

Review

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September/October 2008

New IR Minister

PSA General Secretary Jan McMahon and Chief Industrial Officer Peter Christopher have met with incoming Industrial Relations Minister, Paul Caica, and briefed him on a series of important ongoing issues.

Among the issues were:

- Public sector skills shortages – a significant industrial issue resulting in service delivery failures and unsustainable workload issues;
- Shared Services – the growing likelihood of industrial unrest;
- Enterprise Bargaining – a general discussion on preliminary work underway for the next EB due late next year;
- The Public Sector Bill 2008 – another potential area of industrial action.

Minister Caica agreed there were issues for further discussion and ongoing consideration.

It was agreed he would meet with the PSA every three months to progress these matters – or more frequently if necessary.

With the face of industrial relations expected to change post Workchoices, the roles of the State and Federal jurisdictions will be critical.

Dialogue between the PSA and the Minister will be essential on this matter.



Industrial Relations Minister Paul Caica & PSA General Secretary Jan McMahon

PS Bill

The PSA is still awaiting further information from the Government about its planned replacement of the Public Sector Management Act.

The draft of the new Public Sector Bill 2008 to replace the PSM Act was first circulated late last year.

This controversial new Bill – which could be the focus of future industrial action – has yet to be seen in a complete form.

The PSA made submissions in response

to the draft Bill in January. Government has indicated that it is considering all submissions received.

In the PSA submission, large portions of the draft Bill were rejected.

Major concerns included variations to the appeals processes, increased powers given to Chief Executives, redeployment issues and removal of uniform standards across the Public Sector.

Additionally, the draft Bill contained a vast array of missing pieces – vital information which simply is not explained, leaving the Government the option to amend by regulation on a whim.

The PSA has made it very clear that it

will not accept any diminution of protections provided to members by the current Act.

At a meeting of Worksite Representatives earlier this year the following motion was unanimously supported:

“The PSA's basis of negotiations with Government will continue to be on the basis of maintaining Job Security, No loss of current entitlements, Independent Appeals processes and with a Public Sector wide approach to issues, whilst maintaining public sector workforce numbers so that the Public Sector is genuinely an employer of choice.”

“The proposed Bill, in the only form in which the PSA has seen it, is unacceptable.

“PSA members, will simply not tolerate any watering down of hard won working conditions and protections.

The PSA expects further negotiations to occur prior to the introduction of the PS Bill into Parliament.

Should these negotiations not prove fruitful, action by members may well be necessary. It will also be a vital opportunity for the Opposition, Democrats, Greens and others in the Upper House to prove that the Legislative Council is a genuine House of review.

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Secretary's Column



SKILLS CRISIS

By Jan McMahon

The State's "looming" skills shortage can no longer be ignored.

In many areas of the public sector, it is no longer looming – it has already arrived. And in less than three years it promises to get much worse.

People who are already concerned about waiting for vital services now have good reason to be concerned for the future unless much more is done to address this issue.

Social workers are one key group that has been identified as being in very short supply – meaning thousands of calls for help each year go unanswered, leaving many families and vulnerable children at potentially grave risk. Families and the Health sector are particularly short, but other agencies are also affected.

For social workers – as with many other skilled public sector employees – the enormous workloads and lack of resources lead to burnout, and the limited scope for promotion or advancement push them towards the private sector.

The significant skills shortages already evident in the public sector include engineers, solicitors, administration and reception, payroll, audit, aboriginal education workers, and customer service officers.

Allied Health professionals, including radiographers, speech pathologists, physiotherapists, psychologists, pharmacists, occupational therapists, dentists, dental assistants, medical scientists and other health workers are all fields requiring long lead times to acquire qualifications and experience.

Skills shortages acknowledged by Agencies include finance and economics, legal, property management, human resources and information technology specialists. In many cases some of these roles are filled by relatively inexperienced people or by persons without the required qualifications as roles are downgraded to match the availability of staff.

A detailed strategy to deal with these staff shortages is urgently required.

The immediate challenge facing the South Australian Government – if it is to maintain the services our community expects – is to develop a comprehensive public sector workforce strategy to help avoid the emergence of even more widespread skill shortages over the next few years.

The competition for skilled workers is already intensifying, fuelling poaching of employees and higher rates of turnover.

Over the next few years many in the public sector workforce will retire.

This is just the beginning of a wave of retirements as "baby boomers" reach the age of 65. Many may well decide to retire earlier than that.

Another issue is the alarmingly high "churn rate" in the public sector, particularly in situations where Agencies working within tight budgets only hire staff of short contracts.

The inevitable result is a steady diminution in employee numbers – and the services they can provide.

Pay and conditions are critical factors in attracting and retaining staff. The private sector has already recognised the skills shortage and increased pay and improved conditions to ensure they have the people they need.

Next year's EB negotiations must recognise this issue if the public sector wishes to attract and retain staff.

To survive and compete – and to continue to deliver vital services – our public sector must take similar steps to become an employer of choice.

If Government fails to recognise this urgent need, waiting lists will blow out and services will simply diminish or disappear leaving more and more people vulnerable and at risk.

The time to act is now. SA can't afford to wait.

President's Column



THE UPPER HOUSE - SAFEGUARDING THE COMMUNITY

By Lindsay Oxlad

When the Government of the day calls for the abolition of the Upper House we should all be suspicious of their reasons (given their natural dislike of being held accountable for their decisions). When the major Opposition party agrees with them then we should be really worried and question their motives.

That is the scenario that we are now faced with at a time when the Rann Government wants to introduce more and more legislation that either has the potential to hurt the vulnerable in the community or trample on our democratic rights without the necessity to justify their actions in an open and transparent manner. The old Joh Bjelke Petersen maxim, "Don't you worry about that" seems to have been adopted by the Government.

Contrary to the rhetoric from both major parties, the role of the Upper House is a key part of the governance regime of South Australia that protects the community by ensuring that government decisions are scrutinised, debated, tested and validated before they are passed to the public sector for implementation within the community.

Given the propensity of both of the major parties to force their members to vote for their policy proposals and legislative changes (without question and as directed by the factions), both need to be subject to the scrutiny of the Upper House where independents and minor parties like the Greens and the Democrats are able to probe legislation and find and repair deficiencies.

Recent history has shown that many unintended consequences of hastily drawn up legislation have been rectified by the members of the Upper House. Equally, as the Government's recent changes to workers compensation legislation has demonstrated, the Upper House was the only forum in which the draconian legislation could be subjected to detailed and thorough examination and debate.

Despite the courageous efforts by the Independent's' Kris Hanna in the House of Assembly to thoroughly examine and debate the legislation and to have the Government rectify a number of major flaws, it was only when the legislation got to the Upper House that the Government (and the Liberal Opposition) was forced to respond to its critics and be accountable to the South Australian community for its actions.

The Public Service Association is well aware of the need to maintain the Upper House, we have repeatedly had to negotiate with all Upper House members to have ill conceived policy proposals and/or legislation amended (or tossed out) that either has the potential to harm our members or harm South Australian families.

The campaigns against the privatisation of public sector assets and operations (e.g. ETSA, SA Water, TransAdelaide bus services, etc) , the stripping away of employment conditions and appeal rights and threats to tenure in the original Public Sector Management Act introduced by the Brown Liberal Government, the general downgrading of accountability, impartiality and frank and fearless policy advice in the senior ranks of the public sector by the Rann Government, and the yet to be debated Public Sector Bill all show how important the Upper House is to the proper running of the State.

As is mentioned in another article in this edition of the Review, the Public Service Association is again in campaign mode to defend the role and function of the Upper House so you can expect to see and be part of rallies as we attempt to get the message through to the community that the saying ABSOLUTE POWER CORRUPTS applies when State Governments are not subject to Upper House scrutiny and accountability.

It is good to be back from leave but sad to see that, on the political front at least, things have not got any better – the fight still goes on and on!!

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.

Shared Services Cost Blowout

The very real prospect of industrial action is growing ever stronger as the Government continues to push ahead with its ill conceived Shared Services plan.

Anger is growing throughout the Public Sector at this wasteful exercise which is clearly being driven by poor economic decision making.

The PSA has repeatedly warned Government that this hapless scheme will not deliver the cost savings their wishful thinking may hope for.

Report after report has been delivered driving home the message that shared services does not work.

It has not worked in other States. It has not worked in other countries. It certainly does not work with relatively small economies.

And it will fail here – or should that be, it is failing here?

Already gaping cracks in the “cost savings” are appearing with recent media revelations of a \$37 million blowout.

It has been reported – via evidence to the Budget and Finance Committee - that the original implementation savings benefit of \$60 million is now more likely to be reduced by \$37 million.

The PSA believes this is only the beginning of such “blowouts” which will rapidly overtake any projected savings.

All that will be achieved if Treasury continues down this path is a growing discontent within the public sector and industrial turmoil.

“No members should be disadvantaged in any way as a result of the transition to Shared Services.” PSA General Secretary Jan McMahon said.

“Our membership has previously voted to take whatever industrial action is necessary. This resolve is growing in strength daily.

“There are a huge range of issues which will cause this scheme to fail. What it will succeed in doing is alienating staff and driving talented people from the public sector at a time of skills shortage.”

The rest will have their current role transferred to the city. This means the Government will have to find new, meaningful work for them in their regional centres.

The PSA has written to the Government and all country Members of Parliament insisting that employees not suffer any financial loss and receive all future pay rises and incremental increases.

The PSA is also insisting that members affected be adequately retrained to be able to undertake other jobs.

Career public sector workers are being driven out of work by their own employer at a time when the fight for good people has never been more intense.

This is obviously becoming a significant industrial issue.

One of the hot industrial topics relates to the Government’s treatment of health workers being “transitioned” into shared services.

The PSA firmly believes that members, compulsorily transferred to shared services, should be compensated by the State Government for any financial loss incurred.

The PSA has called on the State Government to offer a better compensation package.

The State Government acknowledges that many employees transferred from Health Units to shared services will incur financial loss as a result of changes to Salary Sacrifice arrangements and personal circumstances (eg increased child care, travel and parking costs) but has not agreed to any compensation whatsoever.

The government needs to either offer adequate compensation to health employees or retain all employees within the health portfolio, so that they do not incur financial losses.

If they do not – and if they act in ways which are detrimental to their staff – the consequences are clear.

“No members should be disadvantaged in any way as a result of the transition to Shared Services.”

Jan McMahon, PSA General Secretary

Under the shared services scheme, thousands of workers are meant to be centralised in city buildings. They include payroll, finance, accounts payable and receivable, human resources and IT services among others.

This movement of staff includes a mass transit of functions from regional areas into the city. The problem is, the staff don’t want to move.

Of the 300 or so people in regional SA who are affected, only a handful have said they are willing to come to the city.

The loss of these positions also means less job opportunities for country residents. The Government should be creating job opportunities in the country, not reducing them. Country SA needs the economic advantages of local public sector jobs.

And then there are the huge numbers of people employed in outer metropolitan Adelaide. They too are saying that they live to the north or south of Adelaide and do not want to move to the city.

There will be a very real cost burden on them if their jobs are moved – and the PSA says this must once again be compensated.

Skills Shortage Submission

The PSA is preparing a submission for the Training and Skills Commission which is examining and identifying skills shortages across South Australia.

This Commission was strengthened recently with the addition of new members and a new Chair, Professor Denise Bradley.

The PSA welcomes this attention on a significant issue in the Public Sector.

For some time, the PSA has identified this issue, through Budget submissions and public comment, as a major challenge facing the State Government.

For this reason, the PSA has also commenced research on issues such as staffing vacancy levels across all portfolios.

The PSA is also aware that various Agencies may not have vacancies, but often utilise less qualified people to fill roles requiring higher qualification.

