

# PUBLIC SECTOR Review

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June 2011

## Major Win, But More To Do!

Treasurer Snelling's first Budget has been remarkable in many respects.

Admitting that the Government had got it wrong in respect to some matters in its 2010 Budget was in itself significant.

Being willing to restore Leave Loading and recommit to job security was important.

These decisions highlight just how successful the PSA led campaign by unions and the community has been.

Thousands of members have constantly participated in public rallies, visits to MPs, community protests and numerous other activities.

The actions of former Treasurer Foley and the Rann Government in removing negotiated conditions of employment that were protected by legislation, Awards and Enterprise Agreements was unprecedented. No other employer could have acted in that manner and got away with it. Cutting 3750 jobs added to the pain.

The strategic response by PSA and other unions was also unprecedented.

Recognising that the underpinning political decision of the Government was not likely to be reversed by a quick industrial



### AT A GLANCE

- RLL to be returned (value is more than annual PSA subscriptions)
- Threat to Job Security removed
- Process to replace LSL proposed. Government wants cheaper outcome, PSA wants equivalent value. Still to be negotiated, but PSA has secured operative date of 1 July 2011.
- PSA has demanded better whole of government redeployment processes to force agencies with vacancies to take surplus staff – details to be negotiated now.
- Threat to job security after 2014 election is same as before, not new. PSA always goes to each major political party prior to each election seeking a commitment of no forced redundancies.
- Members participation in campaign has achieved this result.
- PSA strategy has worked, whereas short term industrial action by some groups would have had less impact.

campaign, a longer term strategy was developed.

The strategy included extensive involvement of members and the community and recognised the sense of betrayal felt by many.

How could conditions agreed to by Government and protected in an Enterprise Agreement that had only been certified in January 2010 be suddenly removed in September of the same year?

How could Long Service Leave entitlements protected in the Public Sector Act only passed in 2009 suddenly be removed?

How could job security be threatened when the Premier had committed as recently

as February 2010 to no forced redundancies for the duration of its next term?

How could 3750 jobs be cut when the population of South Australia was growing and the need for public services was increasing?

The 2011 Budget decision to restore some conditions goes some way to address conditions issues, by restoring Leave Loading and Job Security, but has not resolved the Long Service Leave concerns.

A senior level negotiating group proposed by Government, however, will examine a mechanism to retain experienced workers. PSA, while continuing to pursue full restoration of LSL through its campaign and High Court case, will talk with Government



about its proposal. In any discussions, PSA is demanding that any such scheme must be of equal value for those who have lost LSL.

It has been a long and difficult campaign, and one which is not over, but the success to date demonstrates the success of the PSA strategy.

There are aspects of the Budget PSA disagrees with, and which will be the subject of ongoing campaigns, but the new Treasurer recognises our right to disagree with Government. Due recognition must be paid to Treasurer Snelling for his willingness to genuinely listen and to act.

## PSA Case to Proceed in High Court

Two Judges of the High Court have referred the PSA case for a full hearing by the Full Court (7 Judges) on a date to be fixed.

Following the decision of the Industrial

Relations Commission of SA that it did not have jurisdiction to hear PSA's case in relation to the loss of protected conditions in last year's Budget, PSA sought a judicial review by the Supreme Court.

The Supreme Court ruled that only the

High Court could determine the matter.

PSA lodged an application with the High Court accordingly.

The Full Court will now hear and determine both the question of granting leave

for the case to be heard, and the substantive case itself simultaneously.

If the High Court rules in the PSA's favour the High Court will refer the matter back to the Full Supreme Court of South Australia for determination.

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TO GO**

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## Secretary's Column



### CAMPAIGN VINDICATED

By Jan McMahon

September 2010 was a critical period in the history of the PSA. When former Treasurer Foley handed down what turned out to be his last Budget, the public service was under attack, unlike any time we have seen in recent history.

Never before had we been confronted by such drastic cuts and simultaneous extreme tactics to strip away conditions of employment. It was done without any scrutiny or discussion. Many Members of Parliament have reported they were not even aware of the extent of the attacks until the Budget was publicly released. Conditions were unilaterally legislated away, pre Election commitments reneged on, and almost 4,000 jobs slashed.

PSA members understandably felt angry and betrayed. There was a loss of trust.

As a union, we were never going to sit by and just watch this happen. What unfolded was a campaign to Hold the Government to Account which was unprecedented in its size, scope, longevity and community support.

Members immediately responded to calls for rallies. PSA meetings were overflowing as worksite representatives came to hear about the implications of the cuts and what they could do to stop them. PSA members took it upon themselves to contact their elected Members of Parliament to express their anger and call for the decisions to be overturned. All public sector unions joined forces and the show of unity and strength was impressive at major rallies at Parliament House in October, and who could forget the ALP State Convention rally in November 2010.

The campaign was innovative, from the interactive [www.doesntaddup.com.au](http://www.doesntaddup.com.au) website, radio and print advertisements, to the skies of Adelaide, with a plane and banner taking the message job cuts = service cuts to the public.

Not only has the campaign been political and community focussed, the PSA has pursued every avenue possible, including lodging a dispute with the Industrial Relations Commission, the Supreme Court, and now the High Court of Australia.

Ten months have now passed. It would have been easy to give up, but that was never an option for the PSA. We have worked too hard to improve our conditions to then just let them be snatched from us.

The draconian 2010 Budget signalled

the beginning of the end of Foley's career as Treasurer as mounting pressure from the campaign and the public forced the Government to appoint a new Ministry and show it was committed to listening. New Treasurer Snelling indicated a willingness to enter into discussions with the PSA.

Now, in his first Budget Treasurer Selling has demonstrated he has listened to our concerns. Our campaign has been vindicated. We have realised our objectives of restoring critical conditions of employment. This includes restoration of recreational leave loading and a commitment to honour the Job Security promise for the term of the current Government. The changes to long service leave entitlements for those with more than 15 years of service have not been reversed, but we have a commitment for a working party to deliver an outcome which will look at solutions to provide the equivalent of the lost benefit with a guaranteed date of operation backdated to the 1st July 2011.

These wins cannot be understated. We just need to look at the language used by Foley following the 2010 Budget to know that the Government at that stage had no intention of backing down on its announcements.

What they didn't envisage was our response and our resolve.

So, after all that has happened in these last 10 months, this Budget is a great outcome for PSA members. For everyone who attended a rally, shared their stories via our website, wrote or visited their Member of Parliament, wrote letters to the editor or who joined their union, congratulations. You made a difference.

This is what we do. This is what we can achieve.

Still, there is more to be done. The Budget has made progress in reinstating conditions of employment however we are still facing job and service cuts, and unreasonable workloads. The PSA will still go ahead with its High Court challenge, and will continue to campaign until all of our campaign objectives are met. The progress we have made stands us in good stead and provides a great boost for the rest of the campaign.

This is one of those times we will look back and realise how historic this campaign is. I am so proud to be the head of a union that stands up for not just our working conditions, but which stands up for every person in this state and the services they deserve, and we will continue to do so.

## President's Column



### BEYOND THE BUDGET

By Lindsay Oxlad

Treasurer Jack Snelling's day of reckoning has come and gone with the delivery of his first State Budget. In relation to the public service it was a mixed bag, however his willingness to listen to issues put forward by the PSA has been a positive step, and is a considerable improvement from the attitude of his predecessor.

He gets marks for restoring recreational leave loading for public sector workers. This move was introduced with the justification that non public sector workers don't get it, so why should we? As Foley later found out, this was in fact wrong. A number of private sector employees do have access to recreational leave loading. The PSA was able to convince the new Treasurer that not only was this saving premised on false information, the proposal to replace the loading with an additional two days leave would result in significantly less take home pay for lower classified employees who disproportionately felt the burden of this cut. The message here is always check your facts.

Marks are also deserved for recognising the Government's commitment to a no forced redundancy policy for the current term, even if this was only recognising something we had already been promised. However we can't get too comfortable. We know too well that the calls for the removal of tenure in the public sector will not go away, and we need to be vigilant in ensuring this commitment goes beyond the next State election, whoever wins Government. The Government needs to show it won't be brow beaten by groups such as Business SA when it comes to tenure.

In order to have a frank and fearless public sector, to ensure the Government remains competitive in a job market in which there is a significant skills shortage, and to retain skilled and professional staff, the public sector needs to be an employer of choice in more than just rhetoric. Tenure is a critical component of this.

Long Service Leave entitlements for employees with over 15 years service have not been restored, however we have a commitment the Government will discuss with us a way of ensuring an equivalent benefit is given to these employees. So for this one, it's a case of wait and see.

Now for the negatives. Job Cuts. How long can the public sector continue to function while jobs are haemorrhaging? In many worksites it is the dedication of staff who are sustaining services, dedication which was dealt a severe blow following the 2010 Budget. The Government has gone some way to attempt to repair the damage caused by Foley, but much more still needs to be done, including ensuring the public sector is appropriately resourced. The population of this State is growing, along with the demand for services, so there should be corresponding increases in the size of the public sector. Too often the debate is around 'numbers' without looking at the context of population and demand.

We will continue with our score sheet, beyond the budget. It takes a lot to admit you got it wrong, which is what the Government has said in relation to recreational leave loading. Still, when the dust has settled, we will see just how serious the Government is about restoring its severely dented reputation. The challenges faced by the Public Sector haven't gone away. Increased cost of delivering services, ageing population and workforce, skills shortages. Yet the answer is not slash and burn, but innovation and investment. These considerations remain at the forefront of public sector employment and policy, and the challenge for Government is how they respond to these in the coming years.

## PUBLIC SECTOR Review

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## Vision Statement

The PSA will be a dynamic organisation focused on the needs and aspirations of its members throughout South Australia as the principal trade union representing workers who provide community services to South Australians.

### THE PSA WILL ACHIEVE THIS BY:

- ensuring job security for members
- membership involvement
- effective management supported by trained professional staff
- continual improvement of its operations
- improvement of members' wages and working conditions
- provision of industrial support and other valued benefits to members
- promotion of the vital role of the public sector in the economy and community.

# MORE JOBS TO GO



Last year's Budget cut 3,750 jobs, creating major workload problems for members and cuts to services for South Australian families.

PSA responded in a variety of ways, including the Job Cuts = Service Cuts campaign, and the creation of the [doesntaddup.com.au](http://doesntaddup.com.au) web site.

The additional 400 job cuts announced in the 2011 Budget will make the situation even worse.

At a time when the state's population is growing, and with more people requiring public services, it makes no sense for Government to be reducing the number of people who provide those services.

The PSA campaign against cuts to jobs and services will continue.

Agencies cannot require employees to have an unreasonable workload in the ordinary discharge of their duties. Notwithstanding that, it is clear that members are being expected to do more and more.

Unreasonable workloads need to be challenged. PSA Worksite Representatives have been provided with a Workload Campaign kit to assist members. A key element of this is for management to be formally advised of the problem and to require them to resolve it.

Management have a responsibility to provide healthy and safe work environments, and are liable if they do not do so.



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# Engineering Incentives

The push to improve incentives and conditions for Engineers within the Department of Transport, Energy and Infrastructure (DTEI) is continuing.

The Government has received an application from the PSA re recruitment and retention of Engineers, including recommendations of pay increases.

As part of the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2010, the Department

was required to review remuneration arrangements for engineers – a requirement demanded by the PSA.

This requirement recognised the ongoing difficulty of recruiting and retaining engineers in the Public Sector.

As a result, the Department established a review committee which sought submissions from affected staff and the PSA, among others.

That committee sought to find ways to develop initiatives to enhance training and

development opportunities for engineers, provide incentives to attract new engineers and review employment conditions to enhance retention of engineers.

In January this year, the Chief Executive signed off on a string of recommendations including those relating to work level definition, remuneration, communication and recognition of specialist skills and excellence. These are now being finalised.

The Chief Executive also put forward the PSA's recommendation to Public Sector

Workforce Relations regarding the need for all professional engineers at DTEI to receive an Infrastructure Capability Allowance in addition to their substantive remuneration.

This allowance – 5% for PO1; 10% for PO2; 15% for PO3/PO4 and 20% for PO5/PO6 – was in recognition of the lack of competitiveness of remuneration for professional engineers at DTEI and the need to attract and retain engineering capacity at a time of a national shortage of engineers.

# Public Sector Management

Ongoing high level talks regarding concerns over Public Sector Management have been held between the PSA and the State Government.

