

**PSA CPSU NSW RETIRED ASSOCIATES.
MINUTES OF MEETING.
Held on Tuesday, 24th February, 2026 at PSA House and by
Microsoft Teams.**

The meeting was chaired by Dave McKeough, President of the PSA/CPSU NSW Retired Associates and commenced at 10.32 am.

1. Acknowledgement of Country. – Ysbrand Oosten.

2. Attendance.

At PSA House Dave McKeough, John Walz, Ysbrand Oosten, Threse Delanty, Wayne O'Mara.

PSA Representative - Assistant General Secretary, Troy Wright and Nathan Bradshaw, Manager Industrial Specialists Team.

By Teams Pat Nethery.

3. Apologies.

Samson Ramon, Robert Asbury, Barry Blanchard, Isabella Ramirra, Damian Furlong, Mara Tudorin.

MOTION: That the apologies be accepted.

MOVED: John Walz **SECONDED:** Wayne O'Mara.

CARRIED Unanimously.

4. Minutes of the Previous Meeting held on the 2nd of December, 2025.

MOTION: That the minutes be accepted.

MOVED: John Walz **SECONDED:** Wayne O'Mara.

CARRIED: Unanimously.

5. Business Arising.

5.1. Motion re SSS Superannuation.

No response as yet. - To be re-submitted.

5.2. Future Speakers.

Refer General Business.

6. Reports.

- 6.1. **PSA** - Troy Wright, Assistant General Secretary, spoke about the WHS Laws, also the establishment of a Bullying and Psychological system to be determined by the IRC. (Streamlined over 8 weeks). The establishment of a Local Jobs First Commissioner and Waste Watch – Issues with contracts.
- 6.2. **PSA** – Nathan Bradshaw, Manager, Industrial Specialists, spoke about Unions, NSW updates. Refer Attachment 1.
- 6.3. **Combined Pensioners and Superannuants Association (CPSA)**. Nil.
- 6.3. **Sydney Retired Unionists Group (SRUG)** Nil.

7. Correspondence

- 7.1. CPSA – February issue of The Voice magazine.

8. Motions on Notice. Nil.

9. General Business.

- 9.1. Future speakers – 28th of April - Judy Tieu, Customer Care Specialist, Savings Finder, Service NSW, Services Australia - Commonwealth Health Card. AI relating to Public Service jobs. Digital Footprint. Seniors Rights Services.

9.2 Future Meeting Dates.

Tuesday 28 April 2026.
Tuesday 23 June 2026 – Annual General Meeting.
Tuesday 25 August 2026.
Tuesday 27 October 2026.
Tuesday 1 December 2026

10. Guest Speaker – Nil.

11. Date of Next Meeting.

The next General Meeting of the Retired Associates will be held on Tuesday, 23rd June, 2026 at PSA House or via Teams, commencing at 10.30am.

The meeting closed at 12:08PM.

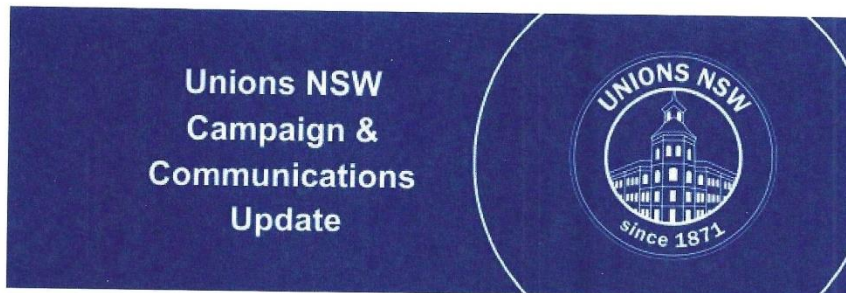
Outlook

Unions NSW Campaign & Communications Update - Wednesday 18th February 2026

From Unions NSW <campaigns@unionsnsw.org.au>

Date Wed 18/2/2026 4:17 PM

To Nathan Bradshaw <nbradshaw@psa.asn.au>



NSW Digital Work Systems Bill

Last week, the Work Health and Safety Amendment (Digital Work Systems) Bill 2025 passed the NSW Legislative Council.

The bill amends our WHS Act to:

- Explicitly define a digital work system as the use of 'an algorithm, artificial intelligence, automation, or online platform'.
- Make clear the duties on a PCBU to ensure a digital work system does not result in excessive or unreasonable workloads, metrics, monitoring, or unlawful discrimination.
- Requires a PCBU to provide reasonable assistance to a WHS entry permit holder to 'access and inspect a digital work system relevant to the suspect contravention'.

The bill was amended in the NSW Legislative Council Animal Justice Party and Shooters, Fishers, and Farmers

- That the 'reasonable assistance' requirement for a PCBU subject to:
- The publication of a relevant guideline by the regulator which must include a period of public consultation.

- 48 hours' notice to be served by the WHS Right of Entry permit holder.
- The entire bill is subject to review after 12 months.

