



PSA VALUES Transparency critical

For 105 years, the PSA has been a pillar of service excellence, built on values that make it a trusted labour home for public-sector employees. In this regard, **transparency** is a non-negotiable value that every shop steward must uphold to strengthen the Union of Choice and serve members with integrity.

The PSA advocates for fair labour practices, better working conditions, and members' rights. Shop stewards must remain transparent in their actions to ensure alignment with the Union's core values. This means maintaining openness, fairness, and ethical leadership, rather than operating behind closed doors or allowing personal interests to overshadow collective goals.

Commitment to members through openness

Shop stewards are elected to represent members and must prioritise their need for clear and honest communication. Transparency to members means actively listening to their concerns, providing them with accurate and timely information about Union matters, and being upfront about decisions that affect their work lives. Shop stewards must foster trust by ensuring that no member is left behind during times of conflict or uncertainty.

Strengthening unity and trust

A strong union thrives on unity. Transparency amongst shop stewards is essential for maintaining cohesion.

When shop stewards operate openly and share information freely, it fosters trust and solidarity. On the other hand, secrecy and withholding information breed suspicion, weakening the union's influence, and diminishing the ability to negotiate effectively.

Resisting external pressures

Shop stewards often face challenges such as pressure from employers, opportunities for personal gain, or internal disputes. Transparency ensures that they remain accountable and that their decisions reflect the best interests of the members they serve. True leaders in the labour movement stand firm in their principles and openly communicate their actions, even when faced with adversity.

Leading by example

Transparency is demonstrated through actions. Dedicated shop stewards lead by example, inspiring members to stay engaged and committed to the union's cause. By being present, proactive, and accountable, they set a standard of excellence that strengthens the union.

The PSA appreciates the Union's shop stewards who ensure that members are well-informed, unity is maintained, and the Union grows as a powerful force in service of members.

