



Community and Public Sector Union SPSF Tasmania
Annual Report 2011-12



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TOM LYNCH : GENERAL SECRETARY

BE PROUD because the things we achieve together as a union impact peoples' lives for the better.

While everyone in our union plays a different role, each one is crucial and without our component parts working together we wouldn't achieve our goals.

Some roles are high profile and easily recognised while others are played out behind the scenes, and sometimes even the person involved isn't clear how their part contributes to the overall outcome.

Sometimes joining a union is compared to buying insurance but the comparison doesn't bear close scrutiny.

Insurance is about sharing risk.

Unionism is about acting together in a way that delivers better outcomes for everyone involved.

I regularly hear from workers who are retiring after long periods as CPSU Members, and what they often say goes something like this;

'Thanks to the CPSU for the support I've received over the past 20 years, and even though I've been lucky enough not to need personal assistance over this time I know the union has achieved much and helped many of my colleagues'.

These are the stalwarts of the union.

They understand that by fulfilling their role as a union member they help create an organisation that has the capacity to make things better for *all* workers by building safer, fairer and more rewarding workplaces.

The reality is that providing support to a single Member with a particularly difficult case could cost the union tens of thousands of dollars in staff time and resources.

But we don't put a price on fairness. We don't have to turn a Member away because their problem is too hard.

Individually their resources may be few but collectively we have the capacity to take on the employer and win.

For a union Organiser there's no better feeling than getting a message from a Member saying how much they appreciate the assistance you've given them and how lost they would have been if the union hadn't been there to support them.

Feedback like this inspires, encourages and drives us on to the next battle.

But we need to make sure everyone in the union, regardless of the role they play, shares in feedback like this and gains strength from the knowledge that together we are making a difference.



GRANT RANSLEY : PRESIDENT

IT'S BEEN a very difficult year for Tasmanian public sector workers, and many CPSU Members I speak to are facing the future with great trepidation.

They describe an erosion of the general relationship between them and their employer, the State Government.

They say the government's funding cuts to services have undermined their trust, and the way these cuts have been implemented in many areas have lacked respect and caused fear and uncertainty.

In my 24 years as a state servant I've never seen morale so low and employees with so little sense of purpose or worth.

Cuts have meant that much of what we should be doing can no longer be done properly.

But instead of acknowledging this was inevitable, many managers follow the lead from their Minister and look for someone to blame.

Many workers have climbed onto this bandwagon and are pointing the

finger at others, but asking 'who's to blame?' is the wrong question and just perpetuates the problems.

We need to all take responsibility for saying that despite the circumstances we'll be positive, will treat each other in an open, honest and, respectful manner and will do the best job we can.

We need to fight the temptation to focus solely on our own needs and desires and should act collectively.

The CPSU is here to help Members challenge the status quo and to work towards a culture where workers feel safe, confident, respected and supported by their employer and colleagues.

These are the values we stand for.

As union members we should refuse to accept workplace behaviours that don't comply with our values.

Bullying is unacceptable, isolating people is unacceptable, putting unreasonable expectations on workers is unacceptable, failing to consult on workplace issues is unacceptable and

blaming people for things that are beyond their control is unacceptable.

It's almost impossible for individuals to stand alone against these types of behaviours because they undermine people's confidence and create fear, but together we have the strength to make a difference.

But that strength relies on each and every Member refusing to accept these behaviours, even if they're aimed at someone else, and saying to their colleagues 'Let's make a stand and eliminate these behaviours from our workplace'.

We have tough years ahead as governments try to plug budget black holes with further public sector cuts, but we can change the culture and we can make our workplaces friendlier, more supportive, better places to work.

That's our challenge as CPSU Members.

I thank the CPSU staff, Council, Executive and Members for your collective resolve and commitment to the membership.



KIER TYSON : MEMBER ADVICE AND SUPPORT TEAM

THE MEMBER Advice & Support Team (MAST) provides advice and representation on workplace matters to CPSU Members.

MAST Organisers are trained to provide detailed advice on general work entitlements and individual issues.

The team is Lead Organiser Kier Tyson and Organisers Stephanie Katsin, Shannon Harwood, Celeste Miller and Katrina Bicket.

Much of the work is done over the phone, via email or in writing but MAST Organisers also provide face to face advice, support and advocacy to Members to help them resolve workplace issues where possible.

Ordinarily, Organisers wouldn't attend routine work meetings or interim reviews in performance improvement processes.

We specialise in workplace grievances, collective agreement negotiations, industrial disputes and Industrial Commission hearings.

There are many industrial issues we can provide assistance with, including:

- *Misconduct investigations*
- *Grievances & fair treatment appeals*
- *Workplace harassment and bullying*
- *Discrimination*
- *Access to entitlements*

- *Performance management processes*
- *Reclassification and appeals*
- *Workers compensation*
- *Unfair dismissal*
- *Workplace Health and Safety*

A few key issues MAST has been involved with this year are Delegate development support, industrial advice and input into campaigns and advocacy for group Member disputes from the water corporations, IT employees, and of an Inspectorate.

MAST has also successfully represented Members at the Tasmanian Industrial Commission in two unfair dismissal hearings resulting in both Agencies being ordered to reinstate the Members to their rightful permanent employee status.

Other work performed by MAST this year has included negotiating retraining options for Members returning to work from workers compensation when they can't return to their original place of work.

We've negotiated several great outcomes for employees where they are supported by their employer in retraining in a vocation they have a genuine interest in while being salary maintained.

This has resulted in employees returning to work sooner, experiencing greater

job satisfaction and enjoying longer careers.

MAST has also supported Members through Code of Conduct investigations.

These investigations can be one of the most stressful times for a Member and they're often bewildered and overwhelmed by the process.

MAST helps by:

- Ensuring that a fair and transparent process is in place
- Helping to form and provide a truthful, clear and detailed response
- Contesting evidence and presenting evidence in favour
- Securing fair and reasonable outcomes

This is challenging and rewarding work for MAST Organisers, and Members are particularly grateful for the support of the union at this time, and have sent us comments such as:

"where would an employee be in this position without union representation?"

"the support I received was outstanding, I will never again doubt the worth of paying my union fees."

If you need information or advice on a workplace issue please email us at cpsu@tas.cpsu.com.au or phone MAST on 6234 1708 for a confidential discussion.



STOP PRESS: *In September 2012 Lydia resigned from her job to become a fitness instructor. We thank Lydia for her 15 years at Port Arthur and decade of contributions as a CPSU Delegate. We wish her all the best and know she'll be able to contribute even more to improving people's lives in her new role.*

PORT Arthur Historic Site CPSU Delegate Lydia Hanitke is a changed woman, and it's not just physical.

Before going on the TV weight loss show The Biggest Loser she was 142 kilos and resigned to always being overweight.

But after five surreal, gruelling months Lydia not only achieved her 80kg goal weight, she dropped to 78.8kg, winning the \$20,000 eliminated contestants' weight loss prize.

Lydia now has a new lease on life and a new relationship and is an inspiration to those wanting to lose weight.

After her life changing experience watched by people across Australia this Port Arthur stalwart is adjusting back to the routine of work and everyday life.

A new perspective

It's hard to imagine being thrown into a house with people you don't know and facing what's like an extreme boot camp every day for months, and Lydia admits it's been the hardest time in her life.

'It's physically draining and you're so emotionally exhausted you don't know if you're coming or going, what time of day it is or what you're doing.

Anyone who's changed their lifestyle in a major way would say, 'I don't know why I didn't do this 10 years ago', but I just didn't, for whatever reason.

But it led me to this point where I've completed a journey that's changed my life - it's made me a very different person.

I used to feel I'd never be in a long term relationship and no one would ever care about me, and I shut myself off so much - it's hard to describe, but I know many other people will identify with that.

But after I returned I was a lot more receptive to things in my life, and started to think maybe there was someone out there, and I am worthy of somebody and there's nothing wrong with me.'

Back to reality

So what happens after the studio lights dim and it's back to the old familiarity of everyday life?

'When I came back from the Biggest Loser house I hadn't finished what I set out to achieve - I still wanted to get to my goal weight because I got eliminated and the finale was a few weeks away.

I didn't go back to work, I stayed with a friend and still went to the gym every day so I could get to my goal weight.

I've worked at Port Arthur since 1997, so it's like coming home to a big family, but because I've changed a bit within myself I had to adjust and other people needed to adjust to me, and I had to see how I fitted back into the dynamic.

Recently it's been about adjusting my life to go the gym four days a week as three of those are working days, so I have to get up at 3am as it takes an hour and a half to get to the gym from home.

I've had to adjust to eating at 3am and going to bed at 8pm but I wouldn't change it for anything - I love it, it's part of my life - and when I don't get to the gym I miss it for the rest of the day.'

An inspiration

Lydia's amazed at the feedback since she got back, and workmates and strangers have said they've been inspired to make healthy choices in their own lives.

'It's been amazing to come back and find people have lost weight and become more passionate about life.

I'm really proud that others have taken this opportunity to make their lives better.

It's been so humbling to have strangers tell me I'm an inspiration and how proud they are of me and how much they loved watching my journey.

It was unexpected, but one of the best parts of it is finding that someone I didn't even know invested in my journey for as long as I did.

In the first few weeks back I was trawling through emails, and every time I received that positivity from someone it made me even more determined to continue to be the person I want to be.'

On work and the Delegate role

Lydia's workplace supported her Biggest Loser adventure even though she only received a few days' notice she had to pack her bags and leave for the show.

'I only had four days' notice and I had to say to my boss, 'I'm going to go in four days and I'll be gone for five months, is that okay?', and when I came back I had another month's leave.

I was really lucky my workplace let me take the leave and then return and walk straight back into my job, and I'm so appreciative.

To have an employer do that for you in this day and age is pretty awesome.'

Working at the historic site since 1997, Lydia's been a CPSU Member for 11 years, and stepped up to the role as Delegate a year after she joined.

'The whole reason I joined the CPSU was because not everyone is brave enough to have a voice.

I knew I could use my own confidence and bravery in the workplace to stand up for my colleagues as well as myself and giving them someone they could go to so their voices were heard.'

It's important to Lydia that everyone is treated fairly and respected at work.

'We're lucky here that we have Members who are proactive about ensuring they're employed under fair conditions.'

Lydia was instrumental in negotiating the Port Arthur Award, and says it was a long, hard process.

'Being involved with that made me understand on a grassroots level the amount of work that goes into negotiating workplace conditions for people.

Two things came out of that: It really made me appreciate what the CPSU does in being that middle-man to a certain degree, and it gave me more ownership over the environment where I worked - I felt like I actively had a part in that award and I was proud of the negotiations we put forward for staff.

It also makes you more familiar with the ins and outs of the award and how it works.'

New lease on Delegate role

After the Biggest Loser experience, Lydia's bringing new energy to her position as a CPSU Delegate.

'I'm certainly a lot more proactive as a CPSU Delegate - I actively make sure everyone is happy because not all will speak up and not everyone will contact their Delegate.

I'm a lot more motivated to make sure people are treated fairly in the workplace, and in the current economic climate people are really worried.

If you return to work feeling positive it's important to try and enable other people to feel happy and positive in their lives.'

DELEGATE AND INSPIRATION

After her experience, Lydia is determined to make her workplace a healthy one.

'I see that part of my role as a Delegate is to really encourage health and wellbeing.

Each workplace must assume some responsibility and encourage people to be healthy and have a wellbeing program at work.

And there are so many mental as well as physical health benefits from encouraging people to have active lifestyles.

It's so easy to get sucked into your routine and not get out of it - I did it for 20 years, and there'd be so many who could identify with that across all the workplaces covered by the CPSU.

It's about making good choices.

It's getting up from your desk and walking to the end of the office block.

It's going out for a walk.

It's making good choices about the type and amount of food you buy.

One way or another we all choose whether we want to be healthy or not.

It is a conscious choice we make and for a long time I chose not to be.

I know how unhappy I was and how unhappy others in the same situation are.

Those choices are hard, and I'd never make light of it, but I'd never look back, and every time you make a good choice you're stronger to make the next one.

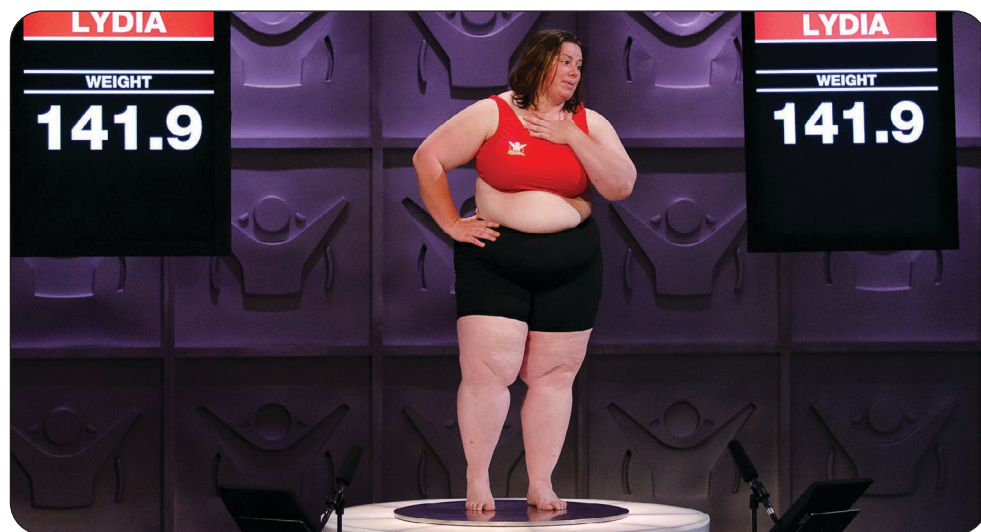
It's hard getting back into the routine of being back and coming back to work, and old habits creep back... you pass a cafe and want to eat crap food... you sit at your desk and you push yourself to have to get up from it.

Anybody who works in a sedentary job like I do has to make that effort to get up and away from the desk.

You have to make a conscious effort to go for a walk during your lunch break and to pack healthy lunches.

Be prepared for the life style you want to have because everything you do every day impacts on it.'

Lydia's influence has already rubbed off on her co-workers and many lost weight while she was on the show and her workplace entered a group in the City to Casino Fun Run for the first time.



