

Community & Public Sector Union  
2009-2010 : the year in review



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# 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*

### 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*

**The CPSU Awards are presented at our Annual General Meeting each August  
Contact our office if you'd like to nominate a worthy colleague**



Steve Sellers

Belinda McLennan

Bob Sayer

Marlene Horne

Ted Field

**BEING the General Secretary of the CPSU is a humbling experience. Together, as a union, we change lives.**

When we fight and win fair salaries for Members we change lives.

When we negotiate conditions that allow workers to better balance their home and work commitments we change lives.

When we help a Member who has been treated unfairly we change lives.

When we work with Members to ensure decent service funding we change lives.

When we work with communities to protect and improve their vital public services we change lives.

*Every week I'm lucky enough to witness these stories:*

*An email from a Member whose life was in turmoil until they contacted their union and sought support with a problem.*

*The Member's wife who calls to say her husband is back to his old self after months of stress because we helped resolve an issue.*

*A letter from a professional association thanking the CPSU for supporting them when their Members were under attack.*

*A simple card from a group of Tasmanians relieved our campaign was able to protect the public services they rely on.*

In my office is a cupboard where we store 113 years of these stories, and among the formal records of our union we can read the story of how annual leave was won and then gradually increased a day at a time.

We can read the story of how women gained a foothold in the Public Sector and then stripped away the barriers to the stage where they hold positions at all levels and in all roles.

We read the story about how fairness and equity were introduced in employment practices and then slowly and surely built upon - There are literally hundreds of stories like these.

Stories where honest, hard working and principled people decided they would make the effort to improve things for everyone.

In doing so they laid down a few more words, maybe a full sentence or perhaps a complete chapter, that has become the story of our union.

I am not naïve just optimistic.

Often we struggle to take a few small steps forward only to be pushed back and many of our achievements are undermined by cynicism and short sightedness, but through all this the underlying story continues.

I would like to thank all of you who have contributed to the latest chapter in our story - all the Members who have stuck by us, all the Delegates and Councilors who give up their time to be involved and to our dedicated staff.

It *is* worth the effort.

It may not be described as a ripping yarn or make it onto the bestseller list but I am proud of the long story of our union and honored to be allowed to play even a minor role in it.



**ANOTHER year and what a year of change! Two Green members in Tasmania's Cabinet, a female Prime Minister, an ACDC World Tour, and many campaigns run by the CPSU that Members should feel proud of.**

Of particular note is the Public Services @ Work Campaign which was prevalent up to the election in March and continues to run.

This campaign is all about public services to the Tasmanian community, and a commitment was sought before the State Election from all political candidates to continue to support and build on those services.

Public services are wide and varied, from Health, Education and Emergency Services, to Libraries, Parks, and the new Water Boards to name just a few.

They are relied upon by all Tasmanians and should not be continually run down by the Government of the day as this erodes everyone's quality of life.

So when all of the political parties committed to supporting these services by supporting the Tasmanian Public Sector Policy the CPSU was rightly satisfied with that result.

Unfortunately, politicians making commitments and then breaking those election promises are nothing new.

The first real test of the current politicians who have formed Government was the State Budget, and unfortunately the Labor and Green polities failed to live up to their pre-election commitments

They failed to support the Public Service with sufficient resources to deliver high quality services, failed to increase Agency funding 'when revenue improves to make up for previous budget cuts' & failed to have Treasury fully fund Agencies for all agreed salary increases.

The CPSU will continue the campaign to ensure well resourced public services that Tasmanians so rightly deserve.

While CPSU Members continue to campaign for these services and to fight many battles on behalf of all Tasmanians and all state public servants we shouldn't lose sight of those who don't.

While every person is entitled to freedom of choice and a right of association, I personally don't believe all State Servants are aware of what a union is and does for Members.

The CPSU has dedicated resources for continuing recruitment, but it's up to all Members to share our understanding and experience of what the CPSU is and the benefits from being part of a union.

Membership is the lifeblood of a union and our strength comes from numbers, recruitment is therefore in each Member's interest and is every Member's responsibility.

Thank you to all Members for supporting your union, especially if you've attended meetings or provided feedback on the many issues dealt with during the year.

Thank you to the Workplace Delegates for the ongoing support you provide to your fellow workers.

Thank you to the CPSU Council for your dedication, loyalty and support and to the Executive, who have shown true commitment and effort to support Members.

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



## LET me tell you a personal account of my interest in the union movement that contributed to me becoming a CPSU Delegate

My earliest memories of the union movement are of being a small child living on potatoes and woody swedes for what seemed like a very long time while my father was out on strike.

While he and other 'Pulpies' fought for worker's rights I remember doing jobs for the next door neighbor so I could go to the movies with my friends.

And I recall that once again, in 1992, Pulpies were out on strike for 3 long months, and this time my involvement was deep.

As a mum of two young children and the wife of a Pulpie the urge to support workers' rights was paramount, and I devoted that period in my life to supporting the union movement as much as I possibly could.

Life during that long dispute was extremely interesting to say the least, but although times were tough the unity of the work force and families was indescribable.

There were picket lines, tears, freezing cold wet nights and days, security

guards, picket breakers and threats made to unionists, wives and even children.

Support from the community during this time was overwhelming.

Other groups from behind the scenes offered support and one group sent pizzas to the tired and hungry picketers.

The line was drawn, the camps made, and we took comfort in knowing support for the battle came from far and wide.

