

## **PROGRESSIVE PSA SAYS NO SECRET PAY DEALS**

**Y**ou may have read about the Government's pay offer in response to the PSA's pay claim. They are offering just 2% for 2000. Further, there doesn't appear to be any commitment to pursue pay equity.

The proposed deal still needs to be considered by the PSA. The issue will be addressed by a special meeting of the PSA Central Council on Wednesday 5 January 2000.

It appears that a substantial proportion of the proposed deal is NOT funded by Treasury. That means the remainder of the deal will most likely be recouped through further job losses and reductions in conditions dressed up as 'reform efficiencies', 'award simplification' and productivity improvements.

The detail of the pay deal is set out in a memorandum of understanding (MOU) and an appendix. To date the leadership of the PSA has failed to make this available to delegates and members so we remain in the dark as to how we will be affected. Is the deal really that bad?

In our opinion the failure of the PSA leadership, who call themselves the 'Rank & File', to provide these details is reprehensible. Continued requests for copies of the MOU have failed to produce anything in time for members meetings or proper consideration by Central Councilors. How can PSA delegates and Central Councilors consult their members if they are not provided with a copy of the MOU?

At the special meeting of Central Council on 5 January 2000, Progressive PSA delegates will insist that members be shown the MOU immediately and that the pay deal be put to meetings of members.

### **What does the deal look like?**

Does the MOU guarantee an end to job losses and the job advertising freeze? Does the MOU commit the NSW Government to adopting pay equity in the public sector? Does the MOU spell an end to reduction of services especially to rural and regional NSW? Does the MOU spell the end of contracting out and casualisation of the public sector? Does the MOU commit the Government to investing in socially useful infrastructure and services?

Or will the MOU limit the PSA's access to the industrial commission and restrict its ability to take industrial action when necessary to defend our members?

We have been told that the percentage increases would be:

- 1 January 2000 2%
- 1 January 2001 2%
- 1 January 2002 3%
- 1 January 2003 4%
- 1 July 2003 5%

We understand these 'reforms' will be negotiated both centrally and in agencies as happened in the last pay deal. The 'reforms' are likely to include 'simplification and consolidation of Awards and modernising industrial instruments'.

We also understand that the 'parties at agency level will develop and agree on reforms and priorities by 31 March 2000' and that 'implementation strategies for the introduction of agreed improvements will be developed by 30 June 2000'.

### **NO REPEAT OF THE LAST PAY CAMPAIGN DEBACLE**

While the union's effort to secure the last part of our last pay deal were touted as a success. The reality is that any success was entirely due to the resolve of members. The leadership underestimated the willingness of members to take action. This was evident in the shortage of meeting venues in the Sydney CBD and the huge overflow outside the Town Hall.

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*This leaflet/e-mail was produced members by the **PROGRESSIVE PSA (PPSA)**  
in the interests of rebuilding a democratic and viable PSA.*

The industrial action that followed was poorly coordinated with many members left wondering what they were authorised to do.

Far from being a great victory, the agreement renewed the government's confidence to relocate agency functions (often to marginal electorates) and to commence a savage campaign of job cuts in places like TAFE, Local Government and Fair Trading. In many workplaces the employer has reduced floor and desk space and removed lunch and meeting rooms claiming that the pay deal authorised them to do so. In turn we have been told by industrial officers that the deal only gave the government what it already had the right to do. The fact remains that the deal has given our employers the confidence to attack our jobs and conditions safe in the knowledge that there will be no effective public sector-wide response to the cuts by the PSA.

### **FIGHT THE CUTS - AN ATTACK ON ONE IS AN ATTACK ON ALL**

We can not accept pay rises in return for a loss of jobs. Remember it may be your job that goes next. The fact that your job is indispensable is no guarantee of job security. Members need a union that will fight for job security and won't trade it for pay rises.

The PSA's strategy has been to leave the fight to those agencies that are suffering the cuts. This is a bad strategy because it leaves it to those who are in the weakest position (and where jobs are on the line) to defend themselves. No serious attempt has been made to develop a solidarity campaign or have a sector wide response. The new pay deal will leave us vulnerable to a new round of such attacks - dressed up as award simplification and productivity improvements.

### **FOR AN INDEPENDENT UNION**

Our union has tremendous potential. It covers a broad range of industries within the public sector. Our union's strategy should be based on educating members,

and developing activity and solidarity amongst the membership. It should not be based on cosy (and lousy) deals with ALP governments (effectively our employer). A union that depends on the employer instead of its membership is defeated before it begins.

### **LET THE MEMBERS DECIDE**

This deal potentially locks our union into a four year straight jacket. Until we see and consider all the implications of the memorandum of understanding it is unacceptable for the union to sign the deal. **Members meetings must be called prior to any Central Council decision.**

### **WHAT YOU CAN DO**

- Let the PSA know that you want the issue to be debated by meetings of members prior to any decision being made by Central Council. Let them know of your concerns about job cuts and other potential trade-offs. Tell them that in the year 2000 elections you will not support any group that refuses to put the issue to members.
- You can phone the PSA on 9290 1555 - ask to speak with the General Secretary, Assistant General Secretary or President. Or e-mail the Senior Communications Officer and ask him to forward your message to the above people. [lcarr@psa.labor.net.au](mailto:lcarr@psa.labor.net.au)
- Print this leaflet and distribute it in your workplace or forward it by e-mail to friends colleagues and interested fellow members.
- Tell us what you think. Contact the **Progressive PSA** - We are a group working to democratise and strengthen our union. We would like to keep you up to date on what is going on.

E-mail your name and work phone number to: [progressive@angelfire.com](mailto:progressive@angelfire.com)

Or write to us:  
PO Box K519 Haymarket NSW 1240

You can visit our website at:  
[www.geocities.com/capitolhill/2960](http://www.geocities.com/capitolhill/2960)