Regular meetings have been instituted between the Minister for Public Sector Management, The Honourable Gail Gago MLC.

The background to these meetings has been the highly controversial and opposed replacement of the Public Sector Management Act by the Public Sector Act in 2009.

The PSA was successful in amending significant parts of the replacing Act, but has ongoing areas of concern.

A major area of concern for the PSA relates to the matter of Appeals, with the new Act not providing external independent

review of decisions by all agencies. The PSA is seeking an amendment to the Act to overcome this.

Other areas under discussion include:

## Special Leave

Chief Executives can now grant up to the equivalent of 15 days special leave with pay each year to an employee.

However, there have been clear inconsistencies across different agencies with the granting of such leave being dependent on the views of individual Chief Executives rather than proper consistent guidelines.

The PSA is seeking to remove this inconsistency between departments.

## Transfers

The new Act enables agencies to

“determine the duties of a person and the place or places at which the duties are to be performed”.

This has resulted in some agencies using this in a punitive manner.

The PSA is seeking proper guidelines on how transfers are to occur – including guidelines on how frequently employees can be forced to change their place of work.

## Medical absences

The PSA has raised concerns that some members on long term sick leave are potentially being targeted for dismissal because, under the new Act, they are deemed to be “not performing” their work satisfactorily.

The PSA is seeking for the Commissioner for Public Sector Employment to investigate.

## Shared Services

Significant ongoing issues relating to the implementation of Shared Services have been discussed.

These include massive under resourcing and workload issues.

Back logs are growing enormously in a number of areas including: leave records; transfer information; delay in incremental increases; delay in additional duties payment; delays in overtime and allowances payment.

More resources are needed.

“There are significant issues which the PSA is pleased are now being discussed and negotiated at these regular meetings with the Minister,” PSA General Secretary Jan McMahon said.

# Members Walkout to Ensure Safety at Work

Unsafe accommodation issues at the new Domiciliary Care SA worksite at Oakden led to members unanimously voting to walk out of their worksite until it was made safe.

Members were relocated to an unused activities hall on the grounds of the Strathmont Centre and subjected to a plethora of unsafe working conditions at the new worksite. Despite a risk assessment being submitted by the Department's own Health and Workforce Safety Unit, that detailed a number of Occupational, Health, Safety and Welfare matters and corrective action needed

to rectify them, members were moved into the unsafe site in May 2010.

Members then spent the following weeks unsuccessfully seeking assistance from the Department for Families and Communities to address their concerns for their safety. It was extremely distressing for members to continue working in sub-standard accommodation. Some of the key concerns related to faulty heating system that produced a mystery dust instead of warmth, indoor temperatures of less than 10 degrees, mould infestations, lack of suitable meals area, a disused kitchen area, a meeting room in an old cold storage room,

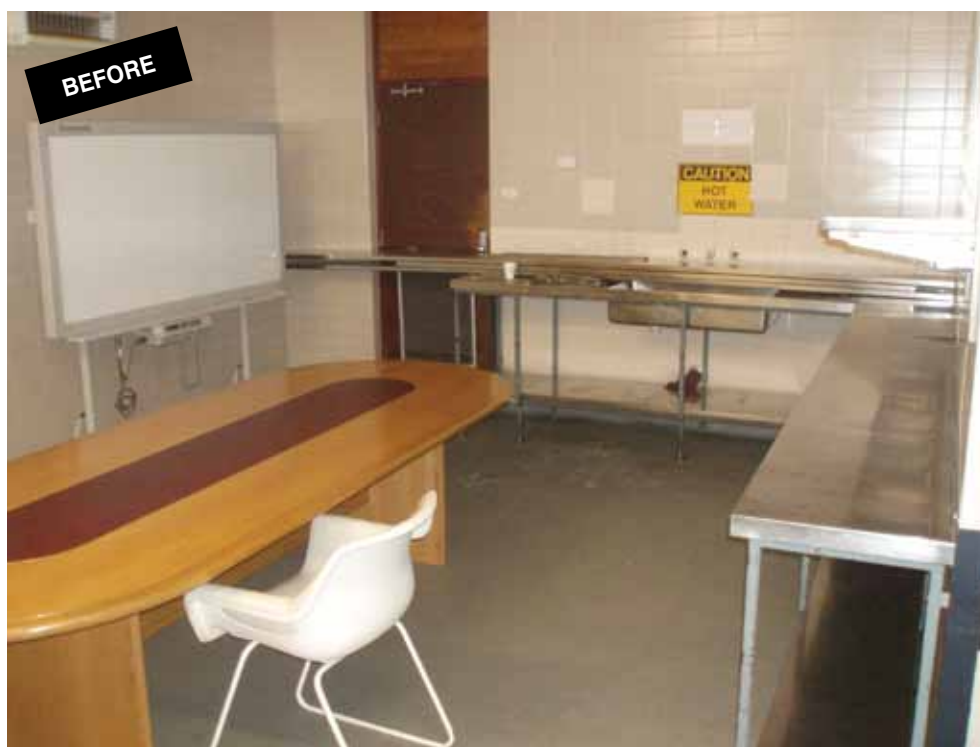
cockroach infestation, sewage smells from bathroom area and ceiling leaks to name few. Sick leave was high and some members chose to find work elsewhere.

In August 2010, members took matters into their own hands and unanimously voted to walk out of the site and not to return until the site was made safe. The Department was now forced to act responsibly. Member's commitment to their clients was commendable as they chose to work at other sites and "hot desks" to ensure their service to clients was not diminished.

It was made obvious that the Department

had greatly erred by forcing members to work in an unsafe work site by the requirement to spend hundreds of thousands of dollars bringing the site up to standard.

Members have recently returned to the site at Oakden and continue to participate in the local issues forum to ensure that their OHS&W concerns are addressed in a timely manner. It is safe to assume that the department will take these concerns seriously in the future. PSA members at Domiciliary Care SA at Oakden have once again demonstrated that by working together, members win together.



# Rack 'em, Pack 'em and Ship 'em out...

The PSA has condemned moves by the State Government to house prisoners into makeshift cells constructed from shipping containers.

“The Government has been clearly advised that the PSA will not support this extraordinary move.”

In a letter to Correctional Services Minister Tom Koutsantonis, the PSA stated that members working at SA Prison sites “require suitable purpose built accommodation units for remand/medium/high security prisoners which provide the appropriate level of security and prisoner amenity.”

