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18 Schools in the spotlight PSA Schools Recognition Week





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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

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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.







ICAC INQUIRY LAYS BARE THE FAILURES OF OUTSOURGING

Testimony proves why public service matters.

he Independent
Commission Against
Corruption (ICAC)
recently heard testimony
about the former head
of School Infrastructure
NSW, Anthony Manning.

ICAC heard that while Mr Manning held Public Sector workers in low regard, even allegedly firing those who questioned him, he was rather lavish when awarding contracts to private entities.

Martin Berry of Heathwest Advisory received nine contracts between 2018 and 2022 worth more than \$3 million.

Paxon, run by Mr Manning's associate Michael Palassis was awarded millions of dollars in tenders. Their relationship was not disclosed. Another contractor, Lily Wong, billed \$1920 per day and even drafted her own role description.

These hearings were illuminating and our members in Education and ICAC deserve praise for their work. However, the revelations are the inevitable result of a system where Public Sector workers were for years demonised and contractors and outsourcers preferred to operate the machinery of government.

The result was a system where the accountable decision-makers of the Public Sector were overlooked as the previous Liberal National Coalition State Government spent billions on contractors, outsourcers and consultants.

Public Sector workers are held accountable for their actions at work. They are bound by codes of conduct and checks and balances. They are also committed to their roles to make NSW a great place to live, work and learn.

Too often outsourcing and consultants work in the shadows. Too often companies stepping into these roles in place of Public Sector workers hide behind loopholes such as confidentiality clauses. Too often they answer to shareholders first and the people of NSW second.

The different standards under which the contractors and outsourcers operate was a big reason our union's campaign against privatisation resonated so well with the

voters of NSW. And it is this support from voters that saw the old government booted out and replaced by a party less likely to sell out our public services to the highest bidder.

Public Service Matters. You know it, we know it. And thanks to ICAC, more of the people of our state have caught on, too.



I was proud to be at Women's Conference this year (above) to celebrate 95 years of Women's Council's. For more on the event, go to page 28.

COMP LAW CHANGES FAIL TO GET THROUGH

Unions will continue to fight for better protection for workers.

he NSW Government has failed to get its proposed changes to workers' compensation through Parliament.

Unions from throughout the state, including the PSA CPSU NSW, opposed the changes, which would have made it difficult for workers with psychological injuries to get access to workers' compensation.

Under the proposal, applicants would have to prove 30 per cent impairment to be eligible for workers' compensation. This is up from 15-21 per cent.

Legal and mental health advocates joined unions in criticising the legislation, warning it could severely restrict access to



compensation for psychological injuries.

Opponents to the changes argued this would effectively deny support to many legitimate claimants and shift costs onto the welfare and public health systems.

The Coalition and Greens combined forces in the Upper House to refer the

Bill to a second parliamentary inquiry, delaying its passage.

"The battle is not won," said Assistant General Secretary Troy Wright (pictured above at a rally opposing the changes). "However, the delay means we can continue to oppose these unjust changes."







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OUR UNION STANDS UP FOR THE STATE

Across all regions and in a huge variety of workplaces, our members do amazing work for our state.

recently visited PSA CPSU
NSW members in Tamworth, an important centre for the people of northwestern NSW.
Jobs in the Public Sector and services such as TAFE, universities and disability support are vital to regional centres such as Tamworth. They bring much-needed income into local economies, provide job opportunities and ensure people outside the major centres have access to services.

In centres such as Tamworth, our members are providing services specific to regional NSW, such as the Rural Fire Service pictured below. Tamworth Correctional Centre provides northwestern NSW with a facility for inmates arrested and tried in the region.

The importance of these services

highlights the lunacy of the large-scale job cuts planned to be meted out to our members in the Department of Primary Industries and Regional Development.

These jobs do more than just bring in wages that are vital to the economies of regional centres. Our members conduct research that is important for the future of our primary industries and our food security. As climate change affects NSW's weather patterns, these essential roles become even more important.

As President, I also visited a number of schools in both regional and metropolitan NSW. Some of these visits were part of this year's PSA Schools Recognition Week. While our union works hard for its members in schools all year, it is this week that we shout loud about these essential workers, who too often are missing from the narrative when our education system is discussed.

With job cuts haunting our universities, including those in the regions, it is important that the CPSU NSW fights for

its members. Again, the work done in our tertiary education sector is important to ensure NSW has a prosperous future. Cutting jobs is short-sighted thinking that will have adverse effects on the future of our state. If there is insufficient income from overseas students, then governments, both state and federal, need to step in and make up the shortfall. Education is not an expense, it is an investment.

WITH JOB CUTS HAUNTING OUR UNIVERSITIES, IT IS VITAL THAT THE CPSU NSW FIGHTS FOR ITS MEMBERS

As President, meeting members is one of the best parts of my role. I will continue to travel and help celebrate the vital work you all do.



PSA WIN IMPROVES SAFETY FOR INSPECTORS

Members at SafeWork will now be protected by body-worn cameras while on the job.

he State Government has listened to the PSA CPSU NSW and rolled out body-worn cameras for Inspectors at SafeWork.

Under the Enhancing our Safety, Enhances Yours program, Inspectors can activate body-worn cameras if they feel they are at significant risk of harm, or they feel at risk of aggression or violence.

Violence and aggression against SafeWork Inspectors have increased in recent years. According to the State Government, there are currently 179 active employer entities flagged for caution, meaning there has been unacceptable behaviours towards Inspectors.

"SafeWork NSW Inspectors make sure people come home safe from work each night," said PSA CPSU NSW General Secretary Stewart Little, who was present at the launch of *Enhancing our Safety, Enhances Yours*. "But too often they're



harassed, threatened and even assaulted on worksite visits.

"This body-worn camera technology will deter violence and aggression directed towards our members, and double as evidence gathering tool as they go about their duties keeping us all safe at work.

"The PSA has been campaigning for this for many years and it's great to see Minister for Work Health and Safety, Sophie Cotsis, take the safety of our members so seriously."







OUR MEMBERS DELIVER, BUT DOES THE GOVERNMENT RECIPROCATE?

Delivering excellence is what PSA members in schools do.

n the lead up to PSA Schools
Recognition Week this year I
had the pleasure of attending
and meeting with our
Delegates at the Schools
Departmental Committee
meeting. I cannot put it any
better than our General Secretary when
he said at the beginning of Recognition
Week, "You know you are essential
workers every day creating the best
possible learning environment for
students."

Whether they work in an office, a classroom, or the grounds, whether they work in a preschool, primary school, or high school, or any of the unique or remote school settings, our members in schools are important for NSW. Every year PSA Schools Recognition Week gives us the chance to let the state know how vital they are.

The PSA first launched Recognition Week in the early 2000s. Since that time we have expanded this amazing celebration of our members in schools to bring all classifications together to celebrate the role you have delivering excellence for your school communities.

Our union has a long history of representing workers in the state's education system; as long as the union's existence in fact. And it is one of the most dynamic areas of the Public Sector. The rank-and-file workforce is a female-dominated workforce, so our undervalued and underpaid membership has been, and remains an area for continual campaigning. The public versus private education, and the funding, or lack-there-of has been an issue which increases in importance year after year.

Child Protection and our children's physical and psychological health are also of critical concern. But, let's not forget the physical and psychological health and safety of our members in education! Again, highly critical.

PSA CPSU NSW members in schools and education hold up their side of the deal in providing excellent, world-class learning and research for NSW.

We hold up our end. Do the state and federal governments do the same?

Canberra and Macquarie Street have passed policies to be lauded; free TAFE

and incentives for young people wanting to train as tradespeople. And generous capital works funding for desperately needed infrastructure. Bringing salaries up towards a liveable wage. And some job security for our members in long-term temporary roles. Though there is more work to be done here.

There are also things to boo and hiss at. Cutting jobs from NSW TAFE. Cutting funding to public schools; and the biggest boo this year; the enormous job cuts to our state's universities and the Art Gallery of NSW.

Just like with Transport for NSW, the over-bloated executive classes at universities and cultural institutions such as the gallery all propose slashing hundreds of jobs, while taking a raise in executive pay at the same time.

We say to the state and federal governments, hold up your end of the deal. Our members provide excellence. You can do the same. Our delegates and industrial staff are working tirelessly to save jobs. We have identified ways to make savings without devastating the workforce. And we've gained some ground. But it requires structural change; starting at the very top.



MEMBERS IN CLARENCE GAOL ACCEPT NEW ENTERPRISE AGREEMENT

leventh-hour negotiations between the CPSU NSW and Serco Australia have secured a bumper 12 per cent increase in hourly rates over three years with no trade-offs and enhanced conditions for members at Clarence Correctional Centre.

The new offer includes a 3.5 per cent increase in base hourly rates back dated to 3 March 2025. There is enhanced overtime loading for all hours worked over three hours Monday-Friday, backdated to 3 March 2025 and a 6 per cent increase in base hourly rates from 3 March 2026. These figures do not include superannuation increases.

"The company's revised offer has been

formally endorsed by the CPSU NSW bargaining team and marks a welcome shift that supports medium-term planning and stability across the business," said Senior Industrial Officer Thane Pearce. "The CPSU NSW would like to acknowledge the great work of our local bargaining team: Mark Bathgate, Kody Richards, Luke Biskin and Craig Dennis."

The increase comes soon after members of the CPSU NSW voted by a margin of 73 to 27 in a union ballot to endorse a 6.5 per cent increase in pay over the next two years.

Year one of the package includes a 3.5 per cent increase in hourly pay rates and a top up in overtime loadings both backdated to 3 March 2025.

In year two members are set to

receive a further 3 per cent increase in hourly rates from 3 March 2026 and a \$500 (CCO2s) or \$750 (CCO3s) one off retention bonus for continuing service.

The offer includes a new enforceable higher duties clause for ad hoc acting arrangements, improved consultation on rostering and a commitment to ethical conduct in all employment-related matters.

"The new deal was negotiated without trade-offs, and matches or improves on annual percentage increases in public sector wages in Corrective Services NSW over 2025-2026," said Mr Pearce. "The CPSU NSW has formally advised Serco the union endorses the company's offer."

After Parklea is returned to public control in 2026, Clarence Correctional Centre will be the state's only private prison.

PSA COMMEMORATES PRISON TRAGEDY

embers of the
Prison Officers
Vocational Branch
(POVB) and PSA
Executive laid
a wreath at a
memorial to late
Prison Officer Geoffrey Pearce.

The ceremony took place at the Geoffrey Pearce Correctional Centre, named after an Officer stabbed by an inmate armed with a needle filled with blood infected with human immunodeficiency virus (HIV). Mr Pearce died in 1997, seven years after being stabbed.

"Mr Pearce's tragic case highlights the dangers our members in corrections face when keeping the community safe," said PSA CPSU NSW Assistant General Secretary Troy Wright, who attended the event. "The list of Officers killed in NSW since the 1800s makes for sobering reading."

Chair of the POVB, Darren King, said cases like that of Mr Pearce make the case for the union's "continued vigilance on matters of safety for all our members employed in the state's prisons".





