



# GROWTH & HOPE

CPSU 2012-13 ANNUAL REPORT



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## CPSU COUNCIL & EXECUTIVE

The CPSU Branch Council is a group of dedicated CPSU Members who volunteer their time to help manage your union. They meet regularly to hold discussions and make decisions about a range of important issues from policy, membership and staffing to campaigns and financial matters. The most crucial role of Council is determining the direction of your CPSU.

### COUNCILORS

Allen Stennings  
 Andrew Harris  
 Donna Johnston  
 Jodie Elmer  
 Leah Woolford  
 Marc Nevah  
 Pauline Blyth  
 Thomas Courto  
 Stephen Hutchinson  
 Scott Ragg

### EXECUTIVE COUNCILORS

President: Grant Ransley  
 Treasurer: Tim Turner  
 Dep. President: Ros Faulks  
 Dep. President: Lindsay Jones  
 Christine Mitchell  
 Steve Arditto  
 Ken Hart  
 Tom Lynch  
 Mathew Johnston

**APRIL 2013 marked my 10th anniversary as General Secretary of the CPSU and, like many who pass a milestone, I took some time to think about what I'd learned over that period.**

The first thing to say is that the media depiction of what the role of a union secretary entails is far from the truth.

Rather than spending many hours in secluded coffee shops scheming about the careers of our political leaders I spend much of my time on far more mundane matters – budgeting, staff management, governance, planning lobbying and negotiating.

The CPSU is in effect a small business with an annual turnover of around \$2.5M.

We employ around 20 staff, own property, operate a small vehicle fleet and do all the things any other small business does – BAS returns, insurance, banking, etc.

The main difference between the CPSU and other small businesses is that we're owned and managed by our 4000 Members.

They fund the operation of the union through their subscriptions and they elect Officers and Councilors to do the day to day management of the union on their behalf.

Two of the elected positions in the union are paid officials, Mat Johnston and myself, but the rest are honorary.

These people fill crucial roles on top of their normal paid positions, and I've learned that without the efforts of our honorary officials we couldn't operate, and I try to do everything possible to make their roles easier.

Another key lesson I've learned is that more can be achieved by using my time to engage and support others to work towards a goal rather than trying to do it on my own.

This hasn't been an easy lesson as I like to get stuck in and enjoy the sense of accomplishment that comes from winning, but I've gradually accepted my role is that of an educator and facilitator and if I do these functions well the outcomes are even better.

The final thing I've learned is probably the most important – without unions workers don't get a fair go.

Before becoming a fulltime union official I knew the role of unions was important but I also assumed there were other checks and balances in the system that stopped workers from being exploited.

But I've learned that unless workers demand a seat at the table, and unless someone is looking at things from their perspective, their interests are disregarded.

Unions help workers equalise power in the workplace so the needs of the employer are balanced against the needs of their workforce.

It's a never ending tug of war that will always come down on the employer's side if the union becomes weak or compromised.

I'm very proud to have been given the opportunity to lead the CPSU over the past decade.

I thank the Councilors, staff and Members who've offered me their support, loyalty and friendship over this time and hope they'll keep working with me as we continue our fight.



# GRANT RANSLEY : PRESIDENT

**WHATEVER unknowns may await us all in the coming year we know big changes are afoot - Federal and State elections, a changing State Service with a variable, often shrinking, budget and increasing demands on services.**

Our ability to influence some things in life is limited but our vote in an election can make a huge difference, and we also have an ability to positively influence whatever change may be occurring in our workplace simply through being engaged.

There are few workers who don't care about changes that may have an impact on them, but there's still a large percentage who simply won't engage within their workplace to influence negative, or even positive, changes.

There are a number of reasons for this, such as fear of retribution from others

for expressing a view, memories of disappointment from previous change processes - 'Why would it be any different this time?' - and my favourite: 'It won't affect me, my job won't change'.

Choose to be engaged.

Choose to talk with your colleagues, manager and your union.

Choose to have a say in how your workplace can be better.

Decide to get involved.

Together we can influence your working life for the better.

Over the past 12 months there has been significant change, and your union has been engaged with you on too many issues to list here, but they include a new Public Sector Unions

Wages Agreement log of claims, a Workplace Satisfaction Survey, changes to the State Service Act and a Service Provision Review.

A multitude of other issues were dealt with through the CPSU's Member Advice & Support and Organising & Campaigning teams, CPSU Officers and Workplace Delegates.

I thank each and every Member for their service to the Tasmanian community and to our union, and I thank past and present CPSU staff for their dedication and efforts over the previous year.

A big thank you to the CPSU Council, Executive and Officers for leading the way in engagement and representing the interests and values of Members in a way that makes me proud to be union.



# MAT JOHNSTON : MAST

**THE LAST financial year was a great year for your CPSU Membership Assistance and Support Team (MAST).**

I'd like to acknowledge the work of your MAST staff - Celeste Miller, Katrina Bicket, Blair Dowker, Stephanie Jablonski, Shannon Harwood and, most recently, James Roberts.

Kier Tyson, the team's former Lead Organiser, left your CPSU to pursue different professional opportunities in early 2013 but I'd like to thank her for the exceptional work she did during her years with us.

Since I assumed operational leadership of the team we've made a number of significant amendments to our overarching strategy and the manner in which we undertake our work.

We've restructured the team to streamline our processes and ensure the right issues are going to the right staff member and that Members are provided with high quality support in a timely manner.

Your MAST Organisers have proven themselves to be adaptable, resilient, creative and professional and this has resulted in fantastic outcomes for hundreds of CPSU Members.

Over the course of 2012/13 MAST has received 746 incoming cases from Members.

Some cases could be resolved immediately while others required some simple research or clarification

with an employer before providing the Member with the response they needed, but a significant proportion of our work was complex and challenging.

Most prevalent were queries regarding entitlements like leave and allowances, classification matters, hours of work and workload, and Workers Compensation.

We achieved significant wins for Members that resulted in the payment of nearly half a million dollars in unpaid entitlements and wages.

Our revised strategies on enforcement of entitlements and the use of the Tasmanian Industrial Commission has certainly paid dividends for many Members and has improved adherence from most Agencies.

In recent times employers have conceded breaches prior to Commission hearings which has also resulted in payment of unpaid entitlements.

Your Member Advice & Support Team has appeared in the Commission on 55 occasions throughout 2012/13 and our success rate has been very high.

We'll continue to work on our industrial practice through training and review to become an even more effective enforcement arm of your CPSU.

Inside your union we're also tasked with negotiating Industrial Agreements in the frameworks provided by both

industrial statutes - the Fair Work Act and the Tasmanian Industrial Relations Act.

During 2012/13 we finalised five Agreements covering approximately 2500 workers and are now negotiating or are about to start work on 10 more Agreements covering well over 20,000 working Tasmanians.

The bargaining environment has been challenging and there's no doubt this year will be just as tough.

I'm very proud of the work done by our team over the year and the way in which they have conducted themselves in what can be a highly charged adversarial environment.

As a CPSU Member you have professional, motivated and principled people working for you every day.

We're looking forward to continuing our work for Members and carrying last financial year's momentum forward to build an even more effective CPSU.

## THE YEAR IN REVIEW

• 746 cases

• \$494,000 in unpaid entitlements recovered

• 55 Commission appearances

• 15 Agreements under negotiation or finalised covering more than 22,500 Tasmanian workers.



**THE CPSU Organising & Campaigning Team (OCT) continued the 2011/12 focus on building a capacity within each workplace for Members to be able to have greater influence over how their workplace operates.**

We've developed workplace leaders with another 51 Delegates undertaking Foundation Training, and our Organisers have worked to further develop those who'd already done this training.

We also kept developing and encouraging Member activism by involving them in campaigns such as the recent round of membership meetings to develop the Public Sector Unions Wages Agreement log of claims.

OCT had conversations in workplaces about the importance of increasing union density to ensure you have the strength to win on the issues that are important to you.

The most exciting and progressive thing OCT has done outside of your workplace this year to enable

us to build on these things is our participation in the ACTU Organising Works program.

This program means your Organisers obtain the nationally accredited Certificate IV in Unionism & Industrial Relations.

2013 is the first year this program has been run in Tasmania and I'm very proud to say that of the nine Tasmanian participants four of them were from our CPSU team.

We're already experiencing the benefit of this development of our Organisers with many of your workplaces seeing an increase in your leaders' and Delegates' skills and Member activism through improved workplace structures and improved density.

And there's been a fantastic increase in activism in a number of workplaces where Members may not have previously experienced the strength to proactively impact on the direction of their own workplaces.

I'm looking forward to Ruby, Nick, Rosemary and Leah finishing this program so I can introduce them to more of you by getting them out into your workplaces and making a difference.

I thank them for the dedication and passion with which they have embraced the program and applied what they're learning to your workplaces.

Thank you to Luke, Sarah and Kathryn for their tireless efforts supporting Members and also to their colleagues who are learning the ropes.

I envisage this coming twelve months being a significant year in the evolution of OCT, starting with the largest crew of skilled, passionate Organisers the team's ever had.

In addition, these Organisers are now supported by a fabulous group of trained and capable Delegates working together to make sure CPSU Members have empowered workplaces.



**DURING Delegate training last year the CPSU chatted to a number of dedicated Workplace Delegates.**

**Peter Feil works at Parks & Wildlife Service's Tolosa St Glenorchy office and Richard Bennett is from Consumer Affairs & Fair Trading in the Department of Justice.**

How long have you been a Delegate?

Peter: "Probably about 5-6 years."

Richard: "I became a Delegate 18 months ago."

What's the role involved so far?

Peter: "The union approached me about becoming a Delegate. There was a gap in our workplace as the previous Delegate had been in the role for many years and wanted a break. He gave me all of his documents and I got a handle on the main issues."

I generally get approached by about day-to-day issues such as our Industrial Agreement and interpretations of what it means.

The Agreement is up for renewal and I think that's something I'll probably be involved in.

We'd been trying to update the Industrial Agreement for 13 years so I started pursuing that and it happened, even though it was a long process and took three years, now the Agreement's come to the end of its first incarnation.

I haven't been as active as I could be in terms of recruiting but after this training I think I will talk to a few more people about joining."

Richard: "I came into the role because of demand, we didn't have a Delegate for a long time and we had a number of unpleasant issues happening."

I felt I needed to support colleagues who were being treated quite unfairly, so I put my hand up because of workplace circumstances and wanting to push back against what was happening."

What are the challenges of the role?

Richard: "Some Member expectations about what can be done, when they aren't really realistic. Another challenge is trying to balance being a Delegate with your actual job."

Sometimes it can also be difficult having conversations with colleagues in a Delegate capacity."

Peter: "Also dealing with people who are in management can often be difficult as you don't know really what to expect."

What advice would you have for Members pondering the Delegate role?

Richard: "I'd suggest certainly giving it a go, I think you've got to contribute to your workplace."

Peter: "I'd definitely encourage anyone to take it on."

I know there are a lot of big gaps in Parks because of how it's structured operationally, with worksites spread out around the state, and I'd like to see a Delegate in every field centre."

**WE ALSO caught up with Shirley Barron and Lyndal Schneider.**

Shirley's a Teacher Assistant three days a week and an Office Clerk the other two days, and in 2012 celebrated her 35th anniversary working for the Department of Education.

"It's a really good school to work in, it's like a second home really."

Shirley's been at Risdon Vale Primary

for the entire 35 years and has been a Delegate for so long she can't remember when she started.

"It's been quite a few years though."

Nominated by her peers, she was happy to take up the job.

"I tell people who aren't in the union 'get some back-up, get some power behind you', it's a good thing to be in the CPSU."

I enjoy being a Delegate and passing out information, and around this time of year, November, all the TAs get a bit toey about permanency."

This was the first two-day block of Delegate training for Shirley, and she was enjoying it and learning a lot.

Lyndal Schneider is a Library Technician at the Hobart LINC and has been a CPSU Delegate for seven years since self-nominating after two relatives were harshly terminated by their employers.

"I didn't want something like that to happen to me or someone else I worked with so I told my colleagues I was putting my name forward to be a Delegate."

Lyndal's tackled several workplace issues that have benefited a number of her colleagues.

One of these was winning travel reimbursement for colleagues who need to work quite a distance from their usual worksite and another was the Library Technician translation reviews, which were a long, hard slog but successful.

Experience in the Delegate role has taught Lyndal what issues to tackle.

"I pick my fights".



Peter Feil and Richard Bennett



Lyndal Schneider and Shirley Barron

# FORCED REDUNDANCIES : REMOVE THE THREAT

GETTING the government to commit to no forced redundancies was something the CPSU's been fighting for over a number of years.

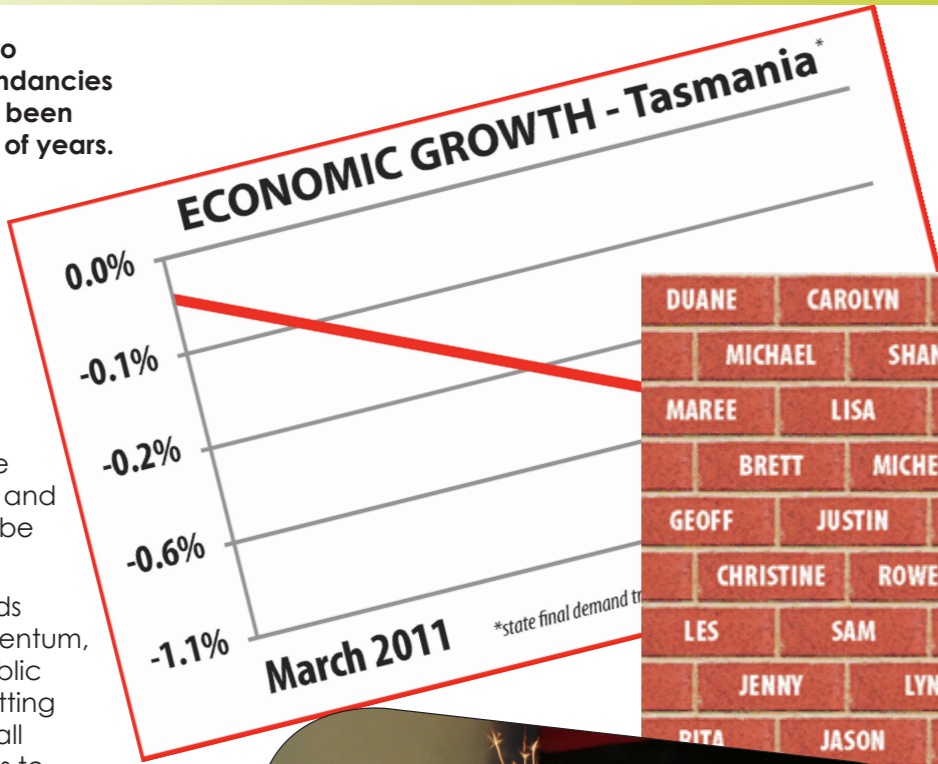
In 2011 Premier Giddings announced plans to slash Tasmania's public sector workforce and refused to rule out making public sector workers forcibly redundant.

Her government then changed the State Service Act 2000 to make it easier and faster for these workers to be made forcibly redundant.

Late 2012 campaign TV ads gave the issue more momentum, with Members and the public jumping on board and putting their names on a virtual wall to call on Premier Giddings to 'remove the threat and restore the confidence'.

Finally in March 2013, thanks to pressure from CPSU Members, the Premier ruled out forced redundancies, which was great news for public sector workers who'd struggled with the fear of losing their jobs since 2011.

In its PSUWA bargaining the CPSU is looking to further entrench this promise through the removal of section 47 from the State Service Act 2000.



**WRONG WAY  
GO BACK**

**FORCED  
REDUNDANCIES**

**REMOVE THE THREAT  
RESTORE THE  
CONFIDENCE** ↑

**YOU can find Rob Tymms at the picturesque Port Arthur Historic Site interpreting our state's convict history for the public.**

Rob has been a guide at the tourist site for a number of years and every working day is different.

*"The guides shift around a lot so it's not the same day after day. At the site we have houses with guides stationed in them, we have guides in the prison and on the boat, on the island. There's also the main introductory tour and Point Puer. So your day is a mixture of those."*

*The Peninsula is a stunningly beautiful place to go to work. The guiding staff come from a range of backgrounds, so we have a wonderfully diverse group of people, everyone's done other things before or during guiding."*

Rob's well versed in the world of guiding, with between 10-15 years of experience under his belt, and he worked for a long time on Sarah Island on Tasmania's rugged and beautiful West Coast.

*"Years ago I did a degree in history and was a teacher so talking about*

*Australia's history is something I really enjoy doing.*

*A lot of people come here and don't really understand what it was all about, so it's nice to give them that perspective.*

*The story of Van Diemen's Land and our convict past is remarkable, so there are plenty of decent stories to tell."*

When the tourist season revs up in the summer months more guides are put on to cope with the swell in visitor numbers.

School holidays keep guides on the team extra busy, and Rob's noticed a lift in numbers compared to 2012.

*"Numbers are going well this year, there's a lot on offer in Tassie for tourists these days, and we're close enough to be a day trip."*

Rob also became a CPSU Delegate this year.

*"I rang the CPSU to see how the search for a Delegate was going and it wasn't, no one else had put their hand up, so I did."*

He was endorsed by his Members shortly after.

*"Our Delegate in guiding had been in the role for a while and was ready for a break. I've never been a Delegate before but I've certainly been in unions."*

Rob's been a CPSU Member since he started working at Port Arthur and this wasn't his first union experience by any means.

*"When I was a teacher I was a member of the Independent Teachers Union in Victoria, and before that I was in the meat working union while at Uni."*

*I think there are benefits to being a union Member. I don't always agree with everything a union's ever done but that doesn't mean it's not worth being part of."*

Outside work, Rob's got two boys in primary school so there's not a huge amount of spare time.

*"I love the Tasman Peninsula, it's a beautiful part of the world, and in a previous life I worked in outdoor education so I love that natural side of the Peninsula."*



**LAUREN is studying Bachelor of Arts at the University of Tasmania, majoring in Journalism and Sociology, and hopes to find a career in either of these fields.**

*"I'm very interested in human rights so I hope whichever path I take will make a difference in people's lives."*

*I'd like to extend my Arts Degree to an Honours Degree, where I would be interested in focusing my thesis on disadvantaged families in Tasmania."*

*The CPSU MyState Scholarship would enable me to stay on at University to further my academic career in the areas of my interests."*

Lauren's mum is CPSU Member Sonya Gard, who works in the Department of Education, and Lauren understands what unions are about and the benefits they bring.

*"Unions are run by workers to help employees in different sections of employment to receive fair treatment at work. And over the years workers have gained better pay, shorter working hours and safer workplaces."*

In her free time, Lauren likes to try out new styles of cooking, especially Asian dishes, and she's also danced since age four which has given her some great opportunities over the years.