Mr Koutsantonis released his “cheaper, faster, stronger – future of prison cell construction” media release on May 6.

It was immediately shot down as a concept by the PSA in a broad range of media interviews.

“What this Government needs to

do is invest in appropriate and suitable infrastructure that provides safe, secure and humane conditions.”

“Creating makeshift cells from shipping containers is dangerous at a number of levels for our members and the prison population, and is another example of this Government’s willingness to put people at risk by cutting corners and cutting costs.”

Government accommodation standards have been established over time. Not only will the shipping containers be cells for prisoners, they will be the workplace for Correctional Officers.

What next? Shipping containers for schools and hospitals as Government cost cutting measures!



# DCS Select Committee

A Parliamentary Select Committee investigating the Department of Correctional Services has been delivered a significant submission from the PSA.

The PSA is the major union for staff employed by the Department including Correctional Services Officers, Community Corrections Case Officers, Social Workers and Administrative Officers.

The Legislative Council Select Committee is investigating:

- Whether sufficient resources exist for the safe, effective and efficient operation of South Australia’s prison system;
- Claims of bullying and harassment within the Department;
- Claims that correct Departmental practices and procedures are regularly ignored by management;
- Claims of drug use and sales within the prison system;
- Claims of poor occupational health and safety management in prisons; and
- Any other relevant matters.

The PSA submission concludes that the main issues facing the Department are a

“lack of genuine investment in infrastructure, resources and appropriate initiatives to deal with an ever increasing prisoner population”.

“The lack of appropriate spending and tight fiscal restraints enforced by the Government of South Australia places considerable pressure on the agency and its employees.

“Furthermore, community pressure in regard to greater scrutiny of early release and parole initiatives will force DCS to further adopt measures in regard to overstretched capacity.

“The continual demand to move prisoners within the State’s institutions as a method of managing the prison population, in conjunction with a lack of available accommodation and facilities, places continual pressure on management and staff.

“As a result the agency and its management are continually forced to circumvent due process and continue to place staff and the community at risk.

“Furthermore, the continual pressure on management and staff unfortunately exacerbates issues and incidence of alleged bullying and targeted behaviour as staff and management continue to buckle under the

strain of stretched resources.”

Some specific concerns raised in the body of the submissions include:

- Increasing numbers of prisoners in need of mental health care with insufficient facilities to safely, securely and humanely detain them;
  - Insufficient resources to conduct random and frequent lock downs and cell searches for drugs, weapons and other prohibited items;
  - Jobs left vacant for too long, utilising under-skilled (cheaper) staff as replacements amid unsustainable workloads;
  - A risk to the community due to offenders not being properly managed in the community while on bail, parole or community service orders due to lack of resources;
  - The submission recommends a review of Government spending and increased investment in facilities and human resources to ease the growing pressure on the State’s system.
- It also recommends:
- The timely supply of appropriate equipment, resources and other tools of

the trade to better equip the agency to deal with operations within custodial institutions;

- DCS address claims of bullying and harassment and provide open and honest review of the outcomes;
- The Government of SA review its policy in regard to the provision of services by private providers. The PSA asserts that to effectively service the State’s prison population that DCS and the Government re-acquire the privatised service delivery of Mt Gambier Prison and the provision of Secure Escorts provided by private provider G4S;
- The Government allocate, as part of the proposed new hospital project, a secure facility to house prisoners in that hospital;
- The Government review spending needed to detain prisoners that should be appropriately deemed as mentally ill.

# Sign of the times

A Sustainable Budget Commission recommendation has resulted in the demise of the SA Tourism Travel Centre.

The SBC recommended the closure of the centre, at 18 King William Street, as a cost cutting measure – and the public face of local tourism will shut its doors by the end of June as a result of \$12.5 million slashed from the Tourism budget.

Eight FTE positions will be lost by 2013/2014 as a result of the closure.

“This closure, on the main street of Adelaide, is a very potent image of what is happening in Public Sector offices around the State,” PSA General Secretary Jan McMahon said.

“Other closures, staff cuts and service reductions are less visible, but equally real.

“The truth is this Government is shutting up shop on a number of vital services which will harm not only the people who lose their jobs, but those people who rely on the work they do.”



# MAY DAY MARCH

## The Workers United

The fight for fair work conditions and pay which sparked the creation of May Day in the 19th Century - and led in part to the 8 hour work day - goes on.

This year the significance of the "Workers' Day" was clear to all thanks to our State Government and its efforts to strip negotiated working entitlements and conditions away from its workforce.

Many PSA members, together with other public sector workers and their families took part in the march, with most attending for the first time because of the 2010 Budget impact.

As part of our ongoing fight for our rights, PSA members and families joined with other protestors to march from Victoria Square, along King William St, past Parliament House to the Torrens Parade Ground.

There the crowd rallied and heard from speakers on the theme of "Agitate, Educate, Organise".

All agreed that our Fight was Right, and that it would continue until the Rann Government saw sense, reversing its attacks on its own employees and cuts to jobs and services which will harm our community.

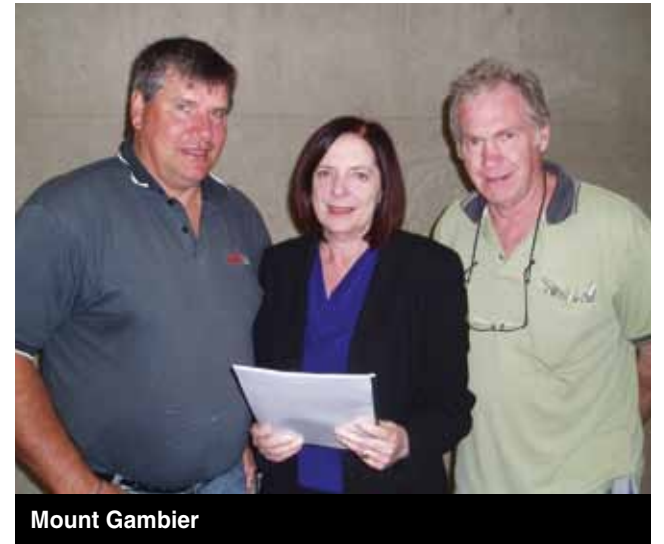




Port Augusta



Port Augusta



Mount Gambier



Mount Gambier



Whyalla

# Regional Anger Grows

Recent meetings at several key regional centres and workplaces have clearly displayed a growing dismay and anger against Government cuts to country jobs and services.