When workers did eventually return to work it was with their rights and dignity still intact, a great sense of camaraderie and memories that will last a lifetime.

I was proud to have been able to support my husband Ian and his work mates, to have linked arms on picket lines, to have stood up for workers' rights and a fair go.

Many lessons were learned but the most important was United We Stand, Divided We Fall.

Google finds many stories revolving around the Burnie war of 1992 but there's nothing quite like having lived it, or hearing those first hand accounts of what really transpired.

Today I'm at Wynyard working part time as the Coordinator of the Wynyard and Yolla Online Access Centres.

I have been employed by the Education Department since 1994 and began my employment at the Burnie Library as a Library Technician until I changed positions last July.

I am one of the CPSU Workplace Delegates for the Burnie Link and Wynyard Library.

Through my life experiences I have been able to help colleagues work through some extremely difficult times and have worked hard as a CPSU Delegate to keep unity within the workplace.

As a workforce we have been enduring many changes and an ever growing work load and the term 'multi-skilled' is becoming an understatement.

The impact of so many changes within workplaces has been stressful to all levels of staff.

***It's never far from my mind that others before us fought hard to get the rights and fair conditions we enjoy. We have to be the minders of those rights so our children can also enjoy them - I often wonder if we are doing a good enough job of that.***



Sandra Dicker, on right, with fellow CPSU Delegate Sonya Millar

**I HAVE only been a union member for about 2 years but late last year I became a CPSU Workplace Delegate.**

I'm finding this role to be a very rewarding experience, and it's allowed me to meet new people and get differing views on relevant issues.

After losing my stepfather to cancer last year, and having my mum diagnosed with cancer only nine weeks later, our family took part in the Launceston Relay for Life for the first time and now plan to make it an annual event.

I'm extremely proud of my youngest brother as he has taken this very difficult life experience and made a positive out of it - he's already started to fund raise for next year's Relay for Life.



*Who will you Relay for?*

**www.relayforlife.org.au**  
1300 65 65 85

**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 27 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 2010 CPSU Awards will also be presented to outstanding public sector workers

## aly sargent

# DELEGATE

### **I AM a Senior Driving Assessor for the Registration & Licensing Branch.**

I work around the North & North West of the state conducting driving assessments for novice drivers, senior drivers, taxi drivers - in fact anyone who needs an assessment for their licence.

I've been with the Tasmanian Government for about 15 years in areas such as Police, Housing and Service Tasmania.

Mostly I enjoy being able to contribute to road safety and have a direct influence on the knowledge and attitudes of drivers.

I was happy to support the Members of our union as a Delegate because, again, I can directly help people with whom I have a common link.

When I'm not hanging on in the drivers seat I'm out coaching rowing on a river somewhere... or I'm off visiting my second home, Bali.

At the moment I'm studying for a Diploma in Human Resource Management and it is good to see the old girl can still learn something new.

*Why did I pick this picture? To say to you all - Don't take life too seriously, get out there and have some fun!*



## angela bradshaw

# ORGANISING

### **THE ORGANISING & Campaigning team has gained some fresh new faces since last year: We welcome Emma Gill, who was a Delegate at Skills Tasmania, and Hannah Nugent.**

In the latter half of last year the team was very heavily focused on Delegates and they were out and about meeting one on one with all Delegates across the State.

During these conversations we were introducing the Delegates Conference, Delegates Charter and our Public Services at Work Campaign.

In November we held Delegates Conferences in Burnie, Launceston and Hobart, and the main focus of these was to launch the Delegate Training and Development Strategy.

The day was mostly spent in workshops that gave Delegates the chance to provide valuable input into the Strategy.

This was crucial to ensure the end result provided all CPSU Workplace Delegates with the skills they need and want.

The first part of 2010 was spent in a sea of orange balloons with the team hitting the streets, fairs and markets to spread the message of Public Services at Work to the community.

We were spotted at Middleton Fair, Bushy Park Show, Hobart Regatta, Italia Fest, Inveresk Market, Taste of the Huon and Birchalls Book sales at the Hobart Show grounds to name just a few.

Not to mention our guest appearances

outside major public service buildings around Hobart, Glenorchy and Rosny.

Throughout all of these activities the team have been out in workplaces actively recruiting new members to build the union strength.

On top of all this the team has been dealing with worksite specific campaigns in many areas, just some of which are Libraries/CKN, Schools, Child Protection, Community Corrections and Tas Tomorrow/Post Year 10.

All in all it's been an extremely busy year for the team!

# A WORKFORCE THAT DE

**A PERSONAL and passionate examination of the 1980 to 2010 evolution of Government services to our fellow Tasmanians with an intellectual disability by David Wareing, DHHS Senior Occupational Therapist.**

**The Hawke-Keating Government was elected in 1983 and Labor set about including people with an intellectual disability into the community, and it put money on the table to achieve this.**

The age of de-institutionalisation had arrived in Australia. Normalisation, Social Role Valorisation and Social Inclusion became the catch phrases of change and the community became the background.

As Bob Hawke was handed the keys to Kirribilli House people with an intellectual disability in Tasmania were either cared for at home by their loved ones, by charitable organisations or by the state-run institution at New Norfolk, later renamed Willow Court.

Care at Willow Court was typical of a 1960s institution. Block treatment was the norm, people were fed out of bins, and showers were communal with individuals being hosed down. Even tooth brushes were shared by the other ward patients.

By the mid 1980s the changes had begun and new staff were brought in to promote cultural change and residents were issued with their own personal items.