The PSA has long lobbied Government to act to avert the skills shortage – the impact of which is clearly now beginning to be felt by the public through service delivery failures.

It has made it clear that our ageing population, record low unemployment and

booming economy are creating greater recruitment and retention challenges which will worsen over time.

Early results of the PSA’s skills shortage research clearly demonstrate significant skill shortages in a range of occupations.

These include: social workers; speech therapists/pathologists; occupational therapists; psychologists; community service and youth workers; administrative staff and research scientists.

These are significant shortfalls and indicative of the problems being faced across Government in recruiting and retaining

skilled staff.

Often these shortfalls are exacerbated by the Government’s own policies, pay structures and lack of incentives.

In many cases you have skilled workers who are put on short term contracts and then forced to interview time and time and time again for the same job.

This is obviously a means for a Department to control its budget due to continual Government cutbacks – but the inevitable result is that people will simply move into the private sector where these ridiculous conditions do not apply.



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Dental Plan



PSA dental therapists and dental hygienists are growing increasingly frustrated at continued re-classification delays by the Department of Health.

Discussions have been underway for several years with the Department to properly classify and pay these members.

Significant recruitment and retention

issues also centre on the issue of proper remuneration.

The SA Dental Service put a submission to the department earlier this year seeking to resolve the issues – yet both SADS and the PSA are still awaiting a response.

Members are becoming increasingly frustrated and dissatisfied by these delays and are considering formal action.

A Healthy Start

Health services in South Australia - and issues relating to staffing, skills shortages and proper resources - are very much on the agenda of the PSA.

A proposed national registration, education and accreditation scheme for the health professions is also on the agenda of Federal Health Minister Nicola Roxon.

This is considered a vital move to ensure the continued delivery of quality health care over the next decade.

It will play an important role in dealing with workforce shortages and pressures faced by the Australian health workforce, increasing flexibility, responsiveness, sustainability and mobility.

Minister Roxon has made it clear the new Federal Government supports these efforts – which will begin with a single national registration scheme involving pharmacists, physiotherapists, dentists, dental hygienists,

dental prosthesis, dental therapists, medical practitioners, nurses and midwives, pathologists, osteopaths and optometrists.

At a meeting on March 26 this year, the Council of Australian Governments (COAG) agreed to establish this scheme by July 1, 2010.

The PSA/CPSU, as a key stakeholder, has been invited to participate in a forum on the implementation of this agreement.

“There are important national decisions to be made that will impact on health delivery and services for decades to come,” said PSA General Secretary Jan McMahon.

“The skills shortage is already hitting hard in this sector. As our population continues to age, it will hit even harder.

“We must ensure that everything possible is being done on a national, as well as State, level to ensure fair and equitable distribution and provision of health services to all, now and in the years to come.”



Federal Health Minister Nicola Roxon & PSA General Secretary Jan McMahon

Upper House fights on

Long-standing Member of the Legislative Council Sandra Kanck has vowed to continue the fight against the Rann Government's brutal cuts to WorkCover.

"These cuts are nothing short of disgraceful and the fight to have them overturned is far from over," The Australian Democrats Leader said.

"To kick a worker when they are down – when they have been injured at work – is simply un-Australian. The Rann Government should be ashamed of this act, and I will do my utmost to ensure it is a hot issue at the next State Election."

Ms Kanck was a firm voice in the debate

against these cuts to injured workers' pay and conditions.

And the work that she and other MLCs (outside of the major parties) do in the Upper House is a vital part of our healthy democracy.

Upper House Independents control a small number of votes but can change legislation if Labor and Liberal vote differently.

Minor parties also play a valuable role in advocating for individuals and communities and by campaigning and raising awareness of important issues on the floor of the Parliament.

A successful Upper House amendment to

the Commission of Inquiry (Children in State Care and Children on APY Lands) Act in 2008 requires that the Government reports to the parliament on the implementation of the recommendations each year for the next five years. This ensures that the Government's progress in implementing the Mullighan report will be monitored.

Recently, the Democrats worked strongly with the Greens and Independent MLCs Anne Bressington and John Darley to delay the Government's harsh amendments to WorkCover and to ensure the government's actions had maximum exposure.

Green's leader Mark Parnell MLC was, similarly, a staunch opponent of the cuts in WorkCover entitlements – as he was a firm

defender of Public Sector workers in their fight for protection against the grossly unjust Howard Government WorkChoices regime.

Mr Parnell also introduced a Bill to enable public sector workers to choose ethical options for their retirement savings (passed by the Upper House).

He has worked on strengthening the Government's Climate Change and Greenhouse Emissions Reduction Bill.

The Upper House continues to play a valuable role and any attempt by the Government of the day to remove its scrutiny will be challenged.

2008

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Authorised by Jan McMahon, PSA General Secretary, 122 Pirie St, Adelaide SA 5000

October Pay Boost

October will see most Public Sector workers receive a very welcome pay boost.

This 3.5 per cent salary increase is the latest and last instalment in the 2006 South Australian Government Wages Parity (Salaried) Enterprise Agreement.

The current Agreement was negotiated during a particularly precarious time in the industrial landscape.

WorkChoices was threatening to affect us all – before PSA lobbying shielded Public Sector workers from its dreadful impact.

Amidst this turmoil, the PSA secured an Agreement, approved by an overwhelming majority of members, which not only provided salary increases, but also improved conditions, as well as a new structure for Professionals.

These improvements included:

- 14 weeks paid maternity/adoption leave;
- Commitment to legislate to remove the previous requirement of one week's acting prior to the payment of Higher Duties Allowance;
- Improved provisions now applying where a meal break is not taken after 5 hours to recognise the Award requirement to take a break;

- A review of regional benefits being undertaken.

Preparations by the PSA are already underway for the next Agreement.

The current Agreement allows for formal negotiation on a new agreement to commence no earlier than three months prior to the conclusion of the agreement i.e. September 2009.