Facing the closure of hospitals, another economic body-blow from lost jobs, and asset sell offs, including the privatisation of massive public forests, the people of regional communities are very concerned.

PSA General Secretary Jan McMahon and Chief Industrial Officer Peter Christopher were in Mt Gambier on May 4, the day it was announced that the State Government would privatise our forests.

Ms McMahon highlighted the broken "no privatisation promise" in radio, print and television interviews on the day, and subsequently.

In Mt Gambier she visited a number of worksites and conducted meetings at TAFE, Department for Environment and Natural

Resources, Department for Families and Communities, Forestry SA and the South East Regional Community Health Service.

Many members from other Agencies attended the meetings at these venues.

**"People are angry and they want this Government to be held to account for what it is doing to people right across this State"**

**Jan McMahon, PSA General Secretary**

Members were updated with details of the ongoing Job Cuts=Service Cuts campaign and they provided local feedback on how cost cutting and job shedding were already harming their communities.

Similar anger against Government betrayal was evident at meetings held in the Upper Spencer Gulf in mid-May.

At meetings at Housing SA in Port Pirie and Whyalla, the Port Augusta Prison and

way," Ms McMahon said.

"Universally, what people are reporting is that the effect of the Budget cuts is making it really difficult for them to continue to provide services to their communities and even worse, it's making it almost impossible to attract new staff to come to the locations to provide the ongoing staff that the agencies will need.

"When I visit these offices and go behind the counters into the offices that provide the operational support that's not visible to the community, what I see are offices that are half empty.

"This is because many of the jobs haven't been filled or can't be filled.

"People are angry and they want this Government to be held to account for what it is doing to people right across this State."

Port Augusta TAFE, members were united in their willingness to fight the cuts to jobs and conditions.

"They told us to keep on fighting, that they were behind our campaign every step of the



Mount Gambier



Port Pirie

# Health Dispute Win

Moves by the Health Department to employ new IT staff – at the same time as it plans to shed at least 100 jobs in the same field – resulted in a successful outcome by the PSA.

The dispute arose when the department advertised in the press for staff to join its Information, Communication and Technology (ICT) unit in late March.

The ICT currently employs about 550 FTE staff responsible for all elements of electronic, IT and communication maintenance, repair and support.

Currently, these staff are employed

by individual health units/hospitals.

However, the State Government has previously advised of its intention to centralise these jobs with a loss of 100 FTE positions by June 2014 including 25 positions by the end of June this year.

The PSA has opposed this centralisation – which is similar in concept to the application of the flawed Shared Services model – raising legitimate concerns about impact on workloads and patient care.

In March this year, as a consequence of the State Budget, the PSA was formally notified that the ICT Services budget was to be

reduced by \$6 million.

Within weeks of that advice, the Department chose to advertise for ICT staff – despite the obvious reality that many staff were about to be displaced by the impending Budget cuts.

The PSA moved rapidly to protect members at risk of job displacement by filing a formal dispute on March 30. That dispute required the Department to maintain the status quo and prevented them from taking any further steps in the recruitment process.

Subsequent negotiations with the Department resulted in them acknowledging that some methods

used for the filling of vacant positions had been flawed and contrary to the relevant guidelines.

The PSA has now agreed to lift the status quo dispute as long as various conditions are met, including:

Temporary employees receive priority for ongoing positions ahead of external contractors;

All external advertising of positions cease until all structures have been finalised and implemented;

Any existing and potential unattached staff are considered for vacant positions and offered appropriate training, as needed, to fill vacant positions.

# Permanency for School Staff

The fight for permanency for some PSA education members working as School Services Officers and Early Childhood Workers is continuing.

The PSA has made formal and informal submissions to the department (DECS) raising its concerns about these members who had not been duly considered for conversion to permanence.

The department has since sent a circular to schools agreeing to consider the situation of long term employees who did not meet the original criteria.

A list of identified staff who

may be able to seek conversion to permanency has been delivered.

The PSA will continue to work with any members who believe they have been unjustly overlooked in this process.

# Fines Payment Unit

The PSA is seeking assurances that the State Government does not intend to centralise fines payment within the State's Magistrates Courts.

The Fines Payment Unit (FPU) was established in March 2000 within the Magistrates Court of SA to handle all business relating to the collection and enforcement of fines. The FPU also assists with requests re extensions of time to pay fines and is responsible for enforcing unpaid fines through a variety of avenues including licence suspension and the seizure of goods. FPU Offices are located at the Adelaide Magistrates Court, Holden Hill, Port Adelaide, Elizabeth, Christies Beach, Berri, Ceduna, Coober Pedy, Kadina, Mt Barker, Mt Gambier, Murray Bridge, Naracoorte,

Port Augusta, Port Lincoln, Port Pirie, Tanunda, Victor Harbor and Whyalla.

A major review of the way the Department collects fines was announced earlier this year.

The PSA is concerned at suggestions the FPU functions will be transferred to Treasury and Finance, resulting in all functions being centralised to Adelaide.

Further details of the review are being sought and the PSA will ensure members' concerns are raised to fight against further job losses and centralising efforts by Government.



# Report Reveals PS “Brain Drain”

New research reveals that the Rann Government is finally “re-structuring” the Public Sector – but not in the way it wanted.

Years of repeated budget and cost cuts are taking their toll with many experienced staff looking for better career options.

Those likely to remain are less experienced and under growing work pressure.

This is a far cry from the “employer of choice” model, rewarding experience and effort recommended by review after commission after inquiry into Public Sector management and performance by this Government.

The research, commissioned by the PSA, was conducted by the Australian Institute for Social Research. The full report – SA Budget Impact Survey Report: Staff Impact – is available on the PSA website.

Released just ahead of the recent State Budget it states: “The compounding effects of successive State Budget cuts is fuelling the



PSA General Secretary Jan McMahon addresses the media.



Professor John Spoehr launches the report.

loss of experienced staff at a faster rate than less experienced staff.

“This accelerates a pre-existing trend fuelled by the ageing of the workforce and the acceleration of the retirement rate of the baby boomer population.

“The combination of these influences has the potential to starve the Public Sector of the expertise and skills it needs to meet government and community expectations.”