Some staff set up dining tables to try and bring about a degree of normalcy and these initial efforts were met with laughter and disbelief by some, but not by all, and it was only a question of time before scandal would be revealed.

**With the release of the Pettifer Report in 1989 the stark reality of Willow Court leapt onto the front page of the Mercury, and the response wasn't surprising.**

Staff members were verbally abused in the streets and there were loud calls for reform.

It was a time for leadership, it was time for a champion, it was time for the Honourable Judith Louise Jackson.

With leadership and vision a revolution was set in motion as the children were removed from Willow Court and ward numbers were cut and staff ratios increased.

No longer would two staff members have to support 30 clients in an open day ward, and no longer would the junior member of a two person team roam the dayroom floors alone.

The relocation of children from Willow Court to community based group homes saw the start of deinstitutionalisation, and those who took control of the process pushed hard, and action rather

than thought or consideration was the modus operandi.

The pace was hectic as non-government organisations were set up. Twenty group homes were opened in a matter of weeks and day support services started overnight.

**The November 2000 closure of Willow Court was just ten years away.**

The community, in the form of Disability Services, become the focus of support for people with intellectual disability.

Admissions to Willow Court became a trickle as community-based respite, case managers and allied health professionals pulled out all stops to keep individuals with the most challenging circumstances in the community.

The rate of progress in the last decade of the 20th century was swift.

At the beginning of the 1990s there were two group homes in the community comprising 10 beds but by the end of the decade there were over 300 beds in the community.

The last 54 beds were added in November 2000 with the closure of Willow Court.

The Tasmanian Government was no longer the main provider of accommodation for people with an intellectual disability and Tasmania became the first state without a Government run institution for people with an intellectual disability.





# DELIVERED A REVOLUTION

**In the early 2000s attempts to change the role and function between the government and non-government organisations occurred but real change in terms of costs and funding increase was put to one side.**

Instead there was a change in the role of the Disability Services Case Management Team to Service Coordination, which then allowed a reallocation of positions from the Government to Non-Government client advocacy services.

The net result was that overall numbers providing coordination services to the community was reduced while, due to the widening of the eligibility criteria to include different types of disabilities, the workloads for the Service Coordination Team increased.

Unfortunately, as these changes were happening, funding to the sector also dried up.

A service that was designed to meet the needs of people with an intellectual disability now had the challenge of a wider client base, with little or no resources, and greater community expectations.

The catch cry of 'you do nothing' became increasingly familiar to staff at Disability Services' regional offices from people outside and from within the Department.

Service Coordinators were told to work more effectively, in the same way a drowning man is told to swim harder.

In 2003 a successful industrial campaign was initiated to increase resources across the sector, but these gains were short lived.

**In June 2004 Jim Woodworth, the manager of Disability Services South, died unexpectedly.**

Jim had been a significant figure throughout the State and in the development of non-government and government services for people with a disability and he had championed the cause of respite and placing services in the community.

Some feel that, with the passing of Jim, the oil between the wheels of the non-government sector and government vanished - the trust, the bond and the linkages were broken.

By the mid 2000s the demand for services had increased but the service and the sector stagnated - change was urgently needed.

**The 2007 release of the KPMG report in set out a framework to bring about change to the sector.**

This initially involved the transfer of the remaining government group homes to the non-government sector but the second review by KPMG recommended widespread change.

By this time Disability Services had moved away from an innovative service base empowering people in their lives and had become, through stress and fatigue, a service based reaction to a presenting need and crisis.

The loudest voice got the service. Action plans had replaced personal plans. The client, the service, had been lost.

But those who were part of those changes have not disappeared.

Their continuing work supporting people with an intellectual disability is found throughout Australia.

It's somewhat ironic that the cornerstone of the present changes, the local area coordinator, has its roots in the changes that occurred in Tasmania in the 1980s and 1990s.

What happened in Tasmania up until the beginning of 2000 was truly remarkable and something every Tasmanian can be extremely proud of.

And as for the workers - Those who withstood the abuse from the public in 1980s; those who maintained their courage even when being ridiculed by other staff; those in the community who returned to the breach time and time again to change community expectations... you should all be proud.

It's been a job well done. You've provided a great service to vulnerable people who are so often pushed to the margins and dislocated from their community.

**Your service and your work changed the face of Tasmania. You earned the title 'public servant'. You delivered a revolution.**



# celebrations for 30, 35 and 40+ years of cpsu membership

CPSU President Grant Ransley performs his rendition of 'There's a Whole Lotta Shakin' Going On' to honour our most loyal Members



# lyn saunders

# KISS EVENTS

**A FANTASTIC number of businesses offer CPSU Members a discount when purchasing their products or services.**

From accommodation, financial advice, gym membership and sheds through to ladies shoes, trade service providers and treats such as Lark Distillery... and the list is growing weekly.

To showcase these providers to our Members, CPSU Organiser Emma Gill and I decided to hold events in workplaces.

We collected flyers, business cards and in some cases merchandise to display.

We were overwhelmed by the generosity of the businesses who donated prizes so we could have a magnificent raffle, and we ended up with seven prizes totalling \$2560.

We held eleven worksite events and a grand final event at our Office.

The KISS events included wonderful kiss biscuits complete with the CPSU logo, and they were a great opportunity

for members to attend and also to bring along their not-yet-member colleagues.

Representatives from RBF, Ogilvie Jennings, ME Bank and Cazaly Fitness were on hand to offer advice to those who attended.