PSA CAMPAIGN PAYS OFF WITH EXTRA FUNDING FOR CHILD PROTECTION

State Budget gives vital service a much-needed lift.

he State Government announced at the Budget it will invest \$1.2 billion for a child protection package to provide more support for children in out-of-home care (OOHC).

The State Government promised \$1.2 billion to boost OOHC. This will include more than \$191 million that will go to recruiting more than 200 Caseworkers and retain more than 2000 already in the role with higher pay and specialised training.

There will also be a 20 per cent increase in the allowance given to those who foster children, the first increase in the amount allocated to families in two decades.

The boost to Child Protection follows the PSA's long-running campaign to fix up the state's beleaguered Child Protection system, that had suffered serious neglect under the Liberal National Coalition Government.

The Minister overseeing the changes agrees with the PSA's bleak assessment of the current state of Child Protection.

"We inherited a system spiralling out of control," said Minister for Families and Communities, Kate Washington, at the media announcement. "We are backing our dedicated, hard-working Child Protection Workers."

The Minister called the additional spending "a down payment in the future of vulnerable young people".

An additional \$10 million will be allocated to the Office of the Children's Guardian.

More than \$49 million will go to 44 government-owned residential care homes for children with complex needs.

PSA Assistant General Secretary Troy Wright also spoke at the launch.

"It is ironic that the system set up for neglected children has itself been neglected," he said.

He welcomed the changes to improve what he called "arguably the government's most important function, protecting vulnerable children".

PSA Delegate and Child Protection Worker Andrea Cartwright (pictured right) said the improvements will "be a big relief to Child Protection Workers."

She welcomed the greater recognition Child Protection Workers received from the State Government and expressed hope additional resourcing would free them from excessive paperwork, giving them more time to work in the field.



CHILDREN AND PSA MEMBERS WINNERS WITH NEW AWARD

State Budget gives vital service a much-needed lift.

n July this year the State
Government offered a new
Award for NSW Child Protection
workers. The union put the offer
to membership, and the response
was swift. An overwhelming
majority – 90 per cent – of
members endorsed the making of a new
standalone Child Protection Award.

The new Award is the result of months of campaigning and negotiations which led to the recently announced \$1.2 billion Child Protection package from the NSW government. The campaign, led by the PSA, alongside Delegates in Child Protection, has been a long and hard-fought push. But one that was essential for the members; but also, importantly, for the communities they look after.

Stewart Little General Secretary of the PSA (pictured at a press conference with Community Services members) said "the previous Liberal-National Government had run NSW's Child Protection agencies down to the nub".

"Our members have been punished for being dedicated to the work they do, and for their deep concern for the communities" he said. "Their colleagues have been leaving the department, not being replaced, and the previous government took advantage of our members' dedication, knowing they can leave roles vacant, because these officers won't abandon their clients,"

In April 2024, PSA Delegates unanimously endorsed a union campaign to fix the broken Child Protection system. In launching the Child Protection in Crisis campaign, Mr Little said the union would commence a series of rolling campaign events across NSW. This is amid concern the state's Child Protection system was on the brink of collapse, with vulnerable children being put at unacceptable risk due to underfunding and staff burnout.

"The Government knows Community Services is experiencing an unprecedented attraction-and-retention crisis, with one



in four positions unfilled in some regions of the state. That's according to the Department's own figures," Mr Little said. "The most vulnerable kids in this state are at risk of serious harm, or worse, because Child Protection Workers just can't cope, they're understaffed, exhausted and see no other option than to take action."

After months on public campaigning, with generous media coverage – much of it featuring PSA members speaking out – the Minns government had to act. "The government didn't create this problem, but it's their job to fix it," said PSA Assistant General Secretary Troy Wright.

Part of the \$1.2 Billion Child Protection Package from the NSW government (see page opposite) includes this new Award. The PSA and Department of Communities and Justice have taken steps to draft and lodge the new Award in the Industrial Relations Commission. Members received an immediate 3 per cent pay rise from their first full pay period after 1 July 2025. Work also began on the salary transition and advancement of increments.

The PSA has also continued to

campaign with the department for Child Protection workers across the state. The union has begun negotiating on the matters that are still unresolved, such as the allocation and duties of administrative roles and their current classifications. There will also be an education campaign around the new overtime provisions, and how they will provide for a greater work life balance, or at least pay for those extra hours PSA members work.

"The outcome of all this hard work done by the PSA has proven that union activism works," said Mr Wright. "Our actions have resulted in the NSW Government finally putting Child Protection front and centre, and directly resulted in the current NSW Government making the largest ever investment in child protection and out-of-home care in the state's history.

"We at the PSA would like to particularly thank all the amazing Delegates, past and current, for their tireless dedication and incredible passion for affecting change not only for workers, but vulnerable children across NSW."

REDUNDANCY OFFER CUTS JOB LOSSES

University forced to take a less drastic method of reducing staff numbers.

he CPSU NSW has won for its members, forcing management at Western Sydney University (WSU) to implement an expression-of-interest process that resulted in more than 300 applications. This means fewer forced job losses at the university if it goes ahead with current plans to cut 400 roles.

The CPSU NSW is continuing to negotiate with WSU over its plans. In addition, Enterprise Bargaining is also taking place at the university.

Meanwhile, negotiations continue at the University of Technology Sydney (UTS) as the union fights to seek to reduce the institution's plan to cut about 400 Professional Staff jobs.

The university's plan to cut jobs hit a hurdle when SafeWork NSW expressed concerns about the psychological harm done to staff by the proposed cuts. However, UTS has since been allowed to proceed following engagement between the regulator and the university.

Bargaining is about to commence at UTS for a new Enterprise Agreement.

Enterprise Bargaining is also underway at Newcastle University, Charles Sturt University and the Australian Catholic University.

The CPSU NSW has been campaigning against cuts to the sector. Members protested outside a forum set up by *The Australian Financial Review* on the future of tertiary education (pictured right). Representatives of university employers were not invited to the high-cost function.

The union has also organised a letter-writing program to Members of Parliament and state and federal education ministers to oppose the cuts and to urge both layers of government to do more for the sector.

"University education is too important for our country's future to leave to the vagaries of international student numbers," said Industrial Manager Siobhan Callinan.





MEMBERS KEEP RURAL FIRE SERVICE ON NOTICE



Union information for all to see.

SA members Bradley Zerbes and John Osmond at the Rural Fire Service (RFS) in Albury set up a notice board in the South West Area Command building to keep members and potential members in the picture.

Under the Award most PSA members work under, employers are required to provide a notice board for the union to display information.

The PSA recently had a major win on behalf of its members in RFS. After it was revealed the employer had not been paying overtime, the PSA swung into action, and the RFS set up a fund to distribute unpaid overtime to its staff.

"The win shows the power of union membership," said PSA General Secretary Stewart Little. "Thanks to Bradley and John for their efforts promoting our great union and its work to their RFS colleagues."



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FISHERIES OFFICERS RECEIVE AWARDS

PSA members praised for their efforts.

SA members in NSW
Fisheries who work in the
field perform a wide scope
of duties, much of which are
reactive, and require quick
thinking, and an array of
skills.

Primarily, Fisheries Officers are protecting the state's fish stocks, enforcing fishing regulations, and maintaining sustainable fishing practices. They patrol waterways, inspect catches and equipment, and educate the public on responsible fishing. In the course of performing this work, the officers are often the only officials in these areas, which are leisure areas, though areas that are fraught with risks.

In August 2022, Brent Carey, Aboriginal Fisheries Officer, and Ben Travis, District Fisheries Officer, began a routine compliance patrol of the Hawkesbury River, near Brooklyn on the Central Coast. Mr Travis recalls the moment the routine patrol changed.

"At this time a vessel was seen entering the harbour area and we saw the skipper of the vessel was clearly distressed and waving for assistance," he said. "We secured the Fisheries Patrol Vessel back to the wharf and immediately assisted the skipper to secure his vessel against the wharf. This was the moment we realised the seriousness and the extent of the situation facing us."

A person had been pulled out of the river near the Parsley Bay boat ramp and was in a great deal of trouble and was in urgent need of first aid. The officers called emergency services and performed cardiopulmonary resuscitation (CPR) on the man straight away.

The officers took turns administering CPR, and when NSW Ambulance paramedics arrived, continued to assist the paramedics.

Unfortunately, the man did not recover, and passed away that day.

In June this year, NSW Ambulance presented the two Fisheries Officers with Certificates of Recognition (Community) for their actions on that day.

"I have provided CPR in the past on a number of occasions, my previous employment was with local government as a Professional



Ocean Lifeguard, so have had previous extensive training in providing critical first aid in emergency situations, especially in and around water," said Mr Travis.

Mr Carey has spent his life around

"I grew up on the Manning River and love the waterways and ocean that is part of our sea country on Biripi Land on the Mid North Coast," he said. "I am a proud indigenous community member and I am passionate about sustainability of our resources."

PSA General Secretary Stewart Little said "members in Fisheries receiving this award highlights again the important work these officers do in the field".

"These officers are in the thick of our communities, wearing a uniform, and representing the NSW Government. That makes them a trusted part of the community. And our members live up to that trust with these actions.

"However, it also makes them a target for those who do not respect people in uniform, and who are out in the community not doing the right thing by the rest of the community.

"Our members in Fisheries need protective equipment, and the jurisdiction to carry out investigative work – as their counterparts in other states are doing. Fisheries Officers' role in the community is getting riskier by the day; people are already before the courts for attacking our members."

In February this year, the PSA initiated work bans in certain areas of work for members to ensure their safety, until the Department of Primary Industries seriously initiated legislative reform to make the job safe and genuinely effective.

"Our members in Fisheries are literally heroes in the community," said Mr Little. "Recognised by other NSW Government departments; just not their own."













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COLD COMFORTS

Meet the members keeping our parks safe.

SA members in NSW
National Parks and
Wildlife often work out
in the elements. So, they
know that the implications
of being in the cold for
extended periods of
time can become serious and even lifethreatening if shelter cannot be found.

The devastating bushfires that tore through NSW in 2019 and 2020 left the flora and fauna of the Kosciuszko National Park in a critical state. And to add to the apocalyptic sight of the landscape were stone and brick fireplaces, like standing skeletal remains. Most of these structures were all that was left of the park's historic survival huts.

Trees, shrubs, bushes and grasses have begun carpeting the park, and native animals, such as the Corroboree Frog, have started showing signs of recovery, some with the vital help of PSA members at Taronga Zoo.

Also making a comeback are the survival huts. These been rebuilt, both onsite and offsite, some hitching rides strung beneath helicopters to get them back to their original sites in the remotest parts of the park.

PSA member and NSW National Parks and Wildlife Officer Megan Bowden was the manager of the hut rebuilding project in NSW. The straightforwardness of the name of the project belies the complexity of what is actually required to fabricate a building in this part of the state. There's no Bunnings nearby. And for most of the huts, there aren't even sealed roads anywhere close. However, Ms Bowden's passion and determination to ensure the job was done led her to select the right team of people to do it.

Over the five years it took to rebuild the huts, Ms Bowden and her team accessed archives of plans to ensure that the correct materials and methods were used to keep the huts authentically built.

"The skill that went into building these huts, making use of the materials around them and without modern technology always captivates me," she told the ABC in June 2025.