However, the PSA has commenced internal research preparing itself for the negotiations ahead and will continue to engage with members and Worksite Representatives in this process.

"The next Agreement must, of course, take into account the changing circumstances of our workforce and our economy," PSA General Secretary Jan McMahon said.

Issues to be considered include the quantum any claim, no loss of existing conditions, possible restructures within classifications and many other matters which will assist in the recruitment and retention of staff.

While the formal negotiations are some time off, making sure that the Government and community recognise the value of work undertaken by PSA members is a constant activity.



Jan McMahon opening the Women's Conference

Annual Women's Conference Success

More than 50 women members met recently for the PSA/CPSU Annual Women's Conference.

The Conference is an opportunity for women to come together, celebrate achievements and network with other members.

It is also an opportunity to focus on issues which continue to affect women workers.

The theme of this year's Conference was "Pay Equity in the 21st Century: Revisiting Old Themes".

This theme was indicative of the fact that while the union movement has assisted women to come a long way in winning improved conditions of employment there is still a long way to go.

Battles still to be fought include the

creation of truly equal opportunities, meaningful and rewarding work and the difficult question of work/life balance.

The public sector is one of the better performers in these areas, however Bureau of Statistics data reveals that women working full time still earn an average of 16 per cent less than their male counterparts.

Women are also significantly under-represented at the most senior levels of Government departments.

Delegates heard from speakers on the State of SA's equal opportunity legislation and proposed reforms plus work-life balance issues.

The history of wins for women workers by the PSA and other unions, and the importance of organising women to continue to win further improvements, was highlighted.



Women's Conference Participants

Court “slum” - No Taj Mahal

A recent PSA survey on the disgraceful repair of some of our court facilities has revealed significant concerns among members forced to work in 19th Century conditions.

The PSA has been lobbying to improve or replace the Supreme Court Buildings on Victoria Square.

They are simply not up to the standards expected in the 21st Century.

There are significant occupational health and safety issues which must be addressed.

The PSA survey sought feedback from members on physical problems with the buildings and the impact these conditions and the buildings’ design had on staff.

Responses made it clear the buildings are “old, dilapidated, dirty and totally not up to today’s standards for staff and members of the public”.

They raised a number of “O.H.S. and W issues which need to be addressed as a matter of urgency”.

Lack of natural light, feeble air conditioning, lifts which regularly break down, plumbing which does not work, an invasion of pigeons, and extraordinarily cramped conditions combined with poor physical condition and state of repair are of major concern to members.

The survey responses made it clear that there had been instances of staff being injured or suffering distress due to the state of the buildings and facilities.

“Aside from health and safety issues,” one respondent wrote, “the cramped and generally unsuitable and dated nature of the buildings mean that staff work inefficiently.

“A significant amount of time is spent rearranging and reorganising things to cope with the limited space when the only real and lasting solution is to gain more space.

“Workspaces are frequently not suited to

the functions they house often simply because they were designed for a quite different function sometime in the distant past.”

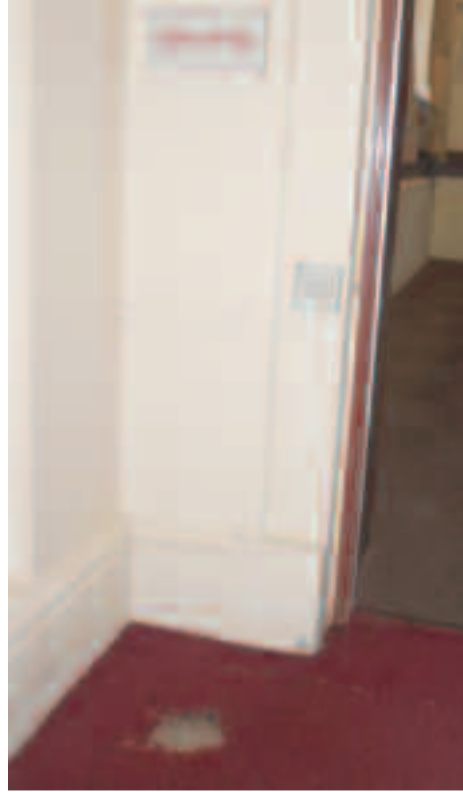
These concerns have been echoed recently by the Chief Justice, John Doyle, who has said some buildings are so “decrepit” they may have to be shut down and sold.

He has also said a review of the courts

infrastructure had found some buildings had come “to the end of their economic life”.

It really is time to allow these staff to move out of the dark ages and relegate these buildings to the past,

They are beautiful buildings which need preservation and repair – but they no longer suit the activities and functions needed in this day and age.



Prison Town Survey

The PSA’s concerns about a proposed new massive prison facility at Murray Bridge to replace all of Adelaide’s existing institutions for sentenced prisoners were raised at a recent Public Meeting.

The PSA has long lobbied against this new regional “super-prison”, fearing it will create a “prison town” with significant social and infrastructure issues which have not been in any way addressed.

The intended move to Murray Bridge is seriously flawed.

At the Public Meeting, PSA Chief Industrial Officer Peter Christopher raised some of the PSA’s concerns.

“The key problem is that there will no

longer be any prison in the Adelaide metropolitan area for convicted prisoners,” he said.

“The difference this makes is that Murray Bridge’s prison population will no longer be transient, it will be permanent. There will be over 1000 long term prisoners, both in the prisons and James Nash House.

“Once you get long term prisoners here you can also expect their families and associates to live nearby. Many will live in Murray Bridge, Tailem Bend or Mt Barker.

“It is reasonable to expect that a significant number of prisoners’ families and many Correctional Officers will live nearby. That’s going to make for an interesting community mix. Spread

throughout one million people in Adelaide the mix is less of an issue, but it will change the fabric of a small community.

“Murray Bridge traders may get extra business, but make no mistake, the social fabric of your community will change. You must demand full disclosure from Government, demand a Social Impact Statement.” Mr Christopher told the meeting.

