

Review

BETRAYED



Massive, history making demonstrations of anger and frustration have met the State Government's betrayal of its workers and its community.

The largest demonstrations in decades have been seen as workers and community groups have vented their disgust at a State Labor Government which has abandoned its workers, its community and its principles.

The PSA and its members have been spearheading this fight.

From the very outset, on September 16, when Treasurer Foley made clear his intentions to break promises, cut jobs, slash essential services, and throw enterprise bargaining principles off the table, the PSA has been vehement in defence of the Public Sector and the vital services it provides.

On Budget Day, PSA General Secretary

Jan McMahon labeled this unprecedented attack as devastating for South Australian families and for public sector workers.

"This Government has broken its word and betrayed its workers," Ms McMahon said. "It must be held to account."

"Make no mistake, many people will suffer as a result of this Budget. Job cuts equal service cuts. There is no way vital frontline services will be able to be maintained.

"These cuts are not necessary. Our State's finances are in good shape. This is a political act which doesn't add up and will hurt our community."

Broken promises

In his Budget, Mr Foley announced 3,750 public sector jobs would be shed over the next four years.

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Government Must be Held to Account



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Secretary's Column



CORE BUSINESS

By Jan McMahon

If the past few months have taught us anything, it's that unions are at their best when it comes to core business. The core business of sticking up for members, sticking up for public sector services and sticking up for the South Australian community.

In response to the Treasurer's horror September Budget, PSA members mobilised quickly and effectively. Impromptu rallies on the steps of Parliament House, writing to their Members of Parliament, marching through the streets of Adelaide and attending electorate office rallies were some of the actions which thousands of PSA members have been involved in.

It is obvious that PSA members have been motivated by a sense that the Budget measures are wrong, and they are wrong on a number of levels.

They are wrong because we know that proposed cuts to the tune of almost 4000 jobs will undoubtedly mean service cuts. We all know there is nothing left to cut, the public sector is being run on the barest of budgets as it is, and any more efficiencies to be gained are illusory. The facts are the population has grown along with the demand for services. Budget cuts have already been made, and it is the goodwill and dedication of members which is keeping many services afloat. It is the community and South Australian families who will suffer as services are reduced, and PSA members who will experience continued higher workloads as a result.

They are wrong because instead of negotiating conditions in good faith, a fundamental principle of collective bargaining, the Government through the Budget is legislating away established conditions of employment. Long Service Leave entitlements will be reduced and Annual Leave Loading abolished. And why? Because the Treasurer believed that public sector workers were receiving 'special' treatment and had entitlements other workers did not have. If the Treasurer had bothered to do any research, he would have discovered that many private sector employees do

actually have Annual Leave Loading.

And what if we were receiving 'special' treatment? A career in the public service has always been about serving the community. It is acknowledged that remuneration isn't as high as the private sector, however the conditions of employment were upheld as an incentive to keep qualified, dedicated and skilled people in positions. The Government runs the risk people will vote with their feet on the question of whether it remains an employer of choice. Again, it is the community who will suffer.

And finally, the budget measures are wrong because they are a betrayal. A betrayal by a Government which said it would listen to the people. A betrayal by an employer who did not negotiate in good faith. A betrayal by a Premier who gave a commitment to a no forced redundancies policy who is now prepared to renege on.

I have been struck by the amazing support from PSA members during this fight. The unselfish commitment to do the right thing and stand up for colleagues and the community.

It is after all, about core values. About having a workplace that is fair, about having a Government that is accountable. Values which include working together, with other unions and the community, to ensure we meet our common objectives. The campaign is not over until we have reached our goals. We have said this may take until the next election, however our commitment to members is we will be there all the way. It is our core business.

As we reach the end of the year, we can take a moment to look back on what we have achieved so far. We can proudly say there are no regrets that we have stood idly by and let this attack go unchallenged. Thank you to each and every member who contributed in whatever way you could. Your efforts are appreciated and will stand us in good stead as we prepare to campaign into the new year.

