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The Public Service Association of New South Wales and Community and Public Sector Union (SPSF Group) NSW Branch acknowledges the Traditional Custodians of the lands where we work and the places in which we live. We pay respect to Ancestors and Elders, past, present and future. We recognise the unique cultural and spiritual relationship and celebrate the contributions of First Nations peoples to Australia.



This issue of *Red Tape* contains information some readers may find confronting. If you feel you need help, organisations that can provide assistance include:

- Respect National Sexual Assault, Family & Domestic Violence Counselling 1800 737 732
- Beyond Blue 1300 22 4636
- Lifeline Australia 13 11 14
- MensLine Australia 1300 78 99 78

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

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





PUBLIC IS BEST: PARKLEA PROVES THE POINT

Once again, the Public Sector is seen as a better alternative.

In my previous column, I welcomed the news that June Correctional Centre was about to enter the public prison system.

I am happy to revisit the same topic this issue. The Minns Government has announced that from next year, Parklea Gaol, privatised in 2009, will return to state control.

The State Government realises the free market cannot provide a public service so important as the incarceration and rehabilitation of inmates.

Parklea proves that Public Service Matters. It is the backbone of a fair, functioning, and compassionate society.

Public service is about people; namely our members. Unlike the private sector, which primarily serves those who can pay, public services are designed to ensure that everyone, regardless of their background,

income, or circumstances, has access to essential services.

There are so many services that only our members can provide.

Whether in times of crisis or through everyday life, the public service proves its value more than ever. Our members work tirelessly to protect lives, restore order, and help communities operate. Their work often goes beyond the call of duty, driven by a commitment to serve rather than personal gain.

Public Sector workers are the architects behind major infrastructure projects, environmental protection policies, public health campaigns, and social reform initiatives. You see them in schools, gaols, national parks and government offices.

Our members are there in state-funded TAFE colleges and universities.

Over decades, PSA CPSU NSW members have helped shape the state we know today: one with a strong safety net, robust public institutions, and a commitment to fairness.

Public service is vital for trust and accountability. Transparent processes, ethical standards, and oversight mechanisms ensure that power is exercised responsibly. When Public Sector workers act with integrity, they help build public trust in government and in the democratic process. Little wonder powers like the current American government target public sector workers.

Importantly, public service also fosters innovation and problem-solving. Whether it's developing new responses to climate change or tackling complex social issues like homelessness our members are at the forefront of finding practical, inclusive solutions that serve the greater good.

We should all be proud of our members. They keep our communities running and build a fairer and more resilient nation.

It's not just a job, it's a calling that embodies the very best of what we can achieve when we work for something greater than ourselves.



ELECTION WIN A TICK FOR PUBLIC SERVICES

Coalition pays the price for demonising the Public Sector.

The return to power of the Federal Labor Government under Anthony Albanese proves that demonising the Public Sector is no way to win the support of Australian voters, said PSA CPSU NSW General Secretary Stewart Little.

“The decision by Liberal Party Leader Peter Dutton to slash and burn public services was never going to wash with voters here,” said Mr Little. “They have seen the incredibly professional Public Sector workers do so much for our country.

“In addition to the everyday services delivered efficiently, the country’s Public Sector is always there to help the country



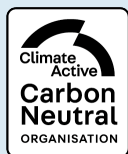
through tough times. And people remember the remarkable work the Public Sector did during the pandemic.”

During the election campaign, the Liberal National Coalition vowed to get rid of 41,000 Public Sector workers.

As the campaign evolved and polling numbers dropped, the Coalition marched back on the promised cuts by extending

its promised timetable and sparing the regions from potential job losses. Demands to end working-from-home rights for Public Sector workers were also dropped early in the campaign.

The community did not trust the campaign, including extremist statements by Senator Jacinta Nampijinpa Price, who was the face of the proposed cuts.



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PUBLIC SERVICES ARE VITAL TO SO MANY

For so many people in NSW, a well-funded Public Sector is there to help.

Like many of my fellow Prison Officer Vocational Branch members, I saw people with tragic backgrounds serving time in our gaols.

I'm not alone. Many of our members are employed in areas that provide vital lifelines for vulnerable individuals and communities. Through health care, housing, legal aid, and targeted support services, our members work every day to promote safety, equity, and opportunity for those who need it most.

Every day, PSA CPSU NSW members play a crucial role in protecting the state's most vulnerable people, including children, people with disability, Indigenous communities, and those experiencing poverty, homelessness, or domestic violence.

It is no coincidence that the most vocal critics of the Public Sector are among the country's most powerful and wealthy.

Our Child Protection and Family Services are literally the difference between life and death for many children at risk of abuse or neglect. Our members are on the frontline, investigating reports, supporting at-risk families, placing children in foster care when necessary, and working with courts to ensure child safety.

As the housing crisis bites, PSA members are there to help. Housing and Homelessness Services work to provide shelter and stability. These programs are a vital service for people escaping domestic violence.

Legal Aid is vital for access to a justice system that is so often ruinously expensive.

While the PSA CPSU NSW lamented the end of the public Disability Support network, we could not be prouder of our members working for private providers. These are the members providing personal

care, transport, therapy, and community participation to some of the state's most vulnerable people.

The state's Aboriginal community is well served by bodies set up to address their social, economic, and cultural needs. These include programs in health, education, housing, and community development, often delivered in partnership with Indigenous-led organisations.

There are extensive programs in our Corrections and Youth Justice services to give vulnerable people who have fallen foul of the law the opportunity to reintegrate into the community.

Our members help the most vulnerable thrive in the schools, TAFE colleges and universities that, due to underfunding in the past, may otherwise have been out of reach.

I am proud to be part of a union that has done so much for not only its members, but in turn for the many vulnerable people so dependent on a professional, well-funded public and community sector.



ENVIRONMENT MINISTER VISITS PSA HOUSE

Penny Sharpe talks conservation with National Parks members.

Minister for Climate Change and the Environment, Penny Sharpe, visited union delegates at PSA House in May. NSW National Parks and Wildlife Service delegates raised a range of issues with the Minister.

Issues included a decline in the number of Rangers in National Parks, the establishment of the Great Koala Park on the Mid North Coast, the roles of administrative staff, the enclosures to keep feral animals at bay, the beleaguered MyWorkZone system and law enforcement powers.

“What was encouraging in meeting with the Minister was the acknowledgement



given to our delegates and all members in thanking them for the incredible work that they do in managing a system that is world class,” said PSA Assistant General Secretary Troy Wright. “She acknowledges

our members were custodians supporting our national parks across the state. “Minister Sharpe has agreed to look further into the issues tabled by the PSA and to work with us to resolve them.”



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PROTECT AND RESPECT: OUR MEMBERS DESERVE SAFER WORKPLACES

Public Sector workers' safety is not negotiable.

In an ideal world, no-one would get hurt in the workplace. But far too many of our members face the risk of assault every time they begin a shift.

The PSA CPSU NSW's Protect and Respect campaign highlights the dangers our members face at work and demands our employers do more to protect those who work for NSW.

Prison and Youth Justice Officers are attacked by inmates; School Learning and Support Officers and Disability Support Workers are in the firing line; Fisheries Officers and Sheriff's Officers face disgruntled members of the public; and people in customer-facing roles too often are on the receiving end of clients' rage.

Violence against workers can range from verbal abuse and threats to physical assaults and harassment. And too often it is Public Sector workers who bear the brunt.

We need our employers to establish clear policies and reporting mechanisms around violence. Too often our members in schools, for example, are discouraged from reporting assaults at work.

Instead, there should be a clear, zero-tolerance policy that is widely communicated so members know the boss has their back.

Workers must feel safe and supported when reporting incidents. Confidential, non-punitive mechanisms for reporting violence should be accessible, and workers should be encouraged to speak up without fear of retaliation.

This is part of creating a culture of respect and inclusion. A respectful workplace culture helps prevent conflict from escalating into violence. Promoting values like empathy, fairness, diversity, and communication can reduce tension and improve cooperation. Training on

cultural sensitivity, unconscious bias, and respectful communication can be valuable, especially in diverse workplaces.

Leadership plays a critical role in setting the tone. When managers model respectful behaviour and address conflicts early, they send a clear message that disrespect and aggression are unacceptable.

Every workplace should undergo a thorough risk assessment to identify potential violence triggers. This includes reviewing physical layouts, staffing levels, customer interactions, and hours of operation.

For example, lone workers or employees working late at night may face greater risks and need additional support.

Preventing workplace violence also means taking care of workers after an incident. Post-incident support should include access to counselling, mental health resources, time off if needed, and a clear follow-up process. Affected workers should be included in decision-making around their safety and the consequences

for perpetrators (whether they are customers, colleagues, or others).

Trauma-informed practices help rebuild trust and ensure that workers feel valued and protected. Ignoring or downplaying incidents can lead to long-term stress, burnout, and turnover.

Our employers need to listen to us. Workers, and their unions, often have the best insights into what's happening on the ground. Employers should regularly consult with staff and unions when developing and reviewing violence prevention plans. Safety committees, regular feedback loops, and anonymous surveys can help surface issues before they escalate.

Preventing violence is about creating safer, more respectful environments where people are empowered, heard, and protected. With strong policies, worker engagement, ongoing training, and a commitment to respectful culture, employers can make significant progress in reducing and eliminating workplace violence.





RURAL FIRE SERVICE OVERTIME DEAL REACHED



Members vote for a share of \$5 million set aside.

PSA members at the Rural Fire Service (RFS) have accepted an offer from the NSW Government to settle unpaid overtime. After it was revealed staff had not been paid

overtime since the RFS was created, the PSA went into negotiations with the State Government to resolve the issue.

Negotiations resulted in an in-principle agreement with the state to settle the PSA's claim in the Supreme Court that the employer had contravened the RFS Award and Conditions Award by failing to pay overtime to day workers and failing to provide leave in lieu of overtime to shift workers.

The PSA's action forced the State Government to allocate \$5 million to be distributed to all eligible employees. The fund will be distributed evenly and fully to all eligible employees.

The RFS has been instructed to follow the award and pay staff overtime in the future.

The PSA polled members before agreeing to accept the deal. The vote to accept the package was unanimous.



CESSNOCK PRISON STAFF MARK ANZAC DAY

Dawn service is marked at the Hunter Valley facility.

Prison Officers Vocational Branch (POVB) Chairperson Keith Smith and Non-Custodial Delegate Carmen Wells attended an Anzac Day service at Cessnock

Correctional Centre.

The two (pictured right with Director Wally Elguindy) joined fellow Officers at a Dawn Service to mark the 1915 landing at Gallipoli.

“We are proud to mark this day to remember those in uniform who fought and died for their country,” said Mr Smith.



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AND JUSTICE FOR ALL: PARKLEA CORRECTIONAL CENTRE TO RETURN TO STATE HANDS

A privatisation is reversed.

Premier Chris Minns acknowledged the PSA's long campaign succeeded in bringing Parklea Gaol back to public management. Speaking at a press conference announcing the handback, Mr Minns said "the PSA has been consistent on this matter for many, many years".

Acknowledging it was a Labor Party decision to privatise the gaol, in Sydney's north-western suburbs, Mr Minns singled out the PSA for its role in the decision.

"They've argued for over a decade that the best way of ensuring the public gets value for money for correctional services, and we're focusing on rehabilitation services and public safety, is to bring these services into public hands," said the Premier.

On 2 March 2025, the State Government announced Corrective Services NSW (CSNSW) would operate Parklea Correctional Centre from October 2026. This follows the decision last year to move the operation of Junee Correctional Centre from a private operator to CSNSW. Junee has been in public hands since 1 April 2025.

Speaking at the press conference outside Parklea, PSA General Secretary Stewart Little said the union "absolutely applauds this decision".

He acknowledged the Minns Government listened to the PSA when it decided to move the two prisons into public hands.

