

# Review

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August 2010

## Election Dangers

The ghost of WorkChoices is casting a dark shadow over the imminent Federal Election.

Opposition Leader Tony Abbott has done his best to kill this “elephant in the room”, but voters have every right to be wary.

WorkChoices was a cornerstone of the Federal Liberal Party under John Howard. It stripped rights and conditions from hundreds of thousands of workers and tore apart unfair dismissal laws and other protections.

Since the ALP gained power, they have largely restored those rights and acted properly to protect workers and families.

Prime Minister Julia Gillard played the leading role in campaigning long and hard against WorkChoices and eradicating that extremely unpopular legislation upon election.

The PSA also worked very hard to ensure virtually all members were shielded against

the dire consequences of WorkChoices under John Howard.

Most were protected thanks to an agreement with the Rann State Government.

There is no guarantee this protection would continue should WorkChoices be revived by Mr Abbott in one guise or another.

In a clever piece of electioneering, Mr Abbott signed a mock “death certificate” for WorkChoices in recent weeks.

“WorkChoices is dead, it’s buried, it’s cremated,” Mr Abbott said.

Voters may well recall a similar pre-election promise by a previous Liberal Leader: John Howard.

In election mode in 1996 he said: “There’s no way a GST will ever be part of our policy.”

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Jan McMahon with Julia Gillard before becoming Prime Minister

## No Cuts Needed Social Cost too High

The world has moved on since the State Government set up its “slash and burn” commission and the \$750 million in cuts it was told to find are not now needed.

A major independent research report prepared for the PSA spells out clearly how the economic situation of our nation and our State have improved dramatically since the Global Financial Crisis of a year ago.

The report’s authors are Associate Professor John Spoehr and Eric Parnis of the Australian Institute for Social Research at the University of Adelaide.

“The message is loud and clear,” PSA General Secretary Jan McMahon said. “If massive cuts were ever needed, they are not any more. The impetus to slash and burn, to savagely cut services to people in need, simply no longer exists.”

“If the State Government continues with

its massive cuts, it will come at a huge social cost.

“To continue to claim the service cuts are needed flies in the face of the evidence. No cuts are needed. What our society needs are properly funded services and a Government which listens to the needs of families and the community.”

The report finds: “Despite global economic instability the South Australian economic and budget outlook is positive, providing a foundation for growth rather than contraction in output, employment and budget revenue over the medium term.”

“The State Government is well positioned globally and nationally to pursue a strategy of prudent fiscal expansion and public sector borrowing targeted at productivity enhancement and social inclusion.”

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## QEH Safety Win

Commonsense finally prevailed in a dispute at the Queen Elizabeth Hospital after firm intervention by the PSA.

Members in the Bio Medical Engineering Department there were initially advised by management that they would be required to continue to work in their basement offices while the building above them was being demolished.

This raised considerable concerns for members - both for their own OHS&W and also for the safety of patients who rely on the sensitive medical equipment they repair and maintain.

Their concerns were aired in the media by the PSA, prompting a re-think by the hospital.

“These professionals were originally told they would have to stay at their posts as walls fell down above them.”



“Dust and vibrations and noise would have been intolerable and dangerous. These members rightly refused to work in such conditions.”

Initially management stuck by their decision saying staff would not be moved, but further intensive negotiations resulted in a change of heart.

“This was a victory of common sense. Management had 18 months to plan for this and failed to provide for the safety of their staff and patients. They finally made the right decision.”

**One Law  
for All**



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**Broken  
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Birthday  
Honours**



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## Secretary's Column



### WE CANNOT AFFORD TO CUT SERVICES

By Jan McMahon

Independent academic research has clearly established that South Australia does not need to make savage cuts in its September Budget.

The State Government's Mid Year Budget Review and recent July Commonwealth Government projections (GST, economic stimulus and general assistance revenue) show \$2.8 billion more available over the next few years according to leading academic Professor John Spoehr of the University of Adelaide.

The underpinning premise for the establishment of the Sustainable Budget Commission in June 2009 was to "move the State's finances back to a sustainable position following the Global Financial Crisis".

Treasurer Foley announced on 4 June 2009 that the Commission would be tasked with identifying measures to achieve \$750 million of savings.

The figures just don't add up.

It makes no sense to insist that \$750 million be cut from jobs and services without taking into account \$900 million of projected extra income.

The research commissioned from the University of Adelaide by the PSA will make an important contribution to the debate over the need for cuts to services. There is no proper economic justification for cuts. The research demonstrates the true state of the State's economy, and highlights the serious social costs of cutting essential services.

Make no mistake. The cuts are unnecessary and they will harm the

community as services are further reduced. Families and the community support organisations are all struggling.

It is highly misleading to argue that the cuts are essential for the State's economy to remain strong and to retain its AAA rating.

We all understand that the State may face increased costs, but it also will receive very substantial increased revenue as demonstrated by the research.

The important lesson from the Commonwealth that economic stimulation is a vital role for Government has been totally lost on South Australia.

The South Australian economy has weathered the GFC better than expected, so to continue with public sector cuts is a matter of policy choice. Like all policy then, the Government has to be accountable to the South Australian community and justify its position.

Members are already experiencing high workloads and high demand, and ultimately it is South Australian families and the community who will suffer. The PSA will never walk away from a campaign as important as this one, where so much is at stake. The PSA will be standing up for members and South Australian families in calling for these unnecessary cuts to stop.

We simply cannot afford to cut services.

## President's Column



### SUSTAINABLE BUDGET COMMISSION - MORE PAIN FOR SOUTH AUSTRALIANS?

By Lindsay Oxlad

With the impending release of the Sustainable Budget Commission's report to the Government and its consideration by the Sustainable Budget Cabinet Committee, the focus shifts to whether Agency Chief Executive Officers will have the courage to act in concert to oppose further cuts in the jobs that they need to deliver the Government's policy priorities and the services that they are mandated to provide to their fellow South Australians.