**JUSTIN began studying a Bachelor of Politics, Philosophy and Economics/ Juris Doctor in February this year at the Australian National University.**

Justin has a strong interest in law and hopes his study choices will allow him to pursue a variety of career options.

His study means he had to leave home and move to Canberra, and the \$1000 CPSU Scholarship will help him to be self-sufficient and help with the financial challenges of living away from home.

Justin, son of CPSU Member Ken Hart, knows what a union is all about.

*"Unions have been very successful over the years in getting legal frameworks established that give workers individual and collective rights so they can stand up to their employers."*

Justin received terrific academic results in year 11 and 12 that helped pave his way to his current studies.



# YOUR CPSU STAFF : A FEW WORDS ON THE YEAR THAT WAS



## TOM LYNCH

### GENERAL SECRETARY

I'm naturally partisan, and I've always been a Tigers supporter, but this year's been different, I've felt part of something very big, strong and hopefully successful. From round 1 when we beat Carlton I was confident. We had the players, the coach, off-field unity, financial success and 65,000 members. I went to Cairns to see us play the Suns and there were happy Tiger fans singing the club song on the buses. The next week I was at the MCG with the Tiger army as we demolished Fremantle. Being part of that crowd as the Tiger anthem played will stay with me for a long time. It amazes me how footy team success affects my mood. When the Tigers win it boosts my confidence, makes me more productive and creative. When they lose it drags me down. I've been down too long. It's time the Tigers returned to their rightful place at the top of the league and fans got a return for all the years of suffering. Go Tiges! \*\*

## MAT JOHNSTON

### ASSISTANT SECRETARY

In February 2013 I ticked over 10 years with the CPSU. Over that time I've been fortunate enough to work with some first class, talented and committed people among our staff, membership and the union movement. I'm looking forward to the next ten, well most days at least! I moved out of town in May and am loving a quieter life outside work, and the drive is made better by books on CD thanks to our brilliant library service!

## BLAIR DOWKER

### INTAKE ADMINISTRATOR

During the past year I moved into the MAST team as the new Intake Administrator, and this has brought many new and exciting challenges. Home life has been routine as usual, and in between naps, nappy changes, feeding, baths and the odd game of find the sneaky poo (potty training) there hasn't been time for much else.

## CRAIG GRIFFITHS

### STRATEGIC MEDIA & COMMUNICATIONS

Best live gigs: Iggy & the Stooges, They Might Be Giants, Beasts of Bourbon, Tedeschi Trucks, Robert Plant, Santana, Paul Gilbert, Bonnie Raitt, Ben Caplan. Best roadtrip: Byron Bay. Best acquisition: Steve Vai's old distortion pedal. Best procrastination effort: Recording new album. Best musical collaborator: JD, a brilliant drummer in New York, for aforementioned musical procrastination.

## ANGELA AMES

### OCT LEAD ORGANISER

For me 2012/13 has been about my community service as a fire fighter. In November 2012 I received the National Service Medal for 15+ years as a Volunteer Fire Fighter, and it was in this role that I spent many days in my home town of Molesworth fighting fires this summer. With my own home under threat on the first day of the fire I raced home, donned the yellows, and didn't see my little son Henry for three long days and nights. I'm really proud to have made a contribution to our community that week. One of the most intense and important moments of my life was on the second day of the fire when our crew, with the help of a local father and son, saved a family home. I look forward to some quiet times at the beach with my family next summer - fingers crossed!

## CELESTE MILLER

### INDUSTRIAL OFFICER

Europe called last year, so I made my way around Spain, France & Portugal with my best mate from uni. Fave location? Well, Portugal had McBeers at Maccas! But Spanish pubs were always fun and gave me many fond, foggy memories. Legs of Jamon above the bars, free tapas with \$2 beers, perfect. We were having a beer in Granada one night with one of the few locals in the bar to speak English when a bartender pointed to my face, excitedly yelling in Spanish. Our friend played translator: "Haha! He is excited

because he says you look like Sandra Bullock in one of her movies!" "Wow really? I love Sandra!" I said, beaming. But the bartender continued his excited chatter. Translator: "Oh hold on, yeah, umm, sorry, he says you look like the EVIL woman in a Sandra Bullock movie, sorry, not sure which one". More beer please.

## LYN SAUNDERS

### OCT ORGANISER

I've enjoyed two lovely holidays in Queensland, one earlier this year to see my son and daughter graduate from uni, the classic Proud Mummy moment! I've also moved from an Organiser role into Administration. A new challenge and great opportunity to provide support to both Members and colleagues in a new way. Throw in some home renos, gardening, gym and chilling, and presto... there go the 12 months!

## JAMES ROBERTS

### MAST ORGANISER

In the last year I've lived in San Diego, Sydney, Melbourne and Hobart. My favourite of course was San Diego, mainly because I sat on the beach all day and occasionally poured adult beverages in exchange for money at night. Which I then spent on adult beverages. A man can't do this forever, but it did make the thought of returning to my former career working the dark art of the Excel spread sheet a little tougher to stomach. So, off to Hobart to join the CPSU it was then. Why Sydney and Melbourne? Fair question. All in all though it's been a good year, with hopefully an even better one to come. Auld Lang Syne etc.

## RUBY THOMAS-THOMPSON

### OCT ORGANISER

This year is all about change and facing challenges. I started with the CPSU which has been amazing. Sang on stage for the first time, did my first dance eisteddfod and continue to dote on my beautiful puppy dogs Ava and Alby, who have their own couch in the lounge and my

bedroom! A memorable moment was when I thought it'd be funny to plant my face into chocolate cake at a family gathering to research their reactions to spontaneous behaviour. Result: Priceless! On a serious note, I completed my certificate IV in Occupational Health & Safety and finally moved in with my lovely boyfriend. I'm looking forward to the year to come

## SHANNON HARWOOD

### MAST ORGANISER

Another year has passed and life goes on outside the CPSU. The year gave me reason to reflect on people and the things that are important to me. A close friend, creative, generous and with a wicked sense of humour, died after a long battle. But I also fell in love with a little dog from the Dog's Home who'd had a tough life, and I brought him home to live by the beach on New Year's Day. Within four days of settling him in we were evacuated during the Dunalley Bushfires and bunkered down in my old Tarago van before visiting a friend and then spending the next night in town as we weren't allowed home. I've come to appreciate social connections, friendships and joy to be found when you feel you belong. A good belly laugh at a small, furry dog doesn't hurt either.

## STEPHANIE JABLONSKI

### MAST ORGANISER

This year I exchanged my old surname for a new one. And my now-husband and I eloped in March to North-East Tassie. We got hitched. To all those who said I'd regret not being married in a traditional, and ergo stupidly expensive, ceremony: You're all wrong! We had an amazing weekend and I wouldn't change a thing. To anyone who is considering eloping: Do it now! Do it now! I also became Godmother to my very special niece, Grace. The next year will likely bring the pain of having to do more renovations to our little house. Wish me luck.

## LUKE MIDDLETON

### OCT ORGANISER

The last year has been hectic but fulfilling. I've met new people, farewelled others and feel I can finally call myself a Hobartian after relocating from Launceston two years ago. I can't imagine living anywhere else. I feel I've grown to know the team at the CPSU much better than a year ago and am happy to call them my colleagues and my friends. Outside of work I have been busy with family, friends and music and I get to Launceston, Devonport and Burnie to catch up with my extended family whenever time allows. I'm looking forward to another exciting year with the CPSU and hope to add to some of the wins we've been able to achieve this year.

## KATRINA BICKET

### MAST ORGANISER

In the last 12 months I moved from Brisbane to Hobart, went to Soundscape, Breath of Life and Harvest Festivals, spent a day at the salmon ponds and an evening at a roller disco, celebrated my grandma's 90th birthday, found a new appreciation for affogato, was maid of honour in my best friend's wedding in Cairns, participated in Dry July and then drank too much the other 11 months, saw Deftones and Letlive in Melbourne and Regurgitator, TZU and You Am I in Hobart, checked out Dark MoFo and Regines, got a dog called Boo who is well dressed, became addicted to the pork belly at Vanidol's restaurant and cried when Patrick died in Offspring.

## SARAH SMITH

### OCT ORGANISER

It's been a whirlwind year of events for me with lots of life changing decisions, hopefully for the better. I also ventured to Sydney in July to see Pink in concert, which was amazing. Over the last year I've also watched my little boy grow up so fast and I'm looking forward to my new adventures with him.

## KATHRYN LEE

### OCT ORGANISER

Last September my daughter, Emma-Rose moved out of home... to Townsville! So Mum had to untie the apron strings and let her go. But I've been up to see her three times, with the obligatory stop in Brisbane for a bit of shopping. She's also about to have her second trip home so it hasn't been as tough as expected. My son Jake's in his first year at uni so it's a full time job running him to and fro, counting the days until he gets his license. Then a whole new worry starts, once again it's about untying the apron strings. Other than that it's been rather quiet, just the usual catching up with the girls and a cocktail party or two or three... ok just a few more than that.

## LAUREN MILLER

### ADMINISTRATIVE ASSISTANT

This past year has been full of fur, feathers and fun. My partner Jason started working at Bonorong Wildlife Sanctuary caring for our beautiful and sometimes endangered wildlife. I've signed myself up to be a 'Wildlife Warrior' as well, completing a 2 hour (free through Bonorong - hint, hint) animal care course that taught me how to care for and transport injured and sick wildlife. It's the most rewarding thing to help these beautiful creatures and there's nothing better than having a sleeping orphaned joey curled up under your jumper listening to your heartbeat. Bliss.

## ROSEMARY STUART

### OCT ORGANISER

This year has been very exciting for me stepping up from Delegate to CPSU Organiser for the North West. I've met some amazing people through my work and the training I attend in Hobart every three weeks. Away from CPSU my life as a single mum of two is challenging and busy, attending my son's football games watching him rise to senior level against the big men. At the first game I was a nervous wreck until he headed onto the ground and I saw he was just as big as

them. In amongst all this I enjoy riding my horse Snow and attending to my sheep and their adorable lambs, (which soon will be in the freezer). I also bought my first two beef cows and recently one has given birth to a gorgeous bull calf, who'll hopefully earn me some money. And in my spare time I enjoy playing with, and being on the executive committee for my local softball club.

## NICK DUNCOMBE

### OCT ORGANISER

In between swapping careers and joining the CPSU in February my life has revolved around all things Giggle and Hoot and Peppa Pig which seem to be the most important things in the world to our beautiful daughter Charlotte who usually insists on watching one of them on TV whenever Dad sits down to watch the football. This year has proven to be challenging and exciting at the same time and I've very much enjoyed my short time with the CPSU.

## JO CLYDESDALE

### COMMUNICATIONS MEDIA OFFICER

*Highlights:* Turned 30. Three birthday cakes. Twin sister got married. Household welcomed Banjo, the most neurotic dog alive. *Discovered:* Six Feet Under, mint in savoury dishes, Polskie Ogorki cucumbers, Marina Lewycka novels. *Live music highlights:* Regurgitator, Beck, Cake, Ben Folds, Sigur Ros, Flaming Lips, They Might Be Giants, The Hives, Coolio. Harvest festival. *Standouts at work:* Meeting Members and Delegates, working with some great peeps, the Unions Fire Appeal, No forced Redundancies campaign, Public Sector Unions Wages Agreement, MailChimp and social media. Being given a pink balloon poodle. Big kitty. *Miscellaneous:* Just Dance parties with my niece. Rode a Segway. Skywhale! Bad hot buttered rum. Good hot buttered rum. Surviving a month without sugar. Tons of caffeine!

## HAZEL HUGHES

### ADMINISTRATION MANAGER

In the past year I've completed a Diploma in Accounting with the support of our union. I started a 'Block of the Month' quilting group for my stitching friends and we meet at home once a month. It's been fun and rewarding to see the progress of their quilts. I now have five grandchildren and another on the way. One was born on Xmas Day, what a good interruption to the morning celebrations! Now we get to celebrate Xmas in the morning and his birthday in the afternoon. My hubby and I are child free for the first time in 33 years except when we have the hand-me-back children.

## LEAH CAUCHI

### OCT ORGANISER

As a single Mum to Zane, an energetic 4 year old boy, life is always interesting. My free time is filled with visits to places like the Don River Railway, the Automobile museum, City park, the Museum and the Planetarium. Add to that being a fulltime union Organiser completing the ACTU Organising Works program I'm always busy. I look forward to whatever the rest of the year may send my way.

## REBECCA KINGSTON

### RECEPTION

I've had an eventful year with a lot of good, some bad, and quite a few new experiences. Early in the year my family's shack was threatened by the January bushfires. Thankfully the building wasn't damaged but surrounding areas and neighbouring properties were affected. It was a very stressful time and I headed down to the Peninsula to help out where I could. Some highlights include buying a new car, celebrating my 21st, going to some of the biggest and best concerts I've seen yet, meeting Ross Wilson, Daryl Braithwaite, James Reyne and Joe Camilleri and going to Melbourne for the first time to see Barry Gibb perform. Overall it's been a pretty good year!

# MEMBER PROFILE : OWEN HUTCHINSON : ROADS & TRAFFIC

**OFTEN you find Delegates are people who just have an instinct to go above and beyond.**

They'll put up their hand for roles around the workplace, whether it's fire warden or first aid officer, and have a fundamental drive to help others and give back.

This is definitely the case for CPSU Delegate Owen Hutchinson.

As a volunteer fire, Justice of the Peace, first aid officer, OH&S officer, fire warden at his work and a union Delegate, he obviously doesn't shy away when it comes to helping others.

## **On his role**

Owen's a Property Officer in Roads and Traffic and he specialises in looking after proclaimed limited access roads.

"These are generally state roads with a higher amount of freight and higher speeds. It's all about keeping the state road network safe and efficient.

There's an old common law right that the land owner can access the road wherever their land abuts it, but this right can be extinguished a number of ways including Engineering Solutions, Deeds, Planning Schemes and Planning Permits.

Under the Roads and Jetties act if this right is removed we compensate the land owner, at the time of proclamation, for that right with an access licence and/or monies as payment for that loss and locate the licensed access point at a specific point and for a specific purpose.

Say in the case of the Midlands Highway where a farmer might have twelve gates, we might say you only need eight: seven agricultural and one residential.

We'd locate the gates in the best spots we can according to standards and issue a licence. Those licence conditions can be changed under the Act by the land owner undertaking a Traffic Impact Assessment."

There are thousands of access licences for roads in Tasmania, and Owen points to files in his office. "I'm pretty busy with licences – I think I'm a couple of years behind. It's the manner of the beast."

"Most of our major highways are now classed as Limited Access, particularly with highways where we've bypassed, such as Dilston, the Midlands and the Brighton Bypass.

We'd prefer landowners use the local road network where possible because the speed limit and traffic volume would be lower."

Owen's been with DIER for 33 years and started as a labourer putting in traffic signals down at 1 Collins St, which was the old Transport Commission.

"Through a bit of study I became an Engineering Assistant with the Traffic Engineering Section and about five years ago I needed a change so I came to the Land Asset section for six months but ended up staying."

## **On being a union member**

Owen's been a CPSU Member since 1997 and says it's about strength in numbers and helping each other out.

"It's the old philosophy of one for all and all for one. I'd been doing my family tree for a while and I was thinking about where my father and grandfather came from, they were staunch unionists.

We tend to forget what was fought for and what was won and we seem to be losing so much ground so quickly.

I suppose I'm a bit fearful that there might come a day when the government introduces individual contracts, and I'm totally against that idea, we have to stand together.

The majority of my family were ex-military, so it's that unity that made me think about unionism and standing as a group rather than an individual – as a group you're stronger.

I've seen quite a few changes in my time. The biggest was probably outsourcing of the technical group to Pitt & Sherry where we lost all our drafting people and a lot of engineers. That was really scary for a lot of people."

## **On being a Delegate**

A Delegate for about a year, a colleague suggested him for the role.

"CPSU Organiser Ruby's predecessor was wandering the building and there weren't many Delegates at that time, and one of women up the hall said 'Owen probably would be a Delegate', and I said 'yes'. I enjoy challenges and often take too much on – but that's me.

I took part in the two-day Delegate training course when I first started, and I walked around my workplace asking people why they believed or didn't believe in being part of a union, which was important.

It was good to understand this so I could think about the benefits of being part of a union that we could show people.

A lot of people in the public service,

particularly younger people, don't see that as a union member you have the power of the group behind you.

Non-members forget they can't go anywhere for help when they get into trouble, and a lot of decisions are being made where people could end up in strife.

There are times when you need the strength of the union behind you because sometimes one person just isn't enough to stand up to the government."

## **On life outside work**

Not surprisingly, Owen likes to keep busy when he's not at work, helping out his community in a number of ways.

"I'm a Justice of the Peace. A lot of it just requires you to witness documents. To become a JP is a very slow process but it's something I wanted to do.

I've always had an interest in community and used to be a scout leader but stopped after I had children.

Now I'm a volunteer fire fighter at Midway Point. We were busy this year with all those horrible fires."

Owen helped out at the Meadow Bank and Peninsula blazes.

"In the next couple of weeks my beard's going to come off for the first time in six or seven years. I have to do a breathing apparatus course with the fire service and you can't have a beard. A few people might not recognise me!"

Owen's also a keen motorcyclist and rides his Triumph from Monday to Friday.

"There was only one day last year that I didn't ride, so I'm not a fair weather rider – I'll ride in anything. The rougher the weather, the better the challenge."

Owen said hopping on his bike was a great way to unwind at day's end.

"There's nothing within reason that I won't try. I tend to forget how old I am, but these days the recovery time after an activity takes longer than it used to.

I do forget sometimes that I'm a middle aged citizen rather than a young person.

I love keeping busy and helping out where I can although sometimes I wish I had more time to sleep.

I take the attitude that the community's provided me with a house and a job so I need to give something back."





# HONOURING SOME LONG TERM MEMBERS

IN JULY the CPSU held a function to honour some dedicated long-term Members. Not all could attend but

those who did, and were presented with certificates and a small token of our appreciation by CPSU President Grant Ransley, were Helen Manser, Jeanette McDonald, Carolynne Smith, Sharon Hibberd, Doug Manser, Katrina Sage, John Preston, Michael Mann, Mark Hardwick, Rosanne Rutledge, Robyn Geason, Peter Lyden, Christine Bray, Austin Roper, Scott Mitchell, Brian Beckitt, Prue Griffiths and Dawn Stride.



## TAMMY MILNE : AMY BATT MEMORIAL SCHOLARSHIP



**CPSU MEMBER Tammy works at Latrobe Primary School as a Library Technician, and her career goal is to be involved in literacy education.**

She's worked in schools for 25 years in different roles, first as a Teacher Assistant, then an Educational Interpreter and now a Library Technician.