"Corrective services is an integral part of the criminal justice system," he said. "It's no different to the police or the courts; it plays a pivotal role in that system."

"You would not countenance for a moment privatising the police or the courts. Why on earth would we do that to a correctional centre?"

Mr Little said the Parklea decision is good news for the community and is certainly good news for the union's members who work in the prison. They will be better paid and work in safer



conditions once they are employed in the state-wide corrections system.

"It's good news for the taxpayer, who will no longer be propping up outsourcing giants such as Utah-based Management and Training Corporation (MTC) that operate to benefit overseas shareholders rather than the people of NSW," he said.

"The PSA will always campaign against the sell-offs that have done so much

damage to our state. We will continue to fight for the return to government control of the services privatised since the late 1980s and sped up in the reckless frenzy of sell-offs under the O'Farrell, Baird, Berejiklian and Perrottet governments.

"For years we have been telling the state that privatisation hurts everyone. We are glad we have a government that is listening to us."

ALISON McROBERT APPOINTED TO INDUSTRIAL RELATIONS COMMISSION

Legal Services Manager moves to bench.

The founding Manager of the PSA CPSU NSW Legal Services team has been appointed to the bench of the Industrial Relations Commission of NSW (IRC).

Ms McRobert left the PSA CPSU NSW in May to take up her role with the IRC, the oldest legal tribunal in Australia.

She is one of two appointments to the IRC, which had its powers restored after the election in 2023 of the Minns Labor Government.

The return of the IRC's decision-making role was a key part of the PSA CPSU NSW's campaign against the Liberal-National Government of Dominic Perrottet.

'THE PSA CPSU NSW CONGRATULATES MS McROBERT ON HER APPOINTMENT. OUR UNION'S LOSS WILL BE THE COMMISSION'S GAIN'

A member of the PSA since 2001, Ms McRobert has worked directly with the union for the past five-and-a-half years, being appointed the first Manager of the union's Legal Services unit when it was created in 2019.

She has worked for a number of law firms, including McNally Jones Staff, Haywoods and Mallesons.

"Everyone at the PSA CPSU NSW congratulates Ms McRobert on her appointment," said the union's General Secretary Stewart Little. "She has been a tireless advocate for our members in many important issues.

"Our union's loss will be the Commission's gain."



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RESULTS OF THE 2025 PSA ELECTION

Below are the results for the Public Service Association of NSW election for the union's Executive and Central Councillors. Voting took place from 3 March to 2 April 2025.

GENERAL SECRETARY

CANDIDATE	DIVISION	TOTAL VOTES
LITTLE Stewart	Public Service Association of NSW	2886
ROSE Carol	Department of Primary Industries	1035

Formal 3921 **Informal** 90 **Total Votes** 4011

Stewart Little was elected to the position

ASSISTANT GENERAL SECRETARY

CANDIDATE	DIVISION	TOTAL VOTES
WRIGHT Troy	Public Service Association of NSW	2583
KIRBY Ed	Department of Education	1282

Formal 3865 **Informal** 146 **Total Votes** 4011

Troy Wright was elected to the position

PRESIDENT

CANDIDATE	DIVISION	TOTAL VOTES
JESS Nicole	Corrective Services NSW POVb	2484
HOANG Carol	Department of Communities and Justice	1393

Formal 3877 **Informal** 134 **Total Votes** 4011

Nicole Jess was elected to the position

THE FOLLOWING VICE PRESIDENTS WERE ELECTED

CANDIDATE	DIVISION	TOTAL VOTES
SIZER Juliette	Department of Education Bangalow Public School	2343
ODEWAHN Shelley	University of NSW	1369
RALLEY Jarrod	Legal Aid Commission of NSW	1326

Formal 3989 **Informal** 28 **Total Votes** 4017

The following Delegates were elected to Central Council (in order of total votes received):

SMITH Keith

Corrective Services

POPLE Tanyiea

Department of Education -
Koorungal Public School

LEASK Trina

Service NSW

ELLIOTT-RUDDER Glenn

NSW Sheriff's Office

EVANS Suzanne

Youth Justice

PEARCE Emma

Department of Education
Walbundrie Public School

KING Darren

Corrective Services NSW

McMAHON Bernadette

Homes NSW

CLARKE Lyn

Department of Education
Iluka Public School

DOWN Brook

TAFE NSW

NICHOLS Susan

Community Services NSW

STEWART Brad

Rural Fire Service NSW

PETERSEN Michael

NSW Police Radio Operations Group

CARTWRIGHT Andrea

Community Services

WRIGHT Joe

Fisheries

SMOOTHY Rachel

Parliament of NSW

MERCER Lachlan

Transport for NSW

HOANG Carol

Department of Communities
and Justice

JERMYN Kellie

Community Services

KIRBY Ed

Department of Education

HARDING Nicole

State Emergency Service

YEUNG Janice

Legal Aid Commission NSW

BETT Tiffany

University of Wollongong

WELLS Darren

Corrective Services

SOWERBY AmyCorrective Services NSW
Non Custodial**HILL Deanne**

TAFE

SMITH Tim

National Heavy Vehicle Regulator

DEL ROSARIO Marx

icare

OWERS Ben

National Parks and Wildlife Services

HES NatachaDepartment of Primary Industries
and Regional Development**PETROVIC Lily**Department of Education
Rivendell School**TULL Andrew**

NSW Resources

SIMPSON LaurenCorrective Services NSW
Prison Officer (POVB)**WRIGHT Nicholas**

TAFE

MARTIN Bill

Schools The Ponds School SSP

SUCCAR Miriam

Legal Aid Commission of NSW

FENTON John

Aruma Disability Sector

COLEMAN Cassandra

Department of Customer Service

THOMAS KylieDepartment of Education
Narooma High School

UNIVERSITIES BRACING FOR CUTS

CPSU NSW looks at minimising job losses.

A number of universities in NSW are threatening job cuts as the CPSU NSW prepares to begin Enterprise Bargaining at several locations.

With bargaining set to commence in August this year, University of Technology Sydney (UTS) has warned the union to brace for job cuts to accommodate a loss in revenue.

The CPSU NSW is examining claims these cuts are based on an unlawful metric that rates academics based on how much research income they produce.

Work plans, contracts and briefing documents produced by the consulting giant KPMG, on a \$5 million project commissioned by the leadership at UTS, reveal the firm's focus on identifying "high risk" subjects and courses.

Western Sydney University (WSU) has also cited a drop in income from overseas students as a reason to embark on job cuts, with as many as 400 jobs to go. The CPSU NSW, however, has demanded to see more concrete figures.

"We want a closer look at the books,"

said Senior Industrial Officer Lisa Nelson. "The financial briefing we were provided is still using forecast figures, not actual numbers."

WSU has closed two of its campuses; Lithgow and Nirimba.

The University of Wollongong was among the first NSW universities to announce job cuts in reaction to a drop in revenue. This is despite a report from the Australia Institute highlighting high consultancy and travel expenses.

At present, the university has threatened 180 job losses among Professional Staff. However, the Change Management Plan that incorporates these cuts is on hold until July this year.

The legislation that created the university stipulates it create opportunities for Illawarra students. Despite this, local campuses are targeted for closure while overseas sites are unaffected.

"These job cuts are the result of overreliance on overseas students, rather than governments investing in higher education," said PSA CPSU NSW Assistant General Secretary Troy Wright. "The best way for our country to adjust to a changing world is to invest more in education, rather than regarding our universities as little more than an export commodity.



ON THE ROAD: MEMBER MARKS 40 YEARS WITH THE PSA

Transport for NSW member spells out why you should join your union.

Forty years ago, Martin Tighe started his new job at the Department of Main Roads (DMR). He also joined the PSA.

The DMR brand no longer exists, but Mr Tighe is still part of the PSA.

“I joined the PSA when I started with the DMR,” he said. “Shortly after joining, the union assisted me with a GREAT [Government and Related Employees Appeals Tribunal] appeal, after a colleague appealed against my merit-based promotion. In those days, a person was able to appeal a promotion won by someone else, in a tribunal-type setting.

“The PSA were a great support to me at the time; and have been since.”

Mr Tighe, who is currently on extended leave, is a Work Health and Safety Partner at Transport for NSW (TfNSW), delivering vital Health and Safety services to at-risk workers, with a focus on preventing workplace injuries and reducing hazards on worksites.

“My job has involved extensive road travel and overnight stays in western NSW for the past 27 years, endeavouring to

make road and bridge worksites safer for TfNSW and contractors working in high-risk work environments,” he said.

He has also worked in the state’s prison system.

“I worked for Corrective Services for three years at Muswellbrook, in the Northern Regional Office in payroll and in Occupational Health and Safety roles in the mid-nineties,” he said. “I had left the Roads and Traffic Authority [RTA] just after a major restructure. I then rejoined the RTA with unbroken service in 1997 at Parkes, where I remain.”

Mr Tighe has been an active union member for the past four decades.

“Over many years, I was a Delegate in several RTA PSA Departmental Committees, with the meetings held at PSA House in Clarence Street in Sydney,” he said. “Attending the Departmental Committee meetings was a terrific insight into the Industrial work of the PSA, and how important it was to being a member, as some of the workplace Industrial issues raised at those meetings were difficult to listen to”.

“It also gave me an insight into the Central Council and structure of PSA”.

“As a young 21-year-old ambitious lad entering the DMR world at Lithgow, it

was made clear to me very early on, that the PSA will protect and look after your interests as far as practical in any dispute.

“This certainly proved to be true when I needed the assistance of the PSA in my GREAT appeal and with other assistance over the years, I remember Joe Pithers as someone in the PSA who always had the interests of DMR and RTA staff front of mind at all times.”

Mr Tighe said joining the PSA is a matter of fairness.

“I often think of the thousands of staff who silently and gleefully enjoy the rewards and benefits, without contributing in anyway, that come with working for TfNSW,” he said. “These working conditions and benefits are enjoyed only thanks to the hard work of the PSA and my fellow members.

“I am proud to be in solidarity with our brother and sister members seeking better working conditions for all TfNSW staff. One day I hope that those who are not members will realise that they should join the union that has facilitated the working conditions that they enjoy.”

His advice for anyone entering the workforce today: “Stop and think how, when and who set up the working conditions for you today. Join the PSA!”

TRANSPORT MEMBERS DEMAND BETTER DEAL ON WORKPLACE PRESENCE

In a twist, PSA members have a start-work meeting to register their protest.

PSA members working at Transport for NSW (TfNSW) rallied outside their workplace to protest against workplace presence rules that reduce the ability of members to work from home.

The protest was organised in response to the Premier's Circular demanding employees place greater emphasis on "office presence" and work from home less.

However, the PSA believes there is not enough office space to accommodate TfNSW staff.

"The default arrangement in the TfNSW policy is that staff are to attend the workplace five days a week, with ad hoc requests to work from home

considered," said PSA Assistant General Secretary Troy Wright. "However, as we have seen, too often there is not the space available if staff were to come into the office in greater numbers.

"It is not worth coming into work if you are forced to set up office in a coffee shop downstairs."

Industrial Manager Nathan Bradshaw (pictured below facing members) spoke at the rally.

Mr Bradshaw said leaving decisions on working from home to managers leaves members open to favouritism and bullying.

Mr Bradshaw noted there were issues with public transport on the morning of the rally, which would have been frustrating for staff forced back to the office.

The PSA is in similar discussions with a number of agencies, including Treasury, Primary Industries, Revenue NSW and a number of other parts of the Customer Service cluster.



HEAVY VEHICLE REGULATORS AGREE TO NEW DEAL

CPSU NSW members at the National Heavy Vehicle Regulator (NHVR) have voted to accept a new Enterprise Agreement.