The response was great and due to the success of these KISS events we'll be holding more in the future, so look out for one in your worksite!





**DO THEY GUARANTEE YOUR PUBLIC SERVICES?**

<b>LABOR</b>	yes	no
<b>GREENS</b>	yes	no
<b>LIBERAL</b>	yes	no

**VOTE FOR A PARTY WHO SUPPORTS THE SERVICES YOU RELY ON!**



**DO YOUR**  
**LAB**  
**GRE**  
**LIB**  
**VOTE FOR A**



**SCHOOL SUPPORT STAFF MAKE SCHOOLING HAPPEN!**

**COMMUNITY & PUBLIC SECTOR UNION**  
157 Collins St GPO Box 54 Hobart Tas 7000 cpsu@tas.cpsu.com.au  
www.cpsu.com.au Ph 03 6234 1708 Tasinet 123 5689 Fax 03 6234 1496



**PUBLICSERVICES@W**

Everyday public services touch our lives: In our schools, courts and hospitals; protecting our environment; enforcing quarantine regulations; making our roads and workplaces safer and planning for the future.

To deliver these services we need a skilled, vibrant and well managed Public Sector.

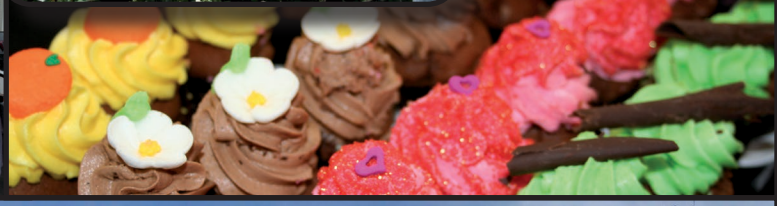


Without this the quality of services will fall, Tasmanians will be forced to travel further and wait longer for key services or they'll have to pay the private sector for services that should be provided through their taxes.

Tasmanians should only support political parties willing to guarantee these services.



ARE YOUR PUBLIC SERVICES WORTH VO  
[www.abettertasmania.com](http://www.abettertasmania.com)



Another huge year and another thousand photos.. here are just a handful from our activities in 2009/10

**ON MAY 7 the MCG lit up with the pink flashing lights of more than 14,000 breast cancer survivors and supporters gathered to take part in Breast Cancer Network Australia's inspirational Field of Women LIVE event, and CPSU Member Janice Reid was there.**

Women, men and children donned their hot pink ponchos and joined friends and loved ones on the MCG grass to form BCNA's famed Pink Lady logo.

There were also 100 people in blue ponchos to represent over 100 men diagnosed with breast cancer each year.

The moving event was hosted by breast cancer survivor and BCNA founder and CEO Lyn Swinburne AM who spoke about the significance of Field of Women LIVE to women and their families affected by breast cancer.

*"Breast Cancer Network Australia is an organisation of women, for women. They focus on the woman at the centre of this illness - she is the Pink Lady. We will continue to work hard to make sure she receives the very best information, treatment, care and support - no matter where she lives or who she is, this is our promise!" Lyn said.*

Lyn said the aim of this year's event was to draw attention to the number of Australians expected to be diagnosed with breast cancer this year alone, highlighting the enormous impact that breast cancer continues to have on communities across the country.

The atmosphere was incredible and the feeling of 14,000 people standing together in a show of strength and support was amazing.

Initially my husband and I felt out of place as most were in large groups and we seemed alone not knowing anyone else, but that feeling soon disappeared knowing there were so many other women who have gone

through the same, if not worse than me – I will remember this night forever.

Raylene Boyle spoke at the ground and also on the Footy Show the night before, and there was a standing ovation when Jimmy Styne from Melbourne Football club walked onto the field to support us, even though he is fighting his own battle with cancer.

All the lights of the MCG were turned off and we turned on our flashing pink LED lights and looked up to see the picture of a huge flashing pink lady up on the big screens while Kate Ceberano performed the stirring classic 'You'll Never Walk Alone'.

A minute's silence fell across the ground in tribute to all those personally affected by the disease, and I was thinking of all the friends who've supported me and others I've got to know, having gone through breast cancer during the last year.

I was also very thankful for the support I've received from Breast Screening and Holman Clinic staff, Councillors, Doctors, Nurses, and the Cancer Council transport volunteers.

I wanted to give something back and I thought going to this event and raising money would show how much I have appreciated their help and support.

Not to mention that it was the first time I've watched my football team Melbourne play at the MCG - It was a pity we lost by 2 points, but there was a lot of controversy over the umpires decisions - Melbourne should have won!

I've raised \$1390 from friends, colleagues and the CPSU, which is far more than I could have imagined and I thank them for their support.

Donations are still being accepted and anyone can donate via my website [www.gofundraise.com.au/ReidJ](http://www.gofundraise.com.au/ReidJ)

Since this event a couple of months ago over

\$149,500 has been raised nationally.

Funds will enable BCNA to continue to offer its extensive range of programs and services to women across Australia, such as the My Journey Kit for women newly diagnosed with breast cancer.

For more information about BCNA programs and services, please visit [www.bcna.org.au](http://www.bcna.org.au)

When you hear the words "You have breast cancer" lots of things go round and round inside your head, Why me? What have I done? Will I survive? What happens now?

Everyone is different and some cope better than others, like some outcomes are better than others.

