



PUBLIC PERSPECTIVE

A Publication of the Community & Public Sector Union / Victorian Branch

www.cpsuvic.org

Bolt Broken on Museum says CEO

The Museum is proud of its role and is passionate about the range of experiences it offers the people of Victoria and others who come here as visitors and addresses many of the stories that Andrew Bolt [Herald-Sun] thinks that Museum Victoria ignores.

Where one museum has a particular strength, we do not try to duplicate it.

The story of Victoria is in fact a myriad of fascinating tales that I, for one, enjoy discovering in many locations.

Gold is one. MV doesn't try to duplicate the marvellous Sovereign Hill or Bendigo's Central Deborah Mine, or the Castlemaine diggings – our job is to spark an interest and encourage people to explore this extraordinary state.

A good example of this is the Golden Mile Heritage trail that thousands of visitors use to walk from Melbourne Museum, through the streets of the city built with the riches of gold, to the Immigration Museum in Old Customs House.

It is at the Immigration Museum that we tell the story of Melbourne's origins - the indigenous inhabitants, Batman's arrival, but especially the countless people who have settled here, brought to life with personal stories of individuals. It's Visitor numbers have risen from 70,000 two years ago to over 110,000 this year and last month the Immigration Museum, winner of its category in the Australian Tourism Awards this year, won the Museums Industry Recognition Award for the Station Pier – Gateway to a New Life exhibition..

Visitation has also shot up at Melbourne Museum, nearly 680,000 citizens last year, and Bunjilaka, our Aboriginal centre, was admitted



Dr Patrick Greene

pumping station at Scienceworks may not be glamorous but it saved nineteenth-century Melburnians from mortality caused by water-borne diseases such as cholera.

Now, that's engineering to celebrate!

Bolt also thinks we ignore Alfred Deakin. Visit the Royal Exhibition Building on one of the regular guided tours conducted by our knowledgeable guides, and you will hear all about Deakin's moment of triumph, the first Federal parliament and see a display which includes film of the opening by the Duke of York.

Museums constantly evolve, and Museum Victoria is no exception.

I work with the most talented and creative team I could wish for.

Keep visiting the museums and see what I mean!

Dr Patrick Greene
CEO, Museum Victoria
www.museum.gov.au

to the Australian Tourism Hall of Fame.

Bolt is right to say that we do not at present have a display about Sir John Monash (but we have worked with the Shrine of Remembrance to assist with their displays in the excellent new visitor centre, which do feature Monash).

MV has a whole story on H.V. McKay, builder of the Sunshine Harvester that took Australian technology around the globe, and gave one of Melbourne's suburbs its name.

While talking of technology, the sewage

Ed's Note:

This an extract from the original letter Patrick wrote to the Herald-Sun to respond to articles written by former Kennett Government advisor and current Herald-Sun columnist Andrew Bolt.

CPSU MV members campaigned successfully to 'Free the Museum' obtaining additional government funding to secure MV's long term viability reducing admission prices for adults and making the MV experience free for kids.



Keating takes out 3 awards

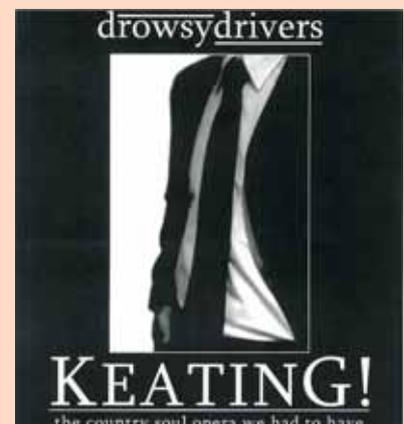
Melbourne based musicians the Drowsy Drivers walked away with 3 awards for their Melbourne International Comedy Festival production of KEATING! the country soul opera we had to have. KEATING! was proudly sponsored by CPSU.