Ms Bowden and the teams rebuilt 11



huts over a five-year period. Contemporary technology was used to rebuild them; however, maintaining the original aesthetics and construction methods were of prime importance throughout the process. The original use of the huts, and the additional materials and usage through time needs to be maintained as they are part of the record of history of the region. "They're living museums", Ms Bowden said.

The practical use of the survival huts is literally lifesaving. Across the whole of the high country, which spreads over large tracts of Victoria and NSW, there are more 200 survival huts. Dating as far back as the mid-1800s, the huts were built by surveyors, fishers, miners, cattle musterers, loggers, brumby drivers, hydrologists, meteorologists or keen bushwalking and ski groups. Some are made from flat, rounded river stones, others from cypress pine logs, and others from tin.

Ms Bowden met with PSA Assistant General Secretary Troy Wright and PSA Organiser Kim de Govrik in July this year, right in the middle of a Kosciuszko winter. She took them to Delaney's Hut, built in 1905, where a fire was lit in the stone fireplace, and she explained what goes into to rebuilding the huts, and keeping them available for people who may need shelter from the harsh elements.

"Cultural heritage is just as important as the natural heritage in the nation parks," Ms Bowden said. "The huts represent the different land uses of the park; from the timber-getters to the miners, to the stockmen, and to the construction of the Snowy Scheme. And they've all been built differently, and with quite different materials, from river stones to plain logs, and even mud."

Mr Wright praised the work of members such as Ms Bowden.

"Our members in NSW National Parks and Wildlife are another significant example of why the Public Sector is so essential," he said. "They are imaginative, innovative, passionate and extremely hard working people, doing crucial work for our society."





YOUTH JUSTICE MEMBERS WALK OFF

Payroll issues force action.

PSA members in Youth Justice walked off the job at a number of centres throughout the state.

The PSA's peak Youth Justice Departmental Committee unanimously resolved to commence a campaign of industrial action in response to what it described as "the agency's refusal to fix a payroll system that routinely leaves Youth Justice staff out of pocket".

The Committee's decision came after many months of continued pay concerns being brought forward by the membership.

"Youth Justice staff have a right to be paid on time and correctly," said Industrial Manager David Bartle. "We are not prepared to accept a second-rate system any longer and we are sick of talking about it."

Regional Organiser Tom Hooper, who was at Riverina Youth Justice Centre, said "it was a very positive event", which gave him a chance to talk about other workplace issues.

WORKING AT PARKLEA OR CLARENCE?

Did you know CPSU NSW members working in private prisons are eligible to join the Justice Legal Fund?

Working in a private-run prison can be dangerous, with staff often placed in positions of direct conflict with inmates, court attendees and other members of the public. This can lead to unfair accusations of criminal behaviour.

As the CPSU NSW does not provide financial assistance to any member who has been charged with a criminal offence, the union executive established the legal fund for your protection.

It costs only \$4.00 per fortnight to join. This is tax-deductible.

Remember, only financial members of the PSA CPSU NSW are entitled to contribute to the fund, so encourage any colleagues who are not in the union to join.

Get protection at work. Join the Justice Legal Fund. Contact the Member Support Centre on 1800 772 679





CUTS SPUR ACTION AT NSW ART

With the Arts Minister threatening jobs, PSA members walked out.

ifty-one job cuts have been proposed to cover a \$7.5 million budgetary shortfall at the Art Gallery of NSW, forcing members to take action

In August 2025, staff walked out at lunch and assembled across the road from the Gallery, at The Domain's famous Speakers Corner, to hear from PSA industrial staff about the cuts.

"It was heartening to see, not only

members from the gallery turn up in droves, but PSA members from nearby cultural institutions take the time to come down and support their fellow union members," said Industrial Manager Julie-Ann Bond, who spoke at the rally in front of a large media contingent. "They know how important it is for PSA members to stick together."

A large media contingent was in place to hear how the cuts were mainly aimed at frontline roles, with the Gallery's senior executive largely spared the knife.

The following month, after a meeting with management and Arts Minister John Graham, the union again took action,

this time at the seat of power in NSW. Protesters gathered at Macquarie Street, outside State Parliament, to demand the Minister reverse his decision to cut more than 50 frontline roles.

The PSA's ongoing campaign, called Art Attack, depicts politicians such as Mr Graham, Premier Chris Minns and Treasurer Daniel Mookhey in famous artworks, such as the *Mona Lisa* (see back cover) and *American Gothic*.

PSA Assistant General Secretary, Troy Wright, compared the parsimonious treatment of the cultural fields with the amount of money splashed out on sporting facilities.









GALLERY

"This government found \$309 million to build a new football stadium in Penrith that no-one wanted," he said. "To John Graham, to Daniel Mookhey and to Chris Minns we say, enough is enough, stop the art attack, leave the gallery alone, and let it succeed."

Delegate Sharne Fielder said staff at the Gallery "are passionate about what we do".

"The NSW Government should be acknowledging our efforts, not punishing us," she said.

The PSA continues to meet with management and the Minister over the proposals.



A WEEK TO GELEBRATE EXCELLENGE IN SCHOOLS

he union members who do so much for the state's education system celebrated PSA Schools Recognition Week throughout NSW.

President Nicole Jess.

President Nicole Jess, General Secretary Stewart Little and Assistant General Secretary Troy Wright travelled to different schools to meet members and thank them for the work they do, and for their support of the PSA.

Schools throughout the state help special assemblies, morning teas and evenings out for the School Administrative and Support Staff.

"As a 'schoolie' myself, I was proud, as always, to take part in the celebrations," said PSA Senior Vice President Juliette Sizer, who also chairs the union's Schools Departmental Committee (DC).

Ms Sizer, along with fellow DC member and Central Councillor Tanyiea Pople, recorded a podcast about the week and its importance to the PSA.

"PSA Schools Recognition Week celebrates our union's largest cohort of members," said General Secretary Stewart Little. "As always, it was a fun way to highlight these important Champions of the State and celebrate the amazing work they do."







FIGHT CONTINUES FOR A BETTER GA STAFFING FORMULA

PSA continues to work on changes for members working in more than one school.

he PSA will continue to press for positive changes for the formula used to calculate staffing levels for General Assistants (GAs) in schools.

Earlier this year, the Department of Education approached the PSA to discuss its staffing-entitlement review.

The PSA maintained the GA Staffing Formula is inadequate for managing the workload and resourcing needs of schools, demanding the Department to consider a method that accounts for the complexity of the assets a GA maintains rather than just student numbers.

An update on the changes were sent to schools last week. The changes will be implemented from 2026 and introduce a land-size loading for schools with fewer than 501 students.

There will also be an increase of 100 full-time-equivalent GAs across the state.

Positions are grandparented, so no current permanent GA will lose hours, and a pool of additional GA hours will be accessible via the Executive Director.

The PSA has written to the Department to raise that, while removing the disparity between primary and secondary settings and reducing the 'golden child' impacts are positive steps, the union would like to see a model for assessing the workload impacts from the increasingly complex assets GAs now maintain.

The PSA is concerned there may be unintended negative impacts for GAs working across multiple schools on part-time arrangements, even where a school's entitlement is increased.

FIGHT CONTINUES OVER TRANSPORT JOB CUTS

s the recently elected members of the Transport Departmental Committee (pictured) took their chairs, their union's fight with Transport for NSW (TfNSW) continued.

In the Industrial Relations Commission (IRC) unions representing TfNSW workers continued in their conciliation of the proposal to cut 950 positions.

The unions provided a list of 123 questions for TfNSW to answer, including who determined the specific workforce reduction targets and whether an alternative strategy had been considered. The unions also want

more information on whether a risk assessment had been done in relation to the proposed job cuts.

TfNSW's top-heavy structure continues to attract criticism from unions, who are seeking answers in the IRC about why so many senior positions remain, whilst lower-remunerated workers face the loss of their job. Transport agencies have more than 1000 senior executives on the books, which is about a quarter of the total number employed by the State Government.

Unions also want to know if the proposed cuts have anything TfNSW's new rules on "workplace presence". changes and how this interacts with the proposal to cut jobs.

The unions also proposed a

framework for resolving the dispute.

"There was also no agreement to resolve the dispute as per the framework the unions proposed, and TfNSW indicated it wanted to continue consultation on "detailed design" next week with additional branches," said PSA Assistant General Secretary Troy Wright. "A positive out of the conciliation was that TfNSW is prepared to re-examine labour hire positions, especially the 313 labour hire position not attached to Award or Senior Executive roles.

"Discussions around this will continue."

The PSA and TfNSW will continue to negotiate over the cuts.



GENERAL SECRETARY JOINS PANEL ON BUILDING A BETTER PUBLIC SERVICE

Stewart Little takes part in event for professionals held by online news site.

SA CPSU NSW General Secretary Stewart Little was on a panel at a one-day event held by public-sector news website *The Mandarin*. Mr Little was part of a panel titled *The big challenges facing the public service*. He was joined by Stephen Bartos from the University of Canberra and Brenton Prosser of the University of NSW. The panel was moderated by News Editor with *The Mandarin*, Melissa Coade.

Mr Little discussed attraction and retention, the failure of privatisation, the role of consultants and the lack of progress in reducing the number of Senior Executive Service. He also talked about the wages cap and its effect on the huge number of vacancies in the NSW Public Sector.



The panel was part of the *Building a Better Public Service* conference, held in Sydney in June. The conference featured presentations from former Prime Minister Malcolm Turnbull; Courtney Houssos, NSW Finance and Government Procurement Minister; ABC Chair Kim Williams; Secretary of the NSW Cabinet

Office Kate Boyd; NSW Health Secretary Susan Pearce; and NSW Public Service Commissioner Kathrina Lo.

Mr Turnbull talked about his surprise that public sector workers did not raise red flags over the Robodebt scandal, despite being Prime Minister for part of the program's disastrous implementation.

PRIDE ON SHOW IN PSA HOUSE

he PSA CPSU NSW held its first Pride Conference on behalf of LGBTQI+ members.

Union General Secretary Stewart Little opened the conference, talking about the PSA CPSU NSW's pioneering role in setting up a Pride Council.

The conference featured guest speaker Alex Greenwich, the independent MP for the state seat of Sydney.

Mr Greenwich talked about similarities between the union movement and campaigns for gay and trans rights.

"The two movements were not given the rights we have today," he said. "We have had to fight for them, dragging governments kicking and screaming to deliver the rights we now enjoy." Mr Greenwich, one of the key leaders of the marriage equality campaign, praised the PSA CPSU NSW Pride Council as an organisation "on the frontline, driving change".

The Parliamentarian praised the union for its role in helping him draft an equality bill that went through the NSW legislative chambers. However, he said "there is more work to do', particularly in regards to rules allowing private schools to discriminate against gay and trans students and staff.

PSA CPSU NSW President Nicole Jess spoke to the conference.

"Pride, at its core, is about being true to oneself and embracing authenticity," she said. "Our journey to equality is ongoing. Together we can create a place where we can not just survive, but thrive."

Ms Jess talked about the "push back"

the union received for campaigning for yes votes in the marriage-equality plebiscite and the Voice to Parliament referendum.

"We did not flinch," she said, adding she took delight in the union's pioneering role in setting up a Pride Conference.

