



NewsFront

Jan 02

Welcome to the new PSA Newsletter for the McKell building. *NewsFront* is available to all members in McKell to inform them of the latest industrial issues within McKell, industrial developments within the union movement and up-coming events. Members are encouraged to contribute to *NewsFront* about issues in your work area.

Workplace Meeting

6 Feb 12.30pm

After the huge success of the last (inaugural) McKell Workplace meeting, we have decided to have another one! It is being held at **12.30pm on 6 Feb in Level 4 Conference Room**. All members are encouraged to attend, as an organised workplace is a strong workplace. Anthony D'Adam, DPWS Industrial Organiser, and Rachel O'Shea, Women's Officer, will both be in attendance to discuss issues. We will also be electing delegates to the McKell workplace group.

PSA wins 3% pay rise

By now all workers in McKell should have received a 3% pay rise for 2002. This pay increase has been paid for by PSA members, to the benefit of non-union members. All PSA members should encourage their non-union co-workers to join the PSA. There are about 400 union members out of 1000 people in McKell.

The pay increases are:
3% from the first full pay period in January 2002
4% from the first full pay period in January 2003
5% from the first full pay period in July 2003

From a Department of Employment, Workplaces Relations and Small Business report, *Trends in Federal Enterprise Bargaining*, it has been shown that union agreements have had better wage outcomes (3.7% average annualised wage increase) than non union agreements (3.4% AAWI).

Industrial Update

Restructuring The Department is still more active than perhaps any other Agency in ongoing restructuring and this is currently affecting large areas of AES (BDS, Water Technologies, SASIS, Hydraulics. Elmed), CaBS (State Mail, GPS, Q Stores), the corporate services areas (HR, Corp Gov, and IST are particularly affected). Letters had been written from the PSA to DPWS regarding consultation on many of these changes, and ongoing consultation is occurring.

Displaced officers There are a reported 26 displaced officers who are PSA members across AES, CABS, ESD, and PMG. The procedures for providing priority assessment interviews, ongoing levels of work, salary maintenance, and redeployment are ongoing matters of great concern. Involvement with Career Development Centre steering committee has been renewed. Further displacement is expected in SBS.

Job Evaluation The JE Policy and procedures after 4 years is still negotiating with the Department, PSA Reps on panels are needed (volunteers welcome), job evaluations are a major ongoing role of the PSA to ensure proper process and fairness to all staff.

PSA DPWS Departmental Committee

The next meeting is Thursday 21st February.

New Award The DPWS Award expired in March 2000. DPWS management is reluctant to renegotiate with us. A draft Award document is under development by the DC. Input from members welcome. A copy of the draft is available after 21st February from the DPWS PSA website:

http://www.members.optushome.com.au/kevrenor/psa_dpws.htm

The DPWS Reasonable Adjustment Policy is commended for its enlightened, if not ideal approach.

McKell Delegates

There are presently only 5 delegates in McKell. Ideally, we would like to have one per floor.

The role of a delegate is to:

- ▶ Be the first point of contact for members to discuss and resolve issues
- ▶ Be an information point for members
- ▶ Be involved in building the union within McKell.
- ▶ Some delegates represent members on the Joint Consultative Committee (JCC) with management.

The PSA has regular training for members and delegates, which is detailed in *Red Tape*, which all members should be receiving. Some dates for 2002 are:

- ▶ Feb 20 Introduction to the Union
- ▶ Feb 21 Role of the Delegate
- ▶ Feb 26-27 Organising in the Workplace
- ▶ March 12-13 Women in the Union
- ▶ March 14 Introduction to the union
- ▶ March 27 Role of the Delegate

See *Red Tape* for the rego form for these courses. If you would like to get more involved in your union in McKell and would like to be a delegate please contact Chris Dunkerley on ext 28927.

Joining the PSA is easy

The PSA is your union representing your rights within McKell. It is important that we are a strong union, and that we continue to support each other. Encouraging your work colleagues to join the PSA will bring them benefits and help all other union members in McKell.

5 simple reasons to join the PSA are:

1. Your union delegate in McKell can assist you with your workplace concerns.
2. You will have access to the expertise of the PSA officers to assist you in all industrial matters affecting you.
3. You will help to build a stronger union in your workplace, with greater bargaining strength
4. You have access to other union benefits, such as union shopper.
5. You will receive regular updates from Red Tape and Les Carr's email list on industrial matters and up-coming events.

To join the PSA costs only about \$15 per fortnight. Joining forms can be found at the PSA website www.psa.labor.net.au, or see your delegate in McKell.

Les Carr's Email List

To received regular updates from the PSA, go to www.psa.labor.net.au/contact/email.html. Les Carr is the senior communication officer with the PSA and his emails are a valuable source of information.

Contributions

To contribute your ideas and issues to *NewsFront* please send an email to Susanne Johnson in McKell. *NewsFront* will most likely be published every couple of months to coincide with union meetings.