KEATING! writer/director Casey Bennetto acknowledged the support of CPSU on stage at the Hi Fi Bar while accepting the Age Critics Award, the Golden Gibbo Award and the coveted Barry Award for the best show of the festival.

CPSU Information Technology Manager Jason Cleeland appeared in the production and was joined by fellow Drowsies Mike McLeish, Justin Ludowyk, Enio Pozzebon, Ross McFerran, Cam Rogers and Kevin McFerran.

CPSU Campaign Liaison Officer Leanne Shingles contributed her services as publicist for the group.

This independently produced show was



staged at Trades Hall during the Comedy Festival, from 23 March to 16 April.

Congratulations to the cast and crew of KEATING! We look forward to the return run.

www.keatingtheopera.com

Introduction of Superannuation Choice

You may have seen media reports that "superannuation choice" is starting for some employees on 1 July 2005.

Here is an overview of the situation as it affects CPSU members as at May 2005. The Union will provide further information as issues are clarified.

Under current legislation, CPSU and other unions are not allowed to give financial advice to members.

The Union can only warn members of obvious pitfalls and direct you to reliable sources of advice and information.

What are the benefits of superannuation choice?

Many in the trade union movement are of the view that the main reason for the introduction of choice by the Howard Government is to provide profit opportunities for banks and insurance companies at the expense of existing non-profit superannuation funds.

However, choice can offer benefits to workers in some situations.

If you are in a position where you have choice, you need to make a decision about staying in your existing superannuation fund or moving.

If you change jobs, you may need to decide about staying in your old fund or joining a new fund.

Does it affect me?

CPSU members fall into the following classes:

1. Emergency service employees in ESSS superannuation scheme – Not Affected.
2. Employees hired before 1994 in GSO superannuation schemes – Not Affected.
3. Employees hired since 1994 that are in Vic Super. – Possibly Affected but may not receive Employer letter about Offer of Super Choice because relevant Certified Agreement specifies fund and is deemed by the ATO to be already offering Super choice.

If you are unsure which class you fall into, check your payslip and your annual benefit statement(s).

If still unsure, ask your HR officer.



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VicSuper

The current position for CPSU members with super guarantee payments being made to a complying fund (Vic Super) is that they may or may not be offered choice depending on the wording in their Certified Agreement (some CA's already allow for choice).

The Department of Treasury and Finance says that the Victorian Public Service Agreement 2004 which covers most CPSU members exempts those Employers from offering choice as it is already allowed for in the Agreement.

If you are offered choice (because your CA is not seen as already offering choice or the Employer elects to do so) you will be given a standard choice form which will say who the Employer will choose should you not make a decision.

If the default fund is different to your current fund you need to take action if you wish to retain your current fund or alternatively choose a different fund.

Revised or New Schemes (GSO)

Anybody currently in the Revised and New schemes, which are the closed defined benefit schemes administered by the Government Super Office, will certainly not be affected and should ensure they remain where they are.

Should I change funds?

The answer to this question depends on your individual circumstances.

Further sources of information and advice are listed below.

CPSU urges all members to inform themselves about Superannuation and to ensure that they have made appropriate retirement plans.

Matters to consider in retirement planning are:

- a. Your age, income and family situation – how long till you retire, how much can you afford to save and what are the competing demands on your income?
- b. Other costs and benefits: annual fees, entry and exit fees, death and disability insurance, and so on.
- c. The type of investments you put your savings into – shares, property, fixed-interest, Australian, overseas. It is possible to be overwhelmed by the complexity of choice here. Reputable financial advisers usually recommend an investment mix suited to the age, income and family situation of each individual.
- d. The investment skills and management skills of the people (such as superannuation funds) who handle your savings.
- e. Your expected eligibility for CentreLink benefits, especially the age pension.

Where can I get more information?

Possible sources include:

- ASFA (Assn of Superannuation Funds) www.asfa.asn.au;
- Federal Government Web Page www.superchoice.gov.au

'Searching for lost Super'

One third of union members have "lost super".

