JULY-SEPTEMBER 2019

RED TAPE

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PUBLIC SERVICE ASSOCIATION OF NSW/CPSU NSW

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JULY-SEPTEMBER 2019

RED TAPE

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PSA UNITY – STRENGTH – RESPECT | CPSU NSW

All members of CPSU NSW are also members of the Public Service Association. The PSA is the associated body that manages and resources CPSU NSW.

PSA HEAD OFFICE
160 Clarence Street,
Sydney NSW
GPO Box 3365,
Sydney NSW 2001

T 1300 772 679
F (02) 9262 1623
W www.psa.asn.au
www.cpsunsw.org.au
E psa@psa.asn.au
cpsu.nsw@psa.asn.au

Managing Editor
Stewart Little,
General Secretary

Issue Editor
Jason Mountney

Art Direction
Mine Konakci

Enquiries
PSA Communications Unit
1300 772 679

Membership
T 1300 772 679
E membership@PSA.asn.au

Printer
Spotpress Pty Ltd
24-26 Lilian Fowler Place
Marrickville NSW 2204
paul.d@spotpress.com.au

EU Ecolabel

FOR MORE THAN A CENTURY, UNITY HAS BEEN OUR STRENGTH

As we mark our 120th birthday, it pays to remember that in its first manifestation, the Public Service Association of NSW did not even consider itself a union at its first meeting. Back then, the PSA modelled itself as a body for public servants. Its remit, which included loyalty to the Government, was more about professional development and improving the image of the public service in people's eyes.

In that era, the nascent trade union movement was associated with blue-collar workers such as shearers and factory workers.

However, by the First World War, the PSA was clamouring to be recognised as a union, a goal that was achieved by 1919.

This transition was brought about by the need to show unity as it became obvious there were powers determined to weaken our membership. From its very outset, the PSA faced issues that bedevil our members today: a confusing merit system, job cuts, discrimination against female members, even attacks by the tabloid press.

Early in its history, our union learned that the only way to fight for workers' rights, conditions and pay at work is to provide a united front.

Today, we can look back on 120 years of achievements with pride. Our wages and conditions compare favourably with workers in the private sector. While we'd like better pay rises, the current annual 2.5 per cent increases most members receive compare favourably to those in most other sectors of the labour market.

By the First World War, the PSA was clamouring to be recognised as a union, a goal that was achieved by 1919

Meanwhile benefits such as Flex leave are looked at with envy by workers elsewhere.

We have elevated women from largely poorly paid clerical roles to positions as senior as departmental heads.

Achievements such as domestic violence leave, sexual harassment laws and equal opportunity would not have been possible without unions such as ours presenting bosses with a united front.

We have ensured the public sector is a great launching pad for First Nations workers too often denied access to job markets elsewhere.

Our work keeping public services in regional centres not only protects members' jobs, it also keeps communities alive.

One hundred and twenty years of solidarity has shown the PSA that unity is strength. It is only with the backing of tens of thousands of fellow members that your voice will be heard.

Look around your workplace; while we have had extraordinary growth in member numbers this year, we need to keep recruiting. Point out to any colleague who is not a union member the achievements 120 years of unity have brought the PSA/CPSU NSW and urge them to join the fight.

The past century and a fifth have proven that united we bargain, divided we beg.

MAY DAY TOAST CELEBRATES OUR UNION'S MILESTONE

As PSA General Secretary, I was proud that our union was chosen as the venue for the annual May Day Toast.

General Secretary of the International Trade Union Confederation, Sharan Burrow (pictured second from right), was the key speaker at the event. She reminded union representatives their power "is so important" as 60 per cent of the world's workforce is now in informal work. Also present was Unions NSW Secretary Mark Morey (pictured right).

The Toast also featured a presentation celebrating the life of the recently deceased unionist George Gotsis, one of the driving forces of May Day in Sydney and long-term president of the committee organising the day.

PSA LEADS MAY DAY MARCH

The union movement honoured the PSA's 120 years of service to members by choosing it to lead this year's annual May Day march.

PSA executive members Stewart Little, Troy Wright and Kylie McKelvie were at the front of the PSA/CPSU NSW contingent, holding a banner celebrating the anniversary. The union's marchers were at the head of a wide array of unions and community groups, stretching back more than a kilometre.

Brisk, windy conditions meant the PSA and CPSU NSW flags were on full display to those watching the march.

As has been the case in recent years, the march ended at Prince Alfred Park, south of Central Station, where a family fun day and concert was held.

"The family fair day makes the event less confrontational and encourages families to come in," says PSA President Kylie McKelvie. "And it is great that the unionists of tomorrow have a fun day out."

"It was an honour for the PSA to lead May Day this year," says General Secretary Stewart Little. "The union movement recognises our 120 years of working on behalf of members in the NSW public sector."

Four days earlier, on 1 May, some PSA and CPSU NSW members and staff joined a march through city streets to celebrate the actual May Day.

"The union movement recognises our 120 years of working on behalf of members in the NSW public sector"

OPINION

From the Assistant General Secretary Troy Wright

FIGHTING FOR EVERYONE

For 120 years, the PSA and the CPSU NSW haven't just been fighting on behalf of members, we've been looking out for everyone in the state. Anyone reading this issue of *Red Tape* will appreciate the vital work our members do and the trying circumstances under which they work.

We have members in Community Corrections (page 15) telling their bosses in a survey that they are overstaffed and under-resourced. Not only does this affect our members, who are stressed at work, and their families who see the results after every shift, it also affects the entire community. Our members in Community Corrections protect society by reducing recidivism among former prison inmates who are back on the streets and reintegrating into society. This list includes sex offenders, who will need monitoring to ensure they don't reoffend. Would any parents be happy knowing the people monitoring convicted child sex offenders are struggling to do their job?

This issue of *Red Tape* also covers our many members who work in the state's call centres (page 24). These calls can be traumatic and stressful – Housing clients threatening suicide over their living arrangements, panicked victims of crime calling the police, or people alerting FACS with child-protection concerns. Again, these are vital roles a civil society needs filled.

Yet, our call centres have to deal with yet more stress; the threat of outsourcing. We have seen how Serco's involvement in federal call centres such as Centrelink has turned out: epic wait times and terrible service. There is also the unease about Australian citizens' data being handed over to global companies.

One of the most important roles I have performed as Assistant General Secretary was appearing at a Parliament House inquiry to stand up for our members in disability services and the vulnerable people they work with. We pushed them for a public safety net for people with disability, something that every other Australian state and territory has, and probably every other industrialised democracy in the world.

And the past few weeks have proven our case, as community-sector providers have walked away from, or reduced the scope of service for, the people with disability they have been entrusted to protect.

In May the Benevolent Society announced widespread job cuts and closures of centres, while the Mount View centre for people with high-level disabilities in the Illawarra region has also been closed.

It seems there is no money in what should be a basic government service. Care should be determined by the level of need, not the level of profitability. See page 10 for more details on how this fiasco has unfolded.

And the war on our members and the roles they play will go on, with the prospect of another four years of Liberal National Government.

The consolidation of departments was the first step in the next stage of the Berejiklian Government's war on the public service (see page 8). Within days of being sworn in, the Government cut the number of departments, a move that was not announced during the election campaign at all, yet was on its agenda two days into business. So much for openness and transparency.

Troy Wright talks to the press about the appalling rate of assaults on staff in Juvenile Justice. For more on this story, go to page 14.

THE PSA AND CPSU NSW WILL NOT JUST FIGHT FOR YOUR RIGHTS AND CONDITIONS AT WORK. YOUR UNION WILL ALSO FIGHT FOR THE VITAL WORK YOU DO IN CREATING A SECURE, JUST AND CIVIL SOCITY IN NSW

We have a tough four years ahead, but the PSA is already making moves. The Prison Officers Vocational Branch has attended its first meeting of the Parliamentary Friends of Emergency Services (see page 15). This parliamentary group, which includes Labor and conservative MPs, as well as the vitally important cross-benchers (see page 12 for more on how we will use this vital resource), has vowed to support these important public servants, as well as staff in the police, ambulance and fire-fighting fields. We can only hope the conservative members of this group appreciate the work Prison Officers do when the ludicrous idea to privatise more gaols comes up.

Rest assured, the PSA and CPSU NSW will not just fight for your rights and conditions at work. Your union will also fight for the vital work you do in creating a secure, just and civil society for the people of NSW.

PAY CLAIM ACCEPTED

The State Government has accepted the PSA's 2.5 per cent pay claim for 2019-20, covering all members governed by the state industrial relations system.

New rates commence for the first full pay period after 1 July 2019 – for most public servants this will be the pay period commencing Friday 19 July and processed on Thursday 25 July.

Members looking to retire, take a redundancy or to resign their roles should contact payroll or a financial adviser to ensure they leave work at an optimum time in the pay cycle. Members in the past have left too early and reduced their super and severance pays.

Under NSW industrial relations law, 2.5 per cent is the most the PSA can claim for members. Your union believes the law is unfair but until it is changed, the PSA will continue to work hard to get this maximum possible pay increase for members.

The average wage increase in the past 12 months in Australia has been 2.3 per cent, with the strongly unionised Public Sector driving this. Private sector wage increases have been below two per cent for most of the past two years.

UNDER NSW INDUSTRIAL RELATIONS LAW, 2.5 PER CENT IS THE MOST THE PSA CAN CLAIM FOR MEMBERS

CPI for Sydney was 1.3 per cent for the past year, the same rate as nationally.

Both State and Federal governments project wages will grow by 3.25 per cent in the future, but continue to be the handbrake on this growth. NSW is the single biggest employer in Australia, with more than 300,000 public servants subject to the Wages Cap.

ILO HITS 100

In 1919, the International Labour Organisation was formed as part of the ill-fated League of Nations. The only remnant of the League, the ILO is now part of the United Nations and is based in the Swiss city of Geneva.

The 100-year anniversary was marked with a special assembly at the United Nations.

In its history, the ILO been instrumental in introducing labour standards worldwide.

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Phone: **02 9233 4744** or Toll Free **1800 651 599**

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Police matters | Discrimination | Deceased estates
Superannuation & disability claims
General legal advice

As members of the PSA you are entitled to the first consultation free of charge. To make an appointment call (02) 9233 4744 and quote your PSA membership number

Note: Work related matters must be referred to PSA industrial staff in the first instance. They will advise if a lawyer is required.

DON'T GET AMBUSHED AT WORK

Never allow yourself to be ambushed by a corridor conversation or an office chat that turns out to be the beginning of a performance, disciplinary or misconduct matter.

Your union has developed the following helpful hints to assist you.

1. If you are called to any work-related meeting, catch-up or chat that you did not have advance notice of (preferably at least 48 hours) request in writing the following:
   • purpose of the meeting
   • who will be attending
   • what issues are to be discussed and can an agenda be provided
   • time and venue.
2. If the date and time are unsuitable, you have the right to negotiate a new date and time.
3. If you are concerned about the location of the meeting you can request an alternative location.
4. You have the right to have a support person of your choice attend the meeting with you to ensure principles of procedural fairness are upheld. Your support person can be a PSA/CPSU NSW representative or local delegate, colleague, family member or friend.
5. Request minutes be taken and distributed to all in attendance.
6. Request the meeting ceases at any time if you believe you have been ambushed or the issues being discussed are different to those on the agenda or you are feeling distressed, unsafe and threatened.
7. Your support person is there to support you and not to be a mere observer. They can:
   • request a break during the meeting and have a private conversation with you – this may be about not continuing the meeting if you are distressed or if the meeting has not been conducted in a calm, professional and respectful manner
   • ensure new issues are not introduced about which you had no prior notice
   • seek clarification if questions are irrelevant and/or unfair
   • take notes to assist you in confirming that the minutes are accurate.

NEVER ALLOW YOURSELF TO BE AMBUSHED BY A CORRIDOR CONVERSATION OR AN OFFICE CHAT THAT TURNS OUT TO BE THE BEGINNING OF A PERFORMANCE, DISCIPLINARY OR MISCONDUCT MATTER

8. If you don't agree with the minutes, advise the convener of the meeting in writing. Don't sign the minutes unless you are in agreement that they are a true and accurate record.
9. Either you or your support person can confirm the agreed outcomes of the meeting and request information about any possible next steps or future meetings.
10. Don't agree to anything in the meeting that you are unsure about or not comfortable with – you have the right to have time to consider and seek advice.

Change in the machine

On 1 July 2019 the new Stronger Communities agency came into effect after a process called the Machinery of Government changes.

The PSA wrote to the Secretary seeking the PSA be consulted over the changes, with an inadequate response as a reply. In addition, there have been a range of 'town hall' style meetings across Corporate Services in FACS and Justice outlining proposed changes. The PSA was neither consulted or invited to attend any of the town hall meetings.

Therefore, the Association filed a dispute notification with the NSW Industrial Relations Commission regarding lack of Consultation, on Friday 7 June 2019. At the time of going to print, the matter was listed for Conciliation Conference.

The PSA has also held meetings with the Secretary of Department of Planning Industry and Environment (DPIE) Jim Betts and the Minister for Customer Service, Victor Dominello, to discuss the impacts of the Machinery of Government changes. In addition to PSA staff, a number of affected Delegates attended the meetings.

The PSA surveyed members beforehand to ascertain what particular issues were of most concern to them.

It was confirmed by the Secretary that he was committed to consultation with the union in regard to restructuring. At this stage though they are still looking at executive structures.

Whilst members have raised concerns over their uncertainty, their fear of job losses, impacts on conditions and workloads, they have also made it clear they care about what they do.

The passion shown by our membership for their very important roles is something the PSA made very clear to the new Secretary.

From the President Kylie McKelvie

A VANGUARD FOR WOMEN AT WORK

Looking back at our union's 120 illustrious years, it is heartening to see how early we were championing women at work. And it is disheartening seeing the same arguments being fought decades after they should have been laid to rest.

From the earliest days, the PSA was looking out for women in the public service. In the early days, women were usually found in clerical roles, and expected to leave the service when married.

However, two world wars changed forever these expectations, as more women filled public-sector roles left vacant by servicemen fighting abroad. From the outset, the PSA was demanding women be paid at the same rates as men. Of course, some of this was inspired less out of a sense of gender equality and more from some blokes' fear of being priced out of the jobs market.

The strides made in the war years were tempered in the more conservative 1950s, and the Commonwealth Government's 'marriage bar', which required married women to leave the public service, wasn't lifted until 1966.

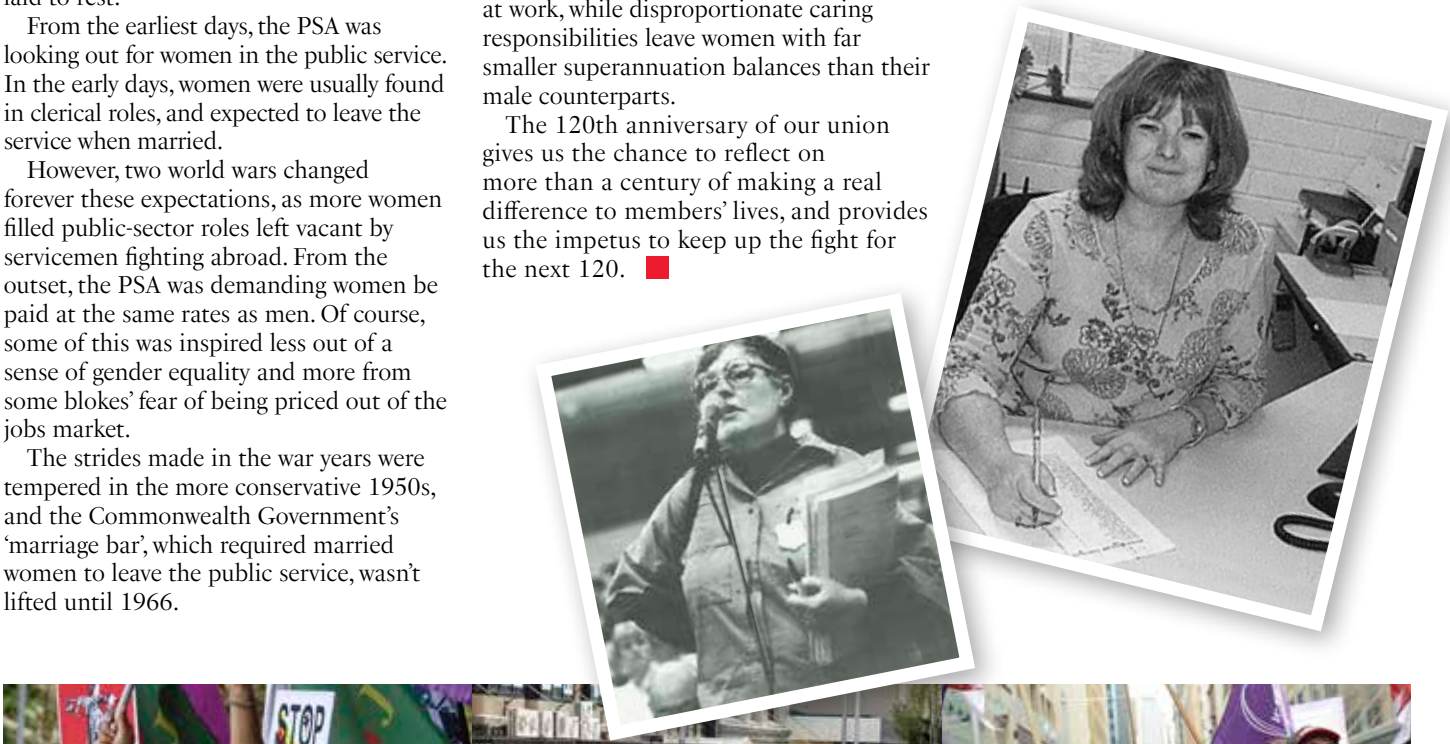
Today, more than 60 per cent of state public servants are women – and the PSA's membership reflects this. No longer confined to clerical roles until their wedding day, women now head departments and are presidents of unions.

While it is tempting to rest on our laurels, the 120th anniversary of the PSA is also a time to look at the battles we are still fighting. Long after equal pay was legislated, women-dominated fields such as schools are paid less than 'blokey' jobs. The recent pay out for disability workers transitioning to the private sector was much less than that given to ferry workers several years earlier.

Too often women are sexually harassed at work, while disproportionate caring responsibilities leave women with far smaller superannuation balances than their male counterparts.

The 120th anniversary of our union gives us the chance to reflect on more than a century of making a real difference to members' lives, and provides us the impetus to keep up the fight for the next 120.

FROM THE EARLIEST DAYS, THE PSA WAS LOOKING OUT FOR WOMEN IN THE PUBLIC SERVICE



WE TOLD YOU SO

Providers fleeing disability 'market'

The privatisation of disability services in NSW is turning into a fiasco, as providers flee a marketplace that in a fair society should never have existed in the first place.

The Benevolent Society has announced it will pull out almost entirely from case management, is scaling back its clinical services and is consolidating its regional services, leaving people in nine regional centres such as Narrabri, Port Macquarie and Albury without services. This means they will have to travel vast distances to other towns and cities, languish without support, or turn to more expensive options.

Another provider, Australian Unity, has decided to pull out of home care services.

There is also instability with Hunter Valley Disability Services and North Coast Disability Services, which are struggling as larger, merged organisations made up of smaller providers.

"There is no doubt people will fall through the cracks with this," says CPSU NSW Industrial Officer, Graydon Welsh. "Who knows where they will go? They will have to hope there is a local provider in their area to provide them the clinical support they need. Or potentially they will have to look for a for-profit organisation.

"Their care would still come through the National Disability Insurance Scheme (NDIS) funding, but they may not get the same level of service."

Of course, none of this news is surprising to the CPSU NSW, which has long warned that care for people with disability is a core function of a government. On Valentine's Day 2017, the union brought the centre of Sydney to a standstill as disability support workers marched in torrential rain in a last-ditch plea to keep a public safety net available for some of the state's most vulnerable people.

In a video address to CPSU NSW members in the sector, Assistant General Secretary Troy Wright talked about the way the union has "constantly campaigned against the privatisation of ADHC".

"We have constantly raised serious concerns that there will be people who slip through the cracks, there is a need for a public safety net, and there is no way the private sector would be able to do anywhere close to the job ADHC has done," he said.

"There isn't the money in the NDIS, it is not property packaged and structured," he said. "These are private sector organisations, effectively, making a commercial decision."

Mr Wright said the CPSU NSW has made representations to the new Minister for Disability Services, Gareth Ward, pointing out "these aren't decisions that should be made on commercial interests".

Mr Wright said the cuts to services are unlikely to be the last under the new system.

"I don't want to be in the game of saying, 'I told you so', to politicians and the media, but this is the sad reality of where we are."

Mr Wright said the State Government's plans for an Ageing and Disability Commissioner should have "broad-ranging powers" that can look into issues such as "service gaps" and "funding debacles". The CPSU NSW has already been to Macquarie Street to urge the Government to implement these demands.

Big win for Disabilities casual staff

At least one private disability services provider has agreed to reinstate higher pay rates for transferred casual disability service workers, following intervention from the CPSU NSW.

In March 2019 the union wrote to providers to advise them that transferred casual and temporary staff from the NSW public sector were protected by their "copied State awards", and could not have pay and conditions arbitrarily cut by their new employer.

House with No Steps acknowledged that based on legal advice, it intended to resolve the situation and apply the copied state instruments to transferred casual employees.

This means casual or temporary employees in disability services will, where applicable, revert back to the terms of their copied state awards. While the precise detail is yet to be finalised, it's likely to mean an hourly increase in base pay of between $3 to $5.50 per hour, depending on the employee's grade.

CPSU NSW AND TAFE TO CONVERGE ON INTEREST-BASED BARGAINING

The next round of bargaining between the CPSU NSW and TAFE will be conducted using a process called interest-based bargaining.

The Fair Work Commission describes interest-based bargaining as a method that "uncovers ways that each party's interests can be met without disadvantaging the other party".

Traditionally, parties presented each other with logs of claims, then negotiated through offers and counter offers. Claims were often inflated in the expectation they would be whittled down by compromise.

The CPSU NSW has experience in interest-based bargaining, which was used with negotiations with Macquarie University.