Even with these amendments, the legislation remains a nation-leading change to our WHS laws to regulate the use of workplace artificial intelligence and algorithms, with a significant expansion of WHS right of entry powers.

Union engagement was critical in getting this bill over the line, considering the significant scaremongering from organisations like the Business Council of Australia.

Unions NSW will engage with the Minister's office and the regulator to begin work on the process of putting the bill into action and will work with affiliates to get appropriate and timely publication of the guidelines.

To support our lobbying efforts, we are encouraging union members to contact their local MP via an online email tool: <https://actionnetwork.org/letters/protect-workers-from-unsafe-workplace-ai/>

If you have any questions, please do not hesitate to contact Unions NSW Director of Campaigns & Strategy Todd Pinkerton at tpinkerton@unionsnsw.org.au or 0430 345 642.

NSW Political Update: NSW Digital Work Systems & Workers' Compensation Legislation

The NSW Government and Opposition passed their amended Workers' Compensation Bill through the legislative council on Tuesday 3rd February.

[View the Workers Compensation Legislation Amendment \(Reform and Modernisation\) Bill, 2025 here.](#)

While the schedule of increasing whole-person-impairment thresholds has been opposed by the movement, the final amendments have significantly improved the legislation and create opportunities for future advocacy to reduce the WPI.

Because of the last 12 months of united NSW union movement campaigning, the final legislation:

- Includes a rapid 8-week process so workers injured by bullying or harassment can get medical support quickly, have their claim decided sooner, and require employers to provide stronger evidence if they want to reject the claim.
- Secures injured workers more choice to commute their claim and take a lump-sum payout and leave the workers compensation system if they want to.
- Ensures workers injured by extreme workloads or traumatic events can receive workers compensation.
- Includes a regulation power for the NSW Treasurer to reduce the WPI thresholds if in the public interest.
- Requires insurers to have a 'reasonable prospect of success' before they can deny a workers compensation claim.
- Does not require traumatised workers to go through Industrial Relations Commission or Fair Work Commission proceedings before lodging a claim for bullying or harassment.
- Establishes a formal legislated advisory group made up of injured workers to provide the Minister and scheme agencies feedback on how to improve the scheme.

- Creates an independent panel of experts to review the NSW workers compensation system.
- Commissions the NSW Chief Psychiatrist to conduct an 18-month review into the whole-person-impairment diagnosis tool to recommend a more appropriate system for assessing psychological injury.
- Introduces greater penalties for employers who underinsure their workers.
- Protects workers injured through dust diseases by keeping the current medical test for treatment.

This is also alongside the most significant expansion of working rights in NSW in the previous 25 years through the passage of the [Industrial Relations and Other Legislation Amendment \(Workplace Protections\) Bill 2025](#).

Moving forward, Unions NSW will co-ordinate affiliate engagement in the Chief Psychiatrist Review, Independent Expert Review and the ministerial advisory group to continue advocacy for improvements to the NSW Workers Compensation system.

Moreover, Unions NSW will conduct a review of the campaign to identify key learnings for future NSW union campaigns.

Unions NSW want to thank all the unions who have campaigned over the past 12 months on this important issue, and in particular those who financially contributed to our advertising campaign.

For further information:

If you have any questions or wish to discuss this further, please do not hesitate to contact myself or the relevant Unions NSW staff members:

- Natasha Flores, Industrial Officer (WHS & Workers Compensation): nflores@unionsnsw.org.au
- Tom Edwards, Policy & Research Officer: tedwards@unionsnsw.org.au
- Todd Pinkerton, Director of Campaigns & Strategy: tpinkerton@unionsnsw.org.au

Unions NSW AGM - Thursday 26 February 2026

Please join us at the Unions NSW Annual General Meeting next Thursday, bringing affiliated unions and delegates together to reflect on the year that's been and look ahead to the year to come.

The AGM will mark another strong year of industrial and campaigning work to improve the lives of working people across NSW, including a guest address, the graduation of our Union Summer interns, as well as formal reporting and governance matters.

Our guest speaker is Edward Santow, who is the Co-Director of the Human Technology Institute, and Industry Professor. He is a former Human Rights Commissioner and currently an expert in human rights law and AI. His focus areas include digital government, the future of AI regulation, AI assurance, facial recognition technology and digital identity.

Snacks and refreshments will be provided after the meeting.

TIME: 5:30PM

DATE: Thursday 26 February 2026

LOCATION: Trades Hall Auditorium, 377 Sussex Street, Sydney 2000.

RSVP [here](#).

If you have any questions, please do not hesitate to contact Unions NSW Senior Campaign Organiser, Sam Priebee either by email: spriebee@unionsnsw.org.au or phone: (02) 9881 5999.

Mardi Gras - Saturday 28 February 2026

Our Union Pride Committee has finalised exciting plans for Mardi Gras 2026 and we want you to join us.

Union Pride has secured 60 Dancing/Marching spots with an early parade departure time of 7.48pm (2.30pm arrival at Trades Hall to be in Marshall area by 4.15pm).

This years tickets will be available to affiliates who are providing a contribution. We have made it simple by asking all affiliates to make a small contribution of \$1000 per union.

