

Review

PUBLIC ● SECTOR

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December 2006

EB Underway

A much deserved pay rise for 34,000 families – and other extra benefits in the Christmas season stocking as well!

The new EB deal is done – after months of intensive negotiations – and brings a very satisfactory result.

This EB took all parties into uncharted territory – thanks to new industrial laws.

But now the bulk of the work is done. The time to vote has arrived.

The PSA Council endorsed the State Government's overall package after consultation with metropolitan and regional worksite representatives who expressed overwhelming support for it, considering it fair and reasonable.

The new Wages Parity Enterprise Agreement negotiated by the PSA results in an immediate pay rise of 3.5%, backpaid to October 1 this year, with another 3.5% in 2007 and 2008 for both of the next two years.

In addition it provides for:

- 14 weeks paid maternity/adoption leave. This improved condition came into effect from October 16, 2006.
- The current requirement of one week's acting prior to the payment of Higher Duties. Allowance to be removed, subject to changes to legislation;
- Improved provisions to apply where a meal break is not taken after 5 hours to recognise the Award requirement to take a break;
- A review of regional benefits to be undertaken.

Further to these improvements, a restructure of the professional classification is effective from October 1, 2006. The changes, including for Allied Health professionals, reflect a significant improvement on previous arrangements and are expected to assist in the recruitment and retention of Professionals.

Medical Scientists and Grant Funded Scientists have had similar restructures that recognise their particular arrangements. OPS2 Correctional officers at the top increment level, who meet specific criteria, have also received an allowance of \$1400 per annum.

PSA General Secretary Jan McMahon said member feedback from the time of the

release of the Government offer had been extremely positive.

"The Government offer reflected improvements on all matters in the PSA claim that was formulated as a result of extensive member consultation," she said.

"Worksite Representatives strongly endorsed the offer."

On November 24, 2006, the State Electoral office sent out ballot papers to around 34,000 public sector workers. The ballot closes on Friday 8 December at 9am.

"PSA members wanted and deserved an Agreement that provided them security in difficult times, but also improvements to wages and conditions of employment.

"This Agreement provides improvements in all of those fundamental areas. The PSA is delighted an agreement has been reached between the parties that is fair.

"It is now imperative that members vote and vote yes to ensure access to higher wages and improvements to their conditions of employment."

In the event of a "yes" vote, the PSA will continue to advocate that the Government should make an administrative decision to pay the wage increase immediately, rather than waiting for the South Australian Industrial Relations Commission to certify the new agreement. The PSA believes that there is no reason for undue delay.

Recruitment and retention

The new Agreement provides significant pay increases well above the salary offer of 3.5% for professional officers (including Allied Health) and Medical Scientists.

However, just as importantly, the new structure provides opportunities for Government to tackle the very real concerns of recruitment and retention.

"For the first time, the PSA has secured an Agreement that, in real terms, starts the process of confronting the real issues in the professional classifications of recruitment and retention," Ms McMahon said.

"The PSA has consistently advocated that Government deals with this issue. The restructure is the start and a firm foundation for the PSA to build on.



"It is promising that the Government received our claim, listened to our members' concerns regarding recruitment and retention for Professionals, and included some tangible benefits in their offer."

The new Agreement was secured amidst difficult times.

Following the implementation of WorkChoices, a large percentage of members, particularly in the Health Sector, were to fall under the radical and unfair new Federal laws.

However, following PSA lobbying, the State Government introduced legislation into the Parliament to protect Public Sector

workers from WorkChoices. This outcome is significant.

"The ability for the PSA to ensure work and conditions security for the vast majority of our members from WorkChoices should not be underestimated," Ms McMahon said.

Other complicating factors were the State Government's announcement of a new Government Reform Commission and the 2006/07 Budget.

These made securing a new, fair and reasonable agreement paramount.

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Rights Fight!

The battle against John Howard's anti-worker industrial relations laws intensified late in November with huge rallies around the nation. The PSA fully supports the fight against these draconian laws – and has successfully protected most public sector workers from them. The PSA supported the rallies throughout South Australia strongly – full details and photos on page 3.

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Work Choices rallies
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Pay victory at FMC
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Secretary's Column



Reflect on the past - prepare for the future

By Jan McMahon

The end of a year is a good time to reflect on what has been achieved – and prepare for the challenges that still lie ahead.

A successfully negotiated Parity EB, with much-deserved pay increases and improvements in conditions, is certainly a great way to finish one year, and begin another.

This is particularly true since this EB, unlike any before it, had to be negotiated against the backdrop of new, and far from improved, industrial relations laws forced on us all by the Federal Government.

The so-called Work "Choices" regime remains a battle to be fought – although we have had some significant victories.

Successful lobbying by the PSA of the State Government – and new legislation in the parliamentary pipeline – has meant that PSA members employed in Corporations including Health Units, are now protected from the potential cuts in pay and conditions that are at the centre of the new Federal laws. Although these laws have now been deemed 'legal' by the High Court, they are certainly not fair. PSA members came out again in force, making an impact in the customary green and white, to make their voices heard at the November 30 Day of Action.

Members can be assured that we will continue to work to ensure their job security, working conditions and benefits are protected and improved to match the changing times and needs of our community.

The battle has been fought over a broad number of fronts over the past year – starting with an Opposition election promise to cut 4,000 public sector jobs.

This move was vehemently opposed by the PSA Council – with an extensive advertising campaign and media actions on behalf of members.

The role and value of public sector workers has regularly been highlighted by the PSA through other campaigns – including our high impact billboard and bus shelter ads.

The importance of the services PSA members deliver, the incredible array of talent

that exists, and the goodwill of the people involved in making our State healthy, safe and protected must not be forgotten or taken for granted. We will continue to make this message loud and clear in the year ahead.

We will also continue to highlight the impact the existing skills shortage will have on our community – and lobby to ensure this Government understands that this is a critical time to recruit, retain and reward public sector staff.

The Government Reform Commission, Chaired by former Queensland Premier Wayne Goss, is another important issue the PSA will be focusing on in the new year. In addition to the Budget announcements on Shared Services made in September, the PSA will be keeping a close eye on how these issues develop.

Any attempts to use these exercises to erode the pay and conditions of public sector workers will be strongly opposed.

The PSA has already sought and received assurances that the Reform Commission will not cut jobs, or implement changes which affect job security or will result in service cuts. We will work hard to ensure these promises are kept.

Another change ahead is the Review of the Public Sector Management Act. The PSA is still awaiting details from the Government on this Review and expects full and transparent consultation on this. We will be strongly advocating that all enforceable conditions currently contained in the Act will remain.

2006 has seen a number of very positive developments for PSA members. This includes the establishment of a new Professional Division devoted to the career development and improvement in conditions for professional members.

Expanded membership benefit schemes, including the very popular discounted public transport, grocery and petrol schemes negotiated by the PSA, have also been introduced. There has never been a better, or more important time, to be a member.

I would like to thank PSA members and staff for their efforts and support throughout the year, and wish you all a Merry Christmas and prosperous New Year. As the successes of 2006 have demonstrated, by working together we will continue to win together.

President's Column



Is the Government the employer of choice?

By Lindsay Oxlad

While publication after publication produced by Government emphasises that it aspires to be the "employer of choice" for existing Public Sector employees and for young people from all walks of life entering the workforce for the first, second or third time, the reality is far from that ideal.

Promises are made of challenging and fulfilling careers, flexible working arrangements that provide work/life balance, training and skills development opportunities, competitive salaries and employment conditions and the opportunity to make a difference – to contribute to the achievement of the Government's objectives (and aspirations) articulated in South Australia's Strategic Plan; to make South Australia a better place to live, work and play.

Unfortunately the reality of working in the SA Public Sector is a vastly different picture which holds little appeal for existing employees let alone the Gen Xers and Gen Yers that the Government is trying to attract to replace those likely to retire over the next decade (or sooner depending on the Goss Commission's recommendations).

For example, who would be attracted to work in Health given their record of continual re-organisation (11 major re-organisations over the past 11 years)? Is Education any better? Is the Government's stated intention to cut 1,600 jobs through natural attrition, the abolition of the Department of Administrative and Information Services and the introduction of the Shared Services model a positive for Gen Xers and Gen Yers considering their employment conditions?

Particularly if those same Gen Xers and Gen Yers have parents, friends and relatives who already work in the Public Sector and are demoralised by a combination of excessive workloads and the continual public criticism by their employer (the Government)

not to mention the stresses caused by regular re-organisation of their workplaces and changes in management practises in response to the results of yet another review of the SA Public Sector.

Given the "war for talent" that is currently being waged globally, not just within South Australia (as a result of the mining boom), but in other States and overseas in the United Kingdom, New Zealand, Canada, United States and Europe (to mention a few notable countries actively recruiting in Australia), the efforts of the Government to attract the best and brightest from our schools, TAFE and universities are going to fall short of what is needed to rejuvenate the Public Sector.

The much publicised skill shortage is real and employers (public and private) recognise that the continued growth and success of their businesses depends on them rapidly improving the skills of their existing and recruiting highly skilled people to not only replace those who will retire, but to rejuvenate their businesses to operate effectively in a globally competitive economy.

The skill shortage is already acute in Western Australia thanks to the boom in the resources sector and it will become so in South Australia over the next 5 to 10 years as the developments in the mining industry in the State that are currently in their early stages of growth accelerate to full production.

What will that mean for the Public Sector and the Government's retention and recruitment strategies? We look forward to the Government's response.

As the saying goes, it is a once in a generation opportunity for Government!!

PUBLIC SECTOR Review

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Vision Statement

The PSA will be a dynamic organisation focused on the needs and aspirations of its members throughout South Australia as the principal trade union representing workers who provide community services to South Australians.

THE PSA WILL ACHIEVE THIS BY:

- ensuring job security for members
- membership involvement
- effective management supported by trained professional staff
- continual improvement of its operations
- improvement of members' wages and working conditions
- provision of industrial support and other valued benefits to members
- promotion of the vital role of the public sector in the economy and community.

Rallying to fight unjust laws



People from across our nation and throughout our State united on November 30 for one of the biggest protest actions our country has seen in years.

Rallies were held in all capital cities and a vast number of regional centres as workers, their families and community supporters voiced their disgust at the Howard Government's repugnant new anti-worker laws.

The message was loud and clear - Australian workers and their families are being harmed day after day by the disgraceful WorkChoices legislation.

Every individual contract (AWA) registered under the new laws has taken away

at least one previously protected award condition. Hard won entitlements such as annual leave loading, penalties and shift allowances have all been eroded by WorkChoices.

The "Your Rights at Work, Worth Fighting For Campaign" was a national protest vote against the Howard Government's laws.

It was hosted nationwide by unions, including the PSA, and gained prominent media exposure right across the country.

In South Australia a large rally was held in Elder Park in Adelaide, with the PSA providing transport to ensure members could attend.

More than a dozen other rallies were held

simultaneously in regional centres around the State - including Bordertown, Millicent, Mount Gambier, Murray Bridge, Naracoorte, Port Pirie, Berri, Roxby Downs, Whyalla, Ceduna, Leigh Creek, Port Augusta, Victor Harbour, Kangaroo Island, the Clare Valley, and Eyre and Yorke Peninsulas.

At every rally the sentiment was the same. These laws must be turned back - working rights won over decades of struggle must not be eroded.

The PSA will continue to fight against these laws - and do everything it can to protect members from them.

EB Underway

Continued from page 1

While the State Government has committed itself to public sector job security in the Budget and in statements about the Government Reform Commission, the PSA considered it essential in this political environment that members had a secure agreement providing real improvements to wages and conditions of employment.

The PSA believes the new Enterprise Agreement reflects significant progress on all elements raised with Government following member feedback.

It sought - and succeeded in gaining - significant improvements while avoiding industrial disputes and undue delays.

The PSA will continue to confront the challenges ahead with vigour on behalf of its members

(At time of printing, the EB Ballot process had commenced, however had not been completed)

The more things change...

Edited story highlights from the 120 year history of the Public Sector Review

100 years ago

The Education Department's re-arrangements for the New Year are remarkable in the respect that the whole expense of initiating the new policy is to be borne by the whole community, and not, as too often has been done in the past, by the cutting of covenants with Public Servants, who in most cases have served the State faithfully and well under conditions which they have had very little to do with formulating, although they often become victims to political discontents therewith.

The Public Service Review Jan/Feb 1906 editorial

The New Zealand Postal Service has the distinction of possessing a postmaster who is at once unique in the postal world and an extraordinary example of the adaptability of

mankind to exceptional circumstances. From necessity, Mr Ernest C. Moon, postmaster Te Uku, Auckland, has to write with his foot. Owing to his physical infirmity, his hands are useless and he is unable to walk.

May, 1906

75 years ago

The past year has been a period of great difficulty and anxiety for the Public Service, and the Council has had many perplexing problems to solve. The unemployment problem has assumed tremendous proportions and enormous sums of public money have been expended in providing thousands of citizens with the bare necessities of living.

PSA Annual Report, April 1931

The Civil Servant has few friends, and is debarred by regulation from engaging in public controversy, or replying to critics. He is expected to carry out the work of the country under severe handicaps, and with

small hope of adequate reward.

Editorial, June 26, 1931

25 years ago

Health care in recent times has been coming under strong attack by Governments and under extremely close scrutiny in the press.

Recently, the release of the report by the Commission of Inquiry into the efficiency and administration of Hospitals, containing some 140 recommendations designed to improve the current efficiency of Australia's public health institutions, stimulated a lot of public debate around value for money of the health dollar.

May, 1981

The Public Service Club has re-opened with a new committee, a new look and better facilities. Bar prices have been discounted. The current price of beer is 52¢ for a schooner and 36¢ for a butcher.

May, 1981

Cheaper loans for greener cars.



7.93%
P.A.*

If you're shopping for a car, may we suggest you make it a green one. Not green as in body colour but green as in environmentally friendly. If you look for a car like that, you'll find we at Savings & Loans will come to the party with an extraordinarily generous car loan.

For more information call us on 13 11 82, visit any branch or savingsloans.com.au



* Terms, conditions, fees, charges and lending criteria apply and are available on application. Limited time only. Current as at 24/11/06. Minimum loan amount \$20,000. This is a comparison rate. The comparison rate is only accurate for a secured loan of \$30,000 for a term of 5 years. A comparison rate schedule is available from our website or any Savings & Loans branch. WARNING: This comparison rate is true only for the examples given and may not include all fees and charges. Different terms, fees, or other loan amounts might result in a different comparison rate.

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PSA 2006 – A YEAR IN THE

Pay rise and recognition for SSOs

The year started well for our hard working School Support Officers – securing a 14 per cent pay increase over three years.

The PSA was an integral part of the negotiation team for their enterprise bargaining agreement.

PSA General Secretary Jan McMahon hailed the increase as a “fantastic” result for SSOs who play a critical role throughout the State education system.

The outcome was equivalent to that achieved by teachers, and came after a long and difficult process.

Apart from the much-deserved pay increase, the agreement also provided improvements in country incentives and access to special leave, bereavement leave and cultural leave.

It also provided for grievances in relation to workloads to be dealt with more effectively.

Later in the year, the PSA also hosted two well attended and successful conferences for SSOs – one in the city at the PSA headquarters, and another in the Riverland – as part of the annual SSO Recognition Week.

Media publicity was also generated to gain greater public understanding of the vital role these people play in the lives of our children.



Explosion rocks PSA

The PSA building in Pirie Street was shaken and damaged by a large explosion in a building directly across the street which cost a man his life.

Flying debris from the early morning blast flew across the street, shattering a window and causing other significant internal damage.

No PSA staff were hurt in the explosion – although services were temporarily relocated due to the closure of Pirie Street by police and emergency services.



2006 has been a year of major activity for the PSA. From large scale rallies against draconian new IR laws to wins, the State election and budget announcements, the Public Sector Review has recorded the PSA's achievements.

The staff at the PSA hope you have found this year's Review covering the enormous diversity of public sector workers informative and interesting.

We look forward to bringing you more news in 2007.

PSA wins protection for workers' rights

As shown elsewhere in this issue of The Review, the fight against the Howard Government's appalling new IR laws is continuing.

Rallies have been held over the past year, attracting mass support decrying the new system as unfair and anti-worker.

The PSA has backed this long-running campaign – and has also fought hard to ensure State public sector workers are protected from the potentially destructive impact of the new Federal laws.

Successful lobbying of the Rann Labor Government by the PSA resulted in a promise from it to protect the existing rights of all public sector workers.

Early in 2006, the State Government confirmed it opposed individual contracts and supported the right of union members to bargain collectively through the PSA.

This was a great result for most PSA members. It meant the reforms – aimed at bleeding the award system to death, slashing workers' entitlements and destroying employment security – would not affect them.

Later in the year, again following intense lobbying by the PSA, the State Government also acted to move a large number of public sector workers, particularly in the health portfolio, from the Federal sphere under more protective local IR laws.

This meant greater job security and protection from unfair dismissal, plus protection of hard won pay and conditions for a considerable percentage of the public sector.

The PSA is proud to have been an integral part in ensuring public sector workers – and their families – would not be hurt by John Howard's laws.

New PSA support for professionals

Early in 2006, the PSA recognised the need to form a new specialist team to handle the specific and growing needs of its professionally qualified members.

The creation of the PSA Professional Division reflected the PSA's commitment to continually improve its operations and processes.

Issues such as recruitment, retention, remuneration and conditions, contracts and professional development have already been canvassed by the newly formed division.

Plus a number of specialised forums with guest speakers providing valuable information have been well received and attended.

THE PUBLIC SECTOR REVIEW

the PSA – and some explosive developments!
 new industrial relations laws, to significant pay
 and a series of reviews by government –
 them all, as it has for more than 120 years.
 the hundreds of articles printed in 2006 –
 of interests of the public sector –
 and interesting.
 you all the news again in 2007.

PSA fights Opposition's 4,000 job cuts

Massive public sector job cuts became a hot topic in the lead up to the March, 2006, State Election.

The Opposition pledged to cut 4,000 jobs if it was elected – a pledge which brought an immediate response and fighting campaign from the PSA.

The PSA condemned the proposal immediately saying the cuts would have a devastating impact on services to the community across the State.

PSA General Secretary Jan McMahon made it clear in media interviews that the public sector needed to be rejuvenated and strengthened rather than subjected to a slash and burn on its numbers.

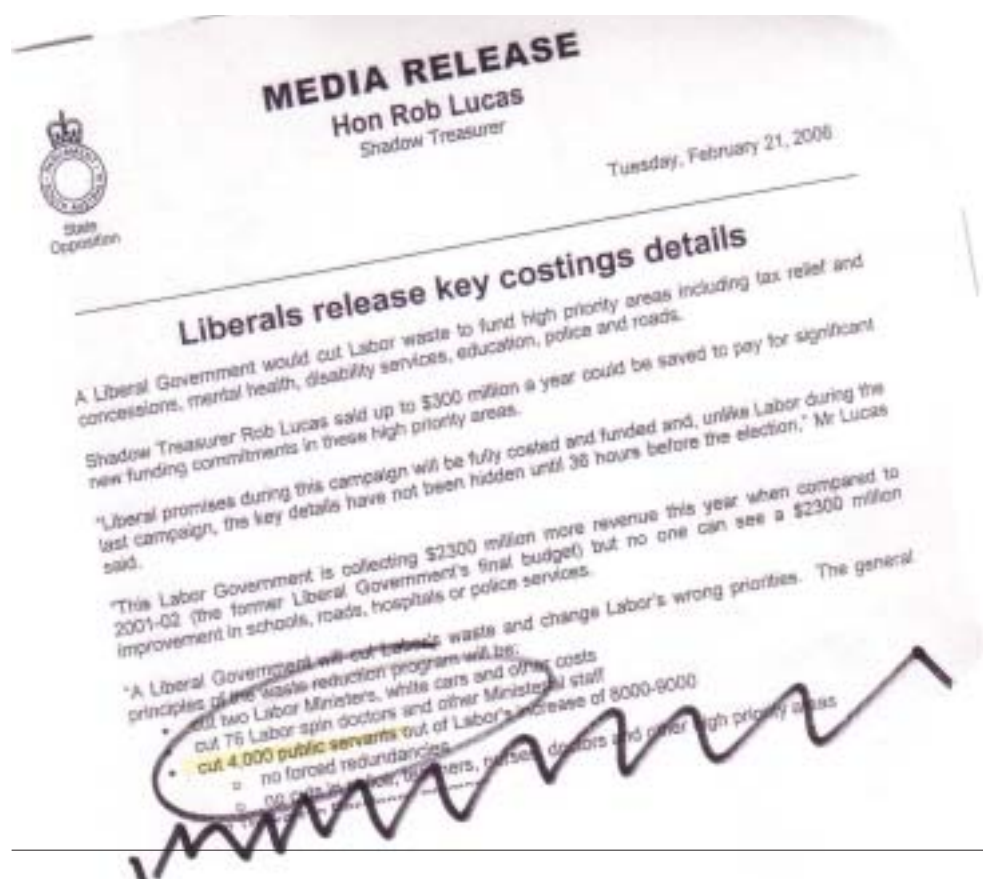
To ensure this message was heard loud and clear, the PSA also commissioned a significant television advertising campaign against the cuts.

This campaign highlighted the vital services provided by the public sector workforce – with the central message that every person in this State would be worse off without them.

The PSA also lobbied the Rann Labor Government to protect public sector services and employment numbers – gaining significant promises from them that they would not cut numbers, services or job security.

And the PSA commissioned research by respected academic, Professor John Spoehr, on the economic impact on job cuts to the public sector.

This revealed that cuts in job numbers was bad policy – especially at a time when there is already an ageing population of public servants, and fewer of them.



More financial benefits unveiled for PSA members

New initiatives were rolled out by the PSA during the year aimed at saving members even more money.

The new schemes mean that members can now save more than the cost of their annual union subscription.

A deal with Adelaide Metro made public transport an ever more attractive option with a 5% discount negotiated by the PSA for members on a full range of ticket types. This is a saving of \$60 a year for regular users, and it has proved extremely popular.

Extra money can be saved on the weekly shopping bills through a special deal the PSA negotiated, through the Ambassador Card scheme, on Woolworths and Coles cards – again giving a 5% discount on groceries and petrol. For a weekly shopping bill of \$200 and \$50 in petrol, this means a saving of \$650 a year.

These new membership rewards were added to existing member benefits including all the industrial benefits, Journey Accident Cover, Legal Services Scheme, Training, holiday houses and other Ambassador discounts.

There's never been a better time to belong to the PSA!



PSA campaigns for better recognition of public sector work

In the lead up to the State Budget, the PSA recognised the need to continue its campaign highlighting the essential nature of work performed by the public sector.

Part of this process involved the commissioning of a series of giant billboard images prominently displayed around the metropolitan area, featuring a broad range of public sector workers.

Additionally, a series of bus shelter ads were commissioned and placed on significant traffic routes.

The ads aimed to remind the Government and the community of the critical need for good people providing essential public services.

This message was further spread through significant media coverage.

To back up this campaign, the PSA also undertook a survey of members aimed at defining areas of need within the public sector and revealing the difficult and stressful



circumstances under which many public sector workers perform their duties.

Other PSA-commissioned research by Dr Luke Faulkner of the School of Management at the University of South Australia investigated the skills shortages within the public sector.

This report made it clear such skills shortages were having a major impact on the effectiveness of the public sector – including the inefficient use of workers and equipment and ultimately lower real output and worker satisfaction.

The PSA also presented a report to Government suggesting ways to reform the public sector to make it more efficient and effective.



20 year PSA veteran retires



Highly experienced and valued PSA staff member Avis Owens has retired after two decades of service to members.

Avis was a PSA member for 12 years and a Worksite Representative for 6 years. In her role as a PSA Worksite Representative she Chaired the Joint Unions Council at Flinders Medical Centre for 5 years. Avis was also the Staff Representative on the Board of Management of Flinders Medical Centre for 18 months.

She was elected to PSA Council in 1987, but her term was cut short when she took up employment as an Organiser commencing

work in the Health Team on 1st September 1987.

In the past 20 years, Avis has seen it all in health - amalgamations, disamalgamations, restructures, Governments and Ministers coming and going, Parity EB, WorkChoices, and rallies.

Through all this Avis's commitment to improving conditions never faltered, and for this the PSA, on behalf of so many members, is grateful. A most experience Health Industrial Officer, Avis's retirement will leave a space that will not easily be filled. 20 years experience speaks for itself. Avis will be missed by her colleagues and members.

Pay win for allied health at FMC

Disgruntled medical imaging staff at Flinders Medical Centre have been assisted by the PSA to gain a much deserved reclassification and pay rise.

This followed a period of intensive negotiation by the PSA with the Department of Health, and a successful challenge in the Industrial Relations Commission.

The dispute centred over an upward reclassification of about 80 medical imaging staff – radiographers, sonographers and technicians – and consequent pay increase.

This reclassification was agreed to by hospital management which recognised a need to better compensate existing staff as well as provide a more attractive package to recruit additional staff to fill numerous long-standing vacancies.

Staff were told they would receive the pay increase, and advertisements were placed to recruit more staff at the higher level.

However, senior Health Department authorities then stepped in and over-ruled the decision, provoking outrage amongst staff.

On November 10 the IRC recommended – following representations by the PSA – that the group be granted the reclassification. The Health Department was given a deadline of the close of business on Thursday November 16, to respond and comply.

The Department failed to meet the deadline – but following further intensive negotiations with the PSA it agreed to reverse its stance the following day.

“This group of professionals was rightly angry at the way they had been treated,” PSA General Secretary Jan McMahon said.

“To have something promised to them – which recognised the extra efforts they routinely put into their work – and have that



snatched away by the Health Department was simply wrong.

“These professionals – like all allied health workers – go beyond the call of duty on a daily basis, performing duties beyond those required by their classifications.

“We are pleased we were able to help them to have the Department see sense on this matter and gain the reclassification they richly deserved.”

The reclassification will be backdated. The pay rise comes in addition to the significant increase achieved by the PSA as part of the EB negotiations.

This will see income in focus on medical imaging increase significantly across the sector.

Enjoy a PSA holiday home!

All units are now equipped with colour television and airconditioning.

Standard week is 2pm Saturday until 10am the following Saturday.

Members are advised to vacate the units by 10am at the latest. Earliest arrival time is 2pm. This time will be used to prepare the unit for your arrival.

It is the responsibility of the member to replace any damages/ breakages that occur.

Off-season rates do not apply should school holidays fall during this period.

School holiday bookings are decided by ballot. You must apply in writing. The ballot closing dates are Christmas holidays - 30 April; April holidays - 30 November; July holidays - 28 February; September holidays - 31 March.

Cancellations. If cancelled one month before, full refund is given. If cancelled two weeks before, half refund is given. If cancelled less than two weeks before, one third refund is given.

FOR INFORMATION CALL 8205 3200 OR TOLL FREE 1800 811 457



HOLIDAY HOME AVAILABILITY - 2007

	January	February	March
Glenelg	_____	_____	_____
K. I.	_____	_____	_____
Mannum	27 - 31	1 - 28	1 - 31
Pt Lincoln	_____	_____	_____
Pt Vincent	6 - 19 27 - 31	1 - 28	1 - 31
Robe	27 - 31	_____	_____
Goolwa	_____	10 - 23	3 - 31

CLASSIFIEDS

FOR SALE

Roof Racks - Rola Sports. Suit Commodore VT/X/Y/Z 9/97. \$180 o.n.o.

Call Ian on 8272 3478 or 0401 120 699.

Bikes - BMX 'attitude' - \$25 o.n.o. Mountain bike Raleigh 26". \$25 o.n.o.

Call Ian on 8272 3478 or 0401 120 699.

Breuer Dining Table & 6 Chairs - Timber with chrome legs, glass tabletop and rattan insert (89cm x 147cm). Very good condition. \$150 for the lot (includes free matching cane/rattan placemat set).

Call Sharon on 8204 1094 or 8344 4028.

1920s Australian oak cupboard, 5 cupboards and 2 drawers - L 136cm x D 40cm x H 114cm. \$50.

Call Sharon on 8204 1094 or 8344 4028.

Curtains, Pelmet & all tracks - various sizes - blue & cream \$50. **Lace curtains** - 30 metres \$50. **Water fountain** - silver ball \$80. All as new. Contact Karen on 8376 4496 or 0409 944 566.

Going to UK on holiday. Mobile phone for use in UK only - Prepaid (some credit available. Nokia 1110 - little use \$100 - sell on after return. Contact Tony on 0415 919 009.

Antique (mid-Victorian) oval tilt-top table. 1m x 1.37m burr walnut with intricate Bird's Eye maple inlay. Birdcage style heavily carved pedestal. \$1800 o.n.o. Genuine reason for Sale. Contact Sharon on 8263 9353 or 0432 498 560.

1 x 2.5 seater couch - \$100; **1 black rectangular coffee table** - \$10; **1 pine phone table with drawer** - \$15; **2 blue plastic outdoor chairs** - \$15; **1 Fisher & Paykel Top Loader Auto Washing Machine (approx 10 y.o.)** - \$300. All prices negotiable or buy as package at reduced cost. Contact Nicola on 0439 307 946.

TO GIVE AWAY

Upright Piano - Erard (London), Serial# 7817. Manufactured 1826-1850. Very pretty walnut veneer finish. Solid brass pedals. Give away. New owner to transport.

Call Sharon on 8204 1094 or 8344 4028.

FOR RENT

City Car Park - \$60 per month with 7 day access. Long term or short term. Situated in the Cosmopolitan Car Park in North Terrace, next door to The Embassy.

Enquiries phone 84313441.

REAL ESTATE

House for Sale (Private Sale) - Yorke Peninsula. 200kms from Adelaide. Brand new 3 b/r house. Inc new carpets, vertical blinds & r/c aircond. 10 mins to beautiful Pt Rickaby beach. Excellent investment property or holiday house. \$149,000.

Contact Pamela on 0430 051 909 or 8367 5117.

HOLIDAY ACCOMMODATION

Victor Harbor / "WaterWays Cottage"

Compact 3 bedroom, air-conditioned beach house overlooking one of Encounter Lakes sea water sandy white beaches (60 metres) and green parklands. Perfect for swimming and picnics. Also about 400 metres to the ocean, cafes and shops. Lock-up undercover parking for two cars with remote control. Fully fenced rear garden. Small outdoor dogs permitted. Sleeps 6. Rates include linen. \$110 per night (off peak) and \$150 per night (peak times). Minimum 2 or more nights, excluding public holiday and school holidays. Enquiries phone 8552 4628 or 0412 922 280.

Victor Harbor / "Sea Spray" is a beautifully furnished modern two storey air conditioned 3 bedroom/2 bathroom luxury beach house 100 metres from the beach, cafes and shops. Sea views from the balcony and two bedrooms. Lock-up undercover parking for two cars. Sleeps 6. Suitable for the family of for a romantic weekend for two. \$180 per night for first two nights and \$150 for subsequent nights, excluding school and public holidays. Includes white linen. Minimum 2 nights. PSA members 5% discount. AAA Tourism 4.5 star rating. Enquiries phone 8552 4628 or 0412 922 280.

DE-STRESS IN CHORD

All you bathroom baritones and tenors out there who would like to develop those voices and sing a range of music from Gershwin to Opera choruses to modern musicals and be a part of a group of people who have been involved in this for one hundred and twenty years (not the same people by the way).

Apart from the pleasure of developing a broader musical knowledge, it is a great de-stresser and an opportunity to be a part of a group of interesting people with a variety of different occupations and hobbies.

The Adelaide Male Voice Choir is always trying to improve and build on its qualities to bring in new members, or even just friends of the Choir. If you feel you would like to be a part of the living history of our State or would like to just come in and experience a practice night, please ring one of the following phone numbers: 8270 2628 or 8332 1895.

PSA Christmas Message



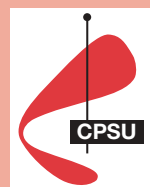
The PSA would like to take this opportunity to thank all PSA members for their contributions throughout 2006!

*Best wishes to you,
your family and friends
during the festive season,
for a safe and happy Christmas.*



INFO BY EMAIL

Increasingly, the PSA is providing information to members on industrial matters and other benefits via email. To ensure that you receive the very latest information, please let us know if your email address changes. Just send an email message to enquiries@cpsu.asn.au with the details and your membership record will be updated.



FEDERAL WEBSITE

www.cpsu-spsf.asn.au

The federal office for State public servants, the CPU-SPSF (State Public Services Federation) has launched a new website, and all PSA members are encouraged to contribute material.

The website has general interest areas, an online journal "The Public Interest", a links page and specific sections for women, schools, higher education and corrective services.

As well as being a useful site to 'bookmark', website co-ordinator Ryan Heath believes your views and experiences need to be up in writing to make the site work.

If you have anything from a book review to a campaign victory in your workplace to report, email: lgruit@spsf.asn.au.



UNION TRAINING PROGRAM

The PSA is committed to providing a quality range of relevant training.

For a full list of course details call Margaret Warner on (08) 8205 3209.



GST

Changes to the taxation laws have seen the introduction of a 10% GST from 1 July, 2000. PSA/CPSU is required to charge the GST for Goods and Services which we provide. While our subscription rates and other charges have not been increased, PSA/CPSU will add the GST cost in accordance with legal requirements.

If you join a non-member in your area now using the forms below, they and you will qualify to be in a draw for a weekend each at a PSA/CPSU holiday home.

PSA MEMBERSHIP APPLICATION FORM MEMBERSHIP APPLICATION FORM

The Public Service Association of SA Inc
 ABN 62 406 330 782
Community & Public Sector Union
SA Branch (SPSF Group)

Methods of Payment
 Please complete one of the following sections

Personal details

Title _____ Surname _____
 First name/s _____
 Home address _____
 Home phone _____ Gender _____ Date of birth _____

Employment details

Dept/agency _____
 Work address _____
 Work phone _____ Work fax _____
 E-mail _____
 Full time Part time Casual
 Total hours worked per week _____ Classification (eg ASO 2) _____
 Occupation _____ Increment _____
 Annual salary _____ Referred by _____

PSA Membership
 I hereby apply to join the Public Service Association of SA and agree to be bound by the rules.
CPSU Membership
 I hereby apply to join the Community and Public Sector Union, State Public Services Federation (SA Branch) and agree to be bound by the rules.
 Signature _____ Date _____
 I do / do not wish to receive a tax statement (please circle).

The PSA/CPSU is bound by the Privacy Amendment (Private Sector) Act 2000. Information is collected to enable the union to contact you about matters relating to your union membership and to ensure that we have the necessary information to represent your employment and related interests. A member can opt out of receiving such information by contacting the PSA/CPSU. The PSA/CPSU Privacy Statement is available from the union's web site or by contacting the office.

Please mail your completed application form to: Reply Paid Number 5306, PSA/CPSU SA Branch, GPO Box 2170, Adelaide SA 5001 (no stamp required)
For any further information call the PSA on: (08) 8205 3200 or freecall 1800 811 457

Direct Debit

PSA subscriptions are 0.95% of your substantive base salary (plus GST) to a maximum of the AS05 rate and are tax-deductible. The appropriate Goods and Services Tax amount will also be deducted. Unless otherwise notified, direct debits occur on the first working day of each month. Below is the authorisation for your subscription to be paid by direct debit.

To: The Manager
 Name of Credit Union/Financial Institution _____
 Address of Credit Union/Financial Institution _____

I/we request you, until further notice in writing, debit my/our account described in the schedule below, any amounts which the Public Service Association of SA Inc., Community and Public Sector Union, SA Branch (SPSF Group) may debit or charge me/us through the direct debit system.

I/we understand and acknowledge that the Credit Union/Financial Institution may in its absolute discretion determine:

1. The order of priority of payment by it of any money pursuant to this request or any authority or mandate.
2. At any time by notice in writing to me/us terminate this request as to further debits.

Signature/s _____
 Date _____
 Member's name _____
 Address _____
 Account name _____
 BSB number _____ Account number _____

Accounts

PSA/CPSU membership subscriptions may also be paid by cheque, money order or cash. If paying via this method, please make cheques and money orders payable to the PSA/CPSU.

I wish to pay quarterly I wish to pay half yearly I wish to pay annually

Credit Card

If you wish to pay by credit card on a monthly basis, please complete details below.

Card number
 Cardholder's name _____ Expiry date _____
 Card type Bankcard Mastercard Visa
 Signature _____



THE PSA TRAINING PROGRAM FOR 2007
Will be available in January 2007

Review

- Published six times a year
- Full colour pages
- Direct-mailed
- Regular features
- Travel and entertainment
- News and views