In brief, the report also found:

- Staff cuts were the main contributing factor to changes in career intentions for almost one third of respondents;
- Almost 60% of those experiencing significant cutbacks were considering leaving the Public Sector or their current role;
- In more than 80% of cases duties were reallocated amongst existing staff after cutbacks from work units;
- Unsustainable levels of ongoing unpaid overtime being performed – an average of 2.7 hours a week, 85% of it unpaid.

# Budget Job Loss

Four hundred more jobs to be slashed from the Public Sector on top of the thousands previously announced.

The announcement of further cuts fail to recognise some important truths.

When will Government realise there is no fat to be trimmed.

Over 4,000 jobs are now to go. Some may think that looks good on paper. But where are they to come from?

The PSA has heard repeatedly from members that they are cracking under the workload strain now. Services are already being diminished or abandoned. Anger is growing in the community at blowouts in waiting times. Morale is at an all time low.

Chief Executives are at their wits' end attempting to find staff to dispense with. The only way to shed this many jobs is to shut down services.

Which services are no longer needed? Perhaps it is time we were all told.

The PSA has warned time and again that job cuts must mean service

cuts. It is a simple and obvious truth, but one which Government is doing its best to ignore.

"Every job lost will affect South Australian families," PSA General Secretary Jan McMahon has warned.

"We'll no longer be able to deliver the services the Government

and community requires.

"The PSA campaign against cuts to jobs and services will continue.

The PSA will remain steadfast in its campaign.

"The South Australian economy will grow dramatically in coming years as major projects come on-stream.

"Now is not the time to lose experienced personnel. This is short-term thinking.

"It is time this Government came clean and told the people of this State what cuts they are going to make, rather than ducking the responsibility by announcing job cuts only as numbers.

## U-PARK - WE TAX

The hospital "parking tax" is due to kick in at three public hospitals.

The first three to impose the new or increased parking fees for staff and public parking are the Queen Elizabeth Hospital, Modbury Hospital and Hampstead Rehabilitation Centre.

The PSA is continuing to fight the roll-out of these fees.

"These fees are a tax on the vulnerable members of our community using our health care system," PSA General Secretary Jan McMahon said.

"To charge sick people for parking, and to tax the family and friends who visit them, is wrong.

"This is a cash grab at the expense of our chronically ill and dying.

"Similarly, to impose parking fees on staff is a pay cut by stealth. Overworked, underpaid staff will be slugged at least \$46.77 a month. For many full time workers the cost when combined with the reduction of long service leave entitlements, that's the same as giving them a pay cut."

New parking fees at Noarlunga, Repatriation and Lyell McEwin Hospitals are also due to apply.

## Enjoy a PSA holiday home!

**All units are airconditioned.**

Standard week is 2pm Saturday until 10am the following Saturday.

Members are advised to vacate the units by 10am at the latest. Earliest arrival time is 2pm. This time will be used to prepare the unit for your arrival.

It is the responsibility of the member to replace any damages/ breakages that occur.

Off-season rates do not apply should school holidays fall during this period.

School holiday bookings are decided by ballot. You must apply in writing. The ballot closing dates are Christmas holidays - 30 April; April holidays - 30 November; July holidays - 28 February; September holidays - 31 March.

Cancellations. If cancelled one month before, full refund is given. If cancelled two weeks before, half refund is given. If cancelled less than two weeks before, one third refund is given.

**FOR INFORMATION CALL 8205 3200 OR TOLL FREE 1800 811 457**



### HOLIDAY HOME AVAILABILITY - 2011

|            | July    | August            | September |
|------------|---------|-------------------|-----------|
| Glenelg    | 16 - 31 | 1 - 19            | 1 - 30    |
| K. I.      | _____   | _____             | _____     |
| Mannum     | 16 - 31 | 1 - 12<br>27 - 31 | 1 - 30    |
| Pt Lincoln | _____   | 1 - 26            | _____     |
| Pt Vincent | 1 - 15  | 1 - 31            | 1 - 30    |
| Robe       | 1 - 31  | 1 - 31            | 1 - 30    |
| Goolwa     | 1 - 8   | 6 - 31            | 1 - 30    |

## CLASSIFIEDS

### FOR SALE

#### Pine Colonial Dresser (pictured right):

Leadlight upper cupboards, 3 drawers/cupboards in base. Good condition. \$395 o.n.o. Ph: 0401 120 359



**For Sale - Mazda 626**, 1998, Manual. 180,000 kms. Registered until Nov. 2011. Excellent condition, brand new battery, good tyres, economical. \$3,200.00 o.n.o. Phone Gayle 0488644495

**For Sale - Toyota Camry CSI Wagon**, automatic 1994 model. 10 months registration. Excellent condition, complete service records. \$3400 o.n.o. Contact Adrian or Therese on 0414 689 724.

**For Sale - Yamaha RX-V3900 AV Receiver**, 14 months old, excellent condition, original packaging. \$1500 or make me an offer. Telephone Ian on 8277 8346, leave a message on the machine if no answer.

**Piano - Toyo (Japan)** full dimension, iron frame upright, walnut satin finish. Superb condition \$2750 o.n.o. Ph: 8353 2719

**City Car Park for Sale** - Space located in Cosmopolitan Car Park, North Terrace. \$40,000 o.n.o. Ph: 8431 3441

**Collapsible Wheelchair** \$95 o.n.o.

**Auscare Walker with seat**, light weight, as new - \$85 o.n.o. Contact Ton on Ph: 8255 7303 or 0437 249 777

**Spanish Dancing Shoes**, size 7 1/2 and Black Practice Skirt size 8-10 (all for \$70.00). Alto Saxophone for \$200.00. Ring Helen on 0401 120 632 anytime.

**Wedding Dress - Size 10**, beaded bodice, satin to ground, low back, huge satin train inc, long sleeved, absolutely stunning gown. \$25 o.n.o. Contact Sue on 84492368

**Hills swing set with slide** - \$500 o.n.o. Just dismantle and it is all yours for hours of fun for you and your kiddies. Contact Ange Higgs 0434 074 674 (Gawler Area)

**Table - Pine - Round - 90cm**. Turned legs, 1920 style. plus 4 chairs. Orig Austrian Bendwood (Thonet). \$600 o.n.o. Rostrevor - Ph 8337 2091

### REAL ESTATE

**TIMESHARE FOR SALE** - 2 b/r apartment \$3000 o.n.o.

Call John on 0418 307 142 for further enquiries

### RENTAL ACCOMMODATION

Work in Murray Bridge? Sick of commuting? This 1 b/r self

contained unit is available for \$90 p/w (unfurnished) or \$120 p/w (furnished). Ring Jen on 0412037968 for more information.

