

**HSU NSW/ACT COUNCIL MEETING HELD AT WESLEY CONFERENCE CENTRE, 220 PITT STREET, SYDNEY ON MONDAY 19<sup>TH</sup> MAY 2014 AT 10.15 A.M.**

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**ATTENDANCE:** G Hayes, D Turley, S Haynes, W Lloyd, L Burns, P Reid, R Dunn, S O'Riley, S Davis, P Iffland, G Partridge, A Dowsley, J Holgate, P Mitchell, S Fraser, A Wilcock, L Twyford, L Snow, J Chester, R Henderson, C Charles, J Catlin, S Joseph, D Neumann, G Reilly, A Lillicrap & M Sterrey.

**CHAIRPERSON:** M Sterrey (President).

**APOLOGIES:** L Martin and M Pike.

Moved J Holgate/A Wilcock that the apologies be accepted.

Motion put and carried.

**OBSERVERS:** I Knight, A McDonald, A Lewis, D Perry, S Champness, Dr Senthil, A Hall, A Coates, W Boon, A Dowsley, B Cornwell and M Milosevic.

Moved S Fraser/J Chester that the observers as listed above be admitted to the meeting.

Motion put and carried.

**DECLARATION:** Nil

**MINUTES:** Moved L Burns/D Turley that the Union Council minutes of 24<sup>th</sup> February 2014 be received and adopted.

Motion put and carried.

**SECRETARY'S REPORTS:**

The Secretary welcomed all the Councillors and advised that the Union is approaching a particularly busy period. In the last report it was noted that Christmas had provided a lull in activity however the organisation is gaining momentum. It's important to note that the past 14 – 15 months we have seen stability right across the organisation. The operational and financial interests have progressed to a position that will enable the Union to engage the challenges that will be ucoming.

In terms of key challenges, the first and most significant challenge is privatisation of public Health Services. This will be a watershed moment for the Union. Mike Baird has said quite clearly, that not only is he a proponent of privatisation, he is actually has a preference for the Western Australian model. Everything is outsourced across the board except for nursing and medical positions in WA. They're outsourced to Serco which is a major international company.

The Royal Commission has begun and we have engaged the Committee with the assistance of our lawyers and also Ian Temby. Ian Temby QC will be representing the Union at the Royal Commission.

The Union was represented well in the May Day march. People were very enthusiastic about HSU attending.

We are now an Organisation that is not only to be reckoned with but an Organisation that is actually taking the lead industrially in NSW. We have engaged further transparency within the organisation by taking the financial details of the organisation to members around the State.

Another step going forward will be in the Rule changes for an independent person to sit on the Finance Committee. This person will not be involved in the strategic development of the organisation however will be able to scrutinise the financial and governance processes of the Union.

Internally we have an EBA process being conducted. For the first time staff will have the ability to negotiate a set of wages and conditions that are consistent and equitable across the group. I am pleased to be able to report a full range of staff have been represented from the membership department to the industrial department, to the organising area. Once we finalise the EBA, people will know that they have conditions in place in there for the long term.

In relation to litigation we have finalised the Williamson and Seymour matters.

I would like to acknowledge everybody in the room; this is the last Council meeting of this administration. The Council, the BCOM, and the Officers have done a remarkable job over the past 14-15 months to rebuild the Union in such a short period of time. Our debt is going to be about less than 50% from what it was 15 months ago and this has come through from hard work. We are growing at about 5.5% annually and I anticipate we will recruit 2000 members in the next 12 months through the Anti-privatisation campaign that we are conducting.

In the next 5 to 7 years we are going to lose up to 50% of our membership through attrition. All the hard work that has been undertaken could be for nought if we don't engage and educate the next generation in maintaining the fight. Andrew and Angela especially have done a great job with the finances of the organisation. The Council, the BCOM and Finance Committee have given their time so liberally to address the enormous challenges that confronted us. The staff, the organisers, the industrial officers have all contributed to the current standing of the HSU. The culture of the organisation has changed with the assistance of the new staff that has brought new ideas and experiences. I want to also thank Mark who has also done remarkable job in leading us through this.

In terms of growth, the Union is nearing the 31,000 member mark. Growth is being generated through activity on the ground. Private hospitals are starting to move forward. I want to thank Alan, because your people have grown and are contributing to the establishment of the private health division in the near future. HSU ACT has started to move forward. More resources will be put in to be able to support staff to achieve outcomes particularly in NDIS. Aged Care is just remarkable; David Perry and his team are putting a lot of effort into

growing and sustaining the membership and continue to be a very strong part of our organisation.

Ambulance is starting to move forward again, through our activities and the dedicated work undertaken by Steve, Warren and the team.

### **RESOLUTION**

Moved L Twyford/R Henderson that the Secretary's report be received and noted.

Motion put and carried.

