Section received 8036.

Our union opened 9317 cases, both individual and collective. In addition we answered 4410 membership enquiries and 610 member benefit enquiries.

The busiest month for 2024 was August with 1092 Industrial cases opened.

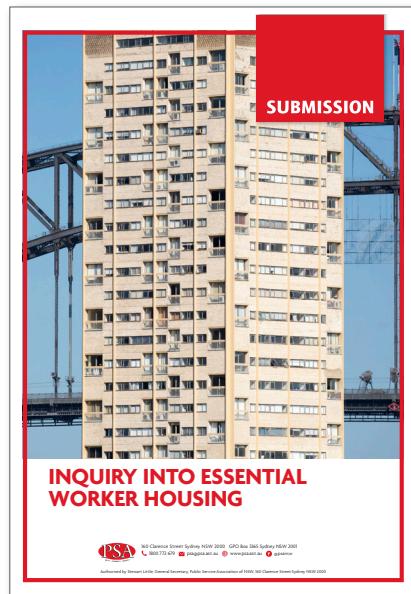
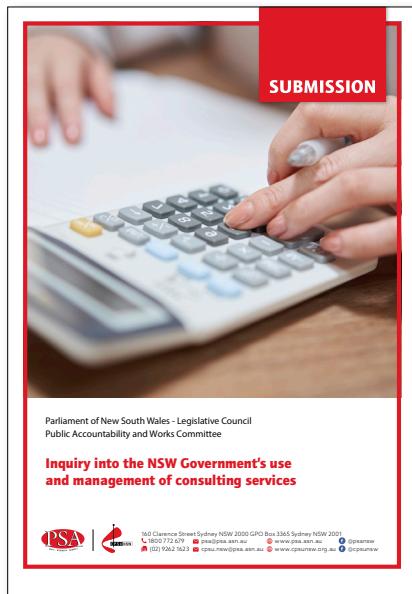
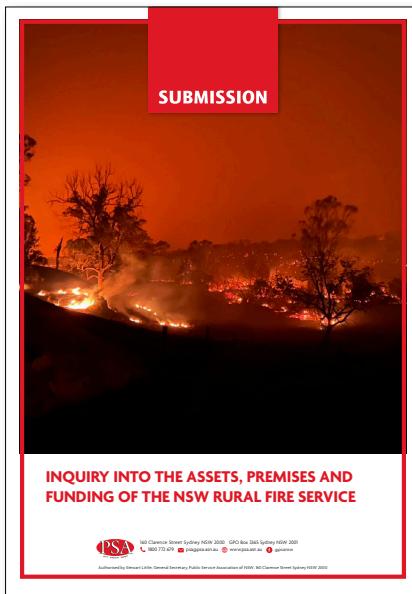
There were 122 workers' compensation referrals with all member enquiries referred to our lawyers McNally Jones Staff for advice.

There were 229 claims for Ambulance cover received in 2024.

The top 10 issues faced by members

- Conditions of employment
- Time or leave
- Employment or recruitment
- A pre-existing issue
- Delegate or activist enquiry
- Restructure
- Workers' compensation
- Pay and allowances
- Flexible work practices
- Misconduct

REPORTING FOR BETTER WORKPLACES



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

Inquiry into the assets, premises and funding of the NSW Rural Fire Service

The Public Accounts Committee of the NSW Legislative Assembly is holding an Inquiry into the funding of the NSW Rural Fire Service (RFS). What is apparent is that the RFS hangs together purely on the good will, commitment, dedication and professionalism of our members and their colleagues who serve at the 'sharp' end. The RFS has poor leadership and its funding mechanism is archaic. There is poor, limited transparency and operating procedures which are not fit for purpose in 2024.

NSW Government's use and management of consulting services

In 2023 the NSW Parliament Public Accountability and Works Committee held an Inquiry into the previous Coalition Government's misuse of external management consultants. In May 2024 the Committee published its Report which accepted the submission made by the PSA in full and quoted our submission within the document.

Inquiry into a framework for performance reporting and driving wellbeing outcomes in NSW

The Public Accounts Committee of the NSW Legislative Assembly is holding an Inquiry exploring the application and impact of incorporating wellbeing initiatives into the NSW budgetary process.

