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**Our Campaign**

We all understand that this will be a campaign that will really span between the initial announcement by the Barnett Government and the next election.

The rally is the commencement of our response to the Governments agenda that targets jobs, services and the foundations of a good public service. The July announcement is a culmination of the consistent undermining and underfunding of services.

The announcements of

* Voluntary Redundancies
* Forced Redundancies
* CPI cap on salaries
* Removing the Independent Umpire

Come on the back of

* Agencies and Departments budgets already cut through so called “efficiency dividends”
* Cap on staff levels without regard to WA needs
* Privatisation of services
* Payrise out of all proportion to their own staff

**The Kit**

The Kit is to help you organise in your workplace around the rally and will be updated as the campaign goes forward. This kit and the website will contain the following info for you to use

* This Guide
* Holding a meeting checklist
* Tracking Sheet
* Membership form
* Rally Poster
* Email Alert to advertise the Rally

If you have anything else that you think is needed, please don’t hesitate to contact the Union on 08 9323 3800.

**The Key Arguments**

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| **Issue** | **Government Argument** | **Our Responses** |
| **Voluntary Redundancies** | * *Cost Blowout* * *Need to do now or face greater action later* * *GST Revenue* | The costs to Government reflects the growing needs of WA  Its about priorities - putting people before profits  Investing in the right places rather than wasting money through bad management. I.e.: Muchea powerplant and Elizabeth Quay  GST was agreed to by Richard Court and Colin Barnett. If its a bad agreement, then Colin is to blame and not the current Federal Govt |
| **Forced Redundancies** | * *Need Flexibility* * *All other states have it* * *Redeployment is out-dated* * *You can’t fire bad staff* | There are currently less than 80 people on Voluntary Redundancy in WA  Other states either do not have or do not use this type of Legislation  Redeployment was created to allow for easier management of restructures or realignments.  The protection of having NO forced redundancies was to allow Public Services to offer advice to their political masters free of the threat of being made redundant  It is a myth to say you cant fire bad staff. Each year Govt agencies and departments terminate staff who have either not met performance or who have breached conditions |
| **CPI cap on salaries** | * *Budget blowout* * *Wages greater than in wider community* | The cost of living increases under the leadership of Colin Barnett are huge, in 2013 Budget alone   * Electricity by 4 per cent, Water by 6 per cent, Gas by 6.4 per cent, * The emergency services levy by 7.8 per cent and * Two-zone full fare public transport fares by 5 per cent,   as part of increases totalling $218 a year for the average Western Australian household**.**  The Govt has been responsible for agreeing that the wages increases reflect a fair wage for a fair days work!  Wages in WA cannot be compared as many public servants can work for private companies on greater wages than they already get  Colin Barnett has awarded his own staff wage increases up to 52%. Dixie Marshall increase of $84,534. This could be used to fund a Child protection worker! |
| **Removing the Independent Umpire** | * *Govt Wages Policy needs to be followed, so legisaltion needs to be amended to allow for this* | The WAIRC is the independent umpire, they already have to take the Government Wages Policy into account when deciding wages.  The Govt has already breached its wages Policy with its decisions for Nurses and Prison Officers! All public servants should be treated similar |

**Delegates Campaign Checklist - Spreading the Word**

**In order to ensure that we have as good a turn out as possible, this a quick checklist of what we need you to do to support the Campaign. If you have any queries, speak to your Organiser or L&D for assistance**

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| **Action** | **Comments** | **Yes / No** |
| **Print off a Poster and Put it around the Workplace** | Under the Delegates Rights clause you are entitled to a Union noticeboard.  ***(Public Service Award 1992, Clause 36.5 or similar)*** |  |
| **Send the campaign email to Colleagues** | As a delegate you are allowed to send broadcast emails to all of your colleagues both members and non members.  ***(Public Service Award 1992, Clause 36.5 or similar)*** |  |
| **Attend the Rally** | Please make sure that you and as many other attend the rally as possible.  This is a lunch time rally, so you may use flexi or appropriate leave provisions to attend the rally. |  |
| **Sign the Petition** | The petition allows us to illustrate to the Government that the concerns are wider than just Union members.  Please print off the petitions, circulate and return originals to our offices. Please follow the instructions on the forms |  |
| **Ask non members to join** | The delegates website has a useful how-to guide. Look under *Recruitment Menu > How To* |  |
| **Organising a workplace meeting before the Rally** | Its is really important that we talk to our colleagues, members and non members about what we are hoping to achieve.  The Rally is the first step in saying to the Government that their agenda will be bad for Public Servants and bad for the state.  It should be about People and Priorities and not Profit and the Bottom Line!  So get everyone together and have a chat using the information and seek their commitments to attend or join.  The Lunch and Learn has a guide and can be amended if you have access to facilities, chat to our L&D team about help. |  |

**Delegates Campaign Checklist – Organising a Workplace Meeting**

Organising a workplace meeting can be a fun event and yes it can be challenging too.

We have all been in a similar spot of thinking about the best way to encourage members to attend the rally and one of the key ways to do this is to get our members and non members together to have a chat about things and get their commitment to attend the rally.

So, here is a quick guide to encouraging people to attend your workplace meeting.

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| **Issue** | **To Do** | |
| **Time** | Usually lunchtime is the best option.  As for time, the earlier the better, people will come and then have lunch but people who have an early lunch usually continue to have lunch and then don’t attend.  So we usually aim for 12 noon. | |
| **Day** | You want to maximise attendance.  Usually this will rule out either a Friday or a Monday in most workplaces. Think what best suits the working pattern of the office, consider if you have an all staff meeting and have it after or even during then! | |
| **Venue** | Depending on the number of people attending, you may need to consider booking a room. Or it maybe better just to have it in the lunchroom, this may allow others to listen in on what’s going on!  ***(As a delegate, you have access to agency facilities through the Public Service Award 1992 Clause 36 Union Facilities for Union Representatives Clause or similar clauses).*** | |
| **How to advertise** | **Poster** | Put up a poster advertising the Rally and pop a flyer on peoples desks on to say that you are holding a workplace meeting. |
| **Leaflet** | Maybe use a smaller scale of the poster or talk to your organiser about doing a flyer to advertise and then drop it around the workplace. |
| **Email** | We have enclosed a campaign email for your colleagues, why not just amend this to state when and where the meeting will be and what it will discuss.  You can email staff as per the PSA Award Clauses or similar. The delegates website, also contains a list of members that you represent as a delegate. |
| **Speak to people** | You know better than anyone, who will be supportive or interested. Explain that the meeting is about making our jobs and our services better. Remember to fill in a tracking sheet; this will let us know how you are going and the support that we need to give you.  Your organiser maybe able to assist you by coming around with you to talk with your colleagues. |
| **On the Day** | Send an email reminder a couple of hours before the meeting.  Prepare what you are going to say.  Think about some of the queries you have and seek advice from our Union on how best to answer if you need it. Call UnionLink 1300 733 800.  Before the meeting starts – introduce yourself.  Have people fill out the attendance / tracking sheet.  If you don’t know the answer, say so and seek help and then follow up with advice to all people attending.  Contact our offices/your organiser with the names of the attendees and tell us how it went.  Call us if you have any queries before the meeting. | |