“Part of the solution is to demand that Adelaide must continue to have some prison capacity for sentenced prisoners in the metropolitan area, including those with mental health issues.”

The PSA has recently also commissioned researchers at the University of Adelaide’s Institute of Social Research to examine the social impacts and hidden costs of moving a massive prison to Murray Bridge.

The research team is in the process of conducting a survey to ascertain the “real cost and effects” of the new prison.

Most staff will not move to Murray Bridge.

Put simply, they have their lives in Adelaide and do not want to uproot their families and move somewhere else.

This is going to be a major problem for the Government.

“If it does not re-think this approach, there will be significant industrial ramifications.

PSA members will act if they are not heard. They are already angry about this ill-conceived move, and they are getting angrier.



Glenside Move Concerns

Moves to consolidate and relocate services at Glenside are being closely monitored by the PSA.

A PSA has been working with the Glenside Campus Transition Sub-Committee to ensure members’ conditions and safety are paramount during this process.

The PSA is particularly concerned about the state of repair and risk factors of certain buildings which will be “re-commissioned” during the transition phase to a new facility.

Occupational Health and Safety, risk assessment and security concerns will be closely monitored. Staff are also concerned by a planned open office arrangement.

The PSA will continue to regularly monitor and report to members during the transition process which is due to be completed by March next year.



Salary Sacrifice

Salary Sacrifice was won by the PSA in the 2001 Parity Agreement. Since that time, PSA has argued for and attained improvements to the scheme and similar schemes have been negotiated in most membership areas.

In general, the features of the scheme are identical to all members who have this entitlement. However, different tax treatments and the specific financial situations of individual members means that benefits will vary between members. This often leads to confusion and this article will hopefully provide clarification.

Salary sacrifice enables members to meet some financial responsibilities with salary before it is subject to taxation. The sorts of financial responsibilities range from personal Superannuation contributions and motor vehicle costs to home mortgage payments, household utility charges and credit card expenditure. The list of items applies to all members covered by the Parity Agreement, including those employed in Health areas.

Given the aim of the scheme is to provide savings by reducing income taxation payments, benefits are obviously dependent on the level of income tax paid by the individual and the financial circumstances of the individual. Not so obvious is the impact of Fringe Benefits Taxes on such benefits. As Salary Sacrifice involves the employer, in effect, paying the bills from an individual salary pre-tax rather than putting that money into the individual pay packet, such payments are categorised as fringe benefits by the Australian Tax Office (ATO). That is, they are benefits that arise out of employment.

Generally, Fringe Benefits are subject to taxation at the highest marginal tax rate which is currently 46.5%. Where such a tax applies fully, there is usually no benefit from Salary Sacrifice. However, there are exemptions. For example, Superannuation is

not classified as a Fringe Benefit. The major exemption though arises from the ATO classifying some organisations as Public Benevolent Institutions (PBI). Staff in such organisations using Salary Sacrifice are entitled to not pay Fringe Benefits Taxation up to a thresh-hold level. The PBI categorisation has been subject to legal interpretations through the Courts over the years. Basically, a PBI is an organisation whose reason for existence is to provide tangible support to members of the community. An example is the Red Cross and there are many more.

It is often argued that government agencies - for example Families SA, Housing SA and a number of non-hospital health units should fall under the PBI classification.

However, it has been found legally that the prime reason for such organisations existing is to carry out government policy with other roles being secondary. This means that, currently, government agencies are not classified under the PBI banner.

Hospitals are dealt with separately from other bodies and a FBT thresh-hold applies here.

In summary, uniform Salary Sacrifice arrangements apply across the vast majority of PSA membership areas. These arose through successful negotiations initiated by the PSA. However, due to the financial circumstances of individual members and the operations of Federal Taxation Law, benefits will vary between individual members.

The information contained in this article is general in nature and, as with any major financial decision, members should seek appropriate professional financial advice before establishing a salary sacrifice arrangement.

THE MORE THINGS CHANGE...

Edited story highlights from the 120+ year history of the Public Sector Review.

100 YEARS AGO

There was an unfair reference to the Service by a witness to the Produce Commission which has just concluded its labours. The witness stated that from his own experience in the Civil Service he knew that Civil Servants “do not care twopence what they do”. We are happy to say that this sweeping statement is not supported by those who have been closely in touch with the Service for many years.

Public Sector Review, January 1908

Mr C. L. Whitham, the well known Inspector of the Education Department, and an ex-President of the Public Service Association, has been seriously indisposed for some time and has been granted three months' leave to recuperate. Great sympathy is felt for Mr Whitham, who is highly esteemed by his fellow Civil Servants.

Public Sector Review, January 1908 – Civil Service Topics.

The murder of the late Police Foot Constable Ring while engaged in discharge of his duty is a strong reminder of the wisdom of adequate provision for the future needs of Public officers, especially those occupying positions attendant with danger to health and life.

Public Sector Review, April 1908

The drawing staff of the Surveyor-General's Department has sustained a severe loss in the sudden death of Mr Robert Sellers, who had scarcely passed the prime of life. He was away on leave in Sydney, and dropped down in the street during the recent oppressive weather – heart failure the cause. He was an enthusiastic cyclist and baseball player, of robust and active habits, and greatly interested in all outdoor sports. He leaves a widow and grown-up family. He has been in the Government Service nearly 30 years.

Public Sector Review, January 1908 - Civil Service Topics

Learning the Hard Way

The fight for proper remuneration and resources within our school system rolls on, with the full support of the PSA.

State schools and TAFEs have been involved in a campaign as pressure grows on the Government to improve its wages offer.

State Industrial Relations Minister Paul Caica, has slightly softened the Government's approach saying he would not “rule out” an easing of the Government's hard line stance. The PSA, AEU and Government are currently engaged in mediation chaired by the South Australian Industrial relations Commission President, His Honour Justice Hannon.

As part of the debate, the Government has proposed a new funding model for school sites.

The PSA is concerned that this new model does not provide specific funding for School Services Officers.