LOUISE GILFEDDER : ORDER OF AUSTRALIA

LOUISE Gilfedder can still remember the moment she got to the top of Kosciusko as a teenager and looked down at the bush thinking, 'wow, there's another world out there.'

'For the first time I got a sense of the natural environment and I wanted to go down there and explore it.'

Conservation soon became an integral part of Louise's life, both professionally and through volunteering.

The CPSU Member's dedication hasn't gone unnoticed, and she was recently awarded an Order of Australia Medal for service to conservation and the environment, particularly in Tasmania.

'To me the award is fantastic recognition of the contribution of conservation and the natural environment to our lives. It's an acknowledgement of the dedicated, hardworking people I've worked with, it's not a solo effort.'

From that moment on top of Kosciusko, Louise made steps towards helping the environment.

'The next year I went to Melbourne Uni and joined the Bushwalking Club and saw the many pressures on the bush, land use changes and degradation, and I got involved with environmental activism to protect the bush.'

Through that period I was frustrated at how environmental issues I was involved in often had a poor scientific basis. I studied at the University of Tasmania for a higher degree in

conservation ecology and then became involved professionally in conservation.'

After working at UTas for almost 10 years, Louise worked for the Department of Primary Industries, Parks, Water and Environment for 15 years and is now a Senior Conservation Scientist in the Resource Management and Conservation Division.

She first joined the CPSU in 2008.

'I come from a background where I believe in trade unionism.'

At DPIWPE Louise has worked in the Private Land Conservation Program, which has seen nearly 680 voluntary conservation agreements created protecting nearly 80,000 hectares.

Her role in the Non Forest Vegetation Program helped to protect grasslands, wetlands, scrubs and heathlands – the 'forgotten end of biodiversity'.

'Forests are such a conservation focus but so many biodiversity and conservation issues aren't in the forest.'

Often when people think of conservation, forests come to mind, but grasslands are one of the globe's most endangered ecosystems because of their suitability to agriculture and housing.

Our Midlands is a grassland and native pasture stronghold, and to pursue her passion of these environments Louise recently started volunteering with the Temperate Grassland Conservation Initiative – a working group of the

World Congress on Protected Areas.

'A lot of my work involves working with farmers to manage grasslands to try to get a good economic return but to look at how they can get conservation into their farming systems.'

Away from her day job, Louise works hard to protect the environment in her own time.

'I had nearly 10 years on the board with Bush Heritage Australia, which in that time grew from a small local organisation with two blocks of land up at Liffey that Bob Brown donated, to now managing nearly over a million hectares for conservation management either through purchase or partnerships with different groups.'

Louise said it was satisfying to watch that fledging organisation thrive over the years and she now volunteers on the Conservation Science & Planning Council of the Tasmanian Land Conservancy.

In her spare time, this hardworking scientist also volunteers for her local Bushcare group which means a lot of hands-on work from pulling out weeds to applying for community funds.

'It's been a reality check - it's very easy to say you should get rid of all that gorse but to have a handle on what that actually means and the hard work it involves is really valuable.'

Her dedication to our environment saw her win a Churchill Travelling Fellowship in 2006, which meant working overseas with farmers and ranchers to help build conservation into their farming systems – something she's working on with Tasmanian farmers.

'I'm very interested in how you integrate conservation practice and environmental management into production industries like agriculture.'

'It's been frustrating that most of the focus in conservation over the years has been in the rainforests and tall forests of the west, yet some of our most important biodiversity is in the east and on farm land.'

So working with farmers to sustainably manage and protect some of the fantastic conservation values has been really rewarding.'

The CPSU congratulates Louise on her Order of Australia Medal – a well-deserved honour.



KELLIE SULLIVAN ; CPSU SCHOLARSHIP

IN FEBRUARY Kellie Sullivan began studying a Bachelor of Engineering at the University of Tasmania after achieving excellent results during her senior year at Guilford Young College.

Her decision to pursue a career in engineering comes from a keen interest and talent in mathematics, design and physics.

Although engineering could be considered to be an unusual career choice for a woman, Kellie believes there's no reason why female engineers can't be equal to or better than their male counterparts.

She's determined to succeed in this male-dominated profession and

committed to dedicate all of her effort and resources to succeed over the next four to five years.

'The CPSU MyState Financial Amy Batt Memorial Scholarship will assist me to meet my first challenge of completing my first year of study which will set the foundation to enable me to complete my degree,' Kellie said.

Kellie has quite creative interests outside study, including playing the piano and cheerleading, and last year she represented Australia in her sport at the Aloha International Spirit Championships in Hawaii.

Kellie also shares her cheerleading skills by coaching younger squads.

Although she's young, Kellie has a good grasp on what unions are all about.

'A basic fundamental of all good democracies is the right of employees to collectively organise and negotiate terms and conditions of employment such as better salaries, wages and workplace conditions.

On an individual level, the role of a union is to provide member services such as advocacy and support on behalf of an individual member to protect their rights and interests when in need or to provide advisory services when a member is unsure of their rights or obligations.'



DOMESTIC VIOLENCE DVD

DELEGATES in the 2011 Anna Stewart program made a short film on the importance of recognising domestic violence as a workplace issue.

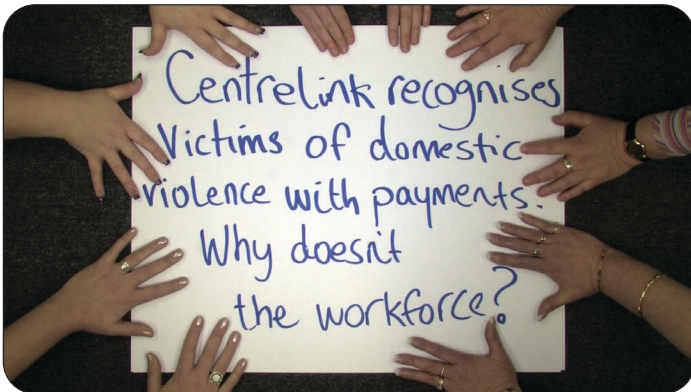
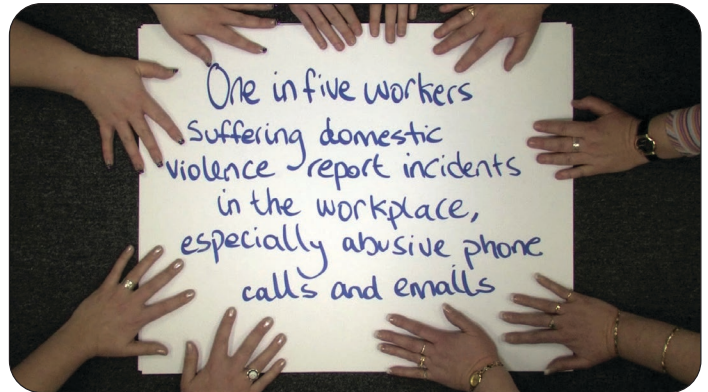
This phone video was so well received it was recreated in a hi definition version filmed and edited by the CPSU's Craig Griffiths.

Delegates Donna Johnston and Lyndal Schneider and HACSU's Kylie Timms, who were in the original video, were joined by CPSU's Jo Clydesdale as hand actors during filming at our office.

Kasey Chambers was happy to allow the CPSU to use her hit song 'Not Pretty Enough' for the film and we thank her for supporting this worthy cause.

The video is being used nationally by the Australian Domestic and Family Violence Clearinghouse to help boost the number of workplaces with domestic violence provisions in EBAs.

The video can be watched online at www.youtube.com/abettertasmania so please share it and spread the word on this serious and important issue.



Kylie Timms, Donna Johnston and Lyndal Schneider

TAS FIRE SERVICE : WORKPLACE DELEGATES

TASMANIA Fire Service Delegates Maree Hinton and Kelly Marriott spoke to the CPSU soon after the February 2012 bushfire at Meadowbank.

Maree is a Corporate Services Clerical Support Officer and Kelly a Community Fire Safety Team Leader, and both are based in Hobart and worked on the Incident Management Team (IMT) during the bushfire.

When an incident like this happens, the TFS uses the Australasian Inter-service Incident Management System (AIIMS) to integrate activities and resources from multiple agencies to resolve any emergency situation including fires and other natural disasters.

Like other TFS employees, Kelly and Maree are trained to respond to incidents like the Meadowbank fire and they say team work, communication and initiative are paramount, though working in the IMT can be quite stressful.

'You do all your training, you have all that knowledge, and once you get there it's just about doing the best you can,' Kelly said.

'We're dealing with people on the fire ground, but we don't have eyes up there, all we're doing is communicating by telephone or radio and ensuring we're doing all we can to assist them because what they're going through is 1000 times harder than what we are.'

Kelly worked within the Incident Resource Management System at the Meadowbank fire, which dealt with personnel.

'We're responsible for tracking the time crews go on and off the fire ground, this is a crucial role in the IMT as everyone needs to be accountable and we need to ensure all personnel get off fire ground safely,' she said.

Fatigue management is crucial to ensure fire fighters and other staff are safe and alert.

During the fire Maree was working on the logistics side of things.

'It's about coordination and procurement,' she said.

'At one stage there were 44 crews on the fire ground, with roughly four people in each of those crews, and that's a lot of people to look after and make sure they are safe.'

'Basically I was in charge of the catering for the fire ground, and we rely heavily on local businesses for this.'

Logistics also means looking after accommodation needs of crews and getting heavy machinery to fires.

'Anything anyone wants for the fire, it's up to us to procure it,' Maree said.

Kelly and Maree agreed it was full on with situations changing quickly.

'The fire started about 4.30pm on Saturday – we were really busy,' Maree said.

'It quietened down, then on Sunday in the afternoon things picked up again.'

'It's exciting and challenging as you have to be thinking all the time, but at the end of the day you are contributing, you're not sitting in an office tapping away at the computer.'

Days are long and intense during these times and Kelly said the adrenalin takes over to some degree.

'You have to be a people person to work in that environment. You need to be able to communicate quite well.'

For Maree, Kelly and others on the IMT it's about supporting people at the fire ground: making sure they're safe and have everything they need.

Both women are CPSU Delegates so also work to help Members in their workplace, and while Kelly's worked in the role for years being a Delegate is quite new to Maree.

Kelly became a Delegate when the Fire Service went through a reclassification process some time ago.

'I was passionate about pay parity and all that sort of stuff. Sandra Barber is another Delegate, so we've got three in this building and the aim is to get another Delegate in Cambridge.'

Maree's been a Delegate since she joined the CPSU in December.

'I became a Delegate because I believe everyone should be treated fairly. We want to show people how the union can fit into our workplace and what it can do for them.'

Kelly says the best thing about being a Delegate is making positive change in the workplace.

'Even if it's something like a uniform issue, it's being able to have a voice for our Members and show that people do have support here and together we can achieve things.'

Maree likes dealing with people and helping them if they have issues.

'People don't always know what their rights are, so I like empowering them.'

'We want a stronger relationship with management so it's not a them-and-us situation and we can achieve a great workplace for everyone.'

For Kelly the most challenging thing is having the knowledge about rights and awards to be able to represent Members the best she can.

'At the moment that's challenging but it's something to work on.'

As for advice to others, Maree believes it's easy to sit back and criticise the way things happen.

'People can take a passive role and let things happen and think they can't do anything, but if you're interested in making changes, become a Delegate and be willing to back each other.'

Kelly feels that it's not even just about encouraging people to be Delegates, but to become members of the union.

'That's what makes us stronger, that's what we need to achieve here in this organisation, to build up that membership.'



Maree Hinton and Kelly Marriott

KATHY GATENBY : CPSU SCHOLARSHIP

KATHY Gatenby is determined to study and enhance her career, despite plenty of barriers.

So this year the Tourism Tasmania Product Development Consultant started studying Certificate in Cultural Heritage through Deakin University.

This qualification will enhance her current position at Tourism Tasmania.

She works with cultural heritage tourism operators and is responsible for driving programs relating to cultural heritage, particularly Tasmanian World Heritage Convict sites.

Although the course Kathy is enrolled in is a post graduate qualification it's the first academic course she's done, but her enrolment was accepted because of her wealth of experience with cultural heritage and tourism.

'I've never been able to afford a course like this in the past and working full time I never had the opportunity,' she said.

Kathy's employer granted her study assistance but this only covers 25% of the course fees so the scholarship is a much needed helping hand.

She's also applied to work part-time to be able to concentrate on study.

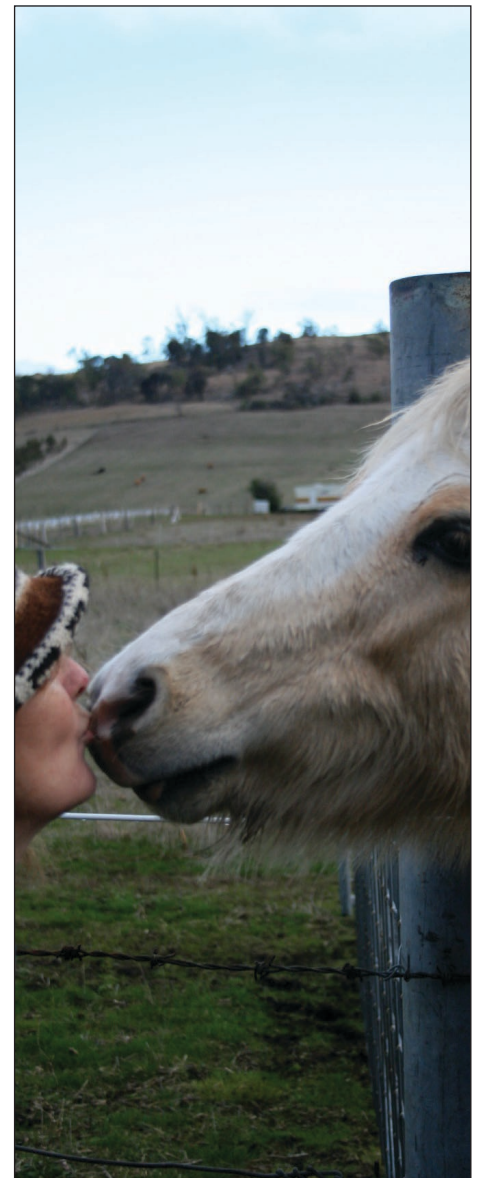
A CPSU Member for over 30 years, Kathy understands why unions are important.