Under its existing Terms of Reference the Sustainable Budget Commission will undoubtedly recommend a package of job and service cuts and revenue raising measures to achieve its \$750 million budget savings target. This despite the fact that the Government is set to receive a boost in GST revenue from the Commonwealth in excess of its forecasts and the fact that the State's finances are not under the stress that was expected as a result of the Global Financial Crisis.

The choices facing Agency CEOs are stark. They can either meekly implement the Sustainable Budget Commission's recommendations and muddle through hoping that the goodwill and commitment of staff will prevail despite massively increased workloads and staff shortages that mitigate against the continued provision of high quality services to the community. Or they can confront Treasury and refuse to accept unreasonable cuts to jobs and an unsustainable funding model that will not only adversely affect South Australian families (particularly those in country and regional areas) but will dampen economic growth at a time when the Government should be ramping up its support for the economy.

The South Australian community, and families in particular, will bear the brunt of unnecessary cuts to services and the inability of Government Agencies to deliver on such things as the long overdue improvements to infrastructure like transport ( particularly public transport), sustainable water supplies, affordable public housing to mention a few.

How will Government Agencies progress the State and Commonwealth Government infrastructure programs and deliver the outcomes sought by business and the community without the necessary engineering capability being provided by the public sector?

Community services such as welfare and support for the needy and vulnerable, mental health services, child protection, aged care and health care are all at risk despite the recent research sponsored by the PSA showing that the Government is well placed financially to boost funding for those services; services that define us as a civilized and caring society.

How will Government Agencies deliver the Government's social welfare and health programs without the expertise and commitment of allied health professionals and others in the public sector?

Treasurer Foley does not seem to realize that the public sector and the services that it provides to South Australians is not a burden on the economy but the foundation that underpins our society and the State's economy. Damage that foundation and families suffer, businesses suffer and the State's economic growth suffers. Perhaps he simply does not care - upgrading the Adelaide Oval seems to be a higher priority for him and the Government.

## 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.

# No Cuts Needed Social Cost too High

Continued from page 1 ...

Key findings include:

- The combination of the Mid-Year Budget Review net revenue improvement, the increase in GST and general assistance revenue, and the economic stimulus contribution to South Australia leads to an estimate of \$2.8 billion extra net revenue for (or extra payments to) South Australia to 2012/13.
- The risk of a credit downgrade has been significantly reduced by the improved economic and financial outlook. There is no realistic prospect of a credit downgrade given current economic and budgetary conditions.
- There is a medium to high risk of a negative impact on Public Service delivery of a rapidly accelerating retirement flowing from the combination of Public Sector workforce ageing and the proposed Public Sector employment reductions. This could deny elements of the Public Sector the skills and capabilities that are required to sustain existing service levels.

"Since the establishment of the Sustainable Budget Commission, the economic and fiscal outlook in Australia and South Australia has improved markedly. Despite this, the State Government has steadfastly refused to alter the budget-saving parameters of \$750 million in savings and

1,600 FTE in job cuts.

"It is now well understood that the Public Sector workforce is ageing and that this will lead to the acceleration in the retirement rate which is likely to generate Public Sector labour shortages unless strategies are put in place to mitigate this.

"Sustained Public Sector workforce reduction will make the challenge more difficult as it will fuel exit rather than foster retention."

The PSA has called on the State Government to revise its economic plan which was formulated amidst circumstances which no longer exist.

"The cuts will cause pain for no gain," Ms McMahon said.

"This State is at no financial risk. This State is not in massive debt. This State has received a huge boost in funds. And this State already has a Public Sector which is hugely under-resourced and unable to meet the basic needs of its citizens.

"Further cuts in funding, jobs and services will harm the people of this State. It is as simple as that."

The report was released at a media conference on 6 August which also saw the launch of a community website to allow people to provide examples of how they have been affected - [doesntaddup.com.au](http://doesntaddup.com.au)



Jan McMahon with Professor John Spoehr

# Election Dangers

Continued from page 1 ...

"Never ever. It's dead. It was killed by voters at the last election."

Less than three years later, the GST became a fact of life, championed by John Howard.

Now Tony Abbott says there will be no "WorkChoices" style changes to legislation in the first three years if he is elected. Never ever.

He has, however, also refused to rule out future changes to industrial relations – by regulation – sooner than that if elected.

The PSA joins other unions in voicing grave concerns about potential damage to employees' rights and conditions under a Federal Liberal Government.

Prime Minister Gillard was quick to highlight these dangers.

She said the camouflage that Mr Abbott tried to create around the issue hadn't even lasted two days.

"It's abundantly clear that if Mr Abbott became prime minister the worst aspects of Work Choices would be back," she said.

Trade unions have warned Mr Abbott is flip-flopping on the issue in a cynical attempt to gain popularity.

"Tony Abbott wants to bring back as much of Work Choices as he can get away with," ACTU president Ged Kearney said.

"Under the Coalition we would see a repeat of WorkChoices, with the reintroduction of individual contracts that cut workers' take home pay and the removal of protection from unfair dismissal.

"Mr Abbott and the Liberals are also on the record as wanting to cut the minimum

conditions for young workers and cuts to public holiday pay and other basic job conditions.

"Many changes that will hurt working Australians can be made through regulations, Ministerial directions or other avenues.

"The Coalition simply cannot be trusted on workplace relations.

"We know exactly what the Coalition will do if elected – it will be WorkChoices by another name."

By contrast, in her very first speech, Prime Minister Julia Gillard made it clear that she understood the role and importance of the Public Sector.

"I will lead a strong and responsible Government that will take control of our future," she said.

"A strong and responsible Government, improving and protecting the essential public services and basic rights our people depend on, including, so importantly, their rights at work.

"I will dedicate my abilities to what I

believe in:

"A nation where hard work is rewarded and where the dignity of work is respected;

"A nation that prides itself on the excellence of its education system, where Government can be relied upon to provide high quality services for all Australians."

The Public Service Association is not a "party political" organization. It is not aligned with any party. It does not give donations to any party. It does not support any political party.

The PSA is an independent voice protecting members who work in the Public Sector and their families.

"We will fight any political party which threatens them, or the communities they serve.

"WorkChoices, under any name, is a danger to our members, and we wish them to be aware of this danger in the lead up to this August 21 election."

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# One Law for All



Ark Tribe speaking at Rally

The PSA has added its voice to the growing anger at the trial of South Australian construction worker Ark Tribe.

Mr Tribe is currently on trial and could face imprisonment as a result of charges initiated by the Australian Building Construction Commission.

The charges stem from his alleged failure to reveal who said what at a meeting of his workmates at an Adelaide building site. The meeting was called to discuss their concerns about workplace health and safety.

These charges have been laid under laws made by the former Howard Liberal Government, which the current Government has failed to repeal.

Secretary of construction union CFMEU, Martin O'Malley, recently spoke at a meeting of the PSA Council, outlining concerns for all workers arising from Mr Tribe's trial.

The PSA shares the concerns that this case raises about the right of workers to assemble and discuss matters regarding their occupational health and safety.

The PSA joins other unions in condemning the laws which allow a worker to be subject to imprisonment for refusing to be interrogated about a workplace safety meeting.

## Uni Impasse

Enterprise bargaining negotiations at our three Universities have now entered their third year with no end in sight.

Frustration and anger is bubbling as managements continue to stall and refuse to acknowledge the required changes in pay and conditions.

Unions involved in these protracted discussions first put in the log of claims for these EBs back in June 2008.

To date none of the universities have put out salary offers that are remotely competitive compared with the numerous agreements reached so far at equivalent institutions nationwide.

At the University of South Australia disgruntled unionists have threatened to walk off the job in the face of management intransigence.

Future failure of management to negotiate regularly, fairly and appropriately is likely to result in a ballot of members to take protected industrial action under the Fair Work Act 2009.

At the University of Adelaide similar anger is also likely to spark industrial action unless negotiations improve rapidly.

Industrial action has helped to achieve conditions in the past and will be used again if the situation continues to stagnate.

The pace at Flinders University has been equally glacial.

However, the unions have recently received from management a revised draft clause on Classification for General Staff – considered a huge step forward.

There seems to be some light finally appearing at the end of this particularly long tunnel.



Jan McMahon with CFMEU Secretary Martin O'Malley



If service cuts are making your life harder, tell us why at

doesnt  
add  
up.com.au

The State Government is proposing \$750 million in unnecessary cuts to jobs and services in the September budget. With a \$900 million GST & General Revenue windfall and a much better than expected recovery from the Global Financial Crisis, this slashing cannot be justified. If these cuts go ahead, we'll all bear the brunt of them. If you're already feeling the effects of job cuts, service reductions, longer waiting times and less support, tell us about it at [doesntaddup.com.au](http://doesntaddup.com.au)

Further cuts to services don't add up.



# Budget Cuts = Service Cuts

The Treasurer has made a promise. This time, sadly, he is likely to keep it.

“There will be service cuts,” he has said, and they will come as a direct consequence of his forthcoming Budget.

The obvious question is: Why?

Why is the Treasurer hell bent on slashing budgets, cutting jobs and eradicating services?

Why hasn't he changed the terms of reference for his razor gang (the “Sustainable” Budget Commission) now that the global economic situation is far improved and huge piles of extra Federal money are pouring into the State's coffers?

And why won't he tell the people of this State who his Government is going to stop caring for?

“We will have to look at some services that we provide that we simply can't afford to provide into the future,” the Treasurer told media.

Yet, by any analysis, the State of South Australia is traveling fairly well in financial terms.

There is no risk to our Triple-A credit rating. We are not massively indebted. Revenue is increasing. Mining is on the cusp of a boom.

As the PSA commissioned research shows, cuts at this stage to budgets,

services and jobs are counter-productive. They just don't add up.

“Surplus,” the Treasurer repeats. “We must return to surplus.”

What he does not appear to be taking into account is that his too rapid rush to economic surplus is leaving wreckage in its wake – “surplus” people no longer employed or being cared for.

That is the inconvenient truth of this Treasurer's singular economic philosophy. Surplus at all costs.

The impact of this philosophy, which Government Departments and Agencies have been wrangling with in recent years, has been cut after cut after cut to Budgets.

The Treasurer says this is “re-organisation” or “efficiency” and that so-called “frontline” services are not being effected. That is not true.

Now he has abandoned that untenable statement with his admissions that this Budget will cut services. That is the truth. And it is already happening.

The reality of its already painful consequences are all too evident.

From the sheer silliness of having volunteers as the frontline face of our police stations, to the growing waiting lists and untold numbers of children left at risk of abuse and neglect due to under funding.

From Department Chief Executives down the line, the system is groaning under the pressure. Workloads are out of control. Job vacancies are rising. Worker morale is rock bottom.

Among some of the cuts already being whispered or talked openly about are hundreds of jobs in the Justice Department. The “rack ‘em, pack ‘em and stack ‘em” mentality apparently now applies to those seeking justice as well as those already imprisoned.

PSA General Secretary Jan McMahon told media cuts in Justice slashed to the heart of a caring, just and safe community.

“What we're talking about here is the Government slashing 20 per cent of the workforce in core service areas that are already overstretched, which will mean longer delays in cases getting through the courts, less legal services available to community, and a less secure society,” she said.