### **ASSISTANT SECRETARY/TREASURER'S REPORT**

- The property at Level 3, 370 Pitt Street, Sydney has now been sold after a long process. It was sold for \$3.8M which did not include the car space. The car space can now be sold separately.
- The Newcastle office has also been sold for \$550,000 and the net proceeds (adjusted for GST and agents fees) will now go towards paying off debt and reducing it. When the new management came in the debt was \$14.2M. Currently the debt is at \$10.7M. The debt will go down in August to \$6.4M when Level 3, 370 Pitt St is settled in August. That means in real terms interest savings on a yearly basis of about \$239,000. These savings can now go towards paying for member services rather than the bank.
- The additional cost of the bank line fee that was imposed by the Commonwealth Bank because of the higher risk of the HSU and the bank guarantee provided by NSW for the Victorian No.1 Branch has now been resolved. The additional bank line fee continued on for a bit longer than was hoped for about 7 weeks, costing the NSW Union \$26,800. As a result of negotiations and reconciling an amount of money owed by NSW to Victoria, this will be resolved fully by 30 June with the Victorian No.1 Branch effectively reimbursing NSW for the cost of this delay.
- HSU NSW has got cash in bank of \$2.6M. It also means that we are now earning interest of about \$26,000.
- I have been out talking to members about the state of the Union and its finances and how far the Union has come in a short time. Members have been very interested in understanding these things.
- At our previous Council meeting we moved a motion bestowing life membership to a member at Prince of Wales Hospital - Col Roy. Col had been through many battles industrially over the years including a major anti-privatisation campaign, but more recently had been facing battles with his personal health. Sadly, Colin Roy passed away about 3 weeks ago.

### **RESOLUTION**

Moved P Mitchell/P Iffland that the Assistant Secretary/Treasurer's report be received and adopted.

Motion put and carried.

President thanked Assistant Secretary/Treasurer Andrew Lillicrap and Chief Financial Officer Angela McDonald on behalf of the membership for getting the job done, for turning

the finances around and advised that Assistant Secretary/Treasurer indicated that the Union was saving \$239,000 alone on interest. With reduction of debt every cent of the savings will go towards the campaigns to maintain better pay and conditions for our membership including and funding for Royal Commission.

**FINANCE REPORT:**

As per attached.

**RESOLUTION**

Moved S Joseph/D Neumann that the finance report be received and adopted.

Motion put and carried.

**INDUSTRIAL DEPARTMENT REPORT – AYSHE LEWIS**

As per attached.

**MEMBER SERVICE DIVISION REPORT – J COWDREY**

As per attached.

**AGED CARE DIVISION REPORT – D PERRY**

As per attached.

**PUBLIC DIVISION REPORT – A HALL – DEPUTY MANAGER**

As per attached.

**PUBLIC DIVISION REPORT – P KESSEY – DEPUTY MANAGER**

As per attached.

**RESOLUTION**

Moved R Dunn/S O’Riley that the Industrial report be received and adopted.

Motion put and carried.

The Council adjourned for lunch at 11.50am.

Council resumed after lunch at 12.40pm.

Suspension of Standing Orders was moved by A Wilcock/J Chester to allow the HSU Assistant National Secretary Chris Brown to give a review/report on the Royal Commission.

Moved G Reilly/M Pike resumption of standing orders.

Motion put and carried.

**AGENDA ITEM 1 – PRIVATISATION**

As Councillors would be aware the first order of business for the incoming Premier Mike Baird was to announce that he intended to privatise the Health Sector and furthermore moved to identify West Australian Hospitals i.e. the Fiona Stanley Hospital as models he sought to engage.

The current State Government has been attempting to market test over the past 3 years and clearly the new Premier's position will create a new level of intensity that surrounds privatisation.

The Union has had its second meeting with the State-wide Delegates Committee and has engaged UMR Research Group to undertake focus group assessments and supply data to underpin the campaign. It should be noted this State Government goes to election in the next 10 months and the ability for the Union to undertake a high profile campaign with high potential of success is opportune. This campaign will be the most significant in the history of the Union and the resources required to conduct the campaign will be significant.

**RESOLUTION**

Moved L Snow/D Turley that the Union Council endorses a high profile campaign to fight the Baird Government's intention to privatise public health and create an awareness and involvement of metropolitan and regional communities that will result in public health services not being for sale.

Motion put and carried.

**AGENDA ITEM 2 – ROYAL COMMISSION**

The Union has met with the Royal Commission in a very frank and open manner. The Royal Commission has outlined their areas of interest and following this meeting have issued a letter making enquiries with respect to matters we may be able to assist. At this time we are providing written correspondence with respect to their enquiries addressing each point individually. It is anticipated that further requests will be made in the future and the Union will fully comply with each request as it is received.