After a previous offer was rejected, the CPSU NSW Bargaining team reached an "In Principle Agreement" with the NHVR and gained a better outcome it could recommend to members.

The offer consists of New Pay entitlements including shift penalties from 8 March 2025.

There was an increase to the Redundancy Payment from 26 weeks to 52 weeks.

Members west of the Line in the Central and Southern Region received an extra week's leave. In the Central Region, the Long Service Leave – provision drops to seven years' service down from 10 years' service

There is an improved Delegates Rights clause to protect CPSU NSW Delegates.

Union members will receive training provisions.

The three-year agreement expires on 7 March 2028.



HERITAGE ORDER

How a PSA member helps to protect NSW history.

As a Delegate for Parliamentary and Electoral Office staff, Suzette Meade is often the first port of call for members in a workplace that has been found in the past to be rife with bullying and even violence and sexual harassment and assault.

Ms Meade is a proud PSA member who comes from a large family of trades people, so “it’s no surprise my career started in the construction industry as a project manager.”

However, like many union members, her commitment to a better world goes beyond industrial relations.

When not standing up for workers, Ms Meade is standing up for Sydney’s heritage.

In 2023, PSA member she was appointed as a board director of the National Trust of Australia (NSW).

This came after more than a decade of “high-profile campaigns fighting for Parramatta War Memorial Pool, Parramatta Park, Parramatta Female Factory and Willowgrove”.

Campaigns to protect historical assets such as Willowgrove were supported by the PSA CPSU NSW. She was also part of the community actions to stop the destruction of the Ultimo site of the Powerhouse Museum.

Ms Meade said the position with the National Trust “offers a new platform to continue my advocacy and bring a passionate voice from Western Sydney to the board”.

Ms Meade said her advocacy for the state’s heritage mirrors her work as a union member and delegate.

“As someone who is involved in the union movement as a delegate of the PSA, I see many parallels between being a union delegate and serving as a board director for the National Trust,” she said. “Unions have long fought for workers’ rights, challenging



the status quo to ensure that those in vulnerable positions, whether they are in the workplace or in the community, are protected.

“Similarly, as a board director of the National Trust we stand up for the protection of cultural and environmental heritage that can otherwise be neglected or erased due to development pressures. In both instances, the primary focus is on advocating for justice, whether that means fighting for fair working conditions or ensuring that natural and built heritage is preserved for future generations.

“Women have historically led many advocacy campaigns in community and union movements, with one of the most notable being Annie Wyatt, a pioneering figure in the 1940s who played a key role in founding the National Trust to protect

Sydney’s important green spaces.

“In her honour, the Trust continues to run a Bushland Restoration service that addresses critical issues such as urban sprawl, climate change, and unsustainable development.”

She said the National Trust’s connection to the union movement goes back to 1970s with Jack Munday and the Green Ban movement, which prevented the destruction of The Rocks, a historic suburb in inner Sydney.

“Jack’s collaboration with the National Trust President at the time was a hallmark of their shared commitment to advocating for heritage protection,” she said. “If it wasn’t for this unlikely alliance, we would not have many of our much-loved places like The Rocks, Woolloomooloo, and the famous Kellys Bush in Hunters Hill.



UNION SUPPORTS THOSE WHO SUPPORT OUR STUDENTS

The Student Support Officers (SSO) Advisory Group met recently at PSA House.

SSOs work within the school community to enhance the learning

and wellbeing outcomes of students, in partnership with the wellbeing team and the School Counselling Service. SSOs also play a pivotal role in working collaboratively with external agencies

and creating referral pathways for students and families to youth and family support agencies.

The group discussed issues important to SSOs throughout the state.

SCHOOLS SURVEY REVEALS PAIN WITH FUNDS TOOL

Members vent over difficult-to-use software.

A survey has found many PSA members in schools are frustrated using the electronic financial planning tool (eFPT).

“It is clear from the responses the eFPT is having a significant impact on their working lives, including impacting health and wellbeing,” said Industrial Manager Siobhan Callinan.

The survey found nearly 90 per cent of those who responded that they did not understand and/or trust the data in their eFPT School Dashboard.

The tool is used for keeping track of school finances.

Nearly 75 per cent responded said they did not find the resources available helpful or easy to find, while nearly 65 per cent responded they did not have time to access the resources to support them in this work.

The PSA received hundreds of personal and free form comments from

members about the eFPT and how it is impacting them.

The Executive Delegates from the Schools Departmental Committee and PSA staff have reviewed the data, along with the many comments from respondents in detail, and have compiled the key concerns to be raised on members’ behalf.

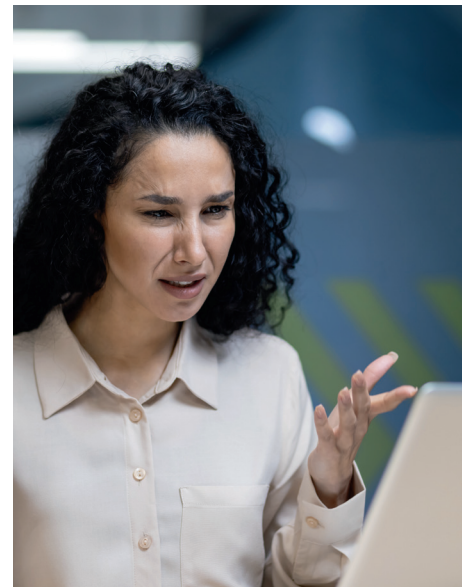
Comments included, “this system is the worst I’ve worked with in my 28 years with the Department of Education”.

Members reported support is extremely slow to obtain, with the system leaving users “feeling completely incompetent”.

“Over the years the eFPT has made me feel so inadequate and useless,” wrote one member. “I feel so stupid when my Principal asks me questions about the eFPT and I honestly don’t know the answers.”

“There has got to be a better way to know how much money you have.”

Poor information about the schools’ financial status was a common complaint, with one member admitting, “ultimately, we have no idea of our actual financial position”.



Ms Callinan said the union will use the data to further its case that eFPT is creating excessive workload for members.

“It needs to be improved, training needs to be improved, or the Department needs to admit it needs to be replaced with a better system,” she said.

UNION AVAILABLE IF MEMBERS REQUIRE OVERPAYMENT HELP

Transfer uncovers issues with wages for Disability Support Workers.

CPSU NSW members working at Australian Unity's Sydney Lifestyle home care business, which has since come under the control of Life Without Barriers (LWB), are encouraged to seek union help if they face issues with over or underpayment.

In 2022, LWB took over the business unit from Australian Unity, with approximately 170 Disability Support Workers moving employers. Prior to the transfer, these employees were covered by the *Australian Unity Care Administration Enterprise Agreement 2022*. They now fall under the *Social, Community Services, Home Care and Disability Services Industry Award*.

As part of an audit undertaken in 2023, LWB's payroll team identified some underpayments and overpayments for staff. Once these issues were identified, the LWB Payroll team moved to ensure the errors did not repeat. LWB has found



approximately 136 Sydney Lifestyle employees were impacted.

"Any member requiring assistance in this area is encouraged to contact the

CPSU NSW," said Industrial Officer Anthony Wright. "We are here to help with any aspect of the ownership transfer."

SUMMER 2025
RED TAPE

DID YOU KNOW RED TAPE HAS A WEBSITE?

Go to the www.redtapemagazine.com.au to keep up with PSA CPSU NSW news.





ART ATTACK: MINISTER MEETS WITH PSA MEMBERS

John Graham talks culture at the Australian Museum.

The PSA Cultural Institutions Advisory Group (CIAG) met with Arts Minister John Graham to discuss the sector's progress under a Labor Government.

The CIAG was formed in 2023 as a forum to share knowledge, ideas, workplace issues, and industrial relations concerns in cultural institutions.

Leading up to the meeting held at the Australian Museum in April 2025, the group had worked on a set of questions to discuss with the Minister.

The PSA had sent Mr Graham a letter detailing the group's concerns. This is the second formal meeting the group has had with Minister Graham, the first taking place at PSA House in April 2024. Delegates from the cultural institutions had also met with Mr Graham when he was Shadow Arts Minister.

The CIAG representatives raised concerns about the shared services recently rolled out to the NSW cultural institutions, particularly the use of MyWorkZone.

The change, apart from a loss of roles in

some agencies, is alleged to have led to problems for front-of-house staff, casuals, and those who work shifts or across multiple departments. The PSA has received many reports of underpayments, errors in leave requests, and poor relations with vendors due to ongoing invoicing errors across all the institutions.

The CIAG also raised concerns about the number of temporary contracts across the cultural institutions.

"Too many members are remaining on temporary employment contracts for too long," said PSA CPSU NSW Assistant General Secretary Troy Wright. "The CIAG brought this to the Minister's attention, highlighting that the conversion of temporary contracts to ongoing employment in the education sector thanks to the PSA's agitation has been a great success – benefiting both members and the Department."

Concerns about the budget for all agencies were also raised. The CIAG members said they felt building physical structures for cultural institutions has been a priority of both Liberal National and Labor parties, yet the operational budgets remain low.

"This means programming and collection care is stretched and very under resourced," said Mr Wright. "Although the Powerhouse

Museum appears to have unprecedented capital budgets, and operational budgets that are far more generous than those of the other state institutions."

The Powerhouse Museum has remained a contentious institution in the community as well as with the PSA since Liberal Premier Mike Baird announced in 2015 it would be shuttered and moved to Parramatta, and the land at Ultimo sold to private developers.

Although the Coalition government walked back some of their destructive plan, the Ultimo site is still in question.

Minister Graham agreed to meet with the PSA separately to work through the Powerhouse issues. He also discussed with the group talks he is having with federal Labor about funding models for cultural events, and invited the group to think about how the NSW cultural institutions could work with these funding models.

Museums of History of NSW delegate and First Nations curator Tess Allas also reported that the recent exhibition at the Museum of Sydney Coomaditchie: The Art of Place – an exhibition on the founding of the Coomaditchie United Aboriginal Corporation, located in Wollongong – had done so well in terms of visitation, it almost matched the previous year's blockbuster exhibition.

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HOW MEMBERSHIP CAN CUT COSTS

There are benefits in joining your union.

The cost of living was a big topic in the recent federal election. However, the PSA CPSU NSW will keep on cutting costs for members long after the final vote counts are tallied.

Union Shopper

Whenever you need to make a purchase of white goods, renew, or take out an insurance policy, stock up on wine and spirits, buy a car, hire a car, go to the movies or book a holiday, you should definitely take a look at Union Shopper first. Because simply by being a member, you have access to a range of significant discounts on a variety of goods and services. Looking at what Union Shopper has to offer is a great habit to get into, because discounts are just sitting there waiting for us. You can now access Union Shopper through the newly-launched Members' Area as well.

- Some of the most savings at present are:
- 40 per cent off your first HelloFresh box when you sign up for one of their flexible plans.
 - 40 per cent off the regular retail prices for Luxury Vinyl Timber Plank flooring

- for any space in your home from CACP Flooring.
 - 30 per cent off luggage, backpacks and bags from the Official Samsonite Australia Online Store.
 - 15 per cent off all purchases from Nonesuch Distillery's online store.
- To see the many discounts on offer, go to the Member Benefits page on the PSA and CPSU NSW websites.

Personal and accident cover

As a PSA CPSU NSW member you automatically have personal injury cover included in your membership fee, but there is an addition to our membership benefits which is incredibly generous. For just an extra \$11 a year, your immediate family can enjoy coverage for accidental

death, and hospital bed care. Of course, we hope that none of our members ever need to take advantage of these!

Family Extension Cover is available by contacting the Member Support Centre on 1800 772 679 or go to www.psa.asn.au

Workers' compensation claims

If you are having issues with a workers' compensation claim, or are considering making a claim, get a referral to the PSA's lawyers McNally Jones Staff. McNally's legal specialists have extensive knowledge and experience in workers' compensation law. As significant changes to these laws occur frequently, it is crucial to seek current advice to ensure you are aware of your rights and entitlements as these changes take effect.