I feel I have been extremely lucky and I've changed some of the ways I look at things, for example I believe in fate, more so now than ever, and if it feels right I will do it which is why I flew to Melbourne for this event and I have planned other things now.

Life is too short and you have to enjoy it, so stop worrying and get on with life.

While staying in Melbourne for a few days, I saw quite a few significant places I had never seen like Parliament House, St Pauls Cathedral and Etihad Stadium.

It was an emotional few days, observing all the changes to the City Centre since I first started working in Melbourne after attending Riddell's Business College in Collins Street, many years ago.

Walking around Spencer Street Station, now Southern Cross Station and the DFOs, it was incredible to see how the recent hail storm created so much damage.

I hope this will encourage others to look at life differently and look after yourself and especially have frequent medical check-ups.



## hayley friedman

**THE CPSU offers two annual \$1000 Tertiary Scholarships to first year, first time students and one of this year's recipients is Hayley Friedman.**

I'm enrolled in Bachelor of Arts/ Bachelor of Law and this semester I'm studying Legal Systems, English Texts & Traditions, Political Science International Relations and Politics and Public Policy.

It's all going well and even after just one semester I've found myself really interested in the topic of political science.

I'm doing both electives for this semester, and I'm probably looking to major in either politics and public policy or international relations, but for now I'm really enjoying both.

I'm renting a place near the campus with two girls from Launceston I met at Uni this year.

Being granted the CPSU Scholarship was a really great honour and it really has helped with my first year expenses as a university student, especially living away from home and having to find the money for text books!



# wayne fletcher

# DELEGATE

**WAYNE Fletcher works for the Save the Tasmanian Devil Program within DPIPWE, which crosses over two Divisions in Hobart, Mt Pleasant, Cressy and other sites.**

I've been responsible for the oversight of the budget, \$5m a year for 5 years, and this is exciting as I work very closely with the Program Manager.

In recent times I've been overseeing various works at Taroona, Cressy and Pipers River making facilities and work areas friendly and helpful to staff.

Away from work I throw the hammer, and this year I competed in my 45th consecutive senior hammer championship.

I took my first medal, a silver, in 1965 and I won the title about 5 years ago.

I'm also still race walking, competing in my 48th season and coming 2nd in the recent Tasmanian Open 10k title.

I'm one of 30 International Walk Judges from around the world and last year I officiated in Luxembourg, Germany, Japan and the year before at the Beijing Olympics and for the Olympic test event.

Only 9 judges officiate at these events, and we're usually there for 14 days, judging for three mornings, and then we're known as The Tourists - we see much!

This year I have to be reassessed in Paris in October/November, and 52 judges will be selected from around the world and the top 30 get the jobs for the next 4 years.



Inspecting a Free Range Enclosure



Officiating at the World Titles in Germany



Beijing Olympics



Receiving Official of Year 2009 from Michelle O'Byrne



## david wolf-krejzl

**THE SECOND** of our two annual \$1000 tertiary scholarships went to David Wolf-Krejzl.

My thanks to the CPSU for giving me the opportunity to receive the Amy Batt Award.

It meant I could buy a laptop computer which I've been taking to and from campus since I started University this year.

This has really been a wonderful and valued tool for me, and has allowed me to work anywhere at any time.

The rest of the award money I've spent on some much needed books and readers for the English, Philosophy and Sociology courses I'm enrolled in... and bus fares and food!

I'd like to say that I really believe that trade union activism still remains a much needed force within our work places and believe that unionism will become even more important into the future.



## kevin crowe

# DELEGATE

**MY GRANDFATHER** was a Union Organiser in north west Tasmania and I've been a member of a union most of my working life.

I was a union rep during a mis-managed redundancy at my last work place some years ago.

Being redundant made me realise just how difficult it is for workers to defend any of their rights in a work place, even when they are members of a union.

Returning to work as a Probation Officer I have found my 5 years with the CPSU more involving and more rewarding than any other union I have been associated with.

We have been through a long period of consultation with the Justice Department about restructuring our work processes.

One outcome had been reclassification away from the professional scale - an issue that faces many government

workers, regardless of their training, experience and former status.

The CPSU has put many hours into consulting with Members, holding training days, negotiating with management and finally taking the issue to the Industrial Relations Tribunal, where thanks to the justice of our cause and the brilliance of Matt Johnston, as well as his able supporters, we are on the edge of a famous victory.

Outside work I find being parent to three adult daughters, chief walker of two dogs and at times a cat leaves me a little time for the garden.

As my wife has retired to the vegetable garden I have focused on breeding miniature daffodils.

I've made some progress in this area having reduced daffodils to 25 mm in any direction and may eventually produce an invisible one.



YOUR CPSU STAFF: They're visiting your workplace, helping you on the phone, representing your interests, campaigning tirelessly, keeping an eye on the Government, working behind the scenes and speaking up for you in the media... and occasionally getting home:



TOM LYNCH  
General Secretary



ANGELA BRADSHAW  
Lead Organiser



CRAIG GRIFFITHS  
Strategic Media & Communications



EMMA GILL  
Industrial Organiser



MAT JOHNSTON  
Assistant Secretary



MEL PARKER  
Phone Issues Officer



SHANNON HARWOOD  
Industrial Organiser



HANNAH NUGENT  
Industrial Organiser



LYN SAUNDERS  
Industrial Organiser



JAMIL MAHFOUD  
Industrial Organiser



KIM TAYLOR  
Executive Assistant



CRISTINA SERRA  
Industrial Organiser



ROWENA MACDONALD  
Industrial Organiser



KIER TYSON  
Industrial Organiser



JAMES NAPIER  
Industrial Organiser



SARAH SMITH  
Industrial Organiser



STORM HANKIN  
Reception



CHRIS SMITH  
Industrial Organiser



HAZEL HUGHES  
Membership Liaison



JACOB BATT  
Industrial Organiser



STEPHANIE KATSIN  
Industrial Organiser

## MAT JOHNSTON

The high for this year was heading overseas for a quick holiday. The low was picking up my first ever ear infection on the trip which has now decided to come and go for 6 months! Other than that it's all work.

