

PUBLIC SECTOR Review

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February / March 2007

EB Victory

Just four days before Christmas, the South Australian Industrial Relations Commission certified the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006.

This new agreement applies to 34,000 public sector workers - including the majority of PSA members - and contains a number of significant benefits including:

- * A 3.5% increase for each year commencing on October first in 2006, 2007 and 2008;
- * An increase in paid maternity and adoption leave to 14 weeks (the International Labour Organisation standard). The leave may be taken in two periods of equal proportions, thus increasing flexibility;
- * A revised Professional Officer structure - with new Work Level Definitions and translation principles;
- * An increase of \$1400 for DCS OPS classifications 2, 3 and 4;
- * A renewed commitment by Government to ensure the "no redundancy" provision for public sector workers applies for the life of the Agreement.

The Agreement was overwhelmingly supported at the Ballot conducted under the auspices of the State Electoral Office - with 90% of those who voted supporting it.

PSA General Secretary Jan McMahon said this was a strong vindication of the Union's support for the Agreement.

The PSA recommended a "Yes" vote after intensive and detailed negotiations with Government over the structure of the Agreement, and widespread consultation with members.

"The PSA is very pleased that almost all people who voted on the new Agreement voted in favour of it," Ms McMahon said. "It is a strong step forward which has been made at a time of industrial uncertainty, in a new way never tested before. The outcome is very pleasing and positive for the present, and will mean further solid improvements into the future."

The PSA also continued negotiations with Government to ensure that the new Professional Officers structure was implemented fairly across the public sector.

Since the certification of the EB Agreement, a number of implementation issues have arisen which the PSA is addressing. These include:

Backpay

A number of Agencies, mainly in the Health



From Right: President Lindsay Oxlad, General Secretary Jan McMahon, Assistant General Secretary Nev Kitchin

area, were unable to process the backpay component of the Agreement prior to Christmas (the increase in the Agreement is to apply from 1/10/06). The PSA met with senior payroll managers to ensure the increase was processed as soon as possible (members are urged to advise the PSA if they believe they have not received their increase).

Professional structure

The PSA met recently with Public Sector Workforce Relations (PSWR), the Government's chief negotiator, and a key industrial relations negotiating body in Government. The purpose of the meeting was to ensure that all Agencies in the public sector receive a consistent message from the principal parties to the Agreement as to how the translation principles from the old structure to the new are to be applied.

The PSA has previously published details as to how the translation will work (*see the PSA newflash of 19 January 2007 on our website for more information).

But we emphasise that in the first instance it is up to local management to correctly classify members. In the event of a dispute, recourse can be had to the Industrial Court on the basis of the employer's failure to pay the appropriate rate for the

work being done (underpayment claim). Before taking this action members are urged to contact the Association.

The PSA will also be convening a meeting of the Professional Division in the near future to discuss progress of the implementation. The PSA also plans to involve specific professional groups - such as radiographers and social workers - at the worksite level to make sure they take advantage of the new structure.

Agreement has also been reached with the Government that the Work Level Definitions - which are an integral part of the new structure - are reviewed to make sure they operating as intended. Members will be kept informed of these discussions.

Regional incentives

The Agreement also requires that a Report on Country incentives for public sector workers in country locations be released by June. The PSA will ensure that this deadline is adhered to and that members are consulted when its recommendations are available.

Members who have any queries about the Agreement should contact their PSA Industrial Officer or the PSA Members' hotline on 8205 3227.

Work "Choices" protection

The PSA is stepping up its fight to ensure all members are protected from the evil uncertainties of the Howard Government's Work "Choices" legislation.

So far, the fight has been successful. Since the introduction of these outdated and dangerous laws, the PSA has lobbied the State Government intensively to protect local public sector workers.

It has sought the introduction of new State legislation to shield public sector workers from the draconian Federal industrial regulations.

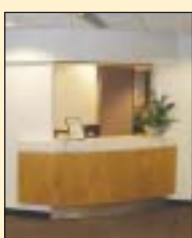
The Rann Government has responded, creating the Statute Amendment (Public Sector Employment) Bill. This Bill (yet to be proclaimed) passed both Houses of Parliament prior to Christmas. The Bill meets most of the Association's concerns. The Government, in its drafting of the Bill, has amended most of the major Acts that apply to the employment of PSA members.

By extending the "shield of the Crown" in this way, it has ensured that those members continue to have all of their industrial relations activities regulated by the State Industrial Relations Commission. This means that members in Health and other Agencies covered by Acts of Parliament that have been amended by the Bill are no longer caught in the WorkChoices net.

In light of a recent High Court decision - which upheld the Federal legislation after a challenge from the States and Unions - the Government response is a welcome recognition that WorkChoices has no place in the public sector workforce. This is a fantastic result. But there is still more to do.

Some employees of Agencies - whose employment legislation has not been mentioned in the Bill - remain subject to the Federal legislation. The PSA continues to strongly advocate that all State public sector workers must be exempt from WorkChoices. As long as there are PSA members that are not covered by the Bill's provisions, we will continue to agitate for their return to the State system.

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Firm resolutions for the year ahead

By Jan McMahon

A new year is always an opportunity for a fresh start and renewed energy to focus on what lies ahead. The PSA's New Year's resolution is to continue to fight on behalf of our members and our community with an unwavering commitment to achieving results.

One issue which is largely resolved is the Government Parity EB. The overwhelming support for the PSA negotiated outcome was very heartening. It resulted in significant improvements for tens of thousands of South Australian families, and recognition from the State Government of the need to address recruitment and retention issues.

That EB – negotiated in a very different industrial framework than any which preceded it – puts us in a solid position for future negotiation and improvement. Some members are still negotiating agreements, or soon will be, and the PSA will continue to ensure EB agreements deliver outcomes.

Also well advanced are our continuing efforts with the State Government to protect more South Australian public sector workers from the dangers of WorkChoices, particularly those employed in Health Units and Corporations. We will continue to campaign vigorously against the dangers of WorkChoices in the lead up to the Federal Election due later this year.

Looming on our horizon, however, is the next State budget due in May. Despite our relatively strong economy and huge windfalls from GST, poker machines and other taxes, there are warning signs that the State Government is likely to continue to tighten its belt on public sector spending. We must ensure that any efficiencies sought by the government are properly thought through.

Key PSA concerns are:

- The age profile of the Public Sector;
- Regional employment and incentives;
- Recruitment and retention strategies;
- Commitment to graduate programs and traineeships;
- Skills shortages;
- Law and order policy impacts;

- Education;
- State Public Sector workforce development;
- Shared services impacts.

These must be dealt with in a whole of government manner and without sacrificing jobs or services for the sake of the budget line or to appease those continually calling for reduced public service spending.

The ageing of our State's population in general, and the public sector workforce in particular, is clearly linked with the need to improve recruitment and retention strategies. This government simply cannot afford to cut job numbers in a public sector crying out for workers.

Government must also work harder to make the public sector an attractive option for young and skilled workers. We already struggle to find enough skilled people to provide the services our community needs. Government must commit to a significant program to become an employer of choice among a new generation of workers.

So-called "shared services" must be approached with caution. Experience has shown that centralised services haven't worked. They remove vital local knowledge and face-to-face contact from the equation.

They almost invariably result in poorer service with longer waiting periods. The PSA will be scrutinising these proposals to ensure they are not simply job cutting exercises. Job cuts in regional areas have an even greater impact on families and the local economy, and this needs to be considered before any decisions are made. Jobs and services must be maintained, proper consultation needs to occur with affected groups, and greater emphasis placed on career development, skills and training.

There is no shortage of issues and opportunities for PSA members. The PSA's resolution not to give up on the issues that matter for our members and our community will continue to underpin our work in the year ahead. With your support, we will succeed.

President's Column



What Review of the PSM Act?

By Lindsay Oxlad

Rumours that the Government is about to announce drastic changes to the Public Sector Management (PSM) Act have been circulating for some time and have now reached fever pitch.

Given that they have been developed in complete secrecy, the Association is concerned that we are seeing a return to the bad old days of Dean Brown's Liberal Government when they sought to remove tenure, the appeals processes and the checks and balances that ensured that the public sector carried out its business without the risk of nepotism, patronage and corruption.

Following extensive lobbying by the Association, the draconian Liberal legislation developed by ex Premier Brown was amended (gutted) extensively (with the assistance of the then Labor Opposition and Democrats) to yield the current PSM Act which retains the necessary protections of procedural fairness, natural justice and provides the SA community with confidence that its public sector is trustworthy and can confidentially be depended upon to deliver the services that they require honestly and equitably.

Changes to the Public Sector Management Act, the legislation which underpins the employment of tens of thousands of public sector employees, must preserve the principles of public accountability and probity as well as ensuring that public sector employees are afforded procedural fairness and natural justice in all aspects of their employment reflecting the higher standards that apply in the public sector. Anything less is not acceptable.

The Review of the Public Sector Management Act in itself is no secret. Of course the PSA has a keen interest in this Review. Yes, we have heard the whispers of major changes afoot, but mysteriously, no details have been forthcoming from Minister Weatherill or his senior executives. Despite raising concerns with Government over the lack of consultation on such a critical issue, we are yet to be provided with information about the parts of the Act that are being reviewed, or heaven forbid, given a draft copy for comment. As the largest state public sector union, the PSA is only too aware of what areas of the Act need improving, and we would be more than happy to discuss these in detail with the government and its advisers.

Quite apart from the requirement to consult

with the PSA, there is a genuine offer of assistance by the PSA to contribute, with the added benefit of the PSA's operational experience and knowledge of the Act.

While we may *not* know what the proposed changes to the Act are, there are some things we do know.

We *know* that PSA members were given an assurance of job security prior to the last State Election. In Premier Rann's own words "*I absolutely commit myself and my Government to continuing our existing 'no forced redundancies' policy if we win the next election.*" Finding suitable alternative employment for Government redeployees is a key element of this commitment.

We *know* the Rann Government has committed to working with the PSA to pursue as many opportunities as possible to convert public sector workers from temporary to permanent employment.

We *know* that the Rann Government has committed to merit based selection, recruitment and promotion processes and the preservation of procedural fairness and natural justice in appeals and disputes to prevent the spread of nepotism and patronage and to prevent bullying and harassment and corruption.

We *know* that the Rann Government is committed to attracting and retaining workers to the SA Public Sector and to do this needs to ensure it becomes an "Employer of Choice" rather than an employer of last resort.

We *know* that the Rann Government is committed to enhancing opportunities for female employees and recruiting greater numbers of women to senior executive roles and Government board positions.

How do we know this? They are Premier Rann's own words in a letter to the PSA dated 17th February 2006. Given these commitments from Premier Rann, should we have nothing to fear from the Review of the Act when it is eventually unveiled to us? Should we dust off the TV ads and billboards and begin campaigning to protect our members rights and entitlements?

While we could be accused of being alarmist, based on our past experience it could be expected that Jan McMahon, Peter Christopher and I will be spending many late nights at Parliament House lobbying the non-government parties to oppose any unacceptable changes to the PSM Act. As always though, we could be wrong. There is always a first time. Watch this space....

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.

Service fears over budget cuts

The PSA has expressed its deep concern over short-sighted budget cuts in the Department of Families and Communities.

It fears such cuts may impact dramatically on service delivery to some of the most vulnerable and needy members of our society.

In an email to staff, the department's Chief Executive, Sue Vardon, said her budget was under "huge pressure". She also admitted this pressure was being caused by: "An increase in children coming into care and disability pressures which are long standing."

As a consequence of this significant increase in need to provide adequate protection to children at risk, and properly care for people with disabilities, the department, unsurprisingly, was spending more money in some areas to try to meet the need.