Under the proposal, each school would determine the staff required to meet the needs of students.

This funding model does not contain any specific workload projections in relation to class sizes or SSO hours.

Similarly, issues including family leave, gender issues, professional development and SSO6 classification remain on the agenda for negotiation.

The PSA will continue to support members' involved in this protracted dispute.



DECS Chief Executive, Chris Robinson

Mt Gambier building work starts

Work has finally commenced on a new Government building after Mt Gambier's Families SA building was destroyed in an arson attack some four years ago.

The design and proposed uses of the building have been controversial, sparking sometimes heated negotiations.

Among the concerns was a plan to create a "one-stop shop" for varying, and sometimes incompatible, Government services.

Additionally, there were significant concerns about security, with a desire by the Department for "open plan, easy access" office accommodation.

The end result of that, which has now allowed the building to go ahead, is the PSA

took the Department to the Industrial Relations Commission.

The PSA went through a process there which enabled the security concerns that members identified and dealt with.

As a consequence, the building has been re-designed to provide proper physical security for members and still meet the needs of customers.

It's disappointing that it had to take so long for the Department to come to the table and sit down with us and listen to our members' very grave concerns and sort this problem out.

The new two-storey building will be a five-star green building which should be completed in about 12 months time.



Urgent Talks Sought re: Child Protection

Tension has been simmering within the Department of Families and Communities for a long time with repeated calls by the PSA and members for action to avert a child protection tragedy.

This was exacerbated in recent months by very prominent reportage of a case involving a northern suburbs family with many children allegedly being severely neglected.

This is far from an isolated incident,

Put bluntly, PSA members fear a child will die because of the lack of frontline resources being put into child protection.

Far too many at risk children are slipping through the net. There is simply not enough money, not enough staff, at present to respond appropriately to the calls for help received from our community.

Recent meetings of PSA members and Worksite Representatives have highlighted the growing anger felt within the Department over this failure.

A special meeting of Families SA Worksite Representatives reiterated the reality of unacceptable workloads and a general inability, through a lack of resources, to provide an effective service to the community.

Following this resolution, PSA members at the Crisis Response Unit within the DFC also met to consider a range of issues including lack of funding and resources.

Members stated that they were "bewildered that the Department spends more time, energy and money on administrative functions and accountability than it does on the core function of caring for and protecting South Australian children".

FMC clerical dispute

New work bans have been imposed at the Flinders Medical Centre as members vent their growing frustration at unsustainable workloads and lack of management action.

In a letter to the Chief Executive of the Southern Adelaide Health Service in late August, PSA General Secretary Jan McMahon warned: "Our members have lost faith with management's ability to resolve the workload problem.

"Furthermore our members are tired of coping with the frustration, abuse and aggression directed at them by the public who are often angry with the waiting time for appointments and the difficulty in contacting the clinics by phone.

"Our members are determined to establish a safe and sustainable workplace. The PSA has been liaising with management to resolve this matter for the past nine months and no tangible progress has been made."

Workloads in the affected Clinics reached an unsustainable level some time ago due to a range of factors, including:

- Increased patient referrals and presentations;

- Increase in non English speaking patients who require more time to process due to language barriers;
- Increased requirement to arrange interpreters/translators on the phone to communicate with non English speaking patients;
- Introduction of a new referral based data system;
- Insufficient computer terminals;
- The introduction and continual growth in Medicare billing activity;
- Increased phone enquiries commensurate with growth in referrals. This is exacerbated by the extensive delay patients endure (in some cases in excess of 12 months with no end in sight) waiting for an appointment;

In addition to this increase in workload, PSA members are required to cope with phone calls and/or have direct contact with a general public who are becoming increasingly frustrated and angry with the extensive delays they experience waiting for an appointment or to simply speak to someone on the phone.

This has resulted in complaints being lodged by the public and aggressive

behaviour and abuse directed towards our members. In some instances this has required hospital security staff to attend.

Management also gave an undertaking to develop a business case for additional staff.

The business case was developed, however no additional staff have been provided nor has the situation been resolved satisfactorily.

Work bans which have been imposed include:

- Ceasing all Medicare Billing functions and processing;
- No new clinics to be started;
- No answering phones when busy conducting other functions;
- No overtime/TOIL to be worked.

This is really a situation of the management's own creation which we have negotiated faithfully and where members have displayed considerable goodwill.

Now it has clearly reached breaking point, and we will not allow our members to be put at risk by dangerous workloads and lack of funding.

Universities' Award

A submission has been lodged in the Industrial Relations Commission as the first stage of the Award Modernisation process for University staff.

More than 50,000 University General Staff salaries and conditions nationwide will be subject to the "award modernisation" process.

The process will result in the Industrial Relations Commission making a new Award over the coming year to apply to all University general staff.

Unions and University employers had until August 1 this year to put their first claim to the Australian Industrial Relations Commission (AIRC) as to the shape of the new award, under Labor's first stage of the new industrial relations system that replaces WorkChoices.

The PSA/CPSU has told the Commission that a new modern award should not drive down award conditions to the lowest common denominator.



Rather, it should aim to restore conditions and rights taken away under John Howard's WorkChoices legislation.

The PSA/CPSU believe general staff deserve their own Modern Award with high

standards, controls on contract and casual employment, incremental salary scales, award-based superannuation and access to the independent arbitrator to resolve disputes.

Life membership honour



PSA Vice-President Di Rankine with her award at the 2008 Annual General Meeting

Highly respected Public Service Association stalwart Di Rankine has been honoured with Life Membership.

This award recognises her long and outstanding service to the Association, and is the highest honour that the Association can bestow on an individual member.

Di first joined the PSA more than 20 years ago, and became active with

the Association, attending courses and becoming a Worksite Representative.

Di was elected to the PSA Council and became a Vice President.

She has been an outstanding voice for School Services Officers – particularly through her involvement in, and organisation of, annual PSA SSO conferences and our State's part in the national SSO Recognition Weeks.