May you and your family have a safe, healthy and Merry Christmas, and a Happy New Year.

President's Column



BETRAYAL AND BROKEN PROMISES

By Lindsay Oxlad

The writing is on the wall for the Rann Labor Government. It no longer has the confidence and trust of the broad trade union movement or its employees throughout the public sector.

Quite apart from betraying the trust that public sector workers placed in Government promises that they were committed to the principles of collective bargaining and that they would honour agreements negotiated in good faith, the recent actions by the government to legislate away employment conditions and entitlements are to be deplored. They are testament to the moral and ethical bankruptcy of the Government at a time when it claims to be an employer of choice and a government that listens to and understands the needs and aspirations of the South Australian community.

The Rann Government can no longer claim that it is committed to the Australian Labor Party's core principles and values. It has lost its moral compass and has replaced compassion and an unwavering commitment to the well being of South Australian families with an arrogant disregard for the needs of the community, the spurious argument that increasing the taxpayers' contribution to their superannuation is justified and that political spin is an acceptable substitute for honest and open government.

The questions that naturally arise from the Government's actions are what is next to be legislated away, what is the value of any collective agreement negotiated with and signed off by the Rann Government and how can the State Industrial Relations Commission meaningfully discharge its regulatory and statutory functions?

Probably more importantly for the South

Australian economy, can the Rann Government be trusted by business to honour its contracts and commitments or will they simply legislate to overturn their contractual obligations as it suits them?

The Rann Government's actions in needlessly cutting public sector jobs at a time when the state economy is buoyant and its revenues boosted by higher than expected GST inflows is made more deplorable by the fact that cutting 3,750 jobs will reduce the quantity and quality of services provided to the community by the public sector.

Independent research commissioned by the Public Service Association clearly shows that the State's economic fundamentals are sound, that its AAA credit rating is not under threat and that it is poised to grow strongly and thereby has the potential to enhance the well being of the community. The public sector job cuts are simply not necessary by any measure.

The Public Service Association, along with other public sector unions, will continue to campaign against the Rann Government's actions and will use every legal and political avenue available to seek to overturn the Government's legislation and minimise the mooted job cuts.

The message for the Rann Government is loud and clear – Workers United Will Never be Defeated!!

On a happier, personal, note I wish all our members and their families and friends a happy Christmas and look forward to a successful year ahead notwithstanding the challenges on the horizon. A special thank you is also due to our Worksite Representatives, Councillors and PSA staff who have worked tirelessly over the past year on behalf members and South Australian families.

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.

This Government Must be Held to Account

The PSA fight against the Budget impacts has been rapid, multi-faceted and steady.

This sustained fight will continue indefinitely to protect members' rights and entitlements and vital community services.

This Government must be held to account.

The campaign to date has encompassed a broad range of strategies, including political lobbying, the courts, media statements, advertising and community events and protests.

Members' response to the call to protest has been exceptional, reflecting the level of concern and anger this Government has generated.

The PSA has also worked to generate wide support from unions, similarly appalled at the anti-worker actions of this Government. Numerous meetings have been held with a broad range of public and private sector unions as well as regular meetings with PSA worksite representatives.

Almost daily interviews and briefings have been held with radio, television and print media, and the PSA has commissioned economic reports which reveal our State's true financial position and the devastating impact these cuts will have.

Other major activities have included:

Protests/rallies

The first was held the day after the State Budget, on September 17, outside Families SA to protest reduction to anti-poverty services.

This was followed by:

September 20, rally with war veterans outside the Repatriation General Hospital;



September 28, joint union rally outside Parliament House on the day the Budget was first introduced;

October 6, rally outside Department of Education re Family Day Care cuts;

October 8, Public Sector Rally at State Administration Centre;

October 10, support for Parks Community Centre rally;

October 14, Parliament House Rally involving ACTU President Ged Kearney, gaining national attention;

October 26, joint Public Sector/community rally in Victoria Square and March to

Parliament House with similar rallies held across the State;

November 3, rally outside Treasurer Foley's Port Adelaide Electorate office;

November 12, rally outside Minister Conlon's Electorate office;

November 17, rally outside Minister Wright's Electorate office;

November 25, Rally outside Minister O'Briens office

November 27, protest at ALP State Convention.