UNIVERSITY SCHOLARSHIP RECIPIENTS ANNOUNCED

The recipients of the two scholarships awarded by the PSA CPSU NSW have been named. The union received 49 applications for the PSA CPSU NSW Scholarship. Kai Rong Lu attained the highest ATAR of the applicants and is enrolled in a Bachelor of Science (Computer Science) degree at the University of NSW. Her mother, Yufeng Rong

is currently employed by the State Insurance Regulatory Authority NSW. Sharlmane Gold receives the Kris Cruden Scholarship, which is awarded to women over the age of 35 who have been members continuously for five years. Ms Gold was one of four applicants for the scholarship, which is named after respected staff member Kris Cruden.

SYDNEY UNI PRIZES AWARDED



Students collect annual awards from the PSA CPSU NSW.

The PSA CPSU NSW awards four annual prizes for students at Sydney University.

The John S D'arcy prizes recognise outstanding achievement by second and third year University of Sydney students in Government.

John S. D'arcy was the President of the PSA, serving intermittent terms between 1907 and 1915.

The union's annual John S. D'arcy Memorial Prize was established in 1931 after the PSA donated £430 to the University of Sydney.

This year's prize winners are (left to right) Luiza Dorfman Knijnik, Third Year Government (pass); Benjamin Cullen, Second Year Government (distinction) and Second Year Government (pass); and Kirrilly Barg, Third Year Government (distinction). The three received their prizes from PSA CPSU NSW Organiser for University of Sydney, Jose Vasquez (pictured at right).

UNION OPENS NEW MEMBER AREA



Site updated to give users better access to information.

Members can access a new online area. "The new Member Area is where you can now easily update your contact details and preferences, update your workplace details, make payments and update financial details, view and download tax statements, and sign into Union Shopper seamlessly," said PSA CPSU NSW Member Services Manager Kym

Ward. "The area's new features give members control over membership details and access to discounts and benefits.

Users can access the Member Area from the link on top of the PSA or CPSU NSW websites: www.psa.asn.au or www.cpsunsw.org.au

To log in to the new member area, users must use a password that has been set for them: their surname followed by their member number.

For example, if your name is John Smith and your member number is 123456 then your password will be "Smith123456".

UNION FEES INCREASE FOR FIRST TIME IN SIX YEARS

For the first time since 2019, PSA CPSU NSW membership fees will increase.

Fees will go up 3.5 per cent from August 2025.

This is the first fee increase since before the pandemic.

In that time, most members would have seen their salaries rise by about 14 per cent.

Spaces have been removed from passwords and hyphenated names remain hyphenated.

Users can use the "Forgot Password" link at the sign-in page to generate a new password at any time.

"This system will make your PSA membership so much more seamless," said Ms Ward.

"We are always looking for ways to improve services for our members," said General Secretary Stewart Little. "The new Members Area will better serve the people we so proudly represent."

OUR MEMBERS ARE CHAMPIONS OF THE STATE

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

They truly are Champions of the State.



For some people in NSW, everyday decisions can be tough. This could be through mental illness, disability, dementia, or a young person leaving the care of the state. This leaves them vulnerable to others who may take advantage of their situation for financial gain.

Luckily, Champions of the State such as **Rosemary**, who work at the NSW Trustee and Guardian, are on hand to help.

“My role is Senior Guardian,” she said. “I make decisions on behalf of people who are under guardianship.

“Guardianship is provided to those who have a been ruled to have a decision-making disability.”

Rosemary likes her job, as “every day is different”.

The variety of clients she deals with have different issues to face.

“We have people from prisons, hospitals, mental-health facilities, aged care facilities, public housing and people who are homeless,” she said. “I am continually learning something new.”

Brad looks after 90,000 people’s welfare in his role as an Operational Officer, specialising in community risk management, at the Rural Fire Service (RFS).

“I organise and facilitate hazard-reduction burns and investigate hazards on the urban interface,” said Brad, who has worked at the RFS for 12 years.

His patch covers 12,000 square kilometres of land, 27 communities and nearly 900km of fire trails.

“I liaise with the National Parks and Wildlife Service, Forestry Corp, local government and the Department of Defence to help hazard reduction,” he said. “I also assist with incident management and have a specialised role in public information and warnings.

“I enjoy being able to give back to my community.

“As a friend of mine says, ‘Someone has to be able to help the poor bastards out when they’re in trouble.’”

In his role keeping a vast tract of NSW safe, Brad is a Champion of the State.

For five years, Champion of the State **Mauzie** has been a School Learning Support Officer (SLSO) in a primary school in northern NSW. Before her current role, she worked for four years at a school nearby.

SLSOs assist teachers in the classroom, often focusing on students requiring additional help with their learning.

“My favourite part of my job is the interaction with the students,” she said. “I love hearing about their stories and about their day.

“I love working with our kids with disability and making a difference in their lives.

“I like seeing our successes with them throughout the years.

Mauzie said her job is “super important” for the NSW education system.

“There are not enough of us,” she said. “NSW needs so many more SLSOs.

“As the teachers say, the school doesn’t run without us.

“We are the little diamonds in the rough at the back of the classroom.”

PUBLIC SERVICE MATTERS

PARKLEA CORRECTION



Outsourcing and privatisation are in retreat.

It was the call that proved that finally, the tide was turning on the misguided frenzy of privatisation that had blighted NSW for decades. Premier Chris Minns stood in Sydney's northwestern suburbs and made the announcement the PSA CPSU NSW has been demanding for more than a decade: an admission that the Labor Party had made a mistake when it turned its back on a long-standing commitment to public services and privatised Parklea Correctional Centre.

Instead, the Premier said that from 2026, Parklea Correctional Centre was to once again be run by Corrective Services NSW (CSNSW).

"We need to be in a position where we are providing good rehabilitative services for people in NSW who fall foul of the law," he said at the announcement. "And the public has to have the confidence that if someone is arrested and goes through the criminal justice system that they will be securely in confinement.

"We believe that the best way of doing that is providing public correctional services."

The Premier said the decision to bring the prison back was due to a strong, long-running campaign by the PSA CPSU NSW.

"The PSA has been consistent on this matter," he said. "They've argued for over a decade that the best way of ensuring the public gets value for money for corrective services, and we are focusing on rehabilitation and community safety, is to bring these services into public hands."

Speaking beside Mr Minns at the announcement, PSA CPSU NSW General Secretary Stewart Little said public-run prisons were "an integral part of the criminal justice system" and "no different to the police or the courts".

Mr Minns was not the only MP to praise the PSA for its role in reversing the privatisation of Parklea. Soon after the announcement, Labor Party upper house MP Mark Buttigieg stood up in State Parliament and praised "over a decade of advocacy from the Public Service Association of NSW".

Speaking to the Legislative Council,

'WE NEED TO BE IN THE POSITION WHERE WE ARE PROVIDING GOOD REHABILITATIVE SERVICES FOR THOSE WHO FALL FOUL OF THE LAW'

Mr Buttigieg urged his fellow parliamentarians to "keep things in public hands when the government can do a better job and let the market look after things that are generally subject to competition".

Delegate at Parklea, Corey Lyons, said he and his colleagues had worked hard to bring the prison into the state fold, praising the tight-knit camaraderie that has characterised workers at Parklea. He said he is confident this tight bond will continue as the prison becomes part of the larger government-run network of gaols.

Parklea Prison staff are not the only custodial staff celebrating being unshackled from profit-driven, cut-priced incarceration duties. The decision to renationalise the prison followed a similar decision in 2024 to bring Junee Correctional Centre, a prison run by the private sector since its opening in 1993, into the public fold.

On 1 April 2025, staff at Junee became part of the proud NSW Public Sector, a body of workers that has operated since the colonial era.

Even before the handover, staff at Junee had been introduced to the PSA.

"The majority of Junee Correctional Officers had already joined the POVVB, and the sub-branch elected 12 POVVB delegates at their first POVVB meeting, which was held off-site at the Junee Ex-Services Club on 13 March," said Prison Officers Vocational Branch (POVB) Chairperson Keith Smith.

At the meeting, Mr Smith addressed members, welcoming everyone to the "POVB family".

"I am so proud to see so many Correctional Officers turn up after work tonight to join the PSA and elect 12 POVVB Delegates and form a strong sub-branch," he said. "We want you to improve safe staffing levels, get paid better wages,



enjoy better working conditions and join a strong union that fully supports you as Correctional Officers.”

For the people providing vital services such as correctives, the end of privatisation can't come soon enough. Parklea often was understaffed, meaning it had the state prison system's worst record when it came to assaults in gaol. Workers were, in essence, being bashed for a better bottom line.

“Under the control of CSNSW, Officers in Junee, and in Parklea next year, are more likely to work in an environment that is fully staffed,” said Mr Smith.

“This substantially reduces the chance of being assaulted at work.

“Every Officer should go home from their shift safely.”

The trend towards privatisation has also been reversed in another area of the Public Sector: child protection.

Long neglected by successive conservative premiers, the NSW child protection system relied on outsourced organisations to cope with widespread staffing issues created by poor wages and overwork. Agencies filling these gaps charged extortionate amounts for their services, often while handing the work to poorly paid, untrained agency staff.

“Again, the previous situation boiled down to one issue: should organisations make money from others' misfortunes,” said PSA Assistant General Secretary

Troy Wright. “Instead, the NSW Government needed to ensure there were enough well-trained, properly paid Public Service professionals, with a passion for helping children in need, were on the ground.”

Family Services Minister Kate Washington has committed to upgrade the positions for Child Protection Workers and improve pay. The Department of Communities and Justice will also be hiring more employees. However, Mr Wright said fixing the system after years of neglect will take some time.

In addition to privatisation and sell-offs, the previous Liberal National Party Coalition governed via an excessive overuse of consultants, adding extra strain on the Treasury and reducing accountability.

“Luckily the Minns Government has taken action,” said Mr Little. “Minister for Government Procurement Courtney Houssos launched an internal expert service from the ranks of the Public Sector.

“The Government's Expert Advisory Network is run by the Premier's Department and will provide projects across government with specialist advice and project support. Once done by consultants, these roles will include policy and strategy, stakeholder engagement, financial and commercial services, actuarial

services, infrastructure, technology, and environmental services.

“It operates in a manner the PSA has been advocating for years: using a well-resourced, independent Public Sector with decision-making powers.

“These are services consultants do not do as well, and they usually cost a lot more. The work is better done by PSA members working for the NSW Government.

The fight against sell-offs is also in the hospital system. In March 2025, the Minns Government said the public-private partnerships (PPPs) so popular with the previous Liberal National Coalition governments were to end in the area of acute healthcare provision. This decision, labelled Joe's Law, came about after a child, Joe Massa, suffered a cardiac arrest and died in September 2024 after waiting three hours in an emergency department operated by private hospital provider Healthscope.

The move was another welcomed by the PSA, which has coverage of some areas of NSW Health.

“Prisons, Child Protection and hospital emergency facilities are not playthings for the marketplace,” said Mr Little. “We appreciate the State Government's efforts at bringing back to the public fold what are rightfully possessions of the state.”

Mr Minns won power in 2023 after



listening to anti-privatisation campaigns run by organisations such as the PSA.

“These campaigns hit a nerve with the voters of NSW who were sick of seeing their public assets sold and their bills skyrocket as a result,” said Mr Little. “They drive on the world’s most comprehensive toll-road system, pay through the nose for land title services and have seen their TAFE colleges run down in favour of profit-driven private alternatives.

VALUE NSW SHOWED THAT OUTSOURCING IS TOO OFTEN THE COSTLIEST OPTION FOR THE DELIVERY OF PUBLIC SERVICES

“The previous State Government was blinded by its obsession with privatisation. But the Labor Party, despite the sell-offs that lurked in its political past, listened to us, listened to voters and made a promise to end privatisation.

