

WHY ARE WE BARGAINING?

Improving the resources available to build better public services like pay, access to leave, career opportunities and allowances are all spelled out in our Victorian Public Service Agreement negotiated between CPSU and the Vic Government.

Negotiations for our next agreement are underway now and former Fair Work Commissioner Julius Roe has been brought in as an independent facilitator to assist the parties.

Get on board with CPSU to have your voice heard and your views represented.

WHO'S COVERED?

The agreement covers all VPS employees including core terms and conditions of employment applying to all employees as well as appendices of agency specific entitlements.

- Education (DOE)
- Energy, Environment, & Climate Action (DEECA)
- Families Fairness & Housing (DFFH)
- Government Services (DoGS)
- Health (DH)
- Jobs, Skills, Industry and Regions (DJSIR}
- Justice and Community Safety (DJCS)
- Premier and Cabinet (DPC)
- Transport & Planning (DTP)
- Treasury and Finance (includes SRO) (DTF)
- Victoria Police VPS

This is a workforce of nearly 55,000 FTE across approximately 55 employing public service departments, administrative offices, and other authorities.

The VPS Agreement covers a broad spectrum of public services ranging from the direct delivery of services - Including our arts institutions, courts, corrections and youth justice, child protection, consumer protection, environment protection, major transport infrastructure, public housing, forensic, fisheries, forest fire management, and school support (amongst others) including those office-based policy, program, procurement, payroll, and oversight roles that support them.

The current VPS Agreement is due to expire on 20 March 2024.

The Fair Work Act provides that it will continue until a new agreement is negotiated and approved by the FWC.

The parties commenced negotiations for a replacement agreement in September 2023.

WHAT IS CPSU BARGAINING FOR?

Pay increase to deal with cost-of-living pressure

- 7% - 1st Year
- 5% - 2nd Year
- 4% - 3rd Year
- 4% - 4th Year

Better work-life balance

- Flexible work options for all employees
- Working from home option
- Alternative working arrangements including 4-day working week trial
- Additional annual leave

Payment for all hours worked

- Overtime payment for when you do extra hours
- No more free labour
- Enforce workloads clause

Secure employment

- Update agreement rules for fixed term and casual employment as required by refreshed Fair Work Act
- Conversion to ongoing employment option
- Safer workplaces with additional paid leave to deal with workplace trauma

Gender equity

- Address gender pay gap
- Improve rate of pay for shift workers taking parental leave
- Superannuation payment for unpaid parental leave
- Update gender transition leave

Reduce disputes and uncertainty

- Update agreement clauses where there have been disagreements/disputes
- Add new rights from amended FW Act legislation



WHAT ARE THE STATE OF VICTORIA'S PROPOSALS FOR CHANGE?

- Generally speaking, the existing terms and conditions are fair, fit for purpose and generally do not lead to significant disputation between public service bodies and employees or their representatives.
 - Given this, the State of Victoria is not seeking any substantive changes to the existing provisions or any diminution to existing employee entitlements.
 - Consistent with Victorian Government Wages policy, the State of Victoria proposes the following adjustments to wages and salary related allowances:
 - 3 per cent per annum over the life of a four-year agreement, and
 - a separate lump sum, cash payment of 0.5 per cent of overall agreement costs (based on a per annum amount calculated on wages and wage-related conditions).
 - Other than the general wage outcome, the State of Victoria proposals for change will largely focus on drafting changes that:
 - seek to reduce administrative burden on employers,
 - clarify the intent and operation of existing clauses,
 - reduce disputation over the life of the agreement, and
 - address legal developments which have occurred during the life of the current agreement.
 - With these objectives in mind, particular areas of focus for the State of Victoria will include:
 - Supporting secure employment practices and reflecting recent legislative amendments that provide restrictions on the use of fixed term and casual modes of employment,
 - Simplifying the operation of performance development and progression arrangements and personal leave accruals which are complex and administratively burdensome for employers to implement,
 - Clarifying the application and operation of the arrangements which apply where an employer requires an employee to change their usual place or places of work, and
 - Ensuring consultation and parental leave arrangements are updated to reflect legislative developments, and in the case of parental leave, simplified where possible for ease of administration and interpretation.
 - The State of Victoria also seeks to enter into a Best Practice Employment Commitment (BPEC) to outline the measures the employer will take to operationalise the Government's public sector priorities. These initiatives should reflect good practice and be implemented operationally or without significant costs.
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WIPS 2024

BUILDING BETTER SERVICES

Time to Invest in People



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