Ms Vardon's response to this extra budget pressure, community need and increased workload on staff, was to put pressure on her management team not to fill job vacancies, force more staff to take annual leave, cut staff spending, not to replace staff on leave or to employ any contract staff to meet the needs. She also directed that staff should catch public transport with a directive that no taxis were to be used in the CBD, and that use and allocation of mobile phones – an essential tool of trade these days – be reviewed. The PSA noted that these measures did little to address the central issues.

It was clear that members were already working under almost unendurable pressure to provide services before these cuts came into effect. This was despite the PSA conducting a very successful Child Protection campaign three years ago which helped the department by resulting in a considerable increase to its budget.

Since that time, there has clearly been higher than expected increases in the number of children under the Guardianship of the Minister and service demands from other clients.

The PSA believes it is essential that the department immediately take the necessary action to reduce the privatisation and outsourcing of care for children in crisis.

The PSA called on the department to:

- Consult with staff to ensure budget cuts such as those outlined by the Chief Executive do not have an adverse impact on people at risk;
- Fill all vacant positions – vacancy does not mean the jobs are not needed, simply that there is a skills shortage in some areas;
- Ensure members are not at risk due to budget cuts;
- Ensure clients of the department are not compromised or endangered by the budget cuts.

"Open door" policy expensive and dangerous

An ill-conceived "open door" policy by a department Chief Executive is putting staff's safety at risk, the PSA has warned.

And the move has reportedly cost the supposedly cash strapped department \$150,000.

The PSA has repeatedly expressed its concerns about the breach in security in the Riverside Building HQ of the Department of Families and Communities.

An agreement was reached after long and detailed negotiations to overcome the breach.

However, on a recent visit to the building with members, PSA Assistant General Secretary Nev Kitchin noted that the door in question had been left open with no staff member in attendance at the reception area.

This breached the agreement established between the PSA and the department.

In a letter of complaint to the department, PSA General Secretary Jan McMahon stated that this action put staff at risk.

She questioned how often this breach of security occurred and warned that if a serious injury was to occur because the door was left unsecured, the Chief Executive and senior managers could face prosecution under the OHS&W Act (1986).



The open door putting the safety of staff at grave risk

The PSA sought an urgent meeting to review the security arrangements as soon as possible.

The dangers of this situation should not be overlooked, the PSA believes. The department concerned deals with often controversial and highly emotive issues which can cause significant anxiety and anger among members of the community.

The PSA also is reminded of the tragic case of mental health chief Margaret Tobin, who was killed in her office by a man with a gun.

"We want to make sure that people are safe at work," Ms McMahon said. "It is unacceptable that staff are not afforded their entitlement to be protected from risk for the sake of an open door policy."

Health news in brief

Medical Imaging Services

All critical health units may lose radiographers to Flinders Medical Centre due to higher remuneration packages being offered by Flinders.

The PSA believes most radiographers are under classified and the Department of Health needs to act quickly to ensure the standard of services remains high.

This will have flow on effects to the rest of the system's allied health workers. Many of these workers are considering moving into the private sector for more pay – a move that would have obvious detrimental effects on services.

Child adolescent mental health services

The PSA has warned eligibility changes made by Department of Families and Communities are putting young people at risk.

Many young people needing social work assistance or psychological care are having their cases closed – against advice from their clinicians – because of a lack of resources.

These children and adolescents – often in need of preventative care – are left out in the

cold because staff have been told they must deal with other patients considered "high risk". The inevitable outcome is that these same young people often need further assistance, often with exacerbated symptoms.

Reclassifications

It is Government policy to promote the public sector as an employer of choice. However, the PSA is demonstrating there are many areas within the health sector with poor career paths and numerous staff who are under classified. This damages morale and leads to poor recruitment and retention.

The PSA is working with members in these areas to improve the situation through assistance with applications for reclassifications.

Dental services

Cut backs in funding are being blamed for an increase in dental problems for children.

Recent figures show tooth decay in six year olds has risen by 56% from 1996 to 2002 with an even higher 71% increase in 14 and 15 year olds.

The PSA has stated that the entire Public Dental Health System is under resourced.

Students and adults relying on public dentistry – and enduring a wait of years to be seen – no longer have preventative dental care, only emergency treatments. This usually means teeth are extracted rather than saved.

Psychology restructure

The PSA is working with members employed as public sector psychologists to develop rights for private practice.

Meetings with the Department of Health have indicated the department is willing to consider this move.

Discussions are underway to demonstrate a need for this change from patients and public sector clinical psychologists and to determine how it would be applied.

The PSA believes the demand for psychological services and the waiting lists clearly shows there is a need.

The PSA also took this opportunity to reiterate that many psychologists had been under classified against the previous Professional Services Officer (PSO) structure and the PSA expected this to be rectified.

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“Shared services” costs jobs and services at TAFE

The establishment of shared service centres within TAFE will cost dozens of jobs and result in poorer service, the PSA has warned.

The PSA attended a briefing with Department for Further Education Employment Science and Technology (DFEEST) Management in February 2007.

Management outlined a plan to create Shared Service Centres for ICT Services Help Desk and Accounting Services.

It was confirmed that the proposed changes would be significant including a reduction in full time equivalents (FTE) in the metropolitan and regional areas, slashing heavily into the existing 80 FTEs undertaking this work.

The PSA immediately expressed its anger at such a proposal aimed at cutting jobs and reducing services.

This came after the PSA advised members in November last year that Regional TAFE had substantial budget difficulties. The PSA was criticised at that time by the Chief Executive because of statements indicating there would be job cuts in regional South Australia.

It is clear to the PSA that this job cutting proposal is directly related to budget constraints. The proposal to take jobs out of regional South Australia is in direct opposition to the Government Policy and Strategic Plan regarding Regional Employment.

