



Newsfront

April 02

McKell Workplace Meeting 24 April, 1 - 2pm Level 4 Main Conf Room

All PSA members & those interested in joining are encouraged to attend. Anthony D'Adam, PSA Industrial Officer, & Katherine Boyle, the new Organiser, will attend to discuss issues. Nominations for the PSA Annual Conference (30-31 May) are currently open and DPWS/McKell can send 3 delegates.

Rebuilding the Union

As a member of the PSA, over the last few years you may have wished for a more noticeable Union presence in McKell. The establishment of a Workplace Committee is one step in achieving this. This year the Union will need your support as it plans to undertake a number of campaigns to improve your pay and conditions.

The Department has been unwilling to undertake negotiations on the **Crown Employees (DPWS) Award 2000**, which needs renegotiation. The Union will continue to pressure management for an improved award.

Issues that we intend to address in the new Award include:

- 1 use of contractors/agency staff
- 2 improved flex leave conditions
- 3 guaranteed staff development & training

1 The issue of use of contractors is the initial focus for the Workplace Committee. You can help by providing any evidence (including anecdotal) of contractors being used excessively in your area at the expense of permanent staff. At present agency staff/contractors have little or no protection at all for their employment conditions. These individuals need to be converted to permanent public servants, not be left in limbo. Please forward any information you have by email or phone to Stephanie Bourke (Ext. 28609).

2 You may be aware that the PSA has won the right for TAFE and DET employees to accumulate up to **six days flex leave per 12 weeks period**. Makes DPWS' three days maximum look very miserly!

3 The current PDR system is applied inconsistently across the department and the development component of the system is not being supported with appropriate training for members. The PSA is seeking training guarantees that are built into the Award.

The McKell Workplace Committee will organise meetings in McKell every two months. Come along and let your concerns be known. Also hear what the Department has planned for you.

Salary Rises

Salary rises after 2003 are yet to be negotiated. A strong Union is needed to obtain a successful result. So get involved - attend PSA meetings, be a delegate, get others to join.

McKell Delegates

At the last union meeting, members of the Workplace Committee were elected. The delegates on this Committee are the first point of contact for union members.

Delegate, position Workplace Ctte	Level	Ext.
Chris Dunkerley	3	28927
John Kennett	5	27067
Warren Baker, Secretary	7	27236
Susanne Johnson, Chair	8	29281
John Stepanoff, Asst Secretary	9	27430
Phil Dixon	9	27340
Paul McClure	11	27540
Anne-Marie Farrugia	11	27629
Robert Morrison, Asst Chair	20	28501
Stephanie Bourke, Women's Officer	21	28609
Con Hagis	21	27286

If you would like to get more involved in your union in McKell and would like to be a delegate please contact Susanne Johnson on ext 29281.

Industrial Update

Restructuring

Information Services Technology unit is being restructured. The first meeting between the PSA, a staff rep and management was held

two weeks ago. Concerned staff should contact John Kennett, delegate, and attend the McKell workplace meeting on the 24th.

The PSA queried the status of the DPWS placement policy and has also raised questions as to why the department has not continued to seek exceptions from the PEO from the requirement to advertise position externally during restructures. Information regarding restructures in HR, Finance and AES will be discussed on the 24th.

Generic Position Descriptions

At the last Workplace Meeting in McKell, it was reported that management was planning to introduce generic position descriptions for displaced staff. Management has backed down on this, however the Union will continue to watch for policies affecting displaced people.

Displaced Officers

The time on salary maintenance is running out for these staff, and the PSA has raised concerns regarding the priority assessment process, which is meant to prioritise displaced staff for vacancies within DPWS. The PSA has called for a review of the priority assessment process

14 redundancy packages have been made available to staff.

Joint Consultative Committee

The JCC has representatives from the PSA, APESMA, staff and the DPWS Industrial Officer. DPWS executive is not represented on the JCC even though it is meant to be the forum for formal consultation between the Union and the Department's decision-makers. The PSA is calling for executive representation on this committee. Many JCCs in other departments have the DG or Assistant DG participate as members of the Committee. Why should DPWS be the exception to the rule? The JCC meets the first Wednesday of every month.

I am Woman

Did you know that women in the public sector earn only 69% of the average earnings of their male counterparts? And that while women make up 58% of the public sector workforce, they represent only 55% of permanent employees, but a large 64% of temporary staff and 70% of casuals?

Members of the PSA in McKell have made a positive step towards addressing these issues by nominating their first Women's contact officer on their Workplace Committee. Stephanie Bourke of the Major Developments Branch, PMG may be contacted by phone (9372 8609), fax (9372 8675) or e-mail (stephanie.bourke@dpws.nsw.gov.au)

Stephanie is interested in hearing from women within McKell about their personal experiences and any concerns they may have in the workplace. She will make a regular contribution to *NewsFront* in the future. In the meantime, the Women's Unit of the PSA publishes a quarterly newsletter, *women@work*. For a copy, contact Jo Tilly, Women's Industrial Officer or Rachel O'Shea, Women's Organiser at PSA on e-mail: women@psa.asn.au.

The PSA has recently won dramatically improved pay and conditions for Library and Archives workers in the Industrial Commission. This was run as a pay equity case, and vindicates the dedication and 5 years of hard work by the delegates committee headed by Kate Burnham of the Attorney General's Library.

This leaves the path open for other female dominated industries to make a similar claim - childcare workers, nurses, hairdressers etc.

Here are some helpful links regarding women to get you thinking! (Source:<http://www.psa.labor.net.au/links.html#women>)

- [National Women's Justice Coalition \(NWJC\) Australia](#) - aims to promote women's equality before the Law in Australia
- [Reclaim The Night](#) - an annual global march against sexual assault
- [women's rights action network australia](#) - promotion and protection of women's human rights in the domestic and international arenas
- [Emily's List Australia](#) - promoting female representation in the ALP
- [WEL Young Feminists](#) - a Melbourne based lobby group focussing on women's health, education and work
- [The Glass Ceiling Commission](#) - established to identify glass ceiling barriers and expand practices and policies that promote the advancement of minorities and women
- [IGC: WomensNet](#) - part of the Institute of Global Communications, which promotes progressive community organisations
- [PSAC's Pay Equity Page](#) - the Public Sector Alliance of Canada discusses pay equity
- [WWWomen!](#) - a search directory for women

PSA Members Training

Special Leave of 12 days every 2 years is available to members to attend PSA training. This is regularly advertised in *Red Tape*. The McKell Workplace Committee is arranging for a training course to be run in McKell for interested staff. This will be discussed at the Workplace Meeting on the 24th so interested members should come along to secure your place.

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 will help all other Union members in McKell.

Some benefits to union members include:

- Discount IBM computers
- Competitive home loans
- Access to the affordable "virtual communities" computer, software and Internet packages
- Access to Union Shopper, to find the cheapest prices on goods and services

To join the PSA costs only \$15.80 per fortnight. Membership forms can be found at the PSA website www.psa.labor.net.au, or see your delegate in McKell.

Contributions

NewsFront is produced by McKell delegates, however all DPWS members are encouraged to make contributions about issues in your work area. Email your stories to Susanne Johnson.

UNITED WE BARGAIN, DIVIDED WE BEG!