Ms McMahon said given the recent windfalls in GST revenue and property taxes, it was both unnecessary and unfair for the Government to inflict further pain on the community by slashing services directly affecting people's lives.

Other cuts include those to the “Do It For Life Program” (see story this issue) and feared cuts to breast cancer

screening programs.

The PSA's position, supported by research is clear: PUBLIC SECTOR CUTS ARE NOT NEEDED

The State Government, through the Sustainable Budget Commission, can no longer justify slashing \$750 million from the Public Sector.

The Federal budget provided the South Australian Government with a windfall of \$900 million - more than enough to cover the budget deficit that was expected 12 months ago.

The economic situation has dramatically changed and Treasury needs to recognise this.

“South Australian families are entitled to an adequately resourced Public Sector to enable the provision of vital services to those most in need,” Ms McMahon said.

“The Public Sector has continually borne the brunt of cut backs whenever the Government of the day has faced financial concerns. This ‘Treasury’ position should not be allowed to go unchallenged to the detriment of South Australian families and the community.

“The PSA calls upon the South Australian Government to ensure that South Australians are provided with the services they deserve.”

[www.doesntaddup.com.au](http://www.doesntaddup.com.au)

The Public Service Association has had a great response to the launch of its “Doesn't Add Up” Campaign, unveiled in the lead up to the September Budget.

The community campaign was launched on the back of independent research which concluded the State Government's \$750 million in proposed cuts to jobs and services are not needed given South Australia's positive economic outlook.

The press, radio and web campaign aims to give the community a voice on the effects of job cuts, service reductions, longer waiting times and less support.

“Our members have a firsthand understanding of the impact job and service cuts are having on South Australian families and we feel it's important that their stories and those of the community are told,” PSA General Secretary Jan McMahon said.

Share your story at

[www.doesntaddup.com.au](http://www.doesntaddup.com.au)

## Broken Family

The PSA has expressed grave concerns over Government cost cutting steps which have slashed vital staff from Adoption services.

In mid-July, members were advised that key personnel of Families and Communities' Adoption, Family Information and Post Care Services would be removed.

“Cutting senior and internationally respected staff from this vital service makes no sense,” the PSA told the media.

“Breaking up a highly skilled professional family for short term financial gain will abandon the people who need this help to their long term pain.

“Among those people are many who were abused while in State care.

“In 2008, the Premier promised he would help them recover from the trauma they

suffered at the hands of the State.”

The Service is a “one-stop-shop” for people, mainly South Australians, who are affected by past adoptions, people who are considering placing their child for adoption and people who want to adopt a child.

It also provides services for people who were previously in care who want to access their files; people wanting assistance in overseas adoption and people wanting information about their own adoption.

It provides help to adults who are former “wards of the State”.

“The inevitable outcome will be a loss of services and diminution of the quality of service to these people in need”

“Once again the most vulnerable will bear the brunt of this Government's budget cuts.”



# CYWHS Shake-up

The PSA is involved in ongoing discussions about the proposed organisational restructure for the Children, Youth and Women's Health Service (CYWHS).

A recent meeting gave further details of the proposal which seeks to improve the day to day functioning for patients, families and staff.

The PSA sought input and participation from Members during the consultation period of the re-design process.

The PSA will continue to monitor the development of this proposal to ensure it maintains appropriate levels of service delivery as well as staff numbers and conditions.

# Water Decision

The PSA is working with members affected by the recent announcement by SA Water to end its contract with United Water for metropolitan Adelaide operations and maintenance.

The new arrangements with another consortium come into place on July 1 next year.

The PSA is in continuing negotiations with SA Water about this transition and will act in members' best interests throughout this transition.

Members will need to decide if they wish to continue working with United

Water and transition to a new employer next year, or assess their alternatives.

The PSA will work with all members to ensure they are consulted and fully informed about their rights and entitlements.

In the interim, the PSA advises that all current Terms and Conditions of employment are guaranteed.



# Open your eyes



A chronic dispute at the Flinders Medical Centre over workload issues has forced members to take industrial action.

Members in the Eye Clinic and Day Ophthalmic Unit have been in dispute with management for more than six months.

Lack of progress prompted the implementation of industrial action.

The Members and their PSA representatives agreed that the excessive workload was not tenable and was deleterious to the health and wellbeing of the administration staff.

To protect their OHS&W, the Members voted to implement work bans and limitations to reduce their workload to a safe level.

They again clearly stated to management the issues that needed to be resolved before work bans would be lifted.

The industrial action will continue until this has been resolved and a safe working environment is assured.

# Disability Inquiry

PSA members have been asked to contribute to a national Disability Care and Support Inquiry, aimed at improving services.

Members working in Disability were asked to provide feedback on a broad range of issues to assist in the creation of the South Australian response to the Federal Inquiry.

Issues included: how to improve the system; who should be included; which

groups are most in need of additional support; how to increase fairness of the system; how to empower people with disabilities; new services needed; creative funding solutions; formulation of a new disability policy.

The input from SA members will form part of a national CPSU-SPSF group submission.

# Lotteries EB Win

Members working for the Lotteries Commission of South Australia will have improved pay and conditions after a successful EB outcome.

The Agreement was overwhelmingly accepted by SA Lotteries staff and came into effect after consideration by the Industrial Relations Commission of SA on June 4.

It included a one-off payment of \$600

with improved conditions and general salary increases backdated to October 2009, with further increases in October 2010 and October 2011.

The Agreement also resulted in improvements in paid maternity and adoption leave provisions and to overtime and on call rates.



# Glenside Failings

Members have reported grave concerns about a vast range of issues relating to the redevelopment of mental health facilities at Glenside.

A period of consultation is underway and members have been asked to provide their views as part of this process.

