

THE ANNUAL **REPORT**

COMMUNITY
& PUBLIC
SECTOR
UTOPIA

OUR NEW PM

IT WAS A CLOSE CALL
Devil facial tumour disease

World's richest say jobs
and families far more
important than profits

School leavers clamour for public sector jobs

**Trade union density
in state sector hits a
new high**

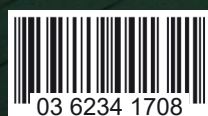
Australia-wide ban on
letterbox spamming
achieves remarkable
results

IT'S OFFICIAL
\$1 RESCUE PLAN
HAS ENDED
WORLD HUNGER

SPORT
Tassie wins AFL Grand Final again
Kabul Open:
It's North Korea vs Afghanistan
in the Men's Final

THE CPSU
A YEAR IN THE LIFE OF A PUBLIC SECTOR UNION

TRAVEL
Tassie by Train
voted one of the
world's great rail
adventures



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\$1 PLAN ENDS HUNGER

END Poverty Now has virtually eliminated world hunger.

The global strategy sees first world governments contributing \$1 a week from the income tax collected from each of its workers.

The fund, administered by the UN, has raised around US\$5 billion dollars a week since consensus to begin the scheme 18 months ago.

So far US\$360 billion dollars has been directed straight into food supplies and food production infrastructure and training in the world's poorest nations.

The campaign will remain a permanent arrangement and, as well as its ongoing food program, will be an instantly accessible resource for regions of the world hit by natural disasters.

PS UNION MEMBERSHIP HITS NEW HIGH

BACK in the early years of the 21st century union membership in Tasmania's public service was well under 40%, but after the massive Your Rights at Work campaign, which brought down Prime Minister John Howard and his government, union membership rose dramatically.

Australians were reawakened to the fact that trade unions exist simply to look after workers and their families and the latest figures show that 96% of Tasmanian public sector workers belong to a union.

Union veteran Tom Lynch has a theory about the last 4%

"I think they're either doing a very long stretch on a forgotten sub-antarctic island or their applications got lost in the post."

TASSIE WINS AFL GRAND FINAL AGAIN

LAST year Tasmania whipped Richmond good and proper in the AFL Grand Final but last weekend's grand final was an even sweeter victory as the Tassie boys whipped Collingwood, the team everyone loves to hate.

HOME STAR IN KABUL TENNIS FINAL

AFGHAN men's champion Yasir Sherzai will face North Korea's Kim Chang-sik in this weekend's Kabul Open Tennis Tournament.

The hometown star is the bookmaker's favourite and will have the crowd advantage but Chang-sik is up to the challenge.

A WORDS FROM AUSTRALIA'S FIRST INDIGENOUS PM

BECOMING the first Aboriginal Prime Minister has been a cause for celebration but, as the PM herself says, there were plenty of contenders.

"I'm honoured to be the first but there are so many Aboriginal students getting the support they need to graduate from university and then excelling in the fields of law and politics that I don't think I'm anything unique."

With three Aboriginal state Premiers, and many in leading roles in business, local politics and the judiciary, it's hard to imagine that a few years ago it would have been almost impossible for these indigenous people to do so well.

TASSIE BY TRAIN : VOTED ONE OF THE WORLD'S GREAT RAIL ADVENTURES

THE NEW York Times travel guide has voted Tasmania's new rail network one of the top five great rail adventures.

The refurbished and extended line is now a circuit that includes Hobart, the east coast, north east Tasmania, the Tamar Valley and the Midlands with two lines branching to the wild west coast.

Besides being a boon to tourism the system has dramatically lowered the

road toll as workers and students relax and avoid the tiring and dangerous car trip between Launceston and Hobart.

The number of trucks on the road has been greatly lessened making the roads safer and reducing road wear and tear.

The suburban line from Hobart to Brighton is a great success and has solved decades-long traffic and parking problems.

WORLD'S RICHEST SAY JOBS AND FAMILIES FIRST THEN PROFITS

MANY of the world's wealthiest business leaders have met in Tehran for the annual Corporate Responsibility Summit.

Chairman Jack Kateson reiterated the group's pledge to put jobs and families ahead of profits.

Business clearly needs to grow and to provide jobs but the summit agreed rather than paring back running

costs to maximise returns there is a way to make money and be socially responsible.

"Skimming less from profits and reinvesting more money into better staff pay and conditions means a happier, healthier and wealthier workforce which is better for families, better for the economy and therefore better for business", Mr Kateson said.

SCHOOL LEAVERS FLOCK TO PUBLIC SECTOR JOBS

GREAT pay and conditions and the satisfaction of working for the community means huge numbers of school and university leavers are applying for jobs in the Tasmanian State Sector.

University student John Limaj is one of many aiming for a career with the state government.

"I've had many discussions over beers at the Uni Bar with my friends and we're all tempted by the great money and our love of Tassie and there are so many fantastic job opportunities here."

SPAM BAN RESULTS

LATEST figures show the total ban on letterbox advertising has saved a stunning amount of unnecessary paper waste ending up in landfill.

A recent study suggested the average Australian home received 32 kilos of catalogues annually.

The anti-spam campaign has prevented the production and distribution of 320 thousand tonnes of advertising material, most of which goes unread into a rubbish bin.

IT WAS A CLOSE CALL

CHILDREN from local primary schools who attended an exhibition at the Tasmanian Museum and Art Gallery were shocked to learn of a time when the state's iconic devil was close to extinction thanks to a terrible facial tumour disease.

Luckily, hard work by local scientists and unlimited resources provided by Warner Brothers meant this grave

threat was thwarted, although it was touch and go for a while.

Looney Tunes' Taz the Tasmanian Devil first appeared in 1954 and, considering the many millions of dollars the character made for the company, Warner Brothers was more than happy to provide whatever funds were needed to save the real devils from extinction.



THE CPSU: A YEAR IN THE LIFE OF A TRADE UNION

THE PAST twelve months have been a busy time for the Community and Public Sector Union in Tasmania, and with a huge public sector wages campaign culminating in....

THE STORIES on the previous page may be very optimistic but we should never underestimate what we can achieve when we all work together.

Despite the challenges facing the Tasmanian Public Sector in the current economic downturn we should take some time out to acknowledge and celebrate our successes over the past year.

We've seen outcomes from a range of CPSU strategies that will improve members' lives through improved job security, protection of important conditions of service, realistic progression opportunities and better wages.

Fixed term workers have been treated as second class citizens for far too long, and the CPSU won a precedent case in the Industrial Commission that showed that rolling over fixed term contracts was a breach of the State Service Act and a concoction designed to stop workers from gaining secure employment.

As a direct result of this case we convinced the Government to support the State Service Commissioner in implementing a moratorium that saw hundreds of fixed term employees converted to permanent.

This gave these workers job security and ensured they weren't dumped from their jobs when the downturn hit.

After years of confusion we've protected members' employment conditions by consolidating them into a single Award making it far easier to understand your rights and entitlements and meaning conditions can't be changed or removed.

You should read through your Award to make sure you're enjoying all the conditions fought for by many workers over many years.

The new 10 Band structure provides greater opportunities for members to progress within the Band.

All Bands include new progression points that are higher than previous progression arrangements and some also have soft barriers that allow progression to the next range on attainment of competencies.

This rewards workers for higher performance without the need for time consuming reclassifications.

Some occupational groups developed specific criteria that allow even greater progression where relevant skills and qualification criteria have been achieved.

