



FACING THE FUTURE

PSA CPSU NSW ANNUAL CONFERENCE 2026



NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

COURTS

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce



HEALTH

CHILD PROTECTION

CORRECTIVE SERVICES

IRONCLAD STATEWIDE
NSW DV SYSTEM
BUILT TO SAVE LIVES

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

NSW needs a purpose built, publicly owned DV SYSTEM staffed by a professional DV workforce

VICTIMS SERVICES

ORIGINAL SERVICES

The PSA CPSU NSW launches its domestic violence campaign



Stewart Little General Secretary

A STRONG FUTURE FOR OUR STATE

Our union is not only vital for our members; it is instrumental in forging a better future for everyone in NSW.

Our members play a crucial role in shaping the future of the state by delivering essential services, driving economic stability, and supporting community wellbeing. They are there at the frontline, providing core functions the private sector would struggle to replicate. Without our members, the future of NSW would be a lot less rosy. One of the key reasons our members are vital is that they are there for broad, long-term

challenges that face our state. Whether it is education, public security, sustainable infrastructure, renewable energy, disaster recovery or resilient communities, PSA CPSU NSW members are there to make the state liveable and competitive for future generations.

Our members are there, not just for a fairer, more just future, but a wealthier one, too. We are there, providing economic growth by creating jobs and enabling private sector activity. Our members create economic conditions and security which are essential for businesses to operate efficiently. In addition, they support

innovation, skills development, and regional development, helping to reduce inequality and promote balanced growth across NSW.

In our quest for a better future for our state, we campaign for more than better wages and conditions. This year saw us front and centre in the campaign for a government-led response to our spiralling rates of domestic and family violence. We did this because it is the right thing to do for a better NSW and a brighter future.

Conference gives us the chance to plan not just for our union's future, but for a better future for everyone in NSW.





Nicole Jess President



CELEBRATE OUR PAST, PLAN FOR OUR FUTURE

The PSA CPSU NSW is rightly proud of the 127 years it has spent fighting for its members and the broader community they serve.

We have won pay increases, better working conditions and safer workplaces. In recent years we have turned the tide on the scourge of outsourcing and privatisation and forged a closer working relationship with the state government.

Conference gives us a chance to celebrate this glorious past. But it is also a chance to look ahead and plan with what we face in the future.

The coming years pose enormous

challenges for our members. The meteoric rise of artificial intelligence will pose enormous challenges to the way we work for the people of NSW. It offers the chance to make our workplaces more productive and agile, but also has the potential to see jobs cut. As your union, it is vital the PSA CPSU NSW monitors the use of artificial intelligence to ensure our members and the state are better served by technological advancement.

We also face a future characterised by a more fragmented society, with much of the division again driven by changes to technology. As a union dedicated to fairness, the PSA CPSU NSW will continue to fight for our members and the work they do

creating a fairer, more equal state. Whether through Women's Council, Pride Council or our trailblazing Aboriginal Council, our union is there fighting for a fairer state for all.

As always, our members are ready for future challenges posed by changes to the environment. Whether on the frontline protecting our national assets, or responding to increasingly violent climatic events, there will be PSA and CPSU NSW members fighting for a cleaner future.

We hope you enjoy Conference, take a chance to look back at our history with pride, and come away with fresh ideas as we face an uncertain future together.

HOUSEKEEPING

Signing on

Delegates will be required to sign an attendance sheet at each session of Conference. If Delegates do not sign to verify their attendance, Departments will not pay for leave. The PSA CPSU NSW is required to confirm with Departments that Delegates have attended each Conference session.

Hearing impaired

Please sit in the front rows of Conference.

Luggage

Luggage is to be stored on Level 9.

Toilets

There are toilets on each level of PSA House, through the fire exits. There is an all-gender toilet on level 8. Even-numbered floors have women's toilets and odd-numbered floors have men's toilets.

The toilet on the ground floor is accessible to people with disability.

Name tags

Please use the lanyard provided and wear your tag at all times during Conference.

Payment of expenses

Regional delegates who have requested in writing to be paid their sustenance payments will be paid Thursday lunchtime.

EFT payments will be processed on Thursday after Accounts have received the attendance sheets.

Mobile phones

Please put your phones on silent or turn them off. If you have to make a call, please go to Level 11.

CONTENTS

	PAGE
From the General Secretary	4
President's welcome	5
Conference agenda	7
Facing the future	10
Speakers	14
Communities, Health and Disability Services	18
Justice	20
Education	22
Culture, Environment, Industry and Other	24
Women at Work	26
Campaigns	27
Workplace Health and Safety	28
Aboriginal Council	29
Regional Offices	30
Membership	36
Industrial Support	37
Communications	38
Training	39
Pride Council	40
Legal Services	41
Accounts	42
Membership	44



2026 COUNTRY CONFERENCE

WEDNESDAY 27 MAY 2026

- 2:00pm-2:10pm** *Opening of Conference*
Nicole Jess, PSA CPSU NSW President
Acknowledgment of Country
Ricky Walford, PSA CPSU NSW Aboriginal Liaison Officer
The Importance of Regional NSW
Stewart Little, PSA CPSU NSW General Secretary
- 2:10pm-2:30pm** *Climate Change and Disaster Relief*
Janelle Saffin, NSW Minister for Recovery, North Coast and Small Business
- 2:30pm-2:45pm** *State Emergency Service: Value Us Because We Value You*
Anna Thomas and **David Cox**, Departmental Committee Delegates
- 2:45pm-3:45pm** *Diesel and Gas Taxes in Regional NSW*
Richard Denniss, The Australia Institute
- 3:45pm-4:05pm** *Regional Membership and Recruitment*
Stephen Mears, Regional Organiser, **Glenn Duncan**, Senior Organiser and **Lara Westwood**, Research Officer
- 4:05pm-4:30pm** *Regional Jobs Panel*
Daniel Cain, DCCEEW, **Kylie Thomas**, Schools and **Suzy Evans**, Youth Justice
- 4:30pm-4:50pm** Q&A
- 4:50pm** *Close of Country Conference*

PSA CPSU NSW CONFERENCE 2026 TIMETABLE

THURSDAY 28 MAY 2026

8:00am-9:00am	Conference Registration	12:30pm-1:45pm	Lunch Level 11 PSA House Sponsored by Union Shopper and Maxxia
9:00am-9:25am	(a) 1. Nathan Moran , CEO of Metropolitan Local Aboriginal Land Council, Welcome to Country 2. Nicole Jess , President, Welcome to Conference APHEDA Raffle (b) Report on Credentials (c) Fixing the Hours of Conference (d) 5-minute warning bell at morning tea/lunch to make way back to level 10	1:45pm-3:15pm	<i>Artificial Intelligence is Here: What Does it Mean in the Public Sector?</i> Panel of three: Academic, Employer and Union Dr Ziba Gandomkar Senior Lecturer, University of Sydney Joseph Mitchell ACTU Laura Christie Deputy Secretary of Digital NSW at the NSW Department of Customer Service
	The following agenda items will be dealt with as time allows during the remainder of the conference:	3:15pm-4:00pm	<i>Future of Unionism</i> Brooke Blatch , Child Protection Lovdeep Singh , SafeWork Rachel Summers , Corrective Services James Ricupito , Art Gallery of NSW
	(e) Correspondence (f) President's Report (g) Report on Membership (h) Report on Arbitration	4:00pm	Close
9:25am-9:45am	<i>Conference Opening</i> Stewart Little , General Secretary	5:30pm	Annual Conference Dinner Sheraton on Hyde Park 161 Elizabeth Street Sydney Sponsored by WageCover, Australian Mutual Bank, Aware Super and McNally Jones Staff
9:45am-10:00am	Chris Minns , NSW Premier		
10:00am-10:45am	<i>DV Needs Public Services: Campaign Update</i> Panel: Dilsat Seyis and Julie-Ann Grigoriadis , Department of Communities and Justice		
10:45am-11:15am	Morning Tea Level 11, PSA House Sponsored by Aged Care Personal Advice		
11:15am -12:00pm	<i>Public Sector Cuts: The American Experience</i> Elissa McBride , American Federation of State, County and Municipal Employees		
12:00pm-12:30pm	<i>The Salaries Case</i> Nathan Keats , McNally Jones Staff and Kym Ward , PSA CPSU NSW		

FACING THE FUTURE

FRIDAY 29 MAY 2026

- 9:00am-9:05am** **Nicole Jess**, opens day 2
- 9:05am-9:10am** Video summary of Day 1
- 9:10am-9:45am** *APHEDA and Democracy in Myanmar*
Troy Wright, PSA CPSU NSW Assistant General Secretary
- 9:45am-10:20am** **Morning Tea** Level 11 PSA House
Sponsored by State Super
- 10:20am-10:50am** *Affordable Housing for Public Sector Workers*
Rose Jackson, NSW Minister for Housing, Homelessness and Water

- 10:50am-11:50am** *Challenges in Affordable Housing*
Panel: **Anna Patty**, PSA Principal Policy Analyst, **Bernadette McMahon**, Homes NSW, **Hal Pawson**, University of NSW Emeritus Professor of Housing
- 11:50am-12:25pm** *Reporting Back*
Karen-Ann Beasley, Aboriginal Council
Emma Pearce, Pride Council
Leanne Smith, Women's Council
Georgia Meredith, Disability Forum
Tiffany Bett, Country Conference
- 12:25pm-12:35pm** *APHEDA Raffle*
- 12:45pm** **Close**
Central Council meeting to follow Conference

Information correct at time of printing.



EPA protest Parramatta



Our members fight for a better tomorrow. And we fight for them.

When our union wins, it is not just our members who benefit, it is the people of NSW who face a better future with us.

Our state is affected by the extraordinary economic, social and technological changes gripping our planet. Whether it is technical disruption in our workplaces, adjusting to a changing climate or dealing with increasing inequality and political polarisation, PSA CPSU NSW members are there, helping the people of NSW.

A safer future

This year our union launched a campaign to better coordinate services available to those experiencing domestic violence. On the back of our successful campaign to strengthen bail laws, our push for a government-led service to respond to domestic violence will save lives.

Our members are found in the shining example our campaign is based on; the Mount Druitt Family Violence Service.

These are just some of the members fighting for a safer future. Whether it is NSW Police staff examining crime scenes and protecting buildings, Prison Officers operating gaols or members ensuring our courts operate efficiently, there are PSA CPSU NSW members working to protect the people of our state.

During crises such as bushfires, floods, pandemics and economic downturns, it is PSA CPSU NSW members who coordinate responses, deliver assistance and ensure continuity of essential services. Private markets alone cannot guarantee universal access, fairness or long-term planning in

areas such as health, education, housing and infrastructure.

Our members in organisations such as the Rural Fire Service, the State Emergency Service, and Fire and Rescue are there to protect people when nature goes rogue: an increasingly common event as the climate changes.

A smarter future

In our changing world, public schools, our universities and TAFE are vital. Members in all three sectors are creating a workforce that can

respond to a world earlier generations would fail to recognise.

Our schools give everyone in NSW a chance at a world-class education. They produce the workers, thinkers and consumers of tomorrow.

True examples of public service, the schools run by the state of NSW are open to all, regardless of income, religion or academic ability. Not only are they open to all, PSA members are working at these schools, ensuring students get the most from their educational experience and their best chance at a brighter future.

NSW's universities are engines of economic development and social advancement. With our members keeping them operating, they educate hundreds of thousands of students, conduct world-class research and act as anchors for innovation across industries such as health, technology, engineering and renewable energy.

Beyond their economic contribution, universities play a crucial civic role. They are spaces for critical inquiry, evidence-based debate and the development of new ideas. Our members' work helps governments make better decisions, supports industry innovation, and addresses pressing social issues facing our future, from climate science and medical breakthroughs to public policy and education reform.

We are there for members, fighting insecure work, funding volatility and market-driven models that prioritise short-term revenue over education. Protecting universities as public institutions rather than commercial enterprises is essential for NSW's long-term prosperity, and your union is up for the fight.

TAFE NSW is one of the most powerful tools available to future-proof our economy. A shining beacon of vocational education, it provides practical, industry connected education that equips people with skills for existing jobs and emerging industries. TAFE plays a particularly important role in the future prosperity of regional NSW, supporting local economies and providing pathways for young people, career changers and those facing barriers to employment. It is also critical for retraining workers as industries evolve, especially in the context of technological change and the



Members such as Lachlan Ellis from the Royal Botanic Gardens deal with a changing climate in their roles



transition to a low-carbon economy.

When TAFE is underfunded or undermined by excessive privatisation, skills shortages deepen and inequality widens. Our union will fight to keep it strong.

Our members and the huge variety of roles they play in the workforce are the backbone of a fairer, more productive NSW. The state's world-class public sector plays an indispensable role in ensuring that NSW functions effectively and equitably.

Like much of the world, NSW has seen social divisions widen, with a future that sees a bigger gap between the haves and have-nots.

With housing becoming increasingly out of reach, our members in areas such as Homes NSW, Planning and Service NSW play a vital role now and into the future in ensuring a roof over one's head is not an unattainable dream.

The PSA CPSU NSW knows the housing crisis is hitting our state hard, and will campaign on this issue in the coming months.

With the National Disability Insurance Scheme (NDIS) under increased scrutiny, it is inevitable that the states take up more of the responsibility towards disability services. A strong disability sector would enable more people with disability to live with dignity, independence and inclusion. They reflect a future where diversity is increasingly taken into account.

The disadvantage faced by Aboriginal people blights Australia's future. Whether in schools or government departments, it is members of the PSA CPSU NSW, one of the first unions in the country with an Aboriginal Council, looking to redress inequality and right historic wrongs.

A cleaner future

Whether you are in our cities or the untouched wilderness that blesses NSW, there are PSA CPSU NSW members working for a cleaner future for our state.

From the guardians of the natural world in National Parks, Fisheries, Local Land Services and Forestry Corporation, to the Environment Protection Authority and its staff cleaning up polluted sites, PSA CPSU NSW members are leaving us with a cleaner, greener future.

A cleaner future relies on the research produced in our universities and TAFE colleges and in our electricity providers.

Without our members, and a union backing them, NSW would be a far less clean place to live.

A wealthier future

Our members are essential for economic stability. The pay rises won by our union provide badly needed incomes for our state, particularly the regions that so often bear the brunt of economic fluctuations and environmental degradation.

Their work also creates the foundations for a more dynamic, forward-facing economy. We work together to create a smarter, better-educated workforce and safe, dynamic conditions for businesses to operate.

A certain future

As NSW grapples with increasingly complex challenges, strong public administration will be even more critical.

Undermining the public sector through chronic understaffing, outsourcing or wage suppression weakens the state's capacity to meet these challenges.

Our union is also here for the members facing an entirely new

challenge, artificial intelligence. A tool that can enhance our productivity and output, but comes with the risks associated with an all-encompassing change to the way we work.

In an era of uncertainty and rapid change, one lesson is clear: the future of NSW is built not by diminishing the public good, but by strengthening it as we face the future together.

The PSA CPSU NSW will guide its members as they guide the rest of the state towards a better tomorrow.

An exciting future

With our union fighting hard alongside our members, we can together make the most of the dramatic upheavals we face.

We can adapt to a changing future and create better workplaces, work in better conditions and create a better NSW for all.

Top: Rebekah Green from Corrective Services NSW

Bottom: Mal Leeson from Local Land Services

COUNTRY CONFERENCE SPEAKERS



Richard Denniss
Co-Chief Executive Officer at the Australia Institute

Richard Denniss is a prominent Australian economist, author and public policy commentator, and previously an Associate Professor in the Crawford School of Public Policy at the Australian National University and a Lecturer in Economics at the University of Newcastle.

A regular media columnist, Dr Denniss publishes regularly in academic journals and has written seven books including, *Econobabble: How to Decode Political Spin and Economic Nonsense* and *Curing Affluenza: How to Buy Less Stuff*. His *Quarterly Essay, Dead Right: How Neoliberalism Ate Itself and What Comes Next* was also adapted into a book of the same title.

Janelle Saffin
NSW Minister for Recovery, North Coast and Small Business

Janelle Saffin has served in both state and federal Australian Parliaments. She has extensive experience in parliamentary affairs, politics, governance, public policy formulation, legal development and management of change, and is Chair of the ALP's International Party Development Committee. She is a community development specialist, teacher, lawyer, politician and has worked in government and non-government roles, and in high-level advisory roles.

In the 2019 NSW State Election, Ms Saffin was elected as the State Member for Lismore. The first Labor Member in 50 years and the seat's first female representative.

In 2022 Ms Saffin was caught in the inland tsunami of the Lismore floods. As well as having to rescue herself by swimming off her veranda, she also coordinated the rescue of others.

ANNUAL CONFERENCE SPEAKERS



Chris Minns **Premier of NSW**

Chris Minns will address his fifth successive PSA CPSU NSW Annual Conference. He attended St Patrick's College in Sutherland and later studied at the University of NSW, where he earned a Bachelor of Arts in History.

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

In June 2021, Mr Minns was elected leader of the NSW Labor Party, succeeding Jodi McKay. He led the NSW Labor Party to victory in the 2023 NSW state election, ending 12 years of Coalition government under the Liberal-National Party. His campaign featured improving public services and addressing cost-of-living pressures. As Premier, Minns has maintained his relationship with the PSA CPSU NSW.



Elissa McBride **Secretary-Treasurer of the American Federation of State, County and Municipal Employees, American Federation of Labor and Congress of Industrial Organisations**

The American Federation of Labor and Congress of Industrial Organisations (AFL-CIO) is the largest federation of unions in the United States, representing 61 national and international unions and nearly 15 million active and retired workers.

Elissa McBride joined the labour movement as a member of the United Auto Workers District 65 in New York in 1989. In 1991, she was recruited to the AFL-CIO Organising Institute, an initiative to expand the ranks of union organisers and grow the labour movement. During her years as an organiser, she worked with factory workers to form unions and win first contracts in North Carolina, Texas, Ohio, Vermont and Rhode Island.

Elissa is a member of the AFL-CIO Executive Council and serves on its Civil and Human Rights, Immigration and Women Workers committees.



Ziba Gandomkar **Senior Research Fellow, Faculty of Medicine and Health, University of Sydney**

Ziba Gandomkar combines her deep expertise in artificial intelligence (AI) and medicine as a Senior Research Fellow and AI specialist in medical imaging. Her research focuses on deep learning, machine learning, and computer-aided diagnosis for medical image analysis, particularly in breast-cancer risk prediction and image perception.

Dr Gandomkar's work includes developing learning algorithms for cardiovascular risk prediction using mammography images and exploring 'gist response' to predict cancer. She is an active researcher with the BreastScreen Reader Assessment Strategy (BREAST) team, focusing on enhancing cancer detection and training tools.

Dr Gandomkar is passionate about using AI to intelligently assist radiologists in their analysis of scans.

SPEAKERS



Joseph Mitchell
Assistant Secretary Australian Council of Trade Unions

Joseph Mitchell joined the Australian Council of Trade Unions (ACTU) in 2016, where he has been Political Director and a Policy Officer, as well as working with the Innovation and Growth Taskforces.

Most recently he led the ACTU Centre for Workers' Capital.

Mr Mitchell grew up in Canberra and like many young Australians was a waiter through high school and university at local cafes and restaurants.

He was re-elected as Assistant Secretary at the ACTU Congress in June 2024. As ACTU Assistant Secretary, Mr Mitchell is passionate about winning a better future for working people and growing the union movement.

He has a Bachelor of Economics and Bachelor of Arts from Australian National University and a Graduate Certificate in Applied Finance from the University of NSW.



Laura Christie
Deputy Secretary of Digital NSW at the NSW Department of Customer Service

Laura Christie is the Government Chief Information and Digital Officer and Digital NSW Deputy Secretary at Service NSW. Their background reflects a focus on strategic planning, risk management, and partnership development within the public sector. Laura holds a Bachelor's degree from the University of Sydney.

They have worked in several roles within Service NSW. These included Executive Director positions in Service Delivery Frontline, Risk, Strategy and Performance, Delivery Unit, and Partnerships. Their work history includes establishing the first partnerships function for Service NSW and establishing the new Risk, Strategy and Performance team for Service NSW.

Laura has also worked at the Department of Premier and Cabinet NSW, NSW Treasury, Mission Australia, and they have volunteered at GetUp.



Rose Jackson
NSW Minister for Housing, Homelessness and Water

Rose Jackson has been serving as a Member of the NSW Legislative Council since May 2019. As of April 2023, she serves in the Minns Ministry as Minister for Water, Housing, Homelessness, Mental Health, Youth, and the North Coast. She is a former NSW Labor Assistant General Secretary known for progressive, left-faction advocacy.

Ms Jackson manages a broad portfolio focused on social infrastructure, including water, housing, homelessness, and youth. She has emphasised a "housing first" approach to tackle housing affordability and homelessness. She engages in mental health advocacy, focusing on initiatives like youth mental health support.

Ms Jackson attended the University of Sydney where she was a unionist and activist, serving as the Women's Officer of the University of Sydney Student Representative Council, leading campaigns against campus sexual harassment.



Hal Pawson
Professor of Housing Research and Policy and Associate Director at the UNSW City Futures Research Centre

Hal Pawson is a leading expert in Australian and British housing policy. His work focuses on social and affordable housing, private rentals, and urban renewal. He is a prominent academic voice on policy reform and housing market issues, and his research at UNSW City Futures Research Centre includes housing policy, governance and strategy, city restructuring, and housing policy evaluation.

Professor Pawson has led numerous major research projects funded by Australian Housing and Urban Research Institute, the Australian Research Council, and various non-government agencies.

He is the author of a key publication on the issues of housing in *Australia, Housing Policy in Australia: A Case for System Reform*.



Face of the future: new PSA member Alex

ON THE FRONTLINE FOR OUR COMMUNITY'S FUTURE

Communities, Health, Disabilities and Transport all face massive changes in the coming years.

Transport for NSW

With working-from-home arrangements an increasingly important part of the future, the PSA won delay to Transport for NSW's (TfNSW) unpopular Workplace Presence policy. This was the result of a long campaign against the move, including a rally in Hyde Park.

The union also managed to preserve a meal allowance for members working in the Major Events Team at TfNSW. The PSA is also in discussion with members regarding professional recognition of engineers and members performing electric work.

The PSA also received commitments by TfNSW to reduce its use of labour hire, reducing job cuts in the agency.

The PSA has continued to represent members across these issues and has lodged disputes with Transport for individual members where required. An important precedent has also been established in relation to conversion matters, which has assisted affected members and strengthened the union's position in similar cases.

Child Protection

The PSA worked closely with the Minns Government to repair the NSW out-of-home care system for the state's most vulnerable children. In a State Budget last year characterised by fiscal restraint, there were substantial increases in funding for the

agency, including creating about 200 new roles. In 2026, the Minister cancelled arrangements with underperforming non-government organisations in the sector, moving more responsibility back to the public sector.

The PSA was again called into action to prevent the closure of the Mount Druitt Family Violence Service. The only state-run facility of its kind in the state, it operates as a one-stop service for domestic violence.

The Child Protection Award was made on 22 September with Clauses 11-12 (dealing with overtime and flex) taking effect from 6 October 2025. This included pay uplift for many members, mostly in Caseworker roles.

Members who were to receive a pay uplift from the Award were finally given the increase in late December. It was extremely disappointing that it took the Department of Communities and Justice (DCJ) so long to apply the increases, as it was aware of the changes from around June 2025.

The PSA has raised a dispute over the creation of the Senior Advisor Child Protection role, which our union believes duplicates existing roles.

Disability Services

The CPSU NSW has been involved in the Fair Work Commission's (FWC) examination of conditions under which disability-service workers are employed. The FWC has agreed with the CPSU NSW that a sleepover shift was not a rest break.

Members at Aruma looked at what a future would look like with

a poorly conceived Enterprise Agreement and overwhelmingly rejected the offer. Bargaining at the disability services provider continues.

After negotiations with the CPSU NSW, Aruma senior management reversed a direction to take forced Time Off in Lieu and removing the workers' choice to elect to be paid overtime was formally withdrawn.

Bargaining with Northcott continues, with the CPSU NSW seeking improvements in sleepover and hourly pay, which were the issues raised most frequently by members in the previous year. The CPSU NSW is demanding members be paid for sleepover shifts and receive pay increases of 15 per cent to make up for the lack of wage increases in recent years.

At Scope, where the CPSU NSW is bargaining for a new Agreement, the union helped members receive an allowance for high-intensity daily personal activities with some clients.

The CPSU NSW has had some wins when negotiating with Australian Unity over leave approvals, backfilling, and workloads.