“With Parklea, Junee, Child Protection and acute hospital services, it has kept its promises to the voters who chose it over the Coalition.

“Indeed, the Coalition’s devotion to privatisation has been found to be poor economic management.

“Figures revealed by state government agency Value NSW have shown that outsourcing is too often the costliest option for the delivery of public services and the work is better done by permanent, full-time public servants.”

The body, part of the Valuer-General, is the key state agency that determines the worth of land for rates and taxes.

Fittingly for its name, the agency looked at the value provided by agencies and contractors it used for its highly specialised services and found that it was more cost-effective to hire permanent, full-time public sector workers.

Value NSW estimates moves to hire more internal staff will save the agency \$28 million, and is therefore setting up a graduate program to attract high-quality public servants to its ranks.

“What Value NSW found is what we have been saying for years: outsourcing and privatisation are expensive ways to provide public services,” said Mr Little. “Value NSW crunched the numbers on how much money will be saved by hiring full-time public servants instead of using outsourcers and contractors.

“As we said in a recent campaign, privatisation hurts everyone. Everyone, that is, other than the outsourcing companies charging taxpayers top dollar.”

Value NSW also found that internal staff were also completing work faster than external providers and with a superior compliance rate.

“The costings done by Value NSW back up our campaign years ago against the privatisation of Land and Property Information, the State Government’s Land Titles function, was the wrong move,” said Mr Little. “We have buyers paying more for this vital service, when the right decision back then was to invest more in public servants.

“I urge all government agencies to follow the example set by Value NSW and look at the amount of money leaking from agencies to unaccountable outsourcing companies.”

“The failure of Peter Dutton to become Prime Minister after a campaign demonising Public Sector works shows the people of Australia are on our side. Voters understand the benefit of public service.”

While he welcome moves to reduce privatisation, Mr Little said there is more to be done.

“We need to ensure outsourcing is removed from our corrective system,” said Mr Little. “We have an outsourcing agency with offices in our gaols responsible for upkeep that can be done for a better price by Public Sector workers. Even better, they can be assisted by inmates learning skills to aid their rehabilitation.

“We have also seen an obscene amount spent on consultants looking into the vast amount of money motorists pay to use Sydney’s massive number of toll roads.

“So, bizarrely, we have outsourcing looking into outsourcing.

“This work should be done by Public Sector workers.”

Mr Little, who worked as a Disability Support Worker before his election as General Secretary, said it is vital that a state-run service is restored to care for people with disability.

“We have members assaulted every day while working for profit-run organisations that are looking for ways to boost their bottom lines,” he said. “Like emergency wards, like prisons, our disability support services should be in public hands.

“The idea that someone’s disability is a gateway for another person’s profit is obscene.”

The NSW disability support system was completely privatised in 2017, against the wishes of the PSA. Until then, there was always a government safety net available, particularly for people with complex needs.

The PSA has also been alerted to the possible outsourcing of the process of printing drivers’ licences to overseas companies.

“Not only will this be an expensive exercise, it will also have major security and privacy implications,” said Mr Little.

“The fact is public services matter. An independent, well-resourced Public Sector is the best way to provide vital services such as licences.

THE ATTACKS ON TAFE SHOW WE MUST NEVER TAKE FOR GRANTED ITS ROLE IN OUR COMMUNITY

“Likewise with TAFE. For too long, we have had conservative voices attempt to downplay TAFE in favour of cheap, private providers.”

With the Coalition in power in Canberra and Macquarie Street for much of the past decade, TAFE funding was cut. In NSW, a large number of regional campuses were closed, with students

diverted to learning centres with more focus on online teaching rather than the hands-on instruction that had made TAFE a success story.

“The Coalition planned to cut fee-free TAFE courses introduced by the Federal Government,” said Mr Little.

The recent defeat of Peter Dutton proves that Australians value TAFE and the opportunity it provides for young people.”

It also proposed to make trainee teachers, nurses and social workers repay their ‘prac payments’ of \$315 per week during mandatory on-the-job training.

The payments were introduced by the Albanese government to help university students struggling with the high cost of living when they are required to work for free in schools and hospitals as part of their degree.

“The attacks on TAFE by a major party shows that we must never take for granted its role in our community,” said Mr Little.

“Whether it is TAFE, our universities or our Public Sector, we must always be vigilant. Not only for our members, but for the people who depend on the great work they do.”



CPSU, THE COMMUNITY AND PUBLIC SECTOR UNION

SPSF Group New South Wales Branch

ELECTION NOTICE - E2024/22 - Stage 1

Scheduled Election

Fair Work (Registered Organisations) Act 2009

Nominations are called for

New South Wales Branch

Branch Secretary	(1)
Branch President	(1)
Branch Vice President	(3)
Branch Assistant Secretary	(1)
Delegates to Branch Council	(10)

Note. There are a number of Delegates to Branch Council positions reserved for members who work in the sectors of Higher Education, School Education and Health, as well as for members who are women and men. Branch Rule 5.2 explains the calculation and application of this rule.

Nominations, which must be in writing and comply with the registered rules of the Organisation, may be made at any time from 4 June 2025. Additional forms are available from the Returning Officer. Prospective candidates and nominators should verify their financial status and any other qualifications required by the Organisation's rules prior to lodging nominations.

Nominations must reach the Returning Officer via the lodgement method(s) stipulated below **not later than** 12:00 Midday (Australian Eastern Standard Time (AEST)) on 18 June 2025.

How to lodge nominations, nominations must be lodged via the following method(s):

By Portal: www.aec.gov.au/ieb/

By Email: A properly completed nomination form including all necessary signatures and attachments may be scanned and submitted as a pdf file to IEBnominations@aec.gov.au

The email subject line should include: ANCCJ E2024/22 - Stage 1 – Your name

PLEASE NOTE:

1. Emails to the AEC inbox that appear to be spam may be blocked. It is the responsibility of senders to ensure that their email reaches the AEC before the deadline for nominations.
2. In order to be able to be received by the AEC, emails (including attachments) should be no greater than 6 MB in size.
3. You may call to enquire about the status of your nomination.

Team Voting – Above the Line Voting

As per 14.5 Team nominations are accepted for the 10 Delegates to Branch Council. The team voting method is set out in Part 3 of Chapter C of the Federal Rules.

In considering team nominations, reference should also be made to branch rule 5.2 in relation to reserved positions. We have been advised the reserved positions, based on applying the rule are:

Sectors

Higher Education	(1)
School Education	(2)
Health	(1)

Gender

Women	(5)
Men	(3)

Closure of Roll of Voters

The roll of voters closed on 28 May 2025, which was seven days before the date nominations opened.

Candidate Statements

Candidates may submit a statement to be included with ballot material. As per Rule 28.1, statements cannot exceed 200 words. Only candidate statements which comply with the Rules and are received by the Returning Officer by 12:00 Noon (Australian Eastern Standard Time (AEST)) on 25 June 2025 can be accepted.

Nomination Withdrawal

Candidates may withdraw their nomination by notice in writing to the returning officer at any time before 12:00 Midday (Australian Eastern Standard Time (AEST)) on 18 June 2025. For team withdrawals, please refer to SPSF Rules 19.6(e)-(g).

Voting Period

The ballot, if required, will open on 16 July 2025 and close at 10am (Australian Eastern Standard Time (AEST)) on 13 August 2025.

Replacement Voter Pack

If the postal vote pack is not received by 30 July 2025 voters may contact the AEC to request a replacement voter pack by calling 02 9375 6366 or 03 9285 7111 or by sending an email to IEBevents@aec.gov.au. If you are on the roll of voters, a replacement pack will be sent by regular mail.

Scrutineer Appointment

The appointment of scrutineers opens on 4 June 2025. A Scrutineer Appointment form is available on the Australian Electoral Commissions website or from the Returning Officer.

Other Information

Changed Address? Advise the Organisation now.

Please Note: A copy of the AEC's election report can be obtained from the Organisation or from the Returning Officer after the completion of the election.

Jackie McHenry Returning Officer Telephone: 03 9285 7111

Email: IEBEvents@aec.gov.au





POWER

IN OUR

UNION

Members work to strengthen their union.

PSA CPSU NSW members came together to celebrate union power at the 2025 Annual Conference. Under the banner Power in Our Union, members exchanged ideas, listened to speakers and planned to build a stronger body that will continue to fight for its members.

In his Welcome to Country for Country Conference, PSA CPSU NSW Aboriginal Community and Membership Engagement Officer Ricky Walford talked about the fact welcomes and acknowledgements had been a contentious issue in the recent federal election, “when what it simply means is respect.”

Country Conference was opened by Tara Moriarty, the state Minister for Agriculture, Minister for Regional New South Wales, and Minister for Western NSW.

Talking about her childhood in Queanbeyan, Ms Moriarty talked about how important public services are for regional NSW, outlining why the government in which she serves

has passed a number of policies to assist non-metropolitan NSW. Demonstrating the power of the PSA CPSU NSW, many of the wins she discussed were the cornerstones of the union’s campaigning.

“We have ended the wage cap,” she said. “It was an appalling regime that kept wages down. As a result, we were losing people in key parts of the state.”

The Minister said she was still dealing with the after-effects of wage suppression, which is in the way of attracting talent to the regions.

Ms Moriarty said the return of powers to the Industrial Relations Commission (IRC) and improvements to workplace health and safety were additional key achievements that boosted wages and conditions for PSA CPSU NSW members.

“We are a government committed to building safer workplaces,” she said. “People are entitled to be safe at work. This is not negotiable.”

The following speaker was Emma McBride, the federal member for the Central Coast seat of Dobell. Ms McBride opened her presentation with a message thanking the union movement for using its considerable power to support her party in the recent federal election campaign.



She said the win will mean more support “to those struggling” in Australia, with reforms such as improved facilities and greater access to bulk-billing in the regions. She said the Albanese Government will incentivise bulk-billing, build urgent care clinics to give “options for urgent free care in your community”, spend an additional \$1 billion on mental health and cover more services with Medicare.

“Voters said no to wholesale sackings of public servants,” she said.

PSA CPSU NSW Senior Organiser Glenn Duncan discussed the different regional offices and the power of the

union in addressing the issues members in the regions face. He covered wins based outside Sydney, as well as “areas of strong membership growth, like the Rural Fire Service”.

Delegate with the Prison Officers Vocational Branch (POVB), Darren King, joined Assistant General Secretary Troy Wright and President Nicole Jess to talk about Junee Correctional Centre’s transition from private to public ownership.

Mr King said that despite the lack of cooperation from management, “we inherited a great workforce and

established a great POVB branch there with about 99 per cent coverage”.

Mr King said the power of the union translated to benefits that will be felt in members’ hip pockets, with pay increases of up to \$55,000 a year and an increase to seven week’s annual leave. In addition, there will be better staffing levels, a more diverse range of roles, more acting up opportunities and shift penalties.

Mr Wright said the old business model at Junee was a prime example of how outsourcing “exploits regional NSW” by targetting areas with few job opportunities.

The following day Nathan Moran, Chief Executive Officer of the Metropolitan Local Aboriginal Land Council, welcomed attendees to Conference, comparing land rights to the fight for workers’ rights.

Officially launching the conference before visiting flood-hit regions in the Mid North Coast, NSW Premier Chris Minns outlined some of the decisions his government had made in the face of powerful PSA CPSU NSW campaigns on behalf of members. He mentioned the conversion of thousands of temporary schools staff into permanent roles and an end to a reliance on consultants that “got completely out of hand under the previous government”.

“It demoralised our agencies and weakened corporate memory,” he said. “We are trusting public sector workers again.”

He said this passion for public service did not go unnoticed by the voting public.