'The role of the union in the workplace is to protect the rights and entitlements of employees and to negotiate improved conditions and wages on behalf of unionised employees,' she explained in her scholarship application.

'A unionised workforce is a workforce that stands together to protect the rights and entitlements of its individual members.

In an environment where workplace bullying, harassment and poor communication is still evident, and government cut-backs threaten job security, it's more important than ever that employees have a safe avenue to voice their concerns and a representative body to fight for the protection of jobs, pay and conditions.'

Away from work Kathy's interests include writing, permaculture and agriculture.



WAYNE FLETCHER : ORDER OF AUSTRALIA

CPSU DELEGATE Wayne Fletcher's commitment to race walking has taken him around the world.

Now his dedication to the sport has earned him a rare honour – and we congratulate him for receiving an Order of Australia Medal.

'I feel very proud and honoured. I've been involved with race walking for a long time – and just started my 50th season in athletics. They talk about footballers playing 300 games, I've competed for my club over 1200 times.'

Race walking's taken Wayne to the Olympics twice, as well as the Paralympics, Olympic trials and world titles.

'I've been to Thailand, Japan, China four times, to Paris a fair bit and just recently went to Moscow.'

He started race walking when he was a school student.

'When I was at school I used to walk fast around the school corridors, these boys said 'enter this race, we've entered.' They trained, I didn't, but I ended up getting second and lapping them and I've been in it ever since.'

I officiate all events, throws, jumps and all that. Unless you officiated the event it didn't happen, so that's how I got started as a judge.'

Wayne founded the Tasmanian Race Walking Club in the 70s, has stood as the Athletics Tasmania vice president for over 15 years and in 1997 became an International Walk Judge – the only Australian on the 30-judge international panel.

'Walkers must have part of one foot on the ground at all times so when they're taking a step they need to make sure one heel's on the ground before the other toe lifts up. And when a heel touches the ground, that leg has to be straight and stay straight until it's perpendicular underneath the body.'

If I'm not completely satisfied someone's walking within the rules I show them a yellow paddle. If I see them breaking the rules again I write out a red card and give it to the chief judge. When the walker gets three red cards from different judges from three different countries that person is disqualified.'

Away from the walking world Wayne works in the Save the Tasmanian Devil

Program. His role sends him around the state to look after the program's procurement.

'At Cressy we've built a lot of devil pens. We've also put roads in and built fences. I organise and assess quotes then supervise the work being done.'

At Freycinet, we're looking at a prototype of a devil grate, which is like a cattle grate. Devils have been getting over what we've made so we're looking at building something slightly different – we're looking outside the square.'

He's proud of working in the Tasmanian Devil Program and says it's extremely

important and funding is crucial.

'It feels great to do something to help this Tasmanian species. If funding stops there'll be big hassles because you've got all these devils in free-range enclosures at Cressy and they've got to be fed and looked after.'

Wayne's been a CPSU Member since 1966 and, as he never shies away from lending a hand, is also a CPSU Delegate and a vital link between the workplace and his Organiser.

'I'm a Member because we need good working conditions and we need to support the people who fight for us.'



JESSICA EVANS : CPSU SCHOLARSHIP

JESSICA Evans is studying a Bachelor of Psychology at the University of Tasmania to become a clinical psychologist specialising in adolescents.

'It's a field I'm passionate about and believe I can make a difference in young people's lives,' Jessica said.

Becoming a clinical psychologist is an expensive undertaking involving six years of study but the Amy Batt Memorial Tertiary Scholarship will certainly help a little.

Jessica has a solid foundation, achieving great results in her Tasmanian Certificate of Education after studying at Hobart College, and

in 2011 Jessica received a perfect score in psychology, with one of her teachers describing her as studious, thoughtful and considerate.

Jessica's family has a strong history of union involvement, and in turn she has a great depth of understanding about the role and importance of unions.

'My father worked for the Australian Education Union for ten years and his grandfather was the President of the Federated Engine Drivers' and Firemen's Association for the Australian Pulp and Paper Mill's Burnie branch.

'Unions are essential to anyone who works in children's services as I do, and many rights that I have or will benefit

from in the future such as job security, superannuation and maternity leave are only in place thanks to the unions who fought for such rights.'

Jessica was a member and vice-captain of her high school's Relay for Life team in 2008, 2009 and 2010, which required plenty of hard work and dedication.

Outside her academic pursuits Jessica is a well-rounded young woman with a range of interests including reading, camping and socialising, and she's also worked in a number of part-time jobs over the years.



LINC MEMBER MILESTONES

LINC Members celebrated milestones at a June morning tea organised by CPSU Delegates Lyndal Schneider and David Bloomfield, and it was a chance to mingle with Members from different work groups.

'It's a great way to recognise those who've been in the union for quite some time,' Lyndal said.

It's become an annual tradition at the Murray St office to meet for a cuppa each year to acknowledge committed union members, and this year saw 18 Members rack up milestones ranging from five years to 40.

Margaret Bryant celebrated 40 years with the CPSU.

'I'm pleased to be a Member for this long, but it never crossed my mind not to be in the union.' Margaret said.

'I've been alarmed after what happened at the HSU and how people reacted to it by blaming unions. Things go bung in all kinds of businesses, and there are individuals everywhere who make bad choices.

We need unions more than ever, especially with permanent full-time jobs becoming a thing of the past.'

Margaret's seen plenty of changes over her 40 years in the archives office.

'With change, in the end, I think you have to go with the flow. I'm thankful I have permanent, full-time work.'

Margaret said it was nice to receive a certificate to acknowledge her 40 years with the union.

Members who received a certificate:

- Elizabeth Ballard – 35 years
- Jillian Walker – 20 years
- Carmel Denholm – 20 years
- Margaret Bryant – 40 years
- Deborah Drinkell – 5 years
- Caroline Homer – 5 years
- Cara Howell – 5 years
- Jacqueline Hughes – 5 years
- Nicki Ottavi – 25 years
- Jason Lockley – 15 years
- Anthony Black – 5 years
- Timothy Anning – 15 years
- Julian Teakle – 5 years
- Jennifer Rayner – 30 years
- Robyn Johnson – 5 years
- Andrea Weaver – 5 years
- Robina Singleton – 5 years
- Gaynor Tollard – 20 years



Carmel Denholm



Lyndal Schneider and David Bloomfield



Nicki Ottavi



David Bloomfield and Margaret Bryant



Timothy Anning



Julian Teakle



Elizabeth Ballard



Anthony Black and Caroline Homer



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ROYAL PARK LAUNCESTON

Saturday October 29, 11am

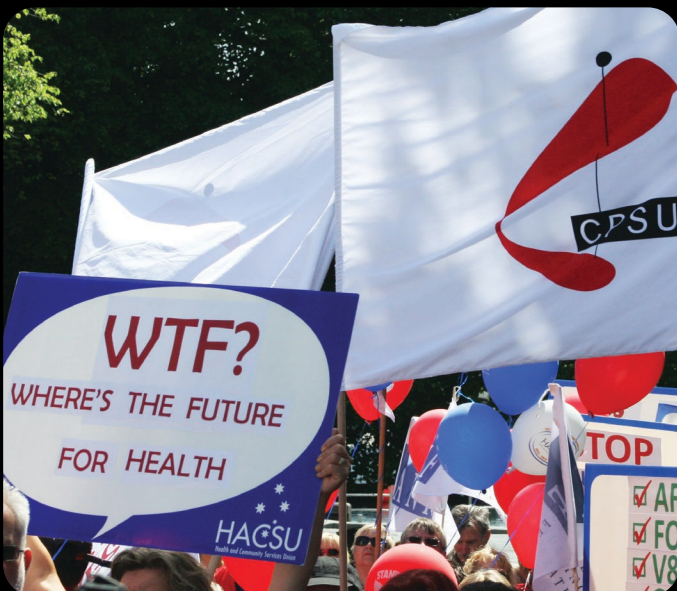
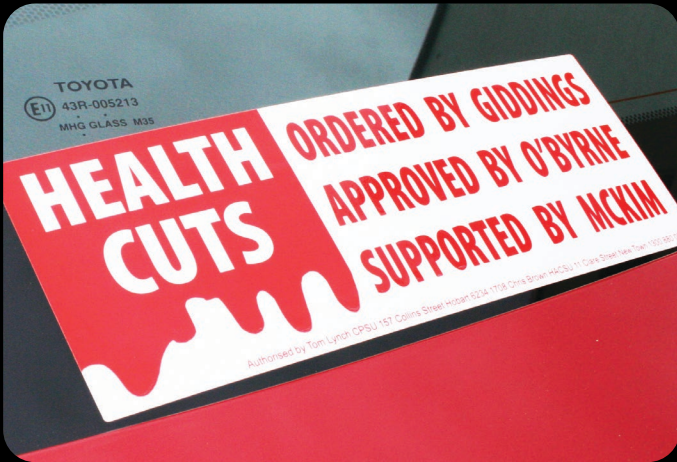
or march from Prince's Sq @ 10.30am

Rallies to follow in Burnie & Hobart:
Burnie Arts & Function Centre, Thurs Nov 3, 12noon
Parliament Lawns, Hobart, Sat Nov 12, 10.30am

ALL CONCERNED TASMANIANS WELCOME

HEALTH CUTS ORDERED BY GIDDINGS
APPROVED BY O'BYRNE
SUPPORTED BY MCKIM

Authorised by Tom Lynch CPSU 6234 1708
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PETA LANCASTER : CPSU WORKPLACE DELEGATE

DRYSDALE Client Services Officer
Peta Lancaster comes from a union background so didn't think twice when joining the CPSU.

'My father was Secretary of the telecommunications union in Tasmania so unionism has always been part of the family and being in the union was pretty much a given. Since I started in this sector I became a Member, I don't think anyone approached me.'

A CPSU Delegate since 1997, Peta put her hand up because nobody was in this role at her worksite, and she's the only Delegate at Drysdale's Hobart campus and her role extends mainly to the administration team.

'A lot of issues are solved one-on-one, which is both positive and negative because often when there are bigger issues you learn more about your role as a Delegate.'

I really enjoyed the Delegates' Conference the other year as you catch up with people you didn't realise were Delegates and get training. It's good to get to know people in the same role and hear about their experiences.'

Peta's Client Services Officer position is a varied role that involves customer services for Drysdale, using the student database and dealing with enrolments and finance inquiries.

'I like dealing with people and I like to have some challenges along the way while solving people's problems. Parents or students come to the counter with a query, or ring to find out why they've got the fee they've got, and coming out with a solution at the end is quite satisfying.'

Peta knows a thing or two about workplace change as she's been in the TAFE system since 1990 so has had her fair share of restructures and rebranding.

She settled into the Polytechnic system a few years ago but now more changes are on the way, with the recent TasTAFE announcement.

'We went through Tasmania Tomorrow and that was a big change for Client Services because we took on the admin areas for the colleges as well.'

You used to know people within the building a lot better than you do now.'

Individual teams know each other quite well but don't necessarily know people in other teams, yet that was never the case before because we were one institute rather than several organisations.

Back in the day people didn't leave the building for coffee or lunch, so they'd catch up with each other over a cuppa or sandwich.

'Face-to-face communication has changed a lot.'

Peta's got a few pieces of advice for new Delegates.

'Read the information. When I first joined there wasn't a Delegate handbook, but there's so much available to new Delegates now which is a great improvement.'

Take advantage of training that's offered whenever you can, and if you've got several Delegates in the same organisation make sure you meet up so you get to know each other and find out from the others what's happening.'

Outside work, Peta is a busy mum with two teenagers.



CPSU SCHOLARSHIP RECIPIENT : ALEX MCCRISTAL

ALEX McCristal began studying a Bachelor of Asia-Pacific Studies (Mandarin) and Bachelor Laws at the Australian National University this year.

Last year he achieved top marks after completing his secondary education at Guildford Young College, receiving three subject awards and an academic award for his tertiary entrance score.

Hailing from the south of Tasmania, his chosen field of study means Alex needs to live away from home.

'I have a passion for social justice and a strong desire to bring the skills I learn at the ANU back to my home state of Tasmania,' he said.

The Amy Batt Memorial Tertiary Scholarship will make Alex's life a little easier during his first year of his university study.

'Studying interstate is a huge financial burden on my family, as well as meaning I have to spend a lot of time working instead of studying, but the \$1000 scholarship will allow me to focus more on my studies.'

Between studying and working, Alex doesn't have a lot of free time but he hopes to get involved with social justice programs such as prison visits and sporting events.

With a keen sense of social justice and being the son of a CPSU Member, Alex

understands the ongoing importance of unions.

'The union movement is as relevant as ever and, with so much government rhetoric focused on public service job cuts, the CPSU and its Members are facing their greatest threat since the dark days of WorkChoices.'

It's important people recognise that unions are their members and members are the workplace.'

After recently getting a new part-time job Alex's first priority was to ask for a membership application form for the union.



YOUR CPSU STAFF : AND SOME C



TOM LYNCH
GENERAL SECRETARY

Billy Bragg - Workers Playtime
Nick Cave & the Bad Seeds - The Boatman's Call
Cold Chisel - Circus Animals
Frank Sinatra - Cycles
Weddings Parties Anything - Riveresque
Painters and Dockers - Love Planet



CELESTE MILLER
MAST ORGANISER

Metric - Fantasies
Kings of Leon - Aha Shake Heartbreak
The Wombats - This Modern Glitch
Bertie Blackman - Secrets & Lies
The Kooks - Inside In/Inside Out
Cold War Kids - Mine is Yours



CRAIG GRIFFITHS
STRATEGIC MEDIA & COMMUNICATIONS

Kevin Gilbert - Kaviar Sessions
Celibate Rifles - A Mid Stream of Consciousness
Cruel Sea - Three Legged Dog
Primus - Sailing the Seas of Cheese
Red Hot Chili Peppers - Blood Sugar Sex Magik
Chris Whitley - Reiter In



JO CLYDESDALE
COMMUNICATIONS MEDIA

Regurgitator - Unit
Custard - Goodbye Cruel Wo
Smashing Pumpkins - Mello
The Killers - Hot Fuss
Roxette - The Pop Hits
Blur - The Best Of



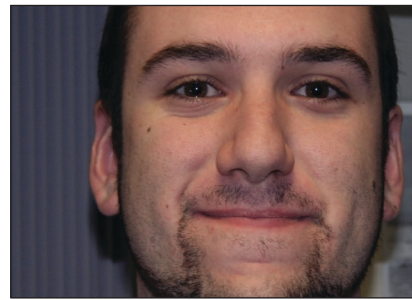
STEPHANIE KATSIN
MAST ORGANISER

And One - Bodypop
PJ Harvey - Stories From the City, Stories from the Sea
Pink Floyd - Wish You Were Here
Radiohead - OK Computer
Icon of Coil - Machines Are Us
Rammstein - Sehnsucht



LYN SAUNDERS
OCT ORGANISER

Andrew Loyd Webber - Phantom of the Opera
Robbie Williams - Greatest Hits
James Blunt - All the Lost Souls
Evanescence - Fallen
Adele - 21
Adam Lambert - For Your Entertainment



BLAIR DOWKER
ADMINISTRATIVE ASSISTANT

Michael Jackson - Thriller
Prince - Purple Rain
Drake - So Far Gone
Jay Z - Blueprint 3
Guns and Roses - Use your illusion II
The Wiggles - Best of The Wiggles



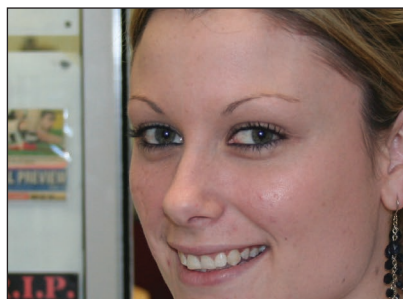
KATRINA BICKET
MAST ORGANISER

Jimmy Eat World - Futures
Tool - Aenema
You Am I - Hourly, Daily
Tegan and Sara - The Con
Bon Iver - Bon Iver
Jebediah - Slightly Odway



REBECCA KINGSTON
RECEPTION

Darren Hayes - This Delicate Thing We've Made
Darren Hayes - Tension and the Spark
Cold Chisel - The Best of Cold Chisel
Bee Gees - The Ultimate Bee Gees
Fleetwood Mac - Rumours
INXS - Kick



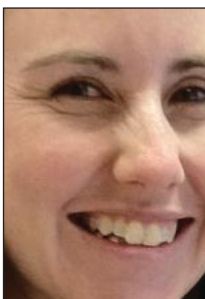
SARAH SMITH
OCT ORGANISER

Katy Perry - The Complete Confection
LMFAO - Sorry for Party Rocking
Kings of Leon - Only by the Night
Maroon 5 - It Won't Be Soon Before Long
James Morrison - The Awakening
PitBull - Unleashed



SHANNON HARWOOD
MAST ORGANISER

Various - Mamma Mia soundtrack
John Hammond - Wicked Grin
Craig Griffiths - Stompbox
Tenacious D - Pick of Destiny
Various - Sapphires soundtrack
Bigger than Bill - Inside



LAUREN MILLER
ADMINISTRATIVE ASSISTANT

Incubus - Science
Silverchair - Neon Ballroom
Magic Dirt - Young and Full
Metallica - The Black Album
Linkin Park - Hybrid Theory
Disturbed - Indestructible

OF THEIR ALL-TIME FAVE ALBUMS



A OFFICER

World
on Collie



KIER TYSON
MAST LEAD ORGANISER

Florence and the Machine - Lungs
Foo Fighters - Echoes, Silence, Patience and Grace
David Bowie - Lets Dance
Feist - The Reminder
Boy and Bear - Moonfire
Smashing Pumpkins - Siamese Dream



MAT JOHNSTON
ASSISTANT SECRETARY

Pendulum - In Silico
The Dead Weather - Sea of Cowards
Tool - 10000 Days
Birds of Tokyo - Day One
Black Country Communion - BCC
Clutch - Blast Tyrant



KATHRYN LEE
OCT ORGANISER

Bon Jovi - Crossroads
Little Birdie - Big Big Love
4 Non Blondes - Bigger, Better, Faster, More
Adele - 21
Goyte - Making Mirrors
Kings of Leon - Only by the Night



EMMA GILL
CAMPAIGN COORDINATOR

Snow Patrol - Eyes Open
Crowded House - The Very Best Of
Birds of Tokyo - Day One
The Black Keys - El Camino
Matafix - Rhythm and Hymns
Kings of Leon - Only By the Night



JACOB BATT
OCT ORGANISER

Powderfinger - Odyssey Number Five
Blink-182 - Neighbourhoods
The Wombats - This Modern Glitch
Foo Fighters - The Colour and the Shape
Paul Simon - Graceland
Birds of Tokyo - Birds of Tokyo



ANGELA AMES
OCT LEAD ORGANISER

Giggle & Hoot - Beak Bopping Tunes
Jack Johnson - On and On
Slim Dusty - Ringer From the Top End
James Taylor - Greatest Hits Vol 1
Pink - Funhouse
R.E.M - The best of R.E.M. in time 1988-2003



ANT

of the Devil



HAZEL HUGHES
ADMINISTRATION MANAGER

Gary Glitter - Touch Me
Miley Cyrus - Meet Miley Cyrus
Michael Bolton - The Christmas Album
Susan Boyle - I Dreamed a Dream
James Blunt - Back to Bedlam
Paris Hilton - Paris



LUKE MIDDLETON
OCT ORGANISER

Small Faces - Ogdens' Nut Gone Flake
Pink Floyd - Dark Side of the Moon
Radiohead - Hail to the Thief
Neil Young - Harvest
Tom Waits - Rain Dogs
Arlo Guthrie - Alice's Restaurant



LEAH CAUCHI
OCT ORGANISER

Stone Sour - Come Whatever May
Stone Sour - Audio Secrecy
Sister Hazel - Chasing Daylight
Keith Urban - The Story so Far
Pink Floyd - A Foot In The Door
Alanis Morissette - Jagged Little Pill

DELEGATE TRAINING : LAUNCESTON

DELEGATES gathered in Launceston in June for a training course and the CPSU caught up with four of them afterwards to find out what they'd taken away from the two days.

Stuart Morrison, Detector Dog Handler Quarantine Officer, DPIPWE:

It's been three years since Stuart took up the Delegate baton for the CPSU after the Delegate at his worksite passed away.

Before working in the public service, Stuart was also a Delegate with the Maritime Union of Australia, and it's the second time Stuart's taken part in training – undertaking a one day Delegate course last year.

'I found the two day course a lot better because you could explore the different areas more. And for each topic all the Delegates have a story so you get to know them and hear about issues in other workplaces.'

He took away an important piece of advice from the training.

'Don't do it on your own. Task others in your work area, that way they feel more fulfilled as Members and realise the union isn't just an office down in Hobart – the people, the Members are the union.'

Pauline Blyth, Library Technician, Launceston LINC:

It's not the first time long-term CPSU Delegate Pauline's done training.

'Even if you feel you know what your role as Delegate is, it's important to go to training, make networks and refresh. You always take away something different from training.'

A Delegate for about 16 years, she took on the role willingly.

'I put my hand up because I have a leaning towards ensuring people have a fair go. This time I really understood the importance of mapping your workplace - it's really vital.'

Pauline also found training a great chance to meet other Delegates and share ideas on how to deal with issues.

Helen Djonlija, Teacher's Assistant, Ravenswood Heights Primary:

Helen Djonlija started as a CPSU Delegate this year after being a Member for a number of years.

'Nobody knew what was going on with union matters. Nobody wanted to put their hand up for the role, so I did.'

Helen said the training was well worth it, and found it useful to listen to the stories of other Delegates.

'It was a real eye-opener to see how other areas are really struggling.'

Helen was keen to get back to work to get Members and staff on board with union activities, and find some Members to help share the load.

Jodie Elmer, Admin Assistant, DPIPWE, Invasive Species Branch:

Jodie had only been a Delegate three weeks before the course, coming to the role after applying for secondment to a CPSU Organiser position.

'The person they chose had Delegate experience so it opened my eyes to becoming more active in the union. A little while later CPSU Organiser Kathryn Lee contacted me and asked if I was interested in being a Delegate.'

Jodie said the role fits in with who she is, also involved in the RSPCA.

'I'm about having a fair go and standing up for people who don't have a voice.'

After the two days of training she was keen to find out where her colleagues sit in relation to the union.

'Also there are a few issues in the workplace so I'll need to think about how I'm best placed to empower people to assist with issues.'



Jodie Elmer, Stuart Morrison, Helen Djonlija and Pauline Blyth

ANGELA AMES : ORGANISING AND CAMPAIGN TEAM

ORGANISERS are often asked by friends and family to explain exactly what it is they do and answering that question isn't easy.

Organisers are facilitators, trainers, mentors, problem solvers and relationship builders but, most of all, they are empowerers.

CPSU Organisers are responsible for a number of specified workplaces referred to as a portfolio, and within that portfolio they work with Delegates and Members to address issues that arise.

Their focus isn't solely on fixing a problem, they're seeking to develop a capacity within each workplace that means the Members there are able to have greater influence over how their workplace operates.

Organisers seek to build capacity through three avenues:

1 : Developing Workplace Leaders

Without local leadership the Members in a workplace lack strategy and direction - They need someone to collect their ideas and give them a voice.

The CPSU helps to develop that local leadership through the recruitment of Workplace Delegates, by providing them with training and resources and

by Organisers working directly with them as mentors.

2 : Developing Member Activism

To achieve positive outcomes on difficult issues all Members must be engaged and involved, and good Organisers identify ways to use the skills of every Member to progress a strategy.

They share the tasks around and are careful to ensure no one is singled out or left behind as the more Members become involved in campaigns and actions the more confident they become and the bigger the issues are that they can address.

3 : Increasing Union Density

Workplaces with higher proportions of CPSU membership are more likely to win on the important issues than those with low density.

Organisers strive to convince every worker to join the union as that increases the likelihood of success for them all.

The best way to convince someone to join the union is to show them what union members are able to achieve together.

This involves Organisers, Delegates and Members all living union values and being inclusive and welcoming.

Many workers have no previous experience of unions and rely entirely on the often warped view of unions projected by the mainstream media.

This makes it all the more important for Members to talk to their colleagues about why they're part of the union and what we've achieved together.

2011/12 has been a very hard year for Tasmanian public sector workers, and budget cuts and job losses have resulted in great uncertainty and magnified work overload issues.

This has meant it's even more important for the CPSU to focus on our plan to build capacity.

To support this focus we've engaged with the ACTU Workplace Leaders' Development Program.

This program provides an integrated approach to Delegate development by placing them at the centre of the union's planning and organising.

We've also added resources into our Delegate training, and since July 2011 50 Delegates have done the Foundation Delegate training with Jayne Reid from the ACTU, and following feedback from these Delegates the one-day course has been replaced with a more comprehensive 2 day course.



SONYA MILLAR : CPSU WORKPLACE DELEGATE

SONYA Millar tells us a little about herself, her job and life as a Delegate.

What's your current position and what does it involve?

'I'm a Band 3 Library Technician at Burnie LINC. I'm rostered on the main desk during the day helping the public with general enquiries, membership, research and helping people in the Online Access Centre. I also repair parts of our collection and manage the Non Fiction Stack collection and am part of the team delivering "Rock & Rhyme it's Storytime" to children aged birth to 4 years held every Wednesday during school terms.'

What do you enjoy most about your job?

'I enjoy the interaction with clients and being able to help people with their enquiries while learning new things myself. Being appreciated for helping someone also makes it worthwhile.'

How did you become a Delegate?

'A few years ago a Workplace Delegate asked if I was interested in helping her, and I had nothing to lose and always enjoy a challenge.'

What has this role involved so far?

'I've attended several Delegate training days and a conference in Hobart 2 years ago. I make sure I'm available to help all Members with any issues and direct them to the best person to discuss their concerns. I try to make sure all Members in my workplace know what's happening with any issues being covered by the CPSU and also what the union can help them with.'

Do you work with any other Delegates?

'There's another Delegate in my workplace and one in our catchment area. We have regular discussions of issues in our workplaces and it's good to be able to throw ideas around and get different opinions.'

What have the challenges been as a Delegate?

'Trying not to take on too much myself and asking other Members if they can help out if I feel I need help.'

What's rewarding about this role?

'The respect and trust from Members in the workplace when they ask my opinion and are grateful for any help I give them.'

What advice would you give new Delegates?

'Learn as much as you can from other Delegates. Don't take it all on yourself and ask for help from your fellow Members.'

What do you enjoy outside work?

'Spending time with my family. I play badminton once a week and enjoy bike riding - but not motor bikes - and follow the mighty Bombers in the AFL and enjoy V8 Supercars. Travelling is also high on the list of things I enjoy.'

If you were to sit down and have dinner with two people who would they be and what would you eat?

'I would love to have dinner with anyone who has faced major challenges in their lives and come

out on top. Those people are a true inspiration to others who are struggling and show that life is really worth living and fighting for. A good steak, wine and pavlova would be a very enjoyable meal.'

What's your favourite spot in Tasmania and why?

'Bay of Fires, it's such a beautiful relaxing place and close to many other stunning places on the east coast. The beaches and sunsets are stunning.'

What's some advice you were given that you live by?

'My dear Mum always told me if it sounds too good to be true, it probably is, and that advice has stopped me from getting sucked in many times.'



EMIL KAVIC : CPSU WORKPLACE DELEGATE

EMIL Kavic is settling into his Workplace Delegate role well.

Emil is a firm believer in unions and he's been a member of a couple, but he joined the CPSU eight years ago after starting with the Public Service.

As a Housing Tasmania Project Officer, Emil's duties are quite diverse, ranging from project management to administration through to managing construction on building sites.

Emil became the CPSU representative after the previous Delegate left Housing Tasmania and 'everyone else took a step backwards and I was standing there'.

Eighty per cent of his colleagues are either CPSU or HACSU Members and they're a pretty unified group, with both unions working together and helping each other.

Like many workplaces in the public service, Housing has seen plenty of change in the last 12 months.

'We had a structural review last year, flowing on from that there was a bit of change around the office, and some jobs were declared redundant and there was a lot of shuffling people around.'

'People were offered voluntary redundancies and those who wanted to left - very few people were put on the redeployment list.'

'Some people who were managers at the time had their titles changed, which is unfair because there's been no reduction in duties or responsibilities, so we're currently working through that, and that's something I'm taking the lead in.'

In his Delegate role Emil meets with the Director of Housing and says there's a real information flow, and a recent meeting saw some great results.