Already the “transition” is causing problems with staff being moved into inadequate temporary accommodation to make way for demolition and rebuilding works.

Many of the “temporary” relocations – which will be used for at least another three years – are in old buildings, previously condemned, which have been moderately upgraded and may not meet OHS standards.

In brief, members report they are concerned about the smaller size of the proposed facilities and accompanying issues.

Allied Health staff unanimously stated “this is not going to be a space or

environment conducive to optimal or good practice”.

The demand for services will be higher, with less space, they say.

Rehabilitation Services members similarly report concerns about lack of space and likely impact on increased rates of patient aggression and distress.

The lack of space will generally create a noisier, more cramped, and less functional facility than currently exists.

Staff are also concerned that “open space” office accommodation will not provide adequate security or privacy.

Further member input on the redevelopment has been sought by the PSA in the form of a survey questionnaire addressing these concerns.

The PSA will provide this information to Government as part of the consultation process and seek amendments to plans as deemed appropriate to assure these new facilities meet the needs of the 21st century.



## Queen's Birthday Honours

The PSA congratulates Professor Barbara Pocock, AM, on her recent appointment as a Member of the Order of Australia.

**Professor Pocock was honoured for her enormous contributions to industrial relations and advocacy for social justice.**

A letter from PSA General Secretary Jan McMahon states: “Your continual contributions in policy development and public commentary on work issues in Australia have been instrumental in promoting vital issues such as pay equity and work life balance. Congratulations on this prestigious Award.”

Professor Pocock has had a distinguished career and has done extensive work of great benefit to the Public Sector.

This has included issues such as: work/life balance; improving paid parental leave; improving maternity leave.

Professor Pocock is Director of the Centre for Work + Life at the University of South Australia.



She has a doctorate in gender studies and has taught and researched labour studies and social science since the mid-1980s.

Professor Pocock is also the author of a number of significant books examining these areas of study, including: “Living Low Paid: The Dark Side of Prosperous Australia”; “Kids count: better early childhood education and care in Australia” and “The Work/Life Collision.”

## Paid Parental Leave Boost

PSA members will be entitled to 18 weeks of Commonwealth-funded paid parental leave from January 1 next year.

This leave is in addition to the full pay maternity leave currently available to members under the provision of their Enterprise Agreements.

The new 18 week Commonwealth

Parental Leave will be paid at the national minimum wage. It is available to men and women and can be shared between parents. Alternately, parents can decide to take a slightly discounted cash payment in lieu of the leave.

From January 14 next year, Members who have been employed in the State Public Sector for a minimum of five years will also be able to claim 18 weeks full

pay maternity leave.

This increase was negotiated as part of the recent EB negotiations.

An important element of the PSA's EB negotiations was to ensure the two schemes were kept separate, drawing a clear distinction between a community benefit provided by the Commonwealth Government, and employment conditions

negotiated with the State Government as an employer.

Further details of the Commonwealth Government Paid Parental Leave Scheme can be found at [www.australia.gov.au](http://www.australia.gov.au). Further details of the Paid Maternity/Adoption Leave provided by the 'Parity' Enterprise Agreement can be found on the PSA website.

# Education Win



School Services Officers have won significant improvements following a long battle with Government.

The PSA worked closely with SSOs throughout the prolonged negotiations which involved industrial activity and rallies.

On June 25, the hard work and sustained campaign paid off when the Full Bench of the SA Industrial Relations Commission handed down its final ruling on the EB relating to SSOs.

PSA submissions to the IRC on behalf of members achieved good headway despite the vehement opposition of the Government.

Improvements for SSO's include:

- An improved conversion to permanency clause prescribed in the Award;
- SSOs should now be present in all Special Classes;

SSO support in schools with significant numbers of students with Individual Learning Plans will be reviewed.

These changes should result in greater job security and more employment opportunities for SSOs in the future.

The Full Bench also recognized that the level of unpaid overtime being worked by these committed professionals was excessive.

Principals will now be required to manage this more effectively and there will be a more clearly defined overtime clause in the Award for full time and part time SSOs, including the need to pay SSOs for TOIL that is not able to be taken.

The PSA congratulates its SSO members on their commitment to these improvements and thanks them for their efforts throughout this difficult campaign.

## Do it for (Money)

Do it for life? Well, apparently not in this lifetime.

Cuts to a program designed to reduce the rate of preventable chronic diseases - the Do It For Life program - shows the reality of the Government's short term gain financial philosophy.

The long term pain will, sadly, be felt by the people this program will no longer be able to help.

Do It For Life began in February 2008. Then it was lauded by the same Government as a critical tool in disease prevention. Its goal was to provide lifestyle advice to South Australian adults at risk of chronic disease.

Fast forward to June 30, 2010, and the PSA is notified, with no previous consultation, that changes in "funding arrangements" will occur and the program will be reduced from 37 positions to 17.

The PSA lodged a formal dispute with the Department of Health on the same day.

In a letter to the CEO of the Department of Health, the PSA made it

clear that the Department had breached the Enterprise Agreement which states that employers and Agencies must consult in good faith, "not simply advise what will be done".

"Workplace change that will affect a significant number of employees should not be implemented before appropriate consultation has occurred with employee representatives," the Agreement states.

As a result of the dispute, the Department was required to preserve the Status Quo prior to the dispute until the matter is resolved.

"It is unacceptable that the PSA and its members were not consulted about such a decision that has impact on a significant number of employees and a service that benefits the South Australian community."

"This is, yet again, an example of cuts having a direct impact on service.

"This Government has apparently forgotten that an ounce of prevention is worth a pound of cure."



PSA SSO Councillor Margaret Tonkin



SSO Conference participants



# Growing Families



A Families SA project aiming to boost recruitment of qualified staff has been welcomed by the PSA.

However, the PSA is monitoring the project closely to ensure it does not dilute professional standards or service delivery.

In meetings with senior PSA staff, the "Families SA HR Project team" has acknowledged "labour shortages affecting all organizations continue to impact on our

capacity to recruit suitably experienced and qualified workers for some of our key roles".

One means identified to overcome this is to examine the possibility of employing applicants with qualifications and experience "relevant to our work" who do not currently meet the selection criteria.

"We are seeking to explore opportunities for the integration of relevant qualifications for some of our roles in Families SA to boost our recruitment potential."

The PSA has raised some concerns about this proposal. The PSA believes it is essential for the social work profession that their qualifications are not diluted.

The PSA will seek to explore other ways to ensure that Families SA can have sufficient, appropriately qualified, staff in all areas of need.

It is essential for PSA members in Families SA, and for a high level of service

delivery to clients, that professional standards are not only maintained, but consistently increased in all areas.

The PSA will continue to consult with Members and Families SA to seek constructive and appropriate solutions to this staffing crisis.

## Meeting the Ministers

In the wake of the State election, senior PSA officials have met with newly appointed Ministers responsible for some key portfolios.

On May 5, PSA General Secretary Jan McMahon and Chief Industrial Officer Peter Christopher met with Education Minister, the Hon. Jay Weatherill.

Included in discussions were issues relating to School Services Officers and

Speech Pathologists.

PSA President Lindsay Oxlad, General Secretary Jan McMahon and Chief Industrial Officer Peter Christopher also met with Minister Assisting the Premier on Public Sector Management, the Hon. Paul Holloway, on June 25.

The PSA raised a number of concerns and also sought to clarify the Minister's role, particularly in the context of much public sector policy being driven by Treasury and

the Sustainable Budget Commission process, with Agencies focusing on how to find savings.

The PSA identified that members are experiencing significant problems as a result of a Treasury dominated agenda.

The PSA's concerns included:

- Horrendous workloads;
- Inability to take time off in lieu and refusal of leave;

- Entitlements not properly paid, particularly for overtime and on-call provisions.

Direct negotiations with this Minister will continue.

Assistant General Secretary Nev Kitchin and Chief Industrial Officer Peter Christopher also had an introductory meeting with the Agriculture, Food and Fisheries Minister, the Hon Michael O'Brien.

## Join a Friend Winners

The PSA congratulates Lynne Flavel and Joy Rowett for their success in the "Join a friend and win" competition.

Lynne, an existing member, encouraged her Department of Planning and Local Government colleague Joy to join the PSA.

Both have now received gift vouchers from the PSA's Discount Services Scheme.

The "Join a friend and win" promotion recognises the valuable work PSA members, contacts and Worksite Representatives can do in their own worksites to actively build the PSA's membership and strengthen our ability to achieve good results on behalf of members.

All members can play a part in this to ensure everyone shares the benefits of being a member.

If you would like a visit from one of the PSA's membership officers to talk to staff about joining the PSA, or would like some promotional material, please contact the PSA on 8205 3200 or email [enquiries@cpsu.asn.au](mailto:enquiries@cpsu.asn.au)



Lynne and Joy with PSA reps Kym Davey and Noel Mensforth

# Shared Services Crumbles in Qld

**“It is time our State Government heeded these warnings, and stopped wasting tax payer money on a system which is doomed to fail.”**

PSA General Secretary Jan McMahon

The Shared Services experiment has failed again – this time it is Queensland’s turn to admit defeat.

In July this year, the Government there finally put its failure behind it and wound back the clock.

The magical savings targets touted by Shared Services supporters had simply failed to appear.

In Queensland, as in South Australia, the warning signs were obvious from the start. Their Auditor-General made it clear, repeatedly, just as ours has, that there were serious flaws in the model and that Shared Services does not work.

“It is time our State Government heeded these warnings, and stopped wasting tax payer money on a system which is doomed to fail,” PSA General Secretary Jan McMahon said.

“If the larger, more dynamic, Queensland economy could not make it work, it will not work here – it is not working here.

“Right from the start, the PSA has

demonstrated in very clear terms how this experiment has failed time and time again around the world.

“Yet somehow, the South Australian Government maintains the belief that, against all advice, against all the trends, it will work here.

“The truth is that it is not working. And all it is achieving is an increasingly alienated, overworked and angry workforce.”

Queensland originally put \$125 million into its scheme with the aim of delivering annual savings of \$100 million by 2006. These savings never materialized.

The state’s Auditor-General blamed poor project management and a lack of clearly defined business requirements for its failed implementation and Queensland Premier Anna Bligh admitted a “one-size-fits-all” approach, especially to payroll systems, was not working.

“We are today doing the responsible thing,” she said during her announcement.

## Workload bans and dispute

That success to date is far from obvious to those working in payroll under Shared Services SA.

Payroll members have been in a long running dispute with Shared Services management over the horrendous workloads they are expected to carry.

As a show of good faith to the Industrial Relations Commission, members agreed to lift the bans to enable Shared Services SA an opportunity to demonstrate its intentions to improve workload issues through organizational restructuring and increased workforce numbers.

Members continue to enforce a 7.5 hour paid work day and will ensure all overtime is claimed.

The PSA will continue to monitor workloads and other issues within Shared Services to ensure management implement changes which protect members’ occupational health and safety.

# Prisoner Transfer Danger

The danger of privatized prisoner transfers was highlighted again recently when a prisoner escaped from an Adelaide hospital.

This is not the first time prisoners under the control of private operators have escaped custody while being transferred.

The PSA is firmly of the view that prisoner transfers should be conducted by properly trained and resourced Correctional Services Officers employed by the Government.

Prisoner transfers to Courts and Hospitals were privatized under the previous Liberal State Government as a cost cutting measure and have been continued by the current Government.

