

CPSU ANNUAL

2014

Fighting to stop workers' rights & conditions from being dragged back to the dark ages!

**UNDER THREAT:
SERVICES! JUSTICE!
HONESTY! DEMOCRACY!
JOBS!**



The good old days...



CONTENTS

Tom Lynch : General Secretary	3
Grant Ransley : President	4
James Roberts : OCT	5
Superman To The Rescue	6
Katrina Bicket : Mast	8
CPSU Staff	9
Delegate Training	10
Save Our Services Campaign Kicks Off	12
Bust The Budget Rally : Hobart	14
Bust The Budget Rally : Launceston	16
Bust The Budget Rally : Devonport	17
Member Profile : Brett Malone	18
Gutwein's Last Chance Motel	19
Campaign Memes	20
Member Profile : Rob Buck	22
Cpsu Amy Batt Scholarships	23
Member Profiles : Flinders Island	24
The Recognise Campaign	26
Member Profile : Tamatha Creely	27
Member Profile : Pam Parks	28
Dragging Us Backwards	29
Member Profile : Pauline Sulzberger	30
Presumptive Cancer Legislation	32
Member Profile : Sarah Weaver	33
Member Profiles : Macquarie Island	34
Member Profile : Justin Febey	38
Campaign Memes	40
Delegate Training : Launceston	41
Member Profile : Pauline Blyth	42
Campaign Memes	43
Long Term Members Function	44
Member Profile : Dale Webster	46
Member Profile : Damien Ryan	47
Stop Work Meetings	48
Message To The Tasmanian Parliament	50
The Real Agenda	52
Will Hodgman's Report Card	53
Member Profile : Liz Moore	54
Member Profile : Georgie Sloan	55
Campaign Memes	56
Member Profile : Glen Bayer	58
Member Profiles : Howrah Primary	59
Member Profile : Christine Treloggen	60
Member Profile : Ann Collins	61
Will & Pete's Emporium	62

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 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.

EXECUTIVE COUNCILORS

President: Grant Ransley

Treasurer: Tim Turner

Deputy President: Ros Faulks

Deputy President: Lindsay Jones

Christine Mitchell, Steve Arditto, Ken Hart, Tom Lynch, Mat Johnston

COUNCILORS

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

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THE TAS LIBERAL GOVERNMENT'S 2014 ACHIEVEMENTS

It lied about the number of jobs it would cut.

It lied about protecting frontline services.

It lied about having no plan to undermine the industrial umpire.

It lied about negotiating over a wage freeze

It lied when it ruled out forced redundancies.

It lied when it said it would consult with its workforce.

It made lying an art form.

TOM LYNCH : GENERAL SECRETARY

UNLIKE Federal Treasurer Joe Hockey I don't believe poor people don't drive cars but I do share his opinion that too many Australians think it's OK to lean on their shovel and watch others work.

But joining a union makes a statement.

It says you're the sort of person willing to pull your weight and contribute rather than just sitting back and reaping the benefits from what others have sown.

I'm incredibly proud of what our union has achieved in the past decade.

~ We've fought and won important battles on wages and conditions to ensure public sector workers are fairly compensated for the work they do.

~ We've struggled to improve job security by opposing plans for forced redundancies and by ensuring thousands of fixed term workers were made permanent.

~ We've improved the rights of Members to have a real say in what happens in their workplace by bolstering consultation and we've negotiated rights for Delegates so employees can organise their workplaces.

~ We've worked with community organisations to reinforce the importance

of well-resourced public services and we've opposed governments who threaten those services with short term, neo-liberal agendas.

~ We've had far more battle wins than losses and without the efforts of the CPSU many public sector workers would be worse off.

So why are so many happy taking improved wages and conditions that thousands of CPSU Members have fought for since 1897 while letting their union workmates do all the giving?

And why, even when their jobs are under threat, do so many still smugly imagine that because others are working hard on everyone's behalf they don't need to do a thing or contribute a cent?

They could join and get active or they could just know their membership dollars are vital to funding the hard work being done to protect public sector workers and the services all Tasmanians rely on.

But no. Many just don't lift a finger.

I understand there are some who'll never join a union because they've bought into the lies told about us by Eric Abetz and his friends in the Murdoch press, but that's a relatively small proportion.

So why don't people who generally support the union and understand and appreciate what it achieves for workers not take the step to join?

Our strength to achieve outcomes can be calculated by multiplying our number of Members by the willingness of those Members to be actively involved.

Every person who joins adds strength, and if they become active in campaigns that makes us stronger still, so we must increase our numbers and our level of activism.

The fantastic staff at the CPSU can offer support in the recruitment of new Members and in helping existing Members become actively involved, but they need you to talk to people about joining, to get involved in campaigns, to put your hand up to become a Delegate or to stand for election to our Council.

Together we can become stronger and get some of the leaners to help give our union an even greater future.

Together we'll fight to stop our rights, our working conditions and our public services being dragged back to the dark ages.



GRANT RANSLEY : PRESIDENT

VALUES. We use them every day, and personal values influence every decision and action we take throughout our lives.

The Tasmanian Government, our employer, also has values that are made clear in countless agency documents and overarching government policy.

But it appears that our employer has chosen to disregard the well-recited and expected standards of honesty, respect, fairness and trust.

When it steps away from principles that are crucial to properly managing its workforce - us - it's confusing, disappointing and unfair.

Any employer that ignores the values it espouses has failed.

Any employer that doesn't apply practices defined within Legislation regarding communication and consultation with its employees and their unions has failed.

When the Tasmanian Government is the employer these failings don't just

inflict pain on workers and their families, they have far reaching consequences for services vital to Tasmanians and visitors to our state.

I'm aghast at the approach taken by my employer and I fail to see how any core values were applied to decisions it made to reduce the size of the workforce.

Basic values are expected in modern societies and workplaces, and even when a business does fail to apply them there's an expectation of a minimum standard - which is essentially to abide by the law.

The idea of an employer actually changing laws to suit its own purposes seems ludicrous and immoral, yet our employer thinks it's perfectly fine.

Just because the State Government is the only employer in Tasmania with the power to do so doesn't make it right.

And the increased workload imposed by significantly reducing the workforce isn't right either.

I've had many Members and non-members tell me their greatest disappointment with the government's approach is that it makes current agreements meaningless and they feel they can no longer put their trust in any future workplace commitments.

Our government is tilting the playing field while also moving the goal posts - it's unfair, immoral and undemocratic.

This is *not* the way to create a more efficient and effective public sector.

This is *not* the way to build confidence and promote growth in our state.

This is *not* the way to provide the services that all Tasmanians rely on from birth to death.

But this *is* the way to destroy a long-standing working relationship between employer and employee that's built on values like trust and respect.



JAMES ROBERTS : Organising & Campaigning Team

THE ORGANISING and Campaigning Team (OCT) spent the end of 2013 getting around workplaces and seeking Member input into a log of claims to drive the negotiation of the Public Sector Unions Wages Agreement (PSUWA) 2013.

Members overwhelmingly recognised the tough fiscal environment the Tasmanian Government found itself in and were looking for modest wage outcomes while addressing some key, non-salary employment conditions.

It was great for the team to be out talking with Members, seeing them get more engaged and then see the direct results of their combined efforts – the variation and registration of Awards and Agreements covering 22,000 Tasmanians.

After this process and the election of a new government early in 2014 it was time to build on increased Member interest through education sessions designed to activate people on some key outcomes from the PSUWA negotiations – changes to consultation and workload management.

The stated goal of the new Liberal Government was to shed jobs across the public service, so Members had to become aware of their right to genuine input into decisions and of the obligations on agencies to manage the effect on workloads of those who are left.

There were also changes to personal leave that meant an increase to entitlements for many, so OCT and other staff did personalised calculations for over 500 Members on how the changes would benefit them.

There was also a focus on informing and activating Members and non-Members to begin bargaining at Taswater, Forestry Tasmania and Parks & Wildlife.

Work done through the year meant Members were now fully educated, engaged and involved with their union, which was crucial as it became clear we all needed to be ready for the biggest challenge to workers' rights since John Howard's WorkChoices.

In early July the Tasmanian Liberal Government announced a temporary 'wage freeze', though by Budget Day it

was spinning it as a 'wage pause', and hidden in this were plans to cripple the Tasmanian Industrial Commission and collective bargaining.

The other axe waved over Tasmanians was the anti-protest legislation that threatened anyone wanting to exercise their democratic right to protest about anything – a law that also threatens public sector workers' right to show dissent with any decision their employer makes.

OCT began a busy regime of worksite visits, Member meetings and info sessions to ensure people realised the wage and increment freeze also removed the right of unions and employees to negotiate wages with their employer ever again.

These conversations were really positive, with Members fired up and fully onboard.

We focused heavily on attendance at the Bust the Budget rallies across the state in late August and early September and used our tried and true system of written pledges to attend, Delegates marshaling on the day, and marching en force to the rallies.

The huge turnouts, particularly on Parliament Lawns on Budget Day, were testament to the success of our methods and the motivation and anger amongst Tasmanian workers and their families.

As the campaign continued towards 2015 we had specific messages for each worksite on what the government's nasty budget would mean for workers and all Tasmanians.

In other news, three of our OCT team members – Ruby, Nick and Rosemary – completed their Certificate 4 in Unionism & Industrial Relations.

Rosemary Stuart has since returned to her job at Housing Tasmania, and further studies, but her time with us will make her an even more valuable CPSU Delegate supporting Members in her workplace.

Your Organising & Campaigning Team looks forward to another great year of working with Delegates and Members to build on their strength and respond to the vicious, ongoing attacks on workers' rights.





CPSU DAY

WEATHER: Cloudy today and possibly cold and miserable for months and years



Health Minister emerges from phone box to fix everything

SU TH

Heal
fund
to fu
incre

“Our savings target is being reinvested”
said, prompting suggestions he doe

LUNAR ECLIPSE SPOILED

Last night’s eclipse was spoiled for residents of West Hobart as a number of very large pigs flew over Parliament House blocking the

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Tho
cutt

FAMILY NEWS

ars for public sector workers and Tasmanians trying to access public services

UPERMAN TO IE RESCUE!

th Minister cuts
ing for elective surgery
nd election promise to
ease elective surgery.

d in the health system,” Mr Ferguson
sn’t know what he’s talking about.

OUSANDS TO ACT TO STOP TASMANIAN GOVERNMENT

ousands of Tasmanians will take action to stop the Hodgman Government from
ing jobs, hurting families, slashing public services and crushing the economy.

KATRINA BICKET : Member Advice & Support Team

WITH 505 finalised cases over the last year the Membership Advice & Support Team has been busy.

We farewelled Celeste Miller, a great asset who made a significant contribution to the team's recovery of over a million dollars in Member's unpaid wages and entitlements.

Also moving on from MAST was Shannon Harwood, a compassionate Organiser and creative thinker.

We welcomed Industrial Organisers James Roberts and Fairlie Smith into our little team and James then became Acting Lead Organiser of the Organising & Campaigning Team (OCT).

Joining us as Intake Organiser was Mel Parker, who was an OCT Organiser from 2010 to 2012 before taking a break to work for a legal firm.

Our new comrades and Industrial Organiser Stephanie Jablonski and Intake Organiser Blair Dowker achieved great outcomes in different industrial settings including appearing in the Tasmanian Industrial Commission in relation to 22 different industrial matters.

During the year MAST staff had the opportunity to expand on existing advocacy skills by participating in a week of training run by the ACTU.

This training reaffirmed the strength the CPSU's industrial team already had and ensured we continue to provide the best possible advice and support to Tasmanians.

In August 2014 MAST stepped outside their comfort zone and got involved in the Budget the Budget Campaign.

Campaigns and rallies are inspiring times for all staff, but it was especially rewarding for MAST to work with other unionists and offer a slightly different perspective which proved useful and we felt contributed to this ongoing campaign.

I'm proud to be part of MAST and thank the team members for their dedication and enthusiasm towards improving the lives of working Tasmanians.

We're looking forward to fighting for Member's rights and making the current government accountable for the decisions and flow on effects from its recent budget.

Workers United, Will Never Be Defeated!

THE YEAR IN REVIEW

Negotiated or varied 17 Awards & Agreements covering 22,000 Tasmanians

Finalised 505 cases for CPSU Members who needed help

Ran 22 cases in the Tasmanian Industrial Commission

Won \$1,105,169 back pay for Members' unpaid wages and entitlements





TOM LYNCH
SECRETARY



MAT JOHNSTON
ASSISTANT SECRETARY



ANGELA AMES
TRAINING & MAJOR PROJECTS



CRAIG GRIFFITHS
STRATEGIC MEDIA & COMMUNICATIONS

CPSU STAFF 2014



MEL PARKER
MAST ORGANISER



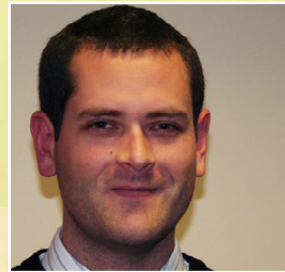
RUBY THOMAS-THOMPSON
OCT ORGANISER



FAIRLIE SMITH
MAST ORGANISER



LYN SAUNDERS
OPERATIONS COORDINATOR



JAMES ROBERTS
OCT LEAD ORGANISER



KATHRYN LEE
OCT ORGANISER



NICK DUNCOMBE
OCT ORGANISER



STEPHANIE JABLONSKI
MAST ORGANISER



KATRINA BICKET
MAST ORGANISER



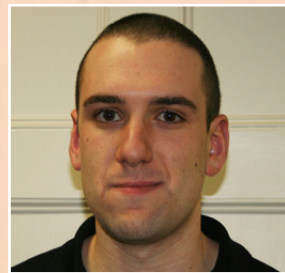
JO CLYDESDALE
COMMUNICATIONS MEDIA OFFICER



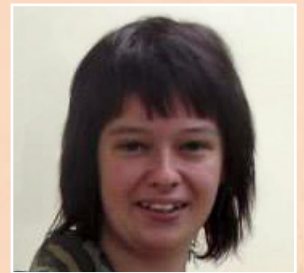
KERRIE GARNSEY
OCT ORGANISER



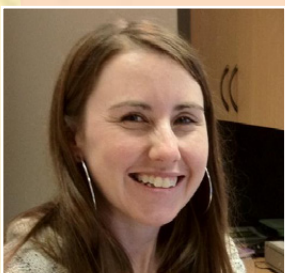
KAITLIN ROACH
OCT ORGANISER



BLAIR DOWKER
INTAKE ADMINISTRATOR



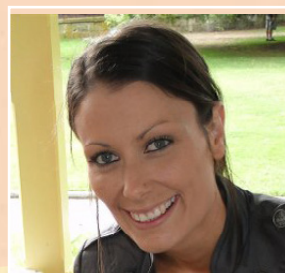
REBECCA KINGSTON
ADMIN ASSISTANT



LAUREN MILLER
ADMIN ASSISTANT



HAZEL HUGHES
BUSINESS MANAGER



SARAH MILLER
OCT ORGANISER



LUKE MIDDLETON
OCT ORGANISER

DELEGATE

IN JULY 2014 a group of Workplace Delegates gathered in the CPSU Hobart training room for a two day course run by the ACTU. It was all about honing a Delegate's skills for their role in the workplace, and participants came from a range of roles across the State Service.

NATALIE FRENCH, Facilities Officer, Dept Of State Growth.

Why did you become a Delegate? *"My father was involved with unions so I was exposed to it from a very young age. He made me very proud of the fights he won during that time. I was approached a number of times by an Organiser to become a Delegate but I didn't have much confidence. Taking part in the Anna Stewart Memorial Program reignited my interest in unions and I've moved forward since then."*

What was the main lesson you took away from training? *"I've got a really good plan for a recruitment conversation now. We have a lot of people in my workplace*

who aren't Members so it's been a hard conversation to have. Also learning the rights of a Delegate, I didn't realise we had so many rights. Listening to the experiences of other Delegates and what they've been doing on their Workplace Organising Committees has been really good."

CRAIG HUGHES, Superintendent, Tasmanian Prison Service.

Why did you become a Delegate? *"I was involved in the union in the late 80s and early 90s and was State Secretary for six years. In 2006 we had a workplace agreement and our rank got left out of it. There are only 10 superintendents, and all but one are in unions, and I took on the role so no one missed out this time."*

What was the main lesson you took away from training? *"It gave me a chance to catch up with what's happened over the last decade or so. When I was doing my old role back then it was union driven. The focus is now on Members solving issues and the responsibility is on them to drive the*

union, which is a huge difference. It was an excellent couple of days."

PETER BRAKE, Library Technician, Launceston LINC.

Why did you become a Delegate? *"The previous Delegate retired, so there are now two of us working as Delegates part time."*

What was the main lesson you took away from training? *"I found the course brilliant. I'd wondered what my role was but it cleared up a lot questions and gave me a real focus about what I can do in a proactive way in the workplace. I also took away how to talk to people about the union and how to ask people to join."*

WENDY WOLF, Disability Assessment Advisory Team South East Team Manager, Disability Services South.

Why did you become a Delegate? *"I'd been a Delegate for five or six years in the past, but we only have one Delegate in our workplace and I felt it would be a good idea to have a couple of people to share the load."*



Wendy Wolf



Craig Hughes



Bernard Plumpton



Natalie French



Peter Brake



Brenda McLarin, Tanya Smart, Robyn Langworthy and Jude O'Doherty

TRAINING

What was the main lesson you took away from training? *"We learned some really helpful tools we can use. The training was really about being active in the role. My fellow Delegates were lovely too."*

BERNARD PLUMPTON, Forestry Tasmania.

Why did you become a Delegate? *"A few months ago Members tried to encourage me to become a Delegate and I was sitting on the fence, but with our enterprise agreement coming up it was time to have a crack and do something positive."*

What was the main lesson you took away from training? *"The workplace mapping exercise was really helpful, just getting an understanding of where we have support in our Membership and where, as Delegate, I should concentrate our effort."*

JUDE O'DOHERTY, School Business Manager, Dodges Ferry Primary School.

Why did you become a Delegate? *"The Schools Admin Advisory Forum was the*

main reason – you need to be a Delegate to be on it, plus we hadn't had a Delegate at our school for years."

What was the main lesson you took away from training? *"The ability to empower people to solve problems, which I can use as a Delegate and in my work as well. After training, I'm feeling confident about getting back to the workplace and being active."*

ROBYN LANGWORTHY, School Business Manager, Lenah Valley Primary School.

Why did you become a Delegate? *"I became a Delegate because of my involvement on the SAAF committee."*

What was the main lesson you took away from training? *"It's a very different way of doing things as a Delegate. As School Business Managers we normally solve things before they become problems, which is not what we do as Delegates. It helped me understand what it is to be a Delegate and what we can and can't do."*

TANYA SMART, Queechy High School, Business Manager.

Why did you become a Delegate? *"I'm involved with the SAAF group and I'm also on the CPSU Council, which led me to become a Delegate."*

What was the main lesson you took away from training? *"It gives me tools as a Delegate in my workplace so I can assist other employees."*

BRENDA MCLARIN, School Business Manager, Lindisfarne North Primary School.

Why did you become a Delegate? *"I'm on the SAAF committee as well, and I wanted to get more involved with the union in my workplace."*

What was the main lesson you took away from training? *"I took away plenty of tools to help me with what to do in the Delegate role. It was interesting to hear how different the departments are."*



Delegates from the north and north west did the ACTU course in Launceston

AT THE start of 2014 public sector unions launched a campaign to highlight the damage that will be caused to Tasmanian communities if there are further cuts to public service jobs.

The campaign was also about broadening the public view so it realised public sector workers provide vital services such as child protection, road safety and maintenance, looking after parks and wildlife, working in Quarantine to protect our state and helping them in so many ways at Service Tasmania.

The campaign also aimed to end the myth of a separation between frontline and other services, with a need to maintain the right mix of staff to ensure reliable and high quality services.

While still part of the broader campaign, the Bust the Budget rallies in August and September focused on the newly-elected Liberal Government's ill-conceived effort to manage Tasmania's finances.

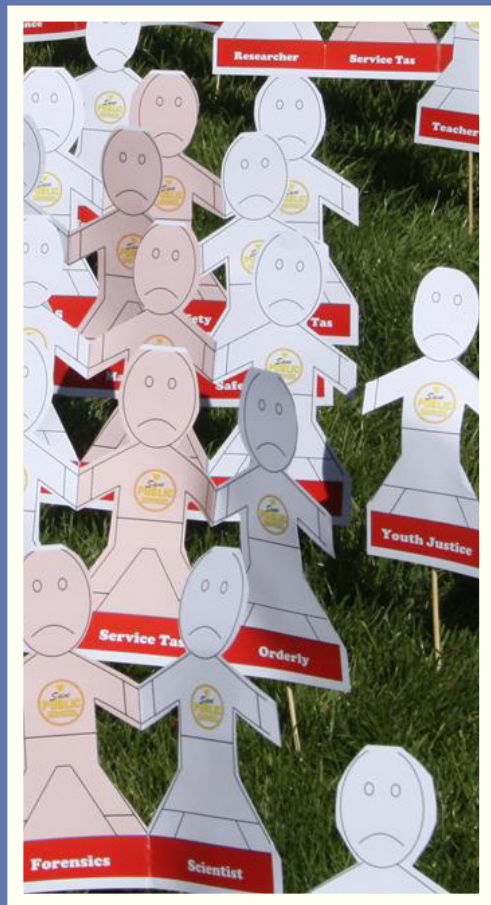
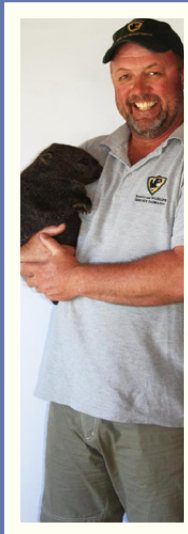
The budget was unnecessarily savage and displayed a thinly veiled agenda to destroy workers' rights and the industrial relations system that has served us all so well.

The CPSU exists to protect and improve the working lives of public sector employees and the services they provide to all Tasmanians.

When there's an attack of this magnitude on rights, conditions and services we're at our best, so the fight is far from over.



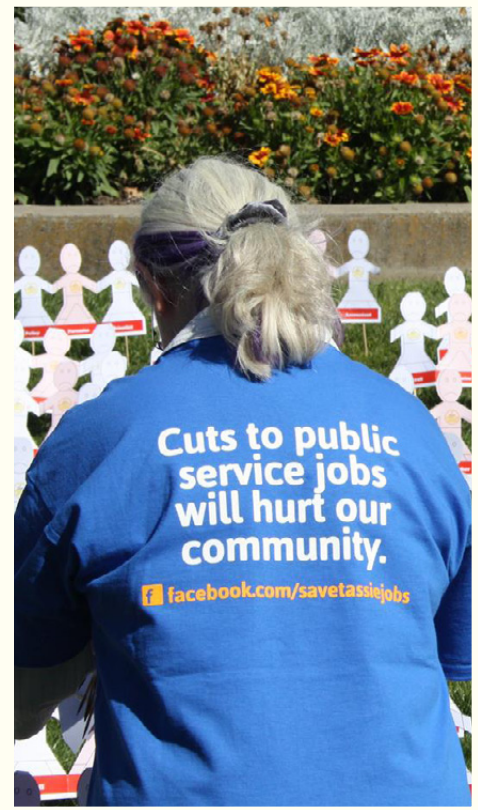
Campaign Launch: Tom Lynch (CPSU) Roz Madsen (AEU) Tim Jacobson (HACSU)





If Leah loses her job, who's going to protect vulnerable children?

Leah: Child Protection Services



If Maree loses her job, who's going to support our fire fighters?

Maree: Tasmanian Fire Service



Stuart Morrison



Stephen Bourke



Owen Hutchinson



Sonya Millar



BUST THE BUDGET
12.15pm Thursday August 28
STATE BUDGET DAY * PARLIAMENT LAWNS



BUST RALLY - PARLIAMENT LAWNS HOBART



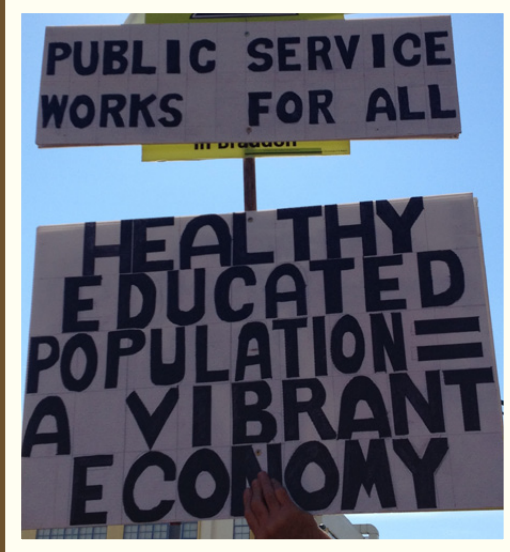
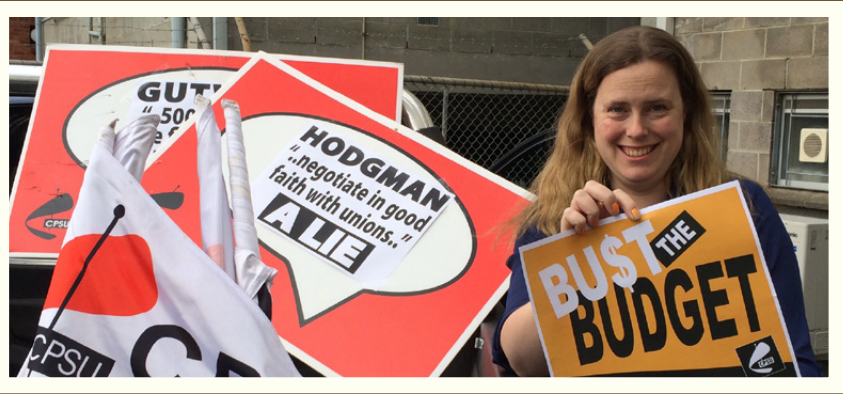
In early July 2014 Tasmania's Liberal Government unveiled its vicious and ill-conceived plan to slash jobs across the board including in health, education and community services, to freeze wages and allowances, to end salary progression with no guarantee of future increases, to break workplace agreements, to destroy the industrial relations system and to cripple the independent industrial empire. In other words - to impose a draconian regime far worse than John Howard's WorkChoices. It was time to mobilise...



SAVE OUR SERVICES: BUST THE BUDGET RALLY - LAUNCESTON, SEPTEMBER 4



SAVE OUR SERVICES: BUST THE BUDGET RALLY - DEVONPORT, SEPTEMBER 4



BRETT MALONE ~ CPSU Delegate

WE CAUGHT up with CPSU Delegate Brett Malone after he took part in a two-day training course.

He's a Data Integrity Officer at the Department of Infrastructure, Energy and Resources in Hobart and became a Delegate in October 2013.

"I became a Delegate because I saw the need for one in our workplace. Our previous Delegate had taken up a position elsewhere so when CPSU Organiser Ruby was visiting one day, I put my hand up."

I enjoy the role and I've learned a lot. In my experience people are sometimes unable to advocate for themselves so I'm happy to encourage people in that regard and provide them with help and guidance if they need it.

I think that being a member of your union, regardless of what industry it may be, is very important and, as a Delegate, I try to convey that message to others."

Brett enjoyed the recent Delegate training for a few reasons.

"They were a great bunch of Delegates and it was good meeting people from a range of

workplaces such as Justice and Health and to hear about what's happening in those areas and listen to their stories.

The training itself was valuable as well, and it was great to get some background on the union movement and hear how things happen from a grassroots perspective."

In his job at Registration & Licencing Branch Brett performs quality assurance tasks and maintains data integrity in relation to the Motor Registry System and other registration and licencing functions.

"For example, there are many reasons why a driver's licence may need to be retained and a request for another to be produced sent to the client.

The signature may be obscured or absent or environmental conditions such as bright or dim sunlight may affect the photo quality.

We have guidelines aligned with the requirements for passports issued by the Department of Foreign Affairs & Trade.

Duplicate client files are another area where potential security issues can arise and illegal or misleading activity may occur as a

result, so data is regularly screened."

There's always plenty of work to keep abreast of, with inevitable backlogs occurring at certain times.

Brett moved to DIER in 2008 after working in a Hobart music store for many years in conjunction with co-running a small business.

Outside of work Brett plays a lot of music.

"I play quite a few instruments but in my band I play bass and sing backing vocals.

We've got two versions - the regular three piece and a duo and we do a lot of gigs.

There's quite a bit involved in running and maintaining a band like that but I've always enjoyed it - it's my main hobby."

Along with music, Brett likes spending time with his family, gardening and food.

"My partner is a good cook and of course she'll always be better than me but we all enjoy cooking, even the children."

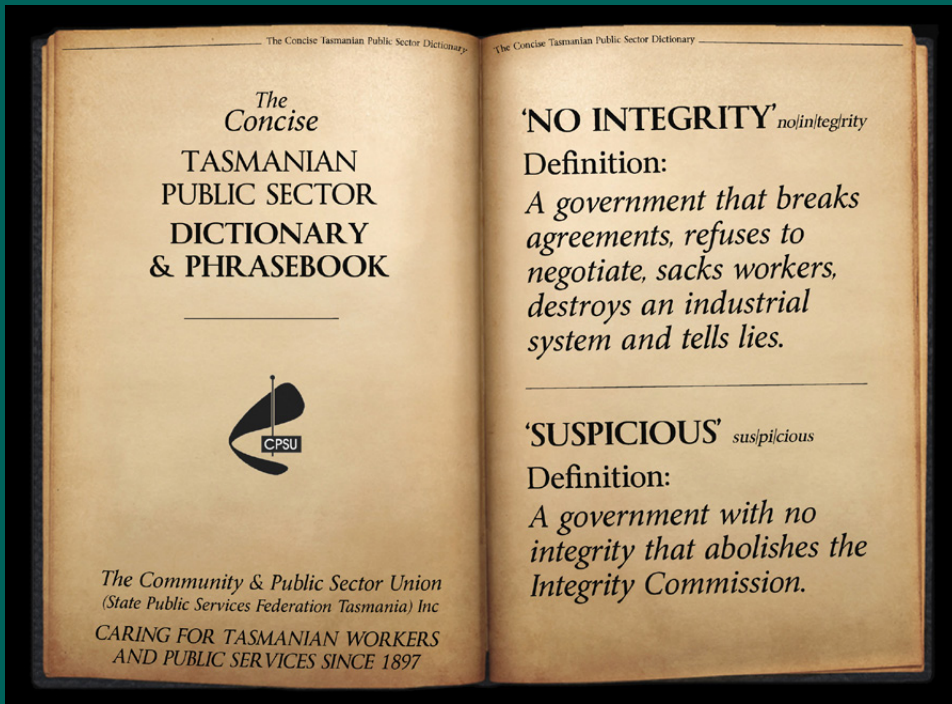




Gatwein's

LAST CHANCE MOTEL

WE MADE YOUR BED - NOW YOU GO LIE IN IT
FREE 'DUMMY SPIT' COCKTAIL
'LIAR LIAR' ON CABLE TV IN EVERY ROOM
ALL STAYS STRICTLY ON OUR TERMS - NO NEGOTIATION



S: WE'RE WATCHING YOU



ISLATE wages & conditions!

CTOR UNION TASMANIA



PETER SCISSORHANDS

Treasurer Gutwein, snipping like a fiend at Tasmanian public services and workers' rights

COMMUNITY & PUBLIC SECTOR UNION TASMANIA



POST-ELECTION

Lib government plans to sack 700 public sector workers

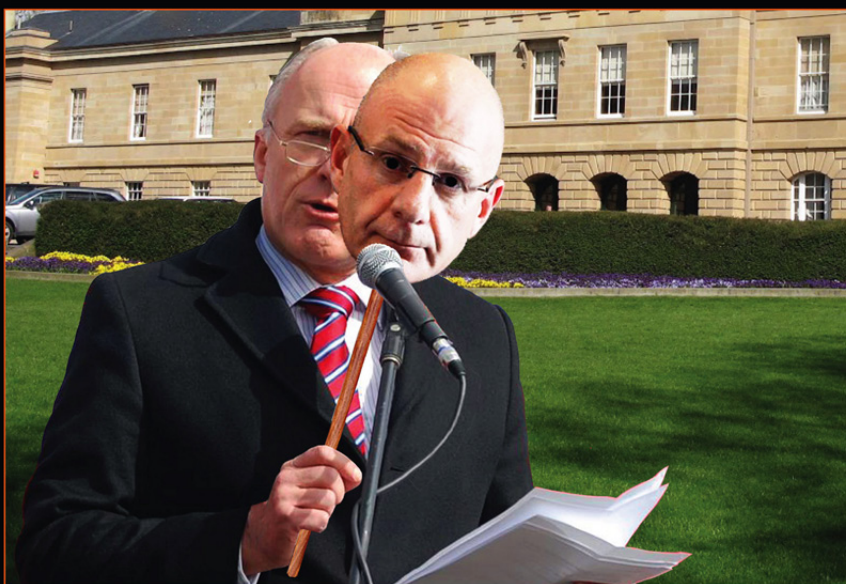
Libs plan to trash registered wage agreements and the right to negotiate future agreements

tion promises

change the industrial relations system aside from addressing the matter intended restriction on the right of parties to appeal a decision."

of the public sector by 500 FTEs over the first two years of the next term"

not commit to wage growth outside the current cap [2%]. However, with negotiate in good faith with unions when wage agreements fall due, to of relativity on wages."



PETER GUTWEIN: "much better off with a pay pause than no pay at all"
ERIC ABETZ: "a job, even with a frozen wage, is a lot, lot better than no job at all"

COMMUNITY & PUBLIC SECTOR UNION TASMANIA

ALL
ILLS
ES

CTOR UNION TASMANIA

YOUR VOICE WAS HEARD!

⇨ Legislative Council tells Govt to negotiate with unions ⇩



rallies, petitions, lobbying, letters - democracy in action!

COMMUNITY & PUBLIC SECTOR UNION TASMANIA

ROB BUCK ~ Mole Creek Karst National Park

YOU'LL find Parks & Wildlife Service Ranger in Charge and CPSU Delegate Rob Buck in the vast Mole Creek Karst National Park.

Rob and his team of six look after this diverse area, and most of their patch is World Heritage listed and covers about 54 reserves.

The Walls of Jerusalem National Park, eastern section of the Cradle Mountain Lake St Clair National Park, Mole Creek Karst National Park and the Central Plateau Conservation Area are just a few of these areas.

It's a varied and physical role, and maintaining walking tracks is an ongoing task for Rob and the Mole Creek team.

"We have some very high quality walking tracks, part of the 60 Great Short Walks that we manage."

"There's a big difference between the grades of walking tracks, some need very little maintenance, others need a lot of work."

"We have tracks that range from wheelchair access to very hard to navigate routes."

Infrastructure maintenance also extends to historic houses inside the area, and weed eradication and feral animal control are also important tasks.

Caves are one of the fascinating and unique features of this part of the state.

"We look after all the wild caves, the ones you need a permit to get into, and it's one of the most special areas in Australia, even the world."

"Kubla Khan is arguably Australia's best cave, and it's here in the Mole Creek Karst National Park."

"If you're taking photos and are visiting in a group of about four or more, it'd probably take 12 hours to get through it."

"There are incredible formations in those caves, there's a stalagmite that's close to 30 metres high and two metres thick, and there's a lot of stuff that happens in those caves that most people don't know about."

"We manage about 12 or so of them and we have to go in there and make sure they're not being damaged."

"We also look after the permit systems for people who want to go into them."

Rob and his team also manage wallaby hunting for the World Heritage Area.

What needs doing also depends on the seasons, and when we talked to Rob in early autumn he was preparing for the annual fuel reduction burns and he and his staff were preparing to set up fire breaks with chainsaws, tractors and brush cutters.

"Our work is varied, we're doing asset protection burns this time of year, in the summer we're fighting fires and in the spring you're dealing with weeds and feral animals."

"Then you're going down into the caves, walking up the Walls of Jerusalem once a fortnight to check the toilet system, and making sure visitors do the right thing - it's a very diverse job."

Rob's a relative newcomer to the CPSU Delegate team but not to the union movement.

"I've always been a union member in some form or other, and I've always had something to say and always had a belief in the union movement."

"Union values also reflect my values: it's all about honesty, integrity and fairness."

"I was president of the Tasmanian Rangers Association for three years, and through that I met CPSU General Secretary Tom Lynch."

"I also have an interest in the professionalism of Rangers and what we do, how we're perceived by the public, and also that our rights aren't eroded."

Recently he took part in Delegate training in Devonport with other union members from a range of workplaces.

"I got quite a lot out of it, it reinforced a lot of what I already think and do."

"It helped me realise I don't need to worry about taking everything on myself but as a Delegate to encourage people as well as lead by example."

"You don't have to have the whole world on your shoulders, the training showed me what support was available, and it was really uplifting as well."

Rob's worked in Parks & Wildlife for 24 years, about 12 in the Mole Creek region, and before that he did a few left of centre jobs from diving under ice to pearl diving.



"In the 2001/2002 summer I was a scientific diver, diving under the Antarctic sea ice for the human impacts program."

"There were three of us employed as divers, and our job was to help the scientists, putting down experiments, collecting samples and so on."

"Before Parks I was a commercial fisherman for seven years and for five of those I was a peal diver in the Torres Strait."

"Now in my spare time I fish, and my wife would label me a fishing tragic!"

Outside work, Rob has a farm and enjoys spending time with his family.

"I have two lovely young boys and a beautiful wife."

AMY BATT MEMORIAL SCHOLARSHIP ~ Danielle Le Rossignol

HIGHLY valued member of the team at Riverside Primary School, speech pathologist Danielle Le Rossignol is studying for a Graduate Diploma in Clinical Education at Melbourne Uni so she can do even more for students with communication difficulties and the school community.

"I'm passionate about enhancing my clinical supervision and teaching skills to support caregivers, teachers, teacher-aides and other speech pathologists to work effectively with students at risk of academic, social, mental health and vocational disadvantage due to their communication difficulties."

"My course will also provide opportunities to give guest lectures to undergrad teachers at UTas and enhance my skills in developing and delivering quality professional development for other agencies."

Danielle also does volunteer work for kid's camps and is on the board of the Northern Children's Network, and also enjoys bushwalking, art house films, travel and following her beloved Hawks in the AFL.



AMY BATT MEMORIAL SCHOLARSHIP ~ Miranda Fenton



MIRANDA Fenton is studying for her Bachelor of Arts at the University of Melbourne.

"I would eventually like a position in a specialised area of allied health such as speech pathology, which would entail an additional two years' study after my Arts degree, as the possibility of rehabilitating those with communication defects would be both rewarding and challenging".

Miranda's from Devonport and when she has time she enjoys reading, music, netball and tennis, socialising and involvement in community activities.

"As I'm studying interstate the scholarship eases the financial burden and allows me to purchase texts beneficial to my studies."

Her Dad Tony has been a CPSU Member since 1995, the year Miranda was born, but he probably didn't join because he thought he'd need union help with fatherhood.

Meet Some Flinders



MARC COBHAM - FLINDERS ISLAND HOSPITAL.

MARC is Support Services Coordinator at the hospital, which is also an aged care facility, and though fairly new to the role he's been around the Tasmanian Public Sector for a while.

We Spoke to him on a sunny Flinders day in late 2013.

"I've been working here since August 2012, prior to that I worked for 12 years at Service Tasmania on Flinders Island", Marc said.

"My job involves managing support staff of the hospital - cleaning, kitchen and laundry staff - and it involves running the laundry for most of the time as well.

It's a varied job that requires me to work closely with the Nurse Unit Manager, and it's a huge change from Service Tas with a steep learning curve because health operates differently to DPIPWE in many ways."

Marc supervises about 13 full time, part time and casual staff out of the more than 40 working at the hospital, and he's also a CPSU Workplace Delegate.

"I've always been a union person and strongly believed in unions and the rights of workers. I've been a Delegate in past jobs in New South Wales and it's something I've always been very passionate about."

Marc's lived on Flinders for 15 years, after moving from Sydney for a real sea change.

"I came here as a tourist and fell in love with the place. It's unique; it's got that natural beauty and has a small community of about 740 people.

It's a very close knit community and that obviously has its pluses and its minuses, but the best part is that when anyone ever needs a hand there are always plenty to help, and it's a very safe place to live with lots of decent people."

"In the hospital, especially with the aged care facility, we know everybody and the residents and patients get really well looked after here."

Outside work Marc has sat on Flinders Council since 2007, is president of the local Furneaux Landcare Association and is on the Local Hall and Natural Resource Management Committees.

"Lots of things wouldn't happen without the volunteers here on the island, and apparently Flinders Island has one of the highest ratios of volunteers to the population anywhere in the country. We're about 38% and Tasmania is about 20%."

MEGAN NEVIN, FLINDERS ISLAND DISTRICT HIGH SCHOOL.

MEGAN Nevin loves her job at Flinders Island District High School where she's been School Business Manager for eight years.

Like Marc, she enjoys the close-knit nature of island life.

"You know the ins and outs of everything and get to know the kids pretty well too, and I really love the work I do which probably has to do with the diversity of it.

It's hectic most of the time, especially with our numbers going down, and when I first started we had a full time clerk but now I get about a day a week in clerking hours.

There's still the same amount of work to do, if not more, so you really have to prioritise what needs to be done."

Megan's job involves helping manage the budget, maintain six teacher residences and organising maintenance of the school.

She's also the line manager for Teacher Aides and Education Facility Attendants.

"I'm also the IT problem solver - when things go wrong, this is where they come!

I'm also like a travel agent - the office does all the off-island travel bookings, whether it's kids or staff going for PDs or using their Bass Strait travel warrants.

As School Business Manger I also manage the finances and deal with the kids as they come up if they need a band aid or they've broken a pencil."

The number of students at the school varies throughout the year with around 60 to 70 children ranging from kinder to grade 10.

Despite its relatively small size Megan said it has some great facilities.

"We've got a swimming pool, a gym, a tennis court and oval, a woodwork room and a home economics room, which is pretty good for a little school.

We also run the Stephanie Alexander Kitchen Garden Program and have a school farm and an olive grove, and this year we picked over 500kg of olives and got it produced into olive oil here on the island, and the kids help out with parts of this process."



Island CPSU Members

Megan said these facilities and programs give the children a decent range of experiences that are outside the normal curriculum.

"It's not just a school, it belongs to the community and there's a lot of community input."

The art council, the council, the youth program, they all contribute to what happens here at the school.

I love working up here with the kids because you watch them grow - One minute they're starting kinder, then you blink and they're ready to go to secondary school."

Megan moving to the island from Melbourne about 12 years ago.

"I changed from being a middle of Melbourne city girl to a country girl who gets her hands dirty."

I met a mad Irish man, got married and had kids and now we're here.

I've got two little kids, my first starts school next year, which will be interesting!

I'm a volunteer ambulance officer and apart from that, life is pretty much about coming to work and raising kids, which keeps me pretty busy."

Megan helps put up the CPSU information in the staff room and, where she can, advises people to join the union.

"When the Department of Education changes something or there's something you don't agree with you don't really have a voice on your own, so the union allows you to be able to put forward your voice."

LYN WILSON, DPIPW.

Lyn's a Client Services Officer and recently nominated as a CPSU Delegate in Information & Land Services.

"This means a lot of customer interface work and cashiering, it's all the Service Tasmania front-of-office work," Lyn said.

"You're also the go-between for people coming in for tourism, I tell them where they can go and visit, give them contact numbers and other things like that unofficially."

Lyn's worked in DPIPW for over 10 years and has been a CPSU Member since

she started at the agency.

"It's a small workplace. I co-share the job with one other person. The shopfront is only open about 24 hours a week and I work about 15 and my colleagues work the rest. The hours were reduced earlier this year."

Lyn said she knows many of those who come into the office.

"We also do get a lot of tourists through the summer, we get a lot of bird watchers in, those who love walks and other naturalist-type tourists."

We've got 52 islands in the Furneaux Group, of which Flinders is the biggest, and Whitemark is the provincial town on the island."

We have gorgeous beaches, and you can have a beach to yourself most of the time."

Lyn was born on Flinders but left for work at 17.

"I came back when I was 38 and worked in Health, in Family Based Care as a Coordinator, and I worked in the Post Office before I applied for this job when it came up about 10 years ago."

"Outside work I do some voluntary work for the elderly, I'm not in any structured organisation, there are a couple of people my husband and I help."

I volunteer for palliative care and I just love relaxing at our beach shack."

We have a son who lives off-island now so it's just my semi-retired husband and I."

Lyn's a Justice of the Peace and she's also a CPSU Delegate, like Marc Cobham, who Lyn knows quite well.

"I think it's good to have two Delegates on the island because it's nice to have someone else who you can talk issues over with."

Lyn was an unofficial Delegate for a long time, helping her CPSU colleagues achieve some terrific results.

"I was the union Delegate when I worked in Telstra, I was also the Federal Rep on the appeals board for the Administrative and Clerical Officers Association, so I thought, why not have a go again here?"

We always thought because we were such a small workforce that it wasn't appropriate to have a Delegate but it's really good to see the thinking on that has changed, and on the island we do need someone because we have our own things going on that might be a bit different to other parts of the state."

I've believed in the union movement all my working life and I love representing the causes of people, disadvantaged people, it doesn't have to be in the workforce, and I always like to champion the underdog."



MARTA HODUL LENTON ~ The Recognise Campaign

WHAT if you were told you couldn't vote because of your race? It may not happen in practice but the wording of our constitution means it's legally possible.

But there's a movement underway to change this and to recognise that Aboriginal and Torres Strait Islander people were the first Australians.

The ACTU is a supporter of the Recognise campaign and your CPSU Branch Council also passed a resolution to support the campaign.

During Reconciliation Week we sat down with the Recognise campaign's Marta Hodul Lenton just after the campaign received major publicity at AFL games.

When you are talking to people, what do you say the campaign is about?

"Firstly the campaign isn't new, it's part of a longer series of developments, and the basic idea is that there are two things wrong with the Constitution at the moment.

The first one is it's silent about tens of thousands of years of cultural heritage, which is a very important part of Australia's story and something all Australians can rightly be proud of.

However there's no mention of it in our Constitution, if you read it you'd be invited to conclude before two centuries ago and there was nobody here.

It's a living cultural heritage, so it's something we need to embed into our

founding document – that this is who we are as a country.

The second is there's still racial discrimination in our Constitution.

Most people are astonished to hear that there's still a clause, in Section 25, which can ban people from voting because of their race.

Section 51 (26) says the government can make special laws for people of any race for the purpose of peace, order and good governance.

For Aboriginal and Torres Strait Islander people, that can be a good thing, for example, we have the Native Title Act now.

However, it also means the government can discriminate against people on the basis of race, and sometimes this happens.

We are the only modern country that's even talking about race in our constitution – it doesn't belong in there and it doesn't fit in with Australian people's values – we're all supposed to be equal before the law."

Is there a common reaction after you explain what Recognise is about?

"Nine times out of 10 people say 'definitely – we need to recognise this heritage that's so important to our country'.

Nine times out of 10 people haven't heard we've got these racially discriminative parts of our Constitution.

I'm starting to come across people who have a bit of an understanding of what the idea

behind it actually is but we have more work to do to raise awareness more widely in the community and to get people to get their heads around what it means.

Sometimes people have reservations and get the concept mixed up with other issues."

Do you think there's an increasing awareness of the campaign?

"It's definitely gaining momentum, and over the last 12-18 months awareness seems to have risen to about half of Australians, according to surveys.

There's generally a very positive reaction to it as well.

All the coverage with the AFL supporting Recognise, and cricketer Adam Gilchrist, really helps to get the word out there and just understand it's a good thing to do."

How can people support the campaign?

"Just go to the website and sign up to show your support, there are about 190,000 people who support it at the moment.

The point of signing up is just to show support for those principles of recognition and of getting rid of racial discrimination.

The more people who say they support it and say they want this change, the more strength we have to say to the government 'Australians want this and we need a referendum'.

It's also a brilliant source of information and to find out what's happening with the campaign.

It's worth just having a look at the frequently asked questions, the explanation behind the campaign and the expert panel report. The report is super long but it's very well indexed.

Word of mouth is also important so tell your friends and family about it and ask them to have a look at the website too so we can spread the word.

It could be that there's a referendum on this as soon as next year.

The official six month campaign period isn't very long to raise awareness and let people know what they need to do, so the earlier we spread the word and people understand the message the better."

<http://www.recognise.org.au/>



TAMATHA CREELY ~ Raising Funds For Cancer Research

CPSU Delegate Tamatha Creely said goodbye to her long brown hair and shaved her head to raise funds for cancer research.



The Royal Hobart Hospital employee lost her locks in front of an audience of her son's peers at Rosetta Primary School.

Like many Tasmanians, Tamatha has been touched by cancer.

"One of my colleagues is a survivor of breast cancer, I've got a number of friends who've had family members pass away, and working at the Royal you see people with different types of cancer," Tamatha said.

"Cancer's a sad thing but these people have been able to achieve so much during their illness and just being able to survive."

I watched one of the teachers at the school go through chemotherapy and she kept

teaching to still make a positive difference for other people while she was going through something quite horrendous.

Without the help of people raising money for research they may not have been one of the survivors."

Seeing the struggles and strength of those who've battled cancer was the catalyst for Tamatha's decision to shave her shoulder length brown hair.

The CPSU congratulates Tamatha on this selfless gesture and for letting us be part of the day.

Tamatha on union life

Tamatha's worked at the Royal Hobart Hospital for 18 years, joining the CPSU in 1996, and currently works as a Finance Officer.

"When I joined they had black bans as the union was fighting for pay and other rights and the Organiser came in every time they were in the hospital, said hello, dropped off bits and pieces, asked how you were."

There was a really nice, family feel about the CPSU, the faces have changed since then but the same philosophy still stands."

Tamatha's also been a Delegate for over five years.

"I first signed up when the Organiser kept on saying 'you'd be great as a Delegate'."

There were a lot of issues happening at the time, and there were some things that concerned us, so I thought 'why not?'"



Delegate training really helped cement what the Delegate role involved.

"I've been a bit more involved this year and have joined the Joint Union & Management Industrial Committee, I've learnt a lot from that."

As well as my area, I also help look after Members in the hospital admissions."

On top of working and all the things that come with being a busy mum, Tamatha is also studying part-time at the University of Tasmania to be a teacher.

How does she do it? Time management is the key, according to Tamatha, and some days are easier than others.



PAM PARKS : Unions Tasmania International Women's Day Award

CONGRATULATIONS to long time CPSU activist Pam Parks on her Unions Tasmania International Women's Day Award.

Pam, who's a former CPSU President and union member for over 40 years, was presented with her award in March.

The CPSU nominated Pam for her tireless work to support Members in the union movement, which continues now after retirement as a core part of our Retired Members group.

We chatted to Pam about her union involvement, which began on the other side of the world.

"I started in the union movement in 1973 in Lee County, Florida where I was a Speech Pathologist in schools and a National Education Association member. I joined up the first year of work – I've been in the union ever since."

A number of achievements stick out in Pam's memory from this time.

"Back then we used to get a lot of bomb threats, especially around exam time, so they'd close the school, everyone else would walk out and we'd have to check for bombs, so we got rid of that, which was great."

Another achievement we won for staff was our sick leave bank.

That was really good because if you were really sick or needing to have an operation and you were going to be out 10 days, which was your sick leave, the bank allowed you to take up to two months from the bank, where everyone had to chip in one day."

Pam also received some union training from an unlikely source, which proved useful in her working life.

"When I trained at Central Michigan University which was a teacher's college, in our final semester in the fourth year they trained us in how to negotiate a contract with your employer."

They broke the class up into employees and the employer and we had to role play and negotiate the whole contract."

Entering the workforce and joining the union, that training came in handy, with Pam and other workers needing to negotiate their own contract.

When Pam moved to Tasmania in 1988, the first thing she did was join the CPSU as she understood the benefits of membership and what could be achieved through the collective strength of a union.

"Although I thought a lot of the conditions were better here than the States, lots of sick leave and long service leave, there were still other issues, and we did a lot of work with award structures and bullying, which is still a problem."

Pam was a CPSU President for four years, a role that she said was both fun as well as challenging.

"It was voluntary, so it takes up a big part of your life on top of a fulltime job."

It was challenging, there were issues that came up that were really difficult but the teamwork was so good and the staff as well."

I think the CPSU is a wonderful union, they've done so much."

It's an uphill battle all the time, first to get people to realise what the CPSU does and to stay with it, but they'd have no idea where they'd be if they didn't have their union."

She's still active in the union movement despite retiring, and Pam works with a group of others to help produce the bulletin for CPSU Retired Members.

"Someone said to me 'why are you still a Member if you're retired?' I said 'well it doesn't cost very much, there's a retired Members fee once a year plus you're giving that little bit of support.' It's great to get the newsletters and see what's going on, I'm still interested to find out."

With Pam, you certainly can't take the unions out of the worker.

"My brother's in the car industry in the States and he's in the Auto Workers' Union, and we both still share information about unions and fight with people about why they should be in a union."

Pam's worked hard for Members and the union movement over the past 41 years, and her award is certainly well deserved.



DRAGGING WORKERS' RIGHTS & CONDITIONS BACKWARDS...

NOTED THROAT SPECIALISTS REPORT on 30-Day Test of Camel smokers ...

Not one single case of throat irritation *due to smoking* **CAMELS!**

Yes, these were the findings of noted throat specialists after a total of 2,470 weekly examinations of the throats of hundreds of men and women who smoked Camels—and only Camels—for 30 consecutive days.



Meet Miss RITA TRENNANT, secretary, who recently made the 30-Day Test of Camel MILDNESS under the observation of a noted throat specialist.



ALTHOUGH SHE'S SMOKED many brands, Rita changes to Camels for her 30-Day Test. Like the other smokers in the test, her throat is examined every week by a specialist.



AM! SATURDAY—OFFICE CLOSED! Out to the tennis courts. Rita calls time-out for a Camel and confides: "I am delighted to be making the test. Every Camel smokes so good!"



TENTH DAY... FINAL EXAMINATION! Her doctor reports no sign of throat irritation due to smoking Camels! Rita remarks: "And smoking is really so much fun with Camels!"



YES, MY DOCTOR'S REPORT JUST PROVED WHAT MY OWN THROAT TOLD ME ABOUT CAMELS—THEY'RE SO MILD! AND THEY TASTE SO GOOD!
Rita Trentnant



IT'S FUN! Smoke Camels—and only Camels—for 30 days. Compare them in your "T-Zone." T for taste, T for throat. Let your throat tell you about Camel's cool mildness. Let your taste tell you about Camel's wonderful flavor.

Start your own 30-Day Camel Mildness Test Today!



"I've been saying it for 6 years now—and I'll say it again...much milder Chesterfield is best for me."
Arthur Godfrey

NOW...10 Months Scientific Evidence For Chesterfield

A MEDICAL SPECIALIST is making regular bi-monthly examinations of a group of people from various walks of life. 45 percent of this group have smoked Chesterfield for an average of over ten years.

After ten months, the medical specialist reports that he observed...

no adverse effects on the nose, throat and sinuses of the group from smoking Chesterfield.

**MUCH MILDER
CHESTERFIELD
IS BEST FOR YOU**



First and Only Premium Quality Cigarette in Both Regular and King-Size

CONTAINS TOBACCOS OF BETTER QUALITY AND HIGHER PRICE THAN ANY OTHER KING-SIZE CIGARETTE

...IS LIKE DRAGGING US BACK TO THESE BAD OLD DAYS!

PAULINE SULZBERGER ~ Recove

WHEN you meet Pauline Sulzberger, a long time CPSU Member and Royal Hobart Hospital employee, you're struck by her wide smile and positive energy.

This zest for life was sorely tested when her Copping home of over 30 years was destroyed by the Tasman Peninsula fires in 2013.

We went out and talked to Pauline about the tough year behind her.

Burnt pines frame the driveway to her property, which is home to many remnants of her former home and reminders of the devastating fire that destroyed it.

An orange plastic crate sitting on the ground is filled with the remains of her Wedgewood collection and a melted jewellery box that was home to precious possessions, Pauline can't throw them away but she can't bring them inside either.

She recalls the terrifying few days back in January 2013 when the fire came through.

The night before the fire Pauline knew it was going to be bad and she was prepared for the worst.

Her son Paul, who lives in a care home, was staying with her and she arranged for him to be picked up early on the next morning and put the call out to help move the horses from her property.

Her horses and sports like carriage driving are one of Pauline's passions.

"While my son was being picked I put my foal into the stable and it was going crazy, trying to squeeze out of a small gap in the stable and bleeding everywhere.

I was waiting for someone to pick up the horses with a trailer and the wind was roaring, cinders were falling – it wasn't looking good.

We'd sent one lot of horses away and when we came back we had the foal in the stable and my horse Phantom tied to a tree.

The police let us go back to my house, and at that stage I was absolutely exhausted, the men managed to get the horses in and shoved me into the car.

When I left I heard the front door close behind me and I thought 'don't turn around, it probably won't be here when you get back', and it wasn't.

We drove down to Dunalley, the fire followed us down there, things were just bursting into flames, like trees and for sale signs on houses – poof, they were gone.

We went around to the fish market place, and I went into the water on my crutches.

The next thing a policewoman was telling us that we had to go, saying the fire was coming and coming fast, she pointed towards the hills and it was roaring down.

We got moved all the way down the peninsula right down to Koonya, then the fire moved to White Beach and Tarranna and we were told we had to leave.

The fire was coming from both sides, so we had our cars parked facing towards the beach, just in case.

For three nights we just sat there, we couldn't get any radio, and eventually we got out in a convoy but I didn't know my place had been burnt out.

I sent a text to my neighbour asking if she could feed my pigeons and she asked if anyone had been in touch with me, so I typed again, 'could you please feed my pigeons'.

She wrote back that I'd lost everything but it didn't sink in, I wrote back that the pigeon food was in the tack room at the end of the stable – I just wasn't hearing it.

It turned out my pigeons were okay but my house wasn't at all, it was gone."

Despite losing almost everything, Pauline said the generosity she encountered in the many months after the fire had blown her away and kept her going.

Community groups like Rotary and the Flinders Island Men's shed and many others helped Pauline in so many ways during this difficult time.

It was tough living in a range of accommodation, often in freezing conditions and without basic services – a tiny run down camper or 'humpy' hardly two metres square, then an old shed without electricity and sewerage, and a damp, cold shipping container.

For nine months she drove to Dunalley at 4am to shower before work each day.

When we visited, Pauline and her beloved pair of King Charles spaniels were living in her rebuilt stables, with a bathroom,

kitchen and other much missed facilities.

"It's an absolute luxury for me just to have a toilet and a shower!"

Her new house was being built, the frame up, the roof almost on and the plasterers due within the week, and Pauline was already planning how to decorate her son's room for when he comes to stay.

Pauline still has her horses which break into a canter when she calls 'babe'.

She made the heartbreaking choice to leave them behind in the midst of the fire, unable to choose which horses to take and leave behind, and their survival is one of the miracles that bring her joy.

There were plenty of small miracles after the fire; her chooks lived despite nesting under her home's veranda, and they were laying again with a new batch of chicks expected.

A friend gave her cuttings of her hydrangea bushes which died in the fire, as Pauline had given this friend cuttings from the original bush 30 years earlier, it's these things that give Pauline joy.

Like the new growth sprouting from the cindered remains of her prized magnolia tree or the pair of tiny ceramic rabbits spared from the fire, which hold special sentimental significance.

"I've lost everything and you get to the stage where nothing is really important anymore, if you lose something now or it breaks, I think 'oh well'."

Her strength of character is apparent, having survived a devastating car accident in her 20s that left her unable to talk for a time and in need of major surgery.

Pauline's retiring after 14 years in the public sector.

"I started at the Royal Hobart Hospital when I was young, and I finished at the Royal. Now another story is about to start. I don't know what's going to happen but knowing me it will be exciting!"

Pauline is a strong believer in unions, a member since the day she started work.

"I was born into a union family and I totally believe in union principles. Your union has just been the best insurance that you could ever have.

ring from the 2013 bushfires

Just to have your union there, I can't stress strongly enough how important it is to be a Member. Your fees aren't very expensive, and after tax deductions it's about what you'd spend on a good night out.

I couldn't pick myself up after everything that happened last year with the house and work, and CPSU Organiser Celeste Miller negotiated on my behalf when I couldn't do it myself."

As well as helping Pauline industrially, Celeste and her colleague Katrina Bicket from the CPSU Member Advice & Support Team (MAST) arranged for local businesses to donate household items to help Pauline get back on her feet. It's a kindness that's not lost on her.

"I just can't thank people enough. When I felt like giving up it was the people there helping, the volunteers, who really lifted me back up again."

The CPSU wishes Pauline all the best with her retirement and the next chapter of her life.

We also thank the generous businesses Rosie Macks, Coogans Moonah, Katies and Horseland for their support and donations.



PRESUMPTIVE CANCER LEGISLATION

IN MARCH 2014 Tom Lynch presented then Workplace Relations Minister David O'Byrne petitions signed by hundreds of workers from Parks & Wildlife and Forestry Tasmania calling for an extension to those workers covered by Presumptive Cancer Legislation.

Early in 2013 year the Rehabilitation and Compensation Act was amended to cover Tasmanian Fire Service employees who engaged in fighting fires and suffered cancer and related illness later in life as a result of their service.

The CPSU wants the Act further amended to cover Parks & Wildlife Service and Forestry Tasmania staff who also regularly serve Tasmania by fighting fires.

In response to the petition Mr O'Byrne committed a re-elected Labor Government to extending coverage as part of the 12 month review of the legislation.

Mr O'Byrne made it clear he'd stand shoulder to shoulder with any worker injured as a result of doing their job.

"We will work with stakeholders and government agencies to consider the evidence for extending the legislation and consider the proposal and its administrative implications."

In the same week the Green and Liberal parties also made the same commitment.

We achieved these commitments through strength in numbers, and it's a great step towards amending the Act to care for Parks and Forestry staff who work so hard fighting fires to protect our communities.

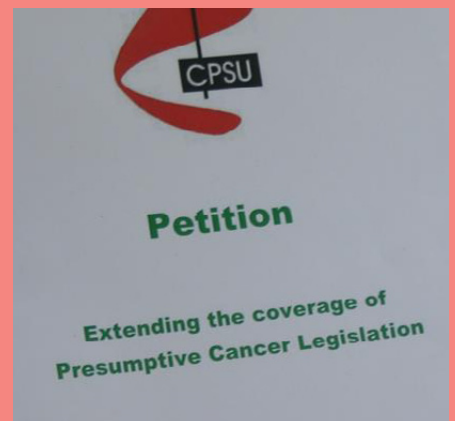
In June the CPSU wrote to the newly-elected Premier asking the Liberal Government to follow through on its commitment and look at changing the legislation, and Premier Hodgman said he'd received the letter and that a response would be forthcoming.

In late August Peter Gutwein wrote to the CPSU as Minister responsible for the Workers Rehabilitation and Compensation Act to say,

"The review will commence as soon as practicable after 21 October 2014 and will include consideration of extending the coverage of the legislation to Forestry Tasmania and Parks and Wildlife Service employees"

"The review will commence as soon as practicable after 21 October 2014 and will include consideration of extending the coverage of the legislation to Forestry Tasmania and Parks and Wildlife Service employees".

PETER GUTWEIN, August 22, 2014 letter to CPSU



SARAH WEAVER ~ Raising The Profile of a Genetic Disorder

AT THE CPSU we hear stories about Members contributing to their community, as union values aren't isolated to the workplace, and that's why you'll often find Members going over and above in other parts of their lives.

One CPSU Member who is the perfect example of this is raising awareness through art of a common condition that needs a profile lift - hemochromatosis.

Sarah Weaver is a School Administration Office at Ogilvie High School, well that's her day job anyway.

During the week you'll find her at the school office, and sometimes in the art room – where her real passion lies.

"I'm an artist in my other life when I'm not at my desk. I'm also the unofficial artist in residence here at Ogilvie," Sarah said.

She used her artistic talent to raise awareness for Hemochromatosis in an exhibition called Overload that was on in Hobart and Launceston in August.

"I'd had a bit of experience curating art shows so I got about 20 artists together to try and tell the story of Hemochromatosis through art," Sarah said.

"Everybody has worked to that theme and this is our third exhibition. Oil paintings, acrylics, drawings, photography, sculpture, quilts and glass art tell the story of the condition in different ways.

"We've been conceptual about it, and there are a lot of personal stories. I did a piece that's an autobiographical painting that relates to the trauma that my family went through with a misdiagnosis."

Sarah is a volunteer advocate for Hemochromatosis Australia, signing up as a result of her husband becoming very ill for a number of years.

"They couldn't get to the bottom of what it was, doing every test except the right one for hemochromatosis."

"From the time he started showing symptoms in his lately 30s to the time he was diagnosed was about 10 years, and by that stage he'd accumulated a huge amount of iron everywhere and was very, very sick."

So what's the condition all about?

"People who have this genetic condition build up iron in their organs, it stops their bodies from getting rid of the iron, which leads to an overload," Sarah explained.

"It's very, very common and one in 200 people have the genetic predisposition to it and one in nine is actually a carrier but a lot of people don't realise they have hemochromatosis."

It's not a blood disorder either.

"It's actually a gastrointestinal condition because it relates to the absorption of the iron," Sarah said.

"The symptoms include joint pain, severe fatigue, diabetes, cirrhosis of the liver, heart failure, osteoarthritis, that kind of thing."

"The symptoms can be attributed to so many other conditions and it might not be found if it's not looked for."

"People who are diagnosed early and treated have no barrier to a happy, healthy life – that's our awareness message."

"If these exhibitions help others become aware of the condition, then it's all been worthwhile."

"I use oil paints, pallette knives and rags in my work, and make mainly landscapes and I've been exhibiting for about 10 years now around Hobart and I do the grade nine and 10 oil painting classes at the school."

"Kids respond really well to having a pallette knife in their hands, it's great fun and we have exhibitions every year."

"Doing those workshops gave me the confidence to run these exhibitions, along with an art group that helps me."

Sarah's been a CPSU Member since 2007.

"I'm very happy to say that I'm a proud member of the union."

Find out more about Sarah's art at www.hughweaver.com/Sarah



LIONEL POOLE & LUKE GADD ~ Macquarie Island

THE DECLARATION that Macquarie Island is totally pest free is a testament to the hard work of many public sector workers over many years.

The pest eradication project has a long history with cats and rabbits recorded on the island in the 1800s, and rats and mice soon after, and these pests caused severe problems for Macquarie's many seabirds and their habitat.

Parks & Wildlife started managing the island in 1972 and has been trying to eradicate pests on the island ever since, and the pest free status is the result of dedicated public sector workers.

We talked to two CPSU Parks & Wildlife Service Members about their time on this inhospitable island.

Lionel Poole and Luke Gadd both worked on Macquarie at different times and in different capacities.

Lionel Poole's 11 month stint was in 1999, the fifth year of the six year project targeting feral cats.

The cats were nothing out of the ordinary, just moggies gone wild, and many were tabby, the dominant gene.

"Our main role was to get rid of the cats through a mix of leg hold traps, cage traps and spotlighting and shooting.

There were about 750 traps, all needing checking every 24 hours, and there were six of us doing that job."

The project whittled away at the feral cat population that threatened the island's animals and environment.

"In previous years the teams got about 200-230 cats per year, in our year we found 98, and in the last few months we really struggled to find a cat, and in 2000 they caught one cat - the last one."

The island was declared cat free.

Luke Gadd spent almost two years on the project over quite a few trips.

His first five month stint was in the summer of 2004 and he returned in winter 2006 for a further nine months and on a number of other trips since.

He also helped with the aerial baiting part of the project and biosecurity on the ship.

For 12 months before going to the island Luke was the Assistant Project Manager working on crucial logistics and approvals.

"Everything has to be lined up before you go as you can't just duck out to a hardware store if you forget something."

The difference in the environment is evident since Luke's first trip.

"In 2004 and 2006 it was probably the peak of the rabbit population and rabbit damage, and the land was completely trashed from grazing and the impact of the rats and mice.

My last trip down, a resupply in 2013, we'd had two seasons of growth after the rabbit eradication and the regeneration in that time was amazing, so I'd like to get back again in three to four years to see the change.

During winter in 2011 my job was to lead the team trying to minimise impacts of the aerial baiting on the non-targeted species to reduce secondary poisoning.

We were walking around collecting carcasses of rabbits and burying them, taking samples from birds and reporting numbers.

It's not the most glamorous side of the job but it was necessary, and it was out in the field all day every day for months.

Everyone on the team was highly motivated to reduce secondary poisoning but, as you'd imagine, spending day after day picking up dead rabbits can be psychologically tough."

Working on Macquarie Island is clearly not your average 9-5 job.

Lionel:

"Once they drop you off you're there until the boat picks you up again.

We worked about 28 days of the month out in the field and our accommodation was huts and 'googies' out in the field for the bulk of the time.

I went four weeks before going back to base once, and three weeks between seeing another person.

I had some contact with the outside world, talking on the radio every night, but it was still hard going.

It was physically hard and our knees were shattered by the time we came home from walking around on the rough terrain day after day carrying a backpack and we all lost a lot of weight.

Mentally it was just as hard, being away from family."

Luke:

"Straight sailing from Hobart is two and a half days, but if you're going on a tourist ships it can take weeks.

The first time I went down we went via the Antarctic, via Casey Station.

Waving off the ship when you're on Macquarie and knowing you're not going to see another ship for nine months over the winter can be quite isolating"

The food supply for 12 months is taken onto the island at the start of the year.

"It's all tinned and dried, and after walking for hours you really look forward to coming back and eating a big bowl of pasta or something, you get very creative with your cooking down there.

All the walking around means you lose weight and build up muscle, you also come back looking very pale, so when you're down there you need to take Vitamin D supplements."

As well as helping to eradicate pests, both men worked on other projects during their time on the island.

Lionel:

"We helped out with some of the research projects, rabbit counts, and penguin work and flora programs and with the monthly surveys where they catalogue what's washed up on the island and where it may have come from.

It gave us a bit of variety and helped the researchers out at the same time."

Managing visitors was another part of the role on Macquarie, and Luke estimates the island sees 1000 tourists on up to 12 tourist ships a year.

"Rangers monitor the quarantine side of things, especially now there are no rats or mice on the island, also to guide the tourists, answer questions and provide some interpretation on the island as well.

Visits are very tightly controlled, but they



Luke Gadd



Fibreglass googie



Feral cat in trap



Kenny climbing the escarpment



Lionel and king penguins



Light mantled sooty albatross chick



Peak hour traffic



Lionel and royal penguin rookery



Macquarie Island base from north head



Wandering albatross chick



Winter's day at work



Casey Station

LIONEL POOLE & LUKE GADD ~ Macquarie Island

also generate income for Tasmania, there's a landing fee charge for every boat that comes to the island."

Although beautiful and World Heritage listed, Macquarie Island is no easy environment to live and work in.

Lionel said the experience was both the hardest and best time of his life.

"The weather down there; sometimes you go weeks without seeing a crack of blue sky in the winter time, it was cold, wet and miserable."

On the other hand, when the sun came out and the albatrosses were around, and you had rookeries with hundreds of thousands even millions of penguins there isn't a better place on earth."

Even though it was hard physically and mentally, it was also gobsmackingly beautiful."

It's very wet, there's precipitation 320 days a year, either rain or snow and it's extremely windy."

Winter is very dark, you can hardly see to walk at 8 o'clock in the morning and at 3.30pm it's pitch black."

Summer is the other way around with daylight at 10 o'clock at night and then again at 4.30 in the morning."

The island has a plateau on top, 250-300 metres above sea level, which you can only climb to access."

We were climbing up and down hills all day to get from bay to bay, with most of our traps around the coastline."

Luke agreed the terrain was difficult and, with the weather and lack of tracks, safety was vital when checking for pests.

"You're walking along and all of a sudden you fall through into water and it could be ankle or knee deep, even waist deep on occasion."

Luke said the change of seasons is dramatic.

"If you're going in the summer you arrive in November when there are thousands of elephant seals on the beach and weaned pups, lots of penguin chicks just hatched and lots of albatross."

This continues until about March when it starts to empty out for the winter."

You really need to be there for the whole 12 months to appreciate the cycle the island goes through with the wildlife coming and going, the changing flora, the weather patterns and daylight hours."

The temperature is generally about zero in the winter, with -16C the coldest Luke encountered on Macquarie.

"The worst weather I experienced was in the 2011 winter when it was -10 to -15C and blowing about 30-40 knots."

Walking along the coast about 30-40 metres inland, as the surf broke on the rocks - the spray that hit us was frozen."

On April 8 2014 Macquarie Island was declared pest free, which was news that meant a lot to Lionel, Luke and the many others who've worked towards restoring the island over the years.

Lionel:

"I feel very privileged to have been part of it, even though it was back in the earlier days maybe I've contributed something to restoring the island back to what it what it used to be - the most magical place I've ever been to."

There's something very special about it, it just gets into your system."

It took a lot of hard work and all the people down there were extremely dedicated to the cause."

Luke:

"It's always a relief. I was also the project manager for the cat eradication program on Tasman Island a few years ago so I know how big a call it is to say you've got no pests left."

Luke said dedication and motivation were the keys to working on the island.

"The project manager Keith Springer, did an amazing job, there were a lot of hurdles and setbacks along the way and Keith really focused on the end goal, which is what was needed."

The team on the island worked for two years without seeing a rabbit, so they were out there looking every day in bad weather and short daylight hours."

Success is not finding anything, which is completely different to most other jobs, so you really needed a motivated team."

Macquarie isn't the only island that's being regenerated, with others also requiring attention, but Tasman Island is now cat free, and the island is pest free, with the seabird colonies recovering.

"We've got rabbits on a number of other islands around Tasmania so we're looking at using some of the dogs that were on Macquarie on those."

At the moment we've got a project on Dart Island off Taranna, which has rabbits and rats."

We're looking at eradicating the rabbits this winter and then moving up to some of the other islands, like Betsey and Sloping Island, which also have rabbits on them."

As well as the mammoth Macquarie Island project, Parks & Wildlife employees work in many other ways to benefit Tasmanians, visitors and our state's beautiful environment.

Lionel's the Ranger in Charge at the St Helens Field Centre where, along with a team of 12, he looks after an area that includes Mt William National Park and Bay of Fires.

Luke's a Ranger on the Tasman Peninsula where he works with three other full time staff.

Tasks are diverse for both of them, which is also part of the job's appeal, with planned fuel reduction burns a major part of their work as well as busy holiday periods where visitor management and maintaining camp grounds is important.

Track maintenance is another important, ongoing job and in summer fighting fires is a priority.

The CPSU congratulates everyone who's worked hard over the years on Macquarie Island - it's a great achievement worth celebrating!

CPSU MEMBER Justin Febey is part of the small and dedicated team of Wildlife Rangers working in DPIPWE.

In the role since 2006, Justin had worked in an Aboriginal training ranger program with various field centres around the state and the Aboriginal Heritage Office.

The close-knit team is made up of five employees across the state.

“Just the nature of our job and the amount of hours we spend together in cars on back roads at night, it’s more like an extended family rather than work colleagues.”

It’s not a typical 9-5 job for Justin and the other wildlife rangers.

“We’re on call 24 hours a day, 7 days a week, we don’t have a regular spread of hours.”

We work a 19 day month and part of our Agreement is that we’ll do 23 weekends, six public holidays, or as many public holidays as we’re rostered on to do, and 285 hours overtime on top of our regular working week so we have an ability to respond to issues as they arise.”

Justin and his colleagues do a lot of compliance management work that involves game seasons, such as duck, deer and wallaby, plus plenty of other diverse and interesting duties.

“We look after and police permit requirements for reptiles and aviary birds, imports and exports of wildlife and we manage seal interactions with salmon farms.”

We’re first responders for whale strandings and we’ve got one of the best whale rescue teams in the world, thanks to my colleague Mike Greenwood’s work.

If there’s breach of the farm dam legislation we look into that, and we also look into any breaches of the Crown Lands Act, Threatened Species Protections Act, the Aboriginal Relics Act and the Whales Protections Act.”

Wildlife Rangers also pick up injured and orphaned wildlife, give phone advice to the public and work with farmers around wildlife management and crop protection if they’ve got browsing wildlife or crop damage on their land.

“The car’s my office, if we come across people who are offending we’ll do interviews under caution and seize there and then, for example we might be working with the police on an issue like poaching, and we also work with Customs and Quarantine.”

Dealing with compliance issues and enforcement means Justin has some confronting experiences.

“Conflict resolution is a high requirement for this role, and we’re the pointy end of the stick for the Department in terms of enforcement.”

We’re trained very well and given all the tools we need to handle these situations.

We do validations with the Tasmanian Police force, we’re trained in how to approach situations for our safety and the potential offender’s safety and we’re taught something called verbal judo so we can read the situation, who the person is, what sort of background they come from and use the language that’s more fitting to them.

We do house, car and boat searches, it’s fairly diverse, and we always have two people working together for safety.

We intercept vehicles on back roads at night where people have firearms on board and we need to check their compliance around the Firearms Act and that they’re not shooting game off the road with spotlights, that’s one of our primary roles.

The mutton bird season is another time when we do a lot of night work.

The lawful takes are on the Bass Strait Islands however there’s also the unlawful take in the south of the state on mainland and offshore islands, we all operate boats, quad bikes and four wheel drives.”

No two jobs are the same for Rangers, with change of seasons and game seasons and animal migratory and breeding behaviours governing what needs doing.

“The game season starts at the end of January, the deer, duck and mutton birds going through to June to July, from then we’re still dealing with seals and doing other inspections, then comes the whale season and general poaching activities.

The illegal and unlawful importation and exportation of snakes and birds continues all the time.

We also monitor wildlife parks to make sure they’re all compliant with the legislation.

Seal work continues all the time as well and a lot of time is spent with seal management on salmon farms.

We do audits on salmon pens to make sure they’re complying with the minimum predator exclusion frameworks.

We can issue the farms with non-lethal deterrents like seal crackers and beanbags. These help to negatively condition seals to think that salmon farms aren’t a great place to be so they stay away.”

Mother Nature brings her own ebbs and flows as seals back off from salmon farms in the breeding season, and then there are the whale strandings.

“Female seals primarily live in the Bass Strait Islands so the males who are contenders for barems swim up there to try and stake their claim, which takes a bit of pressure off the salmon industry, and they come back around the end of January.”

In the whale stranding season it’s usually toothed whales, so long finned pilot whales and sperm whales are the most common.

Ocean Beach is a real hook, another spot is near Stanley around the side of the Nut, and then Marion Bay in the South is another hot spot, known by surfers as the boneyard because of all the whale bones.”

A fake whale is used to practice the risky job of whale disentanglement from nets.

“There’s a technique where you put a hook onto the entanglement and put massive buoys along a very long line, so you’ve got a safe working distance to try and keg it, slow it down and tire the whale out so it reaches the surface and isn’t a danger, then try and cut the entanglement off.”

It’s a dangerous task and practicing for the real thing is essential for Wildlife Rangers.

Justin’s experienced the unusual and the breathtaking.

“I’ve seized pythons, grabbed crocodiles, I’ve been to some unusual places in Tasmania that the usual punter would never get to, I’ve met some interesting characters along the way and worked with some really amazing, dedicated people.”

Wildlife Ranger

In 2010 Justin was seconded to the Macquarie Island Pest Eradication Project, on the island for 14 months.

"I met the most amazing bunch of people and I got to see the full cycle of life on Macquarie Island from winter through to summer, with elephant seals, fur seals, giant petrels and both royal and king penguins."

"One of the most surreal experiences was standing among half a million royal penguins at Hurd Point, it was very noisy, very smelly but just a privilege."

This work has handed Justin some incredible opportunities.

"On Macquarie Island, where you've got some of the roughest waters in the world, we use Zodiacs and so forth to get supplies and for search and rescue purposes, and I was spotted there by the Watercraft Manager for the Australian Antarctic Division so now I get to do the resupplies to Antarctica and Macquarie Island."

Justin's been to the Antarctic for the past two years and left again for Casey on December 8 as the Watercraft Coordinator for the resupply to refuel the stations.

"About a million litres of fuel goes there, plus all the ship to shore containers, machinery, taking rubbish out and getting passengers on and off."

"It takes about two weeks to get down there and a week to do the work."

"I come back on January 4, and then I'm going to do Mawson, Casey and Davis stations leaving on January 18 and returning on March 5."

"I take a bit of leave and go and do that."

"It's amazing."

"People ask you what Antarctica's like but it's a place you have to visit to get a full appreciation."

"It's such a privilege."



"THE HODGMAN GOVT IS THE BEST FRIEND TASMANIAN HEALTH HAS EVER HAD"

Health Minister Michael Ferguson Oct 14 2014



SHHH... DON'T MENTION THE SLASHING...

A day in the life of Will's Diary

WILL DO

- Meet with Hawthorn footballers and hold up premiership cup
- Open Farmers' Market
- Go to pre-season soccer matches
- Take calls from Eric Abetz
- Relax while unelected advisors run the state
- Kill the Integrity Commission

WON'T DO

- Meet with Graham Wood to save a \$15m tourism development at Triabunna
- Meet with public sector unions to save 500 jobs
- Phone Tony Abbott to save 27 Federal Police jobs at Hobart Airport
- Anything Eric Abetz tells me not to

DELEGATE TRAINING ~ Launceston May 2014

WE CHATTED with three of the northern Delegates from LINC, Schools, Health, Service Tasmania and Parks during Foundation Skills training.

Marc Cobham came over from Flinders Island and said he'd recommend the two day course to any CPSU Delegate.

"It was great meeting people from other areas and to hear they were having a lot of the same issues."

The two of us who came here from Flinders are going to help each other with issues across the island even though we're from different workplaces.

The training helped me clarify a few grey areas and which team in the union office can help on different types of issues."

Lynn Bricknell from LINC Launceston and Dee Burton from Port Dalrymple School at George Town are both new to their Delegate roles so the course was a great opportunity.

Lynn said the training helped clarify a number of things, including the Delegate role and how the CPSU operates.

"The main lessons I took away from the course was to persevere, how to deal with management, and if there are any problems how we record and deal with it."

It was interesting to hear how other people deal with issues in their workplaces, and the trainers were great, you could ask them anything and if they didn't know the answers they'd find them for you."

Lynn follows in the footsteps of long term Delegate Pauline Blythe.

"Pauline asked Peter Brake and I to fill her shoes, as some people feel more comfortable talking to men and others to women, so we're hoping it will work quite well."

Lynn said it was nice to have another Delegate to bounce ideas off.

"We also have another Delegate, Jane White, at Research Services Support so if I'm a little bit stuck we can always talk with her as well."

Lynn started working at Launceston LINC in 2008.

"At first I was a volunteer and since then I've worked in different roles and am currently a Customer Service Officer."

I enjoy the diversity - community learning, marketing and the general day-to-day housekeeping that keep the place running are all part of my job."

Dee Burton also got a lot out of the Delegate training.

"I've just become a Delegate after my Organiser Kathryn Lee asked me to fill the role, so the training was excellent timing."

I'd recommend it to anyone, and the main thing I took away from it was where I stand as a Delegate in terms of the union structure."

If someone comes to me with a problem I now know where to go, and it was good to hear about the different teams in our CPSU office and how they work."

I also learned that Members are the union, so when we're talking about what the 'union' is doing, that actually means Members, not just the CPSU office."

Dee worked at Port Dalrymple School for 12 years, and the busy school has just over 500 students from Kinder to Year 10 plus a Trade Training Centre.

"I was a relief for the office and the day that finished they offered me a job as a Teacher Assistant, then after some more relief in the office I applied for a job and won it and I've been a clerk for about six years."

I manage the office with two others so it's a varied role that includes invoicing, ordering, looking after sick leave, working with the school community, helping teachers and parents and of course working with the students - they are our main concern."

I really enjoy that contact with others as I'm a real people person."

Dee and Lynn are just two of the many CPSU Delegates around the state dedicated to helping others in their workplaces and acting as a vital link between union office and their colleagues.



Dee Burton



Lynn Bricknell



Marc Cobham



PAULINE BLYTH ~ Laurie LINC and CPSU Dedication

PAULINE Blyth retired at the end of the last financial year after taking long service leave at the end of January 2014.

Pauline was something of a stalwart at the Launceston LINC after 25 years there, with 24 of them spent as a proud union Member, 16 as a workplace Delegate and six as a CPSU Councilor.

She was the Operations Coordinator for Customer Service at the LINC, and we spoke to her just before she retired.

"I've been in the same building the whole 25 years, and I started on a 12 hour contract for 12 months and I've been here ever since.

It's been great to serve in the same place for so long and have continuous employment.

A lot of the other employees here have been here long term as well, with some of them working here for 30 years."

Pauline's seen many changes.

"I was here when the hierarchy was changed into a flatter structure, which has since been built back up again, and there's been the shift from the State Library to LINC Tasmania.

We had the recognition of Library Technician qualifications after 25 years in the late 1990s, which was big at that time."

Pauline's job has changed over the years with more training for staff, more multi skilling and a change in how hands-on staff are with the public in some areas.

"We've got an Online Access Centre here, which I've been responsible for as well, keeping that going and keeping our strong base of volunteers informed."

My colleagues are a very special bunch and they really make work a pleasure, and I also enjoy working with the public and being able to help them.

For example, helping someone find an important link when they're investigating their ancestry is a great feeling, it gives you a real buzz when that happens.

Quite recently I helped someone uncover information they'd been seeking out for ten years, so it was fantastic to help there."

For Pauline, it just seemed like the right time to retire.

"I'm of retirement age and it just feels right to go and do some other things with my life.

I'd like to be able to have time to pick up the craft work I used to do that I haven't had time for.

I knit and sew, I also love to read, theatre is another real interest of mine and I used to do amateur theatre with the CWA group at one stage, and I love going to shows.

I volunteer at the Campbell Town Online Access Centres on Saturdays and I'll possibly do another day a week when I retire because I like to be involved in the community and it's something I really enjoy doing.

Also, just to have time for me!"

A proud parent, grandparent and now great grandparent she's looking forward to spending more time with her family.

After she received permanency, Pauline was quick to sign up as a Member.

"I had a lot of friends who were in the union movement, and looking back it was a good decision to join, it just felt right."

From then, Pauline said becoming a Delegate was just a natural progression and a role she's enjoyed.

"I understood how important having a Delegate in the workplace was.

I've enjoyed supporting Members who are facing difficulties.

Another standout moment was working on the Your Rights at Work campaign.

I spent about five weeks up putting 180 signs up as well as handing out flyers, balloons – all that sort of thing – I talked to members of the public about why it was

important to have decent rights at work.

It was an interesting experience and something really different to get into."

After serving as a Delegate for about a decade, CPSU Assistant General Secretary Mat Johnston rang and asked Pauline to represent the Department of Education on the CPSU Council.

"It's been really enjoyable and gave me a great insight into how the union runs and it's something I'd really encourage other Delegates to have a go at.

It's a real eye opener, it gives you so much extra information that makes it so much easier to be a Delegate."

When she retires Pauline said she'd miss her workplace.

"We have some wonderful clients here, some who've I known for the whole 25 years I've worked here, so it'll be like losing old friends.

I've promised the staff I'll come in and visit them regularly and have a coffee with them at morning tea time so I don't lose complete contact with them.

But when I retire, I won't quit the union, I'll become a Retired Member."

Retired Members receive a regular newsletter from their union.

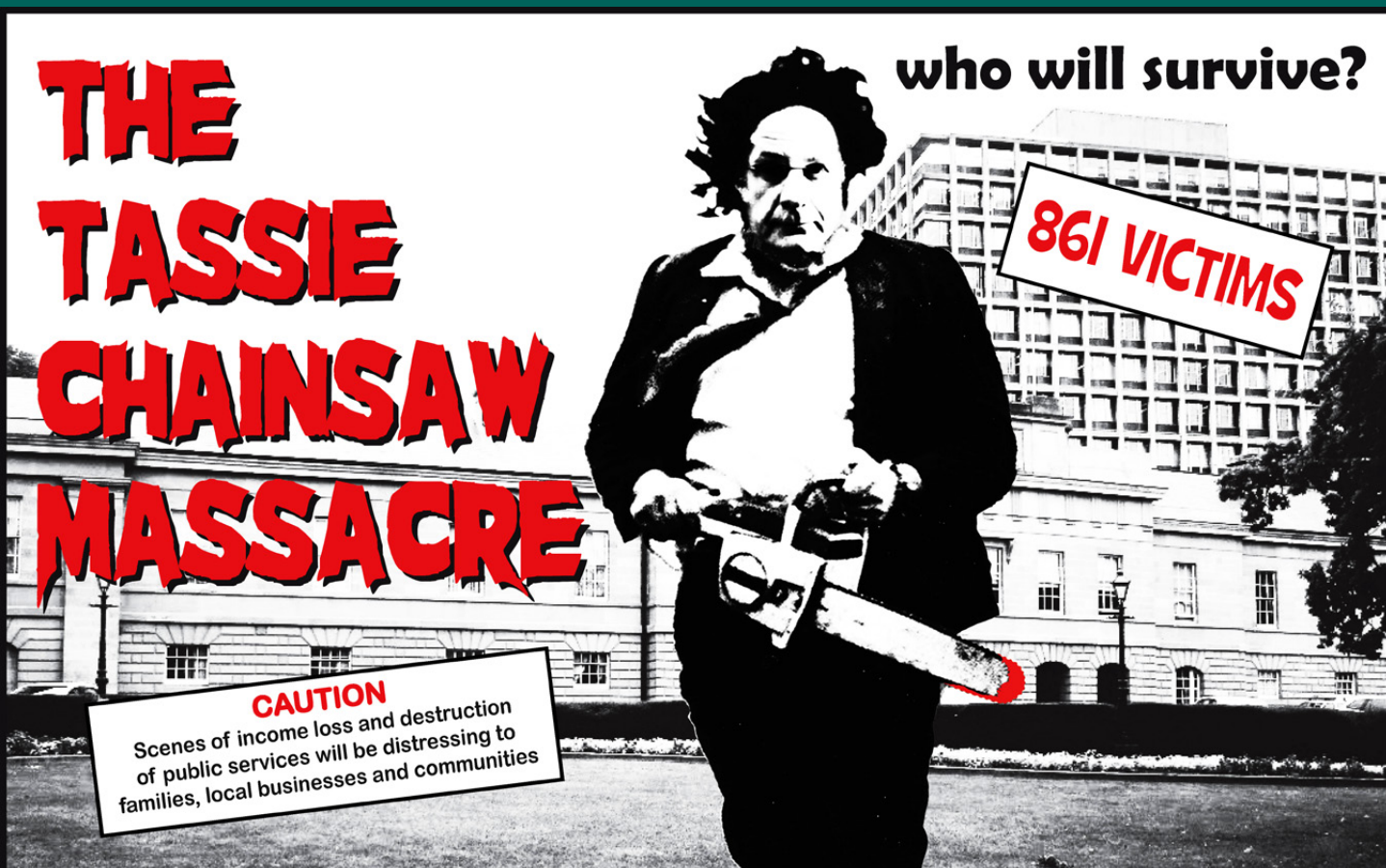
The CPSU is proud to have such a dedicated Member, Delegate and Councilor who is community minded and generous with her time.

The CPSU wishes Pauline all the best for the next exciting stage of her life.





Pay Freeze! No Pay Freeze! "It is now off the table and the caravan has moved on" ~ Peter Gutwein



Starring PETER GUTWEIN as Leatherface. Produced and Directed by WILL HODGMAN

COMING SOON TO YOUR COMMUNITY!

COMMUNITY & PUBLIC SECTOR UNION TASMANIA

LONG TERM MEMBERS

Celebrating Members who'd just ticked over to their



Sue and Michael Hope



Greg Ryan and Graeme Dennis



Grant Ransley



Mandy Jenkins, Janet Harrison and Vaughan Cooper



Branch President Grant Ransley and CPSU Operations Coordinator Lyn Saunders address the crowd

FUNCTION ~ July 2014

30, 35 and 40 year CPSU Membership anniversaries



Scott Morley and Andrew Wright



Chris Boron and Tania Shilcock



Grant Ransley and Carmel Pantan



Tony Millhouse, Mark Koppelman, Ray Earley and Debbie Minty



CPSU Long Term Member Award recipients

DALE WEBSTER ~ 34 Years as a Committed Unionist

DALE WEBSTER, Director of Building Standards & Occupational Licencing in the Department of Justice, has notched up 30 years with the CPSU.



Dale writes about his history with the CPSU and the importance of unionism.

“My father was a ‘union man’ and member of the Australian Workers Union all his working life so I didn’t have much choice and joined the predecessor of the SDA as a 15 year old in 1980, whilst working at KFC - I was proud that my children joined a Union on their first day at work as well!

I then joined the Administrative & Clerical Officers Association on my first day in the Australian Public Service on the 1st of November 1983.

I was a Delegate, Branch Councilor and National Delegate and owe my career to the knowledge I gained in those roles.

My membership of ACOA, the PSU and then the CPSU has been continual since then – in fact when I left the APS to work for the then State Public Services Federation Tasmania (SPSFT) and found I couldn’t join I continued to be a CPSU member by paying to the APS branch.

I campaigned for staff to be allowed membership to the CPSU (SPSFT) as it became and, once permitted, became the office Workplace Delegate and then a member of Council.

Following the Port Arthur tragedy I was privileged to move from CPSU to a role at Port Arthur and that lead me to a position of managing others and the end of my active union career, however I remain a member of the CPSU and a proud member.

If I can’t be active I can at least let others know, so my car displays a CPSU sticker and my office mug is a CPSU mug.

I think 34 years as a union member comes down to one thing – I believe in collectivism.

The freedom my daughter has in choosing her career, the equality my best mate has as an indigenous man in his workplace, the workers compensation my brother received when he was injured at work and indeed the standard of living I enjoy are all testament to the strength of our unions and that collectivism.

I joined the union at a time the public service was coming out of an era where workers just did what the bosses told them.

It was the early 80s and probably for the first time the Australian Public Service started to have females in management roles, as up until the late 60s they had to resign if they got married.

The major issues in our workplaces back then were women being able to compete on merit for jobs and the entry favouring younger people, and there were issues with the merit principle and managers were able to override selection panel decisions.

Computers were being introduced, which caused a lot of workers compensation issues – the RSI epidemic - and started the fight for ergonomics in workplaces.

By the mid-80s it was the fight around smoking in the workplace.

These days it’s about reminding people of what’s been achieved and that you can have a workstation set up properly and you’re entitled to have the correct ergonomics.

Stress is the epidemic these days, and I think that’s related to people being expected to do more at workplace and in society.

For me, you don’t achieve anything on an individual basis but we can improve workplaces collectively.

Superannuation was an achievement of the union movement, so was women being able to return to the workforce once they were married, and so was workers compensation.

Right back to the Eight Hour Day campaign, we wouldn’t have achieved so many things without that collective.

I hear people say ‘why would I be a union member, what have they ever done for me?’

They don’t recognise their whole job is made from achievements from collectives over many, many years – from the structuring of the public service to the restructuring of awards in the 80s and 90s – all of those things are to the advantage of people in the workplace today.

They do owe a debt to the older generation but also they have a debt to the future generations to keep improving things.

For example we don’t have equality between the sexes yet, and we still have abjurations of the merit principle today – there’s interference in merit – so there’s still work to do.

If I was starting a job today the first thing I’d do is join a union because there’s an advantage to that collective, and there are so many historical examples of that.

Being a manager doesn’t mean I don’t continue to be supportive and tell people it’s important to be a member of a union.

The words of Ben Chifley ring as true today as they did more than 60 years ago:

‘I try to think of the Labor movement not as putting an extra sixpence into somebody’s pocket or making somebody Prime Minister or Premier, but as a movement bringing something better to the people, better standards of living, greater happiness to the mass of the people. We have a great objective – the light on the hill – which we aim to reach by working the betterment of mankind not only here but anywhere we may give a helping hand. If it were not for that, the Labor movement would not be worth fighting for.’

If the movement can make someone more comfortable, give to some father or mother a greater feeling of security for their children, a feeling that if a depression comes there will be work, that the government is striving its hardest to do its best, then the Labor movement will be completely justified.’

I thank the CPSU for inviting me to celebrate my 30 year membership, and in particular I thank Tom Lynch for his leadership – his wisdom and commitment have been superb.

We congratulate Dale on his 30 year CPSU membership milestone and his passion for his colleagues’ rights at work.

DAMIEN RYAN ~ Everyone Deserves a Chance

GIVE people with a disability a chance, that's CPSU Member Damien Ryan's message.

This long term Tasmanian Public Sector worker is keen for employers to give people with disability a chance and to challenge perceptions about what having a disability means.

"Just because someone's in a wheelchair or has some sort of disability doesn't mean they can't do the job," Damien said.

"The message is just because there's a disability there, if they're the right person for the job give them the job or at least give them a go, skills and knowledge is what it comes down to."

Although not a huge fan of public speaking, Damien, who's in a wheelchair as a result of Spina Bifida, recently talked to a group of CPSU Members about his experiences.

"My talk was all based around challenges that you face with a disability, I gave them a bit of background about myself and then opened the floor so they could ask questions."

I thought if there's a chance to help out in that way and speak to groups who are interested, I'd put my hand up to speak with other groups as well."

Over his working life Damien's had both good and bad experiences and he's keen to share these with groups of CPSU Members so they can better understand what it's like to have a disability in the workforce.

He also wants to promote equal opportunity for people with a disability.

Damien said one of the major challenges were people's perceptions.

"They see the chair and think it's too hard or too much hassle in some cases."

Entering the workforce, Damien experienced difficulty because of people's perceptions of him.

"When I was looking for a job straight out of college I applied for a position within private enterprise and got the interview and when I got there you could tell by the look on their faces that they were shocked."

I did the interview and could tell they weren't interested as soon as they saw the chair."

I hadn't heard anything for months and they told me the job had been withdrawn but I knew it hadn't and someone else had got it."

I think it came down to them being uncomfortable and perhaps thinking I'd arc up and possibly sue them for not giving me the job, which isn't who I am at all."

After several knockbacks I found it easier just to submit the application without mentioning my disability."

The reason for this was if when I did mention it I either got a letter saying I was unsuccessful or no reply at all."

I kept bashing on doors and a position with the State Service came up for a temporary switchboard operator, I applied for that and I'm still here."

Since then Damien's had a largely positive experience and October 20 marked his 16th year in the Tasmanian Public Sector.

He's worked in various parts of the state in the Government Contact Centre and HR Systems looking after the IT side of things before moving into his current role, Coordinator of the Service Management Centre at TMD.

"At the centre, I'm part of a team that's the first point of contact for TMD."

Within the team we've have people on the phones answering enquiries."

One of my roles as a Coordinator is to make sure the work is being responded to and allocated out in a timely way for our staff to action and then follow up."

The workplace is very supportive."

With my Spina Bifida I do have periods of time that I'm not well."

Everyone has sick leave, but I seem to have a bit more than the average person, but in that regard it's never an issue, they've been very supportive."

Damien said people who lived with a disability often didn't see themselves as having a disability, as he doesn't.

Like anyone, this married St Kilda supporter goes about his life, and occasionally encounters someone who is uncomfortable because he's in a chair.

"Ages ago when I was growing up it was a big issue and there was a real stigma around 'he's got a disability, he can't do anything for himself'."

I still get it every now and again and it frustrates my wife something chronic."

We'll go out, say to a hardware store, and I'm looking for something and the staff will come over but they'll talk to my wife and not to me, and my wife tells them to talk to me."

It comes back to getting it out there that just because we have a disability or we've in a wheelchair, we're not different, we just can't use steps, that's all."

If you'd like Damien to talk to a group about working with a disability, the perceptions, challenges, email cpsu@tas.cpsu.com.au



STOP WORK MEETINGS

\$AVE OUR SERVICES

THURSDAY NOVEMBER 27 9-10am

HOBART
Parliament Lawns

BURNIE
Arts & Function Centre

DEVONPORT
Town Hall Theatre DECC

LAUNCESTON
Inveresk Tramsheds Function Centre

PLUS 13 OTHER SMALLER VENUES



17 MEETINGS ACROSS TASMANIA ON NOVEMBER 27





Public sector workers at all 17 meetings used a show of hands to overwhelmingly endorse a voluntary 12 month wage freeze to save jobs and help the government sort out its budget woes.

After the unanimous voting results were phoned in to the Hobart rally from the other meetings being held around the state, Bryan Green and his Labor colleagues returned to Parliament House to deliver a message from workers to the Liberal Government.



Message to the Tasmanian Parliament on behalf of Public Sector union members

We are tired of the lies.

We are tired of the broken promises.

We are tired of being treated with contempt by a government that said one thing before the election and did the opposite after it.

We are tired of being blamed for the decisions of a government that hasn't consulted with us or listened to our opinions.

We are tired of a government that has deliberately misrepresented our position on a wage freeze.

Public sector workers have always been willing to accept a fair wage freeze but we expect a government that wants us to forgo legally binding wage increases to ask, not demand, and to negotiate the arrangements not dictate them.

Today public sector union members meeting throughout the state have endorsed a 12 month wage freeze on two conditions.

Firstly the government must guarantee that all savings delivered through the wage freeze are used to reduce the number of public sector jobs that are cut. This will require the wage freeze to be transparently costed.

Secondly the government must agree that the wage freeze is implemented through consent applications to the Tasmanian Industrial Commission.

There is still time for this sensible wage freeze to be implemented before increases due in early December apply, but the government needs to stop playing politics and act.

The ball is entirely in the government's court.

27 November 2014



LET'S \$ GET REAL

LET'S STOP WILL HODGMAN'S BROKEN PROMISES

*These stop work meetings aren't the end of our campaign to stop Will Hodgman's broken promises and cuts to frontline jobs and services, they're just the beginning. We must ensure the Premier is held accountable for every broken promise and every job and service cut that hurts our communities, families and workers. It's time to get active. **IT'S TIME TO GET REAL***

The REAL Agenda

REPORT : WILL HODGMAN WILL GO TO EXTRAORDINARY LENGTHS to shift the blame for his cuts to everyone else – Legislative Council, Industrial Commission, workers. We have a responsibility to shine a light on broken promises and pre-election pork-barreling. We need to make sure Tasmanians know how the cuts to services will affect them - longer waits, scrapped services. Let your union know when jobs are cut and services disappear. Demand your right to be consulted so the real impact is understood before the change is implemented.

EDUcate : WILL HODGMAN'S GOVERNMENT HAS LIED and distorted the facts but the more who know what's happening the less effective such tactics become. Reading all the info your union sends you is the quickest way to get informed and talking with colleagues about the issues and asking their opinion is equally important. When someone's clearly been conned by government misinformation give them the facts so they can see where the truth lies. It's also important to talk to family, friends and local communities.

ACTIVATE : BE INVOLVED, DON'T SIT BACK and assume someone else will do the heavy lifting. Everyone has valuable skills and can find an important campaign role whether as a communicator, motivator, planner or lobbyist. Encourage those not in a union to join and get involved. This will be a long campaign that will drain union resources so we need more people to come on board and share the load. The next state budget isn't far away and it'll bring the next round of attacks, broken promises and blame games - we must be prepared and strong for that.

LOBBy : WE MUST APPLY PRESSURE. The Liberals have numerous first-term members so let's meet with them and make sure they know how unhappy we are with their government's decisions to break its clear pre-election promises to not cut services and to restrict job losses to 500 over 4 years. Let's ask why these promises have been broken while keeping all the extravagant spending promises. Make sure Will Hodgman doesn't get away with broken promises and the wage freeze smokescreen designed to cover his plan from day 1 to sack workers and cut services to Tasmanian families.

In coming weeks unions will give members details on how to implement the REAL agenda




Things to do at today's meeting: TAKE STICKERS **COMPLETE POSTCARD**

REPORT CARD

WILL HODGMAN

Subject : HONESTY 101

Overall Assessment : F

<p><i>"The Liberals support the role of unions to support their members. If elected, the Liberals can commit to ensuring clear consultative mechanisms are in place to work cooperatively with unions on behalf of Tasmanian workers."</i></p> <p>- Will Hodgman, Pre-election statement</p>	
<p><i>"Unlike Labor and the Greens we won't sack nurses, teachers or police"</i></p> <p>- Future Directions document 2012</p>	
<p><i>"We will reduce the size of the public sector by 1% per year over two years, which equates to approximately 500 FTEs. This will be achieved through natural attrition, internal agency management, inter-agency management, redeployment across agencies and targeted voluntary redundancies. There will be no forced redundancies"</i></p> <p>- Plan For a Better Future, Budget 2013-14</p>	
<p><i>"As if that wasn't embarrassing enough, the Premier has also tried to reason that overspending to pork barrel before an election then slashing frontline services after the election is somehow good fiscal policy"</i></p> <p>- Will Hodgman re Labor Govt Feb 28 2012</p>	
<p><i>"The Liberals value the important work that public servants do and in Government we will look to establish a true cooperative and constructive working partnership with them"</i></p> <p>- Will Hodgman, 2013-14 Budget Reply</p>	
<p><i>"From day one we will listen to and formally engage with all public servants... on ways to increase efficiencies while improving opportunities for public sector employees to deliver the essential services Tasmanians need and deserve"</i></p> <p>- Will Hodgman, 2013-14 Budget Reply</p>	
<p><i>"The Liberals Roadmap to Recovery and Growth offers Tasmanians hope for the future... We will quarantine frontline health, education and police from cuts and we will prioritise the services they provide to Tasmanians"</i></p> <p>- Will Hodgman May 22 2012</p>	

COMMENTS: Will clearly has a problem with the truth. Also has a bad habit of blaming everyone else when decisions he makes prove to be bad or unpopular. Is unlikely to improve his performance until he stops hanging around with disruptive elements like the Abetz boy. Needs to listen and consult more.

LIZ MOORE ~ Community Corrections

CPSU DELEGATE Liz Moore's worked in Corrective Services since 1991 and the Community Corrections Court Diversion Program since 2012, and is now the Coordinator.



"The Court Diversion Program where I work deals with serious, high risk drug addicts who commit a lot of crime.

Instead of sending them to prison we divert them into this intensive, community based program."

It's a relatively small program with 40 people taking part in the south, 20 in the north and 20 in the North West.

A collaborative team approach is used, with these participants managed by Liz and her colleagues, magistrates, lawyers and prosecutors.

"The point is to keep them out of prison and save all that money as well as address the drug addiction that underlies their offending and in turn other social problems that arise from that.

It's a challenging but rewarding role and we see amazing turnarounds in people's lives, and it's good value for public money because we're making a huge difference with people who cost the state a fortune."

Liz said there are programs like this in lots of places around the world.

"But what we have here is a different model to what exists anywhere in the world.

We've got four Magistrates in the South who run the drug courts and we're back in court with the guys roughly every fortnight in the first six months or so of their orders, and their orders can last up to two years.

We're looking at people who would otherwise be serving a substantial time in prison but instead they come and see us, they go to counselling and drug testing."

Liz started in the public sector in 1991 as a graduate recruit and did various work placements, and after this first year Liz worked at the prison before moving to Community Corrections, where she's been for about 20 years.

"It's excellent work and I really believe in what we do and don't think you could do this job for a sustained period if you didn't.

It's challenging, it's confronting, it keeps us on our toes the whole time but that's what I love about it.

You just meet some amazing people and hear the story of their lives and what they're up against.

Recently one of the guys in the program did his second day in a full time job, he used to be the most shocking drug addict 18 months ago, so that's what it's all about.

It was a total shift from a pro-criminal life, and now he's so proud of himself and that's what makes it worthwhile.

It's taken 17 months on the program to get to that point, so you don't see instant change, but if we can do it in a way that's sustainable it's really powerful."

Liz's first degree was in Political Science and Public Sector Administration and Law, followed by a Masters in Criminology and Corrections in 2012 looking at drug courts.

"Traditionally in Community Corrections you get people with a background in social work, psychology and criminology and law, and that's one of the strengths, to have that multi-disciplinary approach and a real mix of skills."

Recently Liz took part in a two day Delegate Training course, which she took a lot away from.

"The information was great, the trainer Jayne was fabulous, and I felt this real sense of solidarity and camaraderie with all the other Delegates.

What was good and bad was how reassuring it was that everyone else was experiencing similar issues to what I've experienced.

So on one hand, it's really reassuring but on the other hand it's disappointing as well.

It was a great networking opportunity and a real morale boost as well and I met some terrific people who I'll stay in touch with.

A long term CPSU Member Liz became a Delegate last year after she was approached by the union.

Last year I had a difficult time and being able to access the help from the CPSU when I needed it was worth the 20 years I hadn't needed to - It's really good to know they're there when you need them.

Liz had concerns about a number of recruitment processes and contacted the union office for help, which resulted in an appeal of the selection review, which meant Liz won the job at the drug court and saw changes to recruitment processes - a great outcome for the whole workplace.

"The CPSU's Celeste Miller was so encouraging and she stood by me, and she also asked if I wanted to be a Delegate and I thought 'why not?' because I do challenge stuff when I see it, I'm willing to stand up and say 'that's not okay'.

I'm interested in justice, that's why I work where I work and do what I do, and I'm also interested in integrity in decision making, and if it's not happening I will challenge that and am happy to stand by others if they're in a difficult situation.

I think everyone needs that back-up from the union, there's also a real strength in numbers, and that's often what you need to be heard and taken seriously."

Outside work Liz is married and mum to two girls in grade seven and ten.

"They give me a hard time and say that I treat them like offenders, but I find the skills managing adolescents are very similar to the skills in managing drug addicts!"

Liz also keeps bees on her property and harvests her own honey, which she said was a nice diversion from work.

"We can learn a lot from bees about society, social structures and cooperation. They're colonial in the sense that they all suppress their individuality for the good of the colony. They're like the perfect little unionists, it's real solidarity, it's all about preserving the colony as a whole."

GEORGIE SLOAN ~ Child Protection

WE CAUGHT up with our CPSU Delegate Georgie Sloan after she'd done an ACTU training course focused on helping with her role as her workplace's union representative.

Georgie has a background in Education and Psychology, both of which she has degrees in, and is a Child Protection Worker in one of the two Intake teams in the south.

Intake is basically the front end of the child protection system and is the first port of call for anyone with any worries, risks or care concerns about a child.

"Concerns about physical, sexual or emotional abuse and neglect come through to us.

We take referrals on the phone, fax and email, and it could be anyone from a neighbour making a report to a parent wanting advice.

We're also the first point of call for any services seeking support and we get referrals from services like the police, schools and hospitals, so our work is very varied and interesting.

In our team we're pretty much office-bound, which has good and bad points.

We feed into the response team, so we take the information and follow up, and if we work out a child is at risk, the case goes to response staff who go out and see them."

Working from an office is different to her previous roles in Child Protection.

"I started in Case Management in 2005 for 14 months then got a position as a Senior Worker in Out of Home Care.

Back then it was under the rostered care system, and we used to help manage group homes for kids, so I was out and about and working with kids on orders in foster care and with foster carers.

I went on Maternity Leave in 2008 before I was moved to Intake, which I'd never done before, and I love it now.

The job is really hard work but all of my colleagues are really supportive and even though you're in the office you still really feel like you're making a difference.

You talk to the children on the phone and give them help and support.

Most parents we deal with aren't horrible abusers, they're just people who are in bad circumstances, struggling and don't know what to do, and I really enjoy helping people change their lives.

Another aspect of the job I really like is the problem solving side of it, as you often have to fact-find, gather information and work out what's going on."

Joining the CPSU wasn't a huge decision for Georgie when she started work in Child Protection back in 2005.

"When I started everyone used to automatically join the CPSU.

I became a Delegate a few years ago as I was interested in the union and got to know Emma, my CPSU Organiser at the time.

I was asked to go on a child protection conference interstate, so I was nominated and became a Delegate.

In my role back then I did a whole lot of work on a caseload management tool, which was fantastic.

Mostly, people come and have a chat to me if they need support on issues like leave and things like that.

Georgie recently took part in a two day Delegate training course, which she said was worthwhile.

"The training was great, Jayne the trainer was fantastic, and it made me realise I am doing as much as I can in this role, so it was great to get that reassurance.

It was also a reminder that I can't fight everyone's battles for them, but sometimes I can help Members just by pointing them in the right direction.

It was also good to have the time to connect with other Delegates and hear what's happening elsewhere."

Outside work Georgie spends most of her time with her young children and husband.

"I have a little boy Caleb, who's six and in prep and Harrison, who's just turned one, and we spend a lot of time together going to the park and trips to footy and gymnastics.

I love books, especially by Cathy Glass who is a great writer and a foster carer who writes really powerful books, and I can sit down and finish one of her novels in a day or two, other than that I'm usually up for any romantic comedy!"





WE PLEDGE TO CUT 500 PS JOBS IF ELECTED

Thanks for voting, now let's make it a fat 1500



GOVT HUNTS FOR V

Libs' Joan Rylah Discovers Root Of Problem : La
COMMUNITY & PUBLIC S



TAS PUBLIC SECTOR WAGE FREEZE

Legislation Attacking Fundamental Rights Is Colder Than WorkChoices



JOIN THE PEOPLE

against the draconian anti-dissent law. 7.



MY LAW DEGREE WAS FREE

Your Economics Degree Could Land You A \$70,000 Debt



MY LAW DEGREE

Your Science Degree Could



WAYS TO SAVE \$118M

bor Spent \$1800 Over Two Years On Umbrellas
ECTOR UNION TASMANIA



BRAVELY SHARING WAGE FREEZE PAIN

TRUE GRIT: Tassie Premier ready to freeze \$350,000 salary and do it tough



LE'S PICKET LINE

30am August 19 Parliament Lawns Hobart



CRIMINALS WITH SIGNS

2014: Tasmanian Government Introduces Draconian Anti-Dissent Legislation



FREE WAS FREE

Land You An \$80,000 Debt



VOTING FOR TASMANIANS OR THE LIBERAL PARTY?

Abbott Slashes \$2.1m From Tassie - Why Do These Tasmanians Support That?

GLEN BAYER ~ Medicines Information

GLEN Bayer has a passion for people and seeing they're looked after at work.

He previously working in the Air Force where the attitude was 'people first and safety first', a mantra that's stayed with him and that he falls back on in his role as a CPSU Delegate for Pharmacy at the Southern Tasmanian Health Organisation.

It was this passion that saw him working as an unofficial Delegate long before the CPSU asked how he'd feel about doing the role officially.

"A lot of people aren't happy to speak up about issues they're facing, whereas I don't have a problem doing this," he said.

"It just so happened that staff were already talking to me about issues and I'd go and have a chat with management, so I was really doing a Delegate role anyway."

The opportunity came up to become a Delegate early this year when my Organiser Nick Duncombe asked me how I'd feel about becoming the CPSU Delegate.

I think we only ever hear about unions when things go bad, we don't actually take into account that they're often a safety net, and you don't have to be in trouble to access your union Delegates.

I think people like knowing there's someone they can go to, and if they do need representation they can have a bit more confidence.

One of the things I keep an eye out for is making sure people look after themselves, including their mental health."

Glen works in Medicines Information, which provides vital information to a vast array of areas in the Southern Tasmanian Health Organisation as well as in the North and North-West.

He's the sole person in this unit, with about 85 people working in the wider Pharmacy unit.

"I take questions from health staff about their patients regarding their therapy, from our intern pharmacists asking for information and from consultants asking about evidence for treatment, treatment alternatives or availability of treatment."

Answering these questions can range from looking in text books to a full literature review for an evidence base for X, Y or Z,

so queries could take five minutes or it could take two to three days."

Glen enjoys work, saying it's about constantly learning.

"For example, we don't have any clinical pharmacists in our maternity or obstetrics areas or the high risk neo-natal clinic, so you learn a lot about these different areas."

You learn some really bizarre stuff too, and what you learn builds up over time and you become familiar with the questions you've previously answered.

Another area that doesn't have its own pharmacist is the Anaesthetics unit, which is one of the biggest areas of the hospital.

They deal with all the pain medication, and one of the big things in that area is compatibility of intravenous medications, where there's often little data on some combos that we use.

So I'm often asked 'can we run this and this together', and these people don't have time to find it out, whereas it's my job to find out."

Glen also works with the library staff to maintain the currency of clinical resources that forms their information portal.

Last week he took part in training with other union Delegates from a range of workplaces and roles.

"They had such a diverse group of people there, and I work in pharmacy behind a computer and reading all day, which is a lot different to someone who's working in an aged care or in disability services, where they don't have many resources at all."

So it really put things in perspective.

Despite the difference there was a huge degree of commonality across the board in that everyone's facing the same issues: no staff, no money and more and more work.

The workshop was really good for reflecting on circumstances and it was a huge communication tool.

There was a lot of really good discussion between the participants and the diversity of the group provided a lot of different perspectives on what was going on."

Glen lives in the peaceful Huon Valley with his wife and children where he enjoys time with his family and having a go at water sports, and he's also a proud Essendon Bombers supporter.



TEACHER ASSISTANTS ~ Howrah Primary School

WE CHATTED to four Howrah Primary Teacher Assistants just after they gained their Certificate 3 in Education Support in February 2014.

Barbara Erwin, a TA for 28 years, Jo Hickman and Lou Richardson TAs for 10 years and Kara Granquist, who's been in the role for 6 years, are all happy to have completed the course after 6 months study.

"We worked hard, we worked during our holidays on it and in our own time and there were some very late nights," Jo said.

The TAs helped each other and tackled the course together as well as getting plenty of support and encouragement from other staff at the school.

"I must admit before I started the course I really didn't want to do it," Jo said.

"My husband said 'what example are you setting for your children, if you're saying too hard?', so I decided to do it, and now it's so

nice having achieved it, even though it took a while and there were some weekends I didn't leave the computer.

With some of the parts of the course I was unsure of the relevance, then I'd see things in the classroom and realise why they'd included this or that aspect."

The participants were required to meet four criteria, complete two portfolios on literacy and numeracy, keep a journal of what they did during the day and finish a first aid certificate.

Working with children and making a difference are two key reasons why these TAs enjoy their work.

Barbara said although completing the certificate was a personal challenge, it was the love of her job that spurred her through, and her colleagues agreed.

"I like getting in at that ground level and making it fun, it keeps me young and I

really don't enjoy holidays, I'd rather be at school," Jo said.

"It's great being able to engage with the children and making them want to come to school every day, making it fun as well as educational," Lou said.

These TAs support each other every day in the workplace, it's all about team work, sharing resources and information.

"Especially if we're working with a special needs child, we'll bounce ideas off each other," Jo said.

"Support comes from the principal down, everyone is supportive, including other TAs and teachers as well," Barbara said.

Principal Shelley Thorne is proud of them.

"Our Teacher Assistants go above and beyond, but I don't think they don't always get the appreciation that they should, they are such an integral part of our team."



Howrah Primary Teacher Assistants with their Principal

CHRISTINE TRELOGGEN ~ Decades of Service

CHRISTINE Treloggen is a long time CPSU Member who's never been afraid of getting involved to fight for better conditions.

Christine started in the Education Department in 1966, then worked at the State Bushfire Committee after the '67 bushfires before going back to Education.

From there she did stints in the Police Department's Licencing Branch and the Agricultural Department, then after 12 months in Western Australia she moved to St Helens District High School where she worked until her recent retirement.

We caught up with her before her retirement in May 2014:

The St Helens school is a busy hub of the community, running from Kinder to year 12 with a Child and Family Centre and Trade Training Centre.

"District High Schools are out there on their own, you could say we have children from zero to year 12," Christine said.

"Also being a rural school, you have school cars and swimming pools that you manage, and people need to use your facilities 24/7 at times, the school is an important part of the community.

The people are the favourite part of my job, both the community and the staff that are under your umbrella as manager.

The kids here now, their parents and grandparents were here when I started, so I'm seeing the third generation come through."

Christine knows most of the town's residents and often if a child or family is having a hard time outside school it's known to school staff, which helps to create a nurturing environment.

Since starting at the school back in the '70s she's moved through a range of roles and had several title changes: Office Assistant to Admin Officer, Clerical Assistant, Bursar, School Executive Officer and now School Business Manager.

Christine said a School Business Manager broadly covers managing non-teaching staff, finances, vacancies, buildings, maintenance and grounds.

"A lot of your time is taken up with the HR side of things.

In big colleges or on the mainland you have an HR manager, a finance manager and a maintenance manager, but here Business Managers are filling all those positions.

Quite often now you're working on your own and you have to make autonomous decisions."

Christine's also seen massive leaps in technology over the four decades at St Helens District High.

"We started with methylated spirit printers and then moved to the old manual typewriters, then electric typewriters.

I remember the week before one May holidays, my principal came in to see me with a big box and said 'we're going IT savvy, here's a computer, I want you to learn to use it before the holidays are over'.

I was given the book and the box and I had to put it together, there were no IT staff back then, it was daunting!"

Christine is one of the original members of the School Administration Advisory Forum, a branch of the Tasmanian School Administrators Association.

SAAF meets once a term to discuss school administration roles and issues and take these to the Department.

Members come from a range of schools from around the state and Christine said this diversity is important.

"The needs of a primary school are different from a high school, which is different again to a district high school."

It's been a privilege being part of the SAAF group and I've found it very challenging and rewarding to fight for a cause.

School Admin's salaries and classifications really needed looking at."

Christine is also a former CPSU Councilor, representing Education back when the union was called the Tasmanian Public Service Association.

As an active CPSU Member she stood up for Teacher Assistants, a moment she's deservingly proud of.

"I organised the inaugural meeting of all the Teacher Assistants for the whole of the state and had 200 and something people turn up.

Now Teacher Assistants are recognised for the work they do and a lot of things like their work structures have changed since that meeting.

I've always thought that all non-teaching staff in schools have the same rights as the next person."

The CPSU thanks Christine for her many years of service to the CPSU and her fellow union Members and school community. We wish her all the very best in her retirement.



Christine Treloggen (L) and CPSU Organiser Kathryn Lee

ANN COLLINS ~ 40 Years In Schools and the CPSU

ANN Collins can remember exactly what she was wearing on her first day working in the Education Department.

"My Dad dropped me off at the office, and I was wearing white T-bar shoes, a princess line dress with big flowers on it and a Peter Pan collar, above the knees of course back then, a white cardigan and a white bag."

We talked to Ann, a School Business Manager at Ravenswood Heights Primary School, just ahead of her 40th anniversary in the public sector and as a CPSU Member.

Finishing as a student at Brooks High School in 1973, the school was looking for an office junior and hired Ann the following year on March 21.

"On that day my first and most important job was making cups of tea and, as the office and senior staff at Brooks always used to gather in the office and have a cup of tea at 10 o'clock, I had to make sure I had everyone's cup right – a level three taught me how to do that!"

Ann worked at Brooks until January 1991 when she moved to Ravenswood High School which closed down in 2000, then moved to Ravenswood Heights Primary School where she still works.

Since starting in the department she's worked her way up the levels to her current position.

"In my time I've seen a move to a new site, an amalgamation of three schools and a closure of a metropolitan high school."

In this period the job title has also changed from Bursar to School Executive Officer and very recently to School Business Manager.

Ann's seen plenty of other changes over the years including pays arriving by direct deposit rather than cash in envelopes.

"Because I started as a junior at 16 years old I've seen oodles of change, for example the attendance was always done manually, and for the accounts at Brooks High School before the days of computers we had an 80 column cash book, now everything is all web based, it's changing all the time."

Office space has improved and it's all about ergonomics and health and wellbeing, but when I started I had an old teacher's desk and an old typewriter.

Schools have more autonomy and a School Resource Package, and there's so much extra work that is school based, whereas before a lot of work was done by what was called the District Office.

Back in the day when you had a broken window the Education Department would call out their maintenance crew, and they had what was called the tractor gang who came out and mowed the school lawns."

Union Members, like Ann, sticking together has also brought about some positive changes over the years.

"Because of the CPSU we have that strength, which gives us more opportunities to apply for different jobs in the department, and there are more professional learning opportunities."

We're now entitled to Maternity Leave, but back in my day you had to use your sick leave or your long service leave – there was no maternity leave for women.

Even when I had my last child, who's 20 this year, there was no maternity leave.

I only had three months off with each child, and that was using sick and recreation leave, it's an improvement for women and also men with paternity leave."

There's plenty Ann still enjoys about her job, from the variety of tasks and the school year to the staff, parents and pupils.

"It's coming in and not knowing what will happen, the students coming into the office,

whether they're sick or they've forgotten their lunch or this or that.

I enjoy seeing the children coming into prep from our Kinder, then seeing them leave grade six and then be a baby again in the high school.

I see students who've gone through Brooks High School who still recognise you and say 'Your face is familiar', and when I tell them I worked in the office they remember me.

Even students who came here to the primary school, you see them coming through as young mums and young dads and you think, 'I must be getting old'!

You see Ricky Ponting as the ex-captain of the Australian Cricket Team and I can remember him being a prefect at Brooks High School, things like that.

Ann's also made good friends at each school she's worked at, who she still takes the time to catch up with.

"I still have contact with the Teacher Aides I worked with at Brooks High School, I still have communications with the people I worked with at Ravenswood High School and I go out and meet people who used to work here, I've made some very good friends over the years."

Congratulations to Anne on her 40 years in the Education Department and as a Member of our union. School Business Managers are one of the many workers who help keep our schools running.

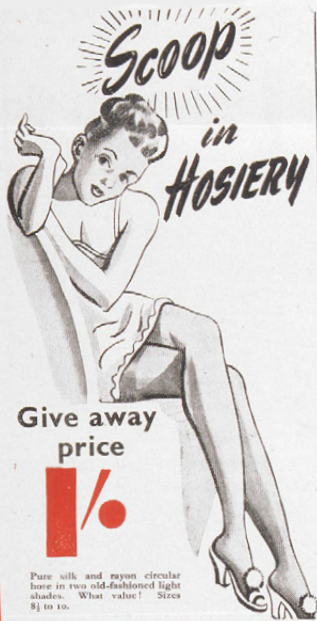


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