“These cuts will hit regional centre economies – already battling with the impact of drought – the hardest,” PSA General Secretary Jan McMahon said.

“It will also mean poorer service for students, families and staff in the city as well as the country.”

The PSA strongly opposes the loss of positions, particularly for those members in remote locations with limited prospects for alternative employment.

The PSA will be advocating very strongly for members to reduce any family dislocation or proposals that would require members to relocate.

PSA members are encouraged to actively participate on consultative committees at the local level to ensure their concerns are heard and they are kept fully informed. The PSA will continue to provide regular updates to members.

Prisons ‘bursting at the seams’

Recent moves to jam even more prisoners into our already over-crowded and under-resourced prison system are dangerous and will not be tolerated, the PSA has warned.

Among recent plans were moves to house prisoners in infirmaries, on mattresses on the floor, and on dangerous second hand beds sourced from the Baxter Detention Centre which had numerous hanging points.

Our prisons are simply bursting at the seams, and the Department is trying to squeeze in more and more people. Some of the methods they are using to achieve this are dangerous to staff, prisoners and the community. “We will not allow such dangerous situations to arise – and will act every time the Department tries to force staff to work in untenable conditions.”

The most recent display of the dangers of understaffing in prisons was at the Port Augusta prison early in February.

A search conducted – on one of the increasingly rare days when the prison was properly staffed – found numerous dangerous contraband objects suitable for the creation of weapons. The concealed items included bricks and flammable fluid which has previously been used to create Molotov cocktails.

The prison management initially refused a PSA request to lock-down the prison and



conduct a thorough search for more contraband.

This refusal was met with anger by members, who voted to lock-down all the State’s prisons until such time as their safety at Port Augusta could be assured.

The department quickly backed down, ordering a search of all cells and surrounding areas of the prison.

Without enough staff to keep a proper watch on dangerous prisoners, who are becoming more discontented due to the overcrowding, the risk of serious disturbances goes through the roof. The Government has a policy of being tough on crime and putting more people in prisons. That is their right. However, they can’t keep pushing more people into the system and just ignore the problems that will inevitably create.

Other incidents in recent months have included:

Port Lincoln Prison

Recently had 10 per cent more prisoners than it should, creating a dangerous situation for correctional services officers.

One cell, meant to hold five prisoners, was holding nine. “Prisoners were banging on the wall in frustration and anger when I was there to meet staff,” Ms McMahon said.

Yatala Labour Prison

Our State’s highest security prison was locked down for several days due to overcrowding in G-division – the area for containment of protected prisoners.

Three protected prisoners had been moved into the infirmary because there was not enough room in G-division. The infirmary is not meant to be used as a holding place for excess prisoners – it puts staff and prisoners at great risk if it is. Staff had no choice but to lock down the prison until this situation was resolved.

Among the Department’s suggestions to resolve the overcrowding issue – and squeeze the extra prisoners back into G-division – was to supply mattresses on the floor.

This “third world” solution to the problem was rightly rejected by staff. Further weapons have since been found at YLP.

Cuts hurt efforts to keep kids in school

Tens of thousands of children have recently returned to school.

Four people whose job it was to help keep them there did not. They are – or were – our school retention officers (Student Attendance Counsellors – Retention). Social workers employed on contract less than four years ago to help families and schools keep troubled kids in school until they reached the new leaving age of 16.

If they couldn’t help keep these kids in school, it was their job to help them find other training or work.

They were appointed on a contract due to expire in April this year. They were the only four people dedicated purely to that task for every school in this State. But late last year they

were told their contracts would not be continued and have now all found other work.

In February last year, Education Minister Jane Lomax-Smith announced “an intensive program that supports secondary students to stay at school and complete their studies”.

“This Government has put the spotlight on keeping young people engaged in school, work or training as a top priority,” she said.

The PSA is concerned by this decision and has raised the matter publicly.

This move has come at a time when the retention officers still had hundreds of kids at risk on their books needing further help - and at a time when the State Government has announced its intention to raise the school

leaving age further, to 17, by 2010.

Children and families will now be left unsupported and the most vulnerable - those most likely to drop out of school and get into long term trouble - are at greater risk as a result.

The PSA surveyed high school principals to find out what they thought about this decision.

Their uniform response was that they had not been consulted about the decision and were less than impressed.

They clearly stated that they lacked the internal resources to provide such vital counseling to their students. It was their opinion that the removal of the counselors would mean that the work now simply would not be done, and many more children would slip through the net.

Good news for Public Sector Professionals

The certification of the latest South Australian Government Wages Parity Enterprise Agreement 2006 contained some good news for public sector professionals.

In particular there was long overdue recognition of recruitment and retention issues which are related to skills shortages and increased competition both interstate and with the private sector. It has been recognised that failure to do something to address salary anomalies with other sectors would mean the State’s “brain drain” would only continue to worsen.

Still more can be done to address these issues, but the new Professional Officer (PO) and Medical Scientist (MS) structures are a positive development.

The PSA has kept members informed throughout the EB process, and subsequently, about what the new structures look like, and

how they will be implemented. These can also be found on the PSA website www.cpsu.asn.au by clicking on the Professional Division link.

Some other employees may now also meet the criteria in the Work Level Definitions (WLDs) at a higher level on the basis of being Specialists, Managers or Advanced Practitioners.

It is a management responsibility to ensure that employees are correctly classified. If members believe they are incorrectly classified as a result of the new WLDs, managers should be approached in the first instance to review the classification. Classification in the PO structure will no longer be determined by the Benchmark Position Information Documents (PIDS) but by WLDs only.

The PSA believes the new WLDs will provide members with improved career paths. There will be a process to ensure these are reviewed to ensure the correct outcomes are being achieved. The PSA

will actively be involved in the review process and encourages members to provide feedback.

The PSA’s Professional Division has also been pursuing issues on behalf of professional members not currently employed in the PO or MS Stream.