It is the result of people changing employers and not rolling over their superannuation entitlements.

The website www.unclaimedsuper.com.au is a free service run by the industry funds to reunite workers with their super.

Superannuation Co-Contribution

CPSU Members may be eligible to receive a superannuation co contribution from the Federal government.

For the current 2004/2005 taxation year, the co-contribution has been increased to \$1.50 for each dollar a member makes in personal contributions.

The maximum co-contribution is \$1,500 for members with a total income of \$28,000 or less and now phases out at a taxable income of \$58,000.

You should consider whether you are contributing enough in personal contributions to receive a co-contribution this financial year.

Compulsory contributions CPSU members are currently making to the defined benefit schemes in GSO are deemed to be personal contributions (after tax) and as such are eligible to attract the Federal Government Co-contribution amounts, should the member's taxable income fall within the appropriate range and the other criteria is satisfied.

What are the eligibility criteria?

Generally, the Federal Government co-contribution will be paid if you meet all of the following conditions:

- you make personal superannuation contributions to your super from your after tax income during a financial year, and
- your total income is less than \$58,000 from 1 July 2004, and
- at least 10% of your total income is attributable to employment, and
- you lodged an income tax return for the financial year, and
- you are less than 71 years of age at the end of the financial year in which you make the contributions, and
- not a temporary resident of Australia.

For more information on the co-contribution scheme please visit these websites: www.ato.gov.au/super or www.arf.com.au/govcocontrib.asp

Deja Vu – it's 1992

A kick in the guts for working people

Millions of Australian workers are set to lose their access to award conditions, protections from unfair dismissal and an effective safety net of minimum wages as a result of the IR changes.

The Federal Government has moved towards realising his long-held ambition to radically deregulate Australia's industrial relations system, announcing a series of measures in the Coalition's next wave of IR reform - including gutting the AIRC, lowering the benchmark for all agreement-making and removing the majority of employees' unfair dismissal entitlement - that go even further than anticipated.

The Government would also move towards a unitary system by using the Corporation's power, establishing an Australian Fair Pay Commission (AFPC) to take over the AIRC's minimum wage fixing power, reducing unions' role, and further simplifying awards.

Lower Minimum Wages

The Government will abolish the AIRC's role in setting wages and establish a government-appointed Australian Fair Pay Commission to:

- Set a single adult minimum wage on a periodic basis.
- Adjust minimum junior, training and disability wages, award classification wages and casual loadings.

Replace Awards with five minimum conditions

Awards will no longer form the basis of the no disadvantage test for agreement making – for both individual and collective agreements.

The new test will be 5 legislated minimum conditions (no quantum has been specified):

- The minimum wage rate (award workers will preserve their award wage rates at 2005 levels)
- Annual leave.
- Personal leave.
- Parental leave (including maternity leave)
- Maximum number of ordinary hours.

No Scrutiny of Agreement Making

The government will introduce "a streamlined, simpler and less costly agreement making process".

All collective agreements and AWAs will be approved on lodgement with the Office of the Employment Advocate.

Award Stripping

A new Task Group will strip awards within 12 months (of its establishment) to:

- Remove – Jury service, Notice of

termination, Long service leave, Superannuation.

- Review – awards and classification structures with the aim of "rationalising these structures so they are relevant to a dynamic and flexible economy".

AIRC Powers Will Be Taken Away

Powers stripped to leave it with "resolving legitimate disputes and further simplification of awards".

The AIRC will have no role in wages setting or agreement making.

Unfair dismissal protection gone.

Businesses with up to 100 employees will be exempt. For businesses with more than 100 employees, probationary period increased to 6 months. Howard will ask States to refer powers and if not – a unitary system will be applied by using Corporation's powers.

Other Changes

The Government confirmed its commitment to legislate in respect of:

- Secret ballots.
- Right of entry.
- Pattern bargaining.
- Contractors.
- The building industry.
- Removing redundancy provisions from awards for small business.

Role of Unions

Of course the Government won't ban unions, but it will make it much harder for employees to get help from unions and be represented by unions in negotiations.

Employers will effectively have the right to decide whether employees can be represented by a union or not – it won't be the employee's choice.

There is no question that the government prefers to see employees negotiating on their own with their employer, rather than with assistance.

Wages Growth

Real wages have increased despite the best efforts of this government to keep them lower.

The government has sought minimum wage rates \$44 a week lower than they are now (\$467 a week).

And because they haven't got their way, they are changing the system of setting minimum wage rates to make sure wages are lower in the future.

Average wage rates may have increased by 14 per cent under Howard – but executive salaries increased by 112 per cent (more than double) just last year (top 100 CEOs according to Financial Review, Nov 2004).

Biased & Unfair

The industrial relations changes are biased and extremely unfair.

They will reduce living standards at a time

when many people are just keeping their heads above water.

This is a bleak future for Australian workplaces and for working people. These changes will make our society more like the United States where millions of working poor struggle on low wages in jobs without hope.

Unions will fight these changes with determination and discipline. Unions will fight to protect the rights of Australians at work. And we want people to join with us.

The important thing at this stage is that everyone takes the time to find out how these proposed new industrial relations laws will affect them at work.

People can visit the ACTU website to find out more – www.rightsatwork.com.au



INDUSTRIAL SERVICES OFFICER/ RECEPTIONIST

The Victorian Branch [State Government Division] of the Community and Public Sector Union has a vacancy available for an Industrial Services Officer/Receptionist. Your responsibilities include effective, efficient and timely administrative support services to the Union membership, accurate data entry skills, good interpersonal skills, advanced Word knowledge and reception backfill responsibilities.

The Union offers attractive remuneration, conditions of employment, and generous superannuation in a dynamic working environment.

Applications must be forwarded in writing with a resume and references to:

**Branch Secretary
CPSU/SPSF Group, Victorian Branch
P O Box 200
CARLTON SOUTH 3053**

The position is for 12 months and applications must reach the above by Friday 1 July 2005.

For a position description contact Liz Howlett on 03 9639 1822.

CPSU/SPSF Group, Victorian Branch is an Equal Opportunity Employer

ACTU Ambassadors Confront Government's Frontbenchers

New workplace ambassadors, a group of award-dependent workers on wages of less than \$60,000 a year, will roam freely amongst Government frontbenchers as the ACTU believes these workers will bear the brunt of the new wave of IR change to be pushed through the Senate after July.

'spend a day in award-dependent workers' shoes'

The workplace ambassadors program will seek to reach out to workplaces to warn them of the ACTU's concerns about the

effects of the Federal Government's plans on workers on lower and middle incomes, many of whom are mistakenly titled "Howard's battlers".

The ACTU says 20% of employees or about 1.5 million people rely on award wages and that 95% of adult award-dependent workers earn less than \$53,000 a year.

These are not public sector workers but are the kids of government employees who tend to be employed in four sectors: hospitality, retail, health and community services and property and business services.

According to the ACTU's analysis of unpublished ABS Employee Earnings and Hours data, the award median wage for award-dependent non-managerial workers is \$481 a week or \$25,012 a year, in comparison with the median for all workers of \$693 a week or \$36,036 a year.

The top 10% of award workers earn at least \$808 a year (\$42,016 a year), against \$1244 (\$64,688) for all workers.

The ACTU says that 82% of award workers earn less than the adult median weekly wage of \$18.90 an hour, while 46.5% are casual and 42.4% are both part-time and casual.

Govt IR plan to destroy 100 years of fairness

The ACTU has endorsed a national campaign to protect and promote the interests of Australian working families against the Federal Government's plans to radically change Australia's workplace laws.

For more than 100 years Australia has had a system of workplace laws that has kept our workplaces decent, safe and fair.

It has made sure that working families are not left behind.

