

REQUISITION FOR A SPECIAL GENERAL MEETING

Public Service Association of South Australia (Incorporated)

Purpose of this Requisition

We, the undersigned financial members of the Public Service Association of South Australia (PSA), formally requisition the calling of a Special General Meeting (SGM) in accordance with the PSA Rules. The purpose of this meeting is to request formal written disclosure, outcomes, and justification from the PSA Executive in relation to campaign commitments, bargaining strategy, and organisational decisions that have materially affected members.

Background

Members have expressed concern that a number of commitments made during the PSA Change election campaign have not been reflected in the current bargaining outcomes or log of claims. There is also concern that industrial action support has been selectively applied, contributing to a perception that certain cohorts have been prioritised over the broader salaried membership.

Matters Requiring Formal Written Disclosure

1. Electorate allocation methodology

- Criteria used to allocate members to electorates
- Any resolutions or decisions used to declare members into electorates

2. Council representation scaling

- Membership figures used to determine councillor entitlements
- Which scaling formula is applied in practice

3. Executive election safeguards

- Measures in place to prevent disproportionate Executive Council influence by any single electorate or cohort

4. Bargaining and industrial action strategy

- Evidence used to assess industrial leverage across member cohorts
- Rationale for decisions to support or not support industrial action across different workforces

5. PSA Change campaign commitments – outcomes, evidence, and justification

For each commitment listed below, members request a written update outlining the outcome achieved or current status, and where a commitment has not been delivered or has changed in scope, the justification and reasoning for that change.

5.1 Improved classification streams and the introduction of new increments across OPS, ASO, CO and PO classifications.

5.2 OPS1 to be a trainee-only classification, with new incremental structures for OPS2 and OPS3.

5.3 Introduction of new increments for CO3, PO3, ASO2, ASO3 and ASO6.

5.4 Automatic progression from CO2 to CO3 upon completion of Certificate IV qualifications.

5.5 Operational Supervisor classification to be set at CO5 rather than CO4.

5.6 Establishment of a separate enterprise agreement for Correctional Officers and ICU staff.

5.7 Explanation as to why a separate Department for Correctional Services (DCS) industrial instrument was not included in the current log of claims, despite public statements on 17 February 2025 indicating that PSA Change was lobbying for this outcome.

5.8 Up to a 20 percent wage increase within the first 12 months, backdated to October 2024.

5.9 Insertion of a conversion-to-permanency clause.

5.10 Six weeks annual leave entitlement for employees working seven-day rosters.

- 5.11 Saturday penalty rates of 175 percent and Sunday penalty rates of 200 percent.
- 5.12 Additional paid leave provisions for regional employees.
- 5.13 Introduction of a regional incentives allowance.
- 5.14 Paid parental leave reforms, including updated terminology.
- 5.15 Two weeks paid partner leave.
- 5.16 Introduction of reproductive leave.
- 5.17 Seven days paid wellbeing leave for specified agencies.
- 5.18 A 20 percent allowance for time worked as Officer in Charge.
- 5.19 Improved on-call and recall provisions, including annualised allowance options.
- 5.20 Measures to address health-site parking costs or provision of free public transport access.
- 5.21 Reduction of union membership fees, including clarification of how this was to be funded, noting campaign representations that this would be achieved through a reduction in General Secretary remuneration.
- 5.22 A commitment that members would receive a formal employer offer within a reasonable timeframe prior to any ballot opening, and where this did not occur, the actions taken by PSA to protect the integrity of the democratic decision-making process.

Requisition

We therefore requisition that the PSA Executive call a Special General Meeting, circulate the above information to members in writing prior to the meeting, and provide an opportunity for member questions and discussion.

Member Signatures (numbered 1–100)

Only current, financial members of the PSA are eligible to sign this requisition.

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