Best of all we've delivered on much deserved salary increases.

All Public Sector workers got a minimum 4% increase in December 2008 and a further 1.5% in March this year and some also gained increases from translation and from incremental progression.

These increases were hard fought for and begin the process of paying Tasmanian workers for what they do rather than where they live.

We're still working with non Public Sector Members to get fair outcomes to their wages and conditions Agreement but our victories so far show how successful we can be when we run well planned, focused and resourced campaigns.

The extent of our achievements was revealed when the PSUWA08 campaign won the ACTU National Workplace campaign award for 2008 - Everyone involved should be very proud.

The next few years will present a new range of challenges but we are strong and confident and have a great bunch of Workplace Delegates - just a few are featured in this Annual Report.

lindsay jones

PRESIDENT

EACH year seems to throw up new challenges for CPSU Members.

Two years ago we were in the midst of the Your Rights at Work campaign which was ultimately successful in the demise of the WorkChoices legislation.

Last year we achieved a very good outcome under the Public Sector Unions Wage Agreement with significant wage increases over three years and the recognition of pay parity.

Under the shadow of the global financial crisis we must remain resolute, listen to our members, and provide the strongest voice possible on your behalf.

The past twelve months have been extremely difficult, particularly towards the end of the financial year, with the Government making all sorts of noises about financial constraints and how that was to impact the Public Sector.

Thanks to your feedback we could tell the government its wage freeze proposal was totally unacceptable, and it finally accepted that industrial agreements were legally binding and we kept the agreed salary increments.

Then the State Budget outlined other strategies to reduce public sector costs that will inevitably result in less employees, with the resultant on-flow to the private sector, but it's important Government makes decisions as to which services are no longer to be provided.

You can't whittle away at numbers and expect the same level of service to be maintained, but there are numerous ways to reduce staff numbers - all optional - and it's critical members consider all options before making any commitments.

The next twelve months will challenge our union and we need your input to enable discussions.

Thank you to all members for supporting your union, particularly those who attended meetings or provided feedback on the many issues we dealt with.

The considerable assistance provided to their colleagues by our many Workplace Delegates is very much appreciated.

The dedication, support and loyalty from members of the CPSU Council and Executive who offer so much time and effort to support all members is critical to the union's effective operation.

A special thanks also to our General Secretary Tom Lynch, Assistant Secretary Mat Johnston and their staff for providing a wonderful service to members.

I've recently stepped down as Branch President so I want to thank all those who've helped me do the job and I particularly thank the CPSU for the wonderful opportunities the role has given me.

SIMON Cuthbert is a photographer with the Tasmanian Museum and Art Gallery and one of our long standing Workplace Delegates.

My job involves providing a photographic service to support the publishing, education and exhibition programs of the various departments that make up the museum.

It's a challenging job that requires working across the full range of disciplines within the museum.

I get particular satisfaction from the team work that realises the museum program.

It's a pleasure to work with a group of exceptionally talented and committed professionals.

Union membership and the workplace have always gone hand in hand to me.

To be a union member means you're informed and participate in the workplace in a way that benefits everyone.

Unions have such an impressive record of protecting the interests of workers - How can that be anything but good?

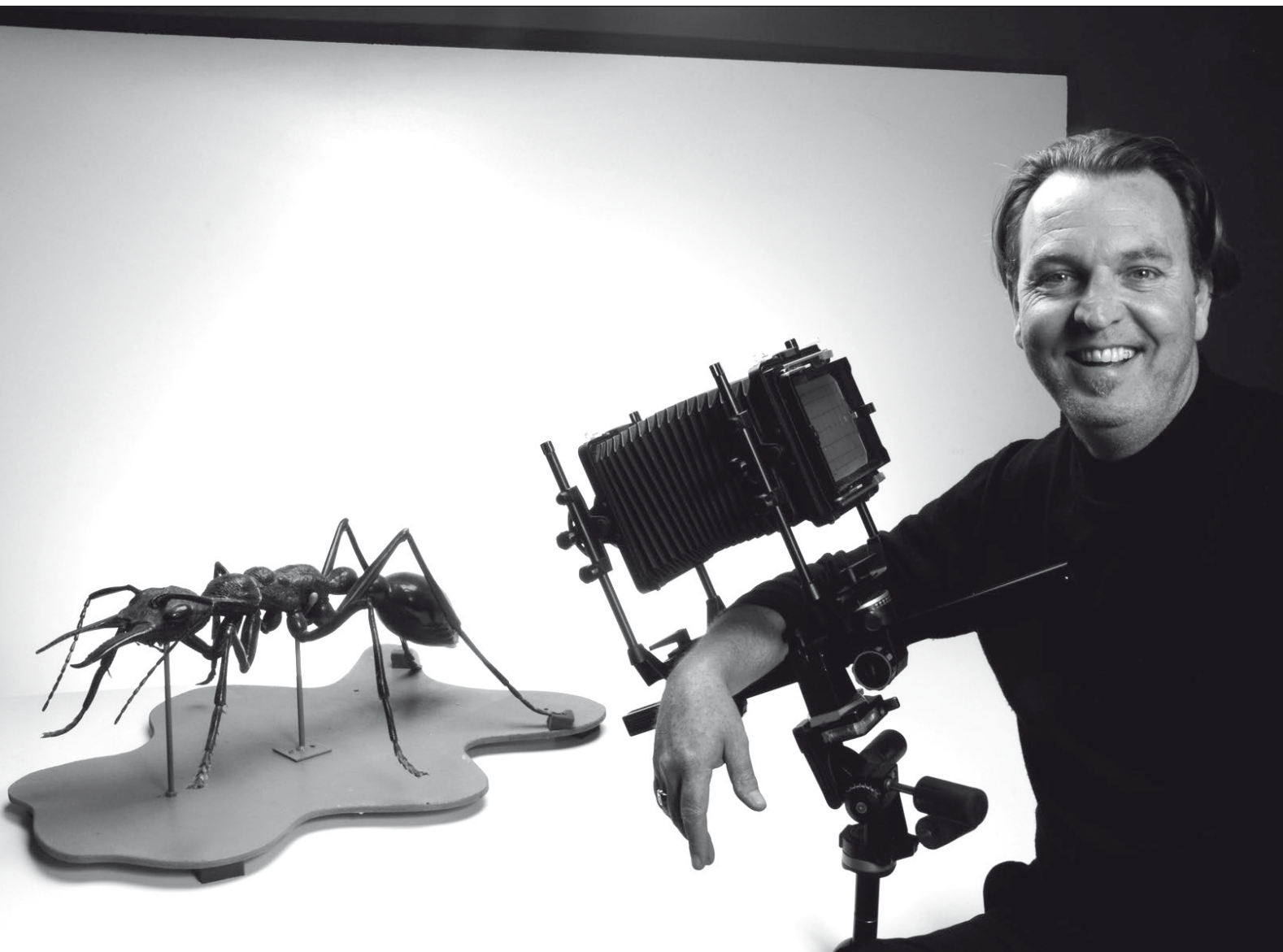
I've been the CPSU Delegate for TMAG for a number of years and I enjoy the

work which brings me into contact with many of the varied and talented staff.

It's given me an enhanced understanding of the workplace.

Most of my spare time is taken up with trying to advance an art practice that I've maintained for many years.

I enjoy travelling and visiting museums of all kinds and I never tire of unravelling the meaning and purpose of contemporary art.



david wareing

DELEGATE

DAVID Wareing is a CPSU Delegate in Disabilities Services at St Johns Park.

After leaving school I heeded the advice of my Mum and Dad to take up a trade and became an industrial instrument maker working on power stations and mines, but I wanted to do something different.

One evening, while watching the sun set across the sea from the top of a bauxite classifier, I questioned what I was doing.

Surely there was more to life than cartoon on a Friday night, a boat in the yard and a wife and kids at home? F%#k it, I said.

I went back and did my HSC and travelled 3000km to secure a place at OT School at Curtin University.

Four years later I graduated and came to Hobart... fifteen years later I'm still practicing, I'm married, and I have two beautiful boys.

One thing I realise now is that I was wrong - there's not a whole lot more to life than that which is immediately around you.

As a worker, as a unionist, it's those things that employment gives that's important.

The six-pack, the boat and wife are all part of the deal... a deal sent down over generations.

I believe my great-grandfather understood this as he lowered himself down a tin mine shaft to save the lives of his workmates.

And I'm sure my grandfather knew this when he received the news of his daughter's birth while on the picket-lines in 1926.

And my father also understood the importance of work when, in 1970s South Africa, he lost his job for insisting the country wouldn't go forward until black people were allowed to vote.

I'm a Liverpool supporter and a unionist by birth and by choice, and at times that choice comes at a cost - It's not all about walking out the gate and waving a flag.

Anyone who sees the challenges and hard won victories of the past as remote and distant are mistaken.

The call for a fair day's work for a fair day's pay is just as strong as ever and without it this government and the people of Tasmania won't go forward.

United we serve.



angela bradshaw

ORGANISING

YOUR Organising & Campaigning Team - Lyn, Russell, Jamil and myself in Hobart, James in the north and Chris in the north west - has been flat out for the past twelve months.

We had to shift gear from the intense focus on PSUWA08 in 2008 to a broader range of campaigns this year.

While continuing to build strength by recruiting new members and new Workplace Delegates we've been juggling many other balls.

Here are some of these activities:

- Involving Port Arthur members in the development of a new award and agreement
- Working with members around changes resulting from the Libraries Community Knowledge Network
- Working with the School Admin Advisory

Forum to achieve fantastic outcomes around pay and conditions in schools

- Trips around the state to work with members on the new Parks and Wildlife agreement
- Disability Services and Child & Family Services Worksite Organising Committees
- Asbestos prioritised removal campaign
- Development of a new RBF staff agreement
- Ensuring members at the Uni, Australian Maritime College and Forestry Tasmania receive increases as their agreements move towards Fair Work Australia
- Dealing with the establishment of the new Sewerage and Water Board Corporations

And then, more recently, a huge juggling

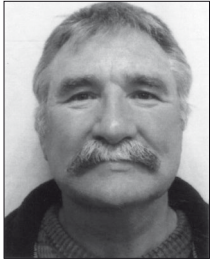
ball was added - The Budget.

As a result of the dramatic budget announcements Organisers have been spending a lot of time visiting worksites to speak to members about specific issues.

Our team has also been busy with broader union issues including surveying public sector workplaces to see if they have an Asbestos Register and southern Organisers joined the *mums rights at work* team at the Mothers Day Classic.

Throughout the year we've worked very closely with Delegates and with their help we've been able to involve many more members in our campaigns.

We're very excited to be able to give something back to our dedicated Workplace Delegates by launching a new and comprehensive Delegate Training and Development Strategy.



DAVID Geoghegan is a ranger at Mt William National Park and a newly appointed Delegate in the CPSU.

Life is a journey - we all have interesting stories to tell and

key life experiences to relate to - and a brief look at my work background over the last 34 years will provide some insight into what makes me tick – (but not as the Irish say “thick”!)

Yep I'm Oirish - came out to 'Stralia when I was ten in '65, brought my parents to Melbourne, and it wasn't long till I was speaking 'Strine' and lost my brogue - amazing as most of my schoolmates were Italian, Greek or Maltese.

I finished school with an appetite to discover the real Australia and to become a fairdinkum Aussie, so from the mid 70s I had a whirlwind of bummin' around jobs in Vic, WA and NT including labouring, truck driving, farmhand, taxi driver, gardener, hardware sales, forestry worker, shotfirer and hospital orderly.

As a hospital orderly in Alice Springs in '81 I learnt much from Aboriginal patients and their families and that personal connection was essential in providing instruction on foraging for bush tucker to the Norforce reserve army unit I'd joined.

I spent the next 12 years with the unit as a survival instructor and patrol medic then patrol commander carrying out long range desert patrols and conducting survival courses for regular army and air force personnel.

This was often done with the help of local Aboriginal people and I have many fond

memories of beautiful people in an exciting, expansive wilderness.

As a plant operator for the Northern Territory Parks and Wildlife Service in Alice Springs in the early 80s I was encouraged to apply for a ranger position.

I spent the next twenty years as a senior ranger in the NT's remote parks - from the tropics to the arid zone - managing habitat (prescribed burning ops, weed control), wildlife (research, feral animal control) and people (campgrounds, search and rescue interpretative programs, compliance).

I had a whirlwind of wild adventures with amazing characters, and amazing hangovers, that I'll never forget.

During this time I studied and gained my Ba App Sc in Park Recreation and Heritage and my studies gave me more of an insight into natural ecosystems and the social sciences that underpin appropriate management processes.

I couldn't have done this without the support and encouragement from my best friend, my lovely wife Gail, who I met while a ranger at Yulara near Uluru.

The NT experience was magical but it was time to move on as the seachange, tree change phenomena kicked in to our psyche, along with the need to be closer to aging parents.

A holiday to Tassie in 2000 clinched it for Gail & I - the landscape was magic and people had a close affinity with the land and community.

As a senior ranger I began with TasPWS at Liawenee, then Mole Creek, then in 2006 I decided to draw down to a base level ranger position at Freycinet then to Mt William National Park.

The administrative workload of Tasmanian senior rangers didn't agree with me - my boots were getting carpet burns - so it was time to get out in the paddock again.

The reason I accepted nomination as a CPSU Delegate is to help make a positive contribution on my colleagues' behalf.

There are deep flaws in how resources are allocated in the workplace but even more apparent is the need to provide impetus for a more transparent decision making process to which we should be an integral part - SoDs, for example.

Everyone needs to realise how work issues can affect morale, emotional and physical well being and personal relations with work mates as well as family.

Needless to say the Parks and Wildlife Service, an organisation charged with protecting important heritage values, will also benefit from a more participatory approach to identifying and solving administrative problems.

I thank my colleagues for the opportunity to represent them on important work related issues.

Dedicated, ordinary people can do extra ordinary things for the management of our heritage by having a more cohesive voice through the CPSU.

We can encourage a more receptive management to make our workplace a much better place, and remember the journey of life should be a balance between work and home.

Borrowed from Vicparks motto: Healthy Parks:Healthy People

Borrowed from my Irish Heritage "If'n I lead ta way Oi'll be roight behind ya!"



kate jackson

IN EARLY 2009 we were thrilled to be invited to the ACTU National Awards to be presented with the Award for Best Workplace Campaign.

It was great to be invited to talk about the campaign and share some of the highlights with our colleagues from other states and unions.

Many commented on the silhouette posters and how effective it was to display hundreds of posters showing the diversity of the State Service.

This was a fantastic end to such an exciting and successful campaign.