'I asked who the fire wardens and first aid officers were, if we had an OH&S Rep, did we have a Workplace Health

and Safety Committee. The next thing I know he's calling for elections of an OH&S Rep.'

Emil attended his first Delegate training this year where he learnt a number of things to take back to his union role.

'I didn't have a concept of the importance of density in workplaces, and a few little things struck me as well. 'You are the keeper of your award' was a saying I took away. This means if you don't maintain your conditions and standards, you will lose them.'

Away from the workplace, Emil is a husband and father.

'I'm a former builder so I'm always dabbling with things, always tinkering in the shed.'

Emil enjoys kayaking and is building his own kayak, but his sport of choice is fencing - he ranks in Tasmania's top 10 - and although fencing isn't a major sport in the state, it's still competitive.



CRADLE MOUNTAIN WATER ; WORKPLACE DELEGATES

DELEGATES are sharing the load on the North-West Coast, and at Cradle Mountain Water three men are striving to help Members and make the organisation a better place to work.

Two of these Delegates, Rohan Heazlewood and Greg Rooke, spoke to the CPSU about their union roles, their work and a little about who they are outside the workplace.

What's your role at Cradle Mountain Water?

Greg: 'I'm a Development Assessor. That means I'm the first port of call for people looking at building anything that might need a connection or is in close proximity to existing infrastructure – anything from a shed to a superstore.'

I cover the North-West Coast, King Island and down beyond Queenstown but I mainly service the western extremes of the Central Coast Council area and just west of there. Prior to the inception of Cradle Mountain Water I was with Cradle Coast Water.'

Rohan: 'I'm a Team Leader Electrical and Instrument Services, which is mainly maintenance of electrical and electronic equipment. We cover from Queenstown to Port Sorell, and I travel about 800km a week.'

How long have you been a Delegate at Cradle Mountain Water and why did you take on the role?

Greg: 'I've been in this role for about a year and a half. Trying to make enough time to attend to Members' needs was too much for one person, so I wanted to help. I've been doing a lot of work with a proposed alcohol and other drugs policy that could have significant ramifications in the workplace. We have a lot of work to do to try and protect conditions that have been established in the industry.'

Rohan: 'A bit over two-and-a-half years. We had an Enterprise Agreement negotiation and I wanted to have some input. Recently the pay point progression review has been my main focus.'

Is it helpful to have other Delegates at Cradle Mountain Water?

Greg: 'It means one person doesn't have to do everything. We work together as a team and we always keep in contact with each other and share information.'

Rohan: 'We have Members

everywhere, so it helps. Greg is based in the Devonport shop front and Ian Hope and I are at the Forth office.'

What's been your most rewarding experience as a Delegate so far?

Greg: 'It's rewarding that people feel they can come to you with concerns. I like to help as quickly as I can to give Members assurance we are looking after their interests.'

Also, I'm working on policies and procedures that are being reviewed, which has certainly been an interesting area to look into because it could have long term effects on our industry and workplace.'

Rohan: 'I guess playing a part in getting a better outcome for something, especially the Enterprise Agreement. Although the EA wasn't to my satisfaction it was still a lot better than what we'd have been able to get without the input. It was my first go at negotiating. It's a steep learning curve but I got a lot out of it. It's easy to sit back and point the finger but until you're negotiating an outcome, you don't realise it's not easy.'

As a Delegate what do you find challenging?

Greg: 'The biggest challenge would be trying to balance your time. You need to do a lot of research, checking and communicating with specialised people within the union structure. It's challenging to balance this when you already have a heavy workload. You can spread yourself too thin – that's why it's good there are three of us. You also have to keep one eye over your shoulder, with new policies and structures being created daily.'

Rohan: 'Balancing time between a heavy work load and union work is a challenge. A lot of Delegate work is reactive, so we need to be flexible.'

What advice do you have for new Delegates?

Greg: 'Get professional advice from experienced officers. Also develop your negotiating skills and how to handle what could be volatile situations. With experience you can diffuse these situations. Stay on top of developments as the impact of changes of government and new policies can be significant. Also be self-aware, don't trick yourself into a false sense of security thinking you know everything about being a Delegate because it changes all the time.'

Rohan: 'Listen to advice from union officials and listen to your representatives as well. It's not always easy being a Delegate but when you do get that rare win, it's worth it. Also as a Delegate you realise that being unified you achieve a lot more than you would as an individual.'

What do you like to do when you're not working?

Greg: 'I'm involved in motorsport, particularly powerboat racing, and travel all around Australia. It's considered a very risky activity and there's a lot of work behind the scenes. Like the union, many hands make light work. It takes up a lot of my spare time. It's a summer sport but can go all year Australia wide because the weather is always good somewhere. In Tasmania the season runs from November until May.'

Rohan: 'Golf is probably my biggest passion. My course is the Penguin Golf Course. But I don't go often enough. I've also got two small children as well, which keeps me busy. Children and family are very important to me. I also like going camping and fishing.'

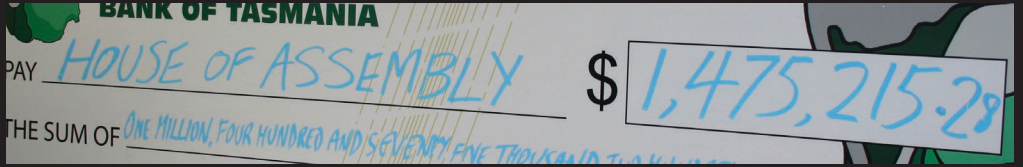


Rohan Heazlewood and Greg Rooke

MENTAL HEALTH RALLY



38% POLITICIANS PAYRISE ; PROTEST AND PETITION



CPSU DELEGATE Jenny Forward is the Royal Hobart Hospital's full-time Refugee Migrant Liaison Officer and she recently spoke with the CPSU about herself, her work and her role as a Delegate.

What does your job involve?

'We see a number of refugees and migrants and staff weren't always sure about how to organise an interpreter or handle communication breakdowns that can happen between people of different cultural backgrounds, so this position was set up.

I provide all the cross-cultural awareness training to hospital staff and the Southern Tasmania Area Health Service staff, and sometimes I'm running five training sessions a day, which I really enjoy.

I'm really passionate about this area of work because I lived in Chile for five years during the dictatorship, and when you've lived overseas under a military government it makes you aware of how much people have suffered before they come to Tasmania.

That's why I'm keen to help them when they do get here, because I've got a small bit of insight into what they may have been through.

A lot of patients I work with from a refugee background have been in camps for 10-20 years and have seen their families killed in front of them.

It's important staff work comfortably with someone from another culture and treat them with respect.

I've been running the training for four years and it keeps changing, and I now focus more on practical skills staff can use, thinking about cultural differences and communication.

Staff may forget some people might have some very different health beliefs and it's important for staff not to get offended or take things personally.

It's upsetting if a patient gets angry, that's understandable, but this person might have been a child soldier at the age of 10, given a gun and told to kill or be killed.

And when you've lived a life like that it might be difficult to stand in a queue or wait in a hospital waiting room for a long time, so I just give staff a bit of context about what these patients might have been through.'



Is the demand for your expertise increasing?

'The demand for training is growing.

I also work with asylum seekers, some in communities and others in detention like those who were in the Pontville Detention Centre, and with international students from UTAS and Polytechnic.

We also have a large number of people here on work visas and we get a few overseas tourists who forget to take out travel insurance.

So staff are seeing larger and larger numbers of culturally diverse people coming through.

I also run a caseload; I support people who have complex issues and I do a lot of advocacy for individual patients.'

What do you enjoy about your position?

'I really enjoy working with culturally diverse communities - it's so rewarding.

Often they've been through very difficult circumstances before they come to Tasmania and they are so grateful for the assistance I can provide them with here in the hospital.

I love the job because I can really assist people to have better health outcomes during their start to a new life in Australia.

I think it's important to have that personal contact because the hospital, like any bureaucracy, can seem big and the staff are often time poor so can't explain things to patients in more detail or provide that emotional support.

That's the good thing about my role; I can provide a lot more support to people if they need it.'

How did you become a Delegate?

'It must be nine years now I've been a Delegate.

I remember my first job when I was 20, and one of my good friends really encouraged me to join the union.

When I started working with Child Protection as a Social Worker the first thing I did was join the union and I was more than happy to be a Delegate because a lot of workers were frightened of standing up for what they know is right, and for standing up for their own rights.



Jenny, far right, marching with samba band Chicada

I could see the workloads were too high and we couldn't work satisfactorily with those children and achieve good outcomes given our high caseloads.

People were frightened of speaking up in case they lost their jobs but I don't have that fear.

I'm committed to social justice and standing up for what's right... sure job security is important but my number one priority is speaking up for people that don't have a voice.

In Child Protection it was only natural for me to become a Delegate and it was important for my colleagues and for the children we were working with because if we had lower caseloads and more staff we were going to provide a better service.'

What area do you cover as Delegate now?

'In the hospital it's a little bit different to Child Protection because there are a few different unions here and there are so many little pockets of workers.

I cover the social work department mainly but if I have an opportunity to talk union business with others I will.

The main thing I do is talk to some of the new employees and encourage them to join a union.

We do have a lot of University of Tasmania students here on placement so I talk to them about the importance of joining a union as well.'

What do you tell people about the union?

'I tell people to join the union because they are often not happy with their work conditions.

Sometimes they're critical of unions and say they aren't doing enough for them, but I say if you want to improve your workplace, if you want the unions to change, the only thing you can do is be in a union.

I tell them we have a more powerful, collective voice if you're in a union rather than just an individual in a workplace, especially in these difficult times where job security isn't as it was.

I think it's really important to have that extra support and power that the union gives you.'

What tips would you give other Delegates?

'My advice for new Delegates is don't be afraid to speak up.

I'm still amazed how many people say they're not in the union because no one asked them.

Be confident - you've chosen to be a Delegate because you're proud of what the union does and you believe you can do positive things in the workplace - so don't be afraid to speak up about that.'

Is there a moment or two that stands out during your time as a Delegate?

'I love rallies, I love protests.

I can't remember what year it was but there was a fantastic rally when I worked at Child Protection, I really enjoyed that.

My colleagues and I spent a couple of days beforehand making banners and it was great to walk down the street and feel very proud of being in a union and to be there with my other workmates.

It felt good because it was another way we could tell the government that we needed to be looked after better.

Also I remember once we took industrial action at Child Protection because the government wasn't listening to us and the only way we could make them listen was to take industrial action.

Even though it was scary at the time it felt good because we could finally get them to take some notice.

I really love the professional development I've received over the years on how to be a good Delegate.'

What do you enjoy outside work?

'I play in a Samba band called Chicada, it's like a street parade band and I love it, and I also sing in the Tasmanian Grassroots Union Choir.

We went to England last year and sang with Billy Bragg on stage in Tolpuddle.

Tolpuddle is seen as the birthplace of the union movement because some workers took an oath together against a landlord to try and get more pay for potatoes, and they were transported to Australia, including one to Tasmania, for trying to set up a union.

It's important to have a creative outlet, and I play a few instruments in Chicada, one is called a tamborim which is a bit like a tambourine except you hit it with a stick, and I also play a big shaker.

Sometimes we'll play for three hours and it's lots of fun.

I also play the cow bells but we call them agogos in Spanish.

We have a lot of fun we practice every Sunday for a few hours and we do a lot of street parades - I love it.'



Jenny and the Grassroots Union Choir with Billy Bragg at the Tolpuddle Martyrs Festival

THE ANNA Stewart Project has run since 1984, and since 2000 in Tasmania, in memory of women's rights campaigner and prominent union official Anna Stewart who died tragically in 1983.

The annual program increases women's understanding of day-to-day operations of unions, encourages them to participate in the union movement, develops networking between women in the union and increases understanding of issues members face.

The project runs over two weeks and includes visits to a range of sites including Unions Tasmania Women's Committee, Parliament House, the Industrial Relations Commission and the Anti-Discrimination Commission.

Women participating in the project receive training on union negotiation skills, collective bargaining, health and safety and many more topics.

The Project is always an exciting time on the union calendar and this year CPSU Delegates Natalie French and Rosemary Stewart joined the other 'Annas' to hear from a range of inspirational women over the course of the eight days.



Natalie French

Natalie French is a CPSU Member at the Department of Economic Development Tourism and the Arts (DEDTA), and is currently a Facilities Officer in Hobart.

A Member since 1994, Natalie's been active in DEDTA's values program that sets out personal and work values for staff, and her involvement in this program led to her Delegate nomination.

'My father was the head of the Australian Education Union, and I was brought up with values such as equality and fairness, both at home and in the workplace.'

A friend encouraged Natalie to apply for the Anna Stewart Project.



Rosemary Stuart

Rosemary Stuart, a Housing Tasmania Tenancy Officer, was the second successful applicant and she's been a union member since 2001 and a Delegate for about two years.

After taking part in Delegate Training, Rosemary viewed her role differently, dealing with matters first rather than picking up the phone to call the union straight away, and this experience prepared her to put her name down for the 2012 Anna Stewart Project.

Labor Senator Carol Brown spoke to this year's 'Annas' about women and politics, saying women's roles had changed remarkably in the Tasmanian Labor Party since she joined at 20 years of age.

Back then women were often at the picket line with soup and sandwiches, but this has changed and now there are five Tasmanian women Labor Senators and women in the positions of Tasmanian ALP President and of course the Tasmanian Premier.

Senator Brown said there was a real effort for women to take up senior positions, but she told participants that although women have come a long way there was still work to be done and no room for complacency.

CPSU Member and 2003 Anna Stewart participant Sharon Carnes also spoke at this year's program.

Sharon is a Glenorchy City Council Alderman, Secretary of Moonah Business Community and a West Moonah Community Action Group Board Member and previously she's worked in a variety of workplaces including Corrective Services, the Tasmanian Ombudsman and DHHS.

She told the group she was from a strong union background, and was a

CPSU Delegate in the past, and said the Anna Stewart Project was instrumental in providing a focus for her career.

Sharon said she found it beneficial to spend time at the CPSU and at the Liquor, Hospitality and Miscellaneous Union (now United Voice) when she did the program.

'It was great to see how unions work differently but still hold the same values.'

2011 Anna Stewart participants and CPSU Delegates Donna Johnston and Lyndal Schneider talked to this year's group to give them advice and encouragement.

Donna said the project had led her to her current position on the CPSU Council and she encouraged participants to be active in their unions.