Similarly, her work in the field of Occupational Health, Safety and Welfare has been exemplary.

She has played a major role in the PSA Workers' Safety Committee, been strongly involved in the Department of Education OH&S Committee for a similar period, and was a significant figure in the major Inquiry into Psychological Health in the Department.

Di has represented the PSA on OH&S matters with the ACTU.

In her long and active PSA involvement, Di has worked tirelessly and with great enthusiasm.

The Association recognised Di's efforts through the life membership award.



Nev Kitchin, Judy Pearce and Raylene Dawson

Pictured at her farewell luncheon is long time PSA member Judy Pearce with Assistant General Secretary Nev Kitchin and Chairperson of the DFC/SAHT work sites representatives committee, Raylene Dawson. Judy retired after a working career spanning over 40 years, 32 years of which she was a PSA member! Judy's last role was as a benefit review officer working for DFC. Judy was fare-welled by a number of other PSA members and work colleagues all of whom enjoyed several humorous and heartwarming speeches from her former Managers. Judy never shied away from giving her opinion on many issues and was a strong PSA supporter.



New PSA Member Marion Dodd

Congratulations!

Congratulations to Raylene Dawson and new member Marion Dodd from Housing SA Elizabeth office who were August's winners in the PSA's 'Join a Friend and Win competition'.

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

The promotion is recognition of the valuable work PSA members, contacts and worksite representatives do in their own worksites to actively build on the PSA's

membership and strengthen the ability to achieve good results on behalf of members. Many potential members have never been asked to join!

All members can play a part in this to ensure everyone who shares the benefits contributes by being members. A good example is the wage increases negotiated by the PSA through enterprise bargaining, with the next 3.5% due in October.

So next time you see your colleagues,

ask them if they are a PSA member. If they are not, ask them to join. The competition is running throughout the months of September and October, so you have a chance to win!

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 team at 8205 3200 or email enquiries@cpsu.asn.au

MRI Work Bans

Work bans by PSA members employed in the MRI section of the radiography department at the Royal Adelaide Hospital have been temporarily lifted after further negotiations.

The bans were first implemented in early June after a series of concerns were raised relating to the classifications of members, equitable sharing of sessions times on the machine and various safety issues.

This action prompted hospital management to hold further discussions with the PSA and members and act more rapidly to resolve some of these problems.

Weekly reviews have been conducted to ensure ongoing concerns are addressed.

The PSA will continue to monitor these issues and review any future need to re-activate work bans.

Enjoy a PSA holiday home!

All units are now equipped with colour television and 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

Please note: The Robe units are currently unavailable due to redevelopment. We are expecting the new units to be operational in early 2009. We apologise for any inconvenience and will keep members up to date with the exciting new development!



HOLIDAY HOME AVAILABILITY - 2008

	October	November	December
Glenelg	12 - 31	8 - 21	_____
K. I.	_____	_____	_____
Mannum	20 - 24	1 - 14	6 - 19
Pt Lincoln	_____	_____	_____
Pt Vincent	18 - 31	1 - 30	1 - 12
Robe	_____	_____	_____
Goolwa	_____	8 - 14	_____

CLASSIFIEDS

FOR SALE

Large, square children's cubby - permaline 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)

Mikado Double Bed, complete with wool underlay. As New. Best offer. Tel: 0429 089 256 Glenelg area

REAL ESTATE

Victor Harbor - Vacant Land for Sale - Overlooking one of Encounter Lakes, sea water, sandy white beaches (60m) and green parklands. Perfect for swimming and picnics. Only about 400m to the ocean, cafes and shop. Water and power. Fenced, trees and shed. \$169,000. Enquiries phone: 8552 4682 for more details.

Tumby 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

HOLIDAY ACCOMMODATION

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. Contact Anthony or Debbie: 0418 808 804

"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



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 \$750 per night Minimum 2 night stay. Bond Applies
Bedrooms: 4 Sleeps: up to 12 Bathrooms: 3 Carport: 6
FURTHER INQUIRES : SUZIE PAGNOZZI 0414867420

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

RESTAURANTS

Amorino Café Ristorante

230 The Parade, Norwood 5067 Ph. (08) 8364 5900.
Valid Lunch & Dinner: Seven days per week. Save up to \$20.00 off one main course with the payment of a main course of equal or greater value.

Aroma Indian Cuisine

214 Hutt Street, Adelaide 5000
Ph. (08) 8359 2388
Valid Dinner: Tuesday thru Sunday.
Save up to \$14.00 off one main course with the payment of a main course of equal or greater value.

Black Wattle Café

Shop 9/291 Unley Road, Malvern 5061 Ph. (08) 8373 7772
Valid Lunch: 7 days.
Save up to \$16 off one main course with the payment of a main course of equal or greater value.

Byblos Mediterranean Cuisine

176 Henley Beach Road, Torrensville 5031
Ph. (08) 8152 0404
Valid Dinner: Tuesday thru Sunday.

Café Beach Pit

53 Jetty Road, Brighton 5048 Ph. (08) 8377 4077
Valid Lunch & Dinner: Seven days per week.
Not valid take away food.

Café Boulevard

13 Hindley Street, Adelaide 5000 Ph. (08) 8231 5734
Valid Lunch & Dinner: Seven days per week.
Save up to \$18.00 off one main course with the payment of a main course of equal or greater value.

Comfort Hotel Adelaide Riviera

31-34 North Terrace, Adelaide 5000
Ph. (08) 8231 8000 Accommodation: Valid for special corporate rate including continental breakfast. Subject to availability.
Café 31: Valid Lunch: Monday thru Friday.
Valid Dinner: Seven nights per week.

Jerusalem Sheshkebab House

131-B Hindley Street, Adelaide 5000
Ph. (08) 8212 6185 Valid Lunch & Dinner: Tuesday thru Sunday. Save up to \$16 off one main course with the payment of a main course of equal or greater value. Not valid take away food.