Specifically, the PSA has been arguing that members who are required to have degrees to perform their job, should be remunerated according to the new PO structure. The list of professions in Schedule 3 of the South Australian Public Sector Salaried Employees Award (SAPPSEI) 1994, should also be updated to include a number of other professional groups, many of which are new.

Discussions have been held with Government representatives and the PSA is continuing to collect examples from members. If members have queries or feedback for the Professional Division, emails can be sent to professional@cpsu.asn.au

Budget battle begins

The State Budget due in June comes just eight months since the Treasurer last spelt out his blueprint for income and expenditure in the delayed September 2006 budget.

Key elements in the PSA pre-budget submission include:

Age profile of the public sector

The average age of the public sector continues to creep upward. Sound workforce planning measures must be incorporated.

Regional employment and incentives

Government has recognised regional employment is a vital part of this State's economy. This matter continues to be of concern - especially in light of the Government's determination to create more shared service centres, with the inevitable cut in regional jobs.

Recruitment and Retention

This is a matter of significant concern throughout the public sector. It is especially significant in professional areas where the gaping holes in the Government's recruitment strategies are already apparent, particularly in evidence within the Health, Transport and Family Support sectors.

Commitment to graduate programs/traineeships

The PSA believes greater stress needs to be placed on youth programs to attract younger people.

Skills shortage in the Sector

This is a widely acknowledged problem across the sector - even

recognised by Government. A new allocation of funds is needed towards training and technology improvements. Public sector workers should be encouraged and supported to continue to upgrade their training.

Law and Order

Government focus on "law and order" must recognise the inevitable impact on already strained courts and prison systems. Increasing police numbers and enacting new legislation requiring greater levels of incarceration must be balanced with appropriate funding for such areas as the DPP, Corrections, Legal Services and Courts.

Education

Recent cuts in TAFE, loss of school retention counselors, and slashing of the number of district support officers is a concern.

Implementation of State Public Sector Workforce Development

An investment in training is critical to ensure ongoing provision of services.

Public Sector Reform

The PSA is of the view that reform processes must be about improving processes and services - not a smokescreen for job cuts and service reduction.

Shared Services

Last year's budget aimed for a reduction of 1200 jobs through development of new shared service centres. It is the PSA's view that centralisation of services does not result in improved services or efficiency. Rather, it results in poorer, slower and impersonal operations.

Australia Day recognition for excellence in public service

The PSA congratulates two members who have been recognised for the value of their contribution to our society in the recent Australia Day Awards.

Both have been awarded the Australian Public Service Medal.

Their individual success and commitment has been outstanding - and reflects the level of excellence within the public sector workforce.

Council is the Governing body of the PSA/SPSF



Lesley Burford, Administrative Services Officer from Housing SA has been appointed by Council to act in a vacant position on Council until the position is formally filled by the Australian Electoral Office.

Child Protection

The needs of some of the most vulnerable members of our society are not being properly met. Lack of funding means there is a crisis in child protection work - with dedicated staff stretched to their limits. Children cannot be put at risk by a lack of services to meet their needs, and to protect them.

Martin Charman PSM

Awarded for his outstanding contributions in the wake of the Eyre Peninsula bushfire crisis.

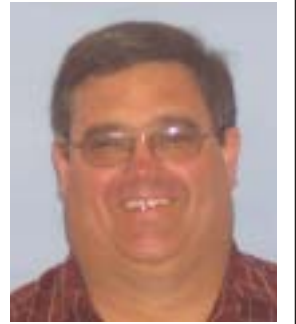
Martin is currently the relieving manager for Families SA in Ceduna, but is normally based in Port Lincoln.

He has worked with Families SA for nine years after a long role in Federal public service throughout Australia.

His social justice background has seen him commit himself to significant contributions in numerous regional centres.

"It is very nice to be recognised in this way and I do appreciate the award," he said. "It is the work of everyone involved, all the staff and the community. Managers certainly don't do all the work, but I am glad that all of our efforts have been noted."

"I work with DFC because what we do is important for children, families and communities - I want to help make a difference and help us all thrive. "I believe we do make a difference. In the recent bushfire, our united responses played a part



Martin Charman PSM

in helping people to rebuild their lives."

"Working with strong communities to help them overcome adversity is very rewarding. I'm glad that we could all pitch in together and help those in need."

Martin Breuker PSM

Awarded for his outstanding contributions in the wake of the Eyre Peninsula bushfire crisis.

Martin Breuker is Manager, Housing SA, Port Lincoln. He has been with Housing SA (formerly the Housing Trust) for 21 years, including 14 in Whyalla and the past seven in Port Lincoln.

During the bushfire disaster he was seconded to be the Bushfire Recovery Co-ordinator.

"It's a great honour and I am proud to accept this award on behalf of our whole community," Martin said of his award. "It was a fantastic community effort - everyone pulled together and did a great job. Trying to get people back to some normality as soon as possible and assisting them in their long term recovery was our primary goal."

"There were long hours and strong human emotions to be dealt with. It was not just bricks and mortar that were lost."

"I became involved in public service through an interest in social issues and a desire to help others. The thanks from my community, and an



Martin Breuker at the West Coast Recovery Centre

award such as this, shows I have achieved some of my goals.

"I know we can make a difference but there is always more we can do."

Public sector reform - is it working?

The Government Reform Commission, headed by former Queensland Premier Wayne Goss has been created, a few Government announcements made, but where are we at with public sector reform?

Following the reelection of a Rann Labor Government in March 2006, the PSA was informed by the Minister Assisting the Premier in Public Sector Management, Jay Weatherill, that major changes to the Public Sector were in the wind.

The Government indicated that any change was not about making the sector smaller, but rather making it more dynamic.

In response, the PSA, following consultation with members, prepared a comprehensive report providing various recommendations for reform. These focused on improvements to technology, proper workforce planning and investment in measurable recruitment targets.

The PSA has made it clear that any reform needs to focus on improving services to the

community rather than be an exercise in job cutting.