This is the system the Federal Government now wants to get rid of.

The Federal Government's plans are about taking Australia down the path to an American style system where minimum wages are just \$5.15 an hour.

The Federal Government's plans to:

Change the way the minimum wages in Australia are determined to make it harder for award wage workers to get decent pay increases.

Abolish higher award rates of pay for more skilled workers taking Australia down the path towards a US style system with a single minimum wage.

Reduce the guaranteed minimum conditions available to all Australian workers through our unique system of awards.

Reduce the role of the independent Industrial Relations Commission in settling disputes and setting fair and balanced minimum standards in the workplace.

Remove unfair dismissal protections for employees working in businesses that employ less than 100 people.

Force more Australian workers onto individual contracts.

Make it harder for employees to bargain collectively with their employer to get fair wages and conditions.

Make it harder for workers to access the protection and support of unions in their workplace.

Increase the opportunities for employers to sue or fine workers who take industrial action.

The Federal Government is intent on destroying a system that has delivered safety, fairness, decent standards and balance in Australian workplaces.

Unions have always been about ensuring fairness and balance in the workplace and that is what our campaign is about.

Kevin Andrews, Minister for Workplace Relations, speech to Committee for Economic Development of Australia, Melbourne 25 February 2005:

"An emphasis on fairness only leads to regulatory excess and inefficiency"

Michael Chaney, Business Council of Australia, The Australian, 1 April 2005:

"A fundamental flaw is that people tried to use industrial relations policy as a tool to achieve not only productivity and growth in the economy, but fairness."

Women to be Worse Off under Howard's new Industrial Laws



New Federal Industrial Relations laws will worsen the wages, conditions and employment rights for women.

The changes to the unfair dismissal legislation will deny many women workers rights when they are unfairly dismissed.

The changes to the award system and reduction to five minimum employment standards will mean that many women will be forced into accepting individual contracts which only provide workers with a bare five minimum entitlements.

Individual contracts will no longer be benchmarked against award standards.

The change to the setting of the minimum wage massively undermines the independence of having a fair minimum rate set.

The new unitary Federal system will mean that gains made in equal remuneration cases in the State system will now be lost.

The Women's Electoral Lobby suggest that all women contact their Members of Parliament to protest on these radical changes.

The History of Australia's Federation and the Politics of Industrial Relations

In 1901 the constitution divided power over workplaces between the Commonwealth and the States.

Canberra became responsible for "conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one state".

A Court of Conciliation and Arbitration was established to deal with federal disputes.

This followed a tumultuous period when during the 1890s widespread industrial disputation was the norm as workers battled bosses without a basic right to prosecute.

The law of the jungle prevailed. The strong bargained. The weak begged.

By the 1990s, early steps towards what would be a unitary system began unfolding.

In 1993, Prime Minister Paul Keating legislated national unfair dismissal laws for the first time and set up a national enterprise bargaining system (using the corporations' power).

Most Victorian public sector unions were able to escape the draconian industrial system established by the Kennett Government in Victoria with its 5 minimum conditions only and register their comprehensive Awards and Agreements in the federal system.

CPSU battled for three [3] more years to access this escape mechanism battling several High Court and Federal Court challenges launched by the Kennett Government to finally win a federal dispute finding in October 1996 only 6 short months after the defeat of the Keating Federal Government.

With little left to administer, Kennett's Victorian government referred its power over industrial relations to Canberra declaring itself a constitutional corporation.

This move allowed Victoria to offer individual contracts [Australian Workplace Agreement's] but this time under the coming Reith federal workplace relations legislation.

CPSU successfully had it's federal awards confirmed before this onslaught becoming the union with the last paid rates awards made in the country under federal law.

In 1997, the new Federal Coalition Government legislated big changes to promote a more deregulated system but because of the Senate, it could not - then or later - go nearly as far as it can now.

Now AUSTRALIA'S industrial relations system is about to undergo its single greatest transformation since Federation.