*"In that time I've seen and learned a lot and witnessed many changes within education and the children themselves."*

Tammy is studying at the University of Tasmania.

*"I want a qualification behind me so I can be a part of the change that's necessary to help our state's children and improve educational outcomes."*

*My daughter was an inspiration for me to up-skill myself and be a better role model for her when it comes to learning."*

Tammy's also a Member of the Christian Motorcycle Association, a breastfeeding councillor with the Australian Breastfeeding Association and a member of the Children's Book Council.

Tammy is very happy to receive one of the annual \$1000 CPSU MyState Scholarships and she knows first-hand the benefits of union membership.

*"In 1999 I gained permanency thanks to the CPSU's drive to give Teacher Aides and Interpreters permanent positions."*

*For me the union is a safeguard, an insurance policy, a collective of the friends and colleagues who come together to further the rights and security for me and others in our workplaces."*

*We can be secure in the knowledge that we are not alone."*

## TIA MCGRATH : WORK EXPERIENCE STUDENT

**CPSU WORK experience student Tia McGrath joined the CPSU's Hobart office every Wednesday for ten weeks.**

The year 11 Rosny College student is taking Certificate 2 in Business, English Communications and Dance 3C, and Tia finds it an interesting combination.

Tia's interested in a career in business and so far her course has involved spread sheets, touch typing, word processing and getting her First Aid Certificate.

She's enjoying her time at the CPSU.

*"Everyone is so nice and everything seems to work really smoothly."*

Tia's interested in the administrative side of the union and is working closely with the CPSU's Hazel Hughes, Lyn Saunders, Rebecca Kingston and Lauren Miller and has also been seeing how other teams operate in the union.

Outside study Tia's a talented dancer.

*"I've been dancing for 11 years outside school. I do ballet, tap, jazz, song and dance, neo lyrical and competitions and at the moment I practice four to five nights a week after school."*

Music and reading are other pastimes Tia enjoys.

*"I don't think I could live without music - I go crazy if I don't have a pair of headphones with me."*

*I like all genres but my favourite are the old classic rock bands like the Beatles, the Police and the Rolling Stones, and I find a lot of new music is influenced by bands like the Beatles."*

This love of music took her to the Soundwave Music Festival earlier this year, which was one of the best experiences of her life.

*"The atmosphere was amazing. One of my favourite bands was playing - All*

*Time Low, who are from Baltimore."*

Music has also seen Tia through some pretty tough times.

*"I went to the Phoenix Festival for the Dunalley Fires - music brings everyone together, that's how I see it."*

*I live at Kellevie and although our home was saved our family moved all our stuff down to Boomer Bay at a friend's house."*

*Their house and everything that was there except for the shed is gone. All of our stuff was gone apart from my Uncle's car, but the front of it melted."*

As for reading, Tia's into romance novels such as Danielle Steel's.

*"There's also a website I read, where aspiring writers create their own stories."*

The CPSU is pleased to have Tia on board and wishes her all the best with her future studies and career path.

## MAXINE BOWMAN : AMY BATT MEMORIAL SCHOLARSHIP

**MAXINE works in the important area of Child Protection Services, and this year she started studying Bachelor of Health, Professional Honours at the University of Tasmania.**

This will help Maxine on her career path to take on a management role in Child Protection Services, and the CPSU Scholarship will help get the resources she needs for her study.

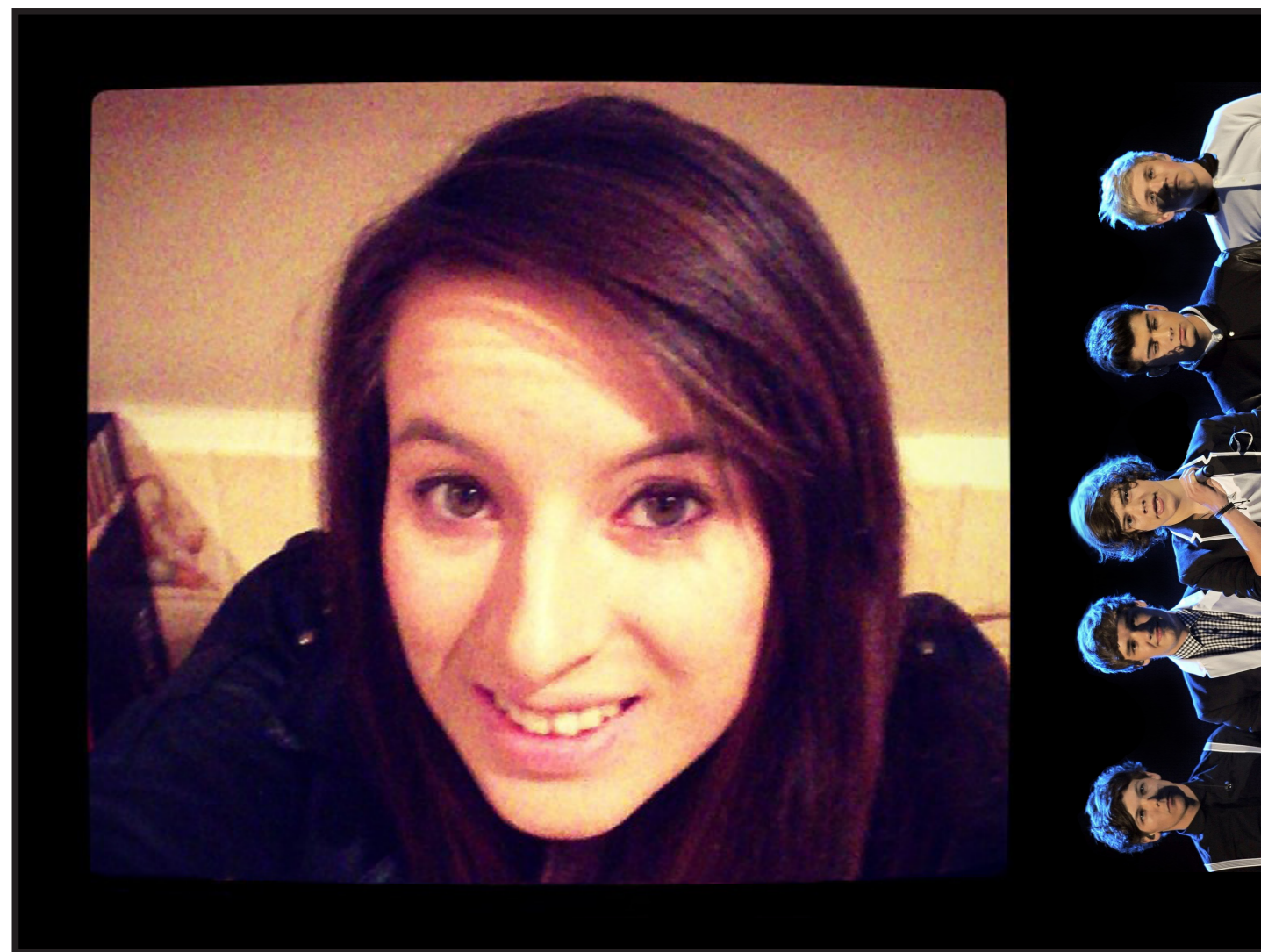
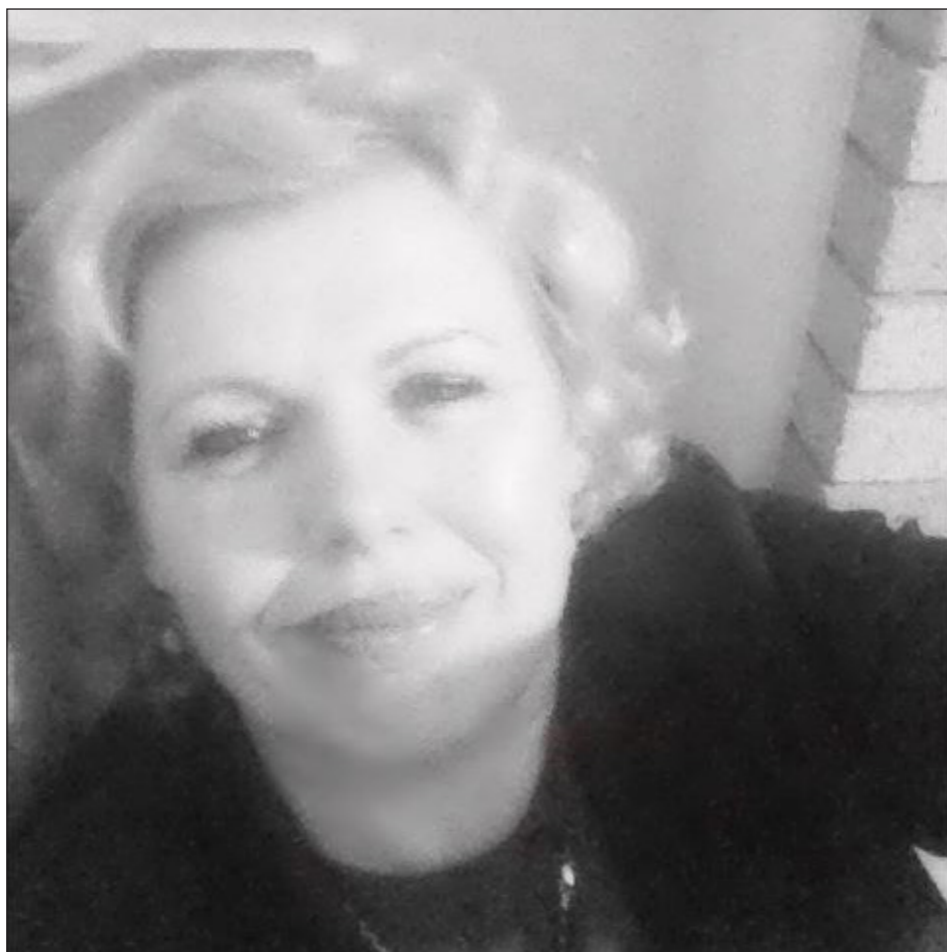
*"Good management and leadership can make maximum use of limited resources to ensure the best outcomes for children. Good leadership and decision making can limit the trauma to children before coming into care and the Out of Home Care system."*

Maxine spends much of her own time visiting elderly people in their homes and doing volunteer counselling, and she also helps with her children's school-based activities.

Religion, craft and exercise are among her other pastimes.

A CPSU Member, she understands the necessity of unions.

*"Unions are the voice for the worker in the workplace. Without unions workers would be disempowered and their voice stifled."*



# MEMBER PROFILES : FINGERPRINT EXPERTS

**THE CPSU covers a range of vital, niche professions that keep Tasmania ticking, including Fingerprint Experts, and three of them are based at the Hobart Police Station processing an endless stream of forensic exhibits to keep our justice system running smoothly.**

We sat down with CPSU Members Peter Maczi and Tracey Tobin after the 21st International Symposium on the Forensic Sciences where forensic experts from around the world converged on Hobart.

Tracey: "There were about two days of fingerprint lectures and half of them were on new chemical techniques, also useful were the case studies where you think, 'I could use that in my job'."

Around 800 people from nearly 30 countries attended, and even suppliers who make equipment like the superglue cabinet were there, and it was good to talk to them face-to-face.

It's good being together with people from other states and countries and hear about what they're doing, and if

*you could use that in your job."*

Peter attended the dinner at the Grand Chancellor and said it was a great chance to meet up with other scientists.

*"I met people I haven't seen in years: I worked as an expert in Queensland and New South Wales for many years so I met up with some old colleagues."*

Fingerprinting involves a range of duties, both in and out of the office.

Tracey: "We go out to crime scenes and powder for fingerprints, and the people working at crime scenes gather the latent fingerprints that offenders might have left and bring them back to the office."

We compare the fingerprints from the crime scene to the prints on our computer system, which does some of the work, but we still have to look at it and see if it's a match.

We also go to the mortuary and fingerprint people for identification."

Peter: "We go to court to give expert evidence, and we also process gaming, security and visa applicants."

As you'd imagine, being a Fingerprint Expert means working with some pretty interesting equipment.

Peter: "The technology's not too bad, it's evolving, and there's always something new on the horizon."

We try to keep abreast of technology but sometimes it comes down to dollars and cents."

Tracey: "Years ago we had to manually go through every set of fingerprints but now we've got the National Automated Fingerprint Identification System that's linked to all the other states."

If someone gets fingerprinted in Queensland and moves to South Australia under a false name the system would match their prints in Queensland, or if someone from Victoria commits burglaries in Tasmania we can still match those prints.



So you can't really go missing anywhere, in a sense, if you've had your fingerprints taken."

The number of exhibits these experts see in a day is highly variable, with Tracey saying they might get 20-30 ink sets coming in as well as 10-20 latent jobs like fingerprints from crime scenes.

Peter: "You can have a day where you only get a couple of exhibits or on a heavy day you might get 40-50 sets, and if there's a major crime that takes priority we tend to drop everything and focus on those jobs."

The time it takes to process fingerprints is highly variable depending on the technique used, some techniques are very quick and can be on the system within an hour.

Peter: "But if you need to put something through the superglue tank it could take a couple of days."

Ninhydrin is another chemical we use and it could take up to a week to

develop fingerprints, so how long the process takes depends entirely on the method you use."

The superglue method uses the fumes from evaporating superglue to reveal prints on smooth and non-porous surfaces.

The job involves both individual and collaborative work.

Peter: "When making an identification we always have a second expert to corroborate the identification is correct, we have quality assurances in place to make sure no errors occur, so that usually involves two experts checking everything."

Tracey: "In the lab you might need someone to help with an exhibit, and even in the office with the ink sets coming in, sometimes more than one person works on those."

The role changed a while ago from a rotating shift system to a Monday to Friday job but there are times

where Peter or Tracey are called in on weekends to do a quick identification of someone. As Tracey said, "crime doesn't stop outside 9-5".

Both of these Fingerprint Experts are CPSU Members and have been for quite a number of years, Tracey since 2005 and Peter since 2007.

Peter: "I've always liked unions, I believe they're a necessary part of work, and if you didn't have unions employers would just run right over the top of you."

Tracey: "I joined up because there was only one other public servant and they were looking at leaving."

I didn't want to be the only public servant in a workplace of police with the different awards we were on because if something happened I'd have no back-up or anyone to help me."

# SOUTHERN TAS BUSHFIRES



# SOUTHERN TAS BUSHFIRES : VOLUNTEERS ON A MERCY MISSION

**THE BUSHFIRES in early 2013 were an awful reality for southern Tasmanians including many CPSU Members who were living or working close to bushfire affected areas or helping fight the fires or contributing to the fire effort.**

**In the days after the fires the CPSU met with a number of Members to hear their stories.**

In January we caught up with Rebecca White, with a clipboard in hand and her phone constantly ringing, at the Dodges Ferry Pony Club.

Rebecca, the Labor Member for Lyons, and her cousin Karen Bailey are in a donated shipping container stocked with packets of animal feed and fencing materials.

Outside, a tractor stacks hay bales high and another truck arrives filled with stockfeed and supplies.

This is one of the mammoth efforts made in the wake of the devastating bushfires.

Since the fires started, the pony club's become a hub for supplies destined for affected stock down the Peninsula and over in the Derwent Valley, and these women have played a huge part in this drive.

When asked how this all started Rebecca looks at her cousin Karen for help – the last week's been a blur, with both women saying the days have rolled into each other.

*"It seems like a lifetime ago,"* Rebecca says.

*"On Friday the two of us had a conversation about what we could do to help, because we felt pretty useless at the time, and we talked about what the requirements would be for the farmers we knew had already been affected on the Peninsula, and since then a lot more have been affected.*

*We grew up around here so we know most of them and figured one thing we could do is put a bit of a call-out for donations of feed."* Rebecca says.

The number of individuals and people who've helped has been incredible.

*"Up north there's a lady called Dimity Hurst who's been really good at organising the northern component, and Cressy Transport have lined up because of her involvement and they're here now actually unloading."*

Since Friday the pony club's seen a continual stream of donations.

*"The most we got in one day was 51 deliveries, which I think was Wednesday, and I know we've got at least another 32 semi-trailer loads of round bales coming from the north that the Rotary Club of Westbury has organised,"* Rebecca says.

So far a couple of hundred round bales have arrived in the Forcett fire area and about a hundred into the Derwent Valley.

On top of that are donations of hundreds of square bales and then there are the pallets of hard feed, such as pony pellets, donated by individuals and companies, and this feed's come from around the state.

*"We had a guy show up yesterday who'd left Scottsdale at 5am with his semi filled with hay that he'd collected from around his district for the 9 o'clock convoy, which we took into a farm at Dunalley, and that's incredible generosity and a pretty long drive for him,"* Rebecca says.

Another 600 bales are on the way thanks to Tate's Transport at Runnymede.

*"We've even had guys from the Derwent Valley whose farms were*

*burnt bring feed down here this morning, they had four or five trucks including a big semi,"* Karen says.

*"People have been extraordinarily generous, and the farming communities are looking after each other,"* Rebecca says.

On Rebecca's clipboard are pages of names of people who've volunteered to donate and deliver feed, and the list runs into thousands.

When asked if their grounds could be used, the Dodges Ferry Pony Club agreed right away.

*"Well done to all those volunteers and everybody who's put their hand up to help,"* Rebecca says.

Rebecca's put in the hard yards too, and last night was the first she'd spent at home after spending the past week sleeping at the pony club to ensure the precious supplies weren't taken.

A caravan onsite is the makeshift office and accommodation for Rebecca, but things are starting to wind down.

*"It's starting to quieten down a bit, it's was crazy for four days.*

*People call with requests for donations, so we coordinate that effort, and then people come here to collect for themselves or do deliveries for us down to where it's needed.*

*We're here about 7am working away because the first convoy's at 9am, which needs to be registered with the police, so you need the trucks loaded and ready to go.*

*The last convoy's at 6pm so by the time we get down to Murdunna, Nubeena or wherever and get back it's about 9.30pm and then it's making sure all the paperwork's done before going to try and get some sleep."*

The number of volunteers based at the pony club greatly fluctuates with people coming and going all the time.

When it's time to load hay there could be as many as 30 volunteers on hand and Russell, a local farmer, has been at the pony club the whole time helping to load bales.

The shock of the fire's unlikely to be fully realised by those affected just yet.

*"Looking at how people have coped, there's initial shock and people are completely devastated and they can't really talk about it because it's*



*too emotional – it's really difficult for farmers to see their animals stressed, or hurt,"* Rebecca says.

*"They went into automatic pilot mode, doing what needed to be done.*

*I imagine the next few weeks will be pretty hard for people, once the emergency situation's been dealt with, they've assessed their stock numbers and know what it is they've got on the ground and have to think about the task ahead – that's when they're going to need our support.*

*The landscape's pretty ugly – it's really black and people are probably going to find that really confronting in the coming weeks so we're going to have to look out for each other, but that's the beauty of the country, we're all there for each other."*

Stock animals are a source of income but they're also loved by the farmers who own them so the fires have been emotionally harrowing as well as financial damaging.