The judges congratulated us particularly on the level of your involvement in the campaign and the way you never lost sight of the goals: pay parity, a better set of classification descriptors and a simpler award with your conditions in one place.

Late in 2008 the results of so much work came together with the PSUWA08 ballot

and the registration of the new awards and the Tasmanian State Service Union Agreement 2009.

I'm very pleased to say we had an enormous number of ballot votes to count and an overwhelmingly positive response.

2009 has seen the implementation of the new Tasmanian State Service Award and it's counterpart for DHHS, the Health and Human Services (Tasmanian State Service) Award.

These new Awards mean members are now enjoying new and improved conditions and significantly better salaries now the first annual increase, two structural increases and, for many people, a new increment have been paid.

The translation to the new awards has seen some great results for groups like the School Administration Staff, the Parks and Wildlife Service and Quarantine

Officers as a result of the new structure and descriptors.

Another product of the new awards is the opportunity to use the new 10 Band structure and classification descriptors to deal with many of the Agreements and adapted classification structures previously in place in the State Service.

Many of these Agreements or arrangements were implemented to deal with issues that arose as a result of the inadequacies of the old 4 stream awards, and the new classification structure and descriptors has given us the tools to deal with many of the old limitations in forward looking, positive ways.

The past year was an amazingly challenging, exciting and rewarding year, and the next twelve months will bring its own challenges and rewards and we look forward to facing them with you.



Three examples of how salaries have increased as a result of the new awards:

A&C 2.1	Tech 4.1	Op 5.3 in DHHS
salary has risen from \$34,648 to \$39,258 by the end of the year	salary has risen from \$53,188 to \$66,073 by the end of the year	salary has risen from \$35,533 to \$40,354 by the end of the year
an increase of	an increase of	an increase of
13%	24%	14%



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 28 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 2009 CPSU Awards will also be presented to outstanding public sector workers

LEAH Mckinnon is a Child Protection Worker with the important and often difficult job of assessing and managing children who come into the child protection system.

My role involves maintaining the health and wellbeing of children in care and I also assess and make decisions to help minimise the risks to children who end up in the system.

When I tell people what I do I often get the reaction "that must be difficult", and they're right, the job is difficult.

People who encounter the child protection system are often distressed, upset and angry that we've knocked on their door.

Working with involuntary clients is never an easy task but working with those who are also in a heightened state of crisis and distress is a very hard task.

It's a highly skilled area and takes a long time to develop the competencies that are used on a daily basis.

There's a high level of administration so children's files reflect the decisions made about their life and there's a need to be consistent and clear communicators with children, parents, carers, schools,

counsellors, police and advocates.

Sometimes workers are so busy with the many activities they're doing they forget the range of skills they employ is actually quite impressive.

I'm no stranger to professional challenges, before becoming a Child Protection Worker I spent 5 years as a teacher, but I've found Child Protection is by far the more challenging role.

I've been a CPSU member since I started at the Child Protection Service and in the last year I've also been having monthly meetings as a Delegate.

It's important to be a member as the union works to maintain the bureaucracy's responsibility to workers and to make sure staff are supported to use their skills where they are most required.

In child protection the workers need to use their skills to work with the children on their caseload.

At the moment the Child Protection Service is undergoing a reform.

Reforms aren't new in departments and the consultation agenda has made numerous proposals to improve the system for clients and workers.

Being in an organisation undergoing significant change is an extra challenge to being a child worker right now.

It's vital change management is able to bring the workforce with it in a supported way that is enabling and positive.

The union input into this process helps negotiate transition and provides valuable feedback to management about the change process.

Being a union member is an important part of work life as it provides an opportunity for workers to give feedback to management about decisions that affect them.

The union provides a safety net when there are conflicts and work issues that need to be resolved.

As a worker in a highly challenging profession I'm pleased there's an organisation making sure I have the resources I need.

My job has a high level of responsibility and when done properly can make positive changes to children and their families, and having union support and involvement helps simplify my work life so I can focus on the children I work with.



lyndal schneider

CPSU Delegate Lyndal Schneider is a Library Technician in the Resources and Access section of the State Library of Tasmania.



I mainly deal with the serials - print and electronic newspapers and journals - that are produced at regular or irregular intervals and are part of the State Library's lending or reference collection.

These are available for the educational and recreational use of the Tasmanian community through the state-wide library network.

Library Technicians co-ordinate or assist in the operation and maintenance of

library and information services and associated systems and we're often the first person a library visitor sees.

I joined the CPSU when I first started work as a 17 year old and I've valued my membership ever since that time.

CPSU membership is important because supporting and working with union officials and other members provides a framework to ensure the continued provisions of salaries and conditions that most of us take for granted.

The yourrights@work and PSUWA08 campaigns wouldn't have been successful if members and the union hadn't worked together to achieve a common goal.

Without strong union membership public sector workers wouldn't have conditions like job security, industrial advocacy, paid annual leave and the 38 hour week.

All these benefits were the result of hard fought campaigns which started with the formation of Australia's first trade union in 1830.

I became a Workplace Delegate two years ago and I've had some wonderful experiences and learned how a modern union works and how to make my membership work in a meaningful way.

I wanted to make a difference to the lives of library workers across the public sector and I'll continue to fight for the best interests of Library Technicians.

A more personal reason for becoming a Delegate was my utter dismay at the treatment of two family members who were unfairly dismissed from their private sector jobs with little or no union help as membership in their workplaces was so low.

I'm also a member of the St Peter's Lutheran Church congregation voluntarily serving in the roles of Church Secretary, data projection operator for Sunday services and co-ordinating the church's Christmas pageant.

For hobbies I operate a mobile linen business with Lorraine Lea linen and am a member of the junior craft workshop committee associated with the Royal Agricultural Society of Tasmania and am a volunteer at the Royal Hobart Show.

And in amongst all that paid and volunteer work and hobbies I'm married to Ossi and have a seventeen year old son Benjamyn and two cats named Duke and Willow.

anne di saia

LONGTIME CPSU Member Anne Di Saia recently retired after more than 46 years loyal CPSU membership.

Arriving in Australia as a young girl with no English in the family Anne went to Sacred Heart College, joined the workforce in 1961 and, after a year in the private sector, starting as an office assistant with the Department of Justice.

She joined the CPSU in June 1963 and from 1966-75 worked in the Sherrifs Office at the Supreme Court.

In 1975 Anne became Chairman's Assistant in the Wages Board and she remembers Friday afternoon rushes to hand down decisions before the weekend and decisions made with no right of appeal - luckily those days are gone.

Anne is now busier than ever with her gardening, her husband, her prize winning cross stitch and more travel.



Anne with CPSU Assistant Secretary Mat Johnston

jessie daly

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 Jessie Daly, the daughter of one of our Workplace Standards members.

Jessie is doing a Bachelor of Fine Arts at the University of Tasmania and is planning on a career in graphic design.

"This has been an interest of mine for quite a while and further study will help me get there."

The \$1000 scholarship has been invaluable as Jessie had to leave her part time job to really focus on her studies and, as we all know, art materials are very expensive.

At her young age Jessie has already learnt the value and importance of unions after working part time in hospitality.

"Being young, casual, female and new to a workplace made me pretty vulnerable and I was working odd shifts, had difficult customers, did late night shifts and was bullied by my employer."

Jessie talked to her Mum and learned how unions offer help, support and advice and she also got a new job, joined a union and started to understand her rights at work.

When she graduates and starts her new career Jessie will make sure she's a union member.

