

STEVE TURNER

Accomplished Leader & Operational Manager. Highly experienced Industrial Relations Practitioner & Board Director. Qualified in Labor Law and Social Work.

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EXPERIENCE

Federal Vice President

Community & Public Sector Union (State Public Services Fed)

📅 06/2016 - ongoing

Federated Union for State Public Sector workers.

- Assistant Secretary, CPSU (SPSF) NSW Branch

Assistant General Secretary

Public Service Association of NSW (PSA)

📅 02/2004 - 10/2016 📍 160 Clarence street Sydney

The PSA comprises of 150 employees and represents 38,000 public sector workers in NSW.

- Delivered strong union governance
- Improved the PSA's financial and organisational management.

Principal Industrial Officer (PIO)

Public Service Association NSW

📅 10/1987 - 02/2004 📍 NSW

Between 1987 and 2004 I held various positions at the PSA. I started as an Assistant Industrial Officer and was promoted over time to Industrial Officer, Senior Industrial Officer and Principal Industrial Officer.

Former President, now Executive Member

Industrial Relations Society of NSW (IRS)

📅 07/2004 - ongoing 📍 NSW

The IRS fosters discussion, research, education and publication within the field of Industrial Relations. It brings together representatives of trade unions, employers and Government, the legal profession and academics - all of whom have contributed to the promotion of better Industrial Relations.

- President 2007 to 2009
- During my term as President the IRS hosted the world congress for the Australian Labour and Employment Relations Association.

SKILLS HIGHLIGHTS

Employee & industrial relations expert

Advanced media skills

Outstanding negotiation & advocacy skills

Strong public speaker

Excellent political lobbying skills

Exceptional analytical skills

ACHIEVEMENTS

📌 Improved overall position of the Public Service Association (PSA)

12 years successful stewardship of the PSA, a 38,000 member organisation with an annual budget of \$22 million.

📌 Landmark Pay Equity Case

I was the PSA Officer responsible for the Pay Equity Case for Librarians, Library Technicians and Archivists. This was the first case run in NSW under the Equal Remuneration Principle. It gained increases averaging 16%. The success paved the way for future Australian pay equity cases.

EXPERIENCE

Board Director

Waste Services NSW (WSN) Environmental Solutions

📅 10/2005 - 01/2011 📍 NSW

WSN Environmental Solutions was a major waste disposal company owned by NSW Government.

- WSN was a leader in the deployment of advanced waste treatment technologies.
- Audit Committee Member

Board Director

Delta Electricity

📅 03/2011 - 03/2014 📍 NSW

Delta Electricity is a leading wholesale generator of electricity using coal, gas, hydro and biomass.

- I also served as the Chair, O H & S and Environmental Committee

Board Member

Natural Resources Advisory Council (NRAC)

📅 2006 - 10/2011 📍 NSW

NRAC is an independent high-level forum established by the NSW Government in early 2004 as a single source of coordinated advice on future directions for natural resource management.

Member Operations Group
Chair of Grants Committee

Committee Member

Committee of Inquiry into Electricity privatisation

📅 03/1997 - 10/1997 📍 NSW

A Government Committee established by Treasury NSW.

Student Rep.

Massey University Council.

📅 1982 - 1983 📍 Palmerston North, NZ

Massey University's governing body is the University Council.

Co-ordinator - youth worker

Workers Unemployed Rights Centre (WURC)

📅 12/1983 - 09/1986 📍 Palmerston North, NZ

The Unemployed Workers' Rights Centre aimed to advocate on behalf of the unemployed and to act as a lobby group to Government.

- Succeeded in lobbying the Palmerston North City Council to purchase a property for W.U.R.C to use as its operating premises for the centre.

ACHIEVEMENTS



Dignity and Respect Charter

Secured the highly successful 'Dignity and Respect Charter' for NSW public servants. The charter was the first of its kind and was designed to counter harassment and bullying in public sector workplaces. This initiative resulted from a program of work which included research I conducted revealing high levels of bullying across the sector. I launched the charter in 2007 at the Sydney Opera House together with Dr. Col Gellatly, AO, the then Head of Premier and Cabinet.



Domestic violence leave

Pioneered family and domestic violence leave provisions in Australia, securing the entitlements for 100 000 NSW public servants.



Increased paid maternity leave from 9 to 14 weeks

Led negotiations which secured increases in paid maternity leave from 9 to 14 weeks and the introduction of one week's paid parental leave for partners for NSW public servants.

EDUCATION

Masters, Labour Law and Relations

University of Sydney

📅 1990 - 1994

Bachelor of Social Work

Massey University, New Zealand

📅 1981 - 1984

Harvard Trade Union Program

Harvard University, Boston

📅 01/2005 - 02/2005

- Awarded a scholarship to attend the Harvard Trade Union Program. This is an Executive Program delivered by the Harvard Law School in Boston.
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