Karen and Rebecca have heard countless tales from affected farmers.

*"There are amazing stories that make you think 'how did those people survive? or 'how did those animals survive?'"* Rebecca says.

*"I don't think you'll hear all of them yet because people are just getting home and some people don't want to talk about it yet because it's a bit raw."*

Karen's a DPIPWE Animal Welfare Officer and said they'd heard of a lot of stock losses.

*"There've certainly been a few thousand sheep losses,"* she says.

*"In one small area there were about 3000 sheep lost on a couple of farms."*

The full extent is yet to be seen, with sheep needing to be rounded up and vet-checked, which is a hard task with the amount of fences lost.

*"DPIPWE's helping farmers assess livestock for burns and with information on disposal and destruction if needed, and we're putting people in touch with others,"* Karen says.

Stockfeed donations will keep animals alive because it's unlikely there'll be any growth until spring, and there's still two months of summer, then autumn and winter to get through.

*"We've got the emergency feed in for the stock and made sure they're going to survive this last week, and the stockfeed will keep coming,"* Rebecca says.

But producers are going to need ongoing support as the task of rebuilding is monumental, and fencing is one of the biggest needs of stockowners, with currently not enough supplies to go around.

*"Fencing gear will be the next requirement and people on the ground to help the repair works of the fencing lines,"* Rebecca says.

*"We're talking about hundreds of kilometres of fencing that's just been destroyed, and a lot of it's on highways and main roads so we need to make sure they're put up quickly because the stock is crossing the road at the moment and causing danger to cars as well as themselves."*

And then there's the internal fencing, with a large number of small farms and hobby farms requiring lots of fencing, and many of the owners unlikely to have fence insurance.



**Volunteers DPIPWE Animal Welfare Officer Karen Bailey and Labor Member for Lyons Rebecca White**

# SOUTHERN TAS BUSHFIRES : STAFF PITCH IN, DESPITE OWN TROUBLES

**FOR those working at Port Arthur Historic Site (PAHS), the bushfires in early January saw the world turned on its head.**

Driving down to the Tasman Peninsula, blackened landscape stretches for tens of kilometres.

Letterboxes stand marking homes that are now piles of rubble, and many PAHS employees live in these towns, with some of their homes no longer there.

While some battled blazes at home, some workers helped look after hundreds of stranded tourists, trapped by fires and closed roadways.

The site was transformed into a refuge.

The CPSU visited employees on Wednesday after the site reopened and talked to some Members about their experiences.

**Port Arthur Management Authority CEO and CPSU Member Stephen Large lives onsite and was one of many who helped 600 visitors from the Friday of the fires until the following Tuesday.**



He describes Friday when the fires hit as controlled panic.

"We hadn't been an evacuation centre before, so it was learning as we went," Stephen says.

"In those situations common sense prevails, we were just concerned about the visitors, and everybody chipped in - it was amazing."

The tourist attraction converted quickly into a haven for trapped tourists, manned by Port Arthur staff, many of whom volunteered their own time.

"Those with tents pitched them, campervans stayed in front of the penitentiary and some slept in cars.

We have a lot of beds in hostels so we moved those into the Visitor Centre and some locals donated beds.

It was tent city on the oval, and the Visitor Centre - there were beds everywhere, as well as downstairs in the interpretation gallery.

Without power at the site on Friday, we cooked for I don't know for how many on gas cookers - we did some big stews and curries and things like that.

We got a generator for the Visitor Centre late Friday night or early Saturday morning.

We had no communication until then because power went off, computers, mobiles and landlines didn't work.

We had lots of concerned visitors who wanted to call family and get messages to people out there but they were really understanding."

Ferries evacuated thousands of visitors to Hobart though some decided to stay.

"A lot of people initially stayed and didn't want to leave their cars, or we had dads staying and mum and the kids went to Hobart.

We had about 200 cars left here after everyone left on the Tuesday but most of those are gone now."

Stephen says it was strange after the last tourist left on the Tuesday after the fires.

"It was surreal, the adrenalin went and I think that's when what happened hit home for a lot of people.

Now it's time to get back to business and we're up and running again but a lot of local operators aren't because of reservation cancellations."

After the site re-opened on Monday, the number of visitors astounded Stephen.

"The first day really took us by surprise with the number of visitors, staff really worked hard, we thought we'd get 600 but we got over 1400."

For some workers it'll be a long time before normality returns.

"Three employees lost their houses and most live on the Peninsula," Stephen says.

There's also of extra lot of work to do in the wake of the fires.

"We're putting together a submission for Treasury to give them some understanding of what it's cost us.

The loss of nine days came at the busiest

time of year when we make most of our money to get us through winter, so to lose 9 days like that... we're going to put a case to government to get that back."

Everyone has their own story about the terrifying ordeal, some are devastating, with property lost, or hours and days of worrying about friends and family.

One Member tells the CPSU they were at work when the fire threatened their home on Friday and later that day they were evacuated by the police.

A shed full of sentimental possessions was lost but their home was spared.

The fire was far too close for comfort for one Tasman Peninsula resident.

"On Sunday night I felt the quilt on the bed and thought 'why is this patch so rough?', so I turned my phone on as a torch and saw a hole burnt in the quilt, then I looked up to the ceiling and saw a hole, we were so lucky, look at the people living in Dunalley - a friend of mine lost their house."

**For Member and Visitor Centre Food and Beverage Manager Sarah Morse coming back to work meant a bit of normality.**



Sitting in the Visitor Centre café lanyard-necked tourists stroll around, the line to the till is a steady stream, meals are eaten and tables cleared.

"Looking around now you wouldn't know what happened," Sarah says.

She was close to losing her home, and counts herself as one of the fortunate ones around the Peninsula.

"On Friday afternoon I went home to Eaglehawk Neck to help my partner fill



every vessel we had to get water on and around our house but it was drying as fast as we were putting it on.

I called back into work on the way to the civic centre.

My partner's elderly parents were here and we couldn't take the chance of leaving them at Eaglehawk Neck.

They took my five-year-old son with them and I went back and helped at the house for a few hours".

Sarah says the Visitor Centre café was inundated with hungry visitors during the stop-in on Friday.

"It was dark, we'd given them everything we had that was defrosted, we couldn't defrost more food from our freezer because there was no power - so it was a difficult time.

I came back on the Saturday morning and they were madly cooking bacon and eggs for everybody.

We went home on Sunday morning with my five-year-old, the bush behind our property was burning, my son was terrified, and the fires were there telling us we had to get out.

After that they closed the road and we couldn't get back home where my partner was and we lost contact with him because his mobile went flat and all you could do was take the word of the fires and the police."

Sarah says the experience was a rollercoaster for everyone involved.

"The wind - it's a love-hate relationship - when it swung one way it was bad for someone but good for someone else and the same thing when it changed.

The fire was at Taranna and then it was where we were at Nubeena with 2000 people, and I certainly had the attitude there was safety in numbers, and as emergency services had taken us there

they'll be fighting hell for leather to make sure we were safe."

One of the lucky ones, Sarah's house was unaffected, with only the bush at the back burnt.

"We're all looking at trees a little bit differently now, bulldozers are looking pretty friendly.

There's still a little bit of fire up around our place, with the fires up there yesterday putting a few things out.

They've got amazing resources and what they threw at us was incredible.

We got back home on Tuesday night and on Wednesday night a fire had started at MacGregor Peak, opposite our place, and that was a nervous time thinking maybe I unpacked my bag a little too too early.

The fire crews, SES, everyone involved have just been amazing, even all the forestry people out on the road.

We've got so many tree farms near us, so effectively they're protecting their property but at the same time they're protecting the houses nearby as well.

One thing I've learnt is you take no chances, and it was a good thing we took it seriously early on Friday and packed a bag."

Sarah says staff worked to feed hundreds of stranded, hungry tourists and this involved a lot of initiative and hard work.

"They did an amazing job, they were under resourced with only so many people able to turn up each day.

There was no cooking equipment and power for a while, so losing that stock within 24 hours and having to replace it was a challenge as were the donations that were coming in, getting those organised and dispensed properly.

They did a fabulous job under stress, and

they were all worried about their work colleagues as well."

Coming back on the Wednesday there was plenty for Sarah and her staff to do, with the Visitor Centre dining area used as make-shift accommodation.

"The place was pretty well trashed, all the food was gone, and the fridge was cleaned out.

Getting rid of the food left over and getting stock back in has been a challenge, putting dollar figures to what we lost, what we gave away, those impacts will go on for months."

It was business as usual for the kitchen staff, with doors opening to visitors on Monday.

"We needed to get back on the horse and open up.

I understand the importance of our site to the region - if we're open, people will come down here, which helps out other operators.

Today (Wed Jan 16) it's feeling a bit more normal than the last two days."

One thing's for sure, the memory of the fire will stick with these workers forever, and the landscape will be a visual reminder of the fire.



# SOUTHERN TAS BUSHFIRES : CPSU MEMBERS DO THEIR BIT

**IT'S FRIDAY January 18, day 15 of the bushfires in southern Tasmania, and at Cambridge the Incident Management Team (IMT) is working hard.**

The car park is full and inside the building Tasmania Fire Service, Parks & Wildlife, Forestry Tasmania, Country Fire Authority (CFA) and Department of Sustainability and Environment (DSE) employees and volunteers go about their tasks steadily and quietly, looking up to smile and nod.

In an odd twist many carry around balloon animals made by a volunteer firefighter in spare minutes to brighten spirits – the rest of the time he's on logistics helping source whatever is needed.

Everyone has their place and each role is important in the massive task of dealing with the serious situation.

It's here we catch up with CPSU Member Linda Lacy and Delegate Kelly Marriott who are on the IMT and are both normally based at Tasmania Fire Service Headquarters in Hobart.

Linda: "On the second of January when I first came back to work after Christmas holidays I was asked to be on an IMT the following day as they were planning a 'hot day response'. There was going to be a total fire ban and we would be ready if there were any problems.

We had the Lake Repulse fire, then we picked up Forcett, then Buckland.

I was initially asked to do IRMS, the Incident Resource Management System, doing data entry for the trucks and people, helicopters, any kind of resources that are used. I was

immediately asked to take notes at the first meeting, that plus answering calls, delivering messages, entering data and trying to transcribe. I'm still transcribing notes from those first few days – I'm up to number 18 – there are a lot of planning meetings."

At Cambridge where the IMT is based days are long, much longer than an ordinary work shift, and things change fast and the IMT adapts quickly as fire situations arise, develop and change.

Linda: "In the first few days you're basically there for as long as people need you, doing whatever needs to be done, and we were the only admin support for the first few days.

I got home at 10.45 on the first night, the long days continued on until Monday, then we received some more assistance.

On the Friday when the fires were at their worst we heard that some of our firefighters were stranded at the Peninsula and couldn't get out.

We had one firefighter defending his own home, another who lost his home and one who lost his car.

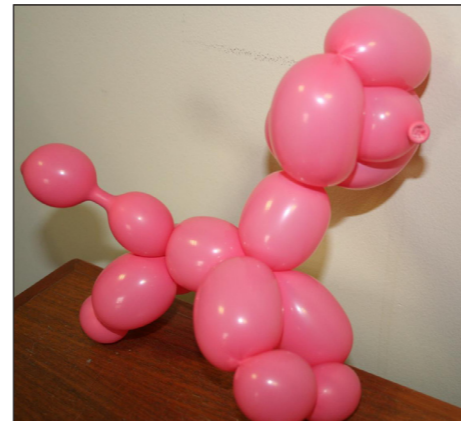
There comes a point when the fatigue really hits you. You may not want to say anything because you're so dedicated to the job at hand.

You forget what day of the week it is, let alone what time it is, but then you think 'hey, I'm not out there fighting those fires, how do they do it? They are incredible'.

You need to be observant and look out for each other, it's wise to let someone know if somebody's looking really tired."

Kelly: "The concept of time is pretty much thrown out the window, you look at the time and say 'it's 5 o'clock but it feels like I just got here' because you're constantly on the go and there's always something happening.

We have our crazy moments where we eat chocolate and scream a little bit, but for the majority of time we're in work mode."



Of course, life doesn't stop when the work is over for the day – IMT members go home to families – husbands, wives, children, and chores.

Kelly: "Families play a really important role just by being supportive and understanding the huge amount of work and the hours people are putting in and stress that they're under.

Despite all this, it's nice to be a part of it all – you wouldn't change it."

Linda: "Kelly goes home to her family and has to make sure they're organised for the next day. I'm really lucky; I go home to a husband who's already had his tea – although it's likely to be something odd as he doesn't normally cook.

He's done the washing, so I've got something clean to wear next day, plus he's ironed and the house is spotless.

It's easy for me, I think my husband believes I'm single-handedly fighting the fires, but I don't think it is that easy for everyone else though."

Every person on the IMT has a job to do; each of these fit together and allow the team to work towards a common goal.

Kelly: "We've also got volunteers with some kind of admin background and they come in to volunteer their services.

There are so many people in the mix – it's amazing how people come together and work as a team.

It's a privilege to be part of the IMT, you've been selected to assist and it's very meaningful – you feel like you're helping in some way.

It's good to be involved in something like this, even though it's part of our core business we only get to do it for a couple of months a year and the rest is about prevention."

Linda: "Don't think you can't do anything to help – come down and help with photocopying, filing, anything – it doesn't matter – everyone is doing their bit.

There are a lot of people who think they can't do it, so they don't volunteer, but there's always something you can do to help.

It's an incredible team and you bond with people you don't normally work with or don't even know.

I've never worked with Kelly and I've been at the fire service for 20 years.

You get to know each other in a different way when you're working together for almost 12 hours each day, you get to see a different side of them – it's really nice.

You get a Parks person come along and put their hand on your shoulder and say 'how are you doing, are you coping?'

It makes you proud to be part of it and to think you've achieved something, even something as small as recording people's hours or taking notes at a meeting, it's all important to relieve their stress and make things tick along.

And of course, those fires are absolutely incredible, we've had them come down from all around the state as well as from Victoria.

Many of us had some kind of contact with Peter Cramer, the DSE firefighter from Victoria who died, and it was very sad the team was going home without a team member."

The IMT sees a range of agencies work together towards the same goal, the Tasmania Fire Service, Parks & Wildlife Service, Forestry Tasmania, Tasmania Police, Ambulance Tasmania, SES and planners, the fabulous EM GIS (DPIPWE) mappers and firefighters from interstate.



Today, day 15, the fires are being downscaled but the huge task of the clean-up is still ahead – a job that's likely to take months.

Kelly and Linda agree the last 15 days were a rollercoaster – plenty of ups, downs and turns.

They're just two of the many CPSU Members and State Servants who've worked or volunteered during and after the fires, and without each of these people doing their part, things could've been a lot worse.

The Tasmania Fire Service, Parks & Wildlife Service, Forestry Tasmania,

Tasmania Police, Ambulance Tasmania, State Emergency Service, DPIPWE and many other Agencies contributed people, time and resources and created a backbone to support those at the fire front in one way or another.

The CPSU thanks everyone who contributed to the effort in the wake of these fires.

Ironically, while Linda was busy working at the IMT, her husband's workplace burnt down in the Bathurst Street fire on Saturday 19th January.



Linda Lacy (left) and Kelly Marriott

# SOUTHERN TAS BUSHFIRES : MEMBERS WORKING ON THE MOLESWORTH FIRE



**BEING a union member means looking out for others and doing your bit, working side by side for a cause, and these union values also extend well beyond the workplace.**

**We caught up with some of our own CPSU heroes working on the Molesworth Fire in Southern Tasmania. Not only were many working on the fire on behalf of their agency, many also come from a background of volunteer fire fighting.**

**Feb 12, 2013:** Just looking around Molesworth Control - there are people from Parks & Wildlife Service, Tasmania Fire Service and Forestry Tasmania - and there are well over 50 vehicles parked at the station including logoad utes and fire trucks.

Helicopters land and take off, crews gather in clumps, some grab dinner before splitting off into briefings. Their yellow gear is blackened from a day on the fire.

**CPSU LEAD Organiser Angela Ames has volunteered for the Molesworth Fire Brigade since the age of 15, and was recently honoured with a National Service Medal.**

This fire's seen her brigade work on its home turf where they've all trained for so long, and on Wednesday last week she left work early - called on to help at the Molesworth fire.

*"The crews were out already by the time I got up there, so I was a lackey for any jobs that needed doing and I got thrown in a vehicle with half a dozen boxes of water to run out to the crews.*

*On the Thursday it was about full-on asset protection - basically just leaping from house to house, wherever the fire front was.*

*At one particular house - we came up the road - there were flames over the truck. The fire was already burning under the fence, which was a table-width away from the house.*

*We managed to save the house while the helicopters were water bombing the next two houses up the road."*

*On a job such as this one Ange said time goes fast - with not much time to think and actions almost automatic.*

*"You're doing a few things at once. First, asking how we stay safe in this situation? Second, looking at what you need to do to protect whatever asset it is you're trying to save.*

*Our brigade trains once a week of an evening and once a month on a Sunday as well, so when you get into that position it's almost instinctive.*

*Driving up to that particular house, the Crew Leader already had a plan so by the time we are out of the truck everyone knows where they need to go and what hoses are needed."*

*Despite the long days Ange said she felt wired after coming off the fire ground, and dinner with the crews is a chance to catch up on the day's events and debrief.*



**'Mummy's truck': Angela Ames & Henry**

*"You don't realise the individual experiences of the crew until you get to the end of the day.*

*The driver of the truck who was on the pump had a really different experience to the rest of us at the house we were protecting - he couldn't see what was happening, with the smoke, and said he thought he was going to die."*

*The Friday was very different for Ange, steadier, without the adrenaline surge of the day before.*

*"We weren't on the active fire front,*



**CPSU Parks & Wildlife Member Matthew Ames drops a burning tree**

*we were on a section where the fire had backed up a hill against the wind and our role was to black out the edges of it so there wasn't a risk of it taking off. Anything that smoked you dumped water on. The day dragged."*

*Ange experienced a close call on Friday working on a steep gully.*

*"I walked ahead of the truck to do an assessment. But walking back to the truck, I got half way back and heard a tree creak, when I turned around it fell exactly where I'd been standing. We were really jumpy after that."*

*With her home under threat in the early days of the fire, and her experience on the ground protecting homes, the importance of making a property defensible really hit home to Ange.*

*"Not only are you defending your house by doing this, but you're also making it safe for the fireys to defend."*

**Ange's husband, CPSU Parks & Wildlife Services Member Matthew Ames, was also working on the fire ground falling burning trees - a particularly dangerous job.**

*"Today is the seventh day of the fire. For the Parks boys in particular, they can only do five days on a fire and then take a compulsory day off, then if they do another five they take two compulsory days off."*

*He'd taken the Monday off after five days on the fire and the Tuesday was his first shift back.*

*He praised the efforts of the others on the ground.*

*"The Forestry boys have been going out with the dozers. Fire crew guys have been doing all the back burning. The furthest north volunteers have come from is Sassafras, and it's been good for them to see another part of the state.*

*The guys I've been working with have been working with the machines, nowhere near the fire, they're working up in the tracks so we can get a good control line if they have to do a burn. It's been managed really well. Mark Klop is our District Officer and he hasn't stopped."*

*Living in Molesworth, he said the sight and sound of helicopters landing, leaving and flying overhead had become the norm.*

*"The choppers for the first five days*

*were working around Molesworth, with some activity over on Ringwood Road at Lachlan. The pilots are mostly local, with one Canadian who does four weeks on and one week off.*

*They've done an outstanding job - they haven't stopped. They're flying up to 12 hours a day. It'll be strange when the choppers leave and it goes quiet."*

*Matthew is also a volunteer with the Molesworth Brigade.*

*Ange and Matthew's son Henry's been pretty excited about seeing the helicopters, which he calls 'Harolds' after the Thomas the Tank helicopter. To Henry, a Molesworth Fire Brigade truck is 'Mummy's truck'.*



**A helicopter flies over the Molesworth Fire Station**



# SOUTHERN TAS BUSHFIRES : MEMBERS WORKING ON THE MOLESWORTH FIRE



**A weary Michael Hanson after day five on the Molesworth fire**

**IT'S TUESDAY night and Mount Field Parks & Wildlife Delegate Michael Hanson's skin is black from the fire, he's tired, and he's hungry.**

Michael generously chats while he eats his well-earned dinner after his fifth day on the ground.