Ministry of Health

The PSA is in negotiations with the Ministry of Health over a restructure within the Centre for Alcohol and Other Drugs and a realignment for Strategic Procurement Branch.

When the PSA raised concerns on behalf of members regarding the ineffective communication of policy and procedure updates across the Ministry of Health



management committed to the Policy Team to explore more efficient and streamlined methods for communicating updates.

Crown Solicitor's Office

The PSA continued to pursue a Flexible Working Hours Award for the Crown Solicitor's Office. The Award will ensure that members will be appropriately compensated for all hours they have worked, particularly hours which may be forfeited flex leave.

Homes NSW

Since the creation of Homes NSW over 400 eligible temporary employees have now been

converted to ongoing employment. Nearly 50 employees who have been acting up for long periods of time have also been confirmed in their roles. Both the Aboriginal Housing Office and Housing Portfolio Joint Consultative Committees have been established and now meet quarterly.

Legal Aid

Delegates and the PSA continue to advocate for members and strongly encourage them to apply for a workplace adjustment after Legal Aid attempted to impose a requirement across parts of the organisation of a minimum of 60

per cent of time in the office. This was done without consultation and caused quite a great deal of concern across the membership..

Multicultural NSW

The PSA has been in discussions with Multicultural NSW to have translators and interpreters recognised as experts when subpoenaed to give evidence at court.

The PSA visits Service NSW



WINNING FOR A SAFER, FAIRER STATE

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

Corrective Services

In a decision that could affect the future of thousands of public sector workers, the Industrial Relations Commission (IRC) found that simply calling a Field Officer with Corrective Services NSW casual did not necessarily make this his employment status. The IRC found that the employee, whose role was not intermittent,

irregular or short-term, could not be simply described as a casual. This is expected to have a big impact on the employment conditions of thousands of workers throughout the NSW public sector.

NSW got one step closer to a future without privatised prisons when June Correctional Centre was moved to state control in April 2025. The same year, it was announced Parklea Gaol would also be returning to Corrective Services NSW.

The PSA has received extensive media coverage for its campaign to keep maximum-security wings open at Goulburn Correctional Centre.

Prison Officers walked off the job in protest at a lenient sentence handed to an inmate who violently assaulted four members. The Prison Officers Vocational Branch (POVB) wrote to Commissioner McCahon, who contacted the Director of Public Prosecutions requesting that an appeal of the sentence be lodged. The inmate was



subsequently given a more severe sentence.

The POVB responded to an Ombudsman report on misconduct that would have exposed more than 10,000 union members to inmates who believe they can break the rules with impunity. After the POVB campaigned, a bill passed both houses of parliament returning the standard of proof from beyond reasonable doubt to the balance of probabilities.

Psychologists

The PSA has continued negotiations with Public Sector Industrial Relations seeking a significant uplift in the salaries of psychologists employed by custodial agencies and covered by the Crown Employees (Psychologists) Award (Psychologists Award).

NSW Police

The PSA is also working to get an uplift for psychologists working for NSW Police.

The PSA reached an in-principle settlement with the Commissioner for the payment of the evening meal allowance for members at NSW Police who work late. A settlement has also been reached on compensation for rostered leave days that fall on public holidays.

The PSA was on hand in the weeks following the terrorist attack in Bondi to provide mental support and industrial assistance for members.

Sheriff's Officers

Delegates representing Sheriff's Officers met with management to over concerns around rural enforcement and the dangers posed groups such as 'sovereign citizens'. The PSA has written to the Attorney General to request an urgent review of equipment and that consideration be given to supplying sheriffs with satellite phones, tasers and firearms.

The PSA has also proposed that the Sheriff's Award be varied to accommodate the payment of overtime for any flex hours forfeited.

Courts

The PSA is gathering information from members to stop court reporters being forced to work through their lunch breaks.

Youth Justice

After an assault on a member, Youth Justice has agreed to review the way detainees' behaviour is monitored in the system.

Members also resorted to industrial action to address a long-running issue with Youth Justice payroll.

The PSA continued to pursue a Flexible Working Hours Award for the Crown Solicitor's Office. The Award will ensure that members will be appropriately compensated for all hours they have worked, particularly hours which may be forfeited flex leave.

NSW Crime Commission

A Joint Consultative Committee has been re-established for members working at the NSW Crime Commission.

Sam Ardasinski from Corrective Services NSW



The Schools Departmental
Committee Executive

EDUCATION: PREPARING THE STATE'S FUTURE

In a world of rapid change, the work of PSA CPSU NSW members in the state's schools, the Education Department, TAFE colleges and universities is vital.

Schools

School Psychologists can look forward to a better paid future. In 2025, they received the pay increase won on their behalf by the PSA. The union was also on hand to help during the delayed rollout of the increase.

The PSA continued to fight for safer workplaces for our members by delivering specialised Workplace Health and Safety support at the school level, pushing hard for the long-overdue introduction of online incident reporting, which is a reform the union has consistently demanded. Our union is also ensuring members' voices shape the rollout of the new Chemical Safety in Schools program.

This year the PSA will intensify its campaign for a better staffing formula, and push for award negotiations and other avenues to secure real, meaningful increases across all classifications. The PSA will continue to hold the NSW Government to account to deliver the staffing and salaries our members deserve.

The union will look at implementing a pathway to permanency for Long Term Temporary employees, one that does not rely on one-off conversion projects.

The PSA continues to be involved in the process to devise a better formula for determining staffing levels for General Assistants (GAs). The PSA continued to advocate for relevant training and safe compliance processes for tasks like tractor, chainsaw use, and chemical spraying, as well as professional development including conferences.

After a six-year break the GA Advisory Group successfully

negotiated the return of in-person conferences for their membership.

Universities

The CPSU NSW and the University of Newcastle continued bargaining for a new Enterprise Agreement, with the union winning improvements in areas such as improved workplace-change provisions, better parental leave entitlements and long service leave arrangements, as well as changes to misconduct procedures and a better review mechanism for decisions. The university is in a better financial position than most in the country, with the CPSU NSW determined that any new Agreement reflect this.

The CPSU NSW also successfully campaigned to cut the number of job cuts slated for 2025.

Bargaining for a new Enterprise Agreement covering members at the University of Sydney commenced in 2026. Negotiations

were also continuing at the University of Technology Sydney, another employer where members faced the prospect of widespread job cuts.

The union also negotiated a multi-year pay increase for members at Western Sydney University (WSU), where staff pay will increase by more than 16 per cent by 2030. The union successfully fought to resist widespread job cuts at WSU, with most losses due to natural attrition.

New Agreements cover members at the Australian Catholic University, while a new Enterprise Agreement for the Universities Admissions Centre includes improved leave entitlements and a three-year pay deal.

TAFE

The CPSU NSW took action to strengthen consultation and collaboration across the sector following the finalisation of the

Administrative Support and Related Enterprise Agreement (EA). This union win secured the long-anticipated pay rise for members, bringing them into line with Public Service increases.

More recently, the TAFE Delegates Council, CPSU NSW industrial staff and the TAFE Industrial Relations Team participated in interest-based consultation training at the Fair Work Commission, led by Commissioner Matheson. The training focused on improving how we communicate, consult and work together to resolve issues facing members today, with a shared commitment to improving TAFE for students, workers and the broader community. The union ensured that the Managing Director of TAFE attended to engage directly with delegates, signalling a stronger, more cooperative approach to improving members' working lives.

The union continues to provide clear advice and advocacy for

members during campus closures caused by natural disasters and other unexpected events, ensuring that misinformation about workplace rights is challenged. CPSU NSW has reinforced members' entitlements, including access to working from home arrangements where appropriate, or Special Leave where work cannot be facilitated.

The CPSU NSW also took action over the poor implementation of the PeopleSoft IT package, and actively campaigned for a conversion process for Disability Assistants employed by TAFE, delivering greater job security for many members.

NSW Education Standards Authority

The PSA closely monitored the return-to-work provisions at the NSW Education Standards Authority.

The Higher Education Representative Council travelled to Canberra to meet with Federal Education Minister Jason Claire



A CLEANER, MORE CREATIVE FUTURE FOR NSW

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

Art Gallery of NSW

The PSA launched its Art Attack campaign to highlight the misjudged plan to cut jobs at the Art Gallery of NSW. The campaign received wide media attention, including a live cross with ABC Radio. The campaign contributed towards a retreat from management, with the number of jobs on the line reduced.

Rural Fire Service

Five million dollars was set aside by the Rural Fire Service (RFS) to compensate workers for unpaid overtime. The money, which was divided between eligible employees, was set aside after the PSA put in a claim to the Supreme Court demanding overtime be paid according to the RFS's award and conditions.

Service NSW

Service NSW members are the face of the NSW Government for many people. The PSA had a win on behalf of these members, overturning a rule that saw staff working for free if transactions continued after the service centre closed. The win will translate to substantial back pay for many members.

Independent Commission Against Corruption

The Independent Commission Against Corruption Award review included reducing higher-duties qualifying days from 11 to five. .

Infrastructure NSW

In September 2024, the PSA was

provided with a change management plan for the Investor Assurance branch of infrastructure NSW including a staff consultation presentation.

State Parliament

NSW parliamentarians' staff received a 3 per cent pay increase effective 1 July 2026 within a 9.5 per cent package secured in 2024..

National Parks and Wildlife Service

Progress was made on the creation of the Great Koala National Park, a project the PSA has long supported, in the Mid North Coast of NSW.

Forestry Corporation

The CPSU NSW is working to redeploy Forestry Corp workers affected by the change of use of the Great Koala National Park.

Fisheries

Work bans continued for Fisheries Officers over safety, including supplying members with appointments as they work on the front line of the fight against organised crime in the seafood trade. New Awards have been drawn up for Fisheries Technicians and Officers.

The Industrial Relations Commission also found that PSA Fisheries Delegate Joe Wright had been wrongfully punished by his employer for speaking out to the media about the risks his fellow members faced while performing their roles.

SafeWork NSW

PSA members at SafeWork NSW will be better protected at work after the union successfully

demanded body-worn cameras be made available to inspectors. Many members filling this vitally important role had been threatened on the job, particularly in the construction industry.

Environment Protection Authority

The PSA rallied in Parramatta on behalf of members at the Environment Protection Authority over proposed job cuts. .

State Emergency Service

A campaign highlighting the importance of the State Emergency Service will be held in 2026.

Value Us Because We Value You will celebrate the workers who respond to the many natural disasters that strike our state.

Office of Sport

Thanks to action by the PSA, Senior Catering Officers at the Office of Sport will not be forced to transfer to a private employer after some of the agency's operations were outsourced.

Top: Members at Fisheries
Bottom: A walk out at the Art Gallery of NSW





Members at the Mount Druitt Family Violence Service

STANDING UP FOR WOMEN AT WORK

Work continues for a better future and an end to gender-based discrimination.

The PSA CPSU NSW has long been a union trailblazer for women at work, with 2025 and 2026 no exception as we look into a fairer future for all.

This year, on the heels of our second Domestic Violence Summit, our union launched a campaign to get the State Government to replicate the Family Violence Service in Western Sydney throughout the state.

The Workplace Gender Equality Act 2012 requires both non-public sector and Commonwealth public sector employers with 100 or more employees to submit a report annually to the Workplace Gender Equality Agency (WGEA). A certificate of compliance has now been issued stating our union is compliant with the Workplace Gender Equality Act 2012 for the 2024/25 Gender Equality Reporting Program.

The PSA raised concerns with Public Sector Industrial Relations (PSIR) about the introduction of an updated Domestic and Family Violence Workplace Support

Policy, which replaces c2020-07 Domestic and Family Violence Workplace Support Policy – Guiding Principles for Agencies. This updated policy was finally published on 27 October 2025.

A factsheet ‘Domestic and Family Violence: Your Rights at Work’ has been developed which explains the entitlements to Domestic and Family Violence (DFV) leave in both the state and federal systems. A bulletin was sent to all members sharing the fact sheet and explaining to members some of the common misapplications of the entitlement members have sought assistance with.

PSA staff and POVb representatives met with the Gender Equity team from Unions NSW to develop a proposal for the Gender Equity program to be delivered in Correctives NSW. One-day training has been delivered to PSA staff and delegates from Correctives.

Despite lactation breaks being a well-established entitlement the PSA CPSU NSW is still having to support members accessing their entitlements to support with lactation in the workplace.

Women’s Council considering

whether an audit is required to assess lactation facilities across different workplaces and councillors will report back at a future council meeting on what is happening in their electorates.

In October 2025, the PSA joined other unions visiting some of the new Federal MPs to talk about a reproductive leave campaign. One member from NSW Police joined the delegation and shared her own experiences with exhausting sick leave due to complex reproductive issues and having to undergo an operation without any leave.

The NSW Government has recognised the challenges faced by women in the workplace as they are going through menopause with the publication of a ‘Perimenopause and Menopause Toolkit’ and a range of fact sheets including ‘Employees Experiencing perimenopause and menopause’ but have fallen short of providing reproductive leave for NSW public sector employees.

NSW Public Sector unions will campaign in 2026 to secure this entitlement for all our members.



FACING A SAFER FUTURE

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

The PSA CPSU NSW was involved in, or preparing for, several significant WHS disputes and related matters before the NSW Industrial Relations Commission and other relevant forums. These included matters concerning:

- Inadequate staff amenities at John Moroney Correctional Centre.
- Safety and maintenance issues relating to vehicle access and egress at the St Mary's Service NSW Centre.
- A Health and Safety Representative workgroup variation dispute at the Downing Centre Jury Services Branch.
- A return-to-work dispute involving a member within a Police Area Command.

- A sexual harassment matter at a school in the Hunter region, with possible referral to the Australian Human Rights Commission.
- Serious work health and safety concerns affecting both staff and students at another school in the Hunter region.
- A resolved bullying matter in which a member's probation was unfairly annulled, resulting in a successful settlement that included ten weeks' pay.
- An ongoing bullying matter involving mediation and possible filing in the Industrial Relations Commission.

Training and development remained a central priority throughout 2025-26. Courses included accredited Health and Safety Representative (HSR) training, which used SafeWork NSW-developed materials.

Specific WHS training was delivered across NSW to newly elected Prison Officers Vocational Branch delegates, including at the recently nationalised Junee Correctional Centre after returning to public administration.

Future planned programs include Entry Permit Holder Training, the development of Online WHS Modules and course on bullying, sexual harassment, and discrimination.

These modules are intended to broaden access to high-quality training and support members regardless of location or workplace setting.

FIGHTING FOR FIRST NATIONS

Our union fights for a better future for Aboriginal workers.

A newly elected and endorsed PSA CPSU NSW Aboriginal Council held two meetings in the past 12 months. These meetings have included an induction for council members, ensuring awareness of their roles and responsibilities that come with their acceptance of the position.

The 2025 Aboriginal Conference was the first to be held in the regions, taking place in the Hunter Valley.

Our union now has an Aboriginal Council Strategic Plan Document in place and is available upon request.

PSA Aboriginal Liaison Officer Ricky Walford was involved in many key activities throughout the state. He represented the PSA CPSU NSW at Yabun, Reconciliation Week and Acknowledgement of National Sorry Day, as well as providing support and assistance during NAIDOC Week.

The PSA CPSU NSW increased its visibility to the wider community, providing support and assistance to the organisers of the NSW Aboriginal Rugby League Knockout Carnival held in Tamworth.

The PSA CPSU NSW was represented at the ACTU Aboriginal Conference in Melbourne.

All offices will receive PSA CPSU NSW Acknowledgement plaques.



Kirstin Morris at Lake Cargelligo Central School



PSA members at Shellharbour Child Protection and Planning

FIGHTING STATEWIDE

Our union is working for a better future all over NSW.

South East

Regional Organisers visited big regional centres and small towns to engage members and potential members. As a result of the visits the union has boosted the overall number of delegates across the region.

Regional Organisers also attended school staff developments days at the request of the membership and conducted early morning and

lunch time handouts and walk throughs of the major State Public Service Office Blocks.

The number of visits to the region was boosted by visits from head office Industrial Staff.

Regardless of the agency or employer, major themes that emerged included:

- SASS Staff duty inquiries - including bus driving and crossing supervision
- Performance improvement plans
- Payroll and leave balance issues

- Workplace bullying and harassment
- Workers' compensation claims
- Mediations as part of the return-to-work process
- Accessing flexible work
- Working from home
- Workload and staffing levels
- Major Workplace Change and Restructures
- Workplace investigations
- Rostering and related issues
- Temporary employment

Delegates from the University of Wollongong



Regional Organisers also attended Local Joint Consultative Committee meetings with PSA CPSU NSW delegates to raise and resolve workplace issues.