"There are pros and cons in relation to interest-based bargaining," said Industrial Officer Phoebe Dangerfield, who worked on the Macquarie negotiations. "While there is less opportunity for traditional campaigning with this method, if the union can negotiate joint all-staff meetings with the employer, as we did with Macquarie Uni, to inform and update, there is an opportunity to get in front of a much greater audience.

"People should expect less argument, less aggression and more reasoned discussion. It may not work for all, but it may allow a reset in areas where bargaining is traditionally contentious."

AGREEMENTS REACHED

Agreements have been reached so far this year for members working in Newcastle, Southern Cross and Charles Sturt universities, as well as the UNSW.

An agreement for Wollongong University was submitted to the Fair Work Commission for approval in June. Turnaround from lodgment to the agreement being handed down can take as long as four months.

The University of New England is the only outstanding campus where the CPSU NSW is still in negotiations.

Working the bench

The Berejiklian Government may have been returned in the March 2019 state election, but the four seats it lost to Labor and the Shooters mean it has a thin majority of two seats, and a crossbench eager to get its way.

The closure of the Myuna Bay Sport and Recreation Camp, on Lake Macquarie, gave the PSA the chance to work with a cross bencher and get positive results for its members working in the facility.

The camp at Myuna Bay, for decades a destination for school and community groups, was closed without notice in March, just after the Government had been returned to power. The closure was so sudden it happened in the middle of a waterskiing event.

The reason given for the closure: the Eraring power station's ash dam up the hill from the camp was deemed a risk in the – highly unlikely – chance of an earthquake.

Enter the PSA and a local MP who is not a member of a major party.

In 2007, the voters of the state seat of Lake Macquarie turned on the major parties, with Labor recording a swing of 10.4 per cent against it and the Liberals going backwards 15.7 per cent. The city's then mayor, Greg Piper, was the winner on polling day and has comfortably held his seat since.

The PSA immediately met with Mr Piper, and pushed to protect members in Sport and Recreation from what seemed like a rushed decision to close Myuna Bay.

Both the PSA and the MP went into overdrive, contacting the local press, posting information on social media and arranging talks once the Government had announced a Minister of Sport – the closure had occurred before Cabinet had even been sworn in.

Once sworn in, the new minister, John Sidoti, had meetings with the crossbench MP and the union. Members working in the camp were placed on special leave, protecting their jobs and entitlements while a solution was worked out.

Myuna Bay camp: image has been manipulated.

It is likely a new camp will be opened in the Lake Macquarie region, and it will be staffed by the same members who have worked at Myuna Bay.

The issue proved, once again, how important it is to be part of a union that can react to sudden moves such as the camp closure and to fight for members.

But it also shows how the next four years may work with a government holding a tight majority and a number of seats in the hands of crossbench MPs. At the 2019 PSA Annual Conference, Assistant General Secretary Troy Wright talked about the power members have in seats such as Lake Macquarie, where their local member's vote may be the difference between legislation passing or failing.

The PSA will be working hard with MPs such as Mr Piper, Alex Grenwich in Sydney, Joe McGirr in Wagga Wagga and the three members of the Shooters, Fishers and Farmers to protect their members.

There is also a sizeable crossbench in the upper house that the Government will have to negotiate with to pass legislation. The upper house crossbench is a mix of right- and left-wing parties, including firebrand Mark Latham, that will test the patience of the most skilled negotiator.

Nearly all Governments lose seats in by-elections, so it is likely the Berejiklian Government's grip on power will be looser as its four-year term continues. This gives your union and its members great leverage and the chance to fight decisions such as the closure of Myuna Bay.

Nearly all governments lose seats in by-elections, so it is likely the Berejiklian Government's grip on power will be looser

NEW RANGERS JOIN FORUM

The 40 new Rangers hired by the National Parks and Wildlife Service (NPWS) were among the attendees at a forum held in Sydney in May. And the PSA was there to welcome them.

The Rangers were hired after a long-running campaign by the PSA to reverse a decline in numbers created by staff cuts and demotions.

"During the campaign, the PSA held out on attempts to downgrade the conditions and allowances for new Rangers, by implementing hard barriers," says Industrial Manager Nathan Bradshaw. "The PSA didn't back down or give in, and as a result the Department gave up and went to recruitment."

Stewart Little, General Secretary of the PSA, gave a speech about his long history of working to ensure that Rangers had good pay and conditions and gave attendees a commitment the union would continue to work hard to protect them.

He also acknowledged the very good work Rangers do for nature conservation and also protecting the community of NSW from wild fire and other risks.

The PSA also had a stall at the forum with handouts for both members and non-members.

PSA MEMBERS SET THE STANDARD

PSA members in NSW Heritage Stoneworks have worked to make their employer the first government body in Australia to achieve certification to ISO 45001, the world's first international standard for occupational health and safety.

The standard sets out processes for improving work safety in global supply chains and helps organisations of all sizes reduce workplace injuries and illnesses.

Heritage Stoneworks, which is part of the Department of Finance, Services and Innovation, had also achieved certification for ISO 9001 (Quality) and ISO 14001 (Environment) Standards.

KIM GIVES A DAM

PSA Organiser Kim de Govrik was among the speakers at an event opposing the raising of the Warragamba Dam.

The protest, held in Katoomba, was held in reaction to State Government plans to raise the dam wall 14 metres, putting National Park land and species at risk.

Mr de Govrik, who worked for the National Parks and Wildlife Service in the area for almost 30 years, said "thousands of hectares of the greater Blue Mountains heritage area were going to be flooded".

He said tourist drawcards such as bushwalks were at risk if the Coxs River was widened.

Destination NSW staff await award outcome

The PSA is, at the time of printing, awaiting the outcome of a hearing in the Industrial Relations Commission (IRC) to determine whether the employees working at Destination NSW are covered by the *Crown Employees (Public Service Conditions of Employment) Award 2009*.

Many employees are under individual contracts whilst others who transferred over from *Tourism NSW* at the inception of Destination NSW are under the Tourism Award, as it was at that time.

The PSA believes the *Government Sector Employment Act in 2013* moved Destination NSW into the public sector. Hence its employees are public servants.

The PSA has been seeking proper conditions for affected employees for some time. On one occasion in the IRC the lawyer representing the employer argued that no-one attended PSA meetings so had no interest. The PSA advised the Commission that staff felt intimidated regarding meetings held in the office.

"And the workplace needs union help," says PSA Industrial Officer Nick Player. "A look at the People Matter survey for Destination NSW shows 40 per cent of respondents had witnessed bullying at work. This is an increase of 12 per cent from the previous year's survey. The amount of people responding that they have been bullied remains the same as the previous year; 17 per cent.

"One way of looking at the figures is that the same people are copping it, but the bullies are more confident now to do it in the open."

PSA TAKES ACTION OVER ASSAULTS

Some of the wounds sustained by Juvenile Justice employee Bob King

PSA MEMBERS IN THE HARSH WORLD OF JUVENILE JUSTICE ARE FIGHTING FOR SAFER WORKPLACES.

The PSA has finally succeded in its demands for secure units in Juvenile Justice. This comes as staff in the area continue to bear the brunt of serious assaults by detainees.

Departmental Committee Delegate Bob King was recently attacked with a hammer to the head at Orana Juvenile Detention Centre in Dubbo. This followed two recent assaults, one in the Frank Baxter Centre in the Central Coast and the other at the Cobham Centre in western Sydney, which were the catalyst for staff ceasing unsafe work in four centres on 9 June.

The Industrial Relations Commission ordered staff back to work, after the Department agreed to move some high-risk 18-year-old detainees into the adult corrective system. Talks will continue between the union and the Department.

Staff who ceased work are now fighting to have wages returned from the action taken.

On the same night as the work cessation, detainees took control of the Frank Baxter Centre, destroying the Penang Unit, costing the taxpayer several hundreds of thousands of dollars.

These are part of an increase in violence in the Juvenile Justice system.

"I wouldn't recommend someone in my family work in Juvenile Justice," said Derek* a member of the PSA Delegate Committee covering the area. "It used to be considered a cream job in the Central Coast. Not anymore."

> "I WOULDN'T RECOMMEND SOMEONE IN MY FAMILY WORK IN JUVENILE JUSTICE"

The PSA's Delegates believe the surge in violence from detainees is a direct result of a 2014 decision to close Kariong, the state's maximum-security unit for underage detainees, which was located in the Central Coast.

"The day Kariong closed, the mood in the sector changed," says Derek.

In the closure's wake, high-risk detainees are now housed among the general population in the Cobham and Frank Baxter centres. Where there is treatment for bad behaviour programs, attendance is voluntary.

"There is no compulsion," said Derek. "The kids have no consequences."

Adding to the tinderbox of potential violence are plans to reduce the time detainees spend in their rooms.

"They have nearly halved confinement and punishment times," said Derek.

More time out of rooms and among the general population means there is a greater risk of more photos of battered staff being splashed throughout the media.

Adding to the crisis is an increase in female detainee numbers, so much so that the existing facility in Airds is at capacity and girls are being sent to Cobham.

For many members, the deterioration of safety standards means the working day doesn't end when they clock off.

"For the first time, my family is asking about my day at work," says Derek. "We are not clocking off mentally and our families are suffering. New staff are already scared to come to work.

"And this isn't just our problem. These kids are eventually paroled and will be back on the streets. We handle the kids the community wants nothing to do with."

The PSA is pushing for therapeutic units to be established throughout the system to house high-risk detainees, taking away their influence over the general population of detainees and making them easier for staff to manage.

"Our members no longer have faith in the Department and its ability to keep members safe," said the PSA's Ms Bond. "We want the centres to be fully staffed, and the Department to follow its own rules and regulations."

PSA WHS Officer, Ian Tuit, said all workers have a right to cease unsafe work, and that there are lessons here for anyone who feels at risk at this job.

"The Workplace Health and Safety Act authorises a worker to not do work that involves a serious risk 'from an immediate or imminent exposure to a hazard'," he said. "Unsafe work conditions can involve anything, from asbestos to work pressure.

"Workers taking a cease-unsafe-work action must notify their employer and be available for suitable alternative work."

"Management need to be held accountable for their own decisions," said Derek.

* Name withheld for security reasons.

Pollies unite to support our officers

The PSA's Prison Officers Vocational Branch (POVB) was welcomed to a cross-party group at NSW Parliament House in June.

The new Parliamentary Friends of Emergency Services held a function attended by representatives of the POVB, the Police Association of NSW, the Ambulance Division of the HSU and the Fire Brigade Employees Union.

Politicians from across the political spectrum, including Minister David Elliott and Shadow Minister Guy Zangari were there to support the workers at the front line of emergency services in NSW.

"We are happy to be recognised as an integral part of the state's security," said POVB Chair Nicole Jess. "We hope to use this platform to get cross-party support for issues such as workers' compensation and adequate staffing for the often-dangerous work our members do."

"WE ARE HAPPY TO BE RECOGNISED AS AN INTEGRAL PART OF THE STATE'S SECURITY"

COMMUNITY CORRECTIONS IN STAFFING CRISIS

Staffing levels at Community Corrections are not keeping up with the Department's ever-expanding workload, putting the state at risk.