'It's a really important time to make sure we have strong unions and a high level of density.'

Lyndal told the group she couldn't praise the Anna Stewart program enough.

In the second week the Anna Stewart crew visited the Tasmanian Anti-Discrimination Commission to meet Commissioner Robin Banks.

Robin talked about the *Report It* project which encourages bystanders to take action if they witness discriminatory behavior.

The group also learnt about the Anti-Discrimination Act and what it covers, including areas of employment from recruitment to termination.



Robin Banks

At the end of the second week participants spent time at their own union, so Rosemary and Natalie spent the day at the CPSU researching insecure work in their sectors and talking to the different teams about their activities.

MEMORIAL PROJECT

Natalie particularly enjoyed sitting in on the CPSU Council meeting.

On Monday the following week, they visited another union, so Rosemary went to HACSU and attended her first ballot count and visited Ambulance Tasmania, while Natalie spent the day with the ASU and went to a number of worksites including the Wilderness Society.

The CPSU hosted AEU Delegate and Mayfield Primary School Teacher Bella Murfett who went out on a worksite visit to the RHH with Organiser Jacob Batt and took part in a teleconference about the CPSU's activities for National Child Protection Week.

She also chatted to the Member Advice and Support Team and the Organising and Campaigning Team (OCT) about their roles in the union.

CPSU OCT Lead Organiser Angela Ames talked to the group about the recruitment conversation.



The 2012 'Annas'

Asking Members to join can be difficult so the Delegates discussed ideas on approaching potential members and handling the different objections they might come up against.

One of the highlights of the fortnight was the tour of Parliament House with Graeme Sturges, and thrown in among the history of the ornate architecture and intriguing Westminster traditions were plenty of stories about happenings in the halls over the years.

Graeme encouraged the group and reinforced the importance of unions' role in social and economic policy and the ongoing relevance of the union movement.

The 'Annas' looked around the Upper and Lower Houses, as well as the basement which houses a museum filled with objects and articles that tell the story of parliament in Tasmania.

On the final day of the 2012 program, participants presented their group project on Insecure Work and each participant talked about what insecure work meant for their industry.

Their research covered the public sector, call centres, public and private education and manufacturing and nursing, and it was clear insecure work was a problem across the board in Australia.

CPSU Delegates Rosemary and Natalie talked about the rise of fixed term contracts in the public sector and how the budget constraints in Tasmania had left many workers feeling uncertain about their employment in an industry that was previously thought to be secure.

As usual, the Anna Stewart Memorial Project was a very productive and positive experience for all of this year's 'Annas'.



Rosemary Stuart and Graeme Sturges in Parliament House

NATIONAL Child Protection Week began in 1990 and the week long annual campaign aims to educate all Australians about their part in keeping our children and young people safe from violence, abuse and neglect.

As part of the week the CPSU organised barbecues with Child Protection staff in Hobart, Burnie and Launceston, and the following photos were taken at the very windy event at St Johns Park in Hobart.



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PROTECTION WEEK



**NATIONAL
CHILD
PROTECTION
WEEK 2012**



Young people across Australia play their part, leading community campaigns to end violence against women & children.

LOVE Doesn't Have To Mean Bruises

NATIONAL CHILD PROTECTION WEEK 2012

PLAY Your PART

2ND-8TH SEPTEMBER 2012

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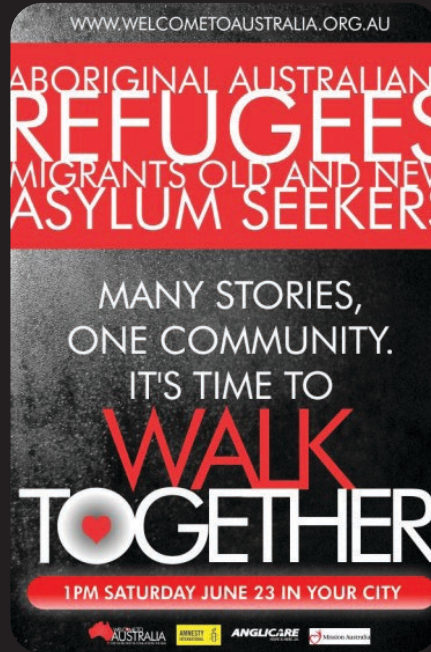
WALK TOGETHER

Walk Together is an opportunity for all Australians to celebrate all that we have in common, to call for an end to the politics of fear and division and to recognise that we've all come from different beginnings to be a part of the Australian journey.

The event is supported by the Refugee Council of Australia, GetUp!, the Settlement Council of Australia, the Diversity Council of Australia, Mission Australia, the Federation of Ethnic Community Councils of Australia, the ACTU, Amnesty, The Oaktree Foundation, TEAR Australia,

JUSTSalvosWA, the Salvation Army Australia Eastern Territory, the Uniting Church in Australia and many more.

Hobart walkers met at the Skills Institute in Campbell Street and marched to Princes Wharf Shed to listen to a range of speakers.



TINA COWEN : CPSU WORKPLACE DELEGATE

FAIRNESS and equality: That's what Tina Cowen is all about, and the long time CPSU Member and Delegate shares her thoughts on unions, workplaces, Delegates and more.



Tina's current job in the State Service

'I'm in Corporates Services, Accounts Payable, and because I'm ex-Polytechnic I pay Tasmanian Polytechnic and Tasmanian Skills invoices and also Education payments.

These are all done slightly differently, they need to be authorised differently, and I also look at travel claims, staff reimbursements, petty cash and child care subsidies among other things.

Before PY10 changes we had electronic purchase order and travel claim systems, but we've gone back to paper because that's how education does it. We've had lots of changes.'

What do you enjoy about your role?

'I started working with the State Government in Adult Ed where I was Enrolments Officer, so I was talking to the little old lady at the start of the term year after year who needed to get into her bridge club, or helping students get into the right classes.

Then I moved away from that, and now I'm in accounts people call me up and say 'we need payment on this' or 'this invoice was made out to the wrong entity'.

I talk to staff needing assistance about how to fill in their travel claim or meal allowance. We're on the phone all the time. So, talking to the outside world is what I really enjoy.'

On being a Delegate

'I started with the State Service in 1993, became permanent in 1999 and started as a Delegate in 2001 when I

came back from maternity leave.

At the time, my issues were things like breast feeding and expressing onsite, and there were so many other women in 99 Bathurst St and nowhere for a new mum to express.

I found attitudes sometimes changed when you become a mum and can't give 100%, and if at 4 o'clock you're asked to work back until 9pm and you can't there's a perception you're not trying hard enough.

Craig Webb was a Delegate onsite at the time and he took me under his wing and I felt really supported - every Delegate needs to feel like that.

Now I've had more experience when talking to managers I try and make sure I have solutions to the problem when I go in.

The Delegate needs to think up some alternatives and be a mediator, if you like, as there are a million ways of sorting the problem if you're happy to explore possibilities.

Sometimes we're fighting for what we've already achieved which I find frustrating, but it's important to protect what you've got - that's one very strong reason why I stay a Delegate.

I do a lot of the basic things, like when a Member says, 'they won't let me take a couple of days off', and often it's about supporting someone.'

What new Delegates should know

'That you're not on your own.

People become Delegates because they see there's a need for fairness, and that's why I came onboard.

Someone needs to argue on behalf of those who aren't in their strongest moment, but you don't have to go in there with guns blazing, just do what you can and stay rational about it.'

A standout union moment

'The Wages Agreement before the current one, when I was part of that mass movement that went down to the City Hall.

You were part of this energy mass - it was the power of not being on your own, that hall was absolutely choc-o-bloc, there were people everywhere.

I spoke on that day and looked at all these people and thought, they're in the same boat as me.

They just want to go to work, do what they need to do, enjoy what they do, go home and enjoy that - that's what we all want.

To be able to assist people in doing that - that's what I get my kicks from.'

What Tina tells others about the union

'I say, alone you strive alone; together you can strive for more.

Some people have already made up their minds, and I don't argue, but if they ask me how I feel about unions I say they are there to help me and my group of peers and workmates.

Unions are where our OHS, holidays, superannuation, maternity leave and eight hour day came from.'

The challenges in today's workplaces

'Fairness and equality - yes women are allowed to hold jobs and everything, but the merit process, I'm not sure if it always happens.

Also I think we're moving away from working as teams, and when changes happen people get into their own corners and safety net themselves.

If we team up we could get the outcomes that are needed.

Not everyone has the same opinion, but they need to work with the main focus in mind.'

What do you enjoy outside work?

'I really like travelling and my son Jaevian and I hop in the car and catch the Spirit quite often.

At Easter we went to Kettering and tried out the new chocolate shop via Cygnet and went back through Huonville and just went exploring. We do a fair bit of that.'

Beliefs about life

'I believe in fairness and equity, and you need to give everybody their own space as everyone's different, and everyone has different opinions.

Never assume you know somebody - everyone has their own baggage and their own insecurities, just let everybody be.'

On Tasmania

'I love Tassie - I love Strahan, Marakoopa caves. I recently did a cruise off Tasman Island and Port Arthur, there were seals, multiple pods of dolphins - we are so lucky in Tassie.'

MEET SOME NEW WORKPLACE DELEGATES

WE'VE had an influx of new Delegates with Organisers recruiting a number of Members to this important union role. Workplace Delegates are an integral link between the union office and Members and are leaders in their workplace who take an active role through support, skills and communication. We spoke to seven new Delegates to find out why they stepped up.

Richard Antoniewicz is an Examiner at DPIPWE's Land Titles Office. Although he's just signed up as Delegate, the role is quite familiar.

'I've been the unofficial Delegate here for a while now as there was no appointed Delegate on this floor. I've been a CPSU Member here for five or six years.'

In his new official role as Delegate, Richard said he would continue to help out in union matters.

Philip Roberts, DPIPWE Senior Policy Officer, joined the CPSU many years ago and he's always been impressed with the way the union Organisers and other CPSU staff have worked hard to protect the interests of Tasmanian workers and the community.

'Over the next few years we can expect to see increasingly irrational statements and actions from politicians and business leaders as they struggle to deal with an economic and social situation that exceeds their capabilities and level of insight. In this environment I see the CPSU as an essential voice and support for workers trying to retain their jobs and maintain their enthusiasm for helping the public.'

Philip looks forward to helping his colleagues and the CPSU in any way he can to make sure everyone gets a fair deal and our professional public service is kept intact.

Di Darcey is a Project Officer in the Community Development Division, Programs and Services Branch, and she recently became a CPSU Delegate though it's not the first time Di's been in the role.

'I signed as a Delegate initially as I value the CPSU and the work they do. A good example is the recent work around negotiating salaries, the additional 10 days leave, and the decoupling of politicians pay increases from the Commonwealth. I'm keen to support the union and being a Delegate is a good way to do it.'

Andrew Harris is a Workforce Learning Leader at the Tasmanian Polytechnic and has been a member of a number of unions over the past 20 or so years, including the Electrical Trades Union and the Australian Education Union.

He's been a CPSU Member for about 12 months now, signing up as a Union Delegate for the first time.

'Being an employee of the Polytechnic, we've had an incredible amount of change, and now we're looking at further changes.'

In his new role Andrew wants to support as many people as he can during these changes.

Sharon Bent is the Customer Services Coordinator at the Devonport LINC. Sharon was redeployed to the worksite in January and just put her hand up to become a Delegate.

'They just needed a union representative here. I've been a union member for quite a while, and with my recent redeployment, I know a bit more about that and I could help others in a similar situation.'

Sharon is keen to support people who need assistance.

Justine Keay's move to become a Delegate recently was really just formalising what she was already doing in her position as Electorate Officer for Deputy Premier Bryan Green.

Over the past couple of years Justine's had discussions with employees in similar employment arrangements and over time she became the contact point to find out various things about employment conditions, issues and how matters are progressing.

'My father was a very active union member and fought for the rights of workers in his industry, even if it didn't benefit him, so I grew up with those values and have been a member of unions in all my workplaces.'

Justine hopes to ensure the voices of her colleagues are heard and their concerns aren't just talked about but are taken further and addressed by those that should listen and who make the decisions.

Denny Fleming, a Service Delivery Officer with TMD, has been a union member for a long time.

About 12 years ago she had some trouble at a previous job where she was blamed for something she didn't do. Denny's employer gave her three written warnings at once, so they could sack her next time something went wrong.

A union Delegate helped her out and the warnings were dropped. Now Denny's become a Delegate in her role with the Department of Premier and Cabinet.

'We didn't have a Delegate after our office was split in two.'

Denny wants to help people understand what unions have done for them.





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Cuts to Service Tasmania shop hours will make it harder to

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-  Sit Driver Knowledge and Learner tests
-  Lodge Birth, Death or Marriage Certificates
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JUGGLING fatherhood, studying, work and union roles... it's hard to know just how CPSU Delegate and Councilor Tom Courto manages to do it all.

Tom recently received an award for his studies through the Skills Institute and he chatted to the CPSU about everything from bushwalking to moustaches.

Tom works in the Parks and Wildlife Service, where he started as a trainee back in 2003.

As a Parks newbie he completed Tourism Certificate 2 through work, and since then he's impressed with his dedication and aptitude to study.

'I started Certificate 4 in Tourism as part of an internal upskilling program. I finished that fairly quickly and managed to negotiate myself into a Diploma course. Again I finished that quickly and then talked my way into an Advanced Diploma Course.'

It was for this Advanced Diploma course that Tom was nominated and won the Rotary Club of Deloraine's Vocational Student of the Year at the Tasmanian Training Awards.

'It was an honour just to be there for the night, for both myself and my wife, and it was the first chance to get out for an evening after our new baby.'

Up against the calibre of people who were there I didn't expect to win.'

Now he'll automatically go into the National Awards in November, but Tom's not giving up the books just yet.

'I'm now looking forward to using the credit from the Advanced Diploma to go to university and finish a degree in Business, Tourism Management.'

At work his job's opened up a raft of opportunities and Tom's acting in higher duties in the Park Entry Fee Unit.

'We deal mostly with enquiries from the general public and we also deal with our tourism operators. There's a fair bit of negotiation and information transfer that needs to happen and the skills and knowledge I've learnt from the courses have easily been applied to those areas.'

Tom's also worked on the Three Capes Project and as Remote Area Fire Fighter during the summer.