“The safety of the community is being compromised by the Government continuing to use cheaper, but less secure privatised options for moving prisoners”, said Chief Industrial Officer Peter Christopher.

## ENJOY A PSA HOLIDAY HOME!

All units are now equipped with airconditioning.

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 - SEPTEMBER - NOVEMBER 2010

	September	October	November
Glenelg	25 - 30	9 - 31	1 - 30
K. I.	_____	_____	_____
Mannum	_____	23 - 31	_____
Pt Lincoln	_____	_____	13 - 19
Pt Vincent	1 - 10	9 - 15 23 - 31	1 - 31
Robe	1 - 24	9 - 15 23 - 31	1 - 31
Goolwa	11 - 17	9 - 15	_____

**CLASSIFIEDS****FOR SALE**

**White1996 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**  
**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

**Glassed top cafe style round dining table** with 6 metal framed brown rattan seated chairs. \$100 o.n.o. Good condition. Contact Nicola on 0413 197 629 .  
**Large, square children's cubby** - permapine construction with lockable door, skylight in roof, balcony and steps, jammed packed with quality toys (Fisher Paykel) and **Hills swing set with slide** - \$500 ono. Just dismantle and it is all yours for hours of fun for you and your kiddies. Contact Ange Higgs 0434 074 674 (Gawler Area)

**Daughter has out grown single bed**, now selling off to first caller. 1 x single Sealy Posturepedic mattress (as new) with 4 Post Cream Metal Rosie Brass/Ceramic bedframe (slat base) - example at [http://www.furnish.com.au/category137\\_1.htm](http://www.furnish.com.au/category137_1.htm) bargain at \$350.00 ono. Contact Ange Higgs 0434 074 674 (Gawler Area)

**Panasonic DMR-EH60 HDD/DVD Recorder**. Excellent condition with original packaging, instructions and accessories. 200 Gb hard disc drive. Make an offer. Sharp VC-ML5W Video cassette player/recorder in excellent condition with original packaging, instructions and accessories. Make an offer. Telephone Ian on 82778346

**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. Lrg 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

**Tummy Bay Units** (50 km from Port Lincoln) - Quiet block of 3 at \$130,000 each. 2 b/rs, recently renovated kitchen, bathroom and laundry, 2 car spaces. Only 1 minute from the beach.

Contact Peter on 0429 096 893

**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**

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

**Port Vincent - Fisherman's Family Retreat** - only 200m walk from seafront & town centre. Overlooking oval with sea views. Well managed& maintained, fully self contained unit. Open plan living area, well equipped kitchen, split system r/c a/c. 2 dbl b/rs and tiled wet areas, lrg parking area for vehicles & boats, fish cleaning facilities & lrg grass area with 2 gas bbqs. Peak holiday season - \$85 p/n. Off season - \$65 p/n. Special Rates various times. Contact Anthony : 0418 808 804

**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 undercover parking. This property sleeps up to 12 people. Applications subject to approval by landlord. Priced from \$800 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

**"Ocean Break" - Middleton** - Centrally located at Middleton, is an inviting home

with beautiful, bright beachstyle 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, AirConditioning, 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 0414088301

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](mailto: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**

**STOP PRESS: 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.**

**Adelaide and Suburbs****RESTAURANTS & ACCOMMODATION****Adelaide Meridien Hotel & Apartments**

21-39 Melbourne Street, North Adelaide 5006

Accommodation: 50% rebate on rack rate. Not valid

Adelaide special events.

**Perfect Cup Café Restaurant:**

Valid Dinner: 7 nights. One complimentary main course with the payment of a main course of equal or greater value.

**Country Comfort Adelaide Manor**

574 Main North Road, Gepps Cross 5094

Accommodation: Call 1300 650 464 or email

reservations@constellationhotels.com.au to receive a special room rate. Subject to availability.

**De Veer's Restaurant:** Valid Lunch & Dinner: When open.

One complimentary main course with the payment of a main course of equal or greater value.

**Gracevale B & B**

Morphett Vale Ph. (08) 8298 6580

Mention your Ambassador Card at time of booking to receive 10% rebate on normal room rate Friday and Saturday nights and public holidays. 20% rebate at all other times. Minimum 2 night stay.

**Zoe's Restaurant**

164 King William Road, Hyde Park 5061

Valid Lunch: Wednesday thru Sunday. Valid Dinner: 7 nights.

Save up to \$25.00 off one main course with the payment of a main course of equal or greater value.

**GOODS AND SERVICES**

**Nadia Henriks Massage Therapist**

47 Cliff Avenue, Port Noarlunga South 5167

Present your Membership Card on arrival to receive 20% rebate on one hour massages.

**COUNTRY****Barossa Valley****Barossa Weintal Resort**

Murray Street, Tanunda 5352

Accommodation: 10% rebate on rack rate Saturday nights, public holidays and SA school holidays. 20% rebate at all other times.

**Garden Restaurant:** Valid Dinner: 7 nights. One complimentary main course with the payment of a main course of equal or greater value. Valid a la carte menu only.

**Mount Gambier****Country Comfort International Mt Gambier**

Jubilee Highway West, Mount Gambier 5290

Accommodation: Call 1300 650 464 or email

reservations@constellationhotels.com.au to receive a special room rate. Subject to availability.

**The Pavilion Restaurant:** Valid Lunch & Dinner: When open. One complimentary main course with the payment of a main course of equal or greater value.

**Port Lincoln****Adventure Bay Charters**

2 Jubilee Drive, Port Lincoln 5606

Mention your Membership Card at time of booking to receive 15% rebate per person on all tours booked direct (max 2 adults/2 children).

**Lincoln Navigators Inn**

2 Normandy Place, Port Lincoln 5606

Accommodation: Special corporate rate at all times.