He's been on remote work, which is extremely physical in the steep Derwent Valley terrain.

*"Some of the work's hose laying, running hose out of backpacks. The hose is wound in such a way it feeds out as you walk along to make sure the edge of the fire line is blackened."*

On Tuesday Michael was working on Ringwood trail, which takes about 50 minutes to access, with highway driving, gravel roads, four-wheel driving, and then scrambling up hills and dozer trails – it's pretty rough both on machinery and physically.

The second day was the toughest for

Michael, working on a hose lay.

*"Fighting fires downhill isn't much fun – the smoke, the heat, everything comes back up at you, you have to duck and weave a bit, get your mask up and your goggles on."*

*You have to be prepared to step sideways rather than outrun it. It's not the worst I've ever been in – that's whole other story."*

As well as fighting fires for Parks & Wildlife, Michael comes from a background of volunteer fire fighting.

*"I was originally with New Norfolk Country Brigade when they had a two-tiered fire system before it amalgamated in the early 90s."*

*I've attended everything from HAZMAT callouts to bushfires – with another hat on. It gets confusing after a while. It's terrible when you call FireComm and say 'this is Parks 22 - no it isn't!'"*

Being from the Derwent Valley's been handy on this fire, as he knows the terrain and roads well.

Days run into each other.

*"You do have to pace yourself a bit – and drink and eat constantly. You get little packs of jelly beans and sweets like that. When you're on the fire you have a bit of a diet change."*

Michael's also worked on the Lake Repulse and Forcett fires earlier in the year.

*"I spent a couple of nights at Lake Repulse doing back burning. A lot of work is patrolling – which is four-wheel driving with attitude – and you've got the fire on one side of you. The Repulse fire was running at the time – you stand on the hillside and you can see it run across a gully about 20 metres away."*

*I was down at the Forcett fire for 10 days – two shifts, which was walking through, checking the edges and*

*making sure they're all done. There were a couple of hotspots. But this fire – it's putting a hotspot then putting out the next one within 20-30 metres."*

Working in the deep Derwent Valley, Michael's made some interesting finds while on the job.

*"It's always amazing what you discover up in the bush. We found some old trucks from 40s and 50s all lined up – the previous landowner had 'stored them'. In another place there were hundreds and hundreds of cars."*

Like any other part of life, Michael said it was important to be careful about how people treat each other when they're out on a fire.

*"There's just a lot of banter. There's a lot of stirring and what have you. But when it gets to bullying – that's not on. There's a line."*

**TALKING to Parks & Wildlife's Mark Monks at the fire station, helicopters whirred overhead, landing and taking off. He traces where he's been working on a fire map on the station wall.**

It's the end of day three on the job for this CPSU Member, who's been escorting machinery to make sure they don't spark up a fire.

*"It's hasn't been the most exciting day, and very tiring. But it's part of the job. We were up on East-West track. We were looking after one 14-tonner and one 25-tonne excavator with mulching blades."*

For Mark the fire season started just before Christmas at Poatina, and then it was the Forcett fire, before starting on the Molesworth Fire. The current fire's certainly showed some tenacity.

*"Some of this fire in the Derwent Valley has burnt into the wind, which shows you how dry it is out there."*

Mark's attended fires for Parks since 1994, before that he was a volunteer firey for nine years.

*"If you live in a small community, fire fighting is what the young people tend to do. The other generations have done their bit so you have to step-up. It's something you have pride in – fighting fires to protect your community."*

Out on the fire ground it's about looking out for your mates.

*"You've got to help each other out."*

*On some of the fires we've been on there are dangerous trees and other dangers."*

**TUESDAY was CPSU Parks & Wildlife Delegate Tom Courto's third day on the Molesworth fire but by no means the start of his duty on the fire ground.**

*"I've only really been in the office two to three weeks this year between fires."*

On this fire his crew's been putting containment lines in and burning out patches to tie in the fire edges, preventing these from turning into a running fire.

*"It's a fairly substantial job; we've put in some big burns so far – basically all for asset protection of towns and homes at the moment. It's about making a buffer between what could potentially be the fire front and their homes."*

All fires are different, and this fire's certainly different to the Forcett fire where we are mainly doing asset protection – we were actually putting out houses in the Forcett fire and saving stock, whereas this fire is quite active in the afternoon.

*Even with the cooler temperatures it's got the potential to get up and go for a run just because the fuel's so much drier here."*

On the job, a normal fire shift is 12 hours but can go longer. It's not a mad rush home either as debriefing is all important at the end of this long day.

*"You've just got to learn to have a laugh with the guys at the end of the day and talk about your experiences otherwise you end up taking too much on board."*

*It's sort of the unspoken rule, we talk about it at the end of the day and get it all off your chest."*

Tom got involved with fires seven years ago after an email was circulated at work asking staff to be involved in the fire fighting effort. It's his seventh season and he's certainly racked up hours, skills and knowledge.

There are plenty more Members working on this and other fires – from Parks, TFS, Forestry Tasmania and lots of other agencies.

The CPSU thanks all these people who're working hard to make our state safe. Your work is appreciated.



**Tom Courto at Molesworth Control**

# SOUTHERN TAS BUSHFIRES : DUNALLEY PRIMARY : MORE THAN JUST A BUILDING



Work continues at the site before the school year starts on February 13

**A SCHOOL is often said to be the heart of a community. The bushfires in early 2013 saw the community of Dunalley lose its primary school. The CPSU visited Member Melinda Blacklow on the last day of January.**

Driving up Bay St, Dunalley the school zone sign is blackened; houses on either side are burnt down at random.

Pulling in to the Dunalley Fire Station, the grounds are packed with utes, trucks, cranes and heavy machinery.

The station is the current Dunalley Primary School office and Melinda Blacklow's make-shift worksite, which she also shares with the police.

The School Executive Officer chats while the hum of construction work carries on in the background, getting the temporary school ready for the 130 pupils starting on February 13.

The first edition of the school news letter is in front of her, and that was a bit of a trial as templates were among the mass of resources lost in the fire.

For Melinda the loss of the school in the recent fires is particularly painful.

*"My Mum and Dad went to Dunalley Primary, I went to the school and my children went there and down the track when I have grandchildren they'll probably go there as well. We've got a strong family history at the school."*

Melinda's ties are also professional.

*"I've been the SEO since 2001, and acting in the position 12 months before that. So I'm almost part of the furniture.*

*My Mum's been around at the school*

*longer than me – a Teacher Aide and until last year she was doing a few cooking classes.*

*She also ran a Mini Munchies programme where parents came in with their 0-4 aged children and cooked. The children adored her and she adored them as well."*

Because of this connection and history the loss is difficult for Melinda, but she's remaining optimistic,

*"Seeing the school really had an impact on me – seeing what was left. People have said – the school is not just buildings, it's the people inside that make it what it is.*

*I just adore my job, I still don't think of it as a job because it's just a nice place to be, a pretty special little school, and every day it's so different and that's what I love about it.*

*I'm determined to remain positive, it's going to be hard for all of us, the children as well.*

*We don't know what some of those children have seen, or heard from adults, and how that's going to be affecting them.*

*We're here for the children – that's what we're going to focus on. We want to make their start as easy and normal, whatever normal's going to be in these circumstances, as we can."*

It hasn't been the start to the year anyone imagined so getting back into the swing of things will take time, much more than a normal year.

*"All of our data was lost, which is a lesson, and the hard drive was in the*

*school safe and I didn't even realise the safe wasn't fire proof.*

*A bushfire coming through, you wouldn't even think of that happening in your wildest nightmares.*

*I feel pretty bad. I've looked in my glove box I don't know how many times to make sure the hard drive's not in there.*

*That's one of the hardest things, with all the data gone, and hindsight's a wonderful thing, but I just have to move forward."*

Many remnants of Dunalley Primary School were also lost in the bushfire.

*"We've lost every photo that was in our school, and one of our lovely parents with a Facebook page is asking for photos from the school.*

*My sister-in-law actually emailed me through a 1918 photo and it's sitting up above my desk - That's actually the only photo I have of the school.*

*KK School Photos, who we have our school photos done with every year, always do a beautiful big whole school photo and it's always centre of attention in the front foyer of the school - I've asked them if they could replace that, and they were happy to help out plus also give us a backlog of photos going back to 2001.*

*Photos are some of the most precious things."*

She knows this from personal experience of the bushfires.

At Melinda's Kellevie home there were about half a dozen instances where the fires were coming towards the property but as luck would have it the wind changed at the last moment.

*"We packed three cars up with photos and lots of memorabilia you can't replace and took them to the shack on the East Coast.*

*We had some pretty scary moments and bought a fire fighting pump and were ready to defend our home if we needed to – it came close a few times.*

*I've never taken as much notice of wind direction as I have lately.*

*It went through the town so quickly.*

*My husband, son and daughter's partner were in Dunalley that Friday afternoon trying to fight the fire at the sawmill which belongs to my uncle.*

*They said it was frightening the way it was travelling, and the fire was creating its own wind and sucking all the oxygen out.*

*In Dunalley at 3'oclock in the afternoon you just couldn't see in front of you because it was so smoky, it went through the town in minutes.*

*Mum and Dad lost their home at Dunalley and they're doing it pretty tough, but I'm proud of how they're handling it, taking it one day at a time, it's been a difficult time for all of us."*

Melinda first went to Dunalley a few days after the fire came through.

*"I just wasn't prepared to see what was left, especially of our school. I know it was only a building but you have your routines and know where everything is in your office.*

*I had a lot of Hawthorn memorabilia in my office and that's all gone. One of the cleaners bought me a Hawthorn bear, so that was really sweet."*

For Melinda the 2013 work year began on January 21 and she was determined to start despite the lack of a building, so on the first day her base was Learning Services at Warrane.

*"It was too far away – I had my Mum and Dad staying in a caravan with us at home and there were bushfires still threatening our place at Kellevie, I said thank you but I'd rather be closer."*

Melinda then worked for a few days in Dodges Ferry Primary School before moving to Dunalley Fire Station, and her next move is likely to be the gym and then lastly to the new building.

*"So I'll have moved around a bit."*

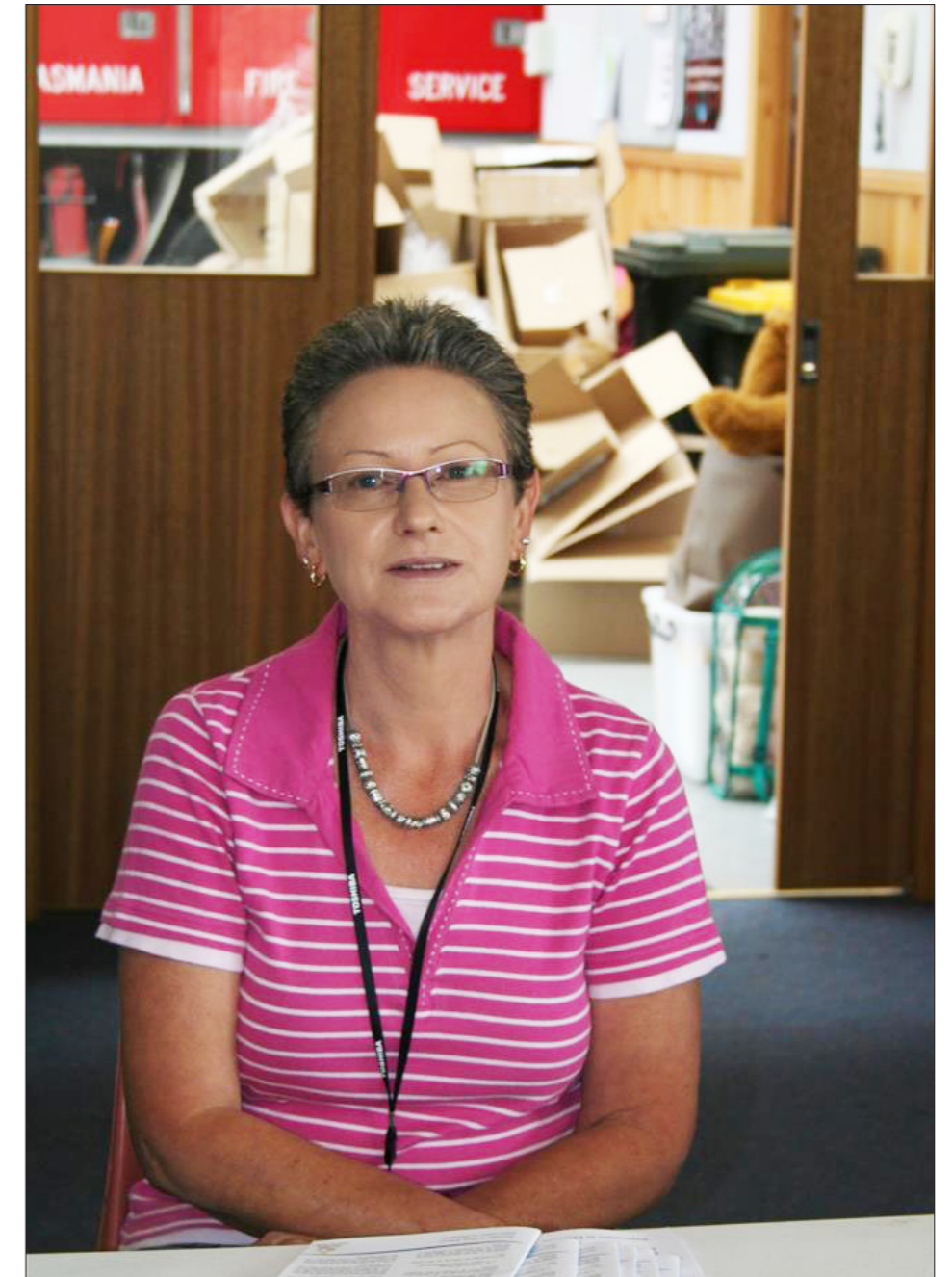
Coming back to work was a bit like 'where do I start' for Melinda.

*"It's been very busy. Usually this time of year you're well into a routine. I knew what I needed to do before I came back – I had it all planned out.*

*We have six classrooms in the new temporary building and I guess we'll have these buildings for up to two years, and it could be 2-3 months before we get into a routine.*

*It's not going to be easy starting my office from the ground upwards but there's plenty of help out there, I just need to make sure I ask for it."*

Melinda has phone and internet in her temporary office but is unable



Temporary office: Melinda in her current worksite: the Dunalley Fire Station. In front of her is the first edition of this year's school newsletter.

to access programs such as Finance One and Edupoint that were on the department's network.

*"I've just got to do what I can with what I have, it's going to take a while to get it up and running, other schools are going to be great with document templates and Dodges Ferry Primary's passed on some of theirs.*

*I got a template for a newsletter from Orford Primary School."*

The school's been overwhelmed with donations of all sorts from individuals,

organisations and other schools.

*"I can't describe how generous people are, there are so many nice people it's heart-warming, people just want to donate whatever they can.*

*It's not the start of the year anyone wanted but there's so much support.*

*I must say how much I appreciate the support of the CPSU, and Celeste phoned me several times just to make sure I'm okay and to tell me what support was available, that's really appreciated."*

# SOUTHERN TAS BUSHFIRES : UNION FUNDRAISING

THE BUSHFIRES were a devastating start to 2013 for many Tasmanian families, with homes and businesses destroyed and thousands of people displaced. The CPSU alone has more than 150 members who live or work in the affected communities. Tasmanian unions pitched in to raise money in the wake of the fires, starting an appeal with the Red Cross. CPSU Members and staff helped in various ways to raise funds, from barbecues around the state to a statewide union collection day. Over \$69,000 was raised which went directly to the Tasmanian Red Cross 2013 Bushfire Appeal.



# MEMBER PROFILE : TANIA SHILCOCK : DRIVER LICENCING UNIT

**TANIA Shilcock is new to Tasmania, our public sector and our union, but she's already a Workplace Delegate.**

But Tania has plenty of experience and passion to offer the Members in her workplace.

## Her job

An Operations Officer for DIER's Driver Licencing Unit, Tania deals with the sensitive issue of restricted driver licences.

*"I also work with confidential notifications, so if someone's unsuitable to drive and the registrar's notified it's my job to put that process into place and to follow up to determine somebody's suitability to drive."*

Tania also vets restricted licence applications, prepares court certificates, deals with offence free rewards and medical certificates for conditions relating to driver licencing.

*"It's quite highly regulated and there's a lot of client contact – and that's the part that I enjoy – and often some of the decisions we make impact quite strongly on their personal lives, so I take it quite seriously that we deal with all of them the best we can."*

Tania worked for about nine years in the Transport Department in Western Australia, in driver licencing and vehicle registration before starting at DIER in April 2011.

*"There was a bit of a transition between the WA and the Tasmanian way of doing things and it's been a bit of an adjustment because the state governments are quite different."*

*Coming from a very well-funded state government where money wasn't such an issue to very tight budget restraints is a whole other kettle of fish – it's really quite challenging."*

## An active CPSU Member and Delegate

Tania didn't waste any time joining the union once she started in the Tasmanian Public Sector.