Industrial Relations & Legal Steps

October 5, PSA lodges dispute with Industrial

Relations Commission of SA regarding Security of Employment commitment;

October 8, PSA lodges dispute with IRC regarding Long Service Leave and Annual Leave Loading reductions;

October 13, conference at IRC;

October 26, PSA appears before Full Bench of IRC

October 27, decision of Full Bench of IRC handed down;

October 29, PSA lodges dispute with IRC re lack of consultation on TVSPs;

November 1, conference at IRC;

November 12 & 16, PSA before Supreme Court.

Employment Conditions and the Budget

Budgets are normally economic instruments, rather than industrial.

2010 changed all that.

The 2010 State Budget delivered by Treasurer Foley not only specified the Government's monetary decisions, but reduced and removed employment conditions for public sector workers.

An essential criteria for union/management negotiations is that they occur in good faith, and also that the outcomes are enforceable and binding on all parties.

It is absolutely fundamental that all parties have faith that the process is sound, otherwise the willingness to participate in what can be long and arduous negotiations is at risk.

Put bluntly, why spend months negotiating if the other side can simply walk away from agreed outcomes.

In the lead up to negotiations PSA met with Government, reaching in principle agreement on the fundamentals that would underpin the actual bargaining process. These fundamentals included security of tenure and no loss of current conditions, as well as recognising that extensive

negotiations were necessary on specific aspects of the PSA claim.

S. 76A (f) of the Fair Work Act requires parties to negotiations to "... adhere to agreed outcomes and commitments ..."

The current "Parity" Enterprise Agreement contains some key clauses, including the following.

2.2 In making and applying this Enterprise Agreement, the parties are committed to:

2.2.4 Employment security for employees bound by this Enterprise Agreement for the life of the Enterprise Agreement;

2.2.6 Existing conditions of employment applying to a party not being reduced ...

No other employer could breach an Enterprise Agreement approved by the Industrial Relations Commission, yet this Government has chosen to do so by the use of legislation. No wonder public sector workers feel betrayed.

PSA is continuing to use all available avenues to challenge the Government's actions. The Rann Government is not above the law and must be held accountable.

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Rallies, Rallies, Rallies!



HOLD THIS GOVERNMENT TO ACCOUNT!



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HOLD THIS GOVERNMENT TO ACCOUNT!

The ALP Convention is on **SATURDAY 27TH NOVEMBER 2010**

COME ALONG AND LET THIS GOVERNMENT KNOW WHAT YOU THINK OF THEIR BUDGET CUTS THAT WILL AFFECT SOUTH AUSTRALIAN FAMILIES

Date: **Saturday 27 November 2010** Time: **8.30am**
 Location: **Flinders Convention Centre, King William Rd, Adelaide**
 BRING YOUR FAMILY AND FRIENDS AND ENJOY THE BBQ BREAKFAST AND ENTERTAINMENT



BETRAYED

Continued from page 1 ...

He said this would be achieved through targeted voluntary separation packages and natural attrition.

Mr Foley also threatened the job security of his Government's entire workforce – despite an ironclad promise before the March 2010 election from Premier Mike Rann that tenure was secure.

The PSA rapidly reminded the Premier of his promise, gaining widespread publicity after releasing his pre-election letter which stated:

“One thing remains very clear. As we did prior to the 2006 election, and as we have done repeatedly since that time, the Government re-commits for the duration of its next term to no forced redundancies for tenured employees.”

That black and white, written “promise” has now been cast aside by the Government in an act of contempt.

In the same vein, this Government's Budget has attacked the workers it relies upon to provide its services.