Kathmandu Palace Restaurant

9 Nile Street, Glenelg 5045 Ph. (08) 8294 8224

Valid Lunch: Wednesday thru Sunday. Bookings only. Valid Dinner: Tuesday thru Friday plus Sunday. Save up to \$18.00 off one main course with the payment of a main course of equal or greater value. Valid a la carte menu only.

Medusa's Kouzina

63 Jetty Road, Brighton 5048 Ph. (08) 8377 2400
Valid Lunch: Tuesday thru Sunday.
Valid Dinner: Tuesday thru Friday plus Sunday.
Save up to \$20.00 off one main course with the payment of a main course of equal or greater value. Valid a la carte menu only.

Paul's on Gouger

79 Gouger Street, Adelaide 5000 Ph. (08) 8231 9778
Valid Lunch: Monday thru Friday.
Valid Dinner: Seven nights per week.
Save up to \$10.00 off one main course with the payment of a main course of equal or greater value. Also valid for take away (pick up only).

Quiet Waters (BYO only)

75 Hindley Street, Adelaide 5000 Ph. (08) 8231 3637
Valid Lunch: Tuesday thru Friday.
Valid Dinner: Seven nights per week.
Save up to \$16.00 off one main course with the payment of a main course of equal or greater value.

Valid a la carte menu only. Not valid Banquet menu or take away food.

LEISURE ACTIVITIES

The Vines Golf Club of Reynella

Cnr Pines & Reynell Roads, Happy Valley 5159
Ph. (08) 8381 1822
Present your Membership Card and save 25% on green fee.

South Australian Whale Centre

2 Railway Terrace, Victor Harbor 5211
Ph. (08) 8551 0750 Present your Membership Card at ticket office to receive one complimentary admission with the payment of an admission of equal or greater value. Not valid family or concession passes.

GOODS AND SERVICES

Workout World

6 Dutton Road, Mount Barker 5251 Ph. (08) 8391 6699
15% rebate on all equipment. Not valid sale items.

COUNTRY

Yorke Peninsula

Julie's Holiday Rentals
P O Box 190, Yorke Peninsula 5576
Ph. (08) 8852 2000 Mention your Membership Card at time of booking to receive special rate.



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.



UNION TRAINING PROGRAM

The PSA is committed to providing a quality range of relevant training.
For a full list of course details call Margaret Warner on (08) 8205 3209.



GST

Changes to the taxation laws have seen the introduction of a 10% GST from 1 July, 2000. PSA/CPSU is required to charge the GST for Goods and Services which we provide. While our subscription rates and other charges have not been increased, PSA/CPSU will add the GST cost in accordance with legal requirements.

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 _____

TRAINING COURSES – OCTOBER, NOVEMBER & DECEMBER 2008

OCTOBER

- 10 - Centrelink Financial Information Services**
 Age Pension Your Choices. No bookings necessary for lunch time sessions, but please email Sandra.sj.Griffith@centrelink.gov.au your intention to attend.
 (Lunch n Learn 12.30pm – 1.30pm)
- 13 - 17 Far North - SuperSA Pre-Retirement**
 Planning for Retirement – all schemes.
 (Worksite visits only)
- 20 & 21 - Worksite Representatives Level 2**
 To assist Worksite Representatives to further develop their skills, knowledge and confidence to organise in worksites.
 (9.00am – 5.00pm both days)
- 23 – Reclassification Course Part 1**
 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.
 (Full day course 9.30am – 4.30pm)

NOVEMBER

- 3 - Union Orientation Course**
 Find out how your union works and what your industrial rights are and the non-industrial benefits of your PSA membership. This is an interesting day you will enjoy. As PSA members you need to work together to protect your conditions and services and also to protect the important services that we provide to the community of South Australia.
 PSA is an organising union. In an organising union, members recognise that their union's strength comes from their power as a group or collective. Unions can and always have resolved problems at work. Unions can and do make a difference to your working lives. Your involvement will make a difference in making your workplaces happier, more productive and safer. Come along and find out more.
 (Full Day course - 9.00am – 5.00pm)
- 14 - Centrelink Financial Information Services**
 Estate Planning. No bookings necessary for lunch time sessions, but please email Sandra.sj.Griffith@centrelink.gov.au your intention to attend.
 (Lunch n Learn 12.30pm – 1.30pm)

- 17 & 18 – Worksite Representatives Level 1**
 Worksite Representatives play a vital role in union organisation. Our Worksite Reps can and do make a difference to working lives.
 By attending a Worksite Representative training course you will learn great skills and gain confidence to help you carry out this important role. PSA has an important role to play in not only protecting our conditions, making workplaces safer, happier and more productive but also in protecting the important services that our members provide to the community. There has never been a more important time to be involved.
 (9.00am – 5.00pm both days)
- 18 & 20 - Naracoorte - SuperSA Pre-Retirement Session**
 Planning for Retirement – all schemes.
 (5.00pm – 8.00pm)
- 25 - Pre-Retirement Lunch n Learn**
 2 Sessions. 12 noon - 1.00 pm Super SA followed by Savings and Loans 1.00 pm - 2.00 pm
 No bookings are necessary for lunch time sessions. Members and non-members are welcome. Super SA - Contributing to your future 12 noon - 1.00 pm. If you are thinking about retirement in the next few years you will find this session invaluable.

- Some of the issues covered include:- entitlements, final salary, converting pension to lump sum (commutation), and taxation issues. Followed by: Savings and Loans Credit Union. This session covers - choosing the best option for your SuperSA benefit and save on tax using allocated pensions and income streams in retirement, how to maximise your Centrelink payments in retirement and where to invest your funds.
 - 27 - Reclassification Course Part 2**
 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.
 (1.00pm – 4.00pm)
- DECEMBER**
- 12 - Centrelink Financial Information Services**
 Centrelink Payments and Services. No bookings necessary for lunch time sessions, but please email Sandra.sj.Griffith@centrelink.gov.au your intention to attend.
 (Lunch n Learn 12.30pm – 1.30pm)

Review

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