

Workers' rights are human rights







# 2006 - 2007 ANNUAL REPORT

**Community & Public Sector Union (SPSFT) Inc**

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## **NOTICE OF JOINT ANNUAL GENERAL MEETING**

Financial Members of the CPSU (SPSFT) Inc and CPSU (SPSF Group) Tas Branch are urged to attend the Joint Annual General Meeting at 1pm, Monday August 27 at CPA Australia, Level 2, 54 Victoria St, Hobart.  
(Street directly behind our 157 Collins St Office)

The agenda will include formal presentation of this Annual Report as well as financial statements, apologies, general business, presentation of annual accounts and the appointment of next year's auditor. Snacks & drinks provided.

The 2007 CPSU Awards will be presented to four outstanding public sector workers

*please RSVP to [j.mathews@tas.cpsu.com.au](mailto:j.mathews@tas.cpsu.com.au)*

Community & Public Sector Union  
(State Public Services Federation Tasmania) Inc  
157 Collins Street Hobart 7000  
Ph (03) 6234 1708 Fax (03) 6234 1498 Tasinet x5689  
[www.cpsu.com.au](http://www.cpsu.com.au) [cpsu@tas.cpsu.com.au](mailto:cpsu@tas.cpsu.com.au)

# a year of change

## tom lynch: cpsu general secretary

**2007 HAS been a year of change. Some has been for the better and some for the worse, and perhaps the biggest change for the year is yet to come.**

Unions that sit back waiting for a Government to provide favorable legislation, or those who want to talk about union rights instead of workers' rights, will find that long before anything changes they'll be too weak to protect their members.

I'm proud to report that your union has *not* been distracted by the constant change. At the CPSU we're building a union with the capacity to meet the changes that will be thrown at us in the future.

### **Planning is the key to our preparation**

No organisation can act strategically if it's always responding to external pressures. Through detailed planning we can focus our efforts on what's important to Members. We're able to prioritise - working with member groups who are ready to become involved and in areas that are central to our plan to build strength.

### **The second test of our capacity is the provision of adequate resources**

As a result of subscription increases in 2005 and 2006 we now have the ability to allocate a team of Organisers to our important campaigns and to back them up with the research and equipment they need to win. This is already providing outcomes for Members and will continue to do so.

### **Our next challenge is to grow our union**

In some areas our membership density is too low to influence outcomes in workplaces. We must *all* take responsibility to talk to non-members about what the CPSU is trying to achieve and to ask them to join us. The most common reason given for not being a union member is that they've never been asked - this is something we can easily address. When people say they get the same outcome as you even if they don't join make sure they understand that without workplace strength we all get less.

*In times of constant change there's a risk everyone loses confidence because they see activity rather than outcomes. I make this plea to all of you - remain confident and we will win. We have the plan... we have the people... we have the resources... we are committed. With your support anything is achievable.*

*Tom Lynch*

a year of change  
election yourrightsatwork  
demographics delegate conference  
climate change recruitment worker



### **CPSU Branch Council**

**Secretary:** Tom Lynch  
**Assistant Secretary:** Mat Johnston  
**President:** Lindsay Jones  
**Junior Vice President:** Andrew Dowie  
**Treasurer:** Bruce Barr

**Executive Councilors:** Samantha Morrison,  
Grant Ransley, Rosmyn Faulks  
**Councilors:** Jason Fliello, Christine Treloggen,  
Allan Kenny, Christine Mitchell



# lindsay jones: branch president

## YRAW

As we head towards a Federal Election the Your Rights at Work campaign continues. Unions remain concerned about the impact of the government's new IR laws on Australian workers.

Most of us in the Tasmanian Public Sector are protected in the short term but, unless these laws are changed, we face a draconian future with the scales tipped firmly in the employer's favour.

It disturbs me greatly that I'm part of the first generation that may leave worse industrial conditions for their children than those they fought for and enjoyed themselves.

One sign the YRAW campaign is working is that condemnation from communities, churches, political opponents and workers has led to 'Workchoices' becoming the name the Federal Government dares not utter:

### **Work Choices: Recipe for abuse Peter Lalor, The Australian, May 18, 2007**

*"WORK Choices is the policy that dare not speak its name. It is so maligned and malodorous the government that invented it no longer uses the phrase in advertising or polite society. Like Basil Fawlty the Coalition is so determined not to mention the war that it's become a bumbling gag. There's a degree of irony that a phrase as Orwellian as Work Choices should become so unutterable."*

## Delegates Conference

The first ever CPSU Delegates Conference was held at Granton in March and was very well attended by over 100 Delegates.

The main topics of discussion were the challenges facing the union movement and how we are responding, the critical role of Delegates and the future strategies and directions for our Union.

A major outcome of the conference was the development of a 'compact' or agreement between Delegates and the union office on their respective roles and responsibilities.

## PSUWA07

The CPSU worked together with other public sector unions in consulting members and negotiating with the State Government towards a new Public Sector Unions Wage Agreement - PSUWA07.

There was very strong support for the 12 month interim agreement now in place which provides a 4.5% salary increase from December 2007.

Importantly, PSUWA07 will deliver pay parity and review the classification standards during the life of the agreement.

There's a lot of work still to be done and groups of Members are already working on the development of new classification standards and looking at interstate pay levels.

## STRENGTH Campaign

It's vitally important our Union builds greater strength in the workplace so we've commenced a Strength Campaign to provide you with the tools you need to help recruit Members.

Higher union density means you have more input into decisions affecting your working environment - including better salary and conditions. It's no fluke that public sector unions with high density achieve greater increases.

## Thankyou...

*When the election is called I know we'll all carefully consider the alternatives on offer - for our own future and that of our children and grandchildren.*

*Thank you for supporting your union, particularly if you attended meetings or provided feedback on the many issues dealt with during the year.*

*The dedication, support and loyalty from members of the CPSU Council and Executive who offer a lot of time and effort to support members is very much appreciated.*

*Thanks also to our General Secretary, Tom Lynch, Assistant Secretary, Mat Johnston and all their staff for providing a wonderful service to Members.*

*Finally, thanks to the many Workplace Delegates for the considerable support you provide to your fellow workers. You're the backbone of the CPSU!*





# public sector community campaign



Community campaigning in Huonville

**AS PART** of the Public Sector Union Wages Agreement 2007 campaign the CPSU and other public sector unions have been holding free BBQs in regional areas around Tasmania to gain support for the campaign.

Getting the community onside will make a big difference. We explain that Tasmania's public servants are paid much less than their mainland counterparts and even less than many people doing the same thing in private industry in this state.

We're also explaining that 'public servant' means much more than just teachers and nurses. We have case studies of interesting government departments who do stuff most people have never heard of, like the Measurements and Standards Branch, Diagnostic Services and the people at Geodata Services who provide the information that goes into maps.

The response has been great and the community has been really interested to discover that public servants do so many varied tasks to keep this state clean, green and running well.

People have been eager to talk about the importance of public servants and the need to keep wages at a fair level with the other states and the private sector. Just about everyone mentioned the need for equal pay for an equal day's work and were keen to sign our public statement of support for the 2008 wage claim.

## no baker's dozen here

**HAVE** you ever wondered how you can be sure you're getting an actual litre or kilo when you go to the supermarket or the petrol station? One Government department makes sure weights and measures in Tasmania are up to standard.

Inspectors at the Measurement and Standards Branch of the Dept of Justice spend their time doing everything from checking the amount of milk in a carton to calibrating weighbridges around the state. They are the experts when it comes to trade measurement and often appear in court as expert witnesses on matters of measurement. These cases could involve anything from Worker's Compensation to catching undersized fish.

Just about everything, both pre-packaged or loose, is sold by weight or measure. The vendor weighs or measures the item and multiplies that by the unit cost. In the case of pre-packaged items, the measurement has gone on a stage before. This is done both at the vendor to consumer stage and the bulk seller to individual vendor stage. The task can range from simply weighing some biscuits to allowing for the temperature effects on petrol measures at the bulk terminal. The job of the Measurement and Standards Branch is to check that the weighing or measurement equipment used is correctly calibrated and that the calculation is correct.

The branch is the state custodian of primary standards. 'Standards' is the name given to units of weight and measure that are known to be correct. The primary standards are checked against the national standards in Sydney every three years. The national standard is directly derived from the International Kilogram in Paris, known as 'Le Grand Kilo'.

If you'd like a job there the inspectors at the Measurement and Standards Branch say you need at least para-professional qualifications in engineering, a good understanding of trade measurement and an interest in the job.

The Measurement and Standards Branch also has responsibility for Product Safety in Tasmania. This involves implementing and enforcing bans on dangerous or substandard products, dealing with complaints from the public, recalling products where necessary and researching products to decide whether they are dangerous or fit for sale. The Product Safety Officers also contribute research to State and National Advisory Committees which can culminate in policy and regulation for new or existing products.



Scientists have created scales that can weigh a zeptogram, which is about the weight of a single protein molecule

An 18,000,000,000,000,000,000,000 zeptogram dumbbell ▲



# meet this year's recipients

## amy batt memorial scholarships

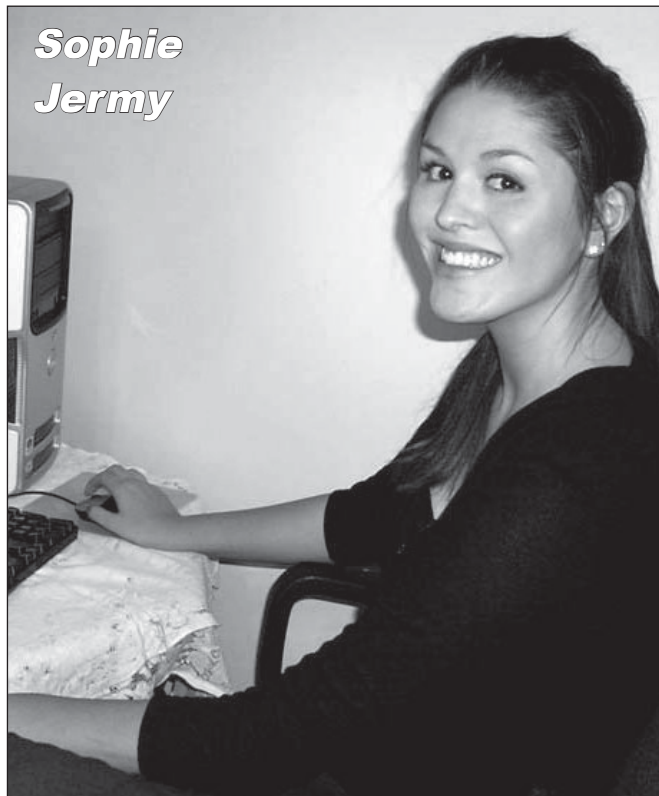


**SOPHIE** Jermy is flat out studying to get her Business Degree but she somehow finds time for friends, concerts, movies, trivia nights, a retail traineeship in Burnie and her love of painting, music and photography.

Sophie's introduction to the importance of unionism came via her parents' lifelong commitment to the union movement in the UK and Australia and the stories she heard about struggles for social justice, pay equity, fairness, miners' strikes and support for the disadvantaged.

It's good to know Sophie inherited these social justice and trade unionism principles - they're great values to take through life.

*"Thank you all for the Scholarship, it's been a great opportunity and the computer I was able to buy has already helped me so much! It's been a busy year. I started off studying for a combined arts and business degree but have decided to concentrate on business. I hope to work in marketing and media, and this semester I've begun a marketing course along with human resource management, commercial transactions and quantitative methods."*



*Sophie  
Jermy*



*Ruth  
Peacock*

**RUTH** Peacock's combined Bachelor of Arts/Music degree is a launching point for a career in music journalism and coordinating international youth music programs... a handy way to indulge her passion for Japanese culture and European metal bands!



Ruth has a good understanding of the role of unions through history and particularly their relevance and importance to women.

She also believes in the great value of knowing you're not alone - that you're part of a strong and supportive collective - and she sums up what unions are about in three simple words: A fair go.

*"I feel very honoured to be the recipient of an Amy Batt Memorial Scholarship. I think it's wonderful that an organisation such as the CPSU is thinking about young people. Being a student isn't always easy and it really does help a lot to have this kind of support. I'm now able to apply for an exchange to Germany, to further my studies in both the language and my singing, knowing that half my airfare is already accounted for. Thank you so much!"*

The cpsu offers two annual \$1000 tertiary commencement scholarships to help a member or their child with the first year of uni or tafe study. Applications for the 2008 Scholarships will be available in late August and will be advertised on our website and in CPSU Member E-news .

**YOUR CPSU is part of the crucial ACTU campaign to put fairness back into Australian workplaces.**

Workchoices legislation is now over a year old and the news has been filled with stories of unfair dismissals and diminishing pay and entitlements for many Australians. Workers and their families have coped the brunt of these laws yet we still haven't seen any of the promised productivity increases or any other economic windfall.

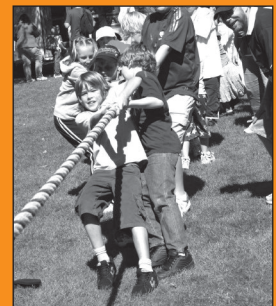
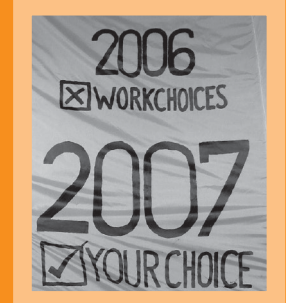
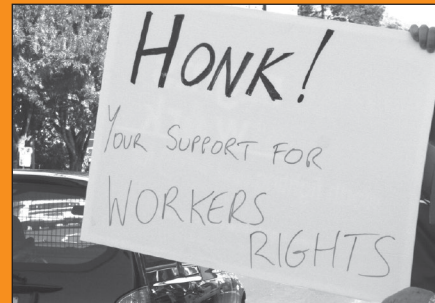
The ACTU has been coordinating the most

extensive community campaign seen in this country. Hundreds of thousands of people from all walks of life have rallied, marched, written and spoken against these draconian laws. Churches, community groups and progressive institutions across Australia have joined with the ACTU to highlight the fundamental unfairness of Workchoices.

The campaign materials are amongst the best 'brands' of recent times, with recognition of the trademark orange and black going off the scale in focus groups. The slogan 'Your Rights at Work, Worth Fighting For'

and the later version 'Your Rights at Work, Worth Fighting and Voting For' convey a simple message very effectively.

From the outset of the campaign it was recognised there's only one way to undo Australian law and that is to have Parliament revoke the law or to pass different law to override it. Either way, a Government needs to make that decision. The Liberal Government says the laws are here to stay - the opposition parties have clearly stated the worst of the Workchoices laws will be torn up.



# your right





Documents leaked from the Department of Workplace Relations in June make it clear the current Government intends to bring all State Servants across into the Workchoices system should they be returned to power.

In order to make sure voters are aware of the issues and their choices Tasmania has three Campaign Coordinators. Cindy O'Connor, Susan Wallace and the CPSU's own Jill Batt are coordinating the YR@W campaign in Tasmania. They're working flat out to make sure workers' rights and fairness are in everyone's mind when they exer-

cise their democratic rights later this year.

Over the past 18 months there've been hundreds of events around the country with some of the best taking place here in Tasmania. People have got together to fight for the rights at work of Australians by organising concerts, BBQs, rallies, street stalls, discussion groups, doorknocking, letter-boxing, even crib nights at the Penguin Pub!

The CPSU in Tasmania has 100 Members who are deeply involved in the campaign. They're writing letters, speaking in their

workplaces, doorknocking and letter-boxing their local communities.

These people and tens of thousands like them across the country are at the frontline ensuring the voters of Australia have all the information they need to make a clear and educated choice when they go to the ballot box.

There's a fundamental choice to make between fairness and unfairness, rights and no rights at work, a balance of power or all power to employers.



# tsatwork

worth voting for







# stepping up

## cpsu delegates conference

**IN MARCH** this year more than 100 Delegates from around the state attended our first CPSU Delegates Conference at the Hilltop Conference Centre in Granton.

This beautiful and serene venue overlooking the Derwent River was a great backdrop for what turned out to be a fantastic experience for everyone involved.

Delegates and CPSU staff had the opportunity to hear from inspirational speakers including Paul Goulter, Director ACTU Education and Campaign Centre and Jane Clarke, Union Educator and co-author of Delegates are Diamonds.

CPSU General Secretary Tom Lynch presented a detailed outline of the future direction of the union and we also heard from our Branch President Lindsay Jones.

The Conference gave everyone the opportunity to network and to feel part of the bigger picture and it was great to see so many dedicated people in one place expressing their ideas and sharing their experiences with others.

We've developed a new Charter of Rights from ideas arising from the workshops and this provides guidelines on the roles and responsibilities of Delegates and the union office.

The 2007 CPSU Delegates Conference was a great success and we hope it'll become an annual event.

In the meantime we'll continue to work closely with our Delegates as we 'step up and forge on' into the future.

*"I have a much better understanding of my role as a Delegate "*

*"excellent speakers and an inspiring day - I'll be back!"*

*"it was great to network and share ideas"*





**your cpsu staff**

**Tom Lynch**  
General Secretary



**Kim Taylor**  
Executive Assistant



**Mat Johnston**  
Assistant General Secretary



**Kate Jackson**  
Lead Organiser



**Craig Griffiths**  
Strategic Media & Communications



**Janelle Mathews**  
Administrative Assistant



**Lyn Saunders**  
Reception



**Susan Dale**  
Membership Manager



**Dylan Forbes**  
Membership Support



**Marc Di Pretoro**  
Team Leader Grievance & Assistance Team (GAT)



**Lisa Brown**  
Industrial Organiser (GAT)



**Kier Tyson**  
Industrial Organiser (GAT)



**Cristina Serra**  
Industrial Organiser (GAT)



**Jamil Mahfoud**  
Industrial Organiser



**Angela Bradshaw**  
Functional Lead Organiser



**Rowena Harris**  
Functional Lead Organiser



**Nathan Shepherd**  
Industrial Organiser



**Chris Smith**  
Industrial Organiser North West Region



**Steve Ardito**  
Industrial Organiser



**James Napier**  
Industrial Organiser Northern Region



**Jessica Gillon**  
Industrial Organiser







## **cpsu amy batt memorial tertiary scholarships 2007**

**helping young tasmanians realize their dreams and aspirations**



*it's exciting, but expensive... we can help!*



cpsu offers two annual \$1000 tertiary commencement scholarships to help a member or their child with the first year of uni or tafe study  
**contact us for more information: [ph62341708cpsu@tas.cpsu.com.au](mailto:ph62341708cpsu@tas.cpsu.com.au)**  
[www.cpsu.com.au](http://www.cpsu.com.au) applications close 5pm thursday march 1, 2007

**it's our time!**



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# you have a wok!



your Workplace Organising Committee (WOC) is your voice



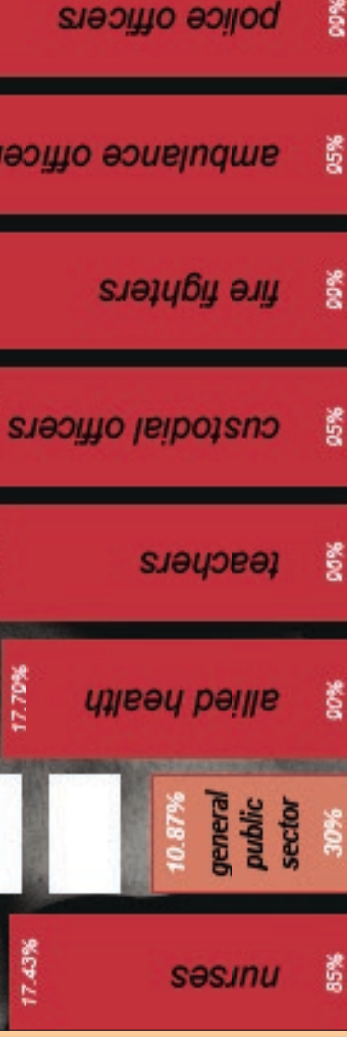
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# STRENGTH

it's in your hands

[www.cpsu.com.au/recruitment](http://www.cpsu.com.au/recruitment)

*just ask your  
colleagues  
to join!*



compare the stats: higher % of union members in an area (bottom figure) = higher wages outcomes (top figure = total of past 3 wage increases)

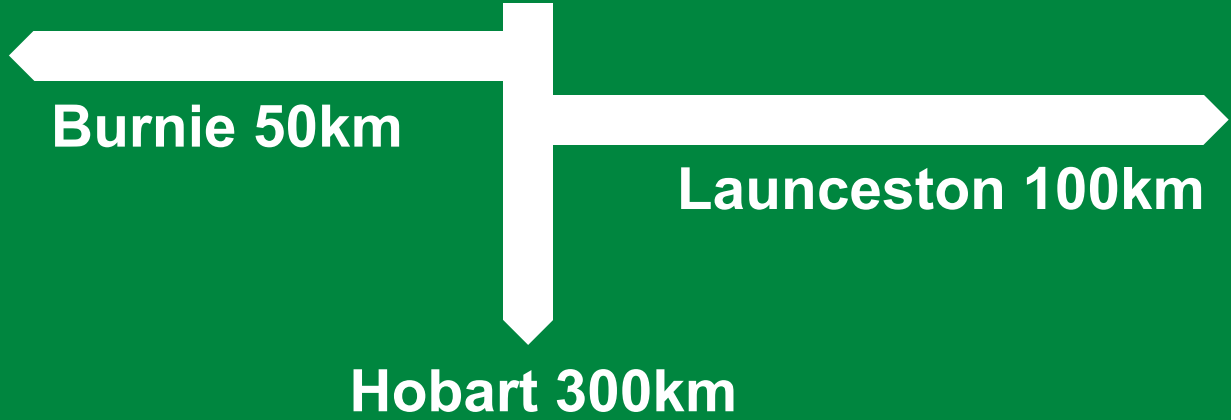
**a stronger cpsu = better outcomes for you**

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# DEVONPORT

## Public Housing Support



**Devonport deserves quality public services! Email your support to [FAIRGO@tas.cpsu.com.au](mailto:FAIRGO@tas.cpsu.com.au)**

CPSU and Members in Housing Tasmania's Devonport office have been campaigning to protect crucial services since Housing Tasmania decided to shift more than half of the jobs to Burnie leaving only 5 people to directly serve Devonport's public tenants.

The support of local community leaders across business and local government sectors has been enlisted and thousands of postcards have been handed out to the people of Devonport to send to the Minister for Health.

Campaign posters are all over Devonport and the locals are making it clear they've had enough and expect the Government to give them the respect and quality public services they deserve.

ADVERTISEMENT

# JUST BECAUSE WE CAN SCREW YOU,



# DOESN'T MEAN WE WILL.

LET'S GIVE WORKCHOICES A GO!



BUSINESS SUPPORTING WORKCHOICES



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# STRENGTH

**‘Nobody asked me’ is the single biggest reason people give for not having joined a union!**

Sometimes asking is all it takes to recruit a new CPSU Member and build the union’s strength. Why is a stronger union good for Members? People in areas with high union-member density have more say in decisions affecting their working lives, have lower levels of bullying and harassment and are safer. High union density also means better salary and conditions outcomes. (See the red graph on page 11)

For too long non-members have said ‘I don’t need to join the union because as a non-member I get the same salary and conditions as you’... and they’re right. The difference now is that in some areas membership has fallen to a level where union members don’t have the strength to win on the big issues, so everyone - union members and non-members - are getting less than they deserve. This is why it’s so important to recruit new members to keep our density at a level where we can influence outcomes. You need the strength to win on the issues important to you in the workplace.

**There’s no better time than now to start building strength in the workplace.**

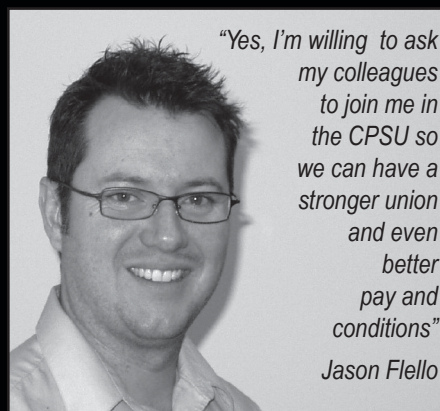
CPSU Organisers are having conversations with Members at every opportunity encouraging them to ask their colleagues to join, posters demonstrating the importance of union strength are being placed in workplaces by CPSU Delegates and a special website full of resources has been created to help you recruit new Members.

Right now union members are pursuing pay parity with interstate colleagues and are working on a new classification structure for the whole of the state public sector.

30 CPSU Delegates and Activists have already signed up and asked their colleagues to do the same. Join them and make your union stronger.

**A simple conversation is all it takes – “would you like to join your colleagues and become a member of the CPSU?”**

Visit the website, sign up and take the challenge!



**it’s in *your* hands**

Visit [www.cpsu.com.au/recruitment](http://www.cpsu.com.au/recruitment) for stats, resources and to see how you can make a difference



# michigan to mount wellington:

## pam parks has just retired after 30 years as a dedicated speech pathologist and unionist

**WHEN I graduated from Central Michigan University in 1974 with my MA in Speech Pathology I remember the last course we were required to take was about Industrial Issues.**

After all, Michigan is a very large Industrial state and has been for many years, with industries revolving around cars, steel, furniture and agriculture. It's a big farming state.

I remember the professor dividing us up and each group represented either employees, managers or union officials.

We were given a budget from management and a list of trade-offs to think about and we had a couple of weeks of classes to get our proposals up and running.

We then had to present our cases as a team and face the financial music. It was a lot more fun than the drinking games that were popular at the time because I can actually remember this exercise.

Upon graduation my husband Tom and I moved to Florida to take up jobs in

education and health services and the first thing I did was sign up to join the

**I've never thought being a union member was optional**

Teachers Association of Lee County, a branch of Florida Teaching Profession and National Education Association.

I was 23 years old and the first principal I worked for was a very stubborn ex military man of Polish descent. There were lots of bomb threats in schools at the time, mainly around exams, and they shut down classes quite effectively.

One of the first things we established was that school staff would *not* hunt for bombs once the alarm came.

Sure enough, a bomb scare came through and we were gathered in the foyer and told to go and search rooms for anything that looked like bombs.

I held my ground and said it had been established in our contracts that we weren't to do that and I wasn't about to start.

Talk about the proverbial you know what hitting the fan. *'Right Parks, into the office, into that chair, sit down, shut up and the rest of you go hunt for bombs.'*

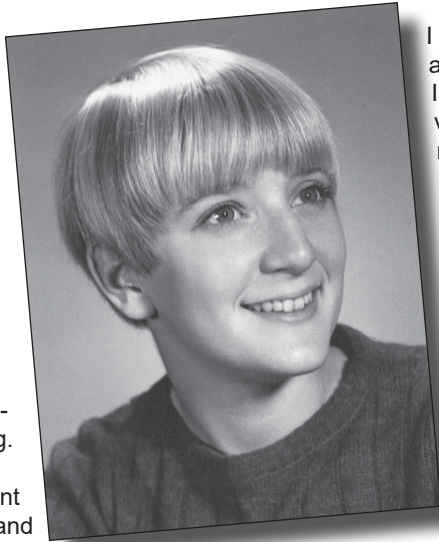
Everyone left and I sat there feeling very smug but silly as all the middle aged teachers I worked with scuttled down the outdoor corridors to classrooms.

I must say though, the next time there was a scare none of us were asked to go look for bombs!

We accomplished a great deal during the 14 years I worked with the union. Our salaries went up, our conditions improved, we had procedures to keep us safer from drug-fueled parents who showed up and we were one of the few states to introduce the sick leave bank.

This is where everyone donates a day of sick leave and once a person's leave runs out while recovering from a major illness or accident, and they've gone without pay for two weeks, they can withdraw up to 150 days from the sick leave bank.

Once the bank fell below a certain percentage, about every 3 years, you could opt to rejoin for another donation of a sick day.





# thirty years of active unionism

Just as our employment conditions in Florida were getting quite good Tom and I decided to have a great big sea change and took up the offer from the Education Department to move to Tasmania.

This was on a 3 year bond for speech pathology work in exchange for 3 years employment. Airfares paid, we put a sign up in our yard saying everything on the property is for sale.

We sold our house, cars, furniture, gave away our pets and brought our 60s music collection, some books and clothes to Tasmania.

We discovered it was a great place to live but once again I had to investigate the union scene.

I joined the AEU but found their focus on teachers and not other school support personnel, like speech pathologists, wasn't going to work. Then I heard about the Community & Public Sector Union.

My years with the CPSU were challenging and satisfying. We fought a very long and difficult battle to improve the visibility of speech pathologists and other allied health professionals and this work finally

resulted in a new award a couple years ago with decent salaries to match the mainland.

I've now retired from the public service and am looking forward to pursuing other areas of interest besides health and educational issues.

*Looking back, I wouldn't change a minute of it and I'll continue to be interested in Australian industrial issues.*



## **Pam Parks is one of my favourite people**

*She's funny and she's smart. She's tough but she'll put herself out to help someone else. She's a giving person in a caring profession and she's had a positive impact on many lives.*

*A two page spread really can't do justice to Pam as there are enough tales to fill a book.*

*I'll never forget the story of her being attacked by a platypus she found on the road during one of her first country trips in Tasmania.*

*She thought it had been run over and went to move it off the road only to have it spring to life and bite her shoe.*

*She also had me in stitches when she was telling me about her and Tom restating their wedding vows in Las Vegas before an Elvis impersonating Minister and how the vows had references to all the Elvis classics.*

*Pam held the Presidency of the CPSU through a period of great change and upheaval. She was a strong, hands on President who was able to marry together taking hard decisions with looking after individuals.*

*She did this at a significant personal cost because her own health was poor and the stress she was absorbing through her union work was exactly what the doctor had told her to avoid.*

*I learned much from Pam and will always admire her.*

*People like Pam don't disappear just because they've left the day job. On behalf of everyone who's worked with her I thank her for everything she's done and look forward to continuing to work with her now she's retired.*

**Tom Lynch**





## member profile: katie murray



**KATIE Murray became a Child Protection Worker in the Assessment Team of Children and Family Services in 2004 after a social work practicum at the Department.**

She's passionate about working within the community to address the often confrontational issues involved in child protection and her role allows her to help families access support services and available resources so they can meet the best interests of their children.

Child protection work is bound by statutory frameworks but Katie says the focus must remain on supporting families to acknowledge and utilise sustainable interventions that will help them in their everyday lives.

*"I feel that for this to be achieved a strong emphasis must be placed on collaboration with families and external agencies - both government and non government."*

Katie joined the CPSU soon after getting her job with the Department as she feels it's important to be part of a collective group that voices workplace issues.

*"I believe that by being a CPSU Member I can encourage positive change within the work environment that assists staff and leads to better outcomes for clients."*

Katie also knows a balance between work and personal life is essential and, especially with the critical nature of child protection work, she makes sure she creates opportunities to relax and unwind with the odd ale, socialising with friends and family and the occasional use of retail therapy.

Child Protection is a challenging career but Katie and her colleagues at Children and Family Services are committed to their roles - working to minimise risks to children and promoting better outcomes for families.

## International Public Service Day Award

**IN JUNE** we held what we hope will be the first of many **International Public Service Day Excellence Awards ceremonies.**

International Public Service Day recognises the excellent and often innovative work that public servants around the world carry out each day and we decided to use this annual event to recognise the work of someone in Tasmania's public sector.

Ads in all Tasmanian newspapers and our regular e-news asked the public and Members to nominate people or departments for the award, and we were thrilled with the responses.

This year's winner was Greg Dowson, who says he sees the award as recognition of the excellent work of his team at the Environment Division of the Department of Tourism, Arts and the Environment.



**CPSU General Secretary Tom Lynch and 2007 Excellence Award recipient Greg Dowson**



# who has a great wok?

**TOURISM Tasmania's Launceston Travel Services Centre, incorporating Tasmania's Temptations Holidays and Distribution, has had a Workplace Organising Committee (WOC) since May 2005.**

Leigh Murphy had praised the benefits of such groups and then CPSU Northern Industrial Organiser James Napier formed the committee with 10 Members to address workplace issues and act on behalf of all Members in the workplace.

Many issues have since been addressed such as contractual

**The major wins the committee has under it's belt are:**

- *Gaining industrial support for Members in relation to fixed term contract versus permanency in 2007*
- *Signing of all committee members as Workplace Delegates*
- *Access to and ongoing training for Delegates*
- *Ongoing awareness and engagement of Members on wages agreements, IR matters and survey participation*

arrangements, rostered hours, working conditions, leave, award queries and individual issues such as bullying and harassment and entitlements.

The committee has a broad representation from the Reservations, Finance and IT areas and after recent Member Committee elections the Executive Officer and IT Manager were welcomed aboard as Committee Members and Delegates.

Monthly meetings have an agenda open to Members and non-members and other Organisers and Delegates often attend. Tourism Tasmania Director Rowan Sproule even came along recently.

The WOC has an active presence in the workplace. It represents the CPSU and it's Members, informs, updates, ensures strong membership is maintained and is a forum that *all* staff can participate in.



**The Workplace Organising Committee improves membership and introduces and promotes trust, fairness and openness in the Service Centre.**

- *Committee Terms of Reference signed by the Centre Director*
- *Clearer communication between the CPSU, staff, managers and Tourism Tasmania*
- *Highlighting the morality issues around the workplace and it's fixed term contract staff*

The Launceston Travel Services Centre is proud to have a workplace with 46% CPSU representation.

**Your WOC is the ideal vessel to throw some fresh ideas in... and forget the old line about too many cooks... the more input the better!**

**A Workplace Organising Committee is a committee of active CPSU Members and Delegates working together to give staff in your workplace a coordinated voice on issues that affect you so you can bring about positive change in your work environment.**

**If you'd like to help set up a WOC please contact the CPSU office on 6234 1708 or [cpsu@tas.cpsu.com.au](mailto:cpsu@tas.cpsu.com.au)**



# how does our grievance & assistance team help you?

## THE GRIEVANCE and Assistance Team (GAT) offers advice and representation on workplace matters to CPSU Members.

Every GAT Industrial Officer can provide eligible Members with detailed advice on general work entitlements and individual

grievances and, if possible, will resolve your issue over the course of one telephone call.

If you still need ongoing assistance you can complete an application for representation form (obtained from [www.cpsu.com.au](http://www.cpsu.com.au) or from our office) and once this

is lodged an Industrial Officer will contact you within four working days to further assist you.

If you have an urgent matter just mark the application as urgent and we'll assign it to an Industrial Officer as quickly as possible.

## SNAPSHOT

CPSU Grievance and Assistance Team open cases: July 9, 2007

### 60% of cases concerned:

Reclassification  
Code of conduct  
Harassment  
Hours of work  
Employment  
Bullying

### Other 40%:

Allowances	Workers compensation	Statement of duties
Work structure and processes	Duress	Termination
Health and safety	Awards	Reviews
Employment contract	Family responsibilities	Transfer of personnel
Employee performance	Leave	Hours of non work
Education and training	Organisational structure	

## Grievance & Assistance Team Service Policy

### What we do for Members

The GAT specialises in workplace grievances, collective agreement negotiations, industrial disputes and Commission hearings. Industrial issues the GAT can help you with include:

- Misconduct investigations
- Grievances and fair treatment appeals
- Workplace harassment and bullying
- Discrimination
- Access to entitlements
- Performance management processes
- Reclassification and appeals
- Workers compensation (advice only)
- Unfair dismissal
- Workplace Health and Safety

Much of the work of the GAT is done over the phone, via email or in writing. Industrial Officers provide advice and support to Members to enable them to resolve their own workplace issues where possible. Ordinarily, an Industrial Officer would not attend routine work meetings or interim reviews in performance improvement processes.

### External Tribunals

GAT Industrial Officers may appear on behalf of Members or act as a support person where appropriate, in the Tasmanian Industrial Commission, Australian Industrial Relations Commission, Office of The State Service Commissioner, conciliation conferences at the Anti Discrimination Commission and Human Rights and Equal Opportunity Commission.

Appearance by an Industrial Officer in any of these tribunals where the Member is the complainant or appellant requires the prior approval of the GAT Leader. In determining whether or not to grant such approval, the Team Leader will consider such factors as the outcomes which may realistically be achieved for the Member/s, the industrial interests of affected Members, and the resources required to pursue the matter.

### Resolution of a matter

Once an Industrial Officer is assigned to a matter they will, where possible, see the matter through to its final resolution. In some limited circumstances, the union may be unable to provide further representation on a matter. If this situation arises, the industrial officer will advise the member of alternative options.

### Legal advice

GAT Industrial Officers provide quality industrial advice about workplace related issues. They do not provide legal advice.

### Conflicts of Interest

All CPSU Members, irrespective of which employer they work for, what work they do or where they are across the state, are entitled to fair and equal representation from the GAT. Occasionally, our union is called upon to represent Members who are seeking a resolution to a matter that may be different to the resolution sought by other Members involved in the matter. In this circumstance, different industrial staff will provide advice and representation to the different Members involved, and respect each Member's confidentiality.

### Conduct

Union staff will treat all Members with dignity and respect. Likewise, union staff expect to be treated with dignity and respect by Members. Abusive, hostile or threatening behaviour will not be tolerated, nor will sexual harassment of union staff. The GAT may withdraw the provision of advice or representation to a Member if it is considered the Member's conduct towards a union employee is inappropriate.

### Complaints

Our union takes its commitment to providing quality service to Members very seriously and therefore has a mechanism for resolving situations where Members may be dissatisfied with the service or advice they have received from the GAT. In the first instance concerns should be raised with the GAT Leader and if not resolved satisfactorily contact the CPSU General Secretary.

### Pre-existing issues

New Members who are experiencing issues in their workplace which pre-date their union membership, or whose membership had lapsed at the time the issue arose, may not be eligible for assistance from the GAT. An application for request for representation form will need to be completed and the reasons for membership lapsing etc to be provided. The General Secretary will provide Approval/rejection to the request within 5 days.

# ron rainbow: award winning scientist

Ron Rainbow joined the CPSU in 1968. As well as being Medical Scientist in Charge of the RHH Anatomical Pathology Department, Churchill Fellow and an award winning scientist he was a CPSU Delegate for longer than most of us can remember, and put in many hours of work on the Allied Health Professionals Claim. We thank him for his many years of service and wish him good health and great surf in his retirement.

**SINCE he was 17 years old, Ron Rainbow has been exactly where he wanted to be.**

Ron joined the Royal Hobart Hospital Pathology Department as a trainee medical technologist in July 1966.

After years of part-time study he rose to the position of Medical Scientist in Charge of the Department of Anatomical Pathology in 1980, winning considerable acclaim along the way.

In July 2006 he chalked up 40 years of service and, reflecting on the last four decades, admitted that to a large extent his career had been his life and his loyalty had always been to the Royal.

*"Despite having had a number of very lucrative job offers interstate and overseas, none has compared with what I have here at the RHH and living in Hobart," he said. "The grass isn't always greener."*

Widely recognised as a quiet achiever,

Ron has led significant research and innovation in pathology, studied and published prolifically, taught and lectured in the School of Biomedical Sciences at the University of Tasmania, and served on many hospital and national and international professional committees.

Some of the high spots in his career have included achieving the highest marks in Australia in the Australian Institute of Medical Scientists Fellowship Examination in 1979 (a recognised equivalent of a PhD), being awarded a Churchill Fellowship in 1983 to study immunohistochemistry and laboratory histopathology in Canada, the United States and England, winning the Australian Institute of Medical Scientists National Saal Foley Award for the top Australian Medical Scientist for 1992, and being admitted as Associate Member of the Royal College of Pathologists of Australasia in March 2003.

However, asked to nominate the highlight of his career, he pointed to his workplace.

*"The greatest achievement has been developing a department that is equal to any of the best Anatomical Pathology departments in the world," he said.*

*"This has meant working with wonderful colleagues and living and working in an environment which is second to none.*

*"The most exciting innovation was developing and setting up a state public sector service in immunohistochemistry to assist in tumour diagnosis and classification. We were arguably the first public hospital in Australia to introduce this service."*



Immunohistochemistry involves laboratory methods for localising specific antigens in tissues or cells based on antigen-antibody recognition.

This allows for precise analysis of the chemistry of cells and issues in relation to structural organisation.

The information derived from these methods contributes to the understanding of molecular, cellular and pathological processes and has revolutionised the field of tumour diagnosis - providing a powerful tool in diagnosing difficult tumours.



Ron also attributed his achievements to the encouragement and support he has received at the Royal.

*"I've been able to achieve all my scientific and academic goals with the support of my Director, Dr David Challis, and the staff of the Department of Anatomical Pathology," he said.*

*"One of my proudest rewards was being one of the first medical scientists to be admitted as a member of the Royal College of Pathologists of Australasia."* Ron's love of the Tasmanian environment is another big factor in his life.

He's covered a lot of the state bushwalking and white water and sea kayaking and for many years has enjoyed surfing Tassie's uncrowded, but cold, waves.

Ron's keen to increase his leisure time with these activities, as well as a new interest in photography.

(text courtesy of Royal Hobart Hospital's *infocus* newsletter)





# cpsu awards 2007

Every day more than 20 000 Public Sector workers ensure Tasmanians get the services and support they deserve. From Maatsuyker Island to King Island, from our highest mountains to our deepest valleys, in our schools, hospitals, prisons, national parks, forests and agricultural areas dedicated Public Sector workers meet the needs of our community. The Public Sector has played a crucial role in building confidence in the business community and together we've been able to invigorate our economy and create jobs so our children can remain in the state.

**THE CPSU AWARDS RECOGNISE THE EFFORTS OF SOME OF THESE DEDICATED PUBLIC SERVANTS**



## *RBF Award for Excellence in the Tasmanian Public Sector*

*Excellence is at the heart of so much work that occurs every day in the Tasmanian Public Sector. We have scientists doing cutting edge research, innovative project managers bringing new business to the state and workers ensuring schools, hospitals and other infrastructure meets the needs of our communities.*

## *Ogilvie Jennings Award for Outstanding Contribution to the Tasmanian Community*

*We all know someone who goes above and beyond what's expected to deliver a high quality service to their local community. This award recognises those people who've put their hand up and said 'I will make it happen'.*

## *Connect Financial Award for Outstanding Contribution by a Workplace Delegate*

*Our union relies on the dedicated services of all our Honorary Officials. Everyday we rely on them to communicate with Members, to support and educate them and to use their leadership skills to progress issues for their colleagues.*

## *CPSU Suzanne Pearce Memorial Award for Outstanding Work in Child & Family Services*

*Child Protection worker Suzanne Pearce died tragically earlier this year. This award recognises the work of those dedicated employees in Child & Family Services.*



**The CPSU Awards will be presented at the Annual General Meeting on August 27**

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