"Then I'll have the support to help me make the right choices, to give me a voice on workplace issues to give me confidence in my place at work... but I'll still get advice from my Mum!"



"The Department of Environment, Parks, Heritage and the Arts brings together the assets and values that Tasmania is famous for - our wilderness, our pristine environment, our cultural heritage and our creativity.

DEPHA's mission is to enhance Tasmania's economic, environmental and cultural wellbeing, both now and in the future, through the best possible use and management of our natural and cultural assets" www.depha.tas.gov.au



SO WHY AXE DEPHA?

The Premier claims it's to save \$15m over 4 years, but sacrificing a department doing a fantastic job for a meagre saving is madness!

REALITY CHECK: The Tasmanian Government is paying Hawthorn Football Club around \$17 million over the 5 years from 2007-2011

Parks and Wildlife Service - Royal Tasmanian Botanical Gardens
 Arts Tasmania - Heritage Tasmania - Port Arthur Historic Site Management Authority - Environment - Aboriginal Heritage Tasmania - Tasmanian Museum and Art Gallery - Corporate Services - Wellington Park Management Trust - Office of the Secretary



JOIN US IN A CEREMONY FOR THOSE WHO DIED AT WORK

2.2 million people die from work-related accidents or diseases every year. In Australia the number is around 2200 deaths

28 APRIL
WORKERS MEMORIAL DAY

International Workers Memorial Day: Tues April 28
 Join union members across the world to remember those who died and to reaffirm our vow to fight for good occupational health & safety for all workers.

Tuesday April 28, 11am, main auditorium, Baha'i Centre of Learning (behind ABC Hobart)

for more info contact your union or Susan Wallace at Unions Tasmania 62349553 admin@unions.tas.com.au

Unions Work



**hurry up,
the door
is closing!**

**public Sector unions
wages agreement**

If you're not a CPSU Member when the ballot closes you won't be able to

- Vote to accept or reject Gov't latest pay offer
- Get help from the CPSU with your job translation



MOTHERS DAY CLASSIC

4km walk for breast cancer research

Sunday May 10, Hobart Domain Athletic Centre and Queens Domain



We'd love you to register to be part of the Mother's Day Classic as one of the *num'srights at work* team. Raise money for breast cancer research and help us give the paid maternity leave campaign a boost. We're aiming to have the biggest team at the event!



**\$1000
TERTIARY
SCHOLAR
SHIPS**

Each year the CPSU offers 2 scholarships to help a member or their child with the 1st year of Uni, TAFE or TAFE study. For more info: ph 6234 1708 cpsu@tas.cpsu.com.au www.cpsu.com.au Applications close 5pm Friday March 27, 2009



CPSU Delegate Emma Gill works for Skills Tasmania where she contributes to projects supporting and promoting innovation, productivity, workforce participation and workforce planning.

I have a long family history of involvement in unions so the values of workers rights and fairness have been instilled in me.

As a child I spent many hours racing up and down the corridors of the Trades Hall and, while not realising it at the time, my childhood experiences of being in the inner workings of unionism shaped my values and beliefs.

It also gave me a great respect for the dedicated industrial officers that work so hard to support their members.

When I joined the public sector as a permanent employee six years ago union membership was a natural step for me.

For me union membership is a bit like health insurance – it's protection, a safety net and something I'll never go without.

During the PSUWA08 campaign last year it became clear my workplace needed support and to be more informed and motivated to take action.

I believe being the Workplace Delegate helped my colleagues achieve a more cohesive and knowledgeable response to the campaign.

The campaign made me aware of the importance of workers being able to access on the ground support,

particularly in uncertain times, and I'm proud to be the Workplace Delegate at Skills Tasmania.

A big part of my life is being a single mother to my lovely 5 year old daughter Eloise and I love watching her grow up and develop her independent and inquisitive personality.

I'm also an Independent Consultant with The Body Shop At Home in my spare time and I really like working with a company that has strong ethical beliefs and supports many worthwhile causes.



THE second recipient of the \$1000 2009 CPSU Amy Batt Memorial Scholarship is Jess Paine.

Jess is doing a Bachelor of Medicine/ Bachelor of Surgery at the University of Tasmania and says she loves medicine as it allows her to work with people and to see direct results.

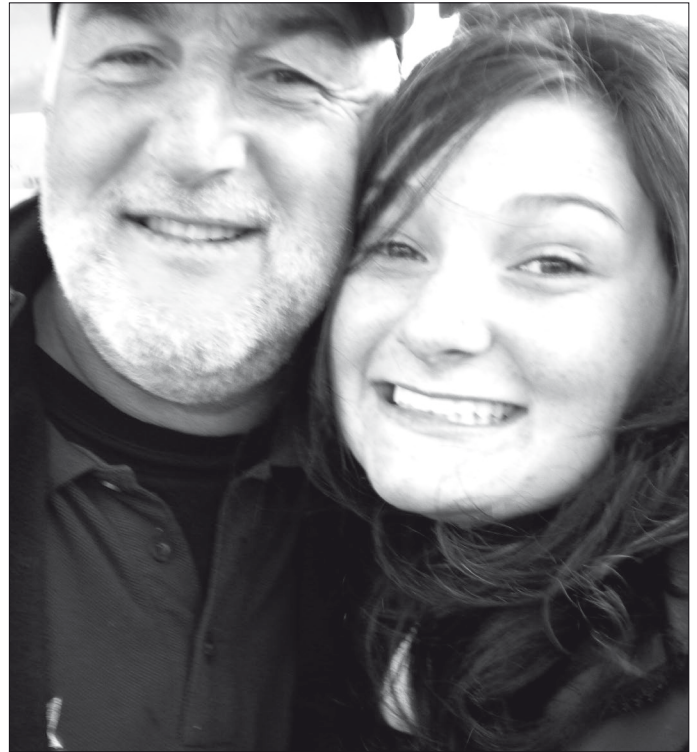
“Being a doctor also means learning never never ends and working in the health care industry will open my career to other experiences such as working in less developed countries.”

Jess also, somehow, finds time for hiking, kayaking, rock climbing, netball, sailing and tae kwondo.

“My favourite by far is tae kwondo as it constantly provides me with challenges whether it’s grading to a new belt or breaking a board with a new kick.

Time spent sailing with her Dad, CPSU member David Paine, is also something Jess values and last year they won division D in the Bellerive Yacht Club’s biggest racing event, the Crown Series, held over a weekend every February.

In keeping with her chosen career in medicine Jess believes one of the key roles of unions is their work in the field of occupational health and safety.





TOM LYNCH
General Secretary



KATE JACKSON
Project Manager



CRAIG GRIFFITHS
Strategic Media & Communications



LYN SAUNDERS
Industrial Organiser



KIM TAYLOR
Executive Assistant



JAMES NAPIER
Industrial Organiser



CRISTINA SERRA
Industrial Organiser



ANGELA BRADSHAW
Lead Organiser



JACKIE CROALL
Industrial Organiser



ROWENA HARRIS
Industrial Organiser



SARAH MILLER
Administration Assistant

**◀ your hard
working
CPSU staff**

**and when
they're not
at work ▶**



CARLEY BROWN
Reception



MAT JOHNSTON
Assistant Secretary



KIER TYSON
Industrial Organiser



JAMIL MAHFOUD
Industrial Organiser



RUSSELL GRIFFITHS
Industrial Organiser



HAZEL HUGHES
Membership Liaison Officer



CHRIS SMITH
Industrial Organiser



STORM HANKIN
Reception

MAT JOHNSTON

This past year I completed Masters units in Economics, Strategic Management, Marketing, Business in Asia and Strategic Negotiations. This takes up a lot of time outside of work so it's hard for me to find anything genuinely interesting to talk about. One day soon I will get my weekends back and, hopefully with that, I can get a life and stop being boring.

