



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX 1
Department of Justice and Community Safety**

July 2019

**CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
APPENDIX 1 – DEPARTMENT OF JUSTICE AND COMMUNITY SAFETY**

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 1 currently applying to the former Department of Justice and Regulation are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome
4. Amend to Department of Justice and Community Safety
5. Include relevant clauses from Department of Health and Human Services Appendix arising from machinery of government changes

CLAUSE	TITLE	CLAIM	REF
Appendix 1	Department of Justice and Regulation		
Part 1	Corrections Victoria		
1.1	Work or Conditions Allowances	Increase Dog Handlers Allowance to 13% of annual salary	1.1
1.5	Work or Conditions Allowances	Review clause and penalties in line with 12-hour shifts becoming more frequent	1.5
1.6	Work or Conditions Allowances	Extend clause to cover fire awareness officers who run training	1.6
New	Work or Conditions Allowances	Prison-based consultation: Formalise and standardise current arrangements across prisons. Create structure for consultation	New clause
New	Work or Conditions Allowances	Increased penalty rate for night shifts (first and second watch)	New clause
New	Work or Conditions Allowances	Fire Readiness Allowance	New clause
New	Work or Conditions Allowances	Incidental Allowance	New clause
New	Work or Conditions	Environmental allowance	New clause
1.3	Operations Manager and General Manager Stand-by/Duty Allowance	Change title to “Operations Manager and General Manager Allowances and Entitlements” Expand clause to allow Operations and General Managers to be paid overtime	1.3
2	Wulgunggo Ngalu Learning Place		

**CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
APPENDIX 1 – DEPARTMENT OF JUSTICE AND COMMUNITY SAFETY**

CLAUSE	TITLE	CLAIM	REF
3	Custodial Officers – Hours of Work and Rosters	Remove ability to average up to 80 hours per fortnight (see 35.1(a))	3.1(b)
3	Custodial Officers – Hours of Work and Rosters	Proposal to add (g) Employer to consider alternative proposal from employee where hardship would arise	3.1
4	NEW CLAUSE Mental Health and Wellbeing	Clause addressing Mental Health and Wellbeing, including how Employer responds and supports following incidents	
5	NEW CLAUSE Personal Leave entitlements – Custodial Staff	Clause addressing unequal application of Personal Leave clause (47), where the traditional “day” does not correspond to a shift longer than 8 hours.	
?	SESG clauses	Need to incorporate YJ MOU arrangements i.e. the 9 clauses/allowances that arise from the MOU. This will need to be replicated in both Corrections Victoria and Youth Justice appendix parts	
?	SESG clauses	Raise extra annual leave days to 10 days	
?	SESG clauses	VPS Duty Officer Allowance	
?	SESG clauses	Recognise SESG unit as an Emergency Service	
?	Post Sentence/Specialist Case Workers	Insert new clause addressing expense reimbursement, rosters and relocation specific to PS/SCW	
Part 2	Office of the Public Advocate		
4	Work or Conditions Allowances – Pager Allowance		
Part 3	Sheriff's Office		
5	Work or Conditions Allowances – Rostered Employees		
6	Sheriffs Officer – Fitness for Duty		
7	NEW CLAUSE Mental Health recovery days	Include Mental Health recovery days separate to personal leave	New
8	NEW CLAUSE Bailiff Allowances	Allowance carriage and maintenance of accoutrements	New

**CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
APPENDIX 1 – DEPARTMENT OF JUSTICE AND COMMUNITY SAFETY**

CLAUSE	TITLE	CLAIM	REF
Part 4	Consumer Affairs Victoria		
7	Shop Trading Inspectors Stand-By Allowance		
New Part 5	Youth Justice Custodial Centres	Move from Appendix 4 (DHHS), and implement working party changes	
New	Youth Justice - Incidental Allowance	Create incidental allowance to mirror claim above for Corrections Victoria	New clause
New	Youth Justice - Environmental allowance	Create environmental allowance to mirror claim above for Corrections Victoria	New clause

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\VPS Claim - Appendix 1 DJCS.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX 2
Department of Education and Training**

July 2019

Appendix 2 Department of Education and Training

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 2 currently applying to the Department of Education and Training are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 2	Department of Education and Training		
Part 1	Victorian Curriculum and Assessment Authority		
1	Definitions		
2	Stand-by		
Part 2	Senior Medical Advisors		
3	Vehicle		
4	On-Call Duty Requirements		
5	Special Leave		
New Part 3	Student Support Services – Hours of Work and Flexible Work Arrangements	Negotiate flexible work arrangements for student support services employees	



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

APPENDIX 3
Environment Protection Authority Victoria

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 3 - Environment Protection Authority Victoria

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 3 currently applying to the Environment Protection Authority Victoria are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 3	Environment Protection Authority Victoria	Review classification arrangements for EPA Environment Protection Officers	
Part 1	Common Provisions		
1	Definitions		
2	General		
3	Arrangements	Add cancellation of operation conditions	
4	Provisions		
Part 2	Existing After-hours Roles – Applicable until the new EPA Incident Management Model is Implemented		
5	Stand-by Roles and Allowances		
Part 3	After-hours Roles - To be Implemented as part of the new EPA Incident Management System		
6	Regularly Rostered Stand-by Roles and Allowances		
7	After-hours Roles Activated and On Emergency Stand-by		
8	Other Rates, Allowances and Terms		