'In between those I can be Overland Track Administrator or Online Shop Administrator – so a bit of everything.'

A number of moments stick out in Tom's Parks and Wildlife career.

One was a short term contract as a Regional Asset Coordinator for the southern region.

'That involved collecting data for a strategic asset maintenance priority program about our waste water infrastructure and assets. That was really interesting because of some of the assets we had hidden away that we had no idea about, and you just stumbled across them or just pulled the knowledge out of people's heads.'

Another highlight was working on the Three Capes Project.

'It's fantastic to be involved. I think it would be a great boon for the Tasman Peninsula. And of course the fires. It's a great opportunity to touch base with everyone else in the field and to network and gain new skills.'

When Tom joined Parks in 2003 there was no question about whether to join the union or not.

'It was something I thought was important and related to me as a Parks employee. It's certainly paid off for Parks in the last few years and hopefully with some of the things we've got in the pipeline it will help us in the future.'

Tom sees union Membership as a kind of insurance.

'You take it out just in case. It's always good to have that support network to fall back on and know that the people



LEGATE AND COUNCILOR

involved with the union will go into bat for you – they won't hold back, they'll do everything they possibly can for you. That's why I joined the union in the first place.'

And adding in the Member benefits and tax deductible subs makes being a union Member a no-brainer for Tom.

'It's almost been lost in translation that when we negotiate for our wages it's the CPSU that goes in for us. There isn't anyone else to go in to bat for us to get what we want. That's something I'd like to bring to the forefront in the future, that we do have these people negotiating behind the scenes to get the very best deal out of every single pay negotiation we go into.'

His advice to fellow Parks Members is to keep informed and to stay in touch with their Organisers if they're not getting the information they want.

'Information is really hard to come by these days. We still don't know how the cookie is going to crumble, or even what kind of land Parks is going to take on. There's a whole bunch of different things that we'll have to adapt to in the not-too-distant future, and it'll be an exciting time as well as an anxious time.'

Tom's roles as Delegate and CPSU Councilor have broadened that mindset when it comes to the union.

'I get to have my fingers in a few different pies and broaden my own knowledge. Certainly for me I'm able to see the big picture and it's about being able to transfer relevant information to Members and other Delegates and potential Members.'

He's worn his Delegate hat for one year officially, a number of years unofficially and it's his second stint being a CPSU Councilor after he was re-elected earlier this year.

'I really get a lot out of being a Councilor. Every meeting brings home the variety of different things the CPSU does for its Members, whether it's going in to bat with them in commissions or sorting out pay rises or conditions to providing information on discounts. Being a Councilor is really quite varied and I always get a kick out of it.'

Outside the work sphere, Tom's married with his second child William a recent arrival.



'Funnily enough he was born on the day I was meant to have my interview for the Tasmanian Training award. I was in the waiting room with Hannah in labour and on the phone to Jacqui Maclaime at Skills Tasmania trying to explain that I wouldn't be in for the interview that day. William's doing very well and fitting to the household nicely and his older sister Eliza loves it.'

Other interests include bush walking and rock climbing, making the most of opportunities to take the kids to different National Parks when he can.

The next big family outing planned is to Cradle Mountain when the weather warms up a bit.

Tom's also proactive in raising money for Movember in Parks.

'It's the sixth year now I've organised a team for Parks. Last year we did really well, we had over 20 Members involved and we raised over \$5000, and I'm hoping this year we can almost double that – I'm hoping for 40 Members and raising about \$10,000 – I think that's achievable.'

QUARANTINE staff work hard to protect our state from disease, safeguarding and helping many of our export industries.

From ports and airports to farms, labs and in the office our Quarantine Members are frontline when it comes to protecting Tasmania from pests and disease, and we recently caught up with two of our CPSU Delegates.

Senior Quarantine Officer Cameron Healey has been a CPSU Member since 2001.

'Generally here we've got a high proportion of membership, with the majority of people union Members, so I decided to sign up. It's good have security or advice about anything industrial.'

Cameron's role working with international cargo gives him an interesting insight into Tasmania.

'All the cargo that comes into Tasmania gets risk assessed by my team and I and then it gets directed for whatever needs to happen, such as for inspection or fumigation.'

It's all about using the Commonwealth legislation, and with quarantine there's the state side of things as well. So you have to wear two hats.

Some days you get to go out and do some state work as well, such as going out and inspecting fruit and vegetables from Victoria.

It's interesting, you get to look at everything that's coming into Tasmania from overseas, and you get to see it go over your desk.

You can tell when there's an economic downturn because it slows down quite a bit, but then at Christmas time it goes crazy. You really get a sense of what's going on.'

Cameron said the diversity of his job was interesting.

'Today I was dealing with mining machinery from Europe. We've got to organise the logistics of it coming to Victoria, then arrange for it to come to Tasmania, be inspected and make sure it's got the right permit.'

It also gives you opportunities, for example I'm going to Brisbane next week for a workshop about imported timber vessels, reviewing how the risk assessments have been going for the last year.

Earlier this year I went to New Zealand for an export tour – you've got to keep on top of all these work instructions and procedures.'

Cameron became a Delegate in February to fill in for Terry when he went on long service leave.

'When he came back we decided to have two Delegates. There hasn't been any major things crop up but people know who I am, if there's something that comes up.'

It's good to know you're there for people if they need to chat about issues.'

Outside work Cameron is a father with a keen interest in exercising.

'I normally cycle at lunch times – I usually zip out to Cadbury and back.'

Terry Lockyer is Program Coordinator for Quarantine's survey program, which involves all the fruit fly trapping and all the other pest and disease trapping around the state.

Terry's fairly new to this program, spending most of his life working for Quarantine in plant introductions.

'I used to look after the plant Quarantine station at Kingston where we grow plants from overseas and test them for pests and diseases.'

In a nutshell, that's what I've done for my 30 plus years in Quarantine. Plus looking after the general nursery stock, which are plants that grow in private quarantine areas. For example if you wanted to import bulbs from Holland, you can have your own quarantine area on your own property.'

Before starting with the public service he managed a wholesale plant nursery.

'When I started the Quarantine Station was on Bruny Island. I used to travel by ferry over there twice a week. In 1984 they closed the station and built a new one at the Antarctic site at Kingston. I managed that until last year.'

The fruit fly program is quite seasonal.

'We do two things – we survey for fruit fly, we've got about 1000 traps around the state, which we monitor in the summer every week. In the winter monitoring is done every fortnight because there's a lower risk of fruit flies.'

That's done for the whole community, even though it helps industry because a lot of countries they export to require certification that says "we are free of fruit fly", and the only way we can tell them that with our hand on our heart, is if we're out there looking for it.'



Cameron Healey

The other part of the program is directly for industry.

'We export to a lot of countries, Japan, Korea, Taiwan, China, and they're interested that the products we export don't have pests that are found in Tasmania, as well as exotic ones, so we set traps for the grower for these pests.'

Typically these are codling moth, oriental fruit moth, gypsy moth and western flower thrip. It's essential for the grower so they can export their product.'

During winter is maintenance time, with traps cleaned, checked and prepared for the start of the busy season.

Fruit fly traps are like a litre plastic jar with a lid, hung on a host tree which fruit fly is interested in.

Inside the jar is a lure, made up of a sex pheromone that attracts the flies as well as an insecticide, so the insects die in the jars, ready for inspection.

'Quite often we find native fruit flies, that aren't of concern, but we'd normally collect these and send them to the Newtown research lab to get an ID, so it's known what type of fruit fly it is, with about 2-3 native fruit flies in Tasmania.'

Last year a fruit fly was found for the first time and Quarantine set up extra traps around the site where the fruit fly was found to make sure it wasn't an outbreak and monitored them for 8 weeks. After no more flies were found the state was fruit fly free again.

His experience has given Terry a great insight into the agricultural industry.

When it comes to experience, Terry's also a seasoned CPSU Member, joining in 1981.

'I've always been a supporter of Labor and unionism and my parents were, so I've grown up with it.'

So whenever I start at a workplace, I sign-up straight away as it's my background and my values.'

Terry's only needed personal union help with one issue, and he really appreciated the support he received at the time.

'There's a lot more emphasis now on the workplace, OH &S, behaving yourself.'

Often he's able to resolve issues without calling in an Organiser.

'You need the strength of the union for the big things but you don't always need the 'big guns' for the small things.'

In Quarantine we've always had a high participation rate when it comes to the union.'

Terry's been a Delegate on and off for a long time.

'To be honest, years ago when I started, I became a Delegate because I was asked. The manager at that time was a very strong union man, he said "look, you get on with people, listen to people and people come and talk to you, so you'd be quite good at it," so that's why I started doing it.'

Pretty much the same happened working here – the request went out, and the Manager asked me to put my name forward.'

Terry took part in Delegate training in the last few years, saying it was great

to have the time to think about the role and what it meant.

Looking forward he'd like to see a few more Delegates come on board at other Quarantine worksites.

Away from the worksite, Terry currently enjoys bushwalking and taking his dogs for walks.

He also is a volunteer dog walker at the Dogs' Home of Tasmania.

Previously a self-described old rocker, he recently started to listen to classical music.

'In the future I plan on becoming one of those grey nomads and travelling around Australia.'

I've been around Australia a couple of times, and I'd really like to go back to some of the places I've been to before and discover some new places as well.'



Terry Lockyer



Community and Public Sector Union

CPSU (State Public Services Federation Tasmania) Inc. - CPSU (SPSF Group, Tasmanian Branch)

Committee Of Management Statement

The Committee of Management Statement has been made in accordance with a resolution passed by the Committee on 24 July 2012

On the 24 July 2012 the Committee of Management of the Community and Public Sector Union (SPSF Group, Tasmanian Branch) passed the following resolution in relation to the General Purpose Financial Report (GPFR) of the reporting unit for the financial year ended 30 June 2012:

The Committee of Management declares in relation to the GPFR that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the General Manager of Fair Work Australia;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position equity change and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the committee of management were held in accordance with the rules of the organisation including the rules of the branch concerned; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of the branch concerned; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the Act and the Fair Work (Registered Organisations) Regulations 2009.; and
 - (iv) as the organisation consists of 2 or more reporting units, the financial records of the reporting units have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation.; and
 - (v) there were no recovery of wages activity for the financial year

For Committee of Management: Mathew Johnston (Designated Officer)

Title of Office held: Acting Branch Secretary

Signature:

Date: 24 July 2012



Community and Public Sector Union

CPSU (State Public Services Federation Tasmania) Inc. - CPSU (SPSF Group, Tasmanian Branch)

THE COMMUNITY AND PUBLIC SECTOR UNION (SPSFT) INC OPERATING REPORT YEAR ENDED 30 JUNE 2012

I Mathew Johnston, being the Assistant General Secretary of the CPSU (SPSFT) Inc, report operations for the year ended 30 June 2012 as follows:

Review of Principal Activities

1. Representing individual members in grievance disputes with employers resulting in members being treated fairly and their rights respected.
2. Representing all members at various workplaces regarding disputes with employers resulting in a fair outcome.
3. Negotiate Enterprise Bargaining Agreements resulting in increased wages and conditions for members covered by those Agreements.
4. Negotiate Industrial Agreements at a number of worksites resulting in the settlement of disputes or resulting in flexible working arrangements.
5. Representing members in the Tasmanian Industrial Commission in unfair dismissal cases resulting in a fair outcome for members.
6. Monthly committee and finance meetings to initiate, monitor and evaluate operational and finance activities.
7. Providing Union Delegates and Worksite Committee members with training and education to enable them to better represent members in the workplace.

No significant change in the nature of these activities occurred during the year.

The surplus of the union for the financial year amounts to \$38,103. There were no significant changes to the financial affairs during the year.

Number of members as at 30 June 2012: 4093 financial members.

Details of rights of members to resign: A member of the Union may resign from membership by written notice addressed and delivered to the Branch Secretary giving notice in accordance with SPSF (Federal) Rule 8.

Details of superannuation trustee as at 30 June 2012: None.

Number of employees: 22 employees as at 30 June 2012



PETER DAWSON

Chartered Accountant
Business Consultant

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**COMMUNITY & PUBLIC SECTOR UNION (SPSFT) INC.
INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE COMMUNITY & PUBLIC
SECTOR UNION (SPSFT) FOR YEAR ENDED 30 JUNE 2012**

Scope

I have audited the general purpose financial report of the Community & Public Sector Union (SPSFT) Inc. for the year ended 30 June 2012 which incorporates:

- Statement of Financial Performance for the period 1 July 2011 to 30 June 2012
- Statement of Financial Position as at 30 June 2012
- Notes to the Financial Statements including significant accounting policies
- Statement of Cash Flows for the period 1 July 2011 to 30 June 2012
- Statement of Changes in Equity for period 1 July 2011 to 30 June 2012
- Committee of Management Statement
- Committee of Management Operating Report for year ended 30 June 2012

The Organisation is responsible for the preparation and presentation of the financial report and information contained therein and has determined that accounting policies used are consistent with the financial reporting requirements of the Organisation's constitution and are appropriate to meet the needs of members. I have conducted an independent audit of the financial report in order to express an opinion on it to members of the Organisation. The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee of Management's financial reporting requirements under the Organisation's constitution.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with accounting policies adopted.

The audit opinion in this report has been formed on the above basis.

Independence

In conducting my audit, I followed applicable independence requirements of Australian professional ethical pronouncements and the Fair Work (Registered Organisations) Act 2009.

Audit Opinion

In my opinion, the general purpose financial report presents fairly in accordance with applicable Australian Accounting Standards, The Fair Work (Registered Organisations) Act 2009, and other mandatory professional reporting requirements in Australia.