ROWENA HARRIS

My real highlight was receiving 3rd prize for the 2008/09 national writing competition run by the Black Dog Institute. The Institute flew me to Sydney for the award ceremony where I had the unique opportunity to meet some inspirational people, including Professor Gordon Parker, Executive Director of the Institute and internationally renowned leader in his field. The writing from the competition will be published in the institute's next Allen and Unwin book which will address the issue of tackling mood disorders in the workplace. I also returned to the CPSU after 12 months working for another Union and had 3 months off to spend time with my young family which was awesome. It's great to be back at the CPSU where I've really enjoyed working with some fantastic members and delegates.

SARAH MILLER

In February I married my fiancé Paul. The weather was fantastic and we had a beautiful day. Our ceremony was held in the Botanical Gardens conservatory and everything went smoothly and we had the reception at Barilla Bay which ran even more smoothly after a couple of drinks. Every one was relaxed and seemed to have a great time, which made the night extremely memorable. It was great to share this with my family, friends and colleagues here at the CPSU.

JAMES NAPIER

I've been running community events in Launceston for the GLBTIQ community. After a 5 year absence Launceston again has an official gay friendly night spot where people can have a drink and a dance in safety. I invested some rainy day money into a venture with a few friends and created Eating Hamm at Midnight Productions and with lots of help the first event was a big success in July last year with the Other Queens Ball, followed by Halloween circus and Hollywood New Years Eve. The events are also great career boosters for fringe performers, dance troupes and DJs. Any profits go into future events and after a successful year we have plans to provide more support and regular, diverse entertainment for the community such as cabaret theme nights, amateur talent night, drag queen bingo, burlesque shows and Dance marathons. It's been a rollercoaster of a year but I wouldn't change a thing.

ANGELA BRADSHAW

It's been a huge year. I finally moved into the new house I built with my husband in Molesworth. And we managed to agree on most things such as carpet and paint colour which meant no showroom tantrums. Every country home needs a big dog so enter The Moose, my 9 month old 55kg Baby English Mastiff. I have no need for the gym with The Moose. To top off the year, in January I hit the Big 30.

KIER TYSON

This year has been great for me with all my family residing in the impressive state of Tasmania for the first time in over 10 years. My son started school full time and has taken to school life with great gusto. Must take after his Mum, in that he's not afraid of a challenge. As a mum dealing with a school age child there have been certain things I've learned on the way and had to balance - sometimes easier said than done - including soccer practice, soccer games, homework, talking with teachers and parents, school curriculum and aspects of children learning social skills in the school environment. It's a lot of fun but definitely a new phase in life.

KIM TAYLOR

A large crowd of family and friends gathered on the Gold Coast recently to celebrate my niece Hannah's 18th birthday. Alcohol flowed, music pumped and we danced for hours, yet this was no ordinary, booze-charged 18th. Rather, the atmosphere was one of fun, friendship and pure joy. A quiet achiever, Hannah doesn't stand out in a crowd, yet she has an uncanny ability to draw people to her. She has created a community of people around her that will be there to support her in her future life. Many of Hannah's friends experience intellectual disability, as she does, and were accompanied to the party by parents or carers; the essential supports that enable these young people to access education, employment and lifestyle choices that are relevant and meaningful to them. The band members, all with Autism spectrum disorder, were supported by one of the parents who organises gigs for them around the Gold Coast. Without him, these young men could be marginalised, unemployed and disengaged from the community. Hannah is leaving 'special school' this year and is excited about the life ahead of her. But, like many of her friends, Hannah won't be leaving home anytime soon. Her parents, her extended family and community will all be working together to support her as she develops her talents and achieve her goals throughout her adult life. It was great to get together with the family and spend time with Hannah who is kind, thoughtful and loving.

CHRIS SMITH

This year I took my AFL loving sons to their first games of rugby to watch the Wallabies. After ditching their normal Swans and Hawks jerseys for the good old green and gold - yes, I made them wear Wallabies jerseys - we watched the mighty Aussies triumph. The two best things on the night other than the win was watching my boys sing the national anthem and hearing them yell 'go the Wallabies'. Funniest question was after a high kick when after flying through the air to catch a ball the French fullback was tackled to the ground I was asked 'how come he took the mark but the umpire let those big guys smash him?' - Gotta love rugby.

CRISTINA SERRA

I've been pretty flat out renovating my house this year... as I have for the past 9 years. But I've nearly finished the inside and am ready to start on the exterior... which will probably take another 9 years.

CRAIG GRIFFITHS

I've been kept on my toes at the CPSU and with the odd bit of freelance design stuff but there's still been time to get started on something stupid. Such as making stunt carving knives, vats of black slime and edible blood, ripping and goryfying clothing, casting silicon body parts, building camera dollies and steadicams, finding a horrific use for an old welding mask, writing a screenplay and recording a soundtrack. Yes... a zombie film. I also recently did a bloody fantastic SFX makeup workshop with Nick Kocsis from Melbourne - he did gore fx on the set-in-Tassie film Dying Breed. I can now whip up a lovely undead face, ripped out throat or hideous skin condition with some latex, makeup and a few secret ingredients. Anyone need their wedding makeup done? Be afraid.

HAZEL HUGHES

It was a Saturday in November and we didn't know what to do with the weekend. On the spur of the moment we decided to go to Launceston and on the way up booked tickets to Hollybank as we'd seen it advertised on TV. As we got to our destination out near Lilydale we had to pluck up the courage to try this swinging through the trees caper, but we shouldn't have worried. After a fifteen minute training session and getting on harnesses we arrived at our first tree platform, only ten metres to the next tree. This will be easy? As we progressed from tree to tree we finally got to the last one, 370 metres plus. What a buzz, flying alongside the St. Patricks river at 60 kph 60 metres in the air. When we'd finished we just wanted to do it again. If you haven't tried it you really should, people up to 80 years old have.

KATE JACKSON

It's been a really great year. I had some lovely holidays around the State and went to all kinds of weird and wonderful places, including a fantastic trip to Maria Island. I also started learning Korean late last year but it's definitely still early days.

JAMIL MAHFOUD

The big thing for me is family and friends, and lately marriage seems to be in the air. Earlier this year I witnessed one of my best high school friends get married to the girl he'd been dating for 17 years since high school and not long after that one of my younger brothers got engaged and has asked me to be his best man. And just the other day an old mate asked me to be his best man too. Always the best man, never the...

RUSSELL GRIFFITHS

Starting work with the CPSU in early 2008 with the PSUWA08 campaign gathering momentum was a unique experience, even with many years of experience within seven other unions. Seeing the wide profile of membership we have was a revelation. During my spare time I've been busy with renovations, new animals such as a gorgeous 1 year old golden retriever, cows, music and instruments, books, movies and shows. All most enjoyable except the renovations. Never again. Highlights for me during the year include the Obama victory, a community WW1 honour roll project, Errol's 100th Birthday Bash, overseeing a rare historical photograph collection and the new 13th Floor Elevators 10CD box set Sign of the 3-Eyed Men.