## ROWENA MACDONALD

In the last 12 months I attained a Graduate Certificate in Journalism, Media and Communications at UTAS. I've also moved house with my two children Ebony and Eric and our dog, leaving the bush of Fern Tree to take up residence in South Hobart. We miss the beauty of mountain life, and the kids are disappointed there'll be no snow days off school this year, but we're all really enjoying the change. I must say it's significantly warmer living in the shadow of the Mountain than up in the foothills. I've re-enrolled at UTAS and hope that this time next year I will be celebrating completion of the graduate diploma.

## HAZEL HUGHES

This year my hubby Bill retired to a life of leisure on our 18 acres. On his retirement came a new member of the family Jake, a beautiful pure bred German shepherd pup to keep him company during days at home. Jake is now 1 year old and not so little anymore.

## CRISTINA SERRA

Over the last 12 months I have had my house rendered, brought a mischievous puppy, and returned to my hippy roots by buying a kombi camper - Cairns - here I come.

## SARAH SMITH

This Year I thought I would get back into dancing and decided to take up a hip hop class. It's lots of fun, great exercise and some of the moves are quite entertaining! I'm competing in a open class section in one of the performances and also doing my exams.

## CHRIS SMITH

Over the past year I decided to get fit and my regime included weekends spent kayaking 10 to 15 kms up and down the rivers of the North West coast. On one occasion I decided to take my young boys Ezekiel and Malachy out with me. I tied their small rubber raft to the back of my kayak and paddled them successfully up the river. The boys decided to swap their seating positions for the trip back with my youngest Malachy now in the front spot. For some reason the trip back was getting harder and harder - I thought that I was just getting tired - when I looked around to see how the boys were going Malachy had steered the raft to a 45 degree angle and excitedly exclaimed that 'if he paddles backwards he can go over the waves made by my kayak'. The boys got their own kayaks for Christmas! Notice I didn't mention rugby once - go the Wallabies!

## ANGELA BRADSHAW

Once again I get to the end of the year and think how it's been so crazy and busy, but when I stop to think about what I've done I draw a blank. Actually, my highlight was a New Year nine day bush walking and fishing trip to the Western Lakes. These days were spent with great company and included balmy afternoons swimming in Lake Silver and my best day fly fishing ever - 3 fat fish in one sunny afternoon at Lake Solveig. Not to mention the New Year's Eve thunder and lightning show from a tent not far from the Walls of Jerusalem. Since then my time has revolved around family with 2 new baby Great Nephews hatching in May and June.

## KIER TYSON

I started playing the cello again but there hasn't been much practice happening. Took a trip up to a place on the north west coast called Mengha and stayed at a lovely farm house that looks out over Rocky Cape, Strahan, Smithton and some of the smaller islands. But we missed out on picking fresh button mushrooms for breakfast because the local cows got up before us and munched them all. I also took a day trip kayaking to Peppermint Bay, something I've not done for a long time, and went and sliced my foot open on oyster shells. The refreshments did somewhat ease the pain and help with the return paddle back to base.

## KIM TAYLOR

We've been renovating our house all year and it's almost complete apart from the kitchen. Thank goodness for bbqs and portable hot plates! Even without a kitchen I've managed to have a number of yummy dinner parties. The last one was a six course degustation, and my poor guests got their last course at about midnight - luckily most of them were staying over. The renovations are almost complete, and everything has gone according to plan apart from the bathroom... which was a complete disaster and had to be ripped out and re-done. Be very careful about the tradesmen you employ. I'm also determined to get fit before 50 so I have joined a gym this year and am on my third term of belly-dancing and really enjoying it. It's been a busy year!

## JACOB BATT

When not working for the CPSU or doing my university studies I'm a self professed Australian football tragic, that of the round ball variety of course! This year has seen me live the highs and lows of Australia's World Cup Football campaign. My green and gold was displayed proudly and my voice in full chorus, especially throughout June and July. Family and friends also play an integral part in my life.

## JAMES NAPIER

As in previous years I have a big community focus in my own time. I joined Rotary Sunrise of Tamar Valley to continue my work helping others. Over the last few months this has been a fantastic positive influence and has put me in contact with like minded members of the Launceston community. I've also decided to focus on me a little more this year and jump head first into renovating. As a Napier, I can't seem to do anything by halves so have recently started a full renovation. The back yard has been terraced and is waiting to be planted and the living room now has a polished floor has given the room a new lease on life. The bathroom, kitchen, and ensuite are well underway with tradesman clambering all over the house. It's been an entertaining experience 'camping' in various rooms in the house and watching my usually sleepy cats pop up through various holes and gaps has been hours of entertainment for all of us.