The PSA has been instrumental in providing key recommendations that the Government ought to consider in any reform announcements. However, it has remained firm that any reform cannot be at the expense of job security and services.

In December 2006, the Premier announced the Reform Commission's latest recommendations. Among them were:

- * More than doubling the size and function of the Cabinet Office of the Department of the Premier and Cabinet from 24 staff to 60. Cabinet Office will now take more of an across Government policy role to enable the achievement of the State's Strategic Plan;
- * Creation of a new SA Executive Service, effective 1 July 2007. The new Executive Service will be voluntary and will enable Senior Public Servants to accept contracts of employment. Clearly, the PSA is concerned regarding the impact of such a scheme on promotional opportunities for PSA members, especially women;

* The enhancement of a service award system.

The PSA was advised that the Premier is keen to encourage innovation and ongoing improvement among public sector workers.

While the PSA is not opposed to improvements and appropriate reform within the public sector, our constant position has been that the Government Reform Commission needs to clearly look at glaring examples of inefficiencies including obsolete technology vehicles which have been in existence in the Public Sector for a number of years.

The Association has continually sought commitments from Government regarding various improvements and efficiency gains, but has regularly been informed that, due to budget constraints, employees would have to "make do with the system as it exists."

The upcoming Budget will tell the real story on how committed the Government and its Reform Commission is to real reform, rather than purely cutting jobs and services for the South Australian community.

Public Sector Management Act

It is abundantly clear that the Government Reform Commission has actively pursued review of the Public Sector Management Act.

The Association is aware that a Cabinet submission is currently being prepared. The PSA has not been provided with copy of any proposed changes to the PSM Act despite numerous requests.

It is clear that the Government wishes to make the PSM Act a mere "broad principles" document rather than an operational legislative instrument. It is envisaged a number of current protections will be placed into regulations and/or various policies.

It is expected that a Bill will proceed to Parliament by June this year.

PSA General Secretary Jan McMahon said: "It is unacceptable that any proposed changes to legislation that affects thousands of public sector workers have not been genuinely consulted with the very union that represents those workers."

New book by passionate PSA veteran



Peter Christopher in nautical mode with the Oscar W at Goolwa. Photograph courtesy of 'The Advertiser'

PSA chief industrial officer Peter Christopher is a man with many passions.

Not only is he a stalwart of the Public Service Association, known for his integrity, tough negotiating skills and hard work – he is also a noted local author with several books under his belt.

His latest offering, recently published by local company Axiom, reflects his love for the history of our rivers and the craft and crews who pioneered trade along them.

Australian Riverboats – A Pictorial History is a 132-page photographic and textual record of a bygone era when remote communities relied on paddlesteamers as their lifeline.

Using historic photos from the State Library's Godson collection along with sketches, it presents a human story and realistic image of life during these pioneering times.

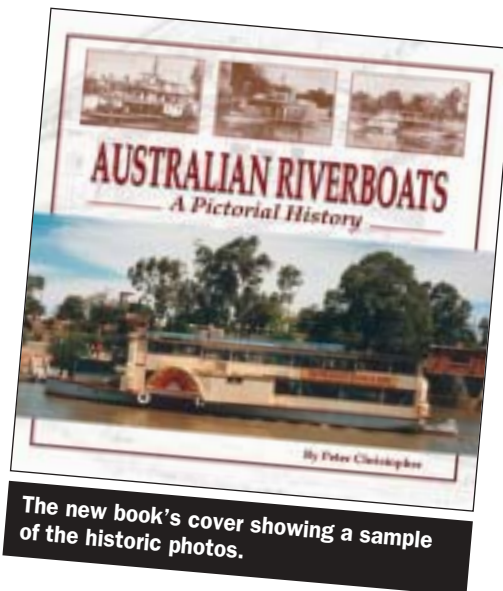
Peter built on his experience in writing Paddlesteamers and Riverboats of the River Murray in developing this ambitious record of life afloat.

His interest in maritime history is long-standing – spawned more than four decades ago.

As one of our State's earliest SCUBA divers, Peter has also researched and written about South Australia's many shipwrecks and is a noted expert in this field, maintaining and upgrading a significant computer data base of shipwreck and maritime information.

He has also dived in the Murray River, working in zero visibility to gain information and recover artifacts which are now museum pieces.

The Public Sector Review regularly seeks to profile outstanding professional and personal efforts by members. If you know of a member who you believe deserves such recognition, please contact the PSA.



THE MORE THINGS CHANGE...

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

100 YEARS AGO

Some time ago the Lands Titles Department held some pair-oared contests rowed in ordinary pleasure boats.

The event was such a success that the men of deeds were moved to challenge the Survey Department to a race in four-oared, fixed-seat tubs. The notice given was too short to allow a thorough preparation, but the Survey Department accepted the challenge.

The contest aroused much interest, and a crowd from both departments assembled at the Adelaide Rowing Club's shed to witness the struggle.

The L.T.O. crew, which was a stone heavier all round than the Survey representatives, jumped away at the start, and, despite desperate efforts on the part of the latter, kept about a length ahead until near Morphett Street bridge.

From there they slowly increased their advantage until the winning post near the Rotunda was passed two lengths clear of the valiant struggles in the rear.

Feb-March 1907.

75 YEARS AGO

Should you be unlucky enough to get a drop of oil on your frock when cooking, or eating salad, before attempting to remove it in any other way, try this one at once. Take a tiny piece of bread crumbs and rub the spot gently with it for a few seconds, when, as likely as not, the oil spot will disappear.

For your wife, by Aunt Eliza, Jan 26, 1932

25 YEARS AGO

The effect of the current policies of reducing the public service area will reflect itself in much poorer services to the public. We have already seen this in important areas like health.

The public will need to realise that this drop in service is not, in fact, due to claims by our detractors of inefficiency by public servants, but due to the sheer lack of adequate numbers of public servants to provide adequate services.