The Federal Government will legislate, after it gets control of the Senate on July 1, to take over power from the other states and establish a (near) national system that will bring 85-90 per cent of workers under federal control.

The Howard Government believes it can do this constitutionally because it can legislate for corporations, a provision that has been interpreted broadly since the 1970s.

Only those workers in direct state government employment [Public Service] except Victoria may be quarantined from this national system.

That's if their State Governments, and ours, continue to run or re-establish an industrial relations system just for these direct employees.

Unlikely.



What are Howard's Broad Objectives?

- To get as many workers as possible off awards and onto individual contracts or collective non-union agreements.
- To have the law and the system set down a safety net only, with employers and workers working out between themselves as much as possible their arrangements on wages and conditions.

- To reduce the role of unions as intermediaries.
- To reduce the number of items that can be included in any Certified Agreement.
- To drastically shrink the duties of the Industrial Relations Commission (which the Government sees as still representing the culture of the old industrial relations "club").
- To make economic factors a bigger part of minimum wage decisions.



your rights at work

worth fighting for

What changes is the Howard Government planning for Australia's workplaces?

From 1 July 2005 the Federal Government will take control of the Senate giving it a majority in both houses of federal parliament. For the first time since he became Prime Minister, John Howard's Government will be able to pass whatever laws it likes without them being blocked or changed by the Senate. The Government says it wants to use these new powers to rewrite Australia's workplace laws and take away many of your basic rights at work.

The Howard Government has said it wants to:

1. Remove employment conditions from awards
2. Change the way minimum wages are set to make them lower
3. Use individual contracts to undercut existing employment rights and conditions
4. Keep unions out of workplaces and reduce workers' negotiating and bargaining rights
5. Abolish redundancy pay and protection from unfair dismissal for people who work in small businesses
6. Reduce the powers of the independent Industrial Relations Commission to settle disputes and set fair minimum standards at work

How can you help the campaign to protect your rights at work?

Union members, employees and concerned community members everywhere need to send a strong message to the Howard Government that Australia does not support its plans to take away basic rights at work.

What you can do to support the union campaign:

- Tell your work colleagues, family and friends about the Howard Government's plans.
- Be active through your union - strong unions are the best way to protect your rights at work.
- Grab an ACTU campaign pack of information and materials.
- Ask your employer to sign a Rights at Work Charter, and commit to respecting your rights at work.
- Join the ACTU's national week of union and community action - 27 June to 1 July.
- Let your local Liberal or National Party MP know that you oppose the Government's plans to take away basic rights at work.



ACTU
www.actu.asn.au

Access all your Rights at Work campaign materials at www.rightsatwork.com.au or call the ACTU Hotline on 1300 362 223
Authorised by G Combet ACTU 393 Swanston Street Melbourne 3000

ACTU/ARG/04/05

The Bare Essentials

Unions need to have the internal functions, structures, organisation and capacity necessary to operate in the new environment.

The following are likely to be the bare essentials:

Courageous leadership which is able to drive change in the organisation by involving people, making the case for change and consistently moving the organisation forward. Organisations that can not adapt to a changed environment usually die. Unions must honestly talk to executives, delegates, members and staff about the environment Unions face and about a plan to win.

Organisers having time to organise in priority areas. Grievances have to be dealt with, but unions must free organisers of the grievance load. Unions can't afford a whole site to fall over because the organiser did not have time to develop the delegate structures and organise the campaign. Member service centres, have proven to be successful and liked by members.

Organisers have to organise around enterprise bargaining. Unions can't continue to deliver good outcomes for members and leave the bargaining table without a marked increase in the union's organisational capacity.

Unions have to get cooperation from the Employers where Unions are organised. Unions can't fight everyone simultaneously. Unions have to build bridges to those Employers attempting to do the right thing and tackle bosses who are doing the wrong thing.

Unions must have a team of organisers who have nothing to do but build the power of the union. In this environment union leaders need to be able to flood organisers into critical areas. These organisers should not have their own patch.

Organisers must be led by Lead Organisers to make sure that the resources invested actually deliver what they are supposed to. In this environment organisers must operate to a plan, be prepared for what they need to do and be held accountable.

Unions must have the capacity to systematically contact members and workers outside the workplace. Phoning members at home is nearly always welcome by those members. If Unions can't get in the workplace Unions can still organise.

'Unions can't afford a whole site to fall over because the organiser did not have time to develop the delegate structures and organise the campaign'

Union leaders have to manage. If union staff are unwilling or incapable of making the change, and they do not respond to the support and training provided, the tail should not be allowed to wag the dog.

Unions need a capacity to campaign against an Employer comprehensively — not only workplace pressure, but also use of community, customer, shareholder or political influence. To do this Unions need the capacity to research the Employer and understand the industry.

Every union must have a thought through education program that is properly resourced. If Unions can not get in the workplace, Unions

more than ever will rely on trained, skill workplace delegates.

Unions need even more workplace activists. Beyond the individual delegate, Unions need a network of passionate trained people who are involved at every level of the union and are active in campaigns. If they are not there or not quickly developed, your union will have great difficulty meeting the challenges facing our movement.

Unions must be properly resourced. Modern campaign techniques involve a large financial commitment. Australian union fees are generally low by international standards. If unions are not charging somewhere around at least \$468 per year (ACTU Congress Policy) unions will have difficulty in doing what needs to be done.

What the HECS!

A message from the ATO

Do you know Higher Education Contribution Scheme (HECS) and the Financial Supplement debts are indexed on 1 June?

Accumulated HECS and Financial Supplement debts are indexed on 1 June each year so that the value of the debt keeps pace with changes in the cost of living.

The indexation rate to be applied to accumulated HECS and Financial Supplement debts on 1 June 2005 is 2.4%.

You may benefit if you make a voluntary repayment before indexation is applied on 1 June.

For details on how to make voluntary repayments, read the Voluntary repayments section in *Repaying your HECS debt 2004-05*.

Did you know HECS is becoming HELP?

On 1 January 2005, the *Higher Education Support Act 2003* introduced the Higher Education Loan Programme (HELP) which replaced the four schemes under the *Higher Education Funding Act 1988* including HECS. From 1 June 2006 accumulated HECS debts will become accumulated HELP debts.

More information

A range of information about HECS and HELP including the publication *Repaying your HECS debt* (NAT 3913) is available:

- from the Tax Office website www.ato.gov.au/individuals
- from a Tax Office shopfront, or
- by phoning **1300 720 092**.

Phone **13 28 60** to obtain fact sheets on a range of topics by fax.

Phone **13 28 61** (wait for the welcome message, press **4**, then **2**), between 8am and 6pm, Monday to Friday for general HECS and HELP questions.

Be \$420 Billion better off in retirement with Industry Superannuation Funds

Today's working Australians could be at least \$420 billion better off in retirement if they invested their superannuation in Industry Super Funds rather than other funds, according to former Reserve Bank Governor and outgoing GSO President Bernie Fraser.

This aggregate of \$420 billion is based on research by the independent agency SuperRatings which has projected forward to 2030 the current differences in fees paid by members of Industry Super Funds on the one hand, and members of retail master trusts on the other.

The basis of this comparison was 19 Industry Super Funds, representing 3.8 million members and \$43.4 billion funds under management and 19 broadly comparable retail master trusts, representing 1.5 million members and \$38.5 billion funds under management.

SuperRatings based its research on the actual fees and charges of Industry Super Funds and the advertised fees and

charges of retail master trusts.

"The big question," said Mr Fraser "was whether this enormous sum accrued to the retirement savings of working Australians or ended up in the pockets of commission agents and others associated with higher cost retail funds."

A television advertising campaign "Lifetime of Difference" focussed on the ultimate measure of super fund performance, namely the accumulated sum a member can look forward to in retirement.