### HOLIDAY ACCOMMODATION

#### Moonta Bay

New fully self contained unit. Open plan living area, full sized kitchen, split system r/c a/c, colour TV, automatic washing machine, 2 bedrooms (sleeps 7 including sofa bed). Prices start from \$80.00 per night, twin share.

Phone 0403 959 809

**Carickalinga** - Stylish holiday home. 3 b/rs, 2 bathrooms, modern kitchen, r/c air conditioner. Fully furnished and equipped including dishwasher, TV/DVD, bbq. Located on Carickalinga Rise with panoramic coastal views. \$170 p/n. Min 2 nights. Contact Cora Ann: 8357 0587 or 0439 800 978



### BLACK DOGZ SHACK

The current featured property is located 98 Purnong-Mannum Road, approximately 20 minutes upstream from Mannum. This stunning river front residence with modern furniture through out is positioned right on the beautiful River Murray. In the heart of some of the best water skiing area of South Australia. Enjoy the beautiful views of the River Murray whilst enjoying the 2 level home. Top level features 4 bedrooms, 1 king, 2 queen and 1 double/single bunk, formal dining, large lounge, fully equipped kitchen, bar area, main bathroom and ensuite in master bedroom. 2 plasma TV's one in the lounge and the other in the master bedroom. Surround music system, R/C air-conditioner and fire place for cozy winter nights. Upstairs has a beautiful outside deck entertainment area. It also features clear blinds when nights get cool and gas heating is available. Ground level features games room with 2 leather futon beds, Plasma T.V., air hockey/snooker table, soccer table and even a table tennis table. Laundry and bathroom. Also available are 2 single foldout beds if needed. This property also includes a fresh water system, BBQ facilities, paddle boat and 2 wave skis. Landscaped surrounds and plenty of undercover parking. This property sleeps up to 12 people. Applications subject to approval by landlord. Priced from \$880 per night Minimum 2 night stay. Bond Applies. 3 bathrooms, 4 bedrooms (sleeps up to 12), Carport (fits 6 cars) FURTHER INQUIRIES : SUZIE PAGNOZZI 0414867420

**"OCEAN BREAK" - MIDDLETON** - Centrally located at Middleton, is an inviting home with beautiful, bright beach style décor. It is close to Middle Point and other well known surfing and swimming beaches, bakery, tavern and general store. Fully self contained with almost every modern day amenity to ensure a carefree enjoyable stay. Features: 2 b/rms (sleeps 6), electric blankets, pillows, r/c a/c, colour tv/dvd/vcr radio/cd, microwave, stove, fridge/freezer, bbq & outdoor settings, fenced secure garden & car parking. Reasonable rates. Packages & vouchers available.

Ph: 0403 271 015 or 8326 2619 or email oceanbreak@dodo.com.au

**Victor Harbor - Smuggler's Inn** - Crozier St. Holiday Unit to Rent. 2 Bedroom - Double & twin single, Fully furnished, Air Conditioning, Television - DVD Player, Swimming pool, Breakfast kit included, 250m to Granite Island, 3.5Km to Endeavour Bay, Close to all facilities. For Further Inquiries or to make a Booking Call DIANNE on 0406 705 071 OR/ MICHELLE on 0414 088 301 Pricing From \$100 per night (4 people) off Peak.

\*\*Prices subject to change during Easter long weekend

### MARION BAY YORKE PENINSULA -Wywurry Beach House

Stylish three bedroom elevated pole frame beach house a few minutes walk to the long sandy beaches of Marion Bay and only five minutes to the walking trails of Innes National Park. Spacious open plan living with views over scrub, the salt lakes and Innes National Park. Quality modern furnishings and fittings throughout. Features include: Split system rc air con, 50 inch plasma TV, DVD / CD player/radio/iPod dock, books, games, some CD's and DVD's provided. Flat screen TV main bedroom. Fully equipped kitchen, tea and coffee provided. Three double bedrooms, master bed ensuite 2 way bunk beds third bedroom. All beds have pillows, quilts with covers and blankets provided. Need to bring own sheets and towels. Gas BBQ, outdoor setting, native gardens and birdlife, Dual driveway access suit 2/3 cars and a boat. Marion Bay is a three hour drive from Adelaide along the scenic Yorke Peninsula.

Very reasonable rates from \$100 per night . July - September Special, stay 5 nights pay for 4. Contact JENNY on 0431 259 503 or email jenny@thebatesnet.com.

## DE-STRESS IN CHORD

All you bathroom baritones and tenors out there who would like to develop those voices and sing a range of music from Gershwin to Opera choruses to modern musicals and be a part of a group of people who have been involved in this for one hundred and twenty years (not the same people by the way). Apart from the pleasure of developing a broader musical knowledge, it is a great de-stresser and an opportunity to be a part of a group of interesting people with a variety of different occupations and hobbies. The Adelaide Male Voice Choir is always trying to improve and build on its qualities to bring in new members, or even just friends of the Choir. If you feel you would like to be a part of the living history of our State or would like to just come in and experience a practice night, please ring one of the following phone numbers: 8270 2628 or 8332 1895.

## THE AMBASSADOR CARD UPDATES 2011

*Don't forget you can use your card at Campbell's Cash and Carry at North Plympton and Pooraka. Present your Membership Card on arrival to receive a day pass for cash purchases only. Not valid for the purchase of liquor.*

### ADDITIONS

#### Adelaide

Gorge Wildlife Park

Redden Drive, Cudlee Creek 5232

Save 25% on the full priced entry for up to 4 people.

Not valid with any other offer.

#### Marion Bay

Marion Bay Holiday Villas

1/5 Waratah Avenue, Marion Bay 5575

10% rebate on normal rate SA school holidays and Easter Week.

25% rebate at all other times.