That's super Mr Foley

And on the very same day they launched that attack, the Government voted for politicians to receive a massive 70% increase in superannuation.

This shameful act provoked strong feelings throughout the community.

“For politicians to be giving themselves a massive boost on the same day they are slashing jobs and services and putting up the public housing rent for pensioners is nothing short of a disgrace,” PSA General Secretary Jan McMahon said.

Also in his Budget, Treasurer Foley, the Member for Port Adelaide, attacked the working rights and entitlement of his

Government's employees.

He said he was determined to cut the long service leave entitlements for the longest serving workers and scrap leave loading.

He stated that these provisions were “outdated” and far in advance of those seen in the private sector.

That was not only untrue, but it also failed to take into account that a huge number of Public Sector workers earn considerably less than their private sector counterparts and do so in the expectation of fair play from their employer and because of their desire to work on behalf of our community.

The Rann and Foley Government moved to strip away these rights via Parliamentary Legislation linked to the Budget before the ink was dry on the Enterprise Agreement signed with their employees guaranteeing them these conditions would continue.

This act has broader implications for every worker in this State, and has led to unprecedented unity and anger among private and public sector workers and their unions.

Mr Rann and Mr Foley have been condemned for their actions by a huge array of unions who have called for them to be removed because they have lost their values.

National shame

Among those critical of the Government's actions has been ACTU President Ged Kearney who has joined in the chorus of voices condemning them.

Ms Kearney has spoken at large rallies here, side-by-side with the PSA.

She has said that workers around the nation are watching the events in our State with grave concern.

“What we are seeing here is a State Government legislating against an agreement that was formed between Public Sector



workers and their employer, the Government,” she told ABC radio in November.

“This is a thin edge of the wedge. This is a government they bargained with and negotiated with an agreement they thought was fair and reasonable. And at the time, the Government thought it was fair and reasonable because they actually signed on the dotted line and agreed to all these things.

“Now they have changed their mind and are using powers that nobody else has. It's just terrible. I think it basically shows that you are a liar and that your word can not be trusted”

Ms Kearney has likened the actions of Mr Rann and Mr Foley to those of John Howard who was voted out of office for his reviled WorkChoices legislation.

The fight continues

To date the PSA has co-ordinated a broad range of community and Public Sector rallies and protests. These have included marches on Parliament House, rallies at Electoral Offices and joint union campaigns against the decisions of this Government's leadership team.

The PSA has also engaged on an almost daily basis with print, television and radio

media across the State, highlighting not only the attacks on workers' rights but also the full extent of the impact these cuts will have on our community services.

It has also supported campaigns against the potential demise of regional hospitals and other services and the closure of the Parks Community Centre – a decision since reversed by the Government.

The PSA has been lobbying hard politically and also taken numerous elements of these attacks before the Industrial Relations Commission of SA.

It has recently launched a Supreme Court challenge to the Government's actions, and sought independent advice and academic reports on the true state of our finances and the impact these cuts will have.

“We thank our members, and other Public Sector workers, as well as members of other unions and the community for their support of this multi-faceted campaign thus far,” Ms McMahon said.

“As this year finishes, the fight will continue. This Government and its leaders must be held to account for these despicable acts and the PSA is committed to take this fight on right up to the next election.”

PSA Budget Impact Report: Is the Credit Ratings Tail Wagging the Budgetary Dog?



*By John Spoehr**

Over the course of the last two budgets the State Government announced that it will reduce public sector employment by around 3700 jobs. It has also said that it will create around 1900 jobs through new initiatives. This means a net loss of around 1800 public sector jobs, the largest loss of jobs in South Australia since the closure of Mitsubishi.

The impact of the State Government's public sector employment reductions will be affected by the rate of take-up of separation packages. Our judgement is that demand for separation packages will be high given the incentives for early take-up put in place by the State Government and plummeting morale in the public service. For this reason public sector employment losses are likely to outpace employment gains generated by new initiatives in the State Budget.