*"Fairly soon after I arrived I signed up as a Member, CPSU Organiser Jacob came for a walk around the office and I took the Member pack and signed up. I've been a union Member since I started in the public service."*

Signing up with the CPSU CSA in WA in 2001, Tania became a Delegate six months later.

*"I was very keen to get on board in Tassie, and I only became a Delegate because I was asked – if no one asked me the question I would have never put my hand up."*

*But I'm really glad I was asked and I took the challenge on because it opened up a whole new world, dealing with people and being able to assist and actually make a difference."*

In Western Australia Tania said one of the best outcomes she'd experienced as a union Member and Delegate was the change from four to 12 weeks maternity leave.

*"It was of personal interest to me because from 2002 to 2006 I had four babies, so I went from having to give up my newborn after a couple of weeks to go back to work to being able to stay home."*

*I also saw positions being reclassified through a lot of union activity and we saw many come on board because it was important they were recognised for the work they'd been doing."*

WorkChoices also came in, which was a huge issue for a lot of people.

*"It was really nice to see people caring and standing up for what they thought was right – and I was really proud to be part of that."*

In Tassie Tania's started in the role of Delegate last year.

*"I'm hoping to encourage more people to join, and I'm happy to give out information and discuss the benefits of union membership."*

*We have our noticeboard up and information to hand out to people."*

*One of the key things I'd like to see happen is that when a new staff member comes on, particularly here in registration and licencing branch, the CPSU has a role in induction right at the very start, and also having representation on committees that are going on in regards to changes in the workplace and decisions that affect staff."*

*I had a chat to the registrar here and explained my role to him and he was very supportive and encouraging and suggested I put a regular feature into the newsletter as well."*

*So I'm really hoping to build that positive message around what it means to be part of a union and try*

*and steer away from and correct negative perceptions that might exist."*

One thing Tania's noticed since moving to the Apple Isle is the problems that come from working in tough economic times, such as workload and stress.

*"I think it's becomes an issue when people are physically affected by the stress they feel at work, and when that stress goes home with them."*

*I'm glad to see that after raising a few things there have been some positive steps towards helping people achieve a greater work-life balance, some of that has included bringing in people to help with how to deal with stress."*

## Thoughts on Unions

*"It's great to be part of a union because a lot of voices are heard more clearly than one little voice in the wilderness. It's that power of collectiveness that's so important and I've witnessed so many times where a group of people can make such a change."*

*And the values that go with the union, the justice that prevails, people feel like that they do have that back up and that support and what they think and care about does matter and someone else is prepared to make a stand with them."*

## Advice to other Delegates

*"I'd say use your Organiser, they're there for back-up and support so don't underestimate the power of that as a resource."*

*Just talk to people, often nobody asks people about joining so don't be afraid to ask."*

*Don't be put off by a negative perception because I don't think it exists as much as people think it does."*

Tania also urges Delegates to talk to all their colleagues. *"Often the quiet ones will be really key Members."*

## A former "Anna"

Tania took part in the Anna Stewart Memorial Program about 5-6 years ago in WA, and Tasmanian Delegates can also take part, learning about women's issues in the workforce and role in the union movement and beyond.

*"It was really nice to see what was happening on the inside of the union, how much passion and work was*

*going on to get things done in the union movement, and I got to meet one-on-one with some prominent people in the union and the Labor Party as well."*

Tania also learnt a lot about organising a workplace and how to become a more effective Delegate.

*"The thing that's stuck out most to me, in all the courses I've done with the union but particularly with Anna Stewart, was the absolute importance of the Delegate as a key role in the union movement."*

*Without Delegates there wouldn't be a union, so it's such an important role in workplaces."*

*I got an understanding of why so much was invested in Delegates in terms of time and training, so I'm glad I can repay the time people have put in for me and pass that on to other Members and encourage others to take up the role."*

*If you do nothing else, put up your hand for Anna Stewart, it really is worthwhile."*

## On a personal note

Tania's only been here for a short while but she absolutely loves Tasmania so far, although the cold is a challenge, *"I never had a winter wardrobe until I got to Tasmania,"* she said.

*"The smaller population is quite a different dynamic to work in, as well as the isolation as an island away from the mainland, but it's an exciting place to be."*

*Tasmania is a beautiful state, we moved here because of the beautiful country, we made a lifestyle change in coming down here to get out of the rat race."*

*We live in New Norfolk, so we've got Mount Field on the back door step, the Derwent River just there, so the environment is fantastic."*

Away from work Tania is a wife and busy mum, with 7 children aged between 6 and 26.

*"A key thing for us in the last little while was my husband and I took a year off work and we lived onboard our boat with four of our kids, we just went travelling and did some home schooling, so took a gap year on the water with the family."*



**STEPHEN Hutchinson works at the Tasmanian Museum & Art Gallery (TMAG) as a Utility Officer where his duties are many and varied including maintenance and organising tradespeople, and he's one of our many hardworking CPSU Delegates.**

With the recent museum redevelopment things were pretty squeezey for a while as the area was reduced to a third of its normal size.

Stephen's worked at TMAG for about five years and knows the museum pretty well, although being such an old building there's still plenty to discover.

*"I'm getting to know the hidden stuff, like electrics that we don't have any drawings for, pipework underground that we don't have drawings for, so we're learning as we go along."*

Stephen's been in unions since he was a zinc works apprentice in 1969.

*"At 17 we were encouraged to join the union, it was a family thing."*

*I spent eight years on the mainland in construction, and was on sites in isolated areas like Wyndarra, 300 kilometres north of Kalgoorlie.*



*The boys wanted someone to represent them so I put my hand up and became the onsite rep, that's where my interest in representing members came about."*

He also represented union members as a Shop Steward for Australian Newsprint in Hobart, and for 19 years ran his own maintenance company.

*"Even though I was running my own business I brought union values with me, and coming up through those ranks with the support of the union I learnt a hell of a lot, so I applied those theories and approaches to my staff."*

When he started at TMAG Stephen didn't join the union to start with.

*"I was thinking things would be okay and I didn't need to be part of a union, but things changed pretty quickly and I was happy to join the CPSU."*

*I wanted to get a little bit deeper into the union so I became a Delegate and now I'm also a CPSU Councillor.*

*I've a well rounded approach to my union background, I've done a nice apprenticeship in unionism!*

*Back in the 1960s and 70s we were rather militant, we confronted before we consulted, and we went out and marched, so we were more likely to march down the street than sit in an office and talk to people."*

Looking back Stephen said he realises this was the wrong way to approach employers about union matters.

*"Now it's consultation without confrontation, so I've seen different styles of union, the old and the new and I believe the new is better because there's no advantage or result in the old way of doing things."*

*It's better to sit and chat and work it out, and say 'collectively we're not happy with these conditions - what can we do about it?'*

*I've calmed down now, and look at things from a different angle.*

*At TMAG I decided to be an active Member, it's sort of in me, I thought I could get away from it but I couldn't!*

*I don't like to see workmates being intimidated or not knowing their rights.*

*I wanted to educate myself more too, which is one of the reasons I became a CPSU Councillor, and it's great to have the experience of other Councillors and*

*union management when we meet.*

*I want to help staff at TMAG and try to encourage people to join the union.*

*I use my own experience about what the union's done for me when I'm talking to them: better working conditions, better pay."*

Despite years as a unionist Stephen is a fairly new Delegate in his workplace.

*"I'm only a newbie, I started about 18 months ago and I found it really easy with the CPSU because we've got this great bank of professional people who're able to help you."*

Stephen is working to raise the profile of the CPSU and its Members in his workplace and he's started a newsletter which gives updates about issues, activities and Member profiles around the six TMAG sites.

He's also looking to increase Membership in worksites with the help of his CPSU Organiser.

*"I'm trying to put a face to the CPSU here at TMAG as we've got a lot to offer Members and other staff."*

Stephen recently took part in a day of Delegate training.

*"It was really useful and it was nice to be among people with the same drive to want to help people, it's great to know there are people doing similar things who are likeminded."*

*My cousin was a Delegate for DIER, and I didn't even know, there he was sitting there at the training!*

*I'd really like to network more with other Delegates and get together."*

Away from the workplace Stephen barracks for Collingwood.

*"But I do have an IQ higher than 50, not like some people believe!"*

Apart from footy, Stephen's got plenty of other interests including, until recently, renovating homes.

*"My son and I are into four-wheel driving and I ride what I'd like to think was a motorbike, but it's a big scooter, a 400cc Suzuki scooter."*

*Recently my wife enrolled me in lawn bowls as she said I'd like it."*

Stephen found the bowling course fun, and he's getting to use to all the lawn bowling lingo such as 'too much grass' and the 'kitty'.

**UNION Delegates are vital in any workplace, they're the bridge between Members and their union Organiser and they're the union's eyes on the ground, and Quentin Moncrieff is the go-to person for CPSU Members at RBF.**

Based in the Hobart office, he started in the role around 4 months before our March 2013 chat.

*"I put my hand up because I like to assist people where I can, that was the main reason I came on board."*

*So if they have a quiet demeanour and need someone to represent them I can help."*

Quentin said RBF has a culture of people being able to suggest ideas.

*"Having a Delegate to talk to gives these people an anonymous avenue so they can make suggestions they otherwise wouldn't."*

*It's about promoting togetherness and solidarity, and I've spoken to numerous Members about their concerns, and it's about making myself available to people."*

*I believe people feel comfortable talking to me as I'm quite visible in the organisation through social activities in RBF, and I'm not just visible to the 'little' people like me, I'm also visible in this role to managers."*

March was certainly a busy time at RBF, with an Enterprise Bargaining Agreement in negotiations.

*"At this stage I've been keeping abreast of the EBA activities and it's been a great learning process and I'd like to get more involved."*

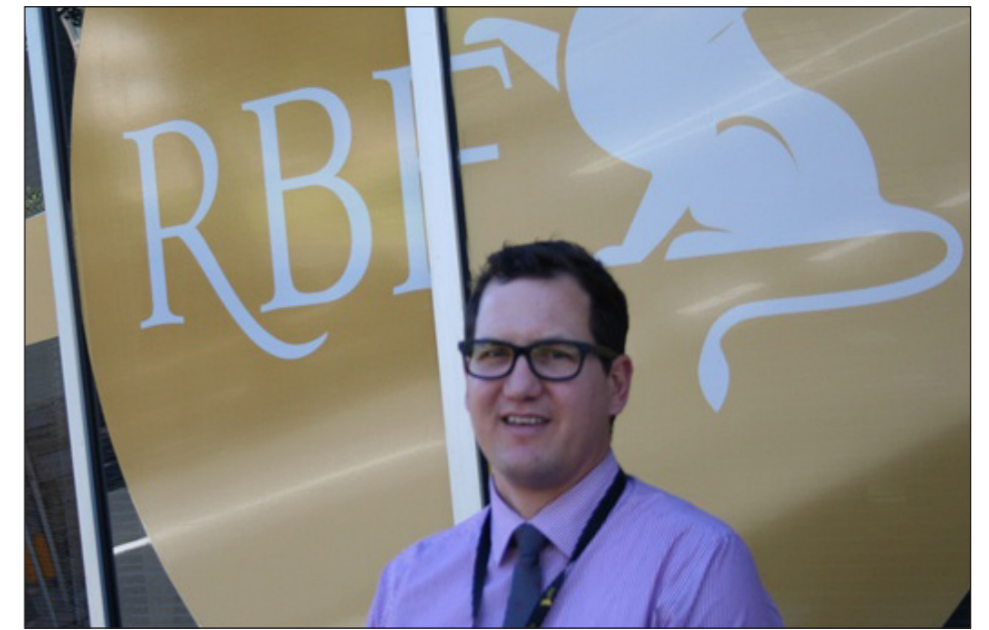
*The CPSU is acting for the interests of Members in this agreement process, which is great."*

Taking on the Delegate role provides new experiences and also new challenges.

*"Being a representative of any person or group, you find there's diversity, everyone is different, so you need to understand where they're coming from, what they want to achieve, and their expectations."*

*Working as a Delegate allows you to learn new skills and gives you the satisfaction of helping others in your workplace."*

As well as taking on this important role Quentin's just changed jobs.



*"I've recently been appointed as a Financial Planner."*

*I've worked with RBF for coming up to four years and I've had five varying roles in three divisions, which has given me a well-rounded knowledge of how the fund works and how all the divisions come together."*

Despite juggling a new job Quentin said he's always got time for union Members who need a hand, an advocate, or some advice.

CPSU staff have also made themselves available to Quentin, so he's not alone.

Quentin's been a CPSU Member for more than three years.

*"I became a Member after I came through the temporary employee window, it appears most staff come through that channel."*

*At the time I joined the former EBA was being negotiated and I saw through other union Members and RBF updates how negotiations were being stalled and felt I'd like to support the cause to get a fair agreement for everyone involved."*

*With former EBA negotiations, from the outset to completion saw several starts over the years, and RBF saw several HR managers come and go, so at the time there wasn't a great deal of continuity or confidence, but the one constant factor was the CPSU."*

When asked what he'd tell someone who wasn't in the union, Quentin said Members have the CPSU to fall back on if they ever need it.

*"I'd encourage anyone to join their union and investigate what the union can do for them and their workplace."*

*That might be representation at EBA negotiations, representations when something contentious is happening within their organisation, when something has changed, or when a member requires clarification on their rights as an employee."*

*They also receive the opportunity to buy discounted movie tickets and supermarket vouchers."*

*There are a lot of benefits of being a union member."*

A former Queensland, Quentin moved to Tasmania nearly six years ago, and the adjustment hasn't been too bad.

*"I've found Tasmanians get colder than I do in the cold weather, and they seem to feel hotter than I do in the warm weather."*

*The adjustment that I find the hardest is knowing where things are, and I often deal with files of clients outside Hobart and I don't know off-hand where they live."*

This means a bit of time on Google maps for Quentin to familiarise himself with the Tassie terrain.

Away from work, he and his partner have two children.

*"I've got a keen interest in any sporting event and enjoy physical activities, and I also enjoy what I do at work."*

# 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 - the shrill calls to 'stop the boats' - 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.



# MEMBER PROFILE : MARGARET HORTON : BIODIVERSITY & CONSERVATION

**MEET Margaret Horton, a CPSU Member for more than 10 years who recently put her hand up to be a Workplace Delegate.**

**Margaret works in Biodiversity and Conservation at DPIPWE, supporting the efforts of scientists protecting Tasmania's flora and fauna, and she talks about herself, her job, and her union role.**

*"I started in the department about 16 years ago, I'm a conservationist, so I'm pleased to have landed here.*

*I was looking for part-time work at the time because my daughter was about two and I thought it was time to put my paw back in the workforce, and it was a part time job for a year – 16 years later I'm still here and it's almost a fulltime job.*

*I started with the Tasmanian Vegetation Mapping Program.*

*The Regional Forest Agreement mapped the forest and when Tas Veg started they thought they'd map from where the forest ended.*

*It was thought it'd be pretty easy to do this but it turned out to be much more complicated.*

*It resulted in a Tasmanian Vegetation mapping product, which is now what everyone refers to for natural resources in Tassie, and it's an ongoing part of the government rather than just a project.*

*Now I do most of the administration for my branch, which rescues whales, dolphins, turtles and anything hurt that shows up in our waters.*

*We probably have the most skilled whale rescue team in the world because Tasmania has more strandings than anywhere else and we've developed methods of refloating whales that we're teaching other's around the world.*

*The branch also includes the Threatened Species Section - that's everything to do with sea eagles, wedge tailed eagles, frogs – anything that's listed as threatened, and the branch also includes the Natural Values Atlas.*

*Part of my job is talking to the public and giving advice on problems from having an unwanted possum in the roof to what to do about plover's nests in the middle of school sports grounds.*



*In a way, we are like the scientific arm of Parks & Wildlife, and most people working in the branch are scientists.*

*Anytime Parks wants to do work in a natural area or reserve, such as a fuel reduction burn, that request comes through us.*

*For example, we'd recommend a burn should happen at this time, so it doesn't affect this certain frog or it that bird's breeding season.*

*We've also got vessels we use for the whale and dolphin rescue work and I need to make sure they're maintained and registered, so my job is a lot like running a small business in some ways and I do everything from administering grants to fixing the photocopier.*

*The Commonwealth and State Government funds us to work on Macquarie Island where Parks eradicated all the rats and rabbits this year.*

*I'd help organise expeditions to the Island, the medical checks, dealing with the grants, all the volunteers and managing invoices.*

*Every area of branch activity that's not scientific, I've got my paw in it.*

*It's an incredibly diverse job that I really enjoy, and it's always busy, and the day just flies past.*

*My job's all about supporting the scientists so they can do their work.*

*They are all very hardworking people, and it's funny because there's this misconception that public servants are lazy and sitting around not doing a lot but in reality they are people working really hard.*

*Like in this branch – you can't manage natural resources from a desk, and everyone's always so busy especially doing field work."*

*In DPIPWE Margaret's seen the impact of a tight government budget.*

*"When I started here and a member of the public called up about an issue like a possum in their roof we could send someone out to assist them, whereas now, most of the time we can only offer advice.*

*One of our biggest fears is job loss.*

*We get treated quite well but there's fear with the public service getting cut back that we might have to go or another service we offer will be cut.*

*In DPIPWE, a lot of staff are on contracts that are ending and can't be extended because of a lack of funding."*

*Margaret's had a diverse career before DPIPWE.*

*She's worked for the Wilderness Society as Fundraiser and National Membership Co-ordinator and before that spent 15 years in theatre administration with Salamanca Theatre Company and Terrapin Puppet Theatre.*

*Margaret was Treasurer of The Salamanca Arts Centre for many years and in the early 80's, aged 23, she opened a restaurant in North Hobart called Milliways, after the restaurant at the end of the universe well known to fans of the Hitchhikers' Guide to the Galaxy book.*

*In October 2001 Margaret joined the CPSU.*

*"I've always been supportive of unions and my first union experience was when I was working in what was OBM's at the corner of Elizabeth & Collins Street, and Paul Lennon was the union rep who came in and talked to me about joining the union.*

*Not long after that there was a strike and we all went down to the outside of Parliament House, which I thought was pretty cool, and it was a fight for salary and conditions that we won.*

*Pretty early on I realised if one person walks into a room you might not get heard - but if 30 people walk into a room about an issue they're going to get listened to.*

*I've known about 10 or more people who've gone to the union because of serious issues and they've been resolved really well by the union.*

*Sometimes people say 'the union doesn't make a difference' but actually it does.*

*The union's often the only thing between a worker and management and if you don't have someone to go in and bat for you then you're in it alone, especially with a sensitive issue such as change management when management move an employee from here to there and do it badly and*

*the worker gets massively stressed and takes it to the Industrial Commission.*

*HR can just keep on throwing new people at the problem and without the union there's only you, and these things can drag on for 7 or 8 months.*

*If you don't have the union helping you, I think you'd go under, you'd just want out, whereas the union would help you keep fighting for your rights.*

*I believe people should be a member even if they're not experiencing any problems at work as you never know when something could happen."*

*Margaret started as a Delegate this year after another DPIPWE Delegate in the building retired.*

*"They've quite liked having a Delegate again and having someone to run things past.*

*There wasn't a Delegate on our third or fourth floor and I just mentioned to CPSU Organiser Luke Middleton that if he needed a contact to help distribute calendars I'd be happy to do it.*

*The more we got talking the more interested I became and he asked if I'd like to become a Delegate, it's been really, really interesting.*

*I'm also a member of the OH&S Divisional Committee and I help with OH&S matters for both the Branch and the Division.*

*I'm very passionate about OH&S and we're rewriting a lot of Job Risk Analyses, so if someone needs to go out into the field, on a boat or climb a tree you write a risk safety analysis so they know what to do to get the job done safely.*

*In January the new OH&S laws came in so I've been trying to get an understanding of that over the last few years.*

*This OH&S role seems to dovetail nicely with my union work because it's about looking after the welfare of the people you work with.*

*So it's that caring, nurturing role, that's what I like about it, making sure people are looked after and they're not mistreated in the workplace.*

*Luke gets all the Delegates in the Lands Building to meet once every three months which has been great."*

*One thing Margaret finds frustrating is people who won't join the union.*

*"Many seem happy to sit back and let the union do all the negotiations and benefit from that, but I think they'd all want to join the union if they had a serious problem.*

*I've talked to a few people who aren't members, and some have been really anti-union because of a bad experience in the past, I'm talking years and years ago.*

*It's my aim to get some more people in my branch to join the union and put the past behind them.*

*You get to claim the union fees on your tax, and it's not much and you really don't notice it out of your pay.*

*Union Membership is like insurance against things not going so well."*

*Like her work life, Margaret's personal life is also busy, and she's married with two teenage children.*

*"I've got a 17-year-old daughter and a 15-year-old son, my daughter's doing first year matric, and you've got all the kids sporting activities and everything else that usually involves driving them around.*

*I'm on five acres so that keeps me busy planting trees and looking after the garden, it seems weekends just fly by.*

*My husband's into family history so quite often we go and visit various graveyards around Tasmania.*

*It's interesting, we went up to Stanley a few weeks ago and that was amazing, we went to the graveyard there and I was looking at my father's great great-grandparent's tombstones.*

*Our kids are used to being dragged off to graveyards since they were babies, which sounds a bit weird!*

*We all like bike riding but in the warmer months I like to go rubber-ducking on rivers, we whack our helmets on and shoot down a few rapids, it's great."*

*Margaret previously working in the theatre and tries to see as many productions as possible.*

*She was for many years the Chairwoman of KickStart Arts which does wonderful community theatre.*

*The CPSU is excited to have Margaret on board as a Delegate.*

*Delegates are vital in workplaces, and they're a way of helping to identify issues and making sure union members are heard.*

# STAND UP CAMPAIGN : YOU DESERVE RESPECT AT WORK

AT THE start of 2013 the CPSU and HACSU commissioned the Tasmania State Service Workplace Satisfaction Survey. This resulted in a representative survey of the state service of both union members and other employees.

Research Company Survey Matters found the following:

- Just 39% of survey respondents had trust and confidence in the leadership of their Agency while only 32% considered they were consulted before decisions affecting them were taken.
- Just 16% of respondents agreed underperformance was effectively managed and only 22% felt high-level performance was meaningfully recognised.
- Little more than one-quarter of respondents said promotions in their workplace were merit-based.
- Just 46% of respondents said they hadn't seen bullying or harassment in their workplace over the previous 12 months.
- Just 19% of workers said they would recommend employment in the state service to family and friends.

One overarching theme from the research was the lack of respect these workers were shown. The survey results formed the basis for the Public Sector Unions Wages Agreement – known as the Stand Up for Fairer Workplaces campaign.

Three rounds of meetings around the state in early 2013 saw Members give their feedback on a range of proposed actions to deal with the issues raised in the survey and other Member concerns, which led to the development of a log of claims. This is a comprehensive document that aims to improve the Tasmanian Public Sector and also shows ways of making productivity savings.

In early July Public Sector Members overwhelmingly endorsed the Log of Claims. Negotiations with government representatives are now well underway.

## Tasmanian State Service Workplace Satisfaction Survey Results



## ROUNDS 2 & 3 MEETINGS

NOW IS THE TIME TO DO SOMETHING ABOUT THE ISSUES IN THE PUBLIC SERVICE  
This is about YOUR next 3 years' wages and working conditions so come along!

**We deserve respect at work**  
I'll stand up for fairer workplaces

**We deserve respect at work**  
I'll stand up for fairer workplaces

**We deserve respect at work**  
I'll stand up for fairer workplaces

Venue	Date	Time
Glenorchy LINC Room	15 May	4:00 pm
Hobart ANZ Centre Training Room Level 4 - 22 Elizabeth Street	20 June	4:00 pm
Rosny LINC Room	17 May	10:00 am
Hobart 6th Floor	21 June	10:00 am
Hobart 11th Floor	17 May	10:30 am
Hobart May 16: Ground Floor Meeting Room	21 June	10:00 am
Amenities 99 Bathurst Street Hobart	20 May	11:00 am
Kingst LINC M	24 June	11:00 am
Newt Wood	20 May	1:30 pm
Hobart RHH Keith Millingen Lecture Theatre	24 June	1:30 pm
Burnie TAFE Lecture Theatre - Mooreville Road Burnie	20 May	4:00 pm
Reece House 46 Mount Street Burnie	24 June	4:00 pm
Devonport	20 May	4:00 pm
	24 June	4:00 pm
	21 May	10:00 am
	25 June	10:00 am
	21 May	12:00 pm
	25 June	12:00 pm

## PUBLIC SECTOR UNIONS WAGES AGREEMENT 2013 LOG OF CLAIMS

developed following extensive consultation with union members over the past six months

### Introduction

The Public Sector Unions Wages Agreement 2012 expires on 30 June 2013. This log of claims details the issues members of the Community & Public Sector Union (State & Community Services Federation Tasmania) Inc. and the Health & Community Services Union (Tasmania) seek to have included in the next Agreement.

We are seeking a 3 year Agreement to operate from 1 July 2013 until 30 June 2016. As with previous Agreements we seek to formalise the outcome of these negotiations by way of amendments to the Tasmanian State Service Award and the Health and Human Services (State Service) Award along with a registered section 55 Agreement containing administrative and process matters.

### 1. Salary Increase

2.3 We want to see a clear procedure for consultation included in relevant Awards. This procedure should identify the various stages of a consultation process and the rights and responsibilities of the parties at each stage.

### 3. Communication

Union members are seeking to improve communication within and across the public sector. Open, accurate and timely communication is empowering, removes confusion and encourages a spirit of teamwork. Productivity improvements can be achieved through communicating...

## We deserve respect at work

I'll stand up for fairer workplaces

### STAND UP CAMPAIGN THEMES AND ACTIONS : YOUR FEEDBACK

please tick your choices

**1 COMMUNICATION & CONSULTATION**  
Principle Statement - The Award should include a principle statement recognising that consultation occurs because it results in better outcomes, not because it's an Award requirement.  
Consultation on all Change - The definition of 'consultation' must alter so all change is subject to consultation with only timeframes differing depending on complexity & number of stakeholders involved.  
Stages of Consultation - A clear procedure that identifies the stages of the consultation process has to be developed and included in the Award.  
Agency Communications - A minimum standard for communications with workers must be developed and adopted across all Agencies. This mechanism can then be used across government to keep workers informed, to train and educate, and to provide standard approaches to whole-of-government issues.

**2 RECRUITMENT PROCESSES**  
Central Vacancy Management - A process for managing vacancies centrally should be maintained so they are not advertised externally until it has been assessed there are no suitable opportunities across the sector for reassignment of duties.  
Duties and Transfers - Workers should be able to nominate themselves for reassignment to another Agency or to another Agency for recruiting young workers and those with disabilities will achieve targets by identifying special ability program and will be exempt from...

has been approved and  
ers are welcome.  
with your CPSU works for you!



ctor Union 157 Collins Street Hobart 001 www.cpsu.com.au



**DONNA JOHNSTON joined in 1985 and she's certainly a CPSU stalwart with a number of strings to her union bow.**

A CPSU Councillor and long-time Delegate, Donna's certainly working to help her colleagues and contributing to the union on a number of fronts.

*"Why am I a union member? I believe that collectively we can do far more than you can individually, you do need to stand together and be united."*

*Membership is important protection, to me it's a bit like private health insurance, there have been instances where the union's helped me.*

*The employer doesn't just give you things, the entitlements we have were hard fought, and it'd be a sorry day if we didn't have a union because then it's the employer that tells you what will happen.*

*Along with the benefits and surety it brings us as State Service employees, there are also CPSU Member benefits which to me are an added bonus."*

After moving from the Department of Education last year after a 28 year stint, Donna now works at the Integrity Commission as a Business Services Coordinator.

The commission is an independent Tasmanian body that works with both the State Government and councils to raise the standard of conduct, ethics and propriety in Tasmania's public sector, dealing with misconduct and offering education and advice.

*"My job as a Business Services Coordinator as I see it is, from an admin point of view, keeping things running smoothly in the background."*

*If you've got an efficient administration area people can go about their work and don't have to get bogged down with other things like the light bulb flashing or delivery of items they need.*

*My job covers a range of areas, financial management and reporting, HR reporting and responsibilities, facilities responsibilities, it's about making sure things keep ticking over."*

THE DELEGATE role fits Donna nicely, and after taking up the position she's carried it proudly to every workplace.

*"Being a Delegate means promoting the union for a start."*

*If you walk into my office I've got union paraphernalia up, the Delegate cup*

*on my shelf, the wall planner, it's all to promote the role of the union but not be too pushy."*

Donna's found with some colleagues it's not about being 'in-their-faces' when encouraging them to join the CPSU.

*"In a previous job I shared an office with a colleague who wasn't a CPSU Member and I said to her a couple of times, 'you really need to think about joining the union and this is why'... and a good 18 months later out of the blue she told me she'd decided to join."*

*I think that was because she'd observed the way I'd worked, she'd seen my involvement with the union including organising the troops for a rally.*

*This shows you don't have to be pushy, you can just raise awareness and then they'll come to you.*

*A lot of people won't make decisions on the spot, they do need to digest things and think about it."*

Delegate training is something that Donna's enjoyed, from the foundational ACTU training to the more intensive Anna Stewart Memorial Program.

*"CPSU Organiser Lyn Saunders drew the Anna Stewart program to my attention and I was accepted and found it really beneficial."*



Donna came back to speak to this year's Anna Stewart participants on the first day of the program to share some advice, insight and the video project her group had worked so hard on, a video that has since been reshot in high definition, copying the original concept, by the CPSU for distribution.

It highlights domestic violence as a workplace issue, and is being used nationally by the Australian Domestic and Family Violence Clearinghouse, which is an amazing achievement by for the Anna Stewart group!

*[The video can be found on the abettertasmania channel by typing 'domestic violence is a workplace issue' into youtube's search window]*

Donna has a few pieces of advice for new Delegates.

*"You can't be backward in coming forward, you have to have confidence in yourself and you need to know what you're talking about."*

*You need to be able to deflect if you get rejection, it's not a personal thing.*

*And persevere, you often don't win first up, so keep plodding on.*

*It's important to simply talk to people about joining the CPSU because they may never have been asked to join the union or be aware that there even is a union."*

**EVERY week the CPSU's Member Advice and Support Team (MAST) is working to help Members with workers compensation, bullying, allowances, award breaches, personal leave and many other issues.**

Here are a few examples of Members helped by MAST in the past year:

**Member receives payment thanks to their union:**

A CPSU Member had been on call 24/7 for many years in the Department of Justice, and he contacted his union to seek payment of the availability allowance for the last three years.

On his request the CPSU tried to negotiate with the Department that was unwilling to pay the Member anything, saying because he'd agreed to be on call he'd effectively waived his rights to this entitlement.

Before a Tasmanian Industrial Commission conciliation conference the Department made a very low initial offer to this Member and said there would be no further offer made.

At the conciliation conference the CPSU was able to triple this offer and the Member was very pleased.

Without the CPSU's help it was unlikely there would have been a payment at all from the Department, despite the Member being entitled to it.

This shows how the CPSU can help Members achieve fair outcomes despite opposition their employer.

The Member concerned said Industrial Organiser Celeste Miller was brilliant.

*"I don't think I would have gone as far as I did without her help, I couldn't commend her highly enough. I contacted the CPSU to ask 'am I being paid the right amount?' and she knew the answer straight away. She knew all the procedures and told me what I should and shouldn't say. A couple of others at the CPSU helped me too. I was happy with the result as well."*

**Members get back pay after CPSU intervention:**

DURING the 2012-13 bushfire season at least two Parks & Wildlife Service Members acted above their level in Australasian Inter-service Incident Management System (AIIMS) roles but didn't receive any More Responsible Duties Allowance or Higher Duties Allowance. These were paid roles, not

volunteer positions.

AIIMS is a system that helps integrate activities and resources from different agencies during bushfires and other emergencies.

The CPSU notified the DPIPWE that if it didn't rectify this it would have effectively breached the Tasmanian State Service Award.

After CPSU intervention DPIPWE will now formulate and classify Statements of Duties for AIIMS roles not already described in the PWS Agreement.

DPIPWE will now also backpay affected employees appropriate amounts of Higher Duties & More Responsible Duties Allowances.

This is a great outcome for Members who were working to protect Tasmanian communities.

**CPSU Members paid entitlement:**

SIX Education Members are receiving retrospective payments covering a four month period after the employer neglected to pay an allowance.

These Members successfully applied for a newly created role, starting work in Jan 2012, but a statement of duties wasn't created until June and before that they weren't paid the More Responsible Duties Allowance that was rightfully theirs.

DoE said this was because there was no Statement of Duties in place.

The CPSU outlined the concerns and DoE soon informed the CPSU it would pay the backdated allowances, a fantastic outcome for a group of happy Members.

**Member reinstated**

A CPSU Member is now back working in their Agency thanks to the CPSU.

After being reinstated to a position at DHHS they were soon after made 'surplus to requirements', but after the CPSU intervened the employee is now working in a full-time permanent position in the agency they were working in.

It's a great result for a Member who'd gone through a long, arduous process.

**Member rightfully appointed:**

A MEMBER successfully won a senior position after the CPSU stepped in.

Initially they were unsuccessful, but after a selection review was lodged in

the Tasmanian Industrial Commission they won on both merit and process grounds, a great result!

Selection processes should be fair, and in this case it certainly wasn't, a wrong that's now been made right.

**Right payment thanks to CPSU:**

A DHHS Member received a fair redundancy pay out thanks to the CPSU.

She was acting in a higher position when she was made redundant, but despite acting in a higher role, the Member's recreation leave was paid at the substantive level.

This employee was ignored when she raised the issue herself but with CPSU help this Member received her leave pay out at the higher level.

She said this win made a huge difference as a single woman leaving the service.

*"Thank you so much for your persistence and for fighting on my behalf, I felt very alone before I sought your help."*

Not only has this helped this Member, it set a precedent for workers acting in a higher position if their position is abolished.

**New Award for Radio Dispatch Operators:**

AFTER two years of negotiations and disputes around bargaining in good faith, Radio Dispatch Operators are now covered by the Tasmanian State Service Award (TSSA), with a specific appendix of conditions.

This means they have complete TSSA coverage when it comes to leave, allowances, workplace flexibility, consultation and change provisions, grievance and dispute settling procedures and many more provisions.

Previously they were covered by the Police Departmental Employees Award and the out-dated Radio Dispatch Agreement, and conditions of employment hadn't been updated since 2005.

Benefits of this change include standard hours for shift workers, right to refuse overtime and a clearly defined and updated salary table.

This is a great outcome for workers who now have clarity and certainty when it comes to their conditions.

# MEMBER PROFILE : STEVE ARDITTO : DHHS

**FILM BUFF** Steve Arditto is a long time union member and CPSU Delegate who is a recruiter in Tasmanian Health Organisation South, but he's worked in various roles throughout his career, even with the CPSU in Hobart.

Steve sat down with the CPSU to talk about his work and union history as well as his other passions – films, reading and his pooch Sparky.

## His job

For 30 years Steve's worked at all levels of government, spending most of his career in human resources, and moving from Melbourne 20 years ago.

"I've gone through payroll, work health and safety, and more generalist HR advice. I'm now working in the recruitment area for the Tasmanian Health Organisation South and two of my biggest portfolio groups are medical services and surgical services. There's a lot of recruitment there from nursing staff to senior medical positions.

It's a busy patch, with a lot of work going into planning ads and looking for overseas applicants in certain roles due to a skills shortage across Australia.

I often work with medical professionals to work out how to attract applicants, and with a lot of those positions, if we can't fill them it will affect the services that we can deliver. For a senior medical position

it could take months which puts strain on other staff.

I enjoy my job and I work in a great team. Our paid FTE is something like 6000 now after Mental Health Services become part of the THO, we're getting to be quite a large unit."

## His union experience

"I'd been active in the Auditor General's Office, where there'd been moves to make staff redundant and force transfers to Canberra, and this was quite an industrial campaign, so I was offered a Delegate Development placement to see how the union worked and how it represented Members individually and on group issues."

Steve said this was very rewarding.

"Because of membership strength we'd negotiated the best possible outcome after eighteen months and much work, and we got that result because people stuck together and argued the case."

After moving to Tasmania he put his hand up again to be a workplace Delegate.

"When I started working for the Tasmanian Government there were a lot of OH&S and workload issues where I worked, and people who tried to talk to management were getting shot down, so I expressed interest in becoming a Workplace Delegate."

These days the Delegate role is challenging and rewarding.

"My experience is that unions try to support individuals, and the best way to do that is to have people working together as a group. The government doesn't just give pay rises, you need unions to negotiate on your behalf, and industrial strength is important to negotiate decent outcomes.

Apart from the last agreement, where it was agreed we'd accept wages restraint because of the dire state of the budget, every time there's been an agreement we've negotiated more than the government offered."

Steve was approached to work at the CPSU in Hobart after he was active on workplace issues.

"When I came in I worked on the 2008 wages agreement and participated in the Your Rights at Work activity, which I really enjoyed. It was a very intensive two years where I learned what I wanted to learn before taking up an opportunity in another HR role in Education."

## His thoughts on unions

Over the years Steve's noticed a change in attitudes towards unions.

"When I first became a permanent public servant working in the Department of Defence Support in 1984, unions attended inductions and virtually everyone in the room signed.