Restaurant: Valid Dinner: Tuesday thru Sunday. One complimentary main course with the payment of a main course of equal or greater value.

**Stansbury****Dalrymple Hotel**

Anzac Parade, Stansbury 5582

Valid Lunch & Dinner: 7 days. One complimentary main course with the payment of a main course of equal or greater value.

**ALTERATIONS****Constellation Hotels Group (Chifley, Grand Chifley, Country Comfort, Australis and Sundowner)**

New validation for accommodation: Call 1300 650 464 or email [reservations@constellationhotels.com.au](mailto:reservations@constellationhotels.com.au) to receive a special room rate. Subject to availability.

**Page 63: Café 31 now called Seasons Restaurant.**

**Page 85: Nicholas Baudins Restaurant**

Valid Dinner: 7 nights. One complimentary main course with the payment of a main course of equal or greater value. Valid a la carte menu only.

**Page 97: Salt 'N' Vines now called Artisans Table Wine Bar & Bistro**

Valid Lunch: Wednesday thru Sunday. Valid Dinner:

Wednesday thru Saturday. One complimentary main course with the payment of a main course of equal or greater value.

**Page 114: Wilderness Wanderers**

\$20.00 rebate per person (max 2 adults/2children).

**DELETIONS**

**Page 10: The 3 Nippers Bistro**

**Chifley Apartments Newcastle**

**Breezes Restaurant**

**Sundowner Albury Paddlesteamer**

**& Beefeaters Bar & Grill**

**Country Comfort Adelaide**

**Page 11: Coolum at the Beach by Constellation**

**Sundowner Jika International Hotel**

**& Viva Restaurant**

**Page 37: Tea Tree Gully Boarding Kennels**

**Page 40: Roof Seal & Home Seal**

**Page 59: Awganix Brasserie (closed)**

**Page 65: Farina Kitchen & Bar (closed)**

**NORTHERN TERRITORY****ADDITIONS****The Barra on Todd Restaurant**

Chifley Alice Springs Resort, 34 Stott Terrace, Alice Springs

0870; Valid Lunch & Dinner: When open. One

complimentary main course with the payment of a main course of equal or greater value.

**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](mailto:enquiries@cpsu.asn.au) with the details and your membership record will be updated.

**FEDERAL WEBSITE**[www.cpsu-spsf.asn.au](http://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](mailto: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 \_\_\_\_\_

**PSA TRAINING PROGRAM 2010**

**Reclassification Course Pt.1**  
 17 August, 19 October  
 (9.30am - 4.30pm)  
 If you believe your job should be reclassified the first thing to do is to find out what your chances of success are. This course provides practical assistance on how to prepare and lodge an application for reclassification.

**Reclassification Course Pt.2**  
 21 September, 23 November  
 (1.00pm - 4.00pm)  
 If you have your reclassification application completed or partially completed, or if you have attended a Reclassification Course Part 1 previously, this is a follow up practical session to work through written applications.

**Union Orientation Courses**  
 20 September  
 (9.00am - 5.00pm)  
 How to get the most out of your union membership These courses are designed to help members get the most out of their union membership by knowing the services that are provided to members. This includes both industrial and non-industrial benefits.

**SuperSA - Super Basics & Savings & Loans - Investing for the Future**  
 23 November  
 (Lunch n Learn 12.00pm - 2.00pm)  
 Session for Triple S members by SuperSA followed by Investment Seminar by Savings and Loans. Bookings are not necessary. Members and non-members are welcome to attend.  
 SuperSA - Super Basics - need to find out more about your Super? -Whether retirement is 30 years away or just around the corner, super is a great way of saving for the future. Find out how your Triple S scheme works and how to get the most out of it. It is never too late or too early to start thinking about super. Topics covered include - the importance of making member contributions to TripleS, insurance benefits, member investment choice and salary sacrificing into SuperSA.  
 This session will be followed by:  
**Savings and Loans - Investing for your Future -**  
 Thinking about investing, but don't know where or how to get started? Investing for the future - issues and options.

This session will provide you with an introductory guide to the issues and options faced by investors.  
 Fundamental concepts of investing  
 Risk vs return  
 Asset classes  
 Diversification  
 Things that impact on your investments  
 Taxation  
 Inflation  
 Time horizon  
 Personal emergencies  
 Investment options  
 Salary sacrifice  
 Super or non-super  
 Direct investing or Managed funds  
 Borrowing to invest  
 Where to get good advice and what to ask when looking for advice.  
 The session will be conducted by a highly qualified and experienced member of the Savings and Loans Financial Planning team.  
**Pre-Retirement Lunch n Learn**  
 30 November  
 (12.00pm - 1.00 pm)  
 PSA 122 Pirie Street, Adelaide  
 Super SA followed by Savings and Loans. No bookings are necessary for lunch time

Members and non-members are welcome.  
**Super SA Regional Pre-retirement Seminars**  
 Kangaroo Island - Wednesday 2 June (5-7.30pm)  
 Naracoorte - Wednesday 30 June (5-7.30pm)  
 Mt Gambier - Thursday 1 July (5-7.30pm)  
 Loxton - Tuesday 7 September (1-3.30pm then 5-7.30pm)  
 Kadina - Tuesday 21 September (5-7.30pm)  
 Minlaton - Wednesday 22 September (5-7.30pm)  
 Naracoorte - Tuesday 16 November (5-7.30pm)  
 Mt Gambier - Thursday 18 November (1-3.30pm then 5-7.30pm)  
 For all enquiries and bookings contact SuperSA direct on superbookings@saugov.sa.gov.au  
 For all PSA course bookings please contact Kimberley Rudland on 82053246 or kim@cpsu.asn.au  
 For course enquiries please contact PSA Training Officer, Margaret Warner on 82053209 or mw@cpsu.asn.au

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