## STORM HANKIN

On the 2nd of July 2010, after much anticipation we finally received the phone call the whole family had been waiting for - my aunty had just given birth for the first time to two amazing little girls - bringing much love and joy into our family and making me a cousin again. I haven't had the pleasure of meeting them yet as they live in Queensland, so bring on Christmas so I can finally meet my beautiful baby cousins!

## CRAIG GRIFFITHS

It's been a flat out year... I think... though I'm about 2 creative thoughts from total brain death right now so I can't be sure. Much of the time away from my CPSU cave was spent working on an album in my recording studio and, now the CD's released, trying to find time to promote it to stop my credit card from weeping. Such is the life of a self-funded independent musician [www.skullbug.com](http://www.skullbug.com)

## SHANNON HARWOOD

I'm a relatively new member of the team here at the CPSU. Happy to be here? You bet! Enjoying working directly with our Members to stand up for their hard-won rights and entitlements? Absolutely! Planning on being here and making a difference to Members' work lives for quite some time to come? Yep! Proud to be union? Wouldn't be anything else! When not at work I'm a single parent to my young daughter Piper, just got to see the final construction plans for my dream extension, and am about to embark on new exercise regime starting at lunch time today. Busy? Yep. Change a thing? Not for a while, thanks.

## STEPHANIE KATSIN

This year has been fairly quiet which is a good thing. Over the past 3 years I've managed to live, work & study in Sydney, Melbourne, and Hobart. My partner & I have finally settled in our little house in our own piece of suburbia, and we're both very happy. The other big thing for me in the past 12 months has been starting at the CPSU. I've met many great new people, and I've learned a lot of useful skills & information. In between working & renovating I've been working on my vegie garden & spending time with my extended family.

## JAMIL MAHFOUD

During the past twelve months I've been the best man at a great wedding and organised a bucks party that included a drive to the country with the boys shooting the hell out of each other with paintballs followed by a feast and some late night activities. Another highlight was hosting a German backpacker and volleyball superstar who teamed up with me to compete in the State Beach Volleyball Championships. This didn't improve my game performance. Probably the most memorable thing I did was attend the ACTU Organising Conference in Sydney where I met and worked alongside hundreds of other unionists from around the country and New Zealand. It was such a fantastic opportunity to meet similarly minded people, share experiences and make friends. I also got the chance to say farewell to Auntie Sharan Burrow prior to her leaving the Australian union movement.

## MEL PARKER

In early 2010 my partner Javan and I took a holiday to Perth. It was my first visit to the sunny state but it's where Javan was brought up, which meant my first time meeting his extended family. I was a little nervous I must admit but there was just enough Dutch courage to quell my fears. We spent our time going on wine tours, eating out, fishing (I caught the first fish), drinking wine, visiting breweries and occasionally sleeping. The rest of the year has been spent maintaining our little house, watching our puppy Hamish grow and enjoying the company of good friends and family. I am finding my new job with the CPSU very exciting and rewarding and it's been great meeting so many happy, motivated people.

## LYN SAUNDERS

The last six months have seen a major shift in my life as my husband and I have been adjusting to life as empty nesters. My son and daughter have both moved to Queensland to study at the University of the Sunshine Coast. So while they discover independence, we're discovering a different lifestyle. We enjoyed a lovely trip to New Zealand at Easter and I detoured via QLD to visit the kids on my way back to Tassie which was great. As with all things in life there are pros and cons - I miss them heaps, but the grocery bill is considerably smaller!

## HANNAH NUGENT

The biggest thing for me in the past year was moving into my new place in West Hobart. You don't realise how much stuff you've gathered over the years until you have to pack it all up. I started modeling for studio e part time, which I love, and I volunteer every weekend for the RSPCA to help out with the animals.

## EMMA GILL

This year has been an incredibly busy one. Since being a Workplace Delegate participating in the Anna Stewart Memorial Project last year I've gone on to become an Industrial Organiser at the CPSU. My daughter started full time school this year, so it certainly has been the year of learning new skills and knowledge in our household! We've taken many short trips around Tassie enjoying the beautiful scenery our state has to offer.

## TOM LYNCH

The Great Chicken Saga continues. In January I finally got some chickens to put in the Taj Mahal I had built a year earlier. Kim gave me three Iso-Brown chicks that were about 6 weeks old. I understood they had been hatched from eggs that had been sexed and that 97% of the eggs were female. All I had to do was to feed and care for my three chicks until they reached about 18 weeks old and the eggs would start to arrive. Despite being the same age and coming from the same clutch of eggs my three chicks were very different. One was distinctly larger than the other two and the two smaller ones had very different coloring. I learned some early lessons - chooks eat heaps and as a result they grow rapidly and can't be trusted in your vegetable garden, they seem to have a knack for knowing exactly where to go to cause the maximum damage. The other lesson I learned was that sexing eggs is a fairly dodgy science and the reason one chook was larger than the others and was growing a huge comb was that he was not a hen but a rooster. By mid-April my rooster was large, aggressive and beginning to learn to crow - the later trait a particular problem because my hen house is about 30 feet from my bedroom window. By early June the chooks were 20 weeks old, they had cost me about \$100 in food and there were no signs of any eggs. The rooster had taken to crowing whenever he heard any movement in the house regardless of the time of the day and everyone was telling me there would be no eggs until Spring. Just when I was ready to give up on chooks as a bad joke I got my first little egg. It was beautiful - lovely brown shell and bright yellow yolk. Within days the second hen also started laying so I am now getting about 8 eggs a week and the whole experiment seems worthwhile. The rooster is still noisy and they destroy the garden every time I let them out but that all fades away when I cook a poached egg for breakfast or an omelet for dinner.