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 4
Department of Health and Human Services**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 4 Department of Health and Human Services

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 4 currently applying to the Department of Health and Human Services are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome
4. Remove relevant clauses from Department of Health and Human Services Appendix arising from machinery of government changes

CLAUSE	TITLE	CLAIM	REF
Appendix 4	Department of Health and Human Services		
Part 1	General		
1	Annual Leave – Shift Workers – Additional Leave – Optional Payment		
2	Shift Allowances – Saturday and Sundays		
3	Time Recording		
4	Leave at Half Pay		
5	Overtime (Child and Dependent Care), Sleepover and Court Allowances		
6	Stand by/ Recall Allowance		
Part 2	Child Protection		
7	Application		
8	Rural After Hours Stand By	Review the RAHS operations	
9	Ten Hour Break		
10	Night Shift Allowance		
11	Overtime and Additional Leave	Extend additional week of leave to CPP Grade 2	11.2
12	Reimbursement for Damaged Clothing – Child Protection Practitioners		
13	Provision of Protective Clothing – Streetworks (SOS) Program	Review clothing allowance payment which has not been adjusted since 2004	
Part 3	Secure Welfare Programs	Move to DJCS	

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 4 Department of Health and Human Services

CLAUSE	TITLE	CLAIM	REF
14	Application		
15	Overtime		
16	Secure Welfare Practice Principles		
17	Training and Consultative Mechanisms		
18	Provision of Protective Clothing – Secure Welfare Programs		
19	Employee Development		
Part 4	Youth Justice Custodial Centres	Move to DJCS	
20	Overtime		
21	Youth Justice Practice Principles		
22	Working party		
23	Training and Consultative Mechanisms		
24	Provision of Protective Clothing – Youth Justice Custodial Centres		
25	Employee Development		
26	Stand-by / Recall Allowance – Youth Justice Custodial Centres		
27	Safety and Emergency Response Team		
Part 5	Housing Programs	Review for outcome of Housing Operating Model and Housing capability framework	
28	Stand By/Recall Allowances for Housing Services Employees		
29	Provision of Work Clothing – Housing programs		
30	Call Centres – Housing and Community Building Maintenance Call Centres		
31	Public Housing Service Delivery Model		
Part 6	Senior Medical Advisors		
32	Vehicle		

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 4 Department of Health and Human Services

CLAUSE	TITLE	CLAIM	REF
33	On Call Duty Requirement		
34	Special Leave		
35	Private Practice		
New Part	DHHS Emergency management arrangements	Include provisions of 2018 MOU as new Part to Appendix Include standby arrangements for Health Technologies Solutions employees	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\VPS Claim - Appendix 4 DHHS.docx



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 5
Department of Jobs, Precincts and Resources**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 5 - Department of Jobs, Precincts and Resources

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 5 currently applying to the former Department of Economic Development, Jobs, Transport and Resources are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms. Amend for establishment of Victorian Fisheries Authority, and Department of Transport
3. Increase all allowances in line with pay outcome
4. Amend to Department of Jobs, Precincts and Resources

CLAUSE	TITLE	CLAIM	REF
Appendix 5	Department of Economic Development, Jobs, Transport and Resources	Change to Department of Jobs, Precincts, and Regions; and Department of Transport	
1	Operation of this Appendix		
Part 1	Stand-by, Recall and Related Matters		
2	Application		
3	Non-Emergency Stand-By	Amend clause to provide for same conditions for receipt of allowance as clause 31.5 in Section I	3
4	Stand By on a Vessel		
5	Recall to Duty		
6	Camping		
7	Ocean Going Allowance	Change clause to "All Waters Allowance"	
8	Shipkeeping Allowance		
9	Diving Allowance		
10	Farm and Building Security Allowance		
11	Remote Locations		
12	Overseas and Interstate Travel		
13	Overtime		
Part 2	Emergency Work		
14	Application		

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 5 - Department of Jobs, Precincts and Resources

CLAUSE	TITLE	CLAIM	REF
15	Retention of classification		
16	Normal hours of work		
17	Work period		
18	Rest period		
19	Paid rest period		
20	Meal interval		
21	Monday to Friday payment		
22	Saturday work		
23	Sunday and Public Holiday work		
24	Stand by		
25	Callout		
26	Travelling time		
27	Resumption of normal duties		
28	Provision of meals		
29	Camping facilities		
30	Camping allowance		
31	Footwear and clothing		
32	Emergency Deployment Allowance		
33	Emergency Support Allowance		
34	Allowance for missed meal		
35	Incident Control Team Payments		
36	Payment of Overtime Ceiling		
Part 3	Fisheries Officers Matters	Move to separate Victorian Fisheries Authority Appendix. The whole of Appendix 5 currently applies to VFA, with the exception of clauses 9.2 and 10.	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\VPS Claim - Appendix 5 DJPR.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 6
Department of Environment, Land, Water and
Planning**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020

Appendix 6 - