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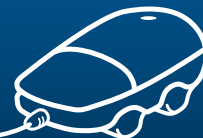


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**BEST
DEALS**

july 07- june 08: a huge year!

july 07- june 08: a huge year!

- 02 general secretary's report**
- 03 president's report**
- 04 meet your cpsu council**
 - 02 general secretary's report**
- 06 campaign update - mat johnston**
 - 03 president's report**
- 08 danielle niaura - cpsu scholarship recipient**
 - 04 meet your cpsu council**
- 09 steve sellers - workplace delegate**
 - 06 campaign update - mat johnston**
- 10 psuwa08 campaign photos**
 - 08 danielle niaura - cpsu scholarship recipient**
- 12 meet your cpsu staff**
 - 09 steve sellers - workplace delegate**
- 14 bonnie beall - workplace delegate**
 - 10 psuwa08 campaign photos**
- 15 psuwa08 campaign summary - kate jackson**
 - 12 meet your cpsu staff**
- 16 inaugural new members morning tea**
 - 14 bonnie beall - workplace delegate**
- 17 allan smith - workplace delegate**
 - 15 psuwa08 campaign summary - kate jackson**
- 17 virginia rigney**
 - 16 inaugural new members morning tea**
- 18 danielle cook - cpsu scholarship recipient**
 - 17 allan smith - workplace delegate**
- 18 casetracker**
 - 17 virginia rigney**
- 19 jennie winham - member profile**
 - 18 danielle cook - cpsu scholarship recipient**
 - 18 casetracker**
 - 19 jennie winham - member profile**

tom lynch - general secretary

AS EACH year seems to roll past faster than the last it's important to find a few minutes to take stock and review the previous twelve months.

And the past year was a busy one!

We started the year deeply involved in the YourRights@Work campaign as Members across the State contributed to one of the most successful community campaigns in our country's history.

The message was for all sides of politics - Australians believe in a fair go for everyone and bad laws should be opposed because of who they hurt even if they don't affect you personally.

The union movement proved it has the capacity to conduct well researched and coordinated campaigns.

All politicians must realise we will use this capacity against them if they try to implement laws against the interests of the average worker.

The other major campaign this year has been the Public Sector Unions Wages Agreement 2008.

Again I'm pleased to report we've shown we have the strength and resources to conduct a community campaign over an extended period and maintain our unity.

The State Government was confident that if it offered reasonable increases to just a third of public sector employees its offer would be accepted leaving the other two thirds high and dry... it was wrong.

Members overwhelmingly agreed to continue the fight until everyone is treated fairly, again reinforcing our very reason for existing.

As this goes to print I don't know how the PSUWA08 campaign will end but I do know you can be proud of your involvement and proud that we're more united now than we have been for many years.

I also want to acknowledge the excellent team of CPSU staff members who work for you everyday.

They've had some huge wins in the past year including convincing the Government to review fixed term employment which saw thousands of

fixed term employees converted to permanent.

Between the big wins the work is often complex, emotionally draining and thankless but our staff are inspired and re-energised by seeing Members acting collectively.

Branch elections in June resulted in many new faces representing your interests on the CPSU Council. Thanks to everyone who took part in the election process.

We must always be accountable to you, the members, for our decisions and that accountability should come from an independent, informed, active Council.

Finally, thanks to all Members for re-electing Mat Johnston and I for another term.

I love working for you so be assured I'll continue to dedicate all my efforts to protecting and promoting the interests and welfare of CPSU Members.



PSUWA
2007/08
YR@W

lindsay jones - branch president

THE PAST twelve months have been an extremely busy time for unions, their Members and officials.

The major issue for all unions was the WorkChoices legislation enacted by the Howard Government.

The national Your Rights at Work campaign was heard by all Australians and ultimately led to the defeat of the Howard Government in the 2007 Election.

This campaign really brought together union Members and all Australians who believed in a fair go.

The only way the unfair legislation was going to be rescinded was to effect a change in government and this was achieved by the union movement.

While the war is not yet won at least there is now a Federal Government which is sympathetic to and understands the needs of Australian workers.

I believe our children will be better off thanks to all those union Members who took an active part in the campaign.

Another major campaign has been the Public Sector Unions Wages Agreement 2008 and large numbers of Members voiced their support for a fair deal for public sector employees.

There's clearly a lot more effort required to achieve this but I'm sure the strength of the union and its Members will ensure an equitable outcome.

We really need all public sector employees to join their union to show we are united in our determination to achieve the same salary levels enjoyed in other states.

I believe the public is very supportive of this stand as it's essential to enable the best people to remain in Tasmania.

Thankyou to Members for supporting their Union, particularly those who attended meetings or gave feedback on the many issues dealt with over the year.

I also really appreciate the dedication, support and loyalty from members of the CPSU Council and Executive who give a lot of their time and effort to support Members.

A particular thank you to our General Secretary Tom Lynch, Assistant Secretary Mat Johnston and all their staff for providing a wonderful service to Members.

Finally, a special thank you to our many Workplace Delegates and those involved in the Your Rights at Work campaign who really are the backbone of the Union by providing considerable support to their fellow workers. Their efforts are very much appreciated.



2007/08
YR@W
PSUWA



TOM LYNCH CPSU General Secretary

First fulltime job: I was employed by Comalco to commission a new machine that measured the levels of dissolved hydrogen in molten aluminium. After 18 months I produced a very detailed report but was still unaware

why Comalco was interested in the levels of hydrogen in their castings

Worst job: I worked for a very short time plating up faecal samples in a pathology lab
 Passions: The Richmond Football club, the Wallabies, catching flathead, cooking

Over a meal and a bottle of wine I'd like to meet up with my late father. He probably isn't that famous but it would be good to catch up



MAT JOHNSTON Assistant Secretary

First fulltime job: Barman

Worst job: I worked for a while as a Chicken Spitter. That's sticking them on spits after making sure all their dead and cold guts are out,

not spitting them out

Passions: Home, family and the North Melbourne Football Club

Over a meal and a bottle of wine I'd like to meet

the American author James Ellroy



SCOTT RAGG

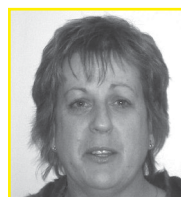
Senior Medical Scientist. In charge of the Flow Cytometry Lab used to diagnose blood cell cancers such as leukaemia and the Bone Marrow Transplant lab at RHH

First fulltime job: Butchers labourer

Worst job: Electricians labourer. Too many hours pulling cables through dusty, cobwebbed roof spaces and service tunnels and digging up cables in trenches filled with clay and rubble

Passions: Dad to 8 and 5 year old boys. Love boating, diving, sailing and fishing and keen to go bushwalking again once the boys are older

Over a meal and a bottle of wine I'd like to meet Bill Clinton. He seems like a rogue who'd have some great stories to tell after a drink or two



ROSMYRN FAULKS Vice President

Administrative Officer with Procurement Advisory Services. Executive support to the Director of PAS, keeping the office running, working with CRC team and legal support team with miscellaneous work

First fulltime job: Can't say

Worst job: Can't say

Passions: Family, Hash House Harriers and gardening

Over a meal and a bottle of wine I'd like to meet Stuart Diver and Lincoln Hall. Their stories touched our hearts and I cried like everyone else when they were rescued. I think their stories of survival are inspirational and can motivate people to get the most out of life



PAULINE BLYTH

Senior Library Technician. Responsible for the training and rostering of Library Technicians in Launceston Library. This includes ensuring that enough time is allocated to get all the work done that needs doing on a daily and weekly basis.

Recruitment of new staff, and training in new procedures for all staff

First fulltime job: At St Lukes hospital delivering meals to patients in the early 60s

Worst job: Working in a fish & chip shop, I only

stayed a week. Still can't eat fish

Passions: Live theatre

Over a meal and a bottle of wine I'd like to meet... no one springs to mind



ANNE MATTAY

Librarian. Reference and information provision in the State Reference Library

First fulltime job: Teaching French and English

Worst job: Waitressing in Kings Cross in the late 60s, especially the 10pm - 5am shift

Passions: Irish music, my dog, the mental health system, 1960s music

Over a meal and a bottle of wine I'd like to meet

Siddharta Gautama (Buddha)... or perhaps James May



PAUL MACLAINE

Transport Inspector. Heavy vehicle enforcement for compliance with traffic laws, inspection of repaired written off vehicles, escort over dimensional loads, inspect crashed vehicles, attend heavy vehicle crashes

First fulltime job: Spare parts delivery boy

Worst job: Can't think of one

Passions: Golf, footy, cricket, all motor sports, travelling, camping

Over a meal and a bottle of wine I'd like to meet Harry Houdini



CHRISTINE MITCHELL

SEO (should be CEO). I'm an underpaid general dogsbody.

First fulltime job: Secretary to the Claims Manager, AAMI

Worst job: I'm lucky enough to have liked all the jobs I've had

Passions: Would be traveller

Over a meal and a bottle of wine I'd like to meet Richard Branson. I think it would be fascinating

to talk to him about how he got where he is today



JASON FLELLO Executive Councilor

Executive Officer, University of Tasmania Dept of Rural Health. I'm responsible for the human resource, financial and contractual management of the department. My role includes Strategic and Business Plan development, as well as

policy and procedural oversight of the UDRH

First fulltime job: Medicare Office Manager

Worst job: Changing Japanese plugs to Australian plugs on Dictaphone equipment in a cold warehouse

Passions: My lake and travel

Over a meal and a bottle of wine I'd like to meet Alexander the Great

council



LINDSAY JONES President

Semi retired. Formerly Hartz District Executive Officer in the Department of Education. Being President of CPSU and a Trustee of RBF takes up a lot of time

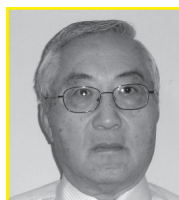
First fulltime job: Clerk in the Commonwealth Bank

Worst job: Being a bricklayer's labourer to two bricklayers

Passions: Love travelling, sometimes with our

caravan. Keen Richmond supporter. Looking forward to watching our first grandchild grow up

Over a meal and a bottle of wine I'd like to meet Jack Dyer



STEPHEN TSUNG

Co-ordinator, Accounts Management, Monetary Penalties Enforcement Service, Dpt of Justice. I do most accounting functions in the imposing and collection of Court fines and infringements including answering customer queries

First fulltime job: Chartered Accountants in Sydney

Worst job: Washing dishes in a Chinese Restaurant

Passions: Family, lifelong learning, reading non

fiction books especially IT and philosophy books, teaching, watching AFL and Rugby League - never missed a State of Origin match on TV

Over a meal and a bottle of wine I'd like to meet Sir Peter Ustinov



SAM MORRISON Executive Councilor

Administration Manager, Department of Education. Manage and coordinate the administrative functions of college business and the administrative and non-teaching support service functions within the college

First fulltime job: Counter Clerk, Housing Tasmania

Worst job: Hospitality Traineeship. Extremely hard work and rotten shifts for \$4.37 an hour!

Passions: Sleeping, eating, slothing around and

spending time with my gorgeous 4-year old son Malachi - especially playing pirates, Astro Boy and Transformers

Over a meal and a bottle of wine I'd like to meet Blackbeard so I could ask him where he buried the treasure



LIZ WITT Executive Councilor

Manager - Account Services, Retirement Benefits Fund

First fulltime job: Programming Officer with TVT-6

Worst job: No worst job. I've been very fortunate in my work history

Passions: Collecting and spending time with family

Over a meal and a bottle of wine I'd like to meet

Elizabeth I of England or perhaps CoCo Chanel or Walt Disney... or Chopin. I have diverse interests as you can see



GRANT RANSLEY Vice President

A/HR Consultant. I provide advice and support to management and staff in relation to human resource matters

First fulltime job: Royal Australian Army

Apprentice

Worst job: School monitor

Passions: Family, friends & UFC

Over a meal and a bottle of wine I'd like to meet

Gaius Julius Caesar and an interpreter



CHRISTINE SMITH

Clerical and Administration, Level 3, Customer Services TAFE Tasmania. I work with the Customer Services team in the Print room and Front Office of TAFE's Burnie campus

First fulltime job: Secretary to the Buyer, Victorian Hospital's Association

Worst job: A Saturday night job at a large Melbourne suburban hotel serving suppers to drunken males

Over a meal and a bottle of wine I'd like to meet

Passions: Visiting my sons in Hobart and Mooloolaba, planting trees and shrubs on our 12 acre block at Gawler, Hash House Harriers, Ulysses Motorcycle club, travelling

Over a meal and a bottle of wine I'd like to meet Michael Palin



DAMIEN BLACKWELL

Groups and Events Travel Consultant. I organise travel for groups and special events to Tasmania

First fulltime job: Food and Beverage attendant at the Country Club Casino

Worst job: Dressing up as a bear mascot for a rewards club

Passions: Fishing, bushwalking, reading and writing

Over a meal and a bottle of wine I'd like to meet

Ernest Shackleton



ANDREA ASKEW

Child Protection Worker at Child and Family Services Devonport. Investigating and responding to notifications of child abuse and neglect, case managing children placed on Child Protection Orders

First fulltime job: Drug and Alcohol Counsellor

Worst job: After school job in a garden section where the plants started to die! I was moved to another section of the store within the week

Passions: Spending time with family and friends,

reading, listening to music, traveling to Bali once a year and enjoying good food

Over a meal and a bottle of wine I'd like to meet Dr Dian Fossey who devoted her life to protecting and studying mountain gorillas of Africa. The meal would be in the gorilla's habitat



TIM TURNER Treasurer

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, Friday August 29 in our office, 157 Collins St Hobart

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 2006 CPSU Awards will also be presented to outstanding public sector workers

campaign update - mat johnston

AS WELL as the very high profile YR@W and Public Sector Unions Wages Agreement campaigns your CPSU has run a raft of other successful campaigns throughout the past financial year.

In 2007 the CPSU kicked off the *Is It Fair?* campaign for permanency for State Servants employed on illegal rolling contracts.

As a direct result of a precedent-setting case run by the CPSU on behalf of a Member in DPIW, your union began gathering stories and evidence regarding the systemic misuse of contracts across Agencies.

We also wrote to the then Premier Paul Lennon and strongly put our case for the inception of a moratorium on fixed term employment.

Mr Lennon ceded to our demands and the moratorium was introduced to allow Agencies to lift their game.

Over the course of the moratorium several thousand State Servants who were previously precariously employed have been converted to permanent and now have some surety in their working lives.

Starting with a case for one Member, the CPSU has campaigned, won and changed the lives of thousands of workers and their families for the better.

In January 2008 the *You've Earned It* campaign for payment of Award entitlements to Availability Allowances was commenced.

Over the preceding months your CPSU had noticed a pattern of non or under payment of this allowance and began designing a campaign to remedy the situation.

Again, individual Members came forward and got involved in the process.

As a result of the cases brought directly from this campaign hundreds of

thousands of unpaid entitlements were recovered for Members.

Still pending from this campaign are claims for a significant proportion of the School Executive Officers working in our education system.

Evidence is being gathered and will be presented to the Department and agreed or arbitrated in the near future.

CPSU Members can be justifiably proud of the *Is It Fair?* and *You've Earned It* campaigns.

They've involved Members, led the way for other public sector unions to follow and achieved brilliant results for workers who were being unfairly treated or short-changed by their employer.

Without this work by the CPSU thousands of workers would still be on illegal contract arrangements or being underpaid their entitlements.

The CPSU School Administrators Advisory Forum (SAAF) has also been waging a long and difficult campaign for additional resources to keep schools operating.

The SAAF is a group of CPSU Members who've banded together to work for the good of their colleagues and profession.

They are truly a model for Member driven campaigning.

The campaign continues but will hopefully be concluded positively soon and will result in a long-overdue injection of people and funding to school administration.

Recently campaigns have been initiated in Human Services generally and in Disability Services specifically.

Youth Justice, AYDC, Disability Services, Child Protection, Housing Tasmania, Mental Health Services and other areas are all earmarked for 'reform' and serious 'restructuring'.

Without CPSU Members' involvement their direct, frontline experience will not be considered and those people in the Tasmanian community most vulnerable or at risk may miss out on vital services.

Members say reform and restructure are needed and are valuable but any changes should balance the needs of clients, workers and responsibility of government.

It'll be the job of the CPSU campaign to ensure that there is balance, the community doesn't suffer and workers are protected.

With the Tasmania Tomorrow reforms to post year 10 education moving towards commissioning in 4 colleges and all TAFEs first thing in 2009 the CPSU is working to ensure the needs of college and TAFE support staff are respected in the transition.

These reforms will usher in a new world for students and teachers but Government can't be allowed to forget the Teacher Aides, Librarians, Administrative Workers, Groundspeople, Drivers, Library Techs, Laboratory Techs and many others who keep colleges and TAFEs running.

Again, the CPSU campaign *My Job Tomorrow* is about balance and respect for workers now and into whatever the future holds for the Academy, Polytechnic and Training Authority.

We will work with Members for as long as it takes to make sure the Government gets it right for students, teachers *and* support staff.

These are just the big ones. Along with these initiatives numerous smaller scale campaigns are on the go at any given stage.

If you think there's an opportunity to mobilise Members around a hot issue in your workplace or industry let the CPSU know and we can work with you to make sure there is justice, fairness and balance.

My Job Tomorrow

www.cpsu.com.au/mjt.htm

same job,
won it 8 times,
terminated!

is it fair?

"Permanent employment is the usual form of employment in the State Service"
Commissioner's Direction # 1

Are you disadvantaged by being on a Fixed-Term Contract?

Your CPSU is campaigning for a fair go for non-permanent public servants

no access to
training,
no career path,
no appeal rights!

is it fair?

"Permanent employment is the usual form of employment in the State Service"
Commissioner's Direction # 1

Are you disadvantaged by being on a Fixed-Term Contract?

Your CPSU is campaigning for a fair go for non-permanent public servants



can't get a loan,
less to retire on,
no pay between
contracts!

is it fair?

"Permanent employment is the usual form of employment in the State Service"
Commissioner's Direction # 1

Are you disadvantaged by being on a Fixed-Term Contract?

Your CPSU is campaigning for a fair go for non-permanent public servants

danielle niaura - cpsu amy batt memorial scholarship

THE CPSU offers two annual \$1000 tertiary scholarships to first year, first time students and one of this year's recipients is Danielle Niaura.

Her Mum Deb is a CPSU Member at Wesley Vale Primary and Danielle will also have a career working with children when she finishes her Bachelor of Education Degree.

Teaching is something Danielle has always wanted to do and she was particularly inspired and encouraged by her grade 5/6 teacher.

Having a parent as a CPSU Member means that Danielle appreciates that unions are the voice for all members and workers.

She also understands the achievements and continuing hard work on behalf of Teacher Aides like her Mum.

"I'm really enjoying my first year at University. The first semester went very quickly and I've just spent a wonderful two weeks in Kinder at Devonport Primary School for my first prac."

Danielle says the teachers and children were great and she's really pleased she chose to study for her Bachelor of Education.

She finds the theory interesting but says it was nice to get into a classroom and observe the organisational skills of experienced teachers first-hand.

"I'd like to thank the selection panel for choosing me for this award. It will be great to be able to buy text books I probably wouldn't have bought because of other Uni expenses."



steve sellers - cpsu delegate

CPSU DELEGATE Steve Sellers works in an area in DPIW's Information and Land Services that looks after the digital spatial transport network over the state which all stems from a long program of mapping and the various Tasmapi products that are produced by this area.



Tasmania is the only state in Australia that has complete mapping of the state at 1:25,000 - which is quite an achievement.

This work is now done digitally and the data is used to create the road and track components of Tasmapi which are now produced by automated mapping techniques, many of which have been developed in-house.

There are also many attributes attached to the data that different agencies, private companies, educational institutions, consultants and private individuals make use of.

"Our data goes all over the world, for example if you use Google Maps or Google Earth the road data you see over Tasmania is sourced from our office."

When Steve's not at work he swims to keep fit and rides his motorbike for fun although with 6, 8 and 9 year old kids he does a lot less of these than he used to.

He's been involved in most aspects of motorcycle road racing in Tasmania through the Sports Riders Club of Tasmania and won the state Superbike Championship twice and held the national 600 SuperSport lap record at Baskerville.

"I raced in the Castrol 6 hour at Oran Park in Sydney as well as in the Superbike support races at the first 2 GPs at Phillip Island and numerous National Championship events but only got the odd top 10 result."

Steve was Event Director of the Tasmanian rounds of the Australian Road Racing Championships at Baskerville in '97 & '98, was a finalist in the Sports Administrator of the Year category of the 1998 Tasmanian Sports Star of the Year Awards.

He's also a past president, life member and National Councillor of Motorcycling Australia, the controlling body of motorcycle sport.

Baskerville had it's 50th anniversary race meeting in February and Steve was the

Clerk of the Course for the bike racing which meant a lot as his Dad was one of many who helped get Baskerville up and running in the first place.

"Yes, I've crashed motorbikes many times and yes, I've broken plenty of bones and lost lots of bark but riding motorbikes has got to be one of the most fun things you can do! - Go Casey!"



"Work Choices is the very best example of why it's important to belong to a union like the CPSU."

Steve believes the ease with which Work Choices legislation was going to erase the hard won conditions fought for by workers over two hundred years showed that we don't live in a benevolent world and we need to stay united and always vigilant through the work of unions.

"It's important to be a member of the CPSU because this is the union body that directly looks after us and will listen to, understand and go in to fight for our particular concerns."

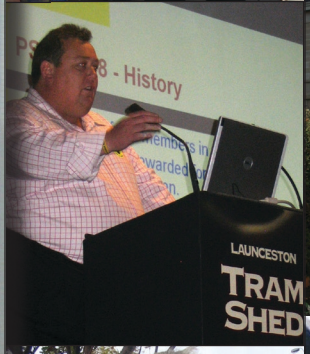
Steve became a Delegate about 5 years ago as most people in his field are employed under the Technical stream and he saw that the 4 stream system didn't offer them much.

He realised that becoming active was really the only effective way to help raise and address issues and becoming a Delegate was the obvious step.

It must be in Steve's blood because his Mum told him her Dad was always going off to union meetings as an official in the railways union.

"He faced hard times fighting for the introduction of superannuation and had union members calling him a "commie" and accusing him of trying to take their hard earned money off them but we all now know superannuation was one of the union movement's greatest achievements!"







cpsu staff july07 - jun08



Chris Smith
Industrial Organiser



Lyn Saunders
Industrial Organiser



Angela Bradshaw
Lead Organiser



Jess West
Membership Liaison Officer



Craig Griffiths
Strategic Media & Communications



Jessica Gillon
Industrial Organiser



James Napier
Industrial Organiser



Kate Jackson
Industrial Organiser



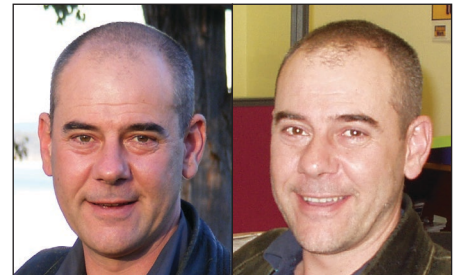
Cristina Serra
Industrial Organiser



Kim Taylor
Executive Assistant



Sarah Miller
Reception



Marc Di Pretoro
Team Leader Grievance Unit



Russell Griffiths
Industrial Organiser



Jamil Mahfoud
Industrial Organiser



Storm Hankin
Reception



Kier Tyson
Industrial Organiser



Marina Watts
Industrial Organiser



Steve Arditto
Industrial Organiser

<p>CHRIS SMITH</p> <p>First fulltime job: Stacking shelves at Flemings</p> <p>Worst job: 3 months night shift packing drinking straws</p> <p>Passions: Family then rugby, rugby, and rugby. I'm a Wallabies and NSW Waratahs member, President of Devonport Rugby, ARU coach and play first grade</p> <p>Over a meal and a bottle of wine I'd like to meet my late Dad, Eric Smith, an advocate for refugees, those with mental disabilities, families of prisoners, and the homeless to name just a few. I miss our discussions</p>	<p>LYN SAUNDERS</p> <p>First fulltime job: Sales Assistant at Lincraft</p> <p>Worst job: Receptionist AKA human toilet cleaner/animal toilet cleaner at Farm-a-Rama. I lasted a week</p> <p>Passions: Holidays, reading, family</p> <p>Over a meal and a bottle of wine I'd like to meet Eva Peron or Andrea Bocelli</p>	<p>ANGELA BRADSHAW</p> <p>First fulltime job: Field Officer with Parks and Wildlife</p> <p>Worst job: Catering department in local private hospital</p> <p>Passions: Trout fishing, bushwalking, overseas travel</p> <p>Over a meal and a bottle of wine I'd like to meet James Cook because of my admiration for square rigged tall ships and Cook's explorations in such vulnerable vessels. I'd chat about his amazing navigation skills and his forward thinking around his crews health. Who'd have guessed sauerkraut could be so good for you?</p>
<p>JESS WEST</p> <p>First fulltime job: CPSU</p> <p>Worst job: Putting bits of things in bags for a really boring company in Brisbane</p> <p>Passions: Having fun, drinking good coffee, acquiring witches hats</p> <p>Over a meal and a bottle of wine I'd like to meet Craig and Jessica</p>	<p>CRAIG GRIFFITHS</p> <p>First fulltime job: ABC TV Graphics Department</p> <p>Worst job: Demolishing houses and exploding asbestos sheets in onsite bonfires... seemed like fun at the time!</p> <p>Passions: Playing, writing and recording music, cafes, art, relaxing with a glass of something</p> <p>Over a meal and a bottle of wine I'd like to meet the king of gonzo, Hunter S Thompson, and trade some tall tales</p>	<p>JESSICA GILLON</p> <p>First full time job: RACT Insurance Traineeship</p> <p>Worst job: Checkout chick while at college</p> <p>Passions: Weekends with family at the shack, Wednesday nights with my best friend Jess, Essendon, Targa Tasmania and any motorsport</p> <p>Over a meal and a bottle of wine I'd like to meet Audrey Hepburn</p>
<p>JAMES NAPIER</p> <p>First fulltime job: Travel Consultant</p> <p>Worst job: Compere at a burlesque club</p> <p>Passions: Politics, gardening, catching up with friends, charity work, stand up, bushwalking, philosophy</p> <p>Over a meal and a bottle of wine I'd like to meet Indira Gandhi or Arthur Schopenhauer</p>	<p>KATE JACKSON</p> <p>First fulltime job: Reconciliation Clerk for Lloyds TSB Security Services</p> <p>Worst job: Temporary Bookkeeper in an upholstery shop</p> <p>Passions: Knitting, watching the West Wing, reading, quite like photography but am rubbish at it, walking</p> <p>Over a meal and a bottle of wine I'd like to meet William Wilberforce, Donald Campbell (to ask him how Mr Whoppit got his name), Churchill and Henry Ford</p>	<p>CRISTINA SERRA</p> <p>First fulltime job: Working with mentally disabled adults</p> <p>Worst job: Working as a receptionist and having to wash the lipstick from my fat cow boss's coffee cup</p> <p>Passions: Bushwalking, drinking, squash, drinking, collecting star trek memorabilia and drinking</p> <p>Over a meal and a bottle of wine I'd like to meet Albert Einstein and Brad Pitt. Oh... and Beckham and the blond guy from sex and the city</p>
<p>KIM TAYLOR</p> <p>First fulltime job: Book keeper for G.R. Garrott & Co</p> <p>Worst job: For an accountant who threw mega tantrums. His mother would often visit and terrify the other accountant as she barked orders at him</p> <p>Passions: Landscaping my paddocks. I've also been passionate about kayaking for over a year. I just have to take the next two steps: Purchasing and then using one.</p> <p>Over a meal and a bottle of wine I'd like to meet Dick Smith</p>	<p>SARAH MILLER</p> <p>First fulltime job: Wendy's Ice Cream Shop</p> <p>Worst job: I've liked all my jobs so far</p> <p>Passions: Sport, my puppy, family, friends, partying</p> <p>Over a meal and a bottle of wine I'd like to meet anyone famous</p>	<p>MARC DI PRETORO</p> <p>First fulltime job: Soldier</p> <p>Worst job you've ever had: CEO Kidney Foundation</p> <p>Passions: Family</p> <p>Over a meal and a bottle of wine I'd like to meet Steve Jobs</p>
<p>RUSSELL GRIFFITHS</p> <p>First fulltime job: Builders Labourer</p> <p>Worst job: Builders Labourer. I didn't like the initiation ceremonies... say no more</p> <p>Passions: Music, reading, painting, gardening, fishing, movies</p> <p>Over a meal and a bottle of wine I'd like to meet Marlon Brando. The pages of his autobiography truly came alive, especially his first-hand accounts of the Civil Rights & American Indian Freedom movements</p>	<p>JAMIL MAHFOUD</p> <p>First fulltime job: Carer/instructor looking after mentally challenged adults</p> <p>Worst job: Working in a call centre selling dodgy holiday packages</p> <p>Passions: Family although I never see them enough, playing beach volleyball</p> <p>Over a meal and a bottle of wine I'd like to meet Jesus Christ as we'll only need bottles of water and he can make the wine... and I'd also invite Miyamoto Musashi</p>	<p>STORM HANKIN</p> <p>First fulltime job: CPSU</p> <p>Worst job: Big W checkout chick</p> <p>Passions: Family, friends, watching dvds</p> <p>Over a meal and a bottle of wine I'd like to meet Heath Ledger</p>
<p>KIER TYSON</p> <p>First fulltime job: Office Assistant in a department store</p> <p>Worst job: Office Assistant in a meat works</p> <p>Passions: Friends, family, enjoying life to the fullest</p> <p>Over a meal and a bottle of wine I'd like to meet Steve Carrell</p>	<p>MARINA WATTS</p> <p>First fulltime job: Teaching at Ulverstone Central PS</p> <p>Worst job: Selling awful wine by phone for a mob who advertised on late night TV in Melbourne</p> <p>Passions: Anything gourmet, Australian film, reading, Tasmanian wilderness</p> <p>Over a meal and a bottle of wine I'd like to meet Jesus, Bette Davis or Peter Ustinov. I'd love to know what it was like to live in various periods in history so I might also choose someone from every century</p>	<p>STEVE ARDITTO</p> <p>First fulltime job: Photographers Assistant</p> <p>Worst job: Telstra Directory Assistance. They later terminated everyone and rehired a few on lower pay rates</p> <p>Passions: Family, three looney cats, food, wine, entertaining, films, reading, music, photography</p> <p>Over a meal and a bottle of wine I'd like to meet somebody who still sees the future as something to look forward to rather than something to fear</p>

Goodbye and best wishes to our two favourite Jessicas and a big welcome to Hazel Hughes, our new Membership Executive Officer

bonnie beall - cpsu delegate

BONNIE Beall is the Technical Officer in charge of DPIW's Parasitology laboratory at Prospect where she does diagnostic testing of parasitic infections in production animals such as cattle, sheep, alpacas and horses.

Though born in New York City she thinks we have something very special here in Tassie and so this is the place she has chosen to be for the rest of her time.

Bonnie also has three teenage girls so has little spare time but is passionate about Tasmania.

"I love the food and the outdoors and try to stuff as much of Tassie into my weekends as possible in between family

and household needs and giving driving lessons to my middle daughter - it's no wonder I can listen and negotiate well and have nerves of steel!"

She think it's important to be a union member because we all need to act together in the current economic climate.

"There's protection in cohesion and if we stand as a single unit then we have a better chance of being heard, especially those of us who do our jobs quietly and well and most supervisors/managers don't even know we exist!"

Bonnie cites two reasons for putting her hand up to become a CPSU Workplace Delegate.

"People seem to come to me to discuss problems and seek advice - perhaps that comes with age! I love helping others and as a Delegate I can give more practical support than just offering sympathy and tissues... which I still do anyway.

The second reason I said yes when invited to become a Delegate was that the union was there for me when I needed them - Onya Cristina! - and now I can give something back."

Bonnie likes her work and her colleagues and if she can be even just a small part of the movement forward to help them all be recognised for the great job they do she says *"Count me in!"*



psuwa - kate jackson

THIS LAST year has been a really exciting time for the Public Sector Unions Wages Agreement.

Union members have been and still are campaigning for a new and improved classification structure and pay parity with the rest of Australia.

We've also seen quite a few offers from Government and stop work meetings where thousands turned out around the state to vote to reject the offers and send the message they want Government to keep its pay parity promise.

Members know this is a one-off opportunity to bring public sector wages up to a fair and equitable level.

The campaign hit the road and the airwaves in the last year and we went to 10 towns around the state to talk to the community about the importance of supporting public sector workers in this campaign.

We explained that public services can't be delivered without workers and the public sector is facing a crisis if the current difficulties with recruiting and retaining staff are allowed to continue.

We also saw union members star in our very successful television adverts which showed clearly that Tasmanian public sector workers are paid less to do the same work as people in other states.

Where to from here?

Members took action earlier in the year and were successful in getting a new offer from Government and as this goes to print union members are again taking industrial action in support of their claim.

We're optimistic about resolving this campaign fairly for everyone.



inaugural new member morning tea

IN EARLY June this year we held our first New Members Morning Tea to welcome some fresh faces to the CPSU membership.

This was the initiative of Jess West, who was our Membership Liaison Officer at the time, and she did a great job planning and organising the event.

MC for the morning was CPSU Councilor Grant Ransley who introduced the speakers to the thirty or so people who attended.

Angela Bradshaw discussed unionism and the importance of being part of a union and Kate Jackson gave an update on the Wages Campaign.

Ange Donovan talked about the advantages of banking with event sponsor Members Equity and then drew out one lucky member in the door prize raffle for an mp3 player.

Another new member won a JB HiFi voucher for bringing along a non member with a completed application form and all

new members received a bag of goodies to take away with them.

This inaugural morning tea was a really successful event and CPSU staff and the new members all seemed to enjoy meeting each other over a cuppa and a cake or two.

Keep an eye on your inbox for the next New Member Morning Tea!



allan smith - cpsu delegate

ALLAN Smith has been a CSO in Medical Records at the Royal Hobart Hospital for the last eight years.

The department is responsible for the collection and storage of all medical information of patients who attend RHH.

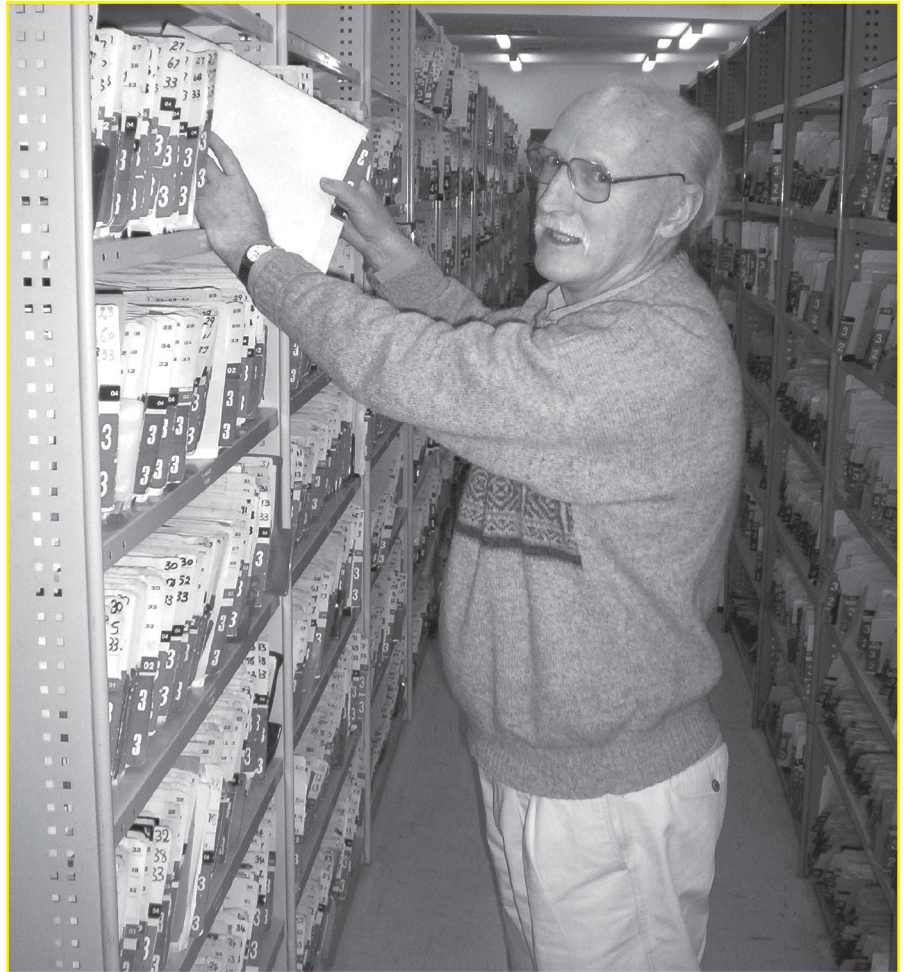
Since July 2006 data has been scanned and retained electronically on the Digital Medical Record but previously a hard copy record was filed, of which there are approx 450,000 to be backscanned.

Allan believes workers need to belong to a union so they have a collective voice in any representation or advocacy.

“There is power in numbers and to this end I became a Delegate to give members a voice and leadership on the shop floor plus recognition from management.”

Allan's also a keen golfer, a Spike Milligan fan and a committed socialist, especially in the areas of public health, power supply, education and transport.

“Once again I am of the believer in the power of numbers and an equitable, accessible service to the public of the essential services required for a decent standard of living.”



victoria rigney

VICTORIA Rigney was a passionate and talented woman who recently died from a malignant brain tumour.



A long time CPSU Member, Victoria was a senior consultant in mental health

policy with the Department of Health and Human Services.

She was also an author whose published work included *Dancing on the Edge of the Empire* a biography of Tasmanian Pauline Curran who married a Russian Prince to become Princess Melikoff in the 1920s and *Peace Comes Walking; The Life of Donald Groom, Quaker Peace Worker*.