"Our competitors, relying heavily on commission-based accountants and financial planners, have succeeded in confusing the market about the true net benefit of different products to members.

This national television advertising campaign by Industry Super Funds is intended to unravel that confusion prior to the Choice of Fund legislation taking effect on 1 July 2005.

Pierre Rispoli Wins Gayle Smith Award for OHS Excellence

Pierre Rispoli, Department of Human Services & Melbourne [Parkville] Juvenile Justice Centre employee took out CPSU's Occupational Health and Safety Award presented in Gayle's honour.

Gayle Smith was a public servant and CPSU member who was deeply committed to health and safety.

Sadly Gayle passed away recently after a battle with cancer.

To honour Gayle's life, and to encourage other CPSU members to further their involvement in OHS and worker representation, CPSU sponsors an award in her name.

Pierre played a major role in relation to stress prevention programs in his workplace.

Pierre issued MJJC's first PIN notice highlighting the inadequate staffing levels and systems of work relating to his colleagues being exposed to occupational violence.

Following this Pierre was involved in

negotiations with MJJC and the Victorian WorkCover Award.

Pierre was nominated by co-workers.

CPSU recognises the pressures placed on HSR are both from within their Designated Work Groups [DWGs] and in attempting to have issues resolved.

This is not an easy role and all candidates were commended for the work they do on behalf of co-workers.

Too often the union hears of attempts to harass and intimidate HSR's when the Departments and Agencies benefit directly through reduced premiums and should be indebted to all HSR's for their work in preventing injuries and illnesses in the workplace.

The Gayle Smith Award is presented for Excellence in Health and Safety Representation by a CPSU Member and Pierre receives a plaque and this year \$750 financial assistance for study in OHS.



Pierre Rispoli accepting the Gayle Smith award

Workplace Bullying – Get Help – Union Help

When Anne Schafer experienced workplace bullying after 6 weeks in a new job at the Department of Education and Training, she was shocked and distressed.

"I'd never experienced it before, and I didn't know what to do." Anne told Public Perspective.

At the hands of a DE&T manager, Anne bore the brunt of verbal abuse, intimidations, threats to her professional reputation, isolation, an extension of her probation period, assignment of more than her fair share of menial tasks and was demeaned in front of her colleagues. This occurred over a period of months.

"At first I thought if I kept my head down and did my work, it would all go away. When that didn't work I took my concerns to senior DE&T management."

In an embarrassing twist, DE&T senior management responded to Anne's report of sustained workplace bullying with criticism of her work performance, and terminated her employment. The accused perpetrator of the bullying remains at the Department.

On the advice of CPSU, Anne lodged a grievance with the Merit Protection Board, which was upheld on 9 December. The Board recommended Anne be reinstated to her position at DE&T and that the Department investigate the bullying complaint.

"I've been a union member for 16 years, and CPSU was the first place I turned to when there was a problem." said Anne.

"I'm very grateful to CPSU. I think the union put substantial time, energy and resources into my case. My union workplace delegate worked on my case for weeks and spent a lot of time supporting me when I was distraught. I couldn't have got through this without him."

"I'm also very grateful for the support of my union colleagues in the workplace, particularly the 2 brave staff members who came forward and revealed that they had been bullied by the same manager in a similar way. Their statements to the Merit Protection Board were vital, and led to the Board's recommendation of a full investigation."

Public Perspective has been unable to confirm that this investigation has commenced.

Anne has since resigned from DE&T to pursue a career in primary teaching.

"The one good thing to come out of this is the decision to re-assess and then positively change my working life, so that I can do something that will make a difference."

"People deserve to be treated with respect. My advice to anyone being bullied is, even though it is hard, don't put up with it, and speak up."

"You deserve to be treated better than that. Get help. From your colleagues and from the union."

"And don't think it can't happen to you. You don't know when this kind of thing can strike. Union membership is kind of like insurance. Don't be without it."



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