# COUNCIL



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Councilor

**CPSU Branch Council is made up of a bunch of dedicated CPSU Members who devote some of their valuable time to managing your union. They meet regularly to hold discussions and make decisions about a range of important issues from policy, membership and staffing to campaigns and financial matters. Possibly the most crucial role of Council is determining the direction of your CPSU.**

**MARK PARSSEY works in DIER's Information Management Branch and has the ridiculously verbose title of Enterprise Application and Information Integrator. So what does that mean?**



It's about getting the organisation to see itself as having a common, shared vision that shares information throughout the Agency in a way that enables all of us to do our job better.

We can make better decisions and work smarter with access to relevant information in a way that fits in with our way of working. Nobody works alone, we either rely on others' work or we're enabling someone else to do their job.

That's probably also the reason I see the value of the CPSU and agreed to become a Workplace Delegate.

We all benefit from the protection of conditions, better wages and other benefits that flow from CPSU campaigns.

No individual can achieve the results the CPSU and the Union movement have in promoting the Fair Pay, or Your Rights at Work campaigns.

We live increasingly in an information economy where having access to the best information about your rights, your avenues for assistance and so on gives you more control over your life.

The more I do my job the more I recognise the value of individuals and interactions over processes and tools.

It's about working with them to recognise we need a shared understanding of a business requirement or the impact of change, and so it is with an effective team or an effective union.

So when I was asked about becoming a CPSU Delegate it seemed like an opportunity to meet the commitment I'd made to ongoing community participation.

Away from work I've been involved in Rugby Union for many years as a player, coach, committee and board member, and played for Tasmania for many years.

I played my first senior state team game in 1985 and my last state game in 2005,

and one of the highlights was making a comeback to playing for the state when the World Cup was held in Australia.

We played in Launceston before the World Cup game there and my son Callum was about a month old and small enough to fit in the Webb Ellis Cup

These ideas about information and communication apply to other activities.

Over the years I've played and coached for Eastern Suburbs RUFC I realised you don't work in isolation.

If you want the team to be the owners of the game plan, to set the parameters for acceptable commitment and effort, you can't impose them, you have to provide information and listen - the result is better when everyone is part of the process.

As my involvement in rugby lessened I turned to cycling and other bike related activities, and I was a founder of the Hobart Bike Kitchen.

When I stopped training regularly I found the simplest way to exercise each day was commuting to work by bike.

I have a great ride around Lindisfarne, over the Tasman Bridge and along the bike path, and I reckon it would be in the Top 10 scenic cycle commutes. It's also really helpful that the State Offices building has bike parking and showers.

I've also been a workplace coordinator for Ride to Work Day. You can register for Ride to Work Day this October 13 at [www.bv.com.au/ride-to-work/](http://www.bv.com.au/ride-to-work/) !

As a member of the Clarence Council Bicycle Steering Committee I can have a say in improving cycling facilities and infrastructure - if you want something changed you have to be involved.

I got interested in ideas about healthy transport and after meeting a couple of like minded blokes we founded Hobart Bike Kitchen, [www.hobartbikekitchen.org](http://www.hobartbikekitchen.org)

This is an international idea about recycling old bikes and parts into usable bicycles & providing information and tools to keep your bike maintained or to get it back on the road again.

We meet each Sunday to help people do just that, and it's been a great year as we've won a Bicycle Tasmania Clips Award for our promotion of bicycle maintenance skills, recycling and sustainable transport and were nominated for a 2009 Australian Bicycling Achievement Award.

The Bike Kitchen reinforces the idea that you can't do anything of value without working with others.

From the original three founders two have left Tassie and it's the new chefs who wanted to be involved who provide the continuity and energy that has made Hobart Bike Kitchen a success.

I've also found that while it's challenging to balance work, family and other interests there are still plenty of other ways to contribute to the community.

I was fortunate enough to take part in the Tasmanian Leaders Program (TLP) last year. TLP sets out to make Tasmania a better place to live, work, do business and contribute to the community through developing the state's emerging leaders.

This great program gave me the chance to gain deeper knowledge of myself and Tasmania - I believe it prepared me to provide greater leadership within my Agency and in the community.

My wife Merry has an interest in Health Promotion - promoting a healthy lifestyle and enabling people to increase control over, and to improve, their health.

So when Clarence Council surveyed Lindisfarne to gauge interest in a community garden we were happy to be involved as it would be a wonderful asset for the local community, especially the local primary schools.

This led to involvement in the Lindisfarne Community Garden group [www.lindisfarnecommunitygarden.info](http://www.lindisfarnecommunitygarden.info)

I setup the website, prepared an electronic petition and helped with some of the other activities that the group did to promote the garden.

Once again it was amazing how much could be achieved when people came together for a common good and how a decent idea could be so much better when everyone made a contribution.

Unfortunately Clarence Council hasn't been prepared to support the Beltana Park garden yet and we're going to have to encourage them a bit harder.

Merry and I are also involved with the Bonnie Babes Foundation which helps save babies lives and counsel families after the loss of a baby.

Our experience again highlighted how you are not alone and that you can be supported by people who share your experience. [www.bbf.org.au](http://www.bbf.org.au)

So it seems to be a lesson that is continually reinforced - By being involved, by sharing information and working with others you get better solutions - and that's my take on why being involved in the CPSU is worthwhile for all its Members.