#### The Week

4-14 Foster Street, Surry Hills 2010 Ph. 1300 843 933

Members can purchase one year (50 issues) for only \$99 - a saving of over \$198. Alternatively, a quarterly subscription (13 issues) is available for \$29 on a continuous credit card payment - a saving of over \$180 per year. To subscribe please call 1300 843 933 and quote the relevant offer code: Annual - L1113WK4, Quarterly - L1113WK3.

### ALTERATIONS

Pages 10 & 11: Constellation Hotels

Accommodation validation:

Call 1300 650 464 or email reservations@constellationhotels.com.au to receive 10% rebate on best available rate of the day.

Subject to availability.

### DELETIONS

Pages 10 & 11: Chifley Albury & Frescos Restaurant

Country Comfort Parkes & Marty's Restaurant

Country Comfort Port Macquarie

Country Comfort Wagga Wagga & Capers

Restaurant

Q Station Retreat

Country Comfort Bundaberg &

Capers on Takalvan Restaurant

Country Comfort Ipswich

Country Comfort Toowoomba & Eileys

Restaurant

Country Comfort Shepparton Parklake &

Parklake Bar & Restaurant

Country Comfort Warrnambool Mid City &

Elements Restaurant

Sundowner Horsham Westlander Motor Inn &

Rose Fountain Restaurant

Page 47:

Chefs of Tandoori (closed temporarily, damaged by fire May 2011)

Page 78:

Adelaide Old Terraces (closed)

Encounter Hideaway (closed)

Page 79:

Birdwood Bed & Breakfast (closed)



INFO BY EMAIL

Increasingly, the PSA is providing information to members on industrial matters and other benefits via email. To ensure that you receive the very latest information, please let us know if your email address changes. Just send an email message to enquiries@cpsu.asn.au with the details and your membership record will be updated.



FEDERAL WEBSITE

www.cpsu-spsf.asn.au

The federal office for State public servants, the CPU-SPSF (State Public Services Federation) has launched a new website, and all PSA members are encouraged to contribute material.

The website has general interest areas, an online journal "The Public Interest", a links page and specific sections for women, schools, higher education and corrective services.

As well as being a useful site to 'bookmark', website co-ordinator Ryan Heath believes your views and experiences need to be up in writing to make the site work.

If you have anything from a book review to a campaign victory in your workplace to report, email: lgruit@spsf.asn.au.

If you join a non-member in your area now using the forms below, they and you will qualify to be in a draw for a weekend each at a PSA/CPSU holiday home.

**PSA MEMBERSHIP APPLICATION FORM**

**MEMBERSHIP APPLICATION FORM**

**The Public Service Association of SA Inc**  
 ABN 62 406 330 782

**Community & Public Sector Union**  
 SA Branch (SPSF Group)

**Methods of Payment**

Please complete one of the following sections

**Personal details**

Title \_\_\_\_\_ Surname \_\_\_\_\_

First name/s \_\_\_\_\_

Home address \_\_\_\_\_

Home phone \_\_\_\_\_ Gender \_\_\_\_\_ Date of birth \_\_\_\_\_

**Employment details**

Dept/agency \_\_\_\_\_

Work address \_\_\_\_\_

Work phone \_\_\_\_\_ Work fax \_\_\_\_\_

E-mail \_\_\_\_\_

Full time  Part time  Casual

Total hours worked per week \_\_\_\_\_ Classification (eg ASO 2) \_\_\_\_\_

Occupation \_\_\_\_\_ Increment \_\_\_\_\_

Annual salary \_\_\_\_\_ Referred by \_\_\_\_\_

**PSA Membership**

I hereby apply to join the Public Service Association of SA and agree to be bound by the rules.

**CPSU Membership**

I hereby apply to join the Community and Public Sector Union, State Public Services Federation (SA Branch) and agree to be bound by the rules.

Signature \_\_\_\_\_ Date \_\_\_\_\_

I do / do not wish to receive a tax statement (please circle).

The PSA/CPSU is bound by the Privacy Amendment (Private Sector) Act 2000. Information is collected to enable the union to contact you about matters relating to your union membership and to ensure that we have the necessary information to represent your employment and related interests. A member can opt out of receiving such information by contacting the PSA/CPSU. The PSA/CPSU Privacy Statement is available from the union's web site or by contacting the office.

**Please mail your completed application form to:** Reply Paid Number 5306, PSA/CPSU SA Branch, GPO Box 2170, Adelaide SA 5001 (no stamp required)  
**For any further information call the PSA on:** (08) 8205 3200 or freecall 1800 811 457

**Direct Debit**

PSA subscriptions are 0.95% of your substantive base salary (plus GST) to a maximum of the AS05 rate and are tax-deductible. The appropriate Goods and Services Tax amount will also be deducted. Unless otherwise notified, direct debits occur on the first working day of each month. Below is the authorisation for your subscription to be paid by direct debit.

**To: The Manager**

Name of Credit Union/Financial Institution \_\_\_\_\_

Address of Credit Union/Financial Institution \_\_\_\_\_

I/we request you, until further notice in writing, debit my/our account described in the schedule below, any amounts which the Public Service Association of SA Inc., Community and Public Sector Union, SA Branch (SPSF Group) may debit or charge me/us through the direct debit system.

I/we understand and acknowledge that the Credit Union/Financial Institution may in its absolute discretion determine:

1. The order of priority of payment by it of any money pursuant to this request or any authority or mandate.
2. At any time by notice in writing to me/us terminate this request as to further debits.

Signature/s \_\_\_\_\_

Date \_\_\_\_\_

Member's name \_\_\_\_\_

Address \_\_\_\_\_

Account name \_\_\_\_\_

BSB number \_\_\_\_\_ Account number \_\_\_\_\_

**Accounts**

PSA/CPSU membership subscriptions may also be paid by cheque, money order or cash.

If paying via this method, please make cheques and money orders payable to the PSA/CPSU.

I wish to pay quarterly  I wish to pay half yearly  I wish to pay annually

**Credit Card**

If you wish to pay by credit card on a monthly basis, please complete details below.

Card number

Cardholder's name \_\_\_\_\_ Expiry date \_\_\_\_\_

Card type  Bankcard  Mastercard  Visa

Signature \_\_\_\_\_

# PUBLIC SERVICE ASSOCIATION TRAINING PROGRAM 2011

GO TO

[www.cpsu.asn.au/training](http://www.cpsu.asn.au/training)

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- Travel and entertainment
- News and views



**PUBLIC SECTOR Review**