There is a high risk that the employment reductions in the State Budget will lead to significant losses of ‘corporate knowledge’ and skills which are likely to result in short term productivity losses in the public sector.

Expenditure cuts of the magnitude of those in the State Budget are a high price to pay for the modest financial benefits that flow from a AAA credit rating, particularly when it was apparent prior to the State Budget that there was no realistic prospect of a credit rating downgrade for South Australia.

This was because of relatively robust economic conditions, low unemployment and solid growth prospects, particularly as a result of the expansion of the mining and defence sectors and the bumper crop yields on the horizon.

Our modelling of the financial impact of a credit rating down-grade indicates that the cost associated with a one increment downgrade is actually very low – around \$20 million over four years or just 5% of the cost of the upgrade of Adelaide Oval. It looks like the credit ratings tail is wagging the budgetary policy dog.

**Associate Professor John Spoehr is Executive Director of the Australian Institute for Social Research at the University of Adelaide*

For a copy of the full report by the AISR go to: www.cpsu.asn.au

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**



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

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

White 1996 HOLDEN COMMODORE VS II S \$6,800, KM: 191,000 VS V8 S Pac series 2, auto. Regularly serviced with books and receipts, cruise control, tyres 80%, Ute mat, tow bar, removable ladder racks and sports bars, soft tonneau, pioneer cd, upgraded speakers, sports exhaust, lowered suspension, good condition. Selling due to upgrade. for more: call Shawn 0419 865 622

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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

For Sale - Port Vincent - 3 Parsons Street - \$169,500 - This self-contained two b/r unit is one of 8 units centrally located. Set in well maintained grounds with off street parking, communal BBQ facilities, well equipped, just one street back from beach & walking distance to main street in town. For enquiries pls call Anthony on 0418 808 804 (after 4.30pm)

For Sale - Melrose - Excellent timber-framed house in centre of picturesque Melrose, Southern Flinders Ranges. Lrge lounge, fam-sized mod kitchen, 3 b/rs, 2 sun/rms and extra b/rs. Qual furnishings and fittings inc carpets, curtains, blinds, light fittings etc. All md cons inc A/C, oil heater. Dble garage. Easily maintained attract native gdn. Birdlife. Great views. Reduced to \$185,000. All reasonable offers considered. Tel - 8379 3163

House for sale in a quiet location in the heart of the beautiful Barossa Valley - Nuriootpa - This neat 15 year old 3 bedroom home is on a large block. A/C, painted throughout, new vertical drapes and new floor coverings. Drive through lockup car port, large single garage with concrete floor, power connected. Full length veranda at back, 2 rainwater tanks and cubby house. It also has roller shutter blinds and a very secure back yard. Suit first homeowners, retired couple or the investor. Price range \$295,000 - \$305,000. For more details phon John on 0427541137 or Carol on 0409097437.

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**

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 \$100.00 per night. 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 fold-out beds if needed. This property also includes a fresh water system, BBQ facilities, paddle boat and 2 wave skis. Landscaped surrounds and plenty of under-cover 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 INQUIRES : SUZIE PAGNOZZI 0414867420

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Victor Harbor - Smuggler's Inn - Crozier St. Holiday Unit to Rent. 2 Bedroom - Double & twin single, Fully furnished, AirConditioning, Television - DVD Player, Swimming pool, Breakfast kit included, 250m to Granite Island, 3.5Km to Endeavour bay, Close to all facilities.

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**Marion Bay Yorke Peninsula - Wywurry Beach House**

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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.

**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

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Title _____ Surname _____
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 Home phone _____ Gender _____ Date of birth _____

Employment details

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 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 _____



The PSA would like to take this opportunity to thank all PSA members for their contributions throughout 2010!

Best wishes to you, your family and friends during the festive season, for a safe and happy Christmas!

The 2011 PSA Training Program will be available in January 2011

Review

- Published six times a year
- Full colour pages
- Direct-mailed
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