The list of areas issues came from includes but is not limited to:

Service NSW

Centres reported issues with filling vacancies and an increase in workload. Most centres are now filling those positions easing the workload burden at the centres.

In addition to regular visits, the PSA team visited centres across the region to celebrate and discuss the PSA win in the overtime dispute.

Schools

While there have been great wins in gaining permanency across the sector, there has also been the associated 'push back' against recent permanency and the work security that staff deserve.

Many of the Schools for Specific Purposes are at capacity and overflow need is being met by mainstream schools but without the staffing, resources, or facilities. Many of these school units are not fit for purpose, including Wollongong's 'aged' SSPs.

A local public school continues to resolve an array of WHS hazards within their specialised units that have been identified by a PSA assessment.

The PSA also stopped the practice at some schools where SASS staff had been rostered to do school crossing supervision.

University Of Wollongong

The current restructuring process

has not been finalised and delegates and industrial staff are meeting with management to represent members interests. They have advocated strongly on behalf of Professional Staff and ensured the importance of their work is valued.

An interim report from a NSW parliamentary inquiry into the NSW University Sector raised concerns about university's handling of a major 2025 restructure and a shift away from its legislated obligations to the Illawarra region.

The next round of Enterprise Bargaining will be commencing shortly.

The delegates at the University of Wollongong should be commended for their exceptional work in continuing difficult circumstances.

Disabilities

Delegates and members maintained a strong regional and statewide presence via a series of Delegates Committees, Workplace Groups in the region. This was supplemented with Regional Organisers attending Supported Independent Living units (SILs) team meetings, ad hoc SIL drop ins across the South Eastern Region, along with virtual and state-wide all member meetings.

Regionally, the main issues include drawn-out bargaining at Aruma,. The CPSU NSW campaigning contributed to a vote which saw a successful EA vote participation of 90 per cent and a 'NO' vote result of 92 per cent.

Sleepover practices, increment and career progression and fair penalties rates and disciplinary

processes will be a focus in Aruma bargaining this year.

This year will see an overdue pay rise for all members.

DCJ Homes NSW, Community Services and Commissioning & Planning

The Southeast Community Services, Homes NSW and Commissioning & Planning Delegates continue to expand its membership across the district.

New state-wide award negotiations in Community Services seek to mitigate overwork and current recruitment and staff retention concerns, with a level of departmental pushback re increments and blaming the union for changes.

There was plenty of local media coverage for the Child Protection campaign.

North Coast

There has been a significant increase in industrial and performance issues this year.

Community Corrections

Community Corrections in the North and Mid North Coast are currently navigating an array of changes within the Department stemming from the organisational restructure across the state, including the movement of SAPPO roles across the districts and an apparent pairing back of programs able to be offered to offenders as a result.

Two offices are in dire need of repair. Tweed Heads should be finished by the end of the year, with the Casino office still an ongoing issue.



PSA members working in Byron Bay for the National Parks and Wildlife Service

The PSA would like to acknowledge and thank the contribution made by Haiden Harris who has made the decision to step back from his role as a delegate following a career move to the ODPP.

Corrective Services

Members at the Balund-a Program in Tabulam continue to experience issues relating to excessive workloads, presenting as longer shift rosters, with shorter periods of days off,

increased staff shortages, and a reduction in program resources.

The PSA would like to acknowledge and thank the contribution made by John Firkin who has made the decision to step back from his role as a delegate after a significant number of years.

Clarence Correctional Centre

The CPSU NSW finalised the Clarence Correctional Case Officers (CCOs) Enterprise Agreement 2025, resulting in 12 per cent pay rise over three years. The second year pay rise

of 6 per cent was paid to our members in March. In November the Clarence Correctional Centre Advisory Group was established with the first Annual General Meeting held in March this year. We now have six Delegates in elected positions. Bargaining kicked off for the Clarence Correctional Supervisors Enterprise Agreement in late 2025.

Youth Justice

There have been a number of issues raised via the PSA Committee at the Acmena Youth

Justice Centre. As a result of the unwavering support provided by the PSA Delegates at the centre the membership has grown in the past 12 months and approximately 85 per cent of the staff are financial members.

Southern Cross University

We had a key bargaining delegate leave SCU this year, a few industrial matters along with a restructure. Bargaining will kick off at the end of the year.

Schools

Our North Coast Campaign is to get as many Delegates as possible into schools in the next year as we see this is the way for our members to have their issues raised and resolved at a local level.

Child Protection and Permanency

Members who fought hard for change over the past few years welcomed the new Child Protection Award.

A new site for Ballina Community Services Centre was opened in March for child protection after the previous site was shut down due to mould.

Homes NSW

Housing Services on the North Coast have had a rough year with a functional review taking out 37 positions from the district resulting in a very stressed and unhappy work force. Turnover has been high with recruitment not keeping up.

The PSA currently has an Industrial Dispute running over members being directed to work at a concierge desk at Lismore.

Firearms Registry

Since the December 2025 terrorist attack at Bondi Beach, there has been a substantial increase in the number of new licences and Permit to Acquire applications. NSW Police has funded eight temporary administrative positions while plans for the expansion is currently before the expenditure committee. We have a strong delegate structure with regular bi-monthly meetings.

Disability services

We have been called upon to provide support and advice to members across multiple workplaces, in relation to potential restructuring of service provision, new rosters and concerns relating to unsafe/inappropriate work practices. CPSU NSW members were active in voting No when Aruma decided to ballot staff with an inadequate pay rise offer.

North West

Over the past year PSA CPSU NSW Staff have met with hundreds of members and potential members and the North West has increased its membership numbers by 30 despite a significant number of retirements.

The Organiser has made more than 100 worksite visits:

Child Protection and Permanency

The Association is actively involved in Joint Consultative Committee meetings with Upper Hunter/New England, Western and Northern regions for Community Services.

There were quarterly Joint Consultative Committees (JCCs) in three regions, New England and New England Upper Hunter and quarterly JCCs in Murrumbidgee and Far West and Northern

University of New England

The union continued its on-campus presence and participated in a JCC.

Central West

Overwork is a big issue in the Central West and cost-of-living pressures are especially high in rural and remote NSW, this year they are extreme and having a crippling effect.

With people stretched to their limits, bullying is becoming people's "norm".

Schools

The PSA CPSU NSW is working to reduce the amount of bullying in the region's schools. It is also encouraging members to resist pressure to undertake tasks outside of their Statement of Duties.

Community Services

Community Services is a sector in crisis thanks to difficulties recruiting and maintaining staff.

Community Corrections

The PSA is pressuring the NSW Government about the locations in the Central West that are in urgent need of relocation and remodelling.

South West

As the Junee Office approaches two years in operation, the Southwest Region continues to

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

Child Protection and Permanency

Senior Organiser Belinda Tsirekas and Regional Organiser Tim Hooper continued visiting Community Service Centres in Murrumbidgee and Far West areas of NSW in February 2025, talking with Caseworkers about issues such as excessive workloads.

Schools

Declining population numbers in bush towns is leading to the closure of regional public schools. In the past five years the region has lost Rye Park, Booligal, Carrathool, Bekom, and Wallenbeen Public Schools.

However, Pooncarie Public School reopened after a three-year recess, with a preschool attached.

Hunter

Hunter Organisers visited 347 sites in the region.

Key issues included award and pay issues, bullying and harassment matters, and conditions of employment matters

Regional training remains popular amongst regional members, with the new Newcastle Office hosting the first Role of the Delegate Training in April 2026.

The PSA CPSU NSW was highly



Getting the word out at Shortland Correctional Centre

visible, attending community Events such as the International Workers Memorial Day, International Women's Day and May Day.

Schools

Significant recruitment occurred in schools. A concentrated effort was made to visit regional schools to strengthen engagement with members. A main concern is the number of assaults on SASS staff, highlighting the need for enhanced safety measures and support.

We are prioritising PSA attendance at schools on Staff Development Days to engage

directly with SASS staff, provide support, and encourage recruitment.

Community Services

Meetings were held to support and encourage members to utilise the workload planner, following concerns that workloads have become excessive and beyond reasonable limits.

Establishing delegates in every area has remained a priority to ensure strong member representation and support.

University of Newcastle

A new enterprise agreement has been reached.