Sam Rogers from health lobby group ACON (formerly the AIDS Council of NSW) talked about the services and programs available through his organisation.

He talked about what drives violence towards LGBTQI+ communities and the issues people face when seeking assistance.

The day also involved a number of forums and round tables discussing issues facing LGBTQI+ union members.

"I am happy to say the Pride Conference will be an important event on our union's calendar for years to come," said Ms Jess after the conference.



ARUMA DISCUSSIONS HAVE BECOME A 'RACE TO THE BOTTOM'

HE CPSU NSW met with Aruma Disability Services over wages and conditions. At that meeting, Aruma management was pushing to put the draft Enterprise Agreement (EA) out to employees for a vote, or to seek the assistance of the Fair Work Commission (FWC) to progress bargaining.

At the previous bargaining meeting, Aruma flagged two proposals adjusting Sleepovers and Shift penalties downwards, but with an above the Social, Community, Home Care and Disability Services Industry Award (SCHaDS Award) component.

The CPSU NSW requested Aruma provide information in writing on these offers to the bargaining representatives so that CPSU NSW can fairly gauge exactly what is being proposed to enable consultation with our members to commence. Aruma instead confirmed that those proposals are now off the table.

"It is a race to the bottom over three years to the SCHaDS Award," said General Secretary Stewart Little. "Aruma Disability Services continues to cry poor when it comes to improving the wages and conditions of our members."

With Aruma's budget issues continuing, existing staff, it was proposed, would be grandparented and future staff would revert to the bare basics of the SCHaDS Award when commencing work.

"In consultation with members, it was made clear to CPSU NSW that our membership would not countenance the sell-out of the next generation of disability sector workers," said Mr Little. "After all, for the better part of five years, due to grandparenting arrangements, members have been on a wage freeze.

"Aruma management expects CPSU NSW members who are Disability Support Workers to accept further cuts to their take-home pay. We've heard of potential \$1000 pay cuts from members on the bargaining team."

Aruma management bargaining representatives are now raising the issue of the prolonged length of time that bargaining has been taking. The management line is that while the present EA is in force, Aruma's budget continues to bleed out.

However, CPSU NSW bargaining representatives have been available to resume bargaining. Aruma management self-imposed a five-month hiatus over the Christmas period to cobble together a completely new draft agreement (version 7) for the first bargaining meeting in April 2025. Coupled with the delay in Aruma supplying requested information, CPSU NSW disagrees that the union is responsible for any delay in reaching a new EA.

Aruma is now seeking the support of the FWC to assist in bargaining. The CPSU NSW has never opposed the assistance of the FWC or any other independent arbiter to help resolve a stalemate, dispute, or other industrial issue.

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.







CHAMPIONS

Lesley thinks Aboriginal Education Officers (AEOs) like her are vital if Australia is to Close the Gap.

"To me, as an Aboriginal kid growing up, I felt I was left behind," she said. "If I had an AEO I would have done better and had support."

Lesley has been working with her community as an AEO for 35 years and enjoys her role.

"I love the kids," she said. "I love the connection with community. I like to build confidence, resilience and strength.

"I love being part of their education." She said it is important to keep Aboriginal students in NSW schools in touch with their culture.

"If they are not connected with their culture, they get left behind in our big system," she said. "And it is a really big system."

Like so many PSA CPSU NSW members, Lesley is there for people who require extra assistance to thrive and get the most from their schooling.

She is truly a Champion of the State.

Josh is TAFE Services Coordinator (TSC) at Tamworth TAFE, a role he has held since March 2025.

"My position is central to ensuring the smooth operation of campus services, supporting both staff and students in their daily activities," he said. "My role involves coordinating campus operations, managing facilities, supporting events, and ensuring compliance with safety and service standards. I act as a key liaison between staff, students, and external stakeholders.

"I find great satisfaction in the variety of tasks, the people I work with, and the opportunity to make a meaningful impact. As a proud Gomeroi man, I'm especially passionate about supporting Aboriginal students and staff and fostering cultural inclusion."

Josh has long been a Champion of the State. He has held several roles within TAFE prior to becoming a TSC.

"TAFE plays a critical role in building a skilled and resilient workforce, especially in communities like Tamworth," he said. For more than two years, **Beck** has been a Senior Caseworker at Community Services in Albury.

Beck is in the Family Preservation Team at Child Protection. She assesses children and their living environments to support them and their families to try and ensure kids are raised at home.

She admits it can be a tough job.

"As an Aboriginal women, it can be difficult, and while I can't change the system, I can change the experiences for families," she said.

Without workers like Beck, more children would be separated from their families.

"I am able to provide a culturally sensitive approach and safety to families," she said. "Not everybody requests an Aboriginal worker. But if I was not here they would not have the option to access someone like me."

There are two Aboriginal Caseworkers at the Albury Community Services Centre.

Beck is a Champion of the State and NSW is the better for workers like her.





The PSA wants a better deal for Psychologists.

ebekah Green (pictured left) is a Champion of the State, working on the with troubled children who have ended up in the state's Youth Justice system.

"I am a Youth Justice Psychologist working in the community, so I provide psychological services to young people who are involved with Youth Justice outside the custodial setting," she said. "Typically the most confronting aspects relate to learning about things that have happened in the past rather than in the moment.

"Reading the details of sexual offences and then discussing the offending behaviour with the young person, typically over a period of months while we complete assessment and treatment, can definitely be confronting.

"I would say that young people who have committed the most severe sexual and violent offences tend to be in custody rather than community, although anything that has resulted in Youth Justice involvement is inherently quite serious.

"Learning about the many ways that our young people themselves have been harmed, left vulnerable and failed by adults is always very confronting as well."

Sam Ardasinski (pictured on page 27) works with inmates as a Senior Psychologist with Corrective Services NSW (CSNSW). He admits it is unusual work.

"There are not many jobs out there where you have to deal with a murderer in the morning and a child sex offender in the afternoon," he said. "The material we have to digest in order to effectively work with this population can be quite harrowing to read, at times, and we need to maintain good boundaries and ensure we are not putting ourselves at risk of vicarious trauma.

"There is a great deal of trauma, which many offenders have been living with for many years and have never had the opportunity to address fully.

"There are also a great deal of undiagnosed and unmanaged mental health and neurodevelopmental disorders that impact on offenders' lives.

"Helping offenders to deal with some of

their basic needs, and getting these right, is sometimes the most critical thing. They need to feel that there is a place in society for them to enter into, once they have dealt with their issues, otherwise they can lose hope."

Mr Ardasinski and Ms Green are two of the many Psychologists represented by the PSA CPSU NSW. Members work in a number of agencies, including Youth Justice, CSNSW, Police, Community Services and in the state's schools.

Carol Smith (not her real name) works for Community Services with children.

"My role is a Psychologist in Community Services, working within Out of Home Care and the child protection space," she said.

"I take referrals for assessment and

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

psychological intervention from the casework team, most often for children and young people.

"Assessments may include diagnostic assessments, functional capacity assessments to support National Disability Insurance Scheme applications, and cognitive assessments.

"Intervention is typically therapy to address trauma symptoms or other mental health challenges a child may be experiencing. It could be anything from mood disorders, positive behaviour support for challenging behaviour, self-harm and suicidality, neurodevelopmental disorders, and many more."

The PSA CPSU NSW is working for better pay and conditions for these vital workers.

"Our union knows how hard these members work, and we are trying to ensure the State Government knows it, too," said PSA CPSU NSW General Secretary Stewart Little. The union is currently pushing for a better classification structure for Psychologists in the Public Sector. This emerged when an increase to Teachers' wages affected a long-standing agreement that School Psychologists' wages equal those of School Counsellors, who are qualified teachers doing similar work. This is despite the fact Counsellors have often studied for a shorter time. The PSA fought for, and won, significant increases for School Psychologists.

That done, the PSA started to work on improving the salaries paid to other Psychologists working in the NSW Public Sector. Discussions commenced between the PSA and Public Sector Industrial Relations (PSIR) in May 2024. Then, in October that year, PSIR proposed a classification structure on a without prejudice basis. The structure did not include a proposal on the rates and the current Psychologist Award rates were utilised.

In April 2025, the PSA wrote to PSIR seeking interim increase of 4 per cent to keep parity with Psychologists who were paid under the clerk grades (including Treating Psychologists in NSWPF) and would receive an increase of 3 per cent as of 1 July 2025. On 2 June 2025, PSIR wrote to the PSA offering a further interim increase of 4 per cent. The PSA and PSIR are committed to expeditious negotiations, with meetings occurring fortnightly between representatives.

As it stands, a provisional Psychologist

under the *Crown Employees (Psychologists) Award* is currently paid \$79,592, which is \$18,585 less than a provisional Psychologist employed as a School Psychologist, and \$20,346 less than first-year Services and Programs Officers, Case Management Officers or Community Corrections Officers. The disparity between salary rates reaches a peak for generally registered psychologists in their fourth year of registration, with those employed under the Psychologists Award being paid \$104,335 which is \$40,382 less than an equivalently qualified School Psychologist.

"For people who have studied for at least six years and are required to deal with often harrowing subject matter, these rates are too low," said Mr Little. "These agencies are haemorrhaging staff. Some teams have less than 50 per cent capacity.

"These members are on the frontline in the fight against domestic and family violence. Some of the additional funding to these areas needs to be directed to psychological services in order to achieve these worthwhile goals."

Mr Ardasinski agrees.

"The new flexible working options are a good start in helping to attract good talent and keep them, but we need to pay our Psychologists at least as much as their counterparts in other workplaces or we will continue to lose good staff to other employers," he said.

"I just want CSNSW to demonstrate

that they value and respect the psychology workforce they have. So often we are asked to step in to deal with the hardcore, highrisk offenders in an effort to reduce their risk of serious re-offence, and it is a real challenge to overcome the feeling that we are not viewed with the respect our years of education and experience deserve, especially when other disciplines and middle managers that do not require our education and registration standards get paid more than we do."

'OUR ROLE IS TO BE A SAFE AND SUPPORTIVE PERSON FOR THE CHILDREN WE SEE'

Ms Green from Youth Justice said she has to take on a wide variety of cases.

"Since there is only one Psychologist for the area and we work with such a complex group of clients; the role covers a broad range of areas including forensic psychology, disability and mental health," she said. "Some common parts of my role include forensic assessments and reports, which involve identifying intervention needs to inform sentencing."

Despite the often confronting issues she deals with, Ms Green enjoys her role.

"I have found working with our young people so interesting, challenging and fulfilling that I've now been in the role for more than six years," she said. "Adolescents and young adults are my favourite client group to work with. Young people are so often not granted the space to safely express and make sense of their big, intense, complex thoughts and feelings, so simply providing that space can be an easy 'win'.

"And when a young person demonstrates a real change in their thinking or a new coping skill after seeing me for treatment, especially when they can give themselves credit for their hard work in making that change, that is one of the most satisfying parts of this role."

Ms Green has strategies to deal with the traumatic subjects she encounters at work.

"In relation to discussing sexual offences with clients, I do sometimes need to remind myself to stay regulated if it's a particularly difficult subject," she said. "Or I have to be mindful to use a matter-





of-fact tone when providing information about sexual health and relationships.

"But I am typically more concerned about how to make the discussion safe and therapeutically beneficial to the client. There is almost always a huge amount of shame around the behaviour, as well as social stigma, denial, avoidance of responsibility, lack of knowledge, trauma and cultural taboos.

"I generally find the therapeutic skills much more challenging than dealing with the subject matter itself."

Another Youth Justice Psychologist, Anne Lam, tries to separate work from home.

"My role is to remain calm and help them to regulate and problem solve," she said. "I am well versed in being able to compartmentalise my work from my personal life so that I am able to manage this. I also focus on what I can do to assist the situation, rather than the troubles of the world.

"Dealing with the clients is actually the easy part of the job. The difficult part of the job is navigating our role within the custodial environment and navigating the operational environment."

Mr Ardasinski admits working in his field "can be difficult at times".

"Knowing that there are real people who have been affected by these real crimes makes it hard to persist with the hopefulness that intervention can make a difference," he said. "But I try to keep in mind, as I also try to remind my clients, that these offenders are also real people who have real hopes and dreams.

"Human rights apply to everyone, criminal or not."

Ms Smith admits that working with troubled children can be challenging.

"All the clients we work with have complex and heart-wrenching stories; they wouldn't be involved with Communities and Justice if they didn't," she said. "Experiences such as witnessing extensive violence between parents, direct physical harm from caregivers or people around the home, sexual abuse by family members or others known to them, significant neglect, navigating parents or caregivers with unmanaged mental health difficulties or substance addictions, and the psychological harm from verbal abuse, threats, and witnessing significant distress in family members.

"These experiences shape the way a child's brain wires, with a focus on survival over playing, learning and growing. This means children from such backgrounds are likely to have a sensitised threat response. Their brains have learned how to keep themselves as safe as possible through those experiences.

"Having a strong team around you

helps significantly with managing the confronting content of our work, as does regular supervision and reflective practice.

"It is important to manage your own emotional reactions. Our role is to be a safe and supportive person for the children we see, so I draw a lot of resolve and steadiness from stepping into that space.

"They need us to be able to 'hold' their stories as they share them, as it signals safety which helps toward healing. Knowing the importance of the work we do helps, too."

Ms Green knows how important she and her colleagues are for NSW.

"Considering the proportion of developmental disability, which is often undiagnosed, complex developmental trauma, mental health issues and complex challenging behaviours among Youth Justice clients, there is an enormous need for psychologists," she said. "As a profession, we are highly trained and have a great amount of valuable knowledge and skills that can make a real difference for our young people.

"Our clients are very vulnerable and, at the same time, pose many risks to the community, and we see them at an age when changing the trajectory of their lives for the better is a real possibility.

"Not recognising the value in this role has far-reaching negative impacts."







history of the Council, including its trailblazing win, getting domestic and family violence leave into an Enterprise Agreement before any other union. It also gave details on pay-equity wins and unsuccessful attempts from within the union to get rid of Women's Council.

The documentary was followed by a panel talking about the history of Women's Council. Senior Organiser and former Women's Industrial Officer Anne Kennelly talked about huge strides made in 20th century, going from a world where "women did not work: women got married and women had babies" to today

where they make up more than half the public workforce in NSW. She also talked about barriers encountered by Aboriginal women who wanted to work for the public sector for much of the last century.

Ms Kennelly gave detail on how the PSA fought to end the marriage bars and wage inequality embedded into awards, which limited women's wages to 54 per cent of what men earned for the same work. As Ms Kennelly pointed out, formidable Delegates such as Jean Arnot from the State Library helped usher in equal wages for equal work, regardless of the employee's gender.

Shabnam Hameed, who had served a brief term as PSA CPSU NSW Women's Officer talked about how the Australian Family and Domestic Violence Clearing House wanted to use industrial provisions to get change through to workplaces leave provisions, which is what the PSA did when it got such entitlements into an Enterprise Agreement at the University of NSW.

Panellist and State Library Delegate Trish Leen said, "Equal remuneration for equal work did not happen in a vacuum", but rather needed to result from change-focused organisations such as the Australian Labor Party and the PSA CPSU NSW.

Ms Leen talked about the ground-breaking Librarians case, where "they compared geologists and librarians. Geology was male-dominated and libraries were dominated by women" and awarded a 20 per cent pay increase to Librarians and Archivists.

FALL DOWN A MILLION
TIMES, IT DOESN'T MATTER.
WHAT MATTERS IF YOU GET
UP A MILLION AND ONE
TIMES

"Even today: women's work is demeaned," she said. "Look at childcare workers."

Ms Leen said the case should serve as a blueprint for future women looking to address institutional sexism.

"Be tenacious," she said. "Get hold of something and don't let go, because it can take years."

Former tennis professional Jelena Dokic wowed the crowd with her story of surviving abuse at the hand of her infamous father. Despite her on-court achievements, including grand slam semifinals and a top world ranking of number four, Ms Dokic said her proudest achievement was "finding my voice" after years of domestic abuse and racist vitriol when she moved from Serbia to Australia.

After making "a difficult decision to escape home and run for my life", Ms Dokic still had to hire security to keep her father away during tournaments. However, mental health struggles took a











toll and, after a suicide attempt at the age of 22, Ms Dokic retired from the game she "absolutely loved" and had excelled at since first picking up a racquet at the age of six.

"I asked myself, would I ever be able to live a normal life," she said. "Then, about a year into my retirement, a deal landed on my manager's desk to write a book.

"I just wanted to tell my story to help someone: I had to talk about all the abuse I went through from my father and my mental health struggles and 13 months later, my first book, Unbreakable came out. She also overcame reticence to speak and poor social skills to embark on her new career as a tennis commentator and public speaker.

"This was the day my life changed. Nothing compared to this, I was finally free." Since then, Ms Dokic has released another book about "the light at the end

of the tunnel".

"It's about the power of community," she said. "Open conversations lead to change."

With her new-found voice – a third book is on its way – she compared the self-belief required to compete in sport with everyday life: "to have any chance to get through you have to believe it".

"Fall down a million times, it doesn't matter," she said. "What matters if you get up a million and one times."

"I'm not a victim," she said summing up her presentation. "I don't want people to feel sorry for me and I don't want people to feel pity for me.

"Shame needs to change sides. Shame shouldn't go to the victims and survivors. Shame needs to go at the abusers and perpetrators."

Mihajla Gavin of the University of

Technology Sydney Business School discussed workplace responses to domestic and family violence and the importance of ensuring it is not considered "a private issue". Speaking at a conference organised by the first union to get family and domestic violence into an Enterprise Agreement, Dr Gavin said Australia had a world-leading role in getting similar conditions rolled our globally.

"These laws apply to hundreds of millions of workers worldwide," she said.

However, Dr Gavin said there was an "implementation gap" and that conditions were not always accessed by people who would be eligible for domestic and family violence leave. Reasons for this included "shame and stigma" and avoidance of "difficult conversations", with people from some cultural backgrounds particularly reluctant to discuss domestic and family violence. Other reasons included fear of repercussions such as being passed over for promotions.

Dr Gavin urged the members in the room to ensure colleagues in their workplaces were aware of domestic and family violence leave provisions.

The NSW Minister for Families and Community Services and Disability Inclusion, Kate Washington, said 95year of Women's Council was "worthy of celebrating".

The Minister talked about the work she did with the PSA to repair a broken Child Protection system, recounting the conversations, many of which were "very bleak" she had with frontline Child Protection Workers. While the previous government heaped praise on many frontline workers during the COVID-19 pandemic, she said Child Protection Workers, who continues to go to work, were never mentioned.

"It was clear we needed to attract and retain quality workers," Ms Washington said. "So for the first time in NSW history, Child Protection and our Child Protection workforce became the centrepiece of our state's budget."

She acknowledged Mr Little and Assistant General Secretary Troy Wright for the pressure they applied on her "in fighting for our Caseworkers".

"We are reclaiming the responsibilities of government," she said. "We are retreating from privatisation and reopening residential care facilities. I have responsibility for 13,500 children in our state, it is a responsibility that cannot be outsourced.

"We are rebuilding the system from the ground up."

Citing statistics on the gender gap in superannuation balances – "one in six women retire into poverty" – financial planner Pascale Helya-Moray talked about strategies women can take to better prepare themselves for retirement.

"The government wants us to invest as much as we can in our super," she said, outlining the tax advantages of topping up super balances with additional payments.

The state's first Women's Safety Commissioner, Hannah Tonkin, outlined her work in protecting people from sexual and domestic violence. She said she has worked with entities such as Transport for NSW, the Department of Planning, the 24hour Economy Minister and the taxi and rideshare industries to "improve women's safety in public spaces, and online".

Said public sector workers play a vital







role in making NSW safer for women

"That work within government is really important," she said. "But it also acts as a 'bridge' between public and private sectors. I'm focused on women's safety in all spheres of life."

Her work involved putting people who have experienced violence in front of decision makers and "embedding them into the process".

As well as government, Ms Tonkin said informal networks, such as clubs and sports teams, are often perceived by women as safer places to bring up violence and abuse than official channels such as the Police Force. She said it was therefore important to be "a supportive listener if a friend or colleague opens up to you about a DV situation".

NSW, she said, was making improvements. It was the first state, for example, to bring in coercive control laws and it was also improving Police responses to domestic and family violence.

Associate Professor of Law at the University of New England, Skye Charry, opened her presentation discussing the sexual harassment and bullying she experienced as a young worker, where there were no contexts to complain.

"We can make safety a critical component from this moment forward," she said.

Professor Charry interviewed 107 women in regional Australia to get an insight into sexual harassment in rural areas. She found harassment was more prevalent in male-dominated sectors such as mining, and throughout the country, unacceptable conduct was written off as "banter", even though it was really harmful language designed "to put high-

performing women in their place".

Even with mechanisms in place, she said a minority of workers in Australia are comfortable reporting sexual harassment and instead such behaviour can be so common "it goes unchallenged". Professor Charry added and often managers give it a low priority: some called it dealing with "hurt feelings" and "thin skin".

One strategy when faced with such behaviour was to reply; "Sorry, could you repeat that?" She said this was an indirect method that stops "power in its tracks". Another strategy was to turn the tables on a harasser and ask, "Why did you say that?"

I HAVE RESPONSIBILITY
FOR 13,500 CHILDREN
IN OUR STATE. IT IS A
RESPONSIBILITY THAT
CANNOT BE OUTSOURCED

Kellie Jovanovski, Principal Inspector at SafeWork NSW, asked Conference, "What makes a good employer when it comes to managing workplace sexual harassment?"

She went on to outline three qualities: to understand, prevent and respond.

She asked if an employer understands sexual harassment is a WHS issue and does not regard complaints as employee grievances.

Ms Jovanovski said prevention "is what is going to keep you safe". She said

employers need to take active steps to prevent sexual harassment. Does it define harassment?

"How a business responds to the issue of sexual harassment is super important," she added. "A good employer will get your investigation done quickly: weeks, not months."

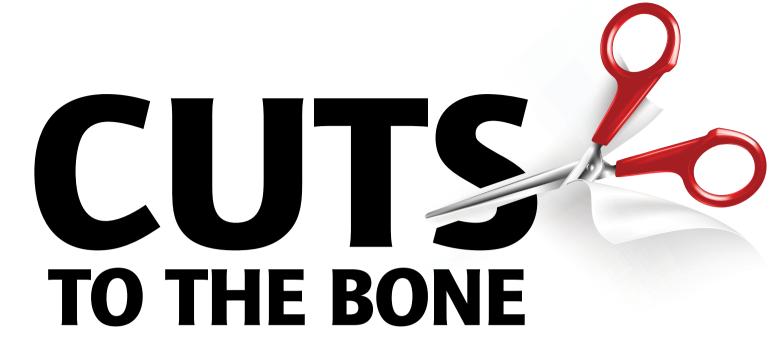
Anastasia Polites of Aware Super talked to women in the conference about the "catastrophic" superannuation gap, while Jennifer Langton of Aged Care Steps discussed a new member benefit for those arranging care of elderly parents.

Ruth Simms, the longest serving Aboriginal Education Officer in the state and a long-time PSA member had been awarded life membership at the conference dinner.

As Aunty Ruth was unable to attend Conference, the award was accepted on her behalf by Joe Cavanagh from the National Aboriginal and Torres Strait Islander Education Corporation. Mr Cavanagh talked about the importance of the AEO role and the fact she always "went above and beyond", working extra unpaid time to help Aboriginal kids learn to read and have guidance.

"It was fitting to end Conference talking about Aunty Ruth Simms," said PSA CPSU NSW President Nicole Jess after the event. "Her dedication to making NSW a better place embodies the values we find so important.

"Women's Conference this year gave us a chance to look back at the achievements of our union, of Women's Council, and of amazing women like Jean Arnot and Aunty Ruth. Our state would be far worse without women of this calibre."



The State Government is applying a crude approach to budget issues.

hen NSW Labor

won the 2023

state election, NSW's public servants had reason to feel relieved, even optimistic after working through 12 years of Coalition privatisation, the wage cap, job insecurity, and armies of consultants taking public sector jobs. The PSA had liaised with shadow ministers during the 12 years of antipublic sector policies, and, with a new Premier in Macquarie Street, lines of communication with government were now open where they had been nonexistent before the Labor win

Premier Chris Minns made promises. It would be naive to place stock in any politician's election promises, but Minns's promises for public sector employees were not grand. They were simply what public servants are entitled to:— salaries which keep up with inflation, and decent job security.

For the PSA, it was first things first; drop-kick the wages cap and take a serious look at the cost-of-living pressures on public sector workers. Then bring our members unfairly under-graded up to an appropriate level.

General Secretary Stewart Little and the industrial teams at the PSA went in hard on these issues in Labor's first year. And the wins stacked up: wage rises for all public sector workers covered by the PSA, and NSW Sheriffs, Special Constables, Child Protection Workers and Grooms were all re-graded up to match the work they perform. It was a good first year of government for public sector workers. Nothing came automatically or without resistance, but there was a level of understanding not present for the 12 years prior.

And the PSA and Labor were on the same page with some major issues in the public sector: it is too top heavy, and there are too many consultants. The Premier promised to cut the senior executive service by 15 per cent, and agencies were required to use public servants, not consultants on projects and strategies. Further, public servants will be redeployed rather than be made redundant. Something the PSA had been campaigning on for the past 12 years to stop the brain-drain and loss of corporate knowledge in the sector.

This year has turned out to be a year of reckoning for the NSW public sector. Treasurer Daniel Mookhey's cautious budget revealed a government overcommitted in capital projects, and setting its sights on workers' compensation reforms. Ministers were ready to slash their portfolio budgets this financial year, ahead of the coming generous budgets which will lead into the 2027 election cycle.

There has been no major restructuring

and redundancy programs in the state public sector until this year.

Create NSW, the administrative, financial, and directive hub of the cultural sector of NSW, announced in June that the agency will cut a quarter of their workforce.

"The PSA was provided with a Change Management Plan, which was a confusing and vague document" said Mr Little. "The PSA industrial team and delegates realised straight away that the agency had not followed its own Change Management Plan policies, and effectively had provided an incomplete document.

"Delegates, members and the PSA have been working with Create to redesign the proposed structure to not only reduce the number of staffing cuts, but to work more efficiently for the government, proving that wins are definitely possible when there is solidarity. There remains work to be done to refine the structure, and the government needs to be far clearer and more forthcoming with the detail of their intention for Create NSW."

In July this year came the big one; Transport for NSW (TfNSW). Like Create NSW, TfNSW is one of Minister John Graham's giant portfolio of departments. The PSA and Minister Graham do agree on one thing when it comes to TfNSW; the agency is bloated and needs to trim the fat. TfNSW boasts the largest number of senior executives in the state: about one in four senior executives in NSW work for transport agencies.

However, when it came time to roll out





the cuts, Minister Graham didn't target the top rung, instead announcing that 950 rank and file and middle management roles will go. That is definitely not where the swollen salaries budget and inefficiencies are at TfNSW, but if the government can cut a record number of workers in one giant restructure, maybe they can make an impact on the budget.

Mr Little stated, "The senior executives at TfNSW are not going to drive the breakdown trucks, coordinate traffic, or repair electrical and mechanical faults though, so the PSA is unsure how the agency will run after the cuts are complete".

The PSA has put several alternative options to TfNSW, and negotiations are ongoing at present.

Late in July PSA members were hit with another blow. This time delivered by the Department of Primary Industries and Regional Development (DPIRD), and of course hitting the regional areas of NSW particularly hard. These cuts, not only deep and excessive, also create enormous risks for the state. At time when biosecurity, climate change, and rural assistance after natural disasters are more essential than ever, the NSW government are taking a backhoe to the workforce who provide vital research, services and strategies for regional NSW, and the state as a whole.

The Department is planning to cut 266 jobs, all in regional areas of NSW, to make \$22 million saving.

"Unsurprisingly, and unfortunately, all these jobs are Awards-based roles," said Assistant General Secretary Troy Wright. "Workers, not senior executives. The bosses get to keep their jobs.

"If the Department really wanted to make significant savings they should start their cuts at the top. These executives are making up to six times more than our members. Getting rid of just one executive could save six jobs; jobs that are essential to the state. Doing critical research, not flying to the big smoke to meet with ministers."

Two hundred and sixty-six people in nearly 40 regional towns across NSW are going to be out of a job this year if all these cuts go ahead. For many of these people redeployment is not a realistic option if they need to stay in the town they have settled in.

"If your home, kids at the local school, and partner's employment are all linked to the town you live in, how can you be expected to take a job 500km away?" said Mr Little. "And many, if not most of these are specialist roles, such as scientists and researchers. They live and work where they are because that's where the work needs to be done."

Cuts to research vital to the future will also affect members in the state's universities.

Throughout the state, a drop in student revenue has seen administrators sharpen their knives.

The University of Technology Sydney (UTS) will close its schools of education and public health under a multi-million-dollar restructure that will cut more than 1100 subjects. UTS plans more than 400 cuts.

These cuts are not only catastrophic for staff, they also mean the students cannot complete the courses they enrolled in.

"It is almost as if the universities have forgotten their role in teaching students," said Mr Little.

A similar number of job cuts are planned for Western Sydney University to address a budget shortfall.

Charles Sturt University has announced significant job cuts, with a goal to cut its operating budget by \$35 million by the end of 2027.

"The cuts, from government and universities, will have far-reaching, negative effects on our state," said Mr Little. "We have an obligation to fight them, and to fight hard."



UNION MEMBERS REAP SAVINGS

Savings on show for Conference attendees.

omen's Conference
2025 gave
attendees the
chance to peruse
some of the many
member benefits
on offer for PSA

CPSU NSW members.

Conference saw a presentation from Jennifer Langton of Aged Care Steps, which is a new benefit, offering discounts for those members looking for care facilities for older people.

Through the collective strength of the PSA and the buying power of Union Shopper, members can access genuine savings and make their dollar work harder. Because Union Shopper provides access to a range of goods and services across a whole range of living requirements, small weekly savings can add up to a big difference over the year.

By way of example, a four-person household could potentially save \$2500 a year with Union Shopper.

Saving money isn't about missing out. It's about shopping smarter. Union Shopper has many ways to get ahead:

- Groceries: save up to 5 per cent every time you shop at Woolworths, Coles or IGA.
- Fuel: cut costs with discounted Ampol and 7-Eleven fuel cards.
- Home upgrades: get 'member-only' pricing at The Good Guys Commercial and JB Hi-Fi Business.
- Car servicing: save up to 12.5 per cent on tyres and mechanical work through mycar.
- Get away for less: save on Hertz car hire, hotel bookings and local attractions.
- Workwear: up to 25 per cent off selected gear at Hip Pocket Workwear.
- Dining out: discounted and 2 for 1 restaurant offers right across Australia.
- Family fun: cheaper movies, experiences, and more.

If a member has a specific make and model of appliance they can call Union Shopper, which will find the best deal available for them.

Other member discounts are available directly with retailers, including Shoes2u, Paul Denny Conveyancing, Citizen Watches, Mizuno activewear and Raging Waters theme park. Visitors to PSA House can also get a discount if they dine at the nearby Primi Italian restaurant.

Australian Mutual Bank also offers members competitive rates on banking products such as home loans and credit cards.

Maxxia has salary-packaging plans that are fully approved by the Australian Tax Office. These let you pay for certain expenses like everyday costs of living, such as the purchase of a car, with money from members' salary before tax.

The PSA CPSU NSW does more than look after members' workplace needs. It has partnered with a number of

organisations to assist members in times of need.

The Gidget Foundation assists the one in five mothers and one in 10 fathers who experience postnatal depression and anxiety. If required, members will receive a minimum of 10 free individual psychological counselling sessions per year to help them deal with the big changes brought on by a new addition to the family.

Foundation House is a treatment centre, offering a 28-day residential rehabilitation service free to union members and their immediate family members who are dealing with alcohol, drug and gambling issues. The Welfare Rights Centre is a community legal centre dealing with social security matters, assisting members having issues agencies such as Centrelink. The PSA CPSU NSW also deals with the Workers Health Centre, which is an accredited rehabilitation provider with a medical rehabilitation team.

Access to legal services can be expensive. The PSA CPSU NSW works alongside with McNally Jones Staff Lawyers, offering a free legal consultation for non-industrial matters, plus a free will-writing service.