Those who secure tickets will be provided with the following:

- Registration to march and provided with Moshtix
- Union Pride T-Shirt (Womens scoop neck t-shirts and Mens T-Shirts)
- Flashing Rainbow Light-up cape (with batteries)
- Share in the music with Portable Speaker with long battery life and flashing lights

To avoid missing this exciting night where unions can share our ongoing support with the queer community please email vseagrove@unionsnsw.org.au with confirmation of your unions contribution and how many tickets you would like - first in first served.

Committee list update

Please also provide your most up to date list of representative/s to Unions NSW Assistant Secretary, Vanessa Seagrove vseagrove@unionsnsw.org.au asap to ensure your union is getting updates.

Unions Pride Merchandise Sale

In the spirit of Mardi Gras, we are having a 50% off sale on our Union Pride t-shirts and pins. Merchandise. View the Union Pride collection [here](#).

The Unions NSW shop also sells Essential Workers Deserve Better t-shirts, posters, umbrellas, tea towels and tea towels.

View all products [here](#).

NSW Jobs First Commission – Public Consultation

The NSW Government has opened public consultation on its [Local Jobs First Commission](#) legislation with a view to legislate before the end of 2026, with submissions closing on Friday 20 February 2026.

We anticipate the Government will seek to legislate the commission and supporting policies towards the middle of this year.

Draft Legislation & Consultation Process

A copy of the draft legislation, regulations, an explanatory statement and the process for making a submission can be found online at

- <https://www.haveyoursay.nsw.gov.au/nsw-local-jobs-first-commissioner>
- <https://www.nsw.gov.au/departments-and-agencies/nsw-treasury/projects-reviews-and-consultation/consultation/debarment-scheme-consultation>

Unions NSW will be making a submission on behalf of the NSW Union Movement – however affiliates are encouraged to make submissions relevant to their membership and industries of coverage.

The Unions NSW submission will support a range of recommendations developed in consultation with affiliates over the past year.

If you wish to discuss the Unions NSW submission or have any questions, please contact Unions NSW Policy & Research Officer Tom Edwards on tedwards@unionsnsw.org.au or 0466 304 901.

Young Workers Hub - Safety At Work Survey

Unions NSW's Young Workers Hub is running a new survey asking young workers about safety in the workplace. We will use this information to campaign to make NSW workplaces safer and reduce injuries.

The Young Workers' Safety at Work Survey is a short 2-minute survey and individual responses will be kept confidential.

All participants can go in the draw to win a \$200 Visa gift card.

We are asking unions to support by sharing the survey with their young members.

Survey link: <https://www.surveymonkey.com/r/GDG2YL6>

The voices of your members will help inform how Unions NSW can advocate for improved safety and training for young workers.

If you have any questions, please do not hesitate to contact Unions NSW Senior Campaign Organiser, Sam Priebee either by email: spriebee@unionsnsw.org.au or phone: 0408 851 765.

Unions NSW Unpaid Overtime and AI Campaign Survey Update

Unions NSW has been promoting our worker survey to help us understand how the issue of unpaid overtime has evolved and look at emerging challenges such as AI.

The survey now has over 6,000 responses and will be closing on Sunday 8th March 2026.

To ensure the survey has maximum impact, we encourage unions to utilise the template resources that have been created to share the survey with members.

Template resources:

https://drive.google.com/drive/folders/1CUP5syNA7JIZ95aow4uvfVaobxEYXkIV?usp=drive_link

Survey link: <https://www.surveymonkey.com/r/9FGDH29>

Report launch

We are currently working towards launching a report with the results of the survey in mid-April. We will be holding a briefing to walk unions through a draft report and launch plans at the beginning of April.

TIME: 11AM - 11:30AM

DATE: Wednesday 1 April 2026

LOCATION: Online via Microsoft Teams

RSVP to spriebee@unionsnsw.org.au to receive the meeting invite.

If you have any questions, please do not hesitate to contact Unions NSW Senior Campaign Organiser, Sam Priebee either by email: spriebee@unionsnsw.org.au or phone: 0408 851 765.

NSW Unions Communications & Campaigns Network Interest

Our Unions NSW Communications team are working to get a networking group together with our first meeting being this month.

The group will include a monthly catch up of a representative from the communications or campaign staff across our affiliates to share skills, collaborate on projects and hear from relevant speakers.

The group will also be supported by a Facebook Group and WhatsApp channel to encourage cross-promotion of campaigns by affiliates.

If you're interested in being a part of this group, please fill out the form [here](#).

Please also feel free to join our [NSW Unions Comms & Digital Staff Facebook group here](#).

Further Information

If you know anyone who should receive this newsletter, would like to add any upcoming events or other content or if you have any questions or require any additional information on the above, please do not hesitate to contact campaigns@unionsnsw.org.au or:

Todd Pinkerton: 0430 345 642 or tpinkerton@unionsnsw.org.au

Terri Antoniou: 02 9881 5951 or tantoniou@unionsnsw.org.au