Peter Dawson
Member Institute of Chartered Accountants in Australia
Holder of Certificate of Public Practice


Peter Dawson

24 July 2012

CPSU (SPSFT) Inc.
Statement of Financial Performance
for year ending 30 June 2012

	2012	NOTE	2011
INCOME			
Subscriptions	2,041,427		2,064,900
Other Income	255,839	8	165,506
TOTAL INCOME	2,297,265		2,230,406
LESS COST OF SALES			
Movie Tickets/Coles/Woolworths vouchers	176,052	9	97,772
GROSS PROFIT	2,121,214		2,132,634
LESS EXPENSES			
Affiliation	100,474	6a	100,978
Communication	73,836	6b	61,530
Campaigning Costs	29,726	6c	92,667
Meetings with Stakeholders	18,148		28,732
Depreciation	86,938		99,796
Financial	12,902	6d	11,237
Membership Expenses	14,976	6e	14,328
Motor Vehicle & Staff Travel	54,039		47,669
Office Support	104,685		114,126
Property	66,218		55,740
Wages & Salaries	1,271,282	7a	1,150,336
Honoraria	14,413		13,993
Superannuation	139,507	7b	132,457
Other Staffing	101,399		229,815
TOTAL EXPENSES	2,088,544		2,006,137
OPERATING PROFIT	32,670		126,496
Gain / (Loss) on Sale of Asset	5,433		2,216
NET PROFIT / (LOSS)	38,103		128,712

CPSU (SPSFT) Inc.
Statement of Financial Position
as at 30 June 2012

	2012	NOTE	2011
ASSETS			
CURRENT ASSETS			
Cash on Hand	840,150		774,227
Debtors	26,965		45,902
Inventory	17,996		11,036
Prepayments	5,168		<u>6,257</u>
TOTAL CURRENT ASSETS	890,280		837,422
NON-CURRENT ASSETS			
IT Equipment	37,902	1b	33,103
Furniture & Other Equipment	2,495		2,165
Land & Buildings	944,750		965,000
Motor Vehicles	123,616		<u>115,390</u>
TOTAL NON-CURRENT ASSETS	1,108,763		1,115,659
TOTAL ASSETS	1,999,043		1,953,081
Liabilities			
CURRENT LIABILITIES			
Creditors	90,931		92,758
Leave Liabilities employees	53,075	1d	68,589
Leave Liabilities office holders	117,372	1d	<u>107,142</u>
TOTAL CURRENT LIABILITIES	261,379		268,489
NON-CURRENT LIABILITIES			
Leave Liabilities employees	60,091	1d	<u>45,122</u>
TOTAL NON-CURRENT LIABILITIES	60,091		45,122
TOTAL LIABILITIES	321,470		313,611
NET ASSETS	1,677,573		1,639,470
EQUITY			
MEMBERS EQUITY			
Retained Earnings	1,112,848		984,135
Current Year Earnings	38,103		128,712
Reserves			
Amelioration Fund Res	7,000		7,000
Asset Revaluation Reserve	519,623		<u>519,623</u>
TOTAL MEMBERS EQUITY	1,677,573		1,639,470
TOTAL EQUITY	1,677,573		1,639,470

COMMUNITY AND PUBLIC SECTOR UNION (SPSFT) INC

Notes to the Financial Statements

Year Ended 30 June 2012

1 Accounting Policies

This financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, and other authoritative pronouncements of the Australian Accounting Standards Board.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report.

- a) The financial report has been prepared on an accruals basis and is based on historical costs.
Subscription income is recognised on receipt as provided under Section 252 of the Fair Work (Registered Organisations) Act 2009.
- b) "Land & Buildings are stated at 2011 Independent Valuation".
Property and equipment is stated at the lower of cost less depreciation or the recoverable amount. With the exception of land, property and equipment is depreciated over the expected useful life of each asset using the straight-line basis. Depreciation rates for each class of depreciable assets are:

	2012	2011
Buildings	5.00%	5.00%
Building Improvements	12.50%	12.50%
Motor vehicles	22.50%	22.50%
Electronics hardware	33.33%	33.33%
Electronics software	100.00%	100.00%
Furniture, equipment	25.00%	25.00%

- c) Revenues, expenses and assets are recognised net of GST except where the GST is not recoverable from the taxation authority.
- d) Annual Leave - all annual leave accrued is expected to be taken within the next 12 months
Long Service Leave - non current liability accrued for employees with 0 - 7 years service, and those employees with service of 7 years or more being recognised as a current liability.
Sick Leave - on cessation of employment no sick leave is paid out therefore no current liability is held
Retirement & Super - not a retirement fund organisation therefore recorded as expense when occurs
It is noted this policy has changed from prior years, when the threshold from non-current to current was 5 years.

1A Impact of adopting Australian Equivalents to IFRS

General purpose financial reports for years ending 2006 onwards are required to restate accounting policies and financial reporting from current Australian Standards (AGAAP) to Australian equivalents of international Financial Reporting Standards (AIFRS). The Union's Management Committee considers the effect to be immaterial.

2 Information to be provided to members or General Manager

Attention of members is drawn to the provisions of Section 272, subsections (1), (2) and (3) which read as follows:

- (1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.

COMMUNITY AND PUBLIC SECTOR UNION (SPSFT) INC**Notes to the Financial Statements**

Year Ended 30 June 2012

- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

3 Movements in Reserves

	2012	2011	Movement
Amelioration Fund	7,000	7,000	0
Asset Revaluation	519,623	519,623	0
Reserve balances	526,623	526,623	0

4 Membership

Union membership at 30 June 2012 was 4,093 (2011: 4,298)

5 Auditor's Remuneration

Amounts paid or payable to the Union's auditor for the 2010 - 2011 audit totalled \$3,400 (2009-2010: \$3,300)

6 Expenses

- a Affiliation: Includes \$15625 paid to CPSU (SPSF Group, Tasmanian Branch)
- b Communications: Expenses incurred for advertising, annual report, email/internet, marketing & promotions, telephone, postage/freight, printing, web page & year planners
- c Campaigning Cost: discontinued work partners involvement and no outlay for TV Campaign Adds
- d Financial: Expenses for Audit Fees of \$3,400 & Bank Charges of \$9,502
- e Membership Expenses: Includes Donations \$250, Legal Fees \$8,958. Unions Shopper, Amelioration Assistance & Scholarship/Sponsorship

7 Honararia, Salaries of Office Holders

- a Includes salaries paid to Office Holder's totalling \$249,103
- b Includes superannuation paid to Office Holder's super accounts totalling \$37,179

8 Income

Increase in other income with the introduction of sales of Woolworths Gift Cards and general increase in movie tickets & Coles Gift Cards

9 Cost of Sales

Increase in cost of sales with the introduction of Woolworths gift cards and State Cinema Movie Tickets

CPSU (SPSFT) Inc.
Statement of Changes in Equity
for year ending 30 June 2012

	2012	NOTE	2011
Net Effect of the Adoption of a New Accounting Standard	0		0
Increase / (Decrease) in Asset Revaluation Reserve	0		90,613
Increase / (Decrease) in Net Assets due to Administrative Restructure	0		0
Income tax on items taken directly to or transferred directly from equity	0		0
Net income recognised directly in equity	0		90,613
Profit / (Loss) for period	38,103		128,712
Total recognised income and expense for the period	38,103		219,325

CPSU (SPSFT) Inc.
Statement of Cash Flows
For the Year Ended 30 June 2012

	2012	2011
Net Cash Flows from Operating Activities	140,533	253,581
Net Cash Flows from Investing Activities	-74,610	-49,254
Net Cash Flows from Financing Activities	0	0
Net Cash for the year	65,923	204,327
Balance at start of year	774,227	569,900
Balance at end of year	840,150	774,227
Made up by:		
Bank	839,150	772,927
Cash	1,000	1,300
	840,150	774,227

Result for Year is reconciled to cash surplus from operations as follows:

Profit for the Year	38,103	128,712
Changes in non-cash items		
Depreciation	86,938	99,796
Prepayments	1,088	-4,535
Profit on Disposal of Assets	-	5,433
Inventory	-	6,960
Employee entitlements	9,687	14,819
Debtors	18,937	-29,271
Creditors	-	1,827
Cash Surplus from Operations	140,533	226,407



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**COMMUNITY & PUBLIC SECTOR UNION (SPSFT) INC.
INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE COMMUNITY & PUBLIC
SECTOR UNION (SPSFT) FOR YEAR ENDED 30 JUNE 2012**

Scope

I have audited the general purpose financial report of the Community & Public Sector Union (SPSFT) Inc. for the year ended 30 June 2012 which incorporates:

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- Committee of Management Statement
- Committee of Management Operating Report for year ended 30 June 2012

The Organisation is responsible for the preparation and presentation of the financial report and information contained therein and has determined that accounting policies used are consistent with the financial reporting requirements of the Organisation's constitution and are appropriate to meet the needs of members. I have conducted an independent audit of the financial report in order to express an opinion on it to members of the Organisation. The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee of Management's financial reporting requirements under the Organisation's constitution.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with accounting policies adopted.

The audit opinion in this report has been formed on the above basis.

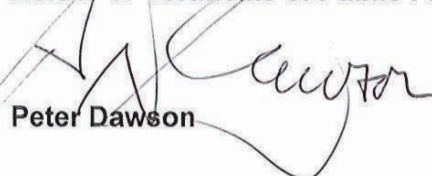
Independence

In conducting my audit, I followed applicable independence requirements of Australian professional ethical pronouncements and the Fair Work (Registered Organisations) Act 2009.

Audit Opinion

In my opinion, the general purpose financial report presents fairly in accordance with applicable Australian Accounting Standards, The Fair Work (Registered Organisations) Act 2009, and other mandatory professional reporting requirements in Australia.

Peter Dawson
Member Institute of Chartered Accountants in Australia
Holder of Certificate of Public Practice


Peter Dawson

24 July 2012

**CPSU (SPSF Group, Tasmanian Branch)
Statement of Financial Performance
for year ended 30 June 2012**

	2012	2011
RECEIPTS		
Capitation Fees	15,625	14,912
Interest	<u>0</u>	<u>0</u>
TOTAL INCOME	15,625	14,912
PAYMENTS		
Affiliation Fees - ACTU	15,350	14,637
Audit fees	275	275
Bank fees	<u>0</u>	<u>0</u>
TOTAL EXPENSES	<u>15,625</u>	<u>14,912</u>
Surplus (- deficit) for year		
Balance brought forward	<u>74</u>	<u>74</u>
Balance carried forward	<u>74</u>	<u>74</u>
Balance represented by:		
Amount owed by CPSU	0	0
Cash at bank	<u>74</u>	<u>74</u>
	<u>74</u>	<u>74</u>

Notes to the Financial Statements

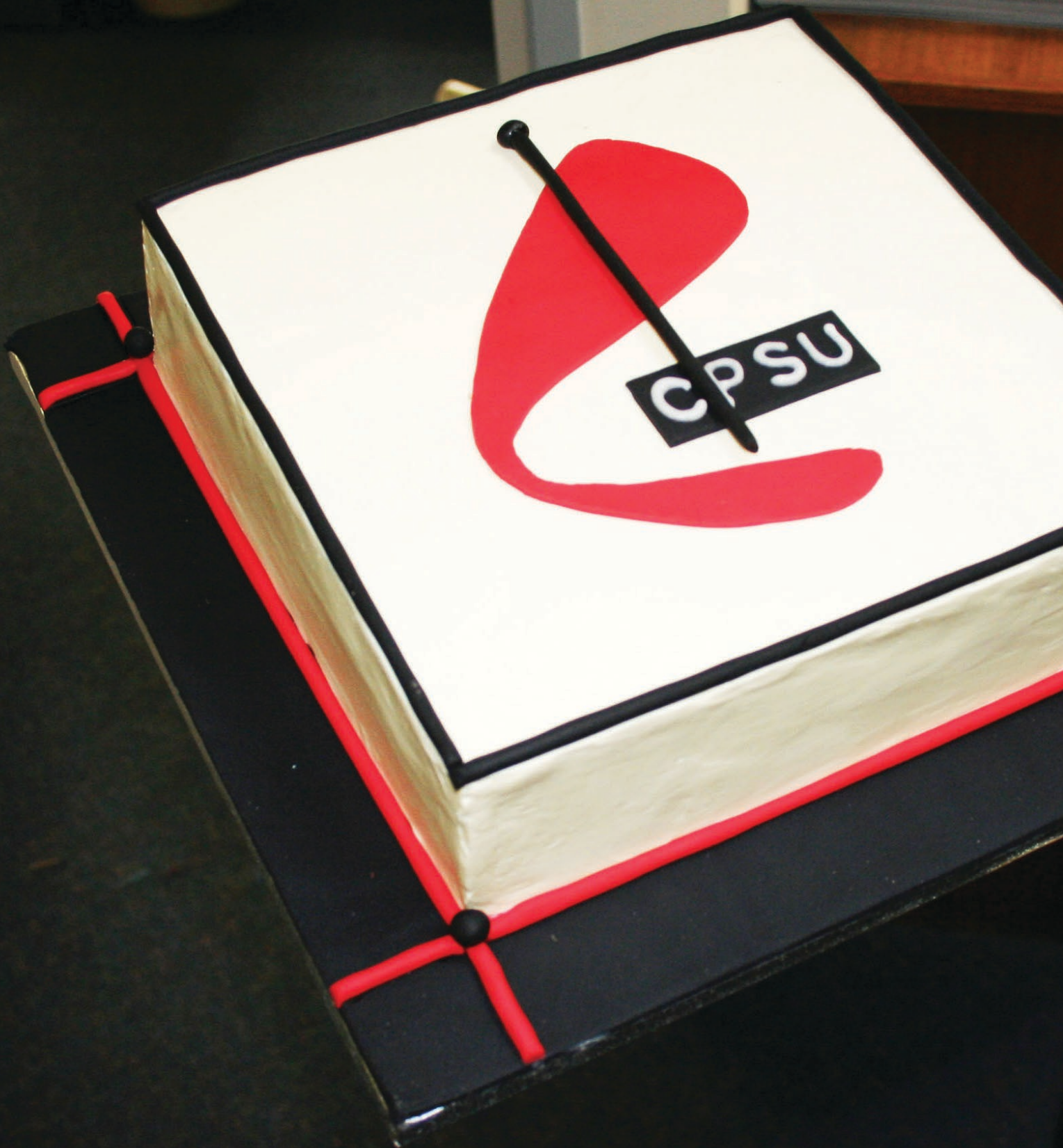
Information to be provided to members or General Manager

In accordance with the requirements of the Fair Work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of Section 272, subsections (1), (2) and (3) which read as follows:

- (1) A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified prescribed information in relation to the reporting unit to be made available to the person making the application.
- (2) The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must not be less than 14 days after the application is given to the reporting unit.
- (3) A reporting unit must comply with an application made under subsection (1).

Accounting Policies

All transactions are recorded on an accrual basis.



Almost too good to eat... almost. Cake made by a Member in appreciation of invaluable help from our Member Advice & Support Team