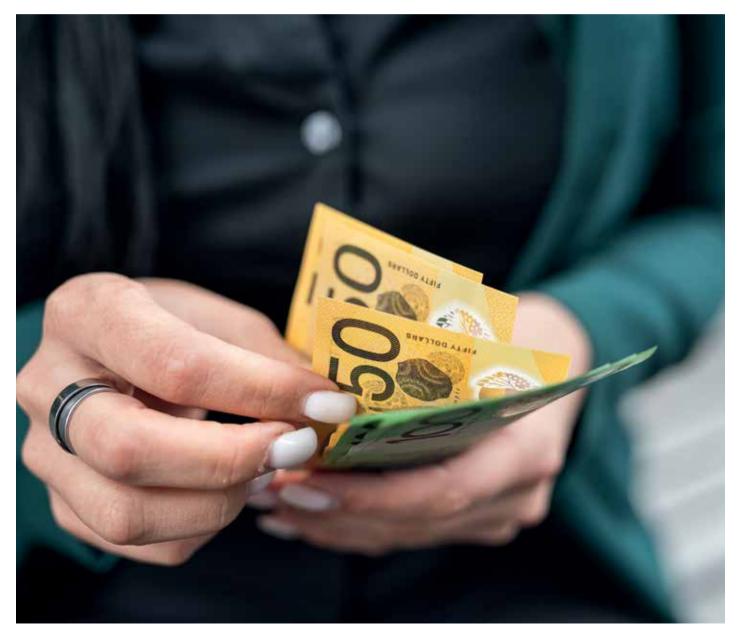
The PSA CPSU NSW also has a number of insurance deals for members,

including coverage on journeys to and from work. Members also have access to a personal injury insurance policy, which can be extended to immediate family members for just \$11 a year.

Members also have access to an income-protection policy provided through WageCover and can get discounts on selected insurance products offered by Stella.

"Joining our union gives you more than peace of mind in the workplace," said Member Services Manager Kym Ward (pictured with some of the benefit providers). "But our benefits make membership even more worthwhile.

"It pays to be union."



RETIREES TALK AGED-CARE CHANGES

atricia Carnevale of the Commonwealth
Department of Health gave a presentation to the PSA CPSU NSW Retired
Associates in June 2025.
Ms Carnevale discussed the aged care options available to members and their family members, giving a background to the different programs on offer and how they may change in November 2025.

Ms Carnevale also discussed how private providers in the sector are monitored for compliance.

She also talked about moves made by the Federal Government to improve the wages and conditions of aged care workers throughout the country.

President of the Retired Associates, Dave McKeough, said Ms Carnevale's presentation was the most recent in a procession of speakers who have attended meetings.

"We look for people who have presentations that are interesting and



relevant for us," he said. "Members should come away feeling informed.

"We are always keen for more people to continue their involvement with the PSA CPSU NSW by joining the Retired Associates.

"We have at least six members in their nineties, proving you are never too old to maintain your membership with the union that did so much for you during your working life.

"Meetings take place at PSA House or online via Microsoft Teams. It is a great way to keep in contact with your union.

"Interested members should contact the Member Support Centre on 1800 772 679."

WORK'S DONE, BUT JACK IS STAYING WITH HIS UNION

ong-time PSA member
Jack Mahoney is not only
planning on long walks
and a bit of fishing in
his retirement, he also
aims "to remain an active
and engaged member of
the PSA".

Mr Mahoney, who joined the PSA in October 1998, joined his union's Retired Associates after calling time on his career with Corrective Services NSW.

He looks back with pride on his membership of the union and its Aboriginal Council.

"Being a union member often means standing in solidarity with colleagues; especially those who might not have the confidence or ability to speak up," he said. "The PSA was one of the first unions in Australia to establish an Aboriginal Council, which has made several meaningful achievements for Aboriginal members, focusing on advocacy, representation, and systemic change within the public sector."

Mr Mahoney has advice for young people entering the Public Sector: "Public service is more than a job, it's a commitment to community.

"Whether you're working in justice, health, education, or administration, your role contributes to something bigger. Stay connected to that purpose, especially on tough days.

"Respect the knowledge of those who've walked the path before you, especially Elders, long-serving staff, and community leaders. Their insights can guide you through complex systems and help you



avoid common pitfalls. Bring your whole self to work. Your culture, values, and lived experience are strengths that help shape a more inclusive and responsive public sector.

"The union is your voice in shaping fair workplaces, advocating for equity, and ensuring your rights are respected. Get involved early and stay informed."

WHY YOU NEED TO ACT NOW ON WHO GETS YOUR SUPER

f you're like most Australian superannuation members, you haven't made a binding nomination of who should receive your superannuation when you die. This might seem like something you can deal with later, but the consequences of this delay could be devastating for the people you care about.

Many Australians don't realise that your superannuation doesn't automatically follow their will or become part of their estate. Even if they have a perfectly upto-date will, it's their super fund trustee who has the responsibility of distributing your super money to their dependants according to superannuation law.

Without clear instructions from you, there's a risk your super could go to someone other than who you intended.

If you don't have a valid binding nomination of your beneficiaries in place when you die, it can also cause significant delays in your beneficiaries getting your super. There's a much greater risk of family disputes, and in the worst cases, your loved ones might even have to go to court to establish their right to your superannuation benefits.

When someone dies without a valid binding beneficiary nomination, trustees must investigate who should receive your super. This process can take months or at worst, years, leaving grieving families in financial limbo precisely when they need certainty most.

If binding nominations are so important, why haven't you made one yet? You're not alone in this oversight. The traditional way this has been done under the super laws has been genuinely difficult. Most super funds still require you to complete paper forms, which must be signed by two independent witnesses, then post the forms back to the fund. Then they require you to renew your nomination every three years when it lapses. It's bureaucratic, time-consuming, and easy to forget.

If you're an Aware Super member, you're fortunate to be with one of only a few super funds offering a revolutionary solution. Aware Super has introduced online, binding, non-lapsing nominations that you can complete through Aware's secure member portal in just a few minutes.

Once you've validly selected your beneficiaries online, your choice takes effect immediately and remains in place unless you decide to revoke or change it. No more worrying about expired nominations or forgotten renewal dates.

When you have a valid binding nomination in place, you're giving your family several crucial advantages. First, you're ensuring payments to your nominated beneficiaries can be processed swiftly and efficiently. You're also preventing the trustee from having to make complex decisions during what will already be a difficult and distressing time for your family.

Most importantly, you're maintaining control over your financial legacy. Your super might be your largest asset after your family home, and you shouldn't leave its distribution to chance.

If you're an Aware Super member, you can secure your family's future in minutes by logging into your online account and completing your non-lapsing binding nomination. If you're with another fund, contact them immediately to understand your options.

Lastly, don't forget that to be a valid nomination it has to be your dependant or someone you're in an interdependent relationship with. General advice only. Consider your objectives, financial situation, or needs, which have not been accounted for in this information and read the product disclosure statements and target market determination at aware.com.au/pds before acting.

Issued by Aware Super Pty Ltd (ABN 11 118 202 672, AFSL 293340) trustee of Aware Super (ABN 53 226 460 365).



UNIONISM RUNS DEEP

Champion of the State Tess Allas found her grandfather's unionism shaped a community.

ess Allas is Curator, First
Nations, at the Australian
Museum – on secondment
from Museums of History
NSW. She is also a PSA
delegate, and Deputy
Chair of the Cultural
Institutions Advisory Group.

A tireless advocate for workplace fairness and union intervention, Ms Allas has a strong track record of encouraging colleagues to become members, then encouraging members to become delegates.

Ms Allas said a big part of her sense of justice and human rights comes from her unionist and activist grandfather, Jack Tattersall. Jack was born in central western NSW in the late 19th century. A very smart kid who was educated at a time when Indigenous kids in the outback rarely got the chance at learning literacy, he learned skills that would later enable him to achieve things against all odds.

After serving in the First World War, Jack and his brother started working on the docks at Port Kembla, joining the Waterside Workers' Federation (WWF).

In 1937, discussion on the dock, and in union meetings started to centre around the Japanese occupation of Nanjing in December that year. Referred to as the 'Rape of Nanjing', it was the most infamous example of Japanese brutality in China. Estimates suggest that the Japanese massacred 300,000 people in and around the city, most of them civilians.

Almost one year later the WWF

went on strike in solidarity with the Chinese people. The strikers refused to load pig iron – low-grade steel used for ammunition – bound for the military in Japan on the *SS Dalfram*. Mr Tattersall was a key organiser on the Port Kembla dock, ensuring that all his Aboriginal comrades, and eventually white workers, joined the strike.

After 10 weeks of striking, and 10 weeks with no pay, the union secured a guarantee that no pig iron would be sent to Japan.

Mr Tattersall went on to campaign to preserve Hill 60's role as an Aboriginal neighbourhood.

The community became known as Coomaditchie, due to its proximity to the Coomaditchie Lagoon. And in the early 1990s the founding of the Coomaditchie United Aboriginal Corporation began providing support and services to the broader community, enabling the artistic expression of the many Indigenous artists in the south coast area of NSW.

Ms Allas knew nothing of this growing up in Wollongong so close to where her grandfather had worked so hard for his community. But in the early 2000s she and her family reached out to Link-Up NSW Aboriginal Corporation, Link-Up assists all Aboriginal people who have been directly affected by past government policies, including separation from family. It was through the work of Link-Up that Tess and her family were reunited with Jack's cousins, and from there, the few stories Tess's grandmother had told her about her grandfather linked with the family who knew him. She then began her own research about what he'd done for his community.

As soon as Tess saw the work the artists of Coomaditchie created, she knew there was an exhibition that needed to happen. She commissioned the *Coomaditchie: The Art of Place* exhibition, which was originally staged at Wollongong Art Gallery in 2023 then at the Museum of Sydney in 2024.

It's clear when Tess talks about her grandfather, his influence is positive and energising. "When my grandmother talked about Jack, he was like a myth, like this powerful force that was always there."





MEMBERS CELEBRATE NAIDOC WEEK

Union members take pride in their culture.

irstin Morris, pictured above, is a School Learning and Support Officer at Lake Cargelligo Central School. She is pictured heading off to NAIDOC Celebrations with her children, making her one of the many PSA CPSU NSW members celebrating their culture.

The National Aborigines and Islanders Day Observance Committee (NAIDOC) Week celebrations are held across Australia in the first week of July each year, to celebrate and recognise the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

"NAIDOC Week is an opportunity

for all Australians to learn about First Nations cultures and histories and participate in celebrations of the oldest, continuous living cultures on earth," said PSA CPSU NSW Aboriginal Liaison Officer Ricky Walford. "You can support and get to know your local Aboriginal and Torres Strait Islander communities through activities and events held across the country."

NAIDOC Week, as a week-long celebration, began in 1975. However, its origins trace back to the 1938 Day of Mourning, a protest organised by Aboriginal leaders to mark the 150th anniversary of the First Fleet's arrival in Australia. This event was pivotal in advocating for Indigenous rights and recognition. This year we mark NAIDOC

Week's 50-year anniversary with the theme *The Next Generation: Strength, Vision & Legacy*, celebrating not only the achievements of the past but the future ahead.

"Every year, the NSW Public Service celebrates the importance of NAIDOC week, and PSA members held events to recognise 50 years of honouring and elevating Indigenous voices, culture, and resilience," said Mr Walford. "I'm proud to be part of that."



PLUG IN!



The Electrification Handbook

Saul Griffith with Laura Fraser \$27.99 Black Inc ngineer Saul Griffith wants you to ditch oil and gas from your everyday life.

Sounds too hard? His latest book is a step-by-step guide on how to do it. As he says, tradies will save the world, and he outlines a plan to replace fossil fuels with electricity that is generated in a renewable manner.

The Wollongong resident breaks his tips down to five of your largest forms of energy usage: where you get your electricity, how you heat water, how you heat your home, how you cook, and how you get around.