President's column, February 1982

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



HOLIDAY HOME AVAILABILITY - 2007

	March	April	May
Glenelg	_____	21 - 30	1 - 31
K. I.	_____	_____	_____
Mannum	4 - 8	28 - 30	1 - 31
Pt Lincoln	_____	_____	_____
Pt Vincent	1 - 14 24 - 31	1 - 6 21 - 30	1 - 31
Robe	1 - 15 18 - 23	1 - 20	1 - 31
Goolwa	5 - 9	1 - 4	12 - 18 26 - 31

CLASSIFIEDS

FOR SALE

2.5 Seater couch in neutral pattern - \$60. **Fisher & Paykel top loader washing machine** - Good condition - \$250 o.n.o.
Contact Nicola on 0439 307 946

Golf Equipment - 2 Red Kin Bags in excellent condition. New price \$650ea. Will sell for \$250ea. Mens assorted woods and Ping Eye 2+ irons. Ladies full set Wilson ultras. All very good condition. Price negotiable. **Portapottie** - brand new never used. New price \$150, will accept \$100.
Contact 8268 3140 West Lakes.

Breuer Dining Table & 6 Chairs - Timber with chrome legs, glass tabletop and rattan insert (89cm x 147cm). Very good condition. \$150 for the lot (includes free matching cane/rattan placemat set).
Call Sharon on 8204 1094 or 8344 4028.

1920s Australian oak cupboard, 5 cupboards and 2 drawers - L 136cm x D 40cm x H 114cm. \$50.
Call Sharon on 8204 1094 or 8344 4028.

Curtains, Pelmet & all tracks - various sizes - blue & cream \$50. **Lace curtains** - 30 metres \$50. **Water fountain** - silver ball \$80. All as new.
Contact Karen on 8376 4496 or 0409 944 566.

Going to UK on holiday. Mobile phone for use in UK only - Prepaid (some credit available. Nokia 1110 - little use \$100 - sell on after return. Contact Tony on 0415 919 009.

Antique (mid-Victorian) oval tilt-top table. 1m x 1.37m burr walnut with intricate Bird's Eye maple inlay. Birdcage style heavily carved pedestal. \$1800 o.n.o. Genuine reason for Sale. Contact Sharon on 8263 9353 or 0432 498 560.

TO GIVE AWAY

Upright Piano - Erard (London), Serial# 7817. Manufactured 1826-1850. Very pretty walnut veneer finish. Solid brass pedals. Give away. New owner to transport.
Call Sharon on 8204 1094 or 8344 4028.

FOR RENT

Carickalinga - Stylish holiday home. 3b/rs, 2 bthrooms, 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/night. Min 2 nights.
Phone Cora-Ann on 8357 0587 or 0439 800 978.

REAL ESTATE

House for Sale (Private Sale) - Yorke Peninsula. 200kms from Adelaide. Brand new 3 b/r house. Inc new carpets, vertical blinds & r/c aircond. 10 mins to beautiful Pt Rickaby beach. Excellent investment property or holiday house. \$149,000.
Contact Pamela on 0430 051 909 or 8367 5117.

HOLIDAY ACCOMMODATION

Victor Harbor / "WaterWays Cottage"

Compact 3 bedroom, air-conditioned beach house overlooking one of Encounter Lakes sea water sandy white beaches (60 metres) and green parklands. Perfect for swimming and picnics. Also about 400 metres to the ocean, cafes and shops. Lock-up undercover parking for two cars with remote control. Fully fenced rear garden. Small outdoor dogs permitted. Sleeps 6. Rates include linen. \$110 per night (off peak) and \$150 per night (peak times). Minimum 2 or more nights, excluding public holiday and school holidays. Enquiries phone 8552 4628 or 0412 922 280.

Victor Harbor / "Sea Spray" is a beautifully furnished modern two storey air conditioned 3 bedroom/2 bathroom luxury beach house 100 metres from the beach, cafes and shops. Sea views from the balcony and two bedrooms. Lock-up undercover parking for two cars. Sleeps 6. Suitable for the family of for a romantic weekend for two. \$180 per night for first two nights and \$150 for subsequent nights, excluding school and public holidays. Includes white linen. Minimum 2 nights. PSA members 5% discount. AAA Tourism 4.5 star rating.
Enquiries phone 8552 4628 or 0412 922 280.

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

This Spring edition highlights new benefits in travel and retail as well as dining and accommodation. You are able to save more money more often.

BE QUICK - VERY LIMITED OFFER!! CALL 1300 724 477 ESPRIT - JUST JEANS - JAY JAYS - PORTMANS - JACQUE

PAY ONLY \$47.50 FOR A \$50 GIFT VOUCHER.
TREAT YOURSELF OR SURPRISE A FRIEND.

Peterpans Adventure Travel

123 Waymouth Street, Adelaide 5000 Ph 1800 188799

Present your Membership Card at time of booking to receive:
20% rebate on all overnight Sailing Adventures
20% rebate on all domestic or international Travel Insurance
\$40 rebate on any of Peterpans Favourites Package Deals
10% rebate on any single product including campervan hire.
at all other times. Not valid with any other concessional offer.

Visit **Murray Bridge Golf Club** widely recognised as one of the best country courses in the State and take advantage of their benefit of one green fee for one paid.

Ritter Street, Murray Bridge 5253 Ph. (08) 8531 1388.

www.murraybridgegolfclub.com.au

Grandview House

19 Colley Terrace, Glenelg 5045 Ph. 0411 102 773

30 Marina Drive, Port Vincent 5581

www.grandviewhouse.com.au

Mention your Membership Card when booking to receive special Ambassador Card rate.

Block out times may apply during special events or peak periods. Minimum 2 night stay.