LYN SAUNDERS

This last year has been full of family celebrations. My younger sister was married - finally. My son Stephen was accepted in to the RAN on a twelve month gap year program and he's currently in W.A. on his first posting. My first ever Christmas away from home was spent in New Zealand with my husband's family. It had been eighteen years since David had been there for Christmas so my sister-in-law's wedding and christening of her daughter were thrown in for good measure. Stephen and my daughter Louise were both able to be there to share the celebrations.

CARLEY BROWN

Just recently I went to Sydney for a long weekend and saw Pink live in concert. She was amazing - the best concert I've ever been too - and I go to a lot. I also got my foot inked, so Sydney was an amazing experience for me. Oh... I met the lead singer of Grafton Primary too.

JACKIE CROALL

The standout in my year was joining the CPSU after getting the opportunity of a secondment from the Department of Health and Human Services. During my time here I've faced new challenges, learned new skills and met many interesting people. This has given me new inspiration and a chance to enhance my knowledge and career. I really want to thank my fellow team members and everyone at the CPSU for their fantastic support and I'm looking forward to continuing working here.

TOM LYNCH

I had a long holiday this year and decided to stay home finishing all those projects optimistically started over the last few years, such as my chook yard. I've always been attracted to the idea of a regular supply of eggs and the calming effect of fluffy chickens clucking quietly to themselves and scratching around the chook pen. I secured the yard from quolls and foxes, erected a netting roof and designed and built a beautiful hen shed. I researched chicken husbandry, got all the recommended bits and bobs and went to buy some chooks. My problems began. I sought advice on chicken types and was bombarded with strange words and names that spun my head. I just wanted hens that would lay eggs. Finally I was told the Chicken Fanciers Society open day at the show grounds would be a great chance to see the varieties and buy the ones I liked. I got there early to pick up a bargain but went into shock. Some chooks were so strange I couldn't tell the beak end from the egg end. Some were fluffy balls and a few roosters were actually Foghorn Leghorn. Frighteningly, most stood over 2 feet tall and even the bantams were bigger than I expected. The final shock was the noise, the stench and the prices. \$250 for a pair of hens is about 25 dozen eggs per hen and after the hundreds I'd spent on the shed my eggs were going to cost me about \$5 each. I went home alone and still remain chookless. Maybe in spring I'll be inspired enough to take the ultimate challenge and put some chickens in Chateau Pollo.

STORM HANKIN

A couple of months ago I had a great two week holiday to Queensland where I caught up with some friends and family. I spent most of my time shopping or relaxing on the beach with a drink. And I got my back inked.

THE Schools Admin Advisory Forum has completed a busy but very successful year achieving many positive outcomes.

In the past twelve months we've seen the culmination of a number of long term issues for School Admin Staff such as additional admin resourcing, role clarity and classifications.

Resourcing was an issue back in 2004 and staff have struggled with workloads as Admin staffing quotas in schools were grossly below what was acceptable and people were working many unpaid hours trying to meet deadlines - so the SAAF Group put a proposal to DoE.

With input from schools about their particular needs it was calculated the cost would be \$6M and the department countered with an offer of \$2M.

This offer was rejected by members and negotiations continued with TIC arbitration.

The Department agreed \$2M wasn't adequate but it resolved to prepare a priority budget submission for further resourcing for the 2009/10 State Budget.

On this basis members voted to accept the package and the additional resourcing was implemented at the start of term 3, 2008.

With this goal partially achieved it was time to move to the next urgent issue of reclassifications.

The SAAF went back into negotiations with DoE about clarity and reclassifications, and with the PSUW08 campaign addressing these issues across the public sector it was timely to be working on this.

At this point a sub group including all levels from Clerk to SEO, CPSU representatives and DoE HR representatives was formed to draft new Statements of Duties.

Due to the evolving nature of the role of School Admin the existing SoDs were out of date.

This was an exciting exercise as it exposed the differences in the roles of SEOs in different schools but the group was able to develop a model that would cover most admin roles.

Once the new SoDs had been drafted Learning Services reviewed and approved them.

Learning Services and HR assessed each SoD, allocated a classification band accordingly, then classified each school.

Principals and CPSU members then had an opportunity to appeal the classification given to their position resulting in a few enhancements being made to the initial translations.

The SAAF then met with DOE in February and DoE tabled the final package.

This was well received by members as the classifications for SEOs were in Band 4, 5 and 6 which was what Admin staff in schools deserved and had hoped for.

The Admin Clerk classification is Band 2 which means all Clerks in schools are classified at the same band.

The Administration Officers, who are mainly in high schools, have been classified as Band 3 which effectively means their classification wasn't changed.

At this point the SAAF were happy in general terms with the package but there were two fairly major areas of concern.

The first was that School Admin Staff, on acceptance of the package, waive any appeal rights relevant to their translation.

The second was that DoE intended to register the translations as a Section 55 workplace agreement which meant in effect their translations would only be locked in for the life of the agreement.

The outcome of final negotiations was agreement that the new translations would become an appendix to the new Tasmanian State Service Award rather than a Section 55 - A positive step as it ensures School Admin Staff stay in line with the rest of the Public Sector.

Unfortunately we had no luck with the appeal rights.

It boiled down to an ultimatum: Accept a package that provides something for most or have everyone translate at their current level and individually appeal their own situation with no guarantee of the outcome.

On this basis CPSU put the package out for final vote to members.

During an April 9 meeting with DoE representatives the CPSU presented the outcome of the membership vote: 224 Yes, 18 No and 3 Abstain.

The CPSU notified DoE that on this basis the package was accepted but without reservation due to the waiving of appeal rights and also the fact that a number of people did express discomfort regarding the removal of appeal rights.

The final momentous step of registering the appendix occurred on May 14 with final translation and pay rises going into the first pay in June.

The SAAF met with DoE personnel on June 26 at Letitia House to celebrate the completion of the reclassification of Administrative Staff and to recognise what had been a huge year for staff.

DoE was very pleased with the outcome and have asked us to keep the lines of communication open and to continue to meet regularly – you bet!

Given the current economic crisis DoE advised there wouldn't be an application to Treasury for funding for additional admin resourcing in the foreseeable future and this was accepted at this time.

After the DoE meeting the CPSU kindly took the SAAF members out to lunch and we shared many laughs about what we'd endured to get to this point.

It was a great way to end this phase of our quest to gain better conditions for Admin Staff.

The SAAF thanks all Admin Staff across the state for their support during this lengthy and at times frustrating process.

Without their support we wouldn't have achieved this significant change in Administrative classifications.

We do appreciate that not all Admin Staff are happy with the final result but we believe the majority have been recognised.

As the process comes to a close and Admin Staff get the recognition they so richly deserve I want to thank the hard work and commitment of the Schools Admin Advisory Forum.

The members have worked tirelessly and spent many hours travelling and meeting, taking them away from their busy school life, to achieve this positive outcome for Admin Staff.

The SAAF has a lot more to do and will be nipping at the heels of whoever it needs to to get the recognition Admin Staff deserve.

Watch this space!

If you would like a copy of the much longer unedited SAAF report please email cpsu@tas.cpsu.com.au

kelly marriott-smith

KELLY Marriott-Smith is the Workplace Delegate for the Tasmania Fire Service and for the past 8 years she's been the Admin Assistant in Community Fire Safety.

I've been a CPSU member since 1997 and I took over the role of Workplace Delegate in 2007 after being nominated and elected by the members in State Headquarters.

I enjoy my Delegate role and find it interesting and rewarding.

Reflecting on my two years as a Delegate I believe the biggest achievement so far was the success of the Public Sector Unions Wages Agreement 08 Campaign.

As a result of my active role in the successful campaign I was nominated for the 2008 Award for Outstanding Contribution by a Workplace Delegate.

I enjoy the satisfaction of working with my colleagues and helping them receive their entitlements which in turn promotes harmony and a more efficient and productive workplace.

enola johnson

ENOLA Johnson recently became a Workplace Delegate as backup to Kelly Marriott-Smith who works part-time.

In the few years I've been a CPSU member I've seen membership and unity grow dramatically in my workplace.

The PSUWA08 was the main catalyst for this, along with Kelly's passionate and dedicated leadership in her role as Workplace Delegate.

I work as a librarian at the Fire Service, a role I thoroughly enjoy in an organisation I'm committed to.

But working in a small, specialised team can be a bit isolating so the CPSU plays a vital role in keeping us aware of our workplace rights and getting our voices heard.



Kelly and Enola from Tasmania Fire Service

grievance and assistance

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 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 fast as possible.

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

cpsu council

COUNCIL



GRANT RANSLEY
President
Faves for the year:
Read: Guerrilla Warfare by Ernesto Guevara
Heard: Plucked by Mental as Anything



MAT JOHNSTON
Assistant Secretary
Faves for the year:
Read: The Reader by Bernhard Schlink
Watched: Gran Torino
Heard: Begin to Hope by Regina Spektor



TIM TURNER
Treasurer



TOM LYNCH CPSU
General Secretary
Faves for the year:
Read: And So It Went by Bob Ellis. A huge year that culminated in the election of the Rudd Government
Watched: Lost in Translation
Heard: Stealing Horse by The Killjoys. Anna Burley still has one of the best voices in Australian music.



LIZ WITT
Executive Councilor



ROSMYRN FAULKS
Vice President
Faves for the year:
Heard: Lilly Allen



LINDSAY JONES
Vice President



ANDREA ASKEW
Executive Councilor
Faves for the year:
Read: Every novel written by V.C.Andrews
Watched: British comedy esp Little Britain
Heard: Only by the Night by the Kings of Leon



STEPHEN TSUNG
Executive Councilor
Faves for the year:
Read: Status Anxiety by Alain de Botton
Watched: Forest Gump - all time fave



CHRISTINE MITCHELL
Faves for the year:
Read: Fishing for Stars by Bryce Courtney



PAUL MACLAINE



CHRISTINE SMITH
Faves for the year:
Watched: Slumdog Millionaire



ANNE MATTAY
Faves for the year:
Read: Blood Meridian by Cormac McCarthy. Unbelievably violent and weird, but fascinating
Watched: The Boat that Rocked. Funny, with the best soundtrack since O Brother where art thou.



PAULINE BLYTH



SCOTT RAGG

anna stewart memorial

PROJECT

THE ANNA Stewart Memorial Project aims to increase women's involvement in the union movement.

The late Anna Stewart worked tirelessly to involve women directly in deciding on principles and priorities to put before unions and government in order to achieve real quality of status and opportunity for women.

Delegates from the CPSU have participated in the project for the last number of years the most recent being our own Sarah Smith

"I did the Anna Stewart Memorial Program in 2008 and it gave me extensive knowledge and skills to take back to my workplace.

The program is a great way to promote awareness of workplace issues and general issues that confront women at work today.

I had a great time learning but also made some good friendships and I recommend the program to anyone."

Sarah was a Trainee Receptionist with the CPSU at the time of her participation and has since become an invaluable permanent member of our staff.

In 2009 we have two Delegates participating in the project: Emma Gill from Skills Tasmania and Lyndy Andersch from Pathology at the RHH, and we look forward to hearing how they go when the project starts in August.



Anna Stewart participant Sarah Smith

TINA Cowen has been a Tasmanian State Service employee since 1993 working in Adult Ed, Adult Literacy & Basic Education, Adult Migrant English Service, TAFE Tas System Support and TAFE Student Accounts, and she's been a CPSU member almost as long.

I now work within Tasmanian Polytechnic - Shared Services, formerly TAFE Tasmania, as an Accounts Payable Clerk.

Most state servants have more than enough work on their desks and as a result of the abolition of TAFE and most of the Colleges being replaced by 3 new entities - Tas Polytechnic, Tas Academy and Skills Institute - we are no exception.

This workload keeps you sweating at work and sleepless at night, 'but this too will pass'.

My workplace changed after I returned from maternity leave to a manager who was closed to the requirements of a mum returning to work.

He wasn't receptive to the idea of an individual who couldn't work outside normal hours at short notice or who had the welfare of their family as first priority.

I've always had a problem with allowing an individual to stand completely alone in defence of an injustice, and I became a Delegate.

Although we have a Code of Conduct and the protection of many laws and conditions we've fought long and hard for we still have the odd individual who believes in saving a few pennies or cutting corners despite a detrimental effect on staff.

My pet dislike is the classic bully who intimidates, threatens and disadvantages individuals because they ask questions or voice their concerns.

I've had managers argue about rates for allowances and in one instance years ago a manager made her staff from the north and north west of the State buy their own Redline Coach tickets to attend an all staff meeting in Hobart.

They had to organise their own accommodation and were only reimbursed half of their bus ticket price, and received no meal or accommodation allowances.

Why did they let this happen to them?

Because they were individually being threatened.

This manager was receiving no reward or

bonuses - there was no need for penny pinching and intimidation - and around this time I became a bit of a 'trouble maker'.

One of my proudest moments was being awarded the '2008 Award for Excellence in the Tasmanian Public Sector'.

I must have sounded so pathetic when I was phoned to tell me I'd been selected.

This doesn't happen to me - the people who receive awards are academic, they travel, they do great things.

I was shocked when I realised we all have the capability - but none of us can do it alone.

If I seem like a go-getter it's only due to the supportive people who keep me strong.

At the moment I'm the First Aid Officer, Discrimination and Harassment Contact Officer, Emergency Warden, CPSU Delegate and have been an Elected Safety Representative and Adult Literacy & Basic Education volunteer tutor.

In each of these roles I help a person or

group of people resolve a situation that is unsafe, unfair or wrong for them.

I'm certainly not one of those angels where everyone smiles when they hear their name but I believe in karma and in the knowledge that being united makes us strong in our fight for a fair and just environment.

My work and family life changed a few years ago when I had an ill young child and then a divorce - so I reduced my hours of work.

I still work 5 days a week but now speak with Centrelink regularly and am a part time University student.

The centre of my universe is my son Jaevian who regularly attends trade union meetings and sausage sizzles and has grown into the empathetic individual with an idealistic view of equality and respect, and I'm so proud of him.

So, as always:

'I may not agree with all that you say but I defend to the death your right to say it'.

If you need my assistance...



Union-proud Jaevian and his mum Tina

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

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

***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.***

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 someone who has 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

Wise Employment Disability Confident Award

Presented to an employer of our members who has the confidence to employ people with disability and a willingness to share the story of how disability can bring new potential and diversity to a workplace.

Open to all employers of CPSU(SPSFT) members.

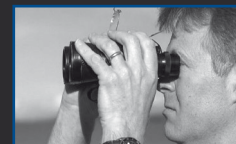
Proudly sponsored by Wise Employment

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

Child Protection worker Suzanne Pearce died tragically in 2007. 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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