**RESOLUTION**

Moved D Turley/R Dunn the Council notes the Union's cooperation and assistance with respect to the Royal Commission into Trade Union corruption and commits to continuing in this manner throughout the Royal Commission process.

Motion put and carried.

**AGENDA ITEM 3 – LITIGATION**

The Union continues its litigation process in 2012/347167 with the remaining defendants being Mylan and Jensen. The Seymour matter has been resolved in a manner consistent with

Council's previous endorsement however, the Mylan matter continues with no likelihood of settlement. The Jensen matter also continues. Both Mylan and Jensen have been subject to directions hearings and the Union is now at the point of preparing evidence which is required by the 30<sup>th</sup> May.

In relation to McMillan and Access Focus evidence is being sought at this time and it is envisaged that hearing dates will be set in coming months.

### **RESOLUTION**

This item is for information purposes only.

### **AGENDA ITEM 4 – ALLIED HEALTH ORGANISERS**

Consistent with the Union's interests to develop the professional membership a trial of two Allied Health organiser has been undertaken for a 6 month period. These two positions will complement the industrial role currently being performed by Emma Williams and Glenn Tyrrell. The two organising positions will be substantially workplace focussed and it is an opportunity to engage Health professionals at a central and local level.

### **RESOLUTION**

Moved P Reid/P Iffland the Council notes the Allied Health initiative and requires a report on its progress at the next Council meeting.

Motion put and carried.

### **AGENDA ITEM 5 – ST GEORGE ISS**

The Union has been contacted by employees within St George Hospital who work for ISS in the Environmental Services Department. These employees actively sought out the Union and were very interested in joining. With this legal advice has been sought in relation to coverage and the advice that has been received indicates that we are able to cover these employees. With that being noted the Union has currently received approximately 45 applications for membership and is currently processing these applications.

### **RESOLUTION**

This item is for information purposes only.

### **AGENDA ITEM 6 – ASU DISABILITY COVERAGE**

The Union has recently been contacted by the ASU in relation to potential demarcation issues within NSW. This in itself is not a major concern however, a proposal has been forwarded that there may be an opportunity for HSU NSW/ACT to cover disability in the ACT and that the ASU will have coverage in NSW area. While the Union fully intends to engage and support our members and potential members in the ACT it is not in the interests of our current members in NSW to relinquish them to the ASU particularly given that any potential demarcation issues are able to be resolved in a consultative environment.

**RESOLUTION**

This item is for information purposes only.

**AGENDA ITEM 7 – CORONIAL INQUEST INTO DEATH OF MICHAEL WILSON**

As councillors would recall paramedic Michael Wilson was tragically killed in a helicopter rescue on Christmas Eve 2011.

The Union has also been supporting Tim Thistleton, a fellow paramedic who was also part of the helicopter response. From the outset of this event the Union has been supporting Tim and the Helicopter membership through the coronial inquest. At this time the amount of documentation that has been gathered through several investigations including one by the ATSB.

Due to the amount of information that has been gathered and the amount of work required to represent the matter a recent estimate of \$70,000 has been advised by McNallys for services of legal and counsel costs.

This inquest will not only address the issues of the incident, it will also form recommendations relating to operational practices going forward and will enhance the safety of helicopter paramedics into the future.

**RESOLUTION**

Moved S Fraser/P Mitchell that Union Council notes the importance of the Coronial inquest and endorses the expenditure as outlined by the correspondence received by Michael Jalousies of McNallys

Motion put and carried.

On Councillor Claire Charles enquiry about the affiliations fees, Assistant Secretary/Treasurer advised the total subscription was \$632,000 and broken down in following ways:

National Union	\$527,000
Unions NSW	\$ 86,000
McKell Institute	\$ 5,000
CCH Australia – Legal texts and information sources that the Union subscribes to.	\$ 3,200

There are a number of other 10 donations made totalling a few hundred dollars.

**GENERAL BUSINESS**

Secretary presented document to the Councillors on the membership of the age gap that exists in the Union. Council was told that it is timely when we are thinking about growth and what we do as significant issue. We can do everything that we are doing, we can fix the past, we can fight the present but if we don't shore up a future it's going to be a history lesson.

Secretary advised in the age group of 51 through to 70, there were about 15,000 members. That is half our membership. There are a lot of people in Ambulance, once they get to 60 they will be leaving work too. There are other people who are in Defined Benefits Fund and SASS will need to leave work.

The second real issue is that between the age of 21 and 35 the membership is really low. The Secretary advised that the Union will do everything that needs to be done in terms of the campaign of engaging the next generation of young people.

A general discussion followed on the matter.

Councillor D Turley enquired about the Honorary Life membership list, Secretary advised the list will be provided at the next Council meeting.

There being no other general business the meeting closed at 1.56 p.m.

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**Chairperson**