“When the Liberals demonised public servants and pitted workers versus workers, voters didn’t have it,” he said. “You cannot win elections in Australia unless you respect every worker, private and public, blue collar and white collar.”

“Thanks to the relentless advocacy by the PSA and Prison Officers, we have brought Junee into public hands and will do the same for Parklea next year,” he said, adding that his government has also banned private businesses electronically monitoring people on bail.

Following the Premier, General Secretary Stewart Little talked about the achievements possible when members are represented by a strong, powerful union.

He spoke about two topical subjects; workers in floods and union negotiations over workers’ compensation changes, then looked back at a year when a powerful union won “new deals for Sheriff’s Officers, Special Constables, Child Protection Workers and Psychologists”





and “over 8000 permanent positions for school support staff”.

Mr Little said the union’s campaign to restore power to an independent Industrial Relations Commission was another reflection of its power.

Deputy Premier and Minister for Education Prue Car was the keynote speaker for the conference. Ms Car said “it is always a pleasure to work with the PSA”, acknowledging the union’s power in winning on behalf of “the PSA members are the unsung heroes of our schools”.

She said there was more to be done to tackle workload in schools, and had responded to union pressure with “a system-wide approach” to addressing the issue, including better training for staff.

Ms Car said her government was listening to the PSA CPSU NSW and doing more to confront violence in the school system and improving the formula which is used to allocate General Assistant workloads.

She also praised School Psychologists “in a time where children face greater mental health challenges than ever before”.

The recent election win by the Albanese Government, she said, would mean a better funding deal with Canberra, vowing to ensure “billions spent on education goes where we need it”.

Ms Car listened to members’ questions, taking notes and promising to provide answers when she had the requested information.

Secretary of the Australian Council of Trade Unions, Sally McManus, followed the Deputy Premier, expressing her surprise “at the scale of the election win and the progressive state of the Senate”, which she said would serve workers well for the next two terms of government at least.

The win, she said, reflected the power of a union movement that was growing,

adding its opponents “are stuck in an echo chamber that failed to resonate with the wider public”. Ms McManus said the idea to attack public sector workers alienated voters who had seen what happens when vital jobs are cut: “Robodebt, service cuts for veterans and queues for services”.

However, despite this win, she said the union movement needs to be wary of the far right emerging globally and not to use election result to rest on its laurels.

MS CAR SAID 'IT IS ALWAYS A PLEASURE TO WORK WITH THE PSA'

She said artificial intelligence will “shape and change our jobs and our world”. It can “be used to make the world better, but you can see how, in the hands of the wrong people, like the billionaire class, it can be used for the opposite”.

Ms McManus added that Australia is facing a housing crisis and that the union movement should be playing a bigger role in coming up with a solution that can help future renters and buyers.

“It is unacceptable to pass on a worse world to future generations,” she said.

Four Senior Organisers followed Ms McManus in a panel on how union power can convert to wins. Anne Kennelly discussed how membership density makes more powerful workplaces for the PSA.

“If you haven’t asked your workmates to join, do that,” she said. “If you don’t ask you won’t know if they are a member or not.” She urged Delegates to get members more involved and become active. Calling Delegates “the unsung heroes who keep

things running smoothly” she said every attendee should be boosting union power.

Glenn Duncan talked about boosting power by “planning and training”, encouraging people to not only enrol in courses, but to update their skills by refreshing their training over time.

Belinda Tsirekis talked about how anger among members at the Child Protection helpline “developed a fighting culture”.

Chris Auld took attendees through the successful campaign on behalf of Sheriff’s Officers. Focusing on union power, Mr Auld went through how the PSA began its actions in the Hunter, where there was high membership, creating a template for other areas to follow.

Assistant General Secretary Troy Wright launched the union’s Protect and Respect campaign, discussing issues such as assaults in prisons, a bomb threat and everyday aggression at Service NSW, hostility to Fisheries Officers and abuse at Homes NSW staff.

Marko Petrovic followed with a presentation on work health and safety and the importance of Health and Safety Representatives in NSW workplaces.

Industrial Manager Julie-Ann Bond hosted a panel on wins in the workplace that “can come in many shapes and sizes”.

General Assistant Bill Martin talked about an unpaid laundry allowance that put “an extra few dollars in my pocket” then went on to talk about industry-specific conferences the PSA successfully lobbied for.

Sheriff’s Officer Roxanne Lloyd talked about how demonstrating the power that comes with a high density of union members means “management saw us and realised we have members now”. In addition to the highly publicised pay increase for Sheriff’s Officers, she said

there were small wins, such as a reversal on a rule prohibiting visible tattoos.

Brad Stewart from the Rural Fire Service talked about the overtime win that resulted after his employers “simply failed to follow an award condition”.

Keith Smith and Tori Taylor of the Prison Officers Vocational Branch talked about prison nationalisation, which resulted from “a powerful union and General Secretary”. They discussed Ms Taylor’s work ensuring members at John Morony Correctional Centre were covered by the same Award as other Corrective Services NSW sites.

Secretary of the federal arm of the Community and Public Sector Union, Melissa Donnelly opened the following day, focusing on the Albanese election win. While obviously happy for the preservation of her members’ jobs, she said “there was a lot at stake for the tens of thousands of Australians who depend on public services”.

She said the Albanese Government’s commitment to the Public Sector was in stark contrast with the profligate Scott Morrison, who presided over a \$21 billion

contractor bill. Despite this huge number, she said, Veteran Affairs under-resourcing saw 42,000 cases backlogged.

The election was on the mind for the next speaker, analyst Kos Samaras.

He said Mr Dutton’s plans to cut jobs would not just have affected the 41,000 Public Sector workers, but up to 9 million people in their “social networks”.

Mr Dutton, he said, turned off women voters. “Morrison had a problem with women professionals,” he said. “Dutton had a problem with women full stop.”

Mr Samaras said 70,000 18-year-olds enrolled to vote every year, reducing the influence of Baby Boomers. This is bad news for a Liberal Party that was not adapting to a changing Australia.

“This election was the end of the Howard era,” he said. “Back then they found some ‘losers’ and used them as a scapegoat to win votes. You think of Tampa; there always has to be a victim. This time they chose to sack 41,000 public servants. They pulled this out because this was the die that worked last time.”

Mark Morey, Secretary of Unions NSW, praised the power of the PSA

“The PSA is at the forefront of everything we do,” he said. This includes our workers’ compensation dispute.”

He said high-density sites covered by the PSA CPSU NSW mean “union power” when negotiating with employers.

“It is a benefit to be a union member and to have union power behind you.”

He said to boost this power, unions needed to recruit younger workers by working and winning on issues that are important to them, including mental health.

Campaigns and Communications Manager Marianne Ledic joined Senior Organiser Glenn Duncan to launch the updated Delegates’ Handbook to attendees.

The two went through the book, outlining its value as a tool for representing members and its strategies to increase union power through recruitment.

“We know there is power in our union,” said Mr Little after the event. “Annual conference lets us boost that power so we can continue to win for members.”





DOMESTIC VIOLENCE SUMMIT LOOKS AT IMPROVING SERVICES

Key event hears new ideas from PSA CPSU NSW members.

The PSA CPSU NSW hosted a one-day summit on tackling domestic and family violence, including its effect on the workplace.

The summit heard there was an over-reliance in NSW for non-government organisations rather than public agencies such as the Mount Druitt domestic violence centre.

The event looked at how agencies dealing with domestic and family violence co-ordinated their efforts.

There was discussion on funding, including strategies on getting money allocated to the right areas.

Participants discussed how to better communicate the availability of services, and whether there are programs that focus on intervention and prevention.

Legal strategies for dealing with domestic and family violence, such as changes to bail laws, the ability to

see perpetrators' histories, targeted programs for perpetrators and court-imposed treatments were also discussed.

"Our members do so much for the NSW community, including people affected by domestic and family violence," said PSA CPSU NSW President Nicole Jess. "The summit gives us a chance to discuss this issue and work out strategies to combat it."

"It makes me proud to be part of a union whose members have such a positive impact on our state."

WHAT THE ALBANESE GOVERNMENT MEANS FOR RETIREES

The re-election of the Albanese Government in 2025 carries significant implications for Australian retirees, particularly concerning superannuation taxation and aged care services.

The 2025–26 Federal Budget handed down before the poll underscores the government's commitment to enhancing aged care services.

The Federal Government allocated \$2.6 billion to fund pay rises for aged care nurses, effective from March 2025. The Treasurer, Jim Chalmers, said this was aimed at improving workforce retention and service quality.

To support the rollout of the new Aged Care Act commencing 1 July 2025,

\$291.6 million over five years has been earmarked for regulatory readiness, digital transformation, and culturally appropriate care initiatives.

The government reaffirmed funding for the Support at Home Program, which is set to begin in July 2025. It will expand access to flexible in-home aged care services.

The Government promised during the election to expand bulk billing for GP visits and the establishment of additional Medicare Urgent Care Clinics, enhancing accessibility for older Australians.

Another policy affecting wealthier retirees is an increase in the tax rate on superannuation earnings for balances exceeding \$3 million. Starting from 1 July 2025, earnings on the portion of super balances above this threshold will incur an additional 15 per cent tax, effectively

increasing the tax rate to 30 per cent for high-balance accounts.

Despite scaremongering from conservative media outlets, the reform is modest, targeting only the top 0.5 per cent of Australians. The Treasurer hopes the reforms will generate approximately \$40 billion over a decade to fund essential services such as Medicare and aged care.

“The PSA CPSU NSW Retirees Associates meet regularly to discuss legislative changes that affect older Australians,” said Industrial Support Manager Dylan Smith. “We encourage retired members to join and continue their membership with their union.”

“The Retirees Associates meet regularly at PSA House, with the option to join online.”



GOVERNMENT PASSES LAWS ON IMPROVED FINANCIAL SERVICES

The Australian Government has announced plans for super funds to provide better customer standard levels and financial advice for all Australians.

The Delivering Better Financial Outcomes (DBFO) reforms are a significant step in Australia's effort to enhance the quality, transparency, and accessibility of financial advice. Introduced by the Australian Government as part of a broader financial services reform agenda, these laws aim to ensure that Australians receive better, fairer, and more affordable financial advice while maintaining strong consumer protections.

At the core of the DBFO laws is a focus on streamlining regulations that have previously made financial advice costly and complex, particularly for everyday Australians. The reforms seek to reduce unnecessary red tape for financial advisers, enabling them to spend more time with clients and less time on administrative tasks. This includes simplifying documentation requirements and clarifying the distinction between personal and general advice.

Another major element of the DBFO package is improving the accountability and professionalism of financial advisers. The laws support higher standards of conduct and ensure that advisers are acting in the best interests of their clients. This is particularly important for vulnerable consumers, including retirees, people with low financial literacy, and those making critical life decisions.

The DBFO reforms also build on recommendations from recent reviews, including the Hayne Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry. These reviews highlighted widespread issues in the financial advice sector, including conflicts of interest, fee-for-no-service arrangements, and poor consumer outcomes.

As a part of the 'package, the Australian Government wants to introduce a new class of financial adviser. The new adviser model will ensure more Australians have access to quality, affordable financial advice to make the most of their retirement.

Making financial advice more accessible and affordable is critical to meeting the growing need for retirement advice, with more than 300,000 Australians expected to retire each year over the next five years.

Aware Super Chief Executive Deanne Stewart welcomed the government initiative and said Aware Super is already leading the industry with super helpful financial support for its 1.1+ million members.

"We know that when our members get help and advice, they feel more confident and are much more likely to take action that improves their retirement," said Ms Stewart.

Advice reforms are crucial to uplifting retirement outcomes for Australians.

Introducing a new class of adviser, backed by a strong consumer protection framework, will unlock the ability for superannuation funds and other providers to deliver the help and guidance Australians need to confidently navigate their retirement.

Ms Stewart said Aware Super products can help members prepare for retirement, with tools such as My Retirement Planner™ that helps to calculate your income in retirement. It works by taking into account your current super balance, current income, investment returns, assets, debts, property and time left in the workforce.

THE FEDERAL GOVERNMENT WANTS TO INTRODUCE A NEW CLASS OF FINANCIAL ADVISER

It can then provide an informed prediction of your income for retirement. If the figure isn't quite where you want it to be, you can adjust elements to see how they change your outcome by making additional contributions, reviewing your investment strategy or taking a longer transition to retirement.

Aware Super also provides the Retirement Guide, available to download for all Australians.

"It's full of tips and real-life stories on preparing for retirement and leading your best life after a long career in the workforce," said Ms Stewart.

Retirement can be daunting for many who worry about how much money they'll have for retirement.

"When we speak to our members, we often hear that approaching retirement can be scary because of not knowing how things are going to work. And then when we speak to them again a couple years after retiring, they generally find that everything is going better than expected," said Ms Stewart. "We also find that people who plan and prepare for retirement, by talking to a financial adviser and getting their affairs in order, are more confident approaching retirement."





UNION TAKES ON WORKERS' COMPENSATION CHANGES

The PSA CPSU NSW has joined other unions to oppose cuts to workers' compensation in the state. Assistant General Secretary Troy Wright fronted a parliamentary enquiry into plans by Treasurer Daniel Mookhey to cut eligibility to workers' compensation for psychological injury.

Mr Wright's appearance at the inquiry, and at a press conference behind Parliament House, follow the submission of a report outlining the PSA CPSU NSW's opposition to the proposed changes.

The report criticised the changes, pointing out, "None of the proposed actions reflect a shift towards early resolution of workplace psychological issues".

"The dominant effect would be to significantly hinder workers seeking and being able to obtain compensation for psychological injuries.

"Proposed changes to defining a psychological injury will effectively carve out a substantial class of workers and create uncertainty."

The report demanded the State Government do more to regulate the performance of the State Government insurance body icare and regulator SafeWork NSW. It also demanded changes to the State Insurance Regulatory Authority (SIRA).

"It appears that the Government does not seem to have the appetite to address these systemic issues," read the PSA CPSU NSW submission.

The Treasurer's proposed changes require psychological injury to result in at least 30 per cent impairment. The PSA CPSU NSW report includes a case where a Prison Officer was held hostage for several hours and brutally tortured, "which left him with permanent loss of feeling in his feet and hands, partial blindness, and major burns on his body". Yet under the new rules, the member would not be eligible for a payment.



The report found that the "adversarial" approach of bodies such as icare often exacerbated the psychological injuries of those making claims.

"Unions such as ours campaigned hard to change the State Government in 2023, so it is disappointing to read the Premier's proposed restrictions on vital protections for frontline workers such as our members," said Mr Wright. "We are

meeting with Ministers to see if we can address the Treasurer's concerns about the long-term future of workers' compensation in NSW without eroding the rights of our members, who do so much for the people of our state.

"Our members are Champions of the State. They deserve better."

Information correct at time of print.

PROTECT YOURSELF AT WORK



Unfortunately, it is not uncommon for Correctional Officers to be charged with Criminal Offences whilst conducting their duties.

The POVb Legal Fund was created to provide members legal assistance, representation and information in relation to any alleged criminal offence committed in the course of their employment with Corrective Services NSW. It is there if you are summoned to give evidence in a Coronial Inquest or Inquiry or if you are the subject of adverse comments or findings.

Get piece of mind for just \$4 a week (tax-deductible). Join the POVb Legal Fund.



☎ 1800 772 679

🌐 www.psa.asn.au

🌐 www.povb.com.au

✉ psa@psa.asn.au

✉ info@povb.com.au



NO-ONE IS LEFT BEHIND

The PSA's Annual Conference brings together delegates from across all of the NSW public sector's departments, agencies, boards, offices, groups, sections, commissions, platforms, authorities, services, tribunals, trusts, reforms, regulators, affairs, counsels, and guardians. It is a very varied association, and is always an eye-opening, and highly informative day. It illustrates the diverse ways in which our members work to keep the state running.

"The NSW public service defies clichés and stereotypes," said Nicole Jess, President of the PSA. "Professionally, we embrace the variety of specialised ways we have developed to deliver services to the people of NSW. And our members, the people who deliver the services, are equally

diverse. And we need to celebrate this."

Women's Conference was the first conference to be set up to focus on the specific issues that face a group of members that differed from those that face the whole membership but are nonetheless equally significant. In March 1981 the PSA commenced holding annual Women's Conferences, and at that time it was only one of two unions in Australia to do so. The first conference, held at the NSW Institute of Technology near Railway Square, attracted 200 women members. Occupational health and safety for women and permanency for large numbers of temporary female employees were the major issues, and workshops were also held on child-care, technological change, part-time work, and women from non-English speaking backgrounds. PSA Women's Industrial Officer Simone Scalmer said "The Women's Council has

been a major agitation point behind some big wins over the more than four decades it has been held, including pay equality, maternity leave, and more recently domestic violence leave, and lactation breaks."

Historically, unions in Australia have been rightly criticised for not doing enough to support Indigenous workers. The PSA, because our membership has long-included Aboriginal people, was a union that has had a stronger recognition of Indigenous rights within the workforce for many decades. Our Aboriginal Council was one of the first to be established in the country. Sean Bremer, then Chair of the Aboriginal Council said in 2021, "The PSA's Aboriginal Conference that began in 2018, had to expand from a half-day event to a full day conference to cover the enormous amount of issues faced by the union's First Nations members by 2021."

In the three years since it became an all-day event, the issues discussed have continued to expand as well. From the Aboriginal Employment Strategy to the endorsement of the Yes vote, and ongoing Aboriginal health, the conference is an essential part of the PSA's commitment to Indigenous members and the community.

This year will be the inaugural year for two new conferences. The PSA Pride Conference, and the Disability Awareness Day. Senior Organiser Glenn Duncan said, "Your union will be holding a Pride Conference later in 2025. A first for our union, this will be an opportunity for LGBTQIA+ members to get together to celebrate diversity, and to discuss industrial issues unique to the community." The PSA has supported our LGBTQIA+ members for many decades and has had a presence at the Sydney Gay and Lesbian Mardi Gras for many years.

The PSA has been advocating for better workplace conditions and accessibility for workers with disabilities for decades. This has included support in securing employment, and making workplaces more accessible for those with physical or intellectual disabilities. The PSA Disability Conference will be held later this year, and, as Mr Duncan, "the Disability Awareness Day will enable members to focus specifically on how the union can agitate to make workplaces completely accessible and appropriate for all members."

'THE PSA WON'T SHY AWAY FROM FOCUSING ON OUR MEMBERS WHO ARE IN A MINORITY GROUP'

Stewart Little, General Secretary of the PSA says "the union movement has always been at the vanguard of society in advocating for the rights of minority groups, not just in the workplace, but in the greater community. The current political environment has some areas of the community quietly siding with conservative views which harken back to the days of ignoring the particular needs and issues of minority groups. But the PSA won't shy away from focusing on our members who are, for whatever reason, part of a minority group. We will listen to them, campaign for them, and celebrate with them."



COMRADES IN ARMS: UNIONS AND ABORIGINAL RIGHTS IN AUSTRALIA

PSA stalwart recognised for her work with her community.

Trade unions in Australia began forming in the early 19th century, as workers sought fair wages, safer conditions, and limits on working hours. By the late 1800s, unions had become a powerful force, contributing to the formation of the Australian Labor Party. However, while unions played a major role in improving conditions for many workers, they often excluded Aboriginal people from their ranks.

It wasn't until the mid-20th century that Aboriginal rights and the union movement began to align more closely. One of the most significant moments was the 1966 Wave Hill Walk-Off (photo above was taken at the 50th anniversary celebrations of the event), where Gurindji workers, led by Vincent Lingiari, walked off the Vestey cattle station in protest of low wages and poor conditions. While initially seen as an industrial dispute, it soon evolved

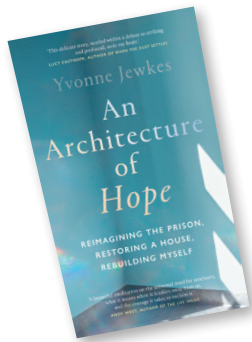
into a major land rights movement. The trade union movement, particularly the North Australian Workers' Union and the Australian Council of Trade Unions (ACTU), strongly supported the Gurindji cause, providing financial and political backing.

Throughout the 1970s and beyond, unions increasingly advocated for Aboriginal rights, supporting campaigns for land rights, equal pay, and cultural recognition. The solidarity between unions and Aboriginal activists helped shape policies and public opinion, leading to milestones such as the Aboriginal Land Rights Act 1976 and increased awareness of Indigenous disadvantage.

Today, many Australian unions continue to support Aboriginal rights, acknowledging the past exclusion and striving to address systemic inequality. The relationship remains vital in ongoing efforts toward truth-telling, reconciliation, and justice for Indigenous Australians. Together, unions and Aboriginal advocates have forged a path that highlights the power of collective action and solidarity in the pursuit of equity.



AN ARCHITECTURE OF HOPE



Reimagining the prison, restoring a house, rebuilding myself

Yvonne Jewkes
\$39.99
Scribe

British Professor of Criminology Yvonne Jewkes examines how our built environments affect people.

Her work takes her all

around the world, comparing prisons in Britain, Australia, New Zealand, Norway, the US and Ireland.

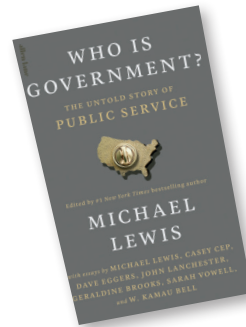
She looks at how the design, and each country's approach to incarceration, affects recidivism, violence and suicide among inmates.

The author talks of the frustrations when design ideas are ignored because of budget constraints or political pressure to not be seen to be too soft on convicted criminals, even if the end designs simply repeat the mistakes of the past.

Ms Jewkes also looks into how architecture affects other parts of her life.

She examines the design of the home in which she was raised by an alcoholic father, and that of the poorly renovated house she once shared with a former partner.

WHO IS GOVERNMENT?



The untold story of public service

Michael Lewis
\$55
Penguin

American Author Michael Lewis takes the side of the Public Sector as the US Presidency goes to war with public servants with a tsunami of lay-offs and misinformation.

Mr Lewis turns his attention to the civil servants, scientists, analysts, and administrators who quietly keep society running. He pulls back the curtain on the

individuals who devote their lives to the public good. These are the people who inspect our food, monitor disease outbreaks, oversee air traffic, and ensure clean water flows to millions. The author humanises government in a way that feels both timely and necessary.

Mr Lewis doesn't merely compile facts or summarise agencies; he tells the stories of the people delivering services. Whether profiling a scientist racing to contain an emerging virus or a meteorologist decoding the next big storm, each chapter reads like a mini-thriller. There's a clear message here: government isn't some faceless, bureaucratic behemoth, it is made up of real people, with real stakes.

The author turns what should be complex policy discussions into digestible, even entertaining, snippets. .

Who Is Government? serves as a powerful reminder of why good governance matters, and who pays the price when it fails.



PODCAST WITH MICHAEL LEWIS



Many Australian public servants have been observing with incredulosity the current situation our North American comrades in the federal civil service are experiencing. Whole departments are being dismantled within the space of a day, and thousands of employees are showing up to their places of work only to be sent home without explanation, and not knowing if they will remain employed or not. It's an absurd and terrifying situation. But it is one which some influential Australians would like to see happen here. Gina Rinehart, Australia's richest woman, as well as Adam Gilmour CEO of Gilmour Space Technologies, have both made public calls for an Australian DOGE.

Who Is Government?:

The Untold Story of Public Service, reviewed opposite, has recently been published which showcases several American civil servants who, through the course of their careers, have done incredible and extraordinary things. *The Weekly Show* podcast hosted by John Stewart recently talked to the author and editor of the book, Michael Lewis.

Asked how something as extreme as DOGE could happen, Mr Lewis responds "People have this lazy stereotype in their mind about what a federal worker is, and that lazy stereotype enables



DOGE. But if everybody knew these people, they would be outraged on their behalf."

Mr Lewis goes on to say "We laud the private sector, because we love wealth and personal success. And there is a perception that if you were good, you wouldn't be working in government." However, what

Lewis discovered in talking to civil servants and in researching what the public service does, is that the public sector does all the hidden heavy lifting of society.

"The government is the place where all the problems that the private sector can't solve go to get solved," he said.

"Hard decisions get made by government. Decisions that aren't going to make money or be popular. Government solves the problems that the private sector will not touch because there is no money in it. Things that are considered utility, and therefore, taken for granted."

CURTIN'S CAST

A fortnightly podcast produced by the John Curtin Research Centre (JCRC), *Curtin's Cast* takes a deep dive into Australian and global politics, culture, and ideas.

Hosted by JCRC Executive Director Nick Dyrenfurth and RedBridge Director and PSA CPSU NSW Conference guest, Kos Samaras, the show features candid conversations with political leaders, activists, and thinkers. Episodes cover a range of topics, from election analyses to discussions on political

ideologies and leadership.

Named after wartime Labor Prime Minister John Curtin, the podcast has a pro-Labor slant, but this does not affect the integrity of the information the duo presents. In fact, their interview subjects include West Australian right-wing parliamentarian Andrew Hastie and conservative independent Dai Lei.

A recent podcast examines the aftermath of the Liberal Party's substantial losses in May 2025 and how the conservatives can reverse



their decline. Other issues include how opinion polling works and the appeal of Donald Trump to voters.

Overall, *Curtin's Cast* stands out as a valuable resource for those interested in the nuances of political discourse, offering thought-provoking discussions that inspire and inform. It's an entertaining way to keep informed.

GETTING SPECIFIC

The PSA CPSU NSW can design training geared to a specific workplace or employer.

“Recently we had training specifically for Homes NSW and Community Services,” said the union’s Senior Organiser, Glenn Duncan.

“It means participants have shared experiences in the workplace they can share when we are discussing strategies and situations in the course.”

The PSA CPSU NSW has recently also had training specifically designed for Prison Officers.

“These workers are employed in a very unusual work environment with challenges you would not see in workplaces elsewhere,” said Mr Duncan. “By designing the course according to Prison Officers’ needs, we will get the best possible results.”

Members who want to organise training

specific to their workplace can contact training@psa.asn.au to set up courses. Training can be done onsite, in a regional venue or at PSA House in Sydney.

Employer-specific training is just one of the options available to members.

“Nearly all our members are employed under Awards or Enterprise Agreements that give them access to paid trade union training leave,” said Mr Duncan.

Courses such as Role of the Delegate are designed to help new Delegates learn more about their role as workplace representatives of the union.

There are also course for Health and Safety Representatives and ones that deal with issues such as bullying.

Courses are also available aimed at women in the union.

“The PSA and CPSU NSW websites regularly update their training calendars,” said Mr Duncan. “Keep checking in to see if new courses are on the horizon and speak to your Organiser about training.”



COMMENTS FROM SOME PREVIOUS TRAINING PARTICIPANTS

The PSA CPSU NSW regularly surveys training participants after their courses. Below are some of the comments we have received.

“The trainer was entertaining, and the course made me less scared to represent my members to my boss.”

“Thank you! I’m glad I know what a delegate is. We’ve got our first union meeting next week!”

“Enjoyable day, a lot was learned by everyone.”





ENERGY PRIVATISATION IS A GLOBAL ISSUE

Union Aid Abroad's partner unions push back against privatisation.

The scourge of governments selling off public assets is not just a problem for western democracies with conservative governments. The issue is a burning one in the global south as well. In early February 2025, 120 union leaders and allies from 35 countries gathered in Mexico City for the second Inter-Regional Trade Unions for Energy Democracy (TUED) meeting. TUED is a global network of more than 130 unions working to develop democratic control and public ownership of energy, and to promote solutions to the climate crisis. Addressing energy poverty, promoting energy

sovereignty, and resisting the ruin of both land and people, and attacks on workers' rights are key issues of the network.

Union leaders represented 30 countries, including Argentina, Bangladesh, Barbados, Bolivia, Botswana, Brazil, Chile, Colombia, Indonesia, Kenya, Korea, Mexico, Mozambique, Namibia, Nepal, Senegal, South Africa, Peru, Philippines, Togo, Trinidad and Tobago, and Uruguay. Allies from the Netherlands, and the United States also participated.

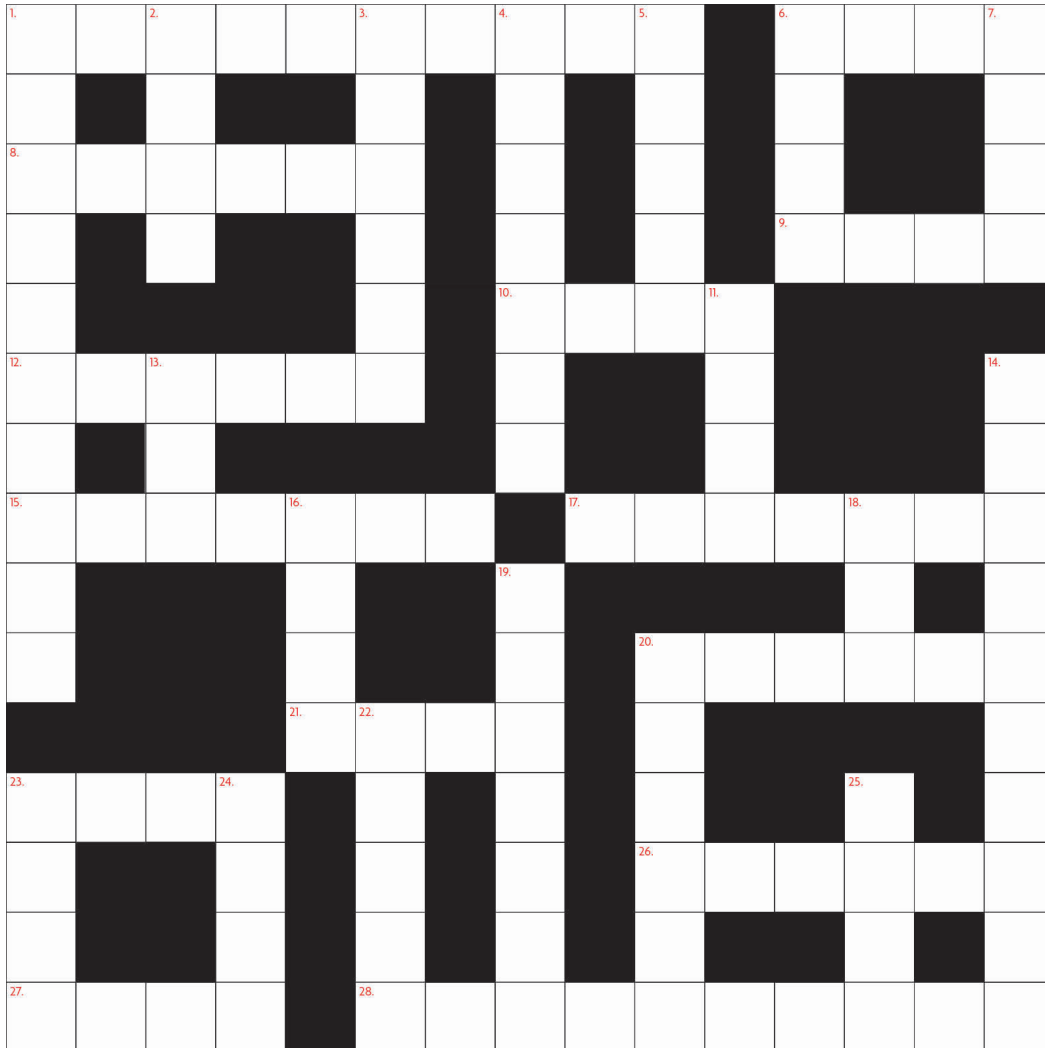
The unions share the common, deep concern about energy security, and access to energy for the most vulnerable. Privatising energy, as we have learnt in NSW, raises prices significantly, but does not improve the security or consistency of the supply of energy.

The most significant win reported to the meeting was that of Persatuan

Pegawai Indonesia Power (PPIP) and their union's victory in the Constitutional Court. They successfully blocked plans to dismantle the state-owned electricity company's generation, distribution, and transmission — an action that would have paved the way for full privatisation. Their win follows two decades of legal battles against government attempts to completely privatise the electricity sector in Indonesia.

The conference delegates reaffirmed their commitment to a global public good approach, recognising that tackling climate change cannot, and should not be driven by private profit. Instead, they will advocate for increased international cooperation in energy governance and ensuring public ownership, sustainability, and social justice for the people of the global south.

CROSSWORD

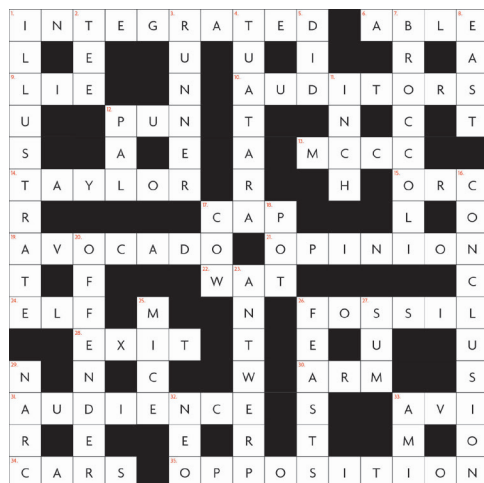


- 20. Guy Ritchie film released in 2000 (6)
- 21. Cab (4)
- 23. English city renowned for its minster and walls (4)
- 26. Reaction force used to propel aircraft (6)
- 27. Thrown into a round board at a pub (4)
- 28. Australian term for sheets and towels (10)

DOWN

- 1. Alabama's biggest city (10)
- 2. Neil Young reckons this never sleeps (4)
- 3. Idea (6)
- 4. If you ask Split Enz, this never repeats (7)
- 5. Home state of 'Hawkeye' Pierce in M*A*S*H (5)
- 6. Lacking hair (4)
- 7. Frozen planet in The Empire Strikes Back (4)
- 11. Bird's child-rearing facility (4)
- 13. Bucket (3)
- 14. English home to the famous Hacienda nightclub (10)
- 16. Major cricket match (4)
- 18. Rodent on Chinese calendar (3)
- 19. Subject of queries on road-crossing motivation (7)

Last issue's solution



ACROSS

- 1. Ozzy Osborne played at the closing ceremony of this city's Commonwealth Games (10)
- 6. Clean-sounding English city (4)
- 8. Score (6)
- 9. Plate (4)
- 10. Major golf or tennis tournament (4)
- 12. Country (6)
- 15. PSA members in National Parks and Wildlife Service protect this (7)
- 17. Returned soldier (7)



OSARA
HEALTH



CAREGIVERS:

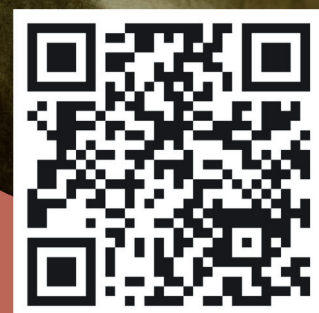
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