



VICTORIA POLICE

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Ms Karen Batt
Secretary
Community and Public Sector Union
P O Box 4355
Cremorne, VIC 3121

Attention: Nick Church

Dear Karen

Re: Fair Work Commission C2016/5564

I refer to previous correspondence and discussions regarding part time Forensic Officers performing shift work and a subsequent dispute between Victoria Police and the Community and Public Sector Union (CPSU) regarding the interpretation of clause 35.4 of the *Victoria Public Service Agreement 2016* (the Agreement).

As previously put forward, in order to settle this dispute, Victoria Police propose the granting of four (4) days paid leave in lieu of public holidays during 2016 to part time Forensic Officers who are recognised as shift workers. The public holidays recognised are:

Saturday 26 March 2016
Sunday 27 March 2016
Sunday 25 December 2016
Sunday 1 January 2017

Additionally, Victoria Police will provide eligible employees with one (1) day of paid leave in recognition of Easter Saturday and Easter Sunday for the nominal life of the Agreement. All additional leave which forms part of this settlement should be utilised within one calendar year of accrual and will not attract payment of leave loading.

Victoria Police reiterates the previous position put forward in my correspondence of 14 December 2016 that it will not vary its rostering practices to the detriment of eligible part time workers.

In making this offer, Victoria Police maintains that the interpretation of clause 35.4 of the current Agreement previously applied is correct. Further, it is expected that the ambiguity associated with this clause will be addressed between the CPSU and Industrial Relations Victoria as part of the next enterprise bargaining process.

The above arrangement is applicable to all part time shift workers who are engaged on a part time basis, and whose part time arrangements do not preclude the working of weekends.

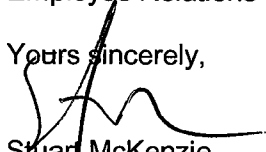
Victoria Police seeks written confirmation from the CPSU that the above proposal is accepted as full and final settlement of the dispute. Further, Victoria Police seeks that the CPSU write to the Fair Work Commission to notify of the withdrawal of the dispute.

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Upon written receipt of the acceptance of the offer and notification of withdrawal of the dispute, Victoria Police will facilitate the adjustments to leave balances for all affected employees.

Should you wish to discuss this matter further please contact Andrew Wright, Portfolio Manager, Employee Relations on 9247 5864.

Yours sincerely,



Stuart McKenzie
Acting Director
Workplace Relations

6 19 / 2017