Voter engagement, participation, and confidence

The NSW Parliament Joint Standing Committee on Electoral Matters is holding an Inquiry into proposals to increase voter engagement, participation, and confidence. The PSA made a written submission to the inquiry.

Essential Worker Housing

The NSW Legislative Assembly Select Committee on Essential Worker Housing is holding an inquiry examining the issue of housing for essential workers. The PSA made a written submission to the Inquiry, in which we welcomed the creation of Homes NSW as a first step to dealing with this ongoing crisis.

ON MESSAGE

The communications team gets the word out.

The PSA CPSU NSW has myriad stories to tell.

The union's magazine, *Red Tape* continues to focus on the vital work our members do for the people of NSW.

The magazine's website www.redtapemagazine.com.au continues to attract new viewers.

In addition, the PSA CPSU NSW issued more than 1,500 bulletins and meeting notices to members in 2024.

The union's public relations agency, Horton Advisory, continued to get the PSA CPSU NSW's viewpoints out to the public.

Issues gaining widespread publicity, including statewide support for the *Child Protection in Crisis* campaign, a walkout by Sheriff's Officers and the handover of Parklea and Junee gaols.





LEARNING CONTINUES THROUGHOUT NSW

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

Nearly 500 members undertook training, which was divided into core union training and training specifically for certain agencies and departments.

Training was delivered in Sydney at PSA House, as well as in the regions.

In addition, our educators assist across the PSA with facilitation, coaching and mentoring work. This includes facilitating or co-facilitating planning and development days for industrial teams and regional organisers.

The PSA CPSU NSW attended the 2024 Australian Unions Healthy Work Conference which was facilitated by the Australian Council of Trade Unions.

MEMBERSHIP DEMOGRAPHICS

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

	Financial	Unfinancial	Total
Members in Departments and Employing Authorities	39,456	1,528	40,984
Other Ordinary Members (Continuing & Retrenched before 1989)	1	0	1
Sub-Total – Ordinary Members	39,457	1,528	40,985
Associates – Retired Officers	672	264	936
Associates – Students	234	0	234
TOTAL	40,363	1,792	42,155

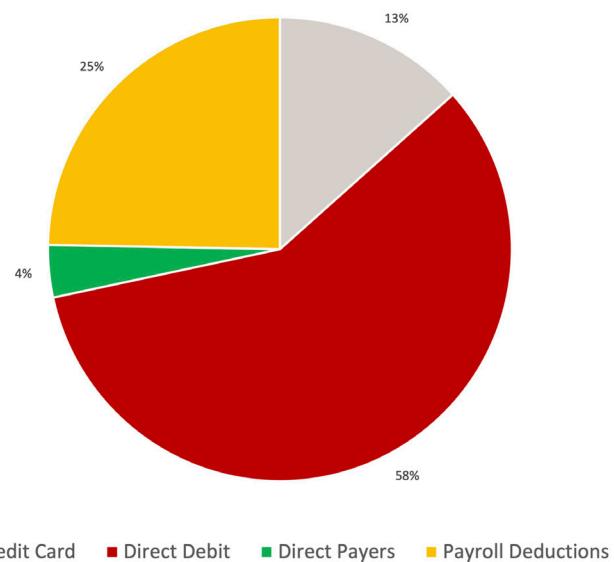
ANALYSIS BY EMPLOYMENT

	Financial	Unfinancial	Total
Departments and Other Bodies	26,508	939	27,447
SOC (State Owned Corp.)	343	14	357
School Education	9,184	401	9,585
Higher Education	2,018	64	2,082
Disabilities	1,403	110	1,513
Continuing and Retrenched	1	0	1
TOTAL	39,457	1,528	40,985

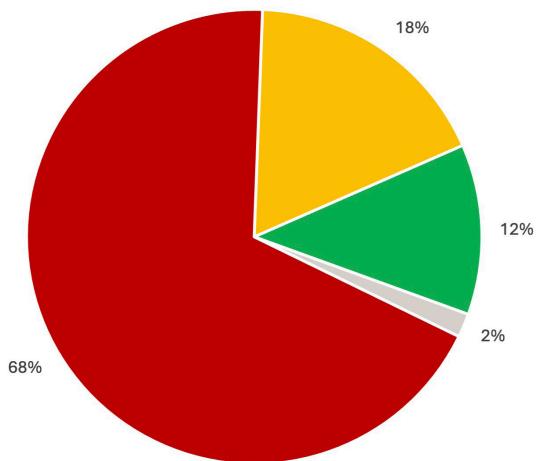
ANALYSIS BY GENDER

		Ordinary	Associate
Men	Financial	14,147	523
	Unfinancial	488	158
Women	Financial	25,205	383
	Unfinancial	1034	106
Non-binary	Financial	105	0
	Unfinancial	6	0
TOTAL		40,985	1,170