A lot of employment protections were being eroded, there were many threats of forced redundancies, and you could directly see why you needed to be part of the union.

When I joined the union in the 80s people realised that unions get real benefits for their Members.

I have a real problem with people who say 'I already get this or that without being a union member'. If we've got strength, we'll be able to achieve better outcomes.

I think some people have lost that nexus between a strong union with active members and improved wages and working conditions.

We've had a good period of economic stability in this country so there's a generation who've, for the most part, had access to decent employment opportunities, but things are tough here in Tassie and agency budgets are just getting tighter, they've made all the easy savings measures but it's getting harder to make those cuts.

I sometimes wonder if it'll take a shock for



people to realise the benefits of being in a union.

As well as the help Members get as a group or individually there are financial benefits, there are discounts, and your union fees are tax deductible – it makes economic sense to join."

## His CPSU Council role

Steve also represents his Agency on the CPSU Council and it's a role he enjoys.

"I've been on the Council for a bit over three years, it's been really interesting, we're like the board of management.

Councils give rank and file union members the ability to have input into how the union works, and at meetings it's very interesting to hear what's happening in other agencies because when you're working in one busy agency it's easy to get tunnel vision.

It's great for information sharing - other agencies might be experiencing similar issues, so it's good to hear how they went about addressing these problems.

## On the latest wages agreement

I've been very happy with the Public Sector Unions Wages Agreement discussion that's been had with Members.

The survey asked employees what was broken and needing fixed in workplaces, and then we moved to meetings and ultimately an endorsement of the claim.

In the time I've worked in government I don't think I've seen a better developed log of claims, I think the CPSU's really done the ground work with Members in finding problems and possible solutions."

## His life outside the office

Steve's married with a daughter who's doing very well in the army, and he has several passions that keep him busy outside office hours.

The first of these is his beloved pooch Sparky and the addictive world of dog training, which Steve and his wife started when they got a new dog two years ago.

It was a slippery slope, with the neighbour's dog joining the training sessions.

"Now my wife's become an instructor, and a good chunk of our Sundays are taken up with training down at Kingston."

Sparky the Boston terrier is Steve's pooch.

"He's a lovely boy, and I thought he was smart before but over the last few weeks it's like another light bulb's turned on.

We can say really complex things to him now and he'll follow the instructions."

This includes heeling, which Steve said wasn't as easy as it sounded, and stand stays, drop stays, stand for inspections, agility training and obstacle courses.

"He'll even just follow you around the house and follow instructions like 'pick that up, come to the kitchen, go to your basket!'"

Steve is a self-confessed film buff and it's often hard for him to find the time to watch all the films on his to-watch list.

"I'm trying to find some time to watch Lincoln, which I picked up the other day, though it's probably very different to Abraham Lincoln Vampire Hunter that I watched a few months back!"

He's no genre snob either.

"I can enjoy any type of film, apart from maybe romantic comedy, even then there's probably one or two I didn't mind.

Then you have directors like Tarantino who take a genre and turn it on its head.

I like serious film and I watch a lot of cult film, I'm a big David Lynch fan and I like a lot of 60s and 70s European horror films."

What are his top films?

"That's a toughie. I've probably seen David Lynch's Lost Highway about five or six times. Every time I watch it I think I understand it five minutes before the end of the film but then I get to the end and don't at all.

Alien is a classic film that's well worth watching, with decent acting and ground breaking direction and set design, and for a film that's over 30 years old it still seems fresh.

I'm also a big fan of the Cohen brothers' films and recently saw Shutter Island, which I thought was brilliant.

Christopher Nolan does some really interesting stuff, he'll do the superhero films then he'll do something like Memento and Inception. He's just a master when it comes to writing and directing. A lot of people try to do both of those things and do neither well."

Steve's got over 2000 films in his collection – none are pirates – and he also has a stack of books on the go, and his literature choices are as diverse.

"I don't mind a bit of crime. I'm more interested in writers who have very distinctive voices like American writer Joe Lansdale who writes in every genre – horror, science fiction, western, modern crime thrillers – and I find myself reading anything he writes.

Neil Gaiman is one of the only fantasy writers I find interesting. I like a bit of dark fantasy and horror but it gets harder and harder to find something you haven't read.

John Shirley is a great author who started off in the 80s doing science fiction and horror and these days he's expanded into books on modern day USA, so more social commentary. Some of his thoughts are depressing but he has optimism too."



# 2012-13 FINANCIAL REPORTS



## 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 2013

I Thomas Lynch, being the General Secretary of the CPSU (SPSFT) Inc, report operations for the year ended 30 June 2013 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 deficit of the union for the financial year amounts to \$26,307. There were no significant changes to the financial affairs during the year.

**Number of members as at 30 June 2013:** 3958 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 2013:** None.


**Number of employees:** 21 employees as at 30 June 2013

#### Committee of Management List of Office Holders:

Position	Officer	Address	Period Held
President	Grant Ransley	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Vice President	Lindsay Jones	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Vice President	Rosmyn Faulks	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Treasurer	Tim Turner	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Executive Councillor	Christine Mitchell	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Executive Councillor	Steven Arditto	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Executive Councillor	Ann Mattay	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 23.05.13
Executive Councillor	Kenneth Hart	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	28.06.13 to 30.06.13
Branch Secretary	Thomas Lynch	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13
Assistant Branch Secretary	Mathew Johnston	C/- CPSU (SPSFT) Inc, 157 Collins Street, Hobart, Tas, 7000	01.07.12 to 30.06.13

Officer	1.Organisation	2.Principle Activities	3. Holds Position through Office
Lindsay Jones	Retirement Benefits Fund	Provides superannuation products to Tasmanian Public Sector Employees and families	Yes – nominated by Unions Tasmania
	Community Transport Services Tasmania	Social and non-emergency medical transport to the frail, aged and younger disabled people in Tasmania	No
Christine Mitchell	Tasmanian School Administrators Association	Professional association for Tasmanian Government School Administrative staff	No
	Australian Association of Government School Administrators	Professional association for Australian Government School Administrative staff	No
Kenneth Hart	Hobart Discovery Inc.	Owens and manages the Philip Smith Centre, provides training facilities, office space and car parking	No
Thomas Lynch	Kickstart Arts	Delivery of community development arts projects	No

Signed in accordance with a resolution of the Committee of Management

 Date...31.07.13.....

**Thomas Lynch**  
Branch Secretary  
CPSU (SPSF Group, Tasmanian Branch)

# 2012-13 FINANCIAL REPORTS



## **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 31 July 2013

On the 31 July 2013 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 2013:

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;
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position 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 Registered Organisations (RO) Act; 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) where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act, has been provided to the member or General Manager; and
- (vi) where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance

(f) in relation to recovery of wages activity

- (i) there has been no recovery of wages activity for the financial year

This declaration is made in accordance with a resolution of the Committee of Management.

Signature:

A handwritten signature in black ink, appearing to read 'Thomas Lynch'.

Thomas Lynch  
Branch Secretary

**Date: 31 July 2013**

# 2012-13 FINANCIAL REPORTS



## COMMUNITY & PUBLIC SECTOR UNION (SPSFT) INC. INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE COMMUNITY & PUBLIC SECTOR UNION (SPSFT) FOR YEAR ENDED 30 JUNE 2013

### Scope

I have audited the general purpose financial report of the Community & Public Sector Union (SPSFT) Inc. for the year ended 30 June 2013 which incorporates:

- Statement of Financial Performance for the period 1 July 2012 to 30 June 2013
- Statement of Financial Position as at 30 June 2013
- Notes to the Financial Statements including significant accounting policies
- Statement of Cash Flows for the period 1 July 2012 to 30 June 2013
- Statement of Changes in Equity for period 1 July 2012 to 30 June 2013
- Committee of Management Statement
- Committee of Management Operating Report for year ended 30 June 2013

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.

I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

31 July 2013



## COMMUNITY & PUBLIC SECTOR UNION (SPSF GROUP) TAS BRANCH INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE COMMUNITY & PUBLIC SECTOR UNION (SPSF GROUP) TAS BRANCH FOR YEAR ENDED 30 JUNE 2013

### Scope

I have audited the general purpose financial report of the Community & Public Sector Union (SPSF Group) Tasmania Branch for the year ended 30 June 2013 which incorporates:

- Statement of Financial Performance for the period 1 July 2012 to 30 June 2013
- Statement of Financial Position as at 30 June 2013
- Notes to the Financial Statements including significant accounting policies
- Statement of Cash Flows for the period 1 July 2012 to 30 June 2013
- Statement of Changes In Equity for the period 1 July 2012 to 30 June 2013
- Committee of Management Statement
- Committee of Management Operating Report for year ended 30 June 2013

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.

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I have concluded that the use of the going concern basis of accounting in the preparation of the Financial Statements is appropriate.

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

31 July 2013

# 2012-13 FINANCIAL REPORTS

## CPSU (SPSFT) Inc. Statement of Financial Performance for year ending 30 June 2013

	2013	NOTE	2012
<b>INCOME</b>			
Subscriptions	1,929,799		2,041,427
Other Income	323,229	8	255,839
<b>TOTAL INCOME</b>	<b>2,253,028</b>		<b>2,297,265</b>
<b>LESS COST OF SALES</b>			
Movie Tickets/Coles/Woolworths vouchers	261,823	9	176,052
<b>GROSS PROFIT</b>	<b>1,991,205</b>		<b>2,121,214</b>
<b>LESS EXPENSES</b>			
Affiliation	107,288	6a	100,474
Communication	51,217	6b	73,836
Campaigning Costs	29,066		29,726
Meetings with Stakeholders	25,843		18,148
Depreciation	79,273		86,938
Financial	13,457	6c	12,902
Membership Expenses	1,580	6d	14,976
Motor Vehicle & Staff Travel	47,296		54,039
Office Support	106,480		104,685
Property	64,461		66,218
Wages & Salaries	1,288,053	7a	1,271,282
Honoraria	14,846		14,413
Superannuation	142,551	7b	139,507
Other Staffing	61,980		101,399
<b>TOTAL EXPENSES</b>	<b>2,033,391</b>		<b>2,088,544</b>
<b>OPERATING PROFIT / (LOSS)</b>	<b>(42,186)</b>		<b>32,670</b>
Gain / (Loss) on Sale of Asset	15,879		5,433
<b>NET PROFIT / (LOSS)</b>	<b>(26,307)</b>		<b>38,103</b>

## CPSU (SPSFT) Inc. Statement of Financial Position as at 30 June 2013

	2013	NOTE	2012
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash on Hand	842,036		840,150
Debtors	19,105		26,965
Inventory	23,752		17,996
Prepayments	6,007		5,168
<b>TOTAL CURRENT ASSETS</b>	<b>890,900</b>		<b>890,280</b>
<b>NON-CURRENT ASSETS</b>		1b	
IT Equipment	30,934	13	37,902
Furniture & Other Equipment	2,839	13	2,495
Land & Buildings	924,500	12	944,750
Motor Vehicles	123,101	13	123,616
<b>TOTAL NON-CURRENT ASSETS</b>	<b>1,081,373</b>		<b>1,108,763</b>
<b>TOTAL ASSETS</b>	<b>1,972,273</b>		<b>1,999,043</b>
<b>Liabilities</b>			
<b>CURRENT LIABILITIES</b>			
Creditors	96,670		90,931
Leave Liabilities employees	59,153	1d	53,075
Leave Liabilities office holders	116,179	1d	117,372
<b>TOTAL CURRENT LIABILITIES</b>	<b>272,002</b>		<b>261,379</b>
<b>NON-CURRENT LIABILITIES</b>			
Leave Liabilities employees	49,005	1d	60,091
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>49,005</b>		<b>60,091</b>
<b>TOTAL LIABILITIES</b>	<b>321,006</b>		<b>321,470</b>
<b>NET ASSETS</b>	<b>1,651,267</b>		<b>1,677,573</b>
<b>EQUITY</b>			
<b>MEMBERS EQUITY</b>			
Retained Earnings	1,150,951		1,112,848
Current Year Earnings	(26,307)		38,103
Reserves			
Amelioration Fund Res	7,000		7,000
Asset Revaluation Reserve	519,623		519,623
<b>TOTAL MEMBERS EQUITY</b>	<b>1,651,267</b>		<b>1,677,573</b>
<b>TOTAL EQUITY</b>	<b>1,651,267</b>		<b>1,677,573</b>

# 2012-13 FINANCIAL REPORTS

## COMMUNITY AND PUBLIC SECTOR UNION (SPSFT) INC

### Notes to the Financial Statements

Year Ended 30 June 2013

#### 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:

	2013	2012
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

#### 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 2013

- (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

	2013	2012	Movement
Amelioration Fund	7,000	7,000	0
Asset Revaluation	519,623	519,623	0
<b>Reserve balances</b>	<b>526,623</b>	<b>526,623</b>	<b>0</b>

#### 4 Membership

Union membership at 30 June 2013 was 3,958 (2012: 4,093)

#### 5 Auditor's Remuneration

Amounts paid or payable to the Union's auditor for the 2011 - 2012 audit totalled \$3,500 (2010-2011: \$3,400)

#### 6 Expenses

- a Affiliation: Includes \$24,224 paid to CPSU (SPSF Group, Tasmanian Branch) Includes ACTU Levy
- b Communications: Expenses incurred for advertising, email/internet, marketing & promotions, telephone, postage/freight, printing, web page & year planners
- c Financial: Expenses for Audit Fees of \$3,500 & Bank Charges of \$9,957
- d Membership Expenses: Includes Donations \$600, Legal Fees \$100. Unions Shopper, Amelioration Assistance & Scholarship/Sponsorship

#### 7 Honararia, Salaries of Office Holders

- a Includes salaries paid to Office Holder's totalling \$254,429
- b Includes superannuation paid to Office Holder's super accounts totalling \$41,084

#### 8 Income

Increase in income due to sale of movie tickets, Coles gift cards & Woolworths gift cards

#### 9 Cost of Sales

Increase in cost of sales as demand for the movie tickets, Coles gift cards & Woolworths gift cards has increased

#### 10 Recovery of Wages Activity

There has been no recovery of wages activity for the financial year

#### 11 Fair Work Commission Guidelines

With the exception of the disclosures reported in the GPFR for 30 June 2013 all other disclosures that are required under the new Fair Work Commission Reporting guidelines published 26 June 2013 have had due consideration and there are no other disclosures to be reported

# 2012-13 FINANCIAL REPORTS

**COMMUNITY AND PUBLIC SECTOR UNION (SPSFT) INC**  
**Notes to the Financial Statements**  
**Year Ended 30 June 2013**

**12 Reconciliation of the Opening and Closing Balances of Land and Buildings**

	2013	2012
<b>As at 1 July</b>		
<b>Land &amp; Buildings</b>		
Gross book value	944,750	965,000
Accumulated depreciation and impairment	20,250	0
<b>Net book value 1 July</b>	<b>924,500</b>	<b>965,000</b>
<b>Additions:</b>		
Revaluations	0	0
Depreciation expense	20,250	20,250
<b>Net book value 30 June</b>	<b>904,250</b>	<b>944,750</b>
<b>Net book value as of 30 June represented by:</b>		
Gross book value	944,750	965,000
Accumulated depreciation and impairment	40,500	20,250
<b>Net book value 30 June</b>	<b>904,250</b>	<b>944,750</b>

**13 Reconciliation of the Opening and Closing Balances of other Non-Current Assets**

	2013	2012
<b>As at 1 July</b>		
<b>Other Non-Current Assets (IT, Furniture &amp; Other Equipment, Motor Vehicles)</b>		
Gross book value	368,929	331,137
Accumulated depreciation and impairment	204,916	180,479
<b>Net book value 1 July</b>	<b>164,013</b>	<b>150,658</b>
<b>Additions:</b>		
Purchases	70,704	124,155
Depreciation expense	59,023	66,688
<b>Disposals:</b>		
From disposal of non-current assets	18,820	44,113
<b>Net book value 30 June</b>	<b>156,872</b>	<b>164,012</b>
<b>Net book value as of 30 June represented by:</b>		
Gross book value	384,503	368,929
Accumulated depreciation and impairment	227,631	204,916
<b>Net book value 30 June</b>	<b>156,872</b>	<b>164,013</b>

**CPSU (SPSFT) Inc.**  
**Statement of Changes in Equity**  
**for year ending 30 June 2013**

	2013	NOTE	2012
Net Effect of the Adoption of a New Accounting Standard	0		0
Increase / (Decrease) in Asset Revaluation Reserve	0		0
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
<b>Net income recognised directly in equity</b>	<b>0</b>		<b>0</b>
Surplus/Deficit	(26,307)		38,103
<b>Total recognised income and expense for the period</b>	<b>(26,307)</b>		<b>38,103</b>



# 2012-13 FINANCIAL REPORTS

## CPSU (SPSFT) Inc. Statement of Cash Flows For the Year Ended 30 June 2013

	2013	2012
<b>Net Cash Flows from Operating Activities</b>	<b>37,889</b>	<b>140,533</b>
<b>Net Cash Flows from Investing Activities</b>	<b>(36,004)</b>	<b>(74,610)</b>
<b>Net Cash Flows from Financing Activities</b>	<b>-</b>	<b>-</b>
Net Cash for the year	1,886	65,923
Balance at start of year	840,150	774,227
<b>Balance at end of year</b>	<b>842,036</b>	<b>840,150</b>
<b>Made up by:</b>		
Bank	840,836	839,150
Cash	1,200	1,000
	<b>842,036</b>	<b>840,150</b>

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

Profit for the Year	(26,307)	38,103
Changes in non-cash items		
Depreciation	79,273	86,938
Prepayments	(839)	1,088
Profit on Disposal of Assets	(15,879)	(5,433)
Inventory	(5,756)	(6,960)
Employee entitlements	(6,203)	9,687
Debtors	7,860	18,937
Creditors	5,739	(1,827)
<b>Cash Surplus from Operations</b>	<b>37,889</b>	<b>140,533</b>

## CPSU (SPSF Group, Tasmanian Branch) Statement of Financial Performance for year ended 30 June 2013

	2013	2012
<b>RECEIPTS</b>		
Capitation Fees	24,224	15,625
Interest	0	0
<b>TOTAL INCOME</b>	<b>24,224</b>	<b>15,625</b>
<b>PAYMENTS</b>		
Affiliation Fees - ACTU	23,894	15,350
Audit fees	330	275
Bank fees	0	0
<b>TOTAL EXPENSES</b>	<b>24,224</b>	<b>15,625</b>
<b>Surplus ( - deficit) for year</b>		
Balance brought forward	74	74
<b>Balance carried forward</b>	<b>74</b>	<b>74</b>
<b>Balance represented by:</b>		
Amount owed by CPSU	0	0
Cash at bank	74	74
	<b>74</b>	<b>74</b>

### 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.