South Australian Aviation Museum

Lipson Street, Port Adelaide 5015 Ph. (08) 8240 1230

The flagship of the museum fleet is the RAAF Douglas C-47B, A65-114. Whether you come to learn or to reminisce, we are sure you will enjoy the visit. One complimentary admission with the payment of an admission of equal or greater value.

Richard Manetta Jeweller

63B Broadway, Glenelg Ph. (08) 8295 1465

www.richardmanetta.com.au

Established in 1990, Richard Manetta designs and hand makes personalised jewellery. Bring your design ideas in and have Richard create your own individual piece.

Receive 15% rebate on all jewellery purchased, made to order, remodelled and repaired.

DELETIONS

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Radio Rentals**L&C Water Purifiers****Leadlight Design & Repair****Robertson Glazing Pty Ltd****BeFit Sales & Hire****Derringers Music****Genesis 2****Yello Hair****Hall Towbars**

ADDITIONS

Car Rental/Hire**Access Rent-A-Car**

Car Rental. 60 Frome St, Adelaide 5000. Ph 8359 3200
15% DS DCC Discount applies to daily car rental rate only

Avis Australia

Car Rental. National Reservations Centre Ph 13 6333
Up to 15% off NS NC Members must quote Avis discount no. P384118 to obtain your corporate discount. Tarago mini-vans not available.

Bensons Total Limousine Service

Adelaide Premier Limo Company. Total Limousine service.
Ph 8379 2700. 10% off normal hourly rate NS NC NAS.
Dinner packages, day tours and weddings excluded.

Budget Rent-A-Car

Car Rental
Ph 8223 1400 for special prices. Approx 30-40% discount.
Quote discount no. BCD D zero zero 1 zero 12. Standard insurance conditions apply. Tarago mini-vans not included in discount. Must be over age 21 yrs.

Driving Tuition**Allan Miller Driving School Pty Ltd**

Driving tuition - cars manual & auto, heavy vehicles. Servicing all metropolitan areas.
Ph 8276 1988 10% NS NC

MODIFICATIONS

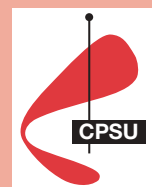
Page 28: **Maternity Matters**

St Marys & Smithfield branches are now closed.



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 _____

PSA TRAINING PROGRAM March, April, May 2007

MARCH
5 & 6 – Worksite Representatives Level 2
 To assist Worksite Representatives to further develop their skills, knowledge and confidence to organise in worksites.
(2 day course 9.00am – 5.00pm each day)

16 – Centrelink Payments and Services
 Bookings are not necessary but please notify mw@cpsu.asn.au your intention to attend. Members and non members are welcome.
 Are you planning your financial future? Would you like to know if you can access Centrelink payments if you are of Age Pension age, or no longer working? This presentation will provide information on the different Centrelink payments available, the rates of payment, how your income and assets affect your payments and the waiting periods which may be applied. We also discuss what you may be entitled to if you choose to continue working beyond Age Pension age.
(Lunch n learn 12.00pm – 2.00pm)

19 – Union Orientation Course
 The PSA is an organising union. Members recognise that their union's strength comes from their power as a group or collective. Problems at work can be resolved by members working together. Unions can and do make a difference to our working lives. Your involvement will make a difference in making workplaces happier, more productive and safer. We are pro-union which does not mean we are anti-management. Come along and find out more. It is an enjoyable day.

(9.00am – 5.00pm)
20 – Super SA Pre-retirement Seminars & Building Wealth Triple S Members
Clare
 We will be conducting two seminars per day as follows:
 1.00pm – 3.00pm 'Building Wealth – Triple S Members'
 5.00pm – 8.30pm 'Planning for Retirement – All Schemes'.
 To enrol please contact Super SA Member Services on 1300 369 315 or book on line www.supersa.sa.gov.au

29 – Reclassification Course Part 2
 If you have your reclassification application completed or partially completed, or if you have attended a reclassification course previously, this is a follow-up practical session to work through written applications.
(Full day course 9.30am – 4.30pm)

APRIL
26 – Reclassification Course Pt. 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.
(9.30am – 4.30pm)

30 April & 1 May - 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)

MAY
Super SA Pre-retirement Seminars & Building Wealth Triple S Members
8 – Pt Augusta
10 - Whyalla
 We will be conducting two seminars per day as follows:
 1.00pm – 3.00pm 'Building Wealth – Triple S Members'
 5.00pm – 8.30pm 'Planning for Retirement – All Schemes'.
 To enrol please contact Super SA Member Services on 1300 369 315 or book on line www.supersa.sa.gov.au

14 – Union Orientation Course
 The PSA is an organising union. Members recognise that their union's strength comes from their power as a group or collective. Problems at work can be resolved by members working together. Unions can and do make a difference to our working lives. Your involvement will make a difference in making workplaces happier, more productive and safer. We are pro-union which does not mean we are anti-management. Come along and find out more. It is an enjoyable day.

(9.00am – 5.00pm)
28 & 29 – Worksite Representatives Level 2
 To assist Worksite Representatives to further develop their skills, knowledge and confidence to organise in worksites.
(2 day course 9.00am – 5.00pm each day)

30 – Getting a Degree as a Mature Age Student
 Bookings are not necessary for lunch time sessions, but please email mw@cpsu.asn.au your intention to attend. Members and non-members are welcome to attend. UniSA presents; Give us the Third Degree on how to get your First.
 Give your career a boost or a new direction. UniSA offers adult pathways to getting a degree. This adult entry information session will show you which programs you can study, how to apply, how to prepare for STST, what it costs and all the support services UniSA offer. A degree is yours for the taking.
Lunch n Learn (12.30pm – 1.30pm)

31 – Reclassification Course Part 2
 If you have your reclassification application completed or partially completed, or if you have attended a reclassification course previously, this is a follow-up practical session to work through written applications.
(Full day course 9.30am – 4.30pm)

Review

- Published six times a year
- Full colour pages
- Direct-mailed
- Regular features
- Travel and entertainment
- News and views