MEMBERSHIP MATTERS

The PSA CPSU NSW is on call for its members.

In 2025, the PSA CPSU NSW received 21,975 phone calls: an average of nearly 88 calls per working day. The Member Support Centre received 14,291 calls and the Membership Section received 7684.

Our union opened 11,923 cases, both individual and collective..

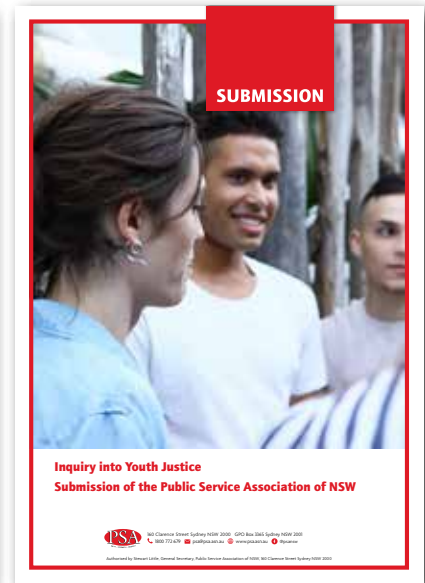
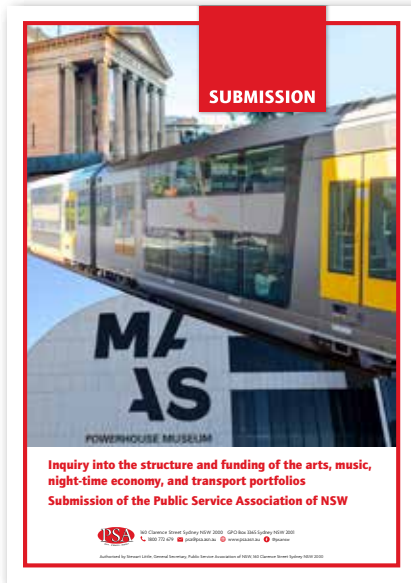
There were 345 workers' compensation referrals, which is a substantial jump from the previous year.

There were 231 claims for Ambulance cover received in 2025, which is two more than the previous year.

The top 10 issues faced by members

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

REPORTING FOR BETTER WORKPLACES



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

Below are some of the reports submitted by our union in the quest for a better future for everyone in NSW.

Inquiry into the structure and funding of the arts, music, night-time economy, and transport portfolios

PSA CPSU NSW members play key roles in the future of Sydney's late-night economy as it emerges from the twin hit of COVID-19 and former Premier Mike Baird's puritanical approach to after-hours entertainment.

Inquiry into electoral expenditure caps

As a key player in the electoral process, the PSA CPSU NSW had input into the way elections are funded in the future.

Inquiry into Youth Justice

With members working in Youth Justice, the PSA CPSU NSW contributed to an inquiry into giving young people in trouble a better future.

Proposed Local Jobs First Bill

With the State Government a major consumer of goods and services, the PSA CPSU NSW was a key contributor into an inquiry into prioritising local producers.

Review of the Mandatory Disease Testing Act

The PSA CPSU NSW stands up for its members. Its submission to the review of the Mandatory Disease Testing Act advocated a continuation of a regime that protected and informed members assaulted at work.

ON MESSAGE

The communications team gets the word out.

The PSA CPSU NSW has myriad stories to tell. The regular podcast series is gaining a wider audience as we discuss industrial matters, social issues and give an insight into members' working lives.

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

The magazine's website

www.redtapemagazine.com.au continues to attract new viewers.

In addition, the PSA CPSU NSW issued more than 1,500 bulletins and meeting notices to members in 2025.

Our Facebook page typically gets more than a million views per month and has 70,000 followers.

The union's public relations agency, Horton Advisory, continues get widespread publicity, including statewide support for the union's domestic violence campaign.



Rural Fire Service members record a podcast





ON BOARD WITH TRAINING

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

Three hundred participants took part in training provided by the PSA CPSU NSW from April 2025 to March 2026.

In 2025-2026, face-to-face courses dominated the training calendar, with specific training for Departmental Committees, Advisory or Vocational groups and PSA Councils.

The core union training program included long-standing courses such as Introduction to the Union; Role of the Delegate; Assisting with Member Issues; Meeting and Negotiation Skills; and WHS Essentials. Delegate training was provided for newly elected Departmental Committees and Vocational Branches. The training examines the role of a delegate

and finishes with the development of a strategic plan.

While most courses took place in PSA House in Sydney, there was also training in Long Bay, Bathurst and Junee Correctional Centres.

New training facilities have opened in the union's new Newcastle premises.

In April 2026, the CPSU SPSF launched its Develop U training system, which gives members the chance to undertake online courses at their own pace. However, the PSA CPSU NSW's in-house and on-site training, as well as its webinars, will continue.

Training at PSA House



MATTERS OF PRIDE

Diverse workplaces are stronger workplaces.

The PSA CPSU NSW Pride Council elected its new executive, the second in the council's existence, which will take the reins for the next two years. Pride Council has managed to get gender-affirmation leave into a number of local arrangements and is working to get it into the statewide award. Gender-affirmation leave has successfully been placed in a number of enterprise agreements governing members in the federal system.

The Council is also lobbying for true equality in the NSW public sector, including the creation of a Minister for Equality.

Plans are also underway for a PSA CPSU NSW presence at the next Mardi Gras.

Pride Council has managed to get gender-affirmation leave into a number of local arrangements and is working to get it into the statewide award. Gender-affirmation leave has successfully been placed in a number of enterprise agreements governing members in the federal system.

Pride Council meets at PSA House

LEGAL SERVICES TEAM CONTINUES ITS WORK FOR MEMBERS

The legal team fights for a more just future.

In 2025, the PSA CPSU NSW in-house Legal Services team was involved in 20 industrial disputes.

Legal Services has represented the PSA in multiple industrial disputes concerning the entitlement of temporary employees to be converted to permanent employment under the Transport for NSW and Sydney Metro Salaries and Conditions Award.

The PSA has notified these disputes on behalf of 12 members, all of whom were converted to permanency in resolution of the disputes.

Legal Services is representing a member formerly employed as an Electorate Officer, who was

terminated without notice or reasons.

Electorate Officers are employed under the Members of Parliament Staff Act 2013 (NSW), which precludes employees from bringing unfair dismissal proceedings, public sector disciplinary appeal proceedings and victimisation proceedings.

The proceedings stand to determine whether electorate officers are entitled to procedural fairness before being dismissed. The matter will be in hearing before the Supreme Court in August 2026.

Legal Services is representing the PSA in proceedings to vary the Crown Employees (Psychologists) Award. The PSA seeks to substantially increase the salaries payable to

psychologists and create a new classification structure which better compensates the broad and complex nature of the work undertaken by psychologists. Due to extant attraction and retention issues affecting psychologists, the PSA is seeking interim relief in the form of a \$10,000 increase to all salaries, plus a 3 per cent increase. This is an interim measure pending final hearing later this year or early 2027.

The team took on three unfair dismissal cases, a discrimination matter in the NSW Civil and Administrative Tribunal, and two Public Sector Disciplinary Appeals.

The team will also be involved in the upcoming salaries negotiations.



FINANCIAL REPORT

This report presents a summary of the financial performance of the Public Service Association of NSW for the year ended 31 December 2025.

The financial statements for the year ended 31 December 2025 have been audited by Daley Audit and was adopted by the Public Service Association of NSW Central Council on 13 April 2026.

Daley Audit has issued an unqualified opinion that the financial statements present fairly, in all material respects, the financial position of the Public Service Association of NSW as at 31 December 2025 and that its financial performance and cash flows are in accordance with Australian Accounting Standards - Reduced Disclosure Requirements.