He recommends installing solar and batteries, electrifying your hot water system, ditching gas heaters, installing an induction cooker and replacing your petrol car with an electric one.

Mr Griffith admits that these five transformations would be beyond the reach of most household budgets all at once, so instead recommends upgrading as your old appliances and vehicles reach the end of their working life.

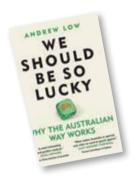
He points out that any higher costs for electric products can be offset by lower bills in the future, particularly if you are using solar power to run your home and power your vehicle. And the book has the graphs to prove it.

Mr Griffith adds that more needs to be done from a public policy viewpoint to encourage the electrical transition. He also criticises banks and other financial institutions for not taking energy costs into account



when lending for homes, renovations and vehicles.

It is hard not to be caught up in the author's infectious enthusiasm for the subject matter, making the book a read that is as enjoyable as it is informative.



Why the Australian Way Works

Andrew Low \$36.99 Prospect Editions

ndrew Low has enjoyed a career at the top of Australia's corporate world, having held roles at Macquarie Bank and RedBridge Grant Samuel, and CITIC securities. He has lived and worked across the globe. He is an economist and author, and although definitely not a trade unionist, his writing includes a wide scope of the economy; his bird's eye view of Australia's economy is put to good use in his analysis.

We Should Be So Lucky is an optimistic study of Australia's economic resilience, social cohesion, and political stability, arguing that the country's unique blend of policies and cultural attitudes has allowed it to thrive in an era of global uncertainty. Drawing on historical trends, comparative politics, and economic data, Low makes a case for Australia as a model for balanced governance.

Mr Low argues that
Australia's success is built
on foundations laid in the
1980s and 90s with bipartisan
economic reforms such as
floating the dollar, deregulation
and superannuation. He credits
Australian voters' rejection of
both hardline Thatcherism
and European-style social
democracy in favour of a 'third
way', that prioritises continuous,
incremental improvement.

The Pillars of Prosperity are

WE SHOULD BE SO LUCKY



what Low argues are key to Australia's economic success.

The Economic Pillar: the APRA-led banking regulation that saved Australia the worst of the 2008 Global Financial Crisis, the success of the Superannuation Guarantee in creating capital, and the management of the Chinadriven resources boom.

The Social Pillar: discussion of multiculturalism, which Low frames not as a policy but as a lived reality that has become a source of economic and social strength. He also examines the 'fair go' ethos as a driver of public support for welfare systems like Medicare and a liveable minimum wage.

The Governance Pillar: perhaps the most original section, where Low contrasts Australia's compulsory voting and preference system, which forces major parties to compete for the moderate centre, compared to the political polarisation of the US and UK.

In discussing Australia's vulnerability, Low avoids triumphalism. This section is a clear-eyed assessment of Australia's Achilles' heels: its vulnerability to climate change (bushfires, droughts), ongoing challenges with Indigenous reconciliation, housing affordability, and economic over-reliance on China. His argument is that the 'Australian Way' is not perfect but is uniquely equipped to adapt to these challenges.

Low's book also acts as a rethink of author and journalist Donald Horne's *The Lucky Country*, published in 1964. Horne's work criticised Australia's complacency and mediocrity, arguing that the nation's prosperity was largely due to luck rather than the quality of its leadership and society.

Low's approach is a much more positive view of this luck. He does not shy away from Australia's flaws, but makes an evidence-based case that Australia's system of pragmatic governance and social moderation is worth studying.

There is limited discussion on inequality or neoliberalism. It assumes capitalism is the natural order of things, and climate change, and those left behind on the fringes are inevitable in a successful society. We Should Be So Lucky does not offer any real answers to what is inevitably going to happen when our luck runs out.

THE MIC STUFF: PODCASTS ENTERTAIN AND INFORM

Members urged to log on and listen.

SA CPSU NSW members can keep up with their union's latest news and views via the union's podcast series.

The podcasts that highlight the voices, stories and issues members face working across the Public Sector.

"These podcasts provide an accessible platform for sharing union news, campaigning updates, and discussions on workplace rights," said Assistant General Secretary and occasional host Troy Wright. "They also spotlight the experiences of members in diverse roles, showing the breadth of contributions made by public servants in NSW.

"We can be talking to Child Protection Workers one week, and a Museum Curator the next."

A recent podcast featured Housing Minister Rose Jackson being interviewed by the union's Campaigns and Communications Manager, Marianne Ledic.

Podcasts are available from a variety of sources, including Spotify, Apple and Buzzsprout.





SWITCHED ON AUSTRALIA

This podcast delves into the nation's path to full electrification.

Hosted by journalist Anne Delaney, the podcast offers a blend of expert insights and grassroots narratives, shedding light on Australia's shift towards renewable energy.

Each episode, typically ranging from 30 to 55 minutes, tackles pressing topics such as energy efficiency, consumer protection, and community engagement.

The episode Green claims on trial discusses how a grassroots group challenged Energy Australia's misleading carbon offset product, leading to a significant corporate admission.

Another episode, Farming the sun, grazing the land, highlights a sixth-generation sheep farmer's innovative approach to integrating solar panels with traditional farming.

The podcast tackles complex issues, such as the industry's misconceptions about consumer behaviour.

Ms Delaney is an engaging host, ensuring each episode is both informative and accessible, making complex energy topics relatable to a broad audience. She also interviews diverse perspectives, from policymakers to everyday Australians.

Switched On Australia explores the challenges in the nation's path to electrification.





WILD CHATS

earn more about Australia's amazing animals with this feel-good podcast presented by wildlife educator Jodie Creek.

Ms Creek talks to experts

in a variety of natural fields, from dingos to sealife in the Great Barrier Reef.

She is happy as a presenter to sit back and let the guests take the lead in the interviews, letting them impart their

wisdom on how animals live and what threats they face.

Wild Chats proves that learning need not be too serious as it gives listeners an appreciation of Australia's unique wildlife.

UNION TAKES TRAINING ON THE ROAD

Training need not mean taking a trip to Sydney.

he PSA CPSU NSW training program includes courses run in NSW regional centres. "Not everyone can get to PSA House in Sydney to learn more about their union, so we can come to them," said Senior Organiser Glenn Duncan, who conducts much of the union's training program. "Nearly half our members are in regional NSW, so taking training to them makes sense.'

The union is also setting up dedicated training facilities in its Newcastle and Wollongong offices.

"The same courses offered in the city will be available to regional members," said Mr Duncan. "We want as many members as possible to take our courses."







Gidget Foundation Australia - here to help expectant and new parents How can we help you?

Start Talking - Telehealth

The Start Talking program provides individual psychological counselling services for parents delivered via a video call service, similar to Zoom.

Gidget House – Face to Face

Gidget Houses are located in NSW, QLD and VIC, are easily accessible and offer a safe haven for parents to access individual psychological counselling services in person. Partners are able to access our specialised services as well.

Gidget Virtual Village – Online

Gidget Foundation Australia coordinates and moderates three private. Facebook peer support groups, connecting expectant and new parents with the Foundation and each other, in a safe, judgement free space. Gidget Virtual Village for new parents, Gidget Virtual Village Dads and Gidget Virtual Village for Expectant Mums.

Gidget Foundation Australia is proud to offer FREE individual psychological counselling services for expectant and new parents nationwide.

We are honoured to partner with PSA to offer support to members and their families.







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APHEDA WORKS WITH WOMEN FOR CHANGE

Union Aid Abroad gets local help for its projects.

nion Aid Abroad-APHEDA is working with women's organisations in a number of countries to improve working conditions and provide food assistance.

In Cambodia, the organisation is supporting the Women Workers' Rights and Decent Work project.

Cambodia has one of the highest rates of female workforce participation in Southeast Asia, with women making up 90 per cent of garment workers and nearly 40 per cent of the construction industry. Yet women remain under-represented in all leadership positions, including union leadership, and are often excluded from major decisions that affect their livelihoods.

The Women Workers' Rights and Decent Work project has been tackling this imbalance since 2020.

Elsewhere, APHEDA's partner organisations the MA'AN Development Centre and the Palestinian Women's Humanitarian Organisation continue to provide access to water, food, hygiene kits and humanitarian aid to people in Gaza and Lebanon.

Donations can be made at www.apheda.org.au.

APHEDA is also working with the MA'AN Development Centre on three

projects in the West Bank to improve women's lives.

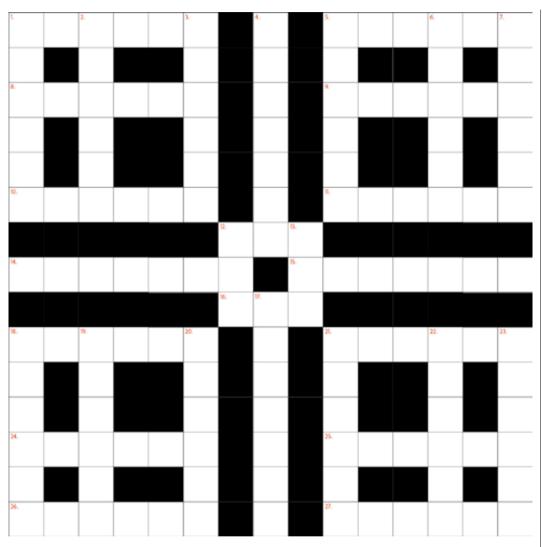
The Deir as-Sudan Women's Cooperative involves funding an ecological farm run by women.

The Ramallah Deaf Society supports people with hearing impairments through community and economic initiatives.

The Betallo Women's Cooperative involves 17 women producing locally made food products.



CROSSWORD



Last issue's solution

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ACROSS

- 1. Game show host who narrated *Housos*, Ian _____(6)
- 5. Rapper _____ Smalls (6)
- 8. Surface that keeps you upright (2-4)
- 9. Fashion _____: where you find bargain clothing (6)
- 10. Spin (6)
- 11. Instruction that further waiting is required (3,3)
- 12. Supposedly wise bird (3)
- 14. Not deep (7)
- 15. You turn right for these seats on a plane (7)

- 16. Female Biblical débutante (3)
- 18. Unmarried (6)
- 21. Former big cat keeper, now inmate, Joe ______(6)
- 24. Football team name shared in Thlisis and Zagreb (6)
- 25. Musical-sounding innards (6)
- 26. White House skin tone (6)
- 27. Document submitted for an academic degree (6)

DOWN

- 2. Score in a sporting contest (6)
- 3. Uncover (6)
- 4. Hair above eye (7)
- 5. Busted sounding town on way to SA _____ Hill (6)
- 6. Kitchen on a ship (6)
- 7. Limit (6)
- 12. In debt to (3)
- 13. Hollywood's Mr Marvin (3)
- 17. Able to be seen (7)
- 18. Bedroom-free flat (6)
- 19. Mythical land beyond the wardrobe (6)
- 20. Swedes responsible for The Final Countdown (6)
- 21. Obtain by threats (6)
- 22. Special and enjoyable items or experiences (6)
- 23. National headcount (6)







CAREGIVERS:

Helping you better support yourself, so you can take care of them.

Support and behaviour change programs for members impacted by cancer.



Programs for those with a cancer diagnosis or caregivers to a loved one.

Scan the QR code to learn more or enrol in a program today.