Analysis by payment method 2024



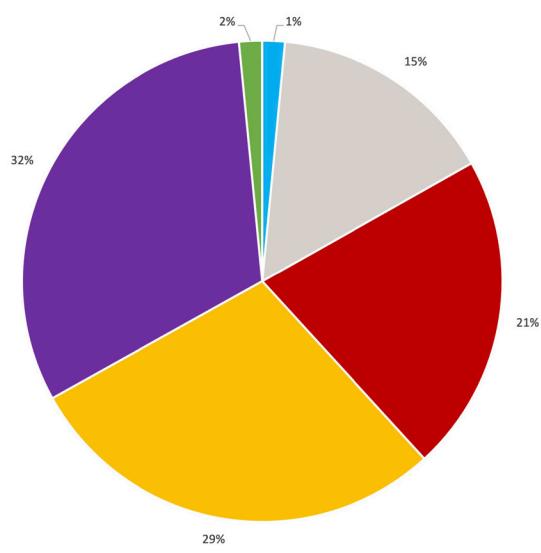
PSA membership by salary bracket 2024



■ Credit Card ■ Direct Debit ■ Direct Payers ■ Payroll Deductions

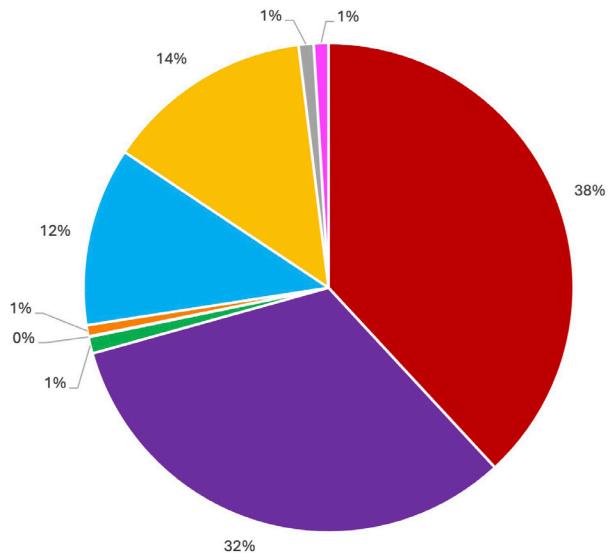
■ \$69,116+ ■ \$48,659 - \$69,115 ■ \$12,164 - \$48,658 ■ Less than \$12,164

Analysis by age 2024



■ Under 25 ■ 25-35 ■ 36-45
■ 46-55 ■ 56-70 ■ Over 70

Resignations 2024 (4,320 Total)



■ LEFT EMPLOYMENT ■ CAMPAIGN SPECIFIC ■ UNFINANCIALS
■ QUIT PSA ONLY ■ RETRENCHED ■ DECEASED
■ NOT COVERED BY PSA ■ RETIRED ■ MISC REASONS

NOTES

WE WOULD LIKE TO THANK OUR SPONSORS AND PARTNERS

SPONSORS

GOLD



SILVER



BRONZE



PARTNERS

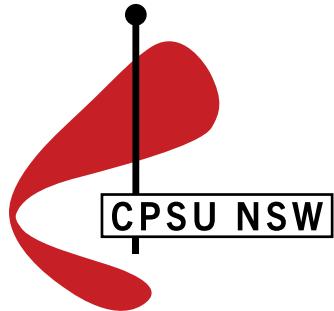


OSARA HEALTH



FOUNDATION
HOUSE





160 Clarence Street Sydney NSW 2000
GPO Box 3365 Sydney NSW 2001

1800 772 679

psa@psa.asn.au

www.psa.asn.au

psansw

cpsu.nsw@psa.asn.au

www.cpsunsw.org.au

cpsunsw