OPERATING INCOME INCREASE



OPERATING COST INCREASE



NET OPERATING LOSS

\$1,517,317

Summary of Statement of profit or loss and other comprehensive income for year ended 31 December 2025

	2025	2024	2023	2022
Total Operating Income	26,858,796	25,907,021	24,860,134	23,784,639
Total Operating Costs	(28,376,113)	(27,112,406)	(24,819,043)	(24,854,982)
Operating Result – Profit / (Loss) (ie: excluding depreciation & financial investment income)	(1,517,317)	(1,205,385)	41,091	(1,070,343)
Depreciation	(1,121,688)	(973,524)	(953,026)	(868,930)
Financial Income	1,512,794	1,257,211	1,065,143	557,083
Gain / (Loss) on Revaluation of Land & Buildings	29,827,841	-	(3,451,830)	-
Gain / (Loss) on Revaluation of Financial Assets	(7,365)	116,488	132,730	(169,960)
Other Comprehensive Income*	2,228,262	1,020,089	(1,403,830)	2,241,586
Total Comprehensive Result – Profit / (Loss)	30,922,527	214,879	(4,569,772)	689,436

Summary of Statement of financial position as at 31 December 2025

	2025	2024	2023	2022
Total Current Assets	34,450,393	35,025,323	36,515,997	37,331,991
Total Non-Current Assets	81,527,788	50,697,522	48,004,740	49,949,468
Total Assets	115,978,181	85,722,845	84,520,737	87,281,459
Total Current Liabilities	10,924,872	9,631,798	7,960,054	8,336,850
Total Non-Current Liabilities	579,447	2,560,530	3,435,751	1,459,622
Total Liabilities	11,504,319	12,192,328	11,395,805	9,796,472
Net Assets **	104,473,862	73,530,517	73,124,932	77,484,987

* Other comprehensive income included in the Association's income statement pertains to the actuarial gain on the defined benefit pension plans which the Association is obliged to disclose under AASB 119.

** This figure includes the actuarial gain on the defined pension plans as reflected in the total comprehensive income result.

MEMBERSHIP DEMOGRAPHICS

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

31 December 2025

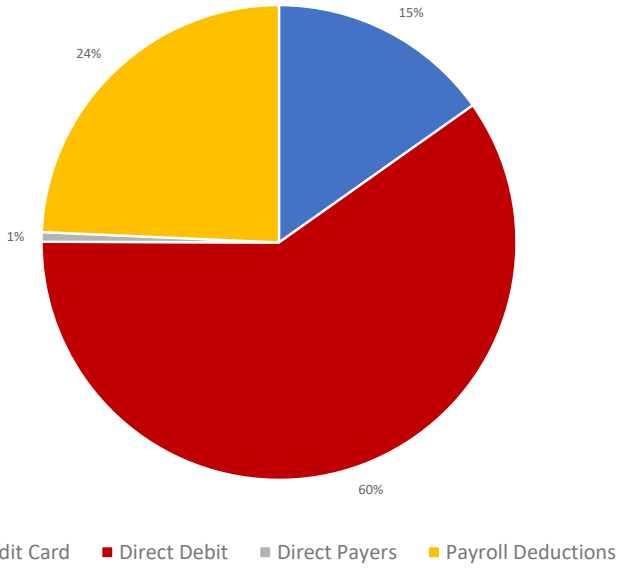
	Financial	Unfinancial	Total
PSA Division (Ordinary Members incl. Retrenched)	41,072	685	41,757
Associate Division (Retired Officers)	591	292	883
TOTAL Membership	41,663	977	42,640

ANALYSIS BY EMPLOYMENT			
	Financial	Unfinancial	Total
Corrective Services NSW	8,315	74	8,389
Disabilities	1,229	29	1,258
Higher Education	2,072	33	2,105
School Education	8,903	156	9,059
SOC (State Owned Corp.)	290	2	292
Departments and Other Bodies	20,230	375	20,605
Retrenched Members	33	16	49
TOTAL	41,072	685	41,757

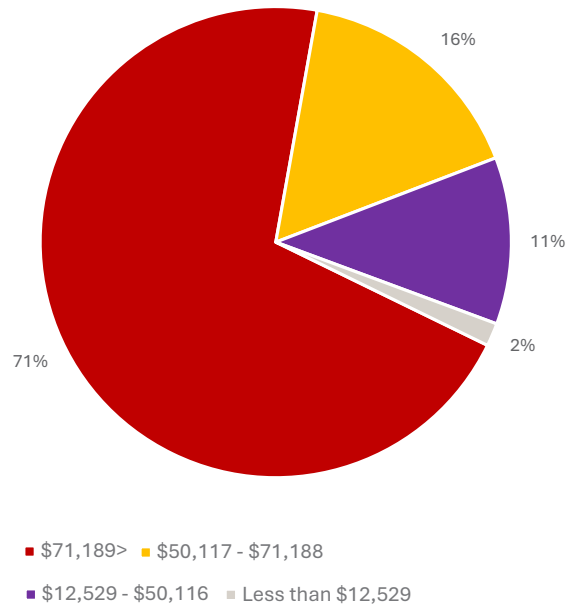
ANALYSIS BY GENDER

PSA Division (Ordinary Members incl. Retrenched)	Financial	Unfinancial	TOTAL
Males	14,822	189	15,011
Females	25,980	488	26,468
Gender X & Non-Binary	77	2	79
Gender not provided	193	6	199
SUB TOTAL	41,072	685	41,757
Associate Division (Retired Officers)	Financial	Unfinancial	TOTAL
Males	372	180	552
Females	219	112	331
Gender X & Non-Binary	0	0	0
Gender not provided	0	0	0
SUB TOTAL	591	292	883
TOTAL	41,663	977	42,640

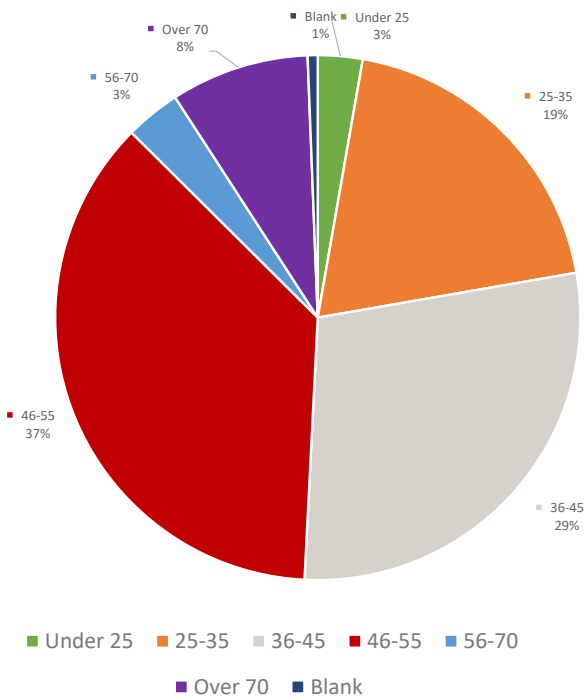
Analysis by payment method 2025



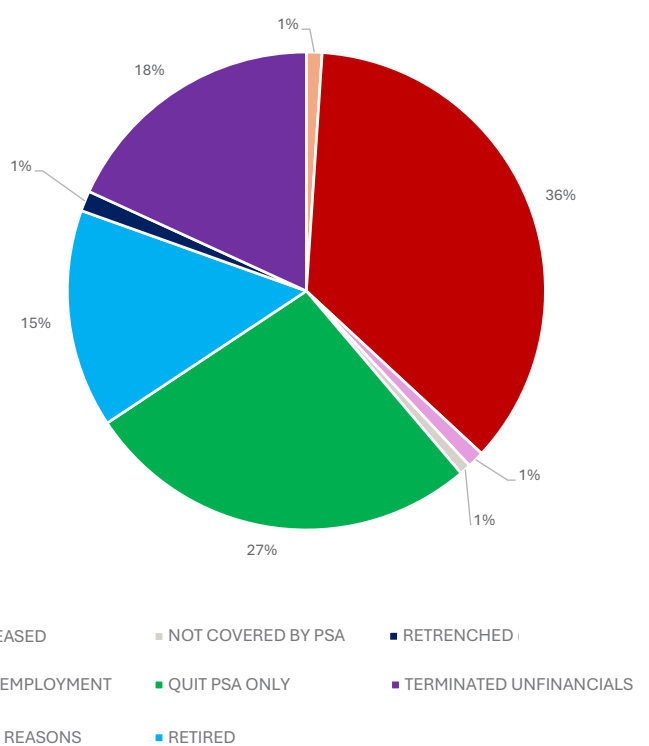
PSA membership by salary bracket 2025



Analysis by age 2025



Resignations 2025 (4,729 Total)



WE WOULD LIKE TO THANK OUR SPONSORS AND PARTNERS

SPONSORS

GOLD



BRONZE



PARTNERS





DV Needs Public Services

DVneedsPublicServices.com.au