Victoria also wrote *The Service Tasmania Story*, a description of the development of the one-stop-shop Service Tasmania concept, application and Service Tasmania Online.

Her work was published in various magazines including 40 Degrees South.

Victoria was given only six months to live and went into palliative care at St John's Hospital but she hung in there and then was forced to find alternative care but was lucky enough to find a place at St Ann's nursing home.

Although very happy with the care provided by St Ann's Victoria spoke out in May this year about the lack of an appropriate palliative care program in Tasmania.

“Being told ‘you are never going home but you can't stay here’ is very distressing.”

Victoria passed away a few weeks ago and will be missed.

danielle cook - cpsu amy batt memorial scholarship

THIS YEAR'S second recipient of a CPSU Amy Batt Memorial Tertiary Scholarship is Danielle Cook.



Danielle is studying for a Bachelor of Social Science at the University of Tasmania's Launceston campus.

She wants to use her degree to help people and is planning a career in the community and welfare sector specialising in youth services because,

although they are our future, many young people are battling drug and alcohol abuse, sexual abuse and depression.

Danielle also has a passion for music, playing guitar and writing songs and she won the Southern Rock Challenge in 2006 and 2007.

Danielle, whose Mum Sonia a CPSU Member, likes the fact that unions are there to help Members when they need a hand.

"It'd be good if employers told more young people about the union support available as I know of many who've been underpaid and placed into positions without proper training. This is a bad start to your working life"



casetracker

Every year hundreds of members contact the CPSU seeking assistance with an individual issue. Each case that involves more than telephone advice is entered into Casetracker our case management system so we can track its progress and identify areas of concern.

In the past year 441 cases were entered into our system in the following categories:

Employment Type (i.e. permanent / fixed term)	61	Transfer of Personnel	8
Allowances	41	Employee Performance	7
Leave (all forms)	38	Reviews	7
Hours of Work	32	Termination of Employment	7
Employment Contract	27	Education and Training	6
Reclassification	24	Hours of Non-Work	6
Work Structure and Processes (restructure)	20	Family Responsibilities	5
Health and Safety	20	Appeals	5
Bullying	19	Retirement	3
Awards (i.e. interpretation and application)	16	Travel	2
Salary	14	Duress	2
Harassment	14	Discrimination	2
Code of Conduct	10	Superannuation	1
Workers Compensation	10	Clothing (i.e. Uniform and Protective)	1
Organisational Structure	9	Other	24

member profile - jennie whinam



JENNIE Whinam is DPIW's Senior Ecologist in the Vegetation Conservation Section and she's been involved in subantarctic biosecurity projects for some years and co-authored several international papers on this subject.

Jennie was recently the DPIW representative on the Macquarie Island Biosecurity Planning Group which was critical to the commencement of the Vertebrate Pests Eradication Plan for rabbits, rats and mice on the island.

She is an expert on Australasian Sphagnum peatlands and has

advised Australian and New Zealand governments on the ecology, management and restoration of peatlands and was invited to be part of the late 2007 French Polar Institute's expedition to Ile Amsterdam, part of the French Southern and Antarctic Lands.

"This expedition gave me the chance to participate in the International Polar Year program 'Aliens in Antarctica' and to gain valuable insights and identify potential risks and management strategies which will strengthen the likelihood of the Biosecurity Plan for Macquarie Island succeeding."

The second aspect of the trip was to look at the currently undescribed ecology and species taxonomy of Sphagnum peatlands on Ile Amsterdam.

Participation in the expedition gave Jennie international experience in subantarctic biosecurity as well as updating the risks for vectors and pathways for alien species introductions in the subantarctic.

"It's clear that Tasmania is well ahead of France in terms of subantarctic biosecurity procedures and my involvement helped place the risks of current procedures into an international context which should assist in developing appropriate management."

The expedition highlighted how the lack of biosecurity procedures and reserve

conservation management have led to a flora dominated by alien species.

It's especially important that biosecurity procedures be reviewed for Macquarie Island at a time when there will be increased numbers of equipment, personnel and visits associated with the vertebrate pest eradication program.

Doing research on the peatlands of Iles St Paul and Amsterdam gave Jennie the opportunity to understand the ecology of rare ecosystems that are significant at the international scale and her previous work on the susceptibility of peatlands to trampling damage will be used to produce management guidelines for these fragile ecosystems.

Jennie was also able to view the French experiment on the impacts of climate change where glass growth chambers with temperature and precipitation sensors have been installed on Ile Crozet and increased growth rates have been recorded.

"On the ship's arrival back at La Reunion I met with the Director of the French Antarctic Environment Program and he was interested to follow up conservation management and biosecurity procedures specified in the Macquarie Island Management Plan."

This was an opportunity to showcase aspects of conservation management where Tasmania is at the forefront.



ANNUAL CPSU AWARDS

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 work occurring every day in our 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 meet our needs.

Open to all Tas Public Sector workers including those in Government Business Enterprises and at the University of Tasmania.

Proudly sponsored by the Retirement Benefits Fund

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'.

Open to all Tas Public Sector workers including those in Government Business Enterprises and at the University of Tasmania.

Proudly sponsored by Ogilvie Jennings

***The CPSU Awards are presented
at the Annual General Meeting in
August each year***

***If you wish to nominate a
colleague for an award contact
the CPSU.***

Members Equity Award for Outstanding Contribution by a Workplace Delegate

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

Open to all CPSU Delegates and Honorary Officials. It's a small 'thank you' to someone who's put in that extra bit to help their workmates.

Proudly sponsored by Members Equity

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

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

Open to all Child and Family Services employees.

Proudly sponsored by the CPSU





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