A Workload Survey conducted among members in Community Corrections has found members in this vital area are overworked, with more than 20 per cent of replies showing staff working more than 170 hours per month.

Nearly half the respondents have skipped flex hours to catch up with their workloads.

More than 70 per cent of those who filled out the survey said there were insufficient staff to cover workloads, and nearly 40 per cent said there were insufficient available resources. Nearly 70 per cent said there was inadequate available time to complete their tasks, while more than half believed work demands were unreasonable.

Despite this level of dissatisfaction, only 38.82 per cent of respondents felt they had an effective forum at work to raise workload issues and concerns.

Worryingly for not only members but the wider community, nearly 80 per cent believe overwork is affecting the quality of work in this vital sector. Community Corrections' responsibilities include monitoring recently released felons, including sex offenders.

More than 500 positions at Community Corrections are filled by temporary staff.

ASU SURVIVES CHANGES

The PSA has successfully fought to keep the Aboriginal Services Unit (ASU) as a complete entity, with no loss of roles.

Under the realignment of the Justice Department, plans were floated to separate the service delivery function from the policy function and relocating the ASU's frontline service delivery.

However, after the PSA stood up for the ASU by notifying a dispute in the NSW Industrial Relations Commission, the unit will move to Courts and Tribunal Services and there will be no loss of staff.

WALKOUT GETS RESULTS FOR CORRECTIVES STAFF

NSW parliamentarians have taken notice of Industrial action taken earlier this year by Correctional Officers and passed the *Crimes (Admin of Sentences) Amendment (Inmate Behaviour) Bill* governing behaviour by inmates in the state's prisons.

The so-called Hamzy Bill was passed in reaction to a serious assault on a Correctional Officer by inmate Bassam Hamzy. Hamzy's sentence was extended 20 months for the assault in Goulburn Supermax, Australia's highest security prison. However, Acting Judge Geoffrey Graham later rescinded the additional time, claiming a loss of prison privileges was a sufficient sentence.

As a result, Correctional Officers took industrial action and walked off the job.

The Crimes (Admin of Sentences) Amendment (Inmate Behaviour) Bill states that withdrawing privileges "does not prevent the commencement or continuation of proceedings for a correctional centre offence or criminal offence".

Chair of the Prison Officers Vocational Branch, Nicole Jess, said the bill's passage justifies members taking action.

"Staff in facilities such as Supermax perform a vital role in our society and should not be assaulted at work," said Ms Jess. "They need the full protection of the law."

There will be a judicial review of the Hamzy decision in September.

Cut the assaults

For many staff in NSW schools, being spat at, kicked, scratched and kicked is an all too common part of the working day.

"I am sporting injuries at the moment, I have a corked thigh," said Fiona*, who has worked as a School Learning and Support Officer (SLSO) for more than 20 years.

Fiona works in a mainstream school, as part of a specialised unit dealing with students with disabilities.

"It is the severity that is the issue," she said. "You never know what will happen. It depends on the trigger and the motivation for the attack."

Fiona said that while her unit is prone to assaults, as are schools catering exclusively for children with disabilities and behavioural issues, "it is not to say that it wouldn't happen in a mainstream class".

"The surge in violence towards staff in schools is not acceptable," said PSA Industrial Manager Kris Cruden. "You don't have to put up with it."

Ms Cruden says members too often "just dealt with" violent incidents, when instead every case should be recorded so management and the Department can get an accurate picture of problem's magnitude.

"The Government needs to support principals, teachers and SLSOs to develop ways to deal with students with a tendency to violence," she said.

The PSA's Schools team has been liaising with staff and members in the Juvenile Justice field, developing a template for staff to use if they have been subjected to workplace violence.

Fiona would like cases like her bruised leg taken more seriously. "People need to be debriefed and we need to re-evaluate behaviour management plans. This does not happen in all cases."

As one PSA member working in a regional high school discovered, principles taking cases seriously can make a big difference.

After an aggressive parent cornered him at school, the member, who is employed as an Aboriginal Education Officer, "had to run to the other end of the school", where he found the school principal.

"He dropped everything and came and helped," the officer says.

After helping defuse the situation, the principal helped set up mediation between the staff member and parent and gave support to the officer's demands that police be involved if the events were repeated.

"YOU NEVER KNOW WHAT WILL HAPPEN. IT DEPENDS ON THE TRIGGER AND THE MOTIVATION FOR THE ATTACK."

"My advice in situations like these would be to seek assistance," the education officer says. "Don't deal with it by yourself: it could become toxic.

"It is easier when you have someone to support you."

For people being abused at work, support from management can make a lot of difference.

"If members aren't getting support, they should call their union," says PSA and CPSU NSW Member Services Manager Kym Ward. "We can put them in touch with people who will help."

* Name changed.

BANS OVERTURNED AS IRC DEMANDS CONSULTATION

The PSA's work bans on the controversial WBS/IO software roll-out have been overturned by the Industrial Relations Commission (IRC), which has instead ordered the Department of Education to resolve the situation in consultation with the union.

"While the PSA was instructed in conciliation by the IRC that it must lift the bans, we are not walking away from the issues and concerns members still have," says Industrial Manager Kris Cruden. "We will continue to fight to ensure that every improvement that can be made to the WBS/IO is genuinely considered by the Department in the continuing negotiations that have been agreed to.

"We will continue to raise the impacts of the unreasonable workloads members are suffering, and work hard to ensure adequate support is provided to staff in schools."

Safe science on union agenda

School Administrative Officers (SAOs) working in science approached the PSA for help in setting up a mechanism to enable them to raise their particular issues so that we can take them up with the Department of Education.

After discussion with some members, the main issues that were raised included safety measures and training for potentially dangerous work with chemicals and lab equipment, as well as workload and greater respect and understanding of their role in schools.

"SAOs who work in science are undertaking a very particular role, one unlike that of other SAOs," said PSA Industrial Manager Kris Cruden. "The PSA setting up a group to specifically represent them.

"This group, like the General Assistants Advisory Group, and the Special Education Working Group will provide representation for specific issues."

Health workplaces failing members

Two workplaces responsible for the health of the state are in need of some remedies themselves.

The PSA has had a ministerial-level meeting to raise concerns about workplace issues at the **NSW Health Care Complaints Commission (HCCC)**.

The HCCC is experiencing high staff turnover. While management has blamed change-averse, long-term staff, the PSA believes other issues are driving employees – and their significant corporate knowledge – away.

The PSA pushed for a wide-ranging, independent review of the HCCC. In addition to the issues above, staff at the Commission have problems with excessive workloads, bullying and a poor resolution process. Common with other agencies, staff at HCCC have problems with the GovConnect system.

The issues are at such a level that the PSA is worried about the health of employees.

After pressure from the PSA, the Government increased the HCCC budget by 7.9 per cent, which will see an additional intake of about 12 staff.

At the **Ministry of Health**, which is over-reliant on contractors, the PSA is pushing for more staff to be appointed to full-time, permanent positions. The PSA also believes a mental-health strategy is required.

The move by the department to new premises in St Leonards, in Sydney's lower north shore, has been mishandled, with members scattered in three interim locations while the new building is completed.

The PSA believes the State Government's annual three per cent efficiency dividends need to be reconsidered.

"The HCCC is an organisation of around 80 people with significant workplace issues," said PSA Industrial Manager Kris Cruden. "It cannot absorb cuts of 12 per cent over four years.

"And at the Ministry of Health, labelling the important work of keeping the state healthy can't be simply labelled as 'back office roles'.

"This is essential work in trying circumstances."

MEMBERS FIGHT FOR MISSING ALLOWANCES

Vigilant PSA members noticed they were not being paid the correct allowances when they tried to make claims on OneSAP, spurring their union into action and getting their rightful money.

Once confronted with the evidence, FACS confirmed the correct rates for meal, travel, on-call and other allowances were not processed for 2018-19 – even though Treasury had advised of the changed rates on 1 July 2018.

FACS has given the PSA an assurance that all changes to allowances from 1 July 2019 will be processed promptly and in accordance with the rates defined in the next Treasury circular. The PSA will be holding FACS to account on this commitment.

The union advises any member who claimed allowances from 1 July 2018 to review their documentation and records, check the backpayment figure and pursue any concerns with Payroll in the first instance.

Education programs to ease cuts pain for FACS staff

The PSA has worked with FACS to assist staff affected by closure of the facility at Stockton, in the Hunter Valley.

Any staff member who wishes to pursue a qualification or training to improve their career prospects will receive paid study leave. There is a $1 million budget to support education for all staff.

Career planning and support through a local company with experience in career planning and supporting job seeking activities will also be provided.

> WHEN FIRST ESTABLISHED IN 1899, THE PUBLIC SERVICE ASSOCIATION OF NSW WAS RELUCTANT TO EVEN CALL ITSELF A UNION

THE PSA: 120 YEARS STRONG

THE PSA FORMED 120 YEARS AGO WAS UNRECOGNISABLE TO OUR UNION TODAY.

In fact, when first established in 1899, the Public Service Association of NSW was reluctant to even call itself a union. Instead it was a body set up to promote the interests of public servants throughout the state of NSW.

Rather than dedicating itself to industrial support for its overwhelmingly middle class – and male – membership, the PSA dedicated itself to educating members and encouraging a sense of unity among the colony's employees.

The first edition of the organisation's precursor to Red Tape, *The Public Service Journal*, went as far as to proclaim the PSA's "loyalty to the Government of New South Wales". However, this loyalty, even then, had its limits. The same edition talked about providing "the means for combined action in matters affecting any section of the Service".

The public service had, in the preceding decade, bore the brunt of job losses as the colony lurched through the depression of the 1890s and members of the new association were keen not to repeat the experience.

The PSA may not have called itself a union, but the seeds were planted.

When an industrial arbitration system was

1899

PSA adopts its constitution and commences operations in Bridge Street, Sydney

1900

The precursor to Red Tape, The Public Service Journal, is launched, and the first regional office opens in Moree

1910

The PSA runs its first major campaign covering equal pay, superannuation and conditions

1919

The PSA is registered under the Trade Union Act

established in 1908, the PSA was denied a role in the new system. However, undeterred, the PSA launched its first major campaign covering equal pay, superannuation and conditions two years later. Finally, in 1919 the PSA was registered under the *Trade Union Act, 1881*.

At this time, the cosy relationship between the PSA and the Public Service Board was displaced as governments tightened purse strings.

In 1919, mass rallies of members gave the PSA access to the arbitration court that decided other industrial relations matters. Sadly, this was rescinded three years later.

In 1922, new legislation again excluded the PSA from the arbitration system. However, the union waged a major political campaign between 1925 and 1930 to regain access and forced the Lang Labor Government to amend the legislation to accommodate the PSA.

BEATING DEPRESSION AND ENDING THE BOYS' CLUB

When the world economy again entered depression, this time in the 1930s, the massive public sector job cuts were averted. However, the PSA was forced to negotiate over a sector-wide pay cut and the Treasury raiding superannuation to make up for revenue shortfalls – money not returned until 1944.

It was now the PSA was starting to create links with other unions, including blue-collar unions whose members the founders of the association believed they had little in common with.

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

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

Early networking by members was done at events such as 'smoking concerts', where members would light up in venues such as Sydney Town Hall and talk shop. At these events, female members were denied entry to the main area and sidelined to a nearby gallery.

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

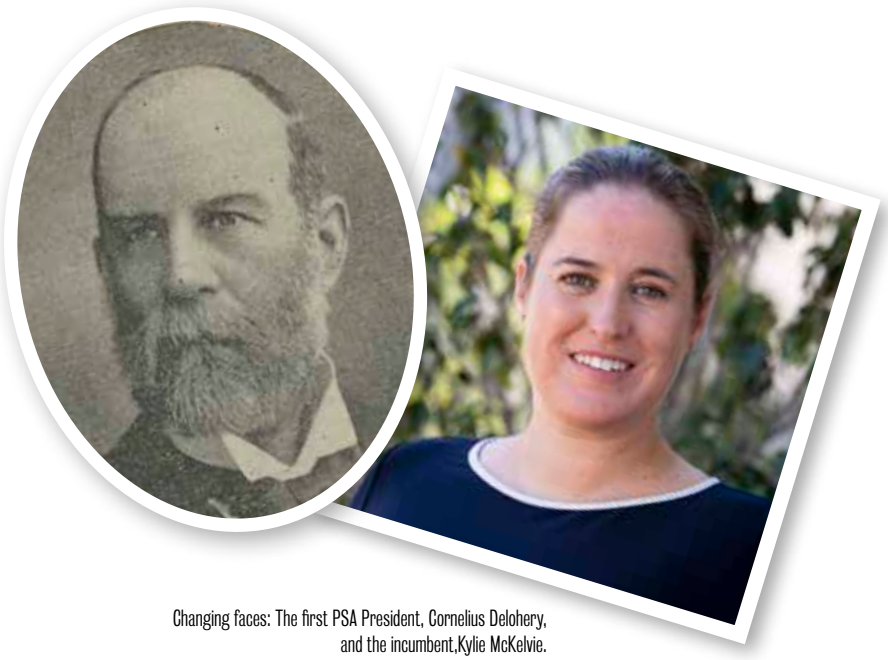
A UNION EMERGES

The planned depression-era job cuts and the treatment of women members meant the PSA – once characterised by government loyalty and men-only networking events for white-collar workers – was acting like a union.

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

The PSA turned to redress the case of pay equity when demanding members' pay be returned to pre-depression levels.

The cuts to wages had particularly hit women in the public service, while some male workers worried they would be cut in favour of cheaper, female



Changing faces: The first PSA President, Cornelius Delohery, and the incumbent,Kylie McKelvie.

1922

Legislation excludes the PSA from the arbitration system

1930

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

1932

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

1957

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

employees. The campaign to restore wages to levels before the depression cuts focused on women and lower-paid roles.

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

As the country moved towards the Second World War, demands for equal pay increased.

It was also at this time that *Red Tape* lived up to the adjective in its name, with advertisements for Soviet publications among its pages. As the country marched to war with Nazi and Fascist powers, and after the ruins of the depression, many members at the time looked to the USSR as the future. For many members, the testing times of war and economic downturn had torn up the loyalty to the government proclaimed by the PSA's founders.

The first time PSA members walked off the job was in 1976, when Corrective Services staff took industrial action.

It wasn't until 17 November, 1980, that the PSA, which had just moved into its present Clarence Street premises, went on a membership-wide general strike. In that action, up to 80 per cent of members walked off the job, paralysing the state. The strike was in reaction to the new *Public Service Act*, which was regrading current positions and using outside appointments to undermine wages and conditions.

The strike, which unsurprisingly earned the ire of the Murdoch press, saw 5000 workers attend a stop work meeting and thousands march on Parliament House.

> **... UP TO 80 PER CENT OF MEMBERS WALKED OFF THE JOB, PARALYSING THE STATE**

WORKING IN TIMES OF CRISES

In the 1980s, the PSA was at the forefront in dealing with social issues for members in NSW and comrades interstate. Locally, it put out extensive information on a new disease, AIDS, that was causing widespread panic, particularly in the prison system, where one Officer was later murdered using an infected needle.

During that decade, the union was also sending messages of support to workers north of the Tweed, who were being subjected to the heavy

1972

Equal pay principle extended to include the principle of "equal pay for work of equal value"

1975

PSA wins Equal Pay Case for Female Salaried Officers em ployed by the Department of Motor Transport

1980

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

1986

Members in Schools take industrial action—and win—over permanency

hands of the anti-union – and corrupt – Bjelke-Petersen Government. Financial donations from PSA members helped striking electricity workers in that state.

And the 1980s saw the union make robust demands for a better superannuation system, a full decade before it was enshrined in federal law.

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.

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

To mark the union's 100th birthday, Labor Premier Bob Carr addressed celebrations as the PSA prepared for the challenges of the employment market in the 21st century.

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.

The same year saw the formation of the union's Aboriginal Council, a vehicle to improve the working lives of First Nations members.

In recent months, strike actions in Corrective Services have stemmed the damage wrought by the Berejiklian Government's benchmarking agenda, which is putting Officers and inmates at risk.

THE FUTURE LOOKS BRIGHT

Recent years have seen steady growth in membership after a lull in numbers.

But there are still battles to be fought. The union is currently engaged in a pay equity case for staff in schools.

"It is humbling to be part of a movement that will be strong long after I am gone," says General Secretary, Stewart Little. "Long may the PSA stand up for members' conditions and public services that make NSW a great part of Australia."

DID YOU KNOW?

The PSA is proud of its diverse membership, which has changed as years pass. Many parts of our membership have moved to other unions, been privatised or simply faded away with the times. In the past members of the PSA have worked as:

- Teachers
- Toll Collectors
- The Totalizer Agency Board employees
- The Grain Elevators Board employees
- The Metropolitan Meat Industry Board employees
- United Dental Hospital cleaners
- Inspectors at the Queensland state border
- Staff at St Vincent's Hospital
- Poultry Inspectors
- Parking Patrol Officers

1999

Then Premier Bob Carr addresses the union to celebrate its 100th anniversary

2002

PSA wins pay equity for librarians and archivists employed in the NSW public sector

2017

The PSA/CPSU NSW Aboriginal Council is formed

2019

The PSA celebrates 120 years of service

CONFERENCE KICKS GOALS

Stirring speeches from former Socceroo captain Craig Foster and Unions NSW Secretary Mark Morey helped lift post-election spirits and inspired future action at the 2019 PSA/CPSU NSW Annual Conference.

Coming after two election results cementing neoliberal agendas in both Canberra and Macquarie Street, the conference was a chance for the PSA/CPSU NSW to set course for the coming years.

Keynote speaker Craig Foster is a former Socceroo who was in the media in late 2018 and 2019 for his work freeing Bahraini footballer Hakeem al-Araibi from a Thai prison. Mr al-Araibi had been granted asylum in Australia for his anti-government activities in the Middle Eastern kingdom.

Before his work with Mr al-Araibi, Mr Foster had helped Australia's football players organise for better pay and conditions, including improvements in injury treatment. In his address, he discussed the days of the National Soccer League, when players were often forced into second-rate injury treatment at the behest of penny-pinching club owners.

He said one of the turning points of collective action among footballers was the 1997 Confederations Cup tournament in Saudi Arabia, when the national team refused to play unless there was a better split between payers and the game's authorities.

Mr Foster said that today the Professional Footballers Association has 100 per cent coverage of players in the upper levels of the game.

"Collectivism, people power and unity is a powerful tool," he said. "The players who needed help were the smallest players, the youth players, the ones just in the team and the older players and injured players: the ones who had no leverage."

The Professional Footballers Association was a driving force in the campaign to return Mr al-Araibi to Australia from Thailand, even though as a lower-tier player he was not a member. The association's work snowballed, with fans and clubs joining the movement to free the Bahraini.

"Our job was to put the government in a position where there was no choice but to get him out," said Mr Foster.

Earlier that day, in a lectern-thumping address, Unions NSW Secretary Mark Morey urged members not to lose heart over the recent election results. He said it was time for people to get out of their "bubbles" and engage with the wider community.

"We have got to stop being silent in our workplace," he said. "We have to start getting our message out there. Our values we espouse are still the right values.

"Now is the time to pick it up and go harder."

Opening the speeches, General Secretary Stewart emphasised there is a fight ahead "against a state government with a proven track record of privatisation and job cuts".

"Our job is to hold them to account," he added.

The fight, he said, was not just on behalf

of members but the rural communities battered by a system that cut back and consolidated public services, with "jobs and money being centralised in Sydney".

Speaking after Mr Little, Sydney University academic Jane Andrew talked about how "accounting has made it possible to weave the market into all aspects of life, including government", giving examples where measuring data in a specific manner massages figures to push the cause for privatisation, particularly in corrective services.

She pointed out that in Western Australia, reporting on prison operations almost became more important than actually guarding inmates, with officers learning to use "flowery language" to impress superiors. All this data was then used to justify outsourcing.

On the final day of conference, UTS academic Sarah Kaine talked about the future of work, and how to "keep jobs that are decent, and have decent conditions".

She warned members that automation, which for a long time had afflicted work such as manufacturing and labouring, had crossed over into white collar professions.

"Legal documents can now be analysed by bot, while block chains cut out intermediaries such as lawyers and real estate agents," she said.

She added the 'gig economy' was also shaking up labour relations, denying many workers entitlements such as leave and compensation. However, the gig economy had also proven how resistance to the negative effects of these changes need not come from labour law, citing the case in New York where the city's taxi authority took charge of its share rider services, guaranteeing drivers minimum rates of pay.

The conference concluded with a panel of industrial relations figures, Karen Batt and Tom Lynch of the CPSU and industrial lawyer Mark Perica. The trio talked about the issues additional conservative rule will face the union movement, including more community understanding of issues facing voters.

"We need to get out of our social media bubble," said Mr Lynch. "We have to get out of the bubble of only talking to people we agree with."

IDENTITY DOMINATES ABORIGINAL CONFERENCE

The second annual Aboriginal Conference covered what Delegate Tony Amatto described as "the third wave of theft behind land and children", the theft of Aboriginal identity.

Members discussed what it meant to be Aboriginal, and cited cases where reserved jobs were given to people faking identity or where the position was allocated haphazardly.

Earlier that day, former rugby league player Ricky Walford talked about how working in the public service eased his transition to life in Sydney after he left his home in Walgett to play his sport at a higher level.

"Seventeen years in public service, gave me exposure to mentors to develop as a person," he said. "Many of my friendships had nothing to do with rugby league but with the public service."

Lawyer Teela Reed, of the Legal Aid Commission of NSW, talked about how reconciliation requires "hard work".

Long–standing advocate of Aboriginal rights, Kevin Tory, talked about the theft from all Australians of the country's mineral wealth, while expressing some hope that the incoming Morrison Government may make some progress with First Nations people, citing previous Liberal Party support his community had received.

Later that day, Country Conference learned of the three levers – politics, the media and the community – that regional members can use to keep public sector jobs in regional areas.

ON CALL

PSA members in call centres are often the first port of call for people accessing public and privatised services. They deserve better conditions

> TECHNOLOGICAL CHANGES ADD AN ADDITIONAL, IMPERSONAL LEVEL OF SUPERVISION ON MEMBERS

Call centre staff are the front line for public and privatised services; working long, often unsocial hours and too often dealing with angry or abusive customers. To make things worse, they are too often working under the constant threat of outsourcing.

Members at the Family and Community Services and Justice (FACS) Helpline deal with often extremely traumatic calls, involving issues such as child abuse and neglect and family violence.

"However, our members are not given recognition for the difficult work they do," said Industrial Officer Carmel McKeough.

Ms McKeough said the Helpline was subject to a review by consultants, which came up with the intrusive idea of timing toilet and personal care breaks through the use of a "be right back" code. The PSA has implemented work bans over this.

Like many areas of the NSW public service, the Helpline has a large percentage of its workforce employed under temporary status – some with up to four years' service. And to make things worse, once they are given full-time status, staff are then put on a 12-month probation period, despite having already demonstrated their competence in a highly stressful job. There is no requirement under the Government Sector Employment Rules for staff to be placed on 12 months' probation. The PSA has raised the inherent unfairness of this practice through the Joint Consultative Committee and the union has said it expects the Department to act.

In the same building as the Helpline, the Housing Call Centre has seen technological changes add an additional, impersonal level of supervision on members. Real-time analysts monitor call levels and data such as time off the phone.

There is no scope in this system for workers to take time out and calm down after abusive calls or mentally taxing encounters such as threats of suicide.

The old agreement Housing call centre members work under was drafted in 1998, and does not take into account the technological changes of the subsequent 21 years. The PSA is pushing to modernise or review this agreement to take into account this development, as well as issues such as staff working night shifts walking to their cars alone late at night.

Like FACS, agency staff who prove their worth in Service NSW are usually obliged to work an additional probationary period. There is also a lack of clarity with roles, with staff often expected to work duties above their pay grade.

There are also issues with workers not being paid to set up workstations or receiving overtime when calls extend past the end of their shift.

At the Office of State Revenue's call centre, there have been changes to rosters without consultation with the PSA.

In Tuggerah, the Policelink call centre offers staff benefits such as screen breaks and FACS leave. Industrial Officer with the PSA, Andy Wright, says that with greater flexibility and rostered days off, it would be an ideal example of how a call centre should operate.

Despite the extraordinary work our members in call centres perform, they are under threat from privatisation and outsourcing from a government that has a proven antipathy to public services.

When call centres are outsourced, often the first move to increase profitability is to send options offshore. While this makes the bean counters happy, it is often disastrous for the person making the call. Accents, a lack of local knowledge and the security issues around offshoring data can all affect the quality of service that is better provided by PSA members.

The PSA's Carmel McKeough says "it is not beyond the realms of possibility" that the FACS helpline, which, to the Government's chagrin, is highly unionised and served by efficient delegates, will be outsourced. She says privatisation behemoth Serco's involvement in federal call centres such as Centrelink proves governments can use outsourcing to undercut workers in this highly stressful workplace.

SHOPPING SITES MADE EASIER

The two member-discount services available to PSA and CPSU NSW members – Union Shopper and Member Advantage – have been made easier to access and follow for deals.

Members should log onto either our PSA or CPSU website and register. Once you have registered with Union Shopper and Member Advantage you will receive deals directly emailed to you.

To access the shopping discounts and information, go to the member-only sections of the websites, log in, then follow prompts to Union Shopper and Member Advantage.

"Union Shopper and Member Advantage offer great discounts on everything from a new car to weekly grocery bills," said Member Services Manager Kym Ward. "The services use the buying advantages offered by Australia's large pool of union members to get the best deals possible for members.

"UNION SHOPPER AND MEMBER ADVANTAGE OFFER GREAT DISCOUNTS ON EVERYTHING FROM A NEW CAR TO WEEKLY GROCERY BILLS"

"Not only is it a great benefit to us, it is also a great way for members to encourage colleagues who have not joined our union to come aboard and make our movement stronger."

Members joining Union Shopper's health insurance scheme are also able to get a $100 gift card.

TAXING MATTERS

The 2018-2019 tax statements will be posted to any members who pay their membership fees via direct debit or monthly credit card.

Members should expect these by mid-July.

Members who pay via payroll deduction will find their union fees on the payment summary (these were once called group certificates) supplied by your employer.

For members who pay via invoice, receipts are provided to you at time of payment.

Alternatively, direct debit and credit card payers can log into the union site's members' area and download their own tax statement.

For any enquiries, please email membership@psa.asn.au.

Get online and update

PSA and CPSU NSW members can keep their membership details up to date on the unions' two websites.

The members-only portals on the sites – psa.asn.au or cpsunsw.org.au – let members update details such as payment details, salary changes , contact details, address, workplace and next of kin for the Provident Fund.

"To serve you best, we need your up-to-date details," says Member Services Manager Kym Ward. "Your workplace determines what bulletins you receive, as well as *Red Tape*."

JUNE-AUGUST 2019

RED TAPE IN YOUR INBOX

Did you know you can receive *Red Tape* digitally?

You can read the latest edition as a PDF sent directly to your inbox!

To receive *Red Tape* in this format, email membership@psa.asn.au

STILLBIRTH LEAVE CAMPAIGNER NAMED DELEGATE OF THE YEAR

CPSU NSW member Leanne Smith has been named Delegate of the Year.

After losing a child through stillbirth, yet having less leave than her husband to grieve, Ms Smith last year gave evidence to a Senate inquiry into leave provisions for parents recovering from losing a child that has not gone full term. Her evidence helped pave the way for stillbirth leave to be placed awards at Ausgrid, her workplace.

"Stillbirth: a difficult topic to discuss," she said. "But even more difficult is trying to negotiate with your employer for leave entitlements the day you find out your baby has died. No-one else should have to go through that.

"More than 2000 families are impacted by stillbirth every year. That equates to over 4000 workers annually who are not covered by a minimum leave entitlement. Stillbirth needs to be recognised and there needs to be standardised leave entitlements in the National Employment Standards."

> "STILLBIRTH NEEDS TO BE RECOGNISED AND THERE NEEDS TO BE STANDARDISED LEAVE ENTITLEMENTS IN THE NATIONAL EMPLOYMENT STANDARDS"

Make a date: Women's Conference on the calendar

The annual Women's Conference will be held this year on 10 and 11 September.

A highlight of the calendar, the two-day event brings together female members from throughout the state to listen to speakers and workshop solutions to issues such as wage inequality, sexual harassment and other issues of interest to women members.

Members interested in being at the Women's Conference should look out for bulletins or watch the PSA and CPSU NSW websites for information on how to apply to attend.

STAY SAFE ONLINE

PSA/CPSU NSW Women's Industrial Officer Rachel O'Shea recently attended a workshop on technology-related abuse to discover how this affects members and what strategies they can use to fight it.

"I had no idea it was such a problem," said Ms O'Shea. "Even more eye-opening was the number of attendees there who were aware of the extent of phenomena such as cyber-bullying, yet had no way of knowing how to deal with it.

"Instead many felt it was an issue they had to put up with."

The workshop, held by the Office of the eSafety Commissioner, examined issues such as online trolling, extortion using intimate images, the establishment of fake social media accounts and unauthorised sharing of contact details online.

As well as telling users how to report and combat technology-abuse, the conference dealt with strategies to deal with the issue, such as time out from technology, using support networks and not letting others determine your sense of self-worth.

Women push for pay equity in 1969

120 years of fighting for women

The PSA was one of the pioneers of fighting on behalf of women in the workplace. Here are some highlights of our push for workplace equality.

1902 Public Service Act 1902 prohibits the appointment of married women to the NSW public service if their husband was already employed by the State.

1907 The Federal Harvester Case establishes a basic wage for males based on their "breadwinner" status.

1909 In the Fruitpickers Case, the Commonwealth Conciliation and Arbitration Commission rejects an argument that the male and female basic wage be the same.

1919 The basic female wage is 54 per cent of men's.

1921 Creation of "female office assistant" classification in the NSW public service.

1922 Women excluded from sitting for NSW public service exams.

1930 PSA Women's Auxiliary established.

1948 Women permitted to sit for public service exams.

1950 Australian women's minimum wage set to 75 per cent of men's.

1957 NSW Government legislates for six weeks' paid maternity leave for permanents.

1969 Federal Equal Pay Case establishes the principle of "equal pay for equal work".

1971 Maternity leave in NSW public service extended to unmarried women and temporary employees.

1972 Equal pay principle extended to include the "equal pay for work of equal value".

1973 PSA Women's Auxiliary named Women's Council.

1975 PSA wins Equal Pay Case for Female Salaried Officers employed by the Department of Motor Transport.

1974 Abolition of separate eligibility NSW public service lists for men and women.

1977 Anti-Discrimination Act comes into force.

1978 Maternity leave provisions in the NSW public service are increased. A woman can take off six weeks prior and at least six weeks after a birth, with pay provided at six weeks' full pay and six weeks' half pay.

1980 Anti-Discrimination Act amended to establish equal employment opportunity in the public sector.

1984 Federal Sex Discrimination Act enacted.

1986 Affirmative Action Act enacted.

1986 Permanent part-time work introduced into the public sector, negotiated by the PSA

1986 Helen Twohill is the first woman appointed as PSA General Secretary.

1987 Janet Good is the first female PSA President.

1995 Jennie George is the first female ACTU President.

1998 NSW Pay Equity Inquiry begins.

2000 The NSW Industrial Relations Commission established the Equal Remuneration Principle, to improve pay equity for women in occupations that have been traditionally undervalued because of gender.

2002 PSA wins pay equity for librarians and archivists in the NSW public sector.

2005 Paid maternity leave in the NSW public sector increases from nine weeks to 14 weeks.

2010 PSA wins Lactation Breaks clause for breastfeeding mothers.

2010 Women on 83 per cent of men's average wage.

2011 Australia's first universal paid parental leave scheme begins.

2011 PSA wins five days' paid Domestic Violence Leave.

2012 Social and Community Service workers' Pay Equity Decision.

2016 Pay gap 16.2 per cent.

2018 Ten days paid Domestic Violence Leave won for all NSW Public sector workers.

RETIREES FIGHTING CUTBACKS

The PSA/CPSU NSW Retired Associates are gearing up to campaign against the newly elected State Government.

The PSA/CPSU NSW Retired Associates is a forum for members who are eager to continue to fight for workers' rights and a properly funded public service. The group also campaigns on behalf of retirees throughout the country, lobbying both the state and federal governments for a better deal for older Australians.

According to Chair Robert Ryan, the group plans to make representations to the State Government on what it sees as a decline in building standards, which has already seen two high-rise blocks of flats evacuated. He ties this to the lack of oversight from a government more determined to shed staff than maintain standards.

He said the defects in the Opal building in the Olympic precinct and more recently Mascot Towers show the Government is not enforcing standards sufficiently.

"These buildings have defects so great it is not possible to remain silent and fix the problem quietly," said Mr Ryan. "Worse still, these defects have occurred at a time when there is less certainty in the strata property market than at any other time this century.

"Last February, in response to Opal, the NSW Government told the Australian Council of Governments meeting in Hobart that if re-elected, it would introduce legislation to create a Building Commissioner's Office, require architects and engineers to sign off on building plans, require builders to sign off that the building was constructed in accord with the certified plans; and enable owners' corporations to sue for negligence if the building code was not delivered."

Many older Australians are downsizing to buildings such as Opal and Mascot Towers, or have invested their savings to purchase flats in them.

Davina farewells PSA

PSA Schools organiser Davina Murray walked into PSA House on 21 May, 1981, not realising she had found a job for life. Thirty-eight years later, she is leaving the PSA for the last time.

"I came here and started work as a Relief Stenographer using an electric typewriter with lots of white-out, a telex machine and a hand-held telephone and pretty much everyone smoked at their desks," she said.

"Since then I have worked as a computer clerk using the old Honeywell system, a canteen assistant making toasted sandwiches for Central Councillors, an Industrial Clerk, an MSC operator and now am an organiser. I have also been a photographer and the caterer at many Melbourne Cups and in-house Christmas parties.

"I also started up a staff newspaper called *The ASP* which didn't last long, but was a bit of fun.

"I have worked in Divisions, Agencies, Teams, Sections and have worked on almost every floor in the building.

"I have worked with so many amazing people. I have grown up – and old – with them. I have been to weddings, birthday parties and funerals. I have seen staff become parents, and grandparents, yet time seems to have stood still and we all seem to be the same, just with a few more wrinkles, grey hairs and extra kilos. It has been a fabulous place to be a part of.

"I never thought on 21 May 1981 that this job would be for life, but I am so glad it was as it is a great place to work. Always around kind, caring and strong loyal people who believe in unions and their values.

"I will be coming back to join in the celebrations when the PSA wins the Pay Equity Case."

KEEPING UNION TO ACCOUNT

The five-person PSA/CPSU NSW Accounts team looks after an organisation with more than 37,000 paying members, more than 150 staff and five building tenants.

"My team does a great job keeping on top of such a large organisation," said Chief Financial Officer Michael Cairns. "Members can be assured that with rigorous control processes in place and regular external audits being undertaken that their membership fees are put to optimum use fighting on their behalf."

YOUR UNION REMEMBERS

The PSA/CPSU NSW was among those laying wreaths at the Ingleburn Dawn Service in Southwestern Sydney.

The wreath was placed at the memorial by CPSU NSW Organiser Shane Jobberns.

"We need to remember many of the public servants who lost their lives and were wounded in the many wars that have had Australian involvement," says Mr Jobberns. "When our union was formed, 120 years ago, there were members in South Africa fighting a war far from their homes."

THANKS TO DYLAN

The man who has emailed every member of the PSA/CPSU NSW is leaving for a new career.

After eight years with the union, Dylan Moore has left PSA House to pursue a trade.

Part of his role with the union was preparing the bulletins and meeting notices that keep our members posted and up to date.

He also organised the many items of merchandise and promotional materials found around members' workplaces.

"Dylan will be missed by all staff here," said Assistant General Secretary Troy Wright.

Union remembers a giant in the Hunter

PSA and CPSU NSW members and staff celebrated the life of Run Hunter in a memorial in Newcastle early this year.

Ron, who passed away in 2018, was remembered as a tireless advocate for workers' rights, tertiary education and a workers' compensation system that properly served members.

Away from work, Ron rewrote missing classical compositions from Mozart.

RON WAS REMEMBERED AS A TIRELESS WORKER FOR WORKERS' RIGHTS

"There will be others who will speak about Ron's amazing musical endeavours which he kept secret from most of us, and the re-writing of missing compositions," said PSA/CPSU NSW Industrial Manager Shay Deguera. "There will be others who will speak about Ron's unionism, his musical and art endeavours and his role as a carer.

"I lost count of how many people had gone through divorces, how many tissues were used as we heard people reliving their stories and breaking down, how many people had to live with daily crippling pain, how many people had been forced to sell their houses, how many people had been forced to relocate, and most unfortunately how many different ways people had thought about or tried ending their lives.

"Ron took on their issues and got them connected with the network of support that is available in the Hunter area of pollies, services, and kept in contact with these workers until they were being looked after. Most of this was done in his own time.

"This humble, generous, giving and compassionate approach and his achievements in industrial relations for all workers should have Ron Hunter remembered as one of the truly great unionists that the Hunter has produced."

I ♥ A MULTICULTURAL NSW

OUR MEMBERS:

Multicultural NSW

Members in Multicultural NSW are at the forefront of promoting diversity and social cohesion in the state. Their work ensures communities have equitable access to services, enable participation in the wider community, and celebrate their cultural diversity.

Our members feel strongly about their work, and we do, too. The *I love a Multicultural NSW* campaign aims to highlight the importance of a well-funded Multicultural NSW and what our members deliver to communities across our state.

FILM REVIEW:
CAPITAL IN THE 21ST CENTURY

Kiwi director Justin Pemberton's film is an adaptation of the book of the same title, written by the French social scientist Thomas Piketty.

IN HIS FILM, PEMBERTON EXPLORES HOW CAPITAL HAS CHANGED, FROM A TOOL OF THE ARISTOCRACY, THROUGH REVOLUTIONS AND WORLD WARS

In the film, which was shown as part of the Sydney Film Festival, Pemberton created a work he thought would accompany the book rather than summarise it.

In it, he explores how the role of capital has changed, from a tool of the aristocracy, through revolutions and world wars and the impact unions had in forging a middle class.

From the 1980s onward, however, neoliberalism saw the income distribution gap widen between the poor and the top one per cent. Today, the middle class is getting poorer and the next generation will be worse off than their parents.

In the film, Mr Pemberton warns that the transformation of the economy is creating a small class of very wealthy individuals. Exacerbating that problem is the massive shift offshore of wealth, cutting into taxation revenues and running down services.

Linked to this decline is the rise of the hard-right, pitting desperate people against their fellow citizens.

Little wonder Mr Piketty warns in the film that "the 21st century scares me".

Despite its grim warnings, Permberton's film is not without humour.

BOOK REVIEWS:

AWINNING FOR WOMEN: A PERSONAL STORY

Iola Matthews
$29.95, Monash University Publishing

Leading figure in the Second Wave of Feminism, Iola Mathews was one of the founders of the Women's Electoral Lobby, a journalist at *The Age*, and a leading ACTU advocate for women workers during Bob Hawke's landmark Accord.

Her book talks about the work she did bringing about reforms such as affirmative action, equal pay, superannuation, child care, parental leave and work-family balance.

BULLSHIT JOBS

David Graeber
$29.99, Penguin

Now available in paperback, this book examines how a glut of service and administrative jobs is keeping people in their workplaces, yet not adding to productivity.

This is contrary to the utopian dreams of the early 20th century, where economists such as John Maynard Keynes saw technology as a saviour from the drudgery of work and the harbinger of a new age of leisure.

LETTERS

There is a statement in your *Speaking frankly* story in the previous There is a statement on page 12 saying 'that the image of self-funded retirees forced back on to pensions by a draconian change to laws is an exaggeration'. I am not so sure about this saying 'that the image of self-funded retirees forced back on to pensions by a draconian change to laws is an exaggeration'.

By being very diligent, not wasting money, and investing it in blocks of land and shares you can save for your retirement, which is what I did over the 38 years that I worked for the Department of Education.

I never took any long service leave. I saved it up so that when I retired I received a long service leave lump sum payment which I invested in shares. I also took my superannuation payment as a lump sum and invested all of it in shares. I retired in 2008 and actually finished working in August 2008, one month before I turned 61.

I had set up my retirement portfolio to look after myself for the rest of my life. I thought I would be OK in retirement as I had always worked towards this during my working life. Now some politicians come in and change the rules, which completely wrecks my set up.
I really feel like I am being subjected to elder abuse by these politicians.

Gwen Allan

Helen Jessup (right) receives her award from Anna Watson MP.

Helen gets recognition for cancer work

A PSA member has been named Local Woman of the Year in the Shellharbour region for her work with cancer patients.

Helen Jessup was granted the award by local MP Anna Watson.

"Helen Jessup is a breast cancer survivor and has also been diagnosed with lymphoedema as a result of her treatment," says the MP. "She has battled breast cancer twice, in 2011 and 2015.

"Since her diagnosis and treatment, Helen has dedicated her life to helping and supporting other people with cancer whilst also calling for additional public lymphoedema services in the Illawarra."

Ms Jessup works for the National Parks and Wildlife Service (NPWS) and has in the past been a Delegate for the PSA.

"From the time I took over this portfolio, even though Helen was not a Parks Officer Vocational Branch member, she continually provided me information and support regarding NPWS," says PSA Industrial Officer Michael Sinclair.

HELEN HAS DEDICATED HER LIFE TO HELPING AND SUPPORTING OTHER PEOPLE WITH CANCER

"She was a great Delegate and is still a member working as a Ranger out of the Wollongong NPWS office," says PSA Organiser Kim de Govrik. "She deserves this award."

CROSSWORD

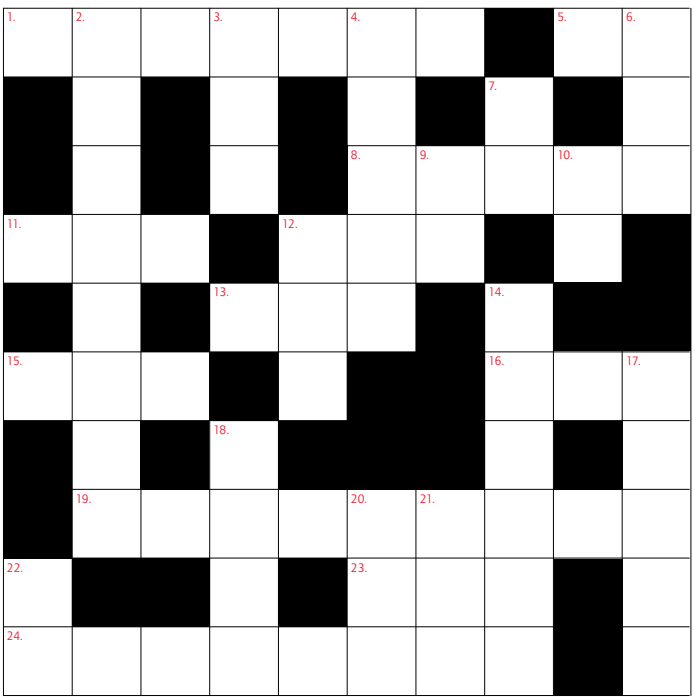
ACROSS

1. Australian soldiers were fighting in this when the PSA as formed. (4,3)
5. The department you call when your computer is down. (2)
8. Male monarchs. (5)
11. Long time. (3)
12. Used to fasten. (3)
13. Item Firearms Registry members look out for. (3)
15. Facial spasm. (3)
16. Ornate shopping building near PSA House. (1,1,1)
19. Department that employs many PSA members. (9)
23. Something on the floor. (3)
24. Your union has fought hard for _____ of the sexes. (8)

DOWN

2. You should be paid this when you work extra hours. (8)
3. Brazil's second-biggest city (3)
4. Liberal Premier of the 1960s and '70s alleged to have links with organised crime. (5)
6. Shortened version of the Apple Isle. (3)
7. More successful successor to the League of Nations. (1,1)
10. Not out. (2)
11. Rather than stay, this is the option pondered by The Clash in 1982. (2)
13. Word game. (3)
15. The Pay _____ Case is being run by the PSA for Schools. (6)
18. These had their dirty laundry aired in a Royal Commission. (5)
19. PNG village that saw ferocious fighting towards the end of Japanese occupation. (4)
21. My French friend. (3)
22. Useless objects. (3)
23. Sweaty class at school. (1,1)

Last issue's solution



Training schedule: Sydney

Introduction to the Union Tuesday 23 July
Dealing with Member Issues Thursday 25 July
Role of the Delegate Thursday 1 August
Introduction to the Union Tuesday 20 August
Achieving Workplace Flexibility Thursday 5 September
Introduction to the Union Wednesday 2 October
Dealing with Workplace Bullying Tuesday 15 October
Women in the Union Thursday 17 October
WHS two-day course Wednesday 30 and Thursday 31 October

Training schedule: Regions

Care & Resilience – Tamworth
Wednesday 14 August, West Tamworth Leagues Club, 58 Phillip Street, Tamworth
WHS two-day – Tamworth
Thursday 15 and Friday 16 August, West Tamworth Leagues Club, 58 Phillip Street, Tamworth
Care & Resilience – Nowra
Tuesday 3 September, Nowra Golf Club, 86 Fairway Drive, North Nowra
WHS two-day – Nowra
Wednesday 4 and Thursday 5 September, Nowra Golf Club, 86 Fairway Drive, North Nowra
Role of the Delegate – Queanbeyan
Thursday 19 September, Venue to be confirmed
WHS two-day – Griffith
Wednesday 23 and Thursday 24 October. Griffith Leagues Club, Jondaryan Ave, Griffith
Dealing with Workplace Bullying – Griffith
Friday 25 October, Griffith Leagues Club, Jondaryan Ave, Griffith
Role of the Delegate – Tamworth
Tuesday 29 October, Venue to be confirmed

Information

These courses are available at no charge to PSA/CPSU NSW members. Most state public sector members are entitled to paid Trade Union Training Leave. Your delegate or organiser will be able to provide the details.
Non-members wishing to attend our training will need to submit a membership application first.

Special needs
If you have a disability and/or special needs, please contact training staff at the time of your enrolment.

Course outlines

Introduction to the union
Discover what role unions play in your workplace.

Role of the Delegate
This course discusses the role of the delegate and active members: what delegates do, delegate protections, organising skills, recruitment, working with issues, union values and involvement. Any member is welcome to apply.

Dealing with Member Issues
This course is for delegates who want to develop their ability to assist members with individual workplace issues.

Dealing with Bullying in the Workplace
Designed to assist members and delegates in dealing with bullying and harassment at work.

Dealing with Restructures
Government guidelines that inform the restructure process, how the PSA responds to restructures at the consultation and implementation stages, the role members and delegates can play, discussion around specific restructures and case studies.

Achieving Workplace Flexibility
This course will look at the benefits of workplace flexibility and what flexible work practices exist in the NSW public sector. It will examine what you can do to access and implement these flexible work practices, by providing negotiation and organising strategies.

Women in the Union
Topics include history of women's participation in the workforce, your rights and entitlements, union structures, assertiveness, EEO and anti-discrimination.

Care and Resilience
This course aims to enhance mental health awareness. It also provides participants with information, strategies and resources to assist in identifying and supporting a colleague/s with mental health issues and encouraging them to seek professional help. We also look at some useful strategies to manage stress and build personal resilience.

Work Health and Safety
This two-day course covers the various rights, entitlements and obligations under the WHS Act 2011, that underpin a safe and healthy workplace, paying special attention to union perspectives.

HEALTH & SAFETY REPRESENTATIVE TRAINING

Courses will be held at PSA House and are available to elected Health and Safety Representatives (HSRs). The cost of the five-day course for your agency is $800, and the one-day Refresher is $200. To register for either course you must fill out a registration form from our website and have it approved by your Manager. Please return completed form either by email to training@psa.asn.au or by fax to 9262 1623.

Joining Form

Joined by:

PSA — UNITY – STRENGTH – RESPECT | CPSU NSW

ABOUT ME:

Title: ☐ M ☐ F ☐ Other ☐

First name:

Surname:

Preferred name:

D.O.B: ☐☐ / ☐☐ / ☐☐☐☐

Aboriginal or Torres Strait Islander heritage? Yes ☐ No ☐

Address (home):

STREET STATE

SUBURB POSTCODE

Address (postal):

POSTCODE

Phone:

MOBILE

HOME WORK

Email:

PERSONAL PLEASE NOMINATE YOUR PREFERRED EMAIL

PREFERRED ☐

WORK

PREFERRED ☐

Red Tape magazine via: Post ☐ Email ☐

ABOUT MY WORK:

Employer name:

Job title:

Pay ID serial no:

Commencement date: Agency:

Worksite address:

STREET STATE

SUBURB POSTCODE

Employment status: ☐ FULL-TIME ☐ PART-TIME

Employment type: ☐ PERMANENT /ONGING ☐ TEMP/ CONTRACT ☐ CASUAL ☐ LABOUR HIRE

Are you a current Health Safety Rep (HSR)? YES ☐ NO ☐

ABOUT MY MEMBERSHIP:

Weekly membership fees are based on your gross annual income. Please tick which applies to you:

	Gross annual salary	Weekly fees from July 2018
☑	Less than $10,456	$3.65
☐	$10,456 – $41,824	$7.10
☐	$41,824 – $59,411	$11.45
☐	More than $59,411	$14.90

FEES ARE TAX DEDUCTIBLE

Fees can also be paid quarterly or yearly by cheque/credit card/cash. Payment must accompany form and then an invoice will be sent when account is due.

I would like more information about:

Training ☐ Becoming a delegate/contact ☐

ABOUT MY PAYMENT:

OPTION 1: Direct Debit Fortnightly ☐ 4 weekly ☐

NAME ON ACCOUNT

FINANCIAL INSTITUTION

BSB ACCOUNT NUMBER

SIGNATURE

I hereby request the deduction from my account of my subscription to the PSA (User ID 040 172). I authorise the following: 1. The PSA may verify the details of the above mentioned account with my financial institution if required. 2. My financial institution may release information allowing the PSA to verify the above mentioned account details. 3. My employer may release my bank account details to the PSA for the purpose of enabling me to establish a direct debit facility for the payment of my subscription. 4. I have read the Automatic Payment Service Agreement overleaf and agree with its terms and conditions.

OPTION 2: Credit Card (monthly only) Visa ☐ Mastercard ☐

CARD NUMBER

NAME ON CARD

SIGNATURE EXPIRY DATE

I hereby authorise the PSA to debit my card account with the amount and at the intervals specified in the Salary and Fees Table detailed on this form, and in the event of any change in the charges for these subscriptions, to alter the amount from the appropriate date in accordance with such change. This authority will stand, in respect of the above specified card and in respect of any card issued to me in renewal or replacement thereof, until I notify the PSA in writing of its cancellation. Union dues processed on 7th of each month.

DECLARATION:

SIGNATURE

DATE

RETURN YOUR FORM

AFTER COMPLETING YOUR FORM, YOU CAN:
Hand it to your organiser

SCAN AND EMAIL TO:
membership@psa.asn.au or fax to 02 9262 1623

YOU CAN POST IT TO:
Membership Section, PSA of NSW
GPO Box 3365, SYDNEY NSW 2001

I, the undersigned, hereby apply to be enrolled as a member of the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA) and the Community & Public Sector Union SPSF Group NSW Branch (CPSU NSW) in accordance with the Rules of both bodies, by which I agree to be bound, and I appoint the PSA and CPSU NSW as my bargaining agent. I agree that a copy of this form (whether as a scanned image, photocopy, facsimile or otherwise) may be used or dealt with as if it were the original. I have read and understood the information detailed overleaf relating to financial obligations and the circumstances and manner in which I may resign my membership.

Membership fees subject to change.

Joining Form

Joined by:

JOIN YOUR UNION

#JoinYourUnion

psa.asn.au/join psansw

Terms and Conditions:

Automatic Payment Service Agreement

We, the PSA, make the following commitment to you:

»The PSA will debit/charge your membership fees as they fall due. However, if this day falls on a non-business day, they will be debited/ charged on the next business day.

»The PSA will only use this authority to debit/charge regular fees. If you miss a payment, it will be picked up in the following period i.e. two instalments will be taken out.

»Resignation from the PSA must be notified according to the section "How to resign from the PSA and CPSU NSW". Should you resign your membership, the PSA undertakes to cease debiting your account upon the termination of the written notice period.

»The PSA will notify any changes to your union fees in "Red Tape".

»The PSA will act in accordance with our Privacy Statement, while noting that your financial institution may require such information to be provided in connection with a claim made on it relating to an alleged incorrect or wrongful debit.

»The PSA will investigate and deal promptly with any queries, claims or complaints regarding debits/charges and provide a response within 21 days of receipt.

Your commitment to the PSA:

»You will ensure that the account details provided to the PSA are identical to the account details held by your bank or financial institution.

»You will ensure that you have sufficient funds or credit available in the nominated account on the due date for payment of your fees. You will let us know in writing within 14 days if the nominated account is altered, transferred or closed.

»You will be responsible to ensure that the amounts debited/charged to your nominated account for your PSA fees are correct.

»If the charging arrangements are stopped by you or your nominated bank or financial institution, you will arrange a suitable alternative payment method with the PSA.

»Resignation from the PSA/CPSU NSW will be notified by you as per the conditions in the section "How to resign from the PSA and CPSU NSW". Repayments will not be made for late notifications.

How to resign from the PSA and CPSU NSW

You may resign from membership when either you cease to work in an area covered by the Association or by giving 14 days notice in writing of your intention to resign to the PSA General Secretary.

Resignation from the PSA will also be taken as resignation from the CPSU NSW, subject to confirmation.

Resignation from the CPSU NSW can be by notice in writing of two weeks or more, such notice being delivered to the Secretary of the CPSU SPSF Group NSW Branch.

Please note that you are obliged to pay any dues owing to the PSA up to the date of effect of the resignation and that fees are not refundable on resignation from the PSA/CPSU NSW.

Privacy Statement

Information collected in these applications is used for the purposes of the PSA and the CPSU NSW only.

When we use third parties to carry out union functions (eg mail-houses, electoral offices, candidates to union office, union delegates, etc.) only necessary information is released, and subject to the condition that it not be used for any other purpose.

Information requested for payment of membership fees is provided only to the relevant financial institution or employer.

Any member may at any time arrange to see and correct their membership record by contacting membership@psa.asn.au

T 1300 772 679
F 02 9262 1623
A 160 Clarence Street, Sydney NSW 2000
GPO Box 3365, Sydney NSW 2001
W psa.asn.au
W cpsunsw.org.au
E membership@psa.asn.au

Contact your union

Got an issue at work?
Contact the Member Support Centre

For workplace issues, email membersupport@psa.asn.au

For queries relating to payment of your fees, email membership@psa.asn.au

Telephone 1300 772 679

To see a full range of member benefits, see our websites

PSA
UNITY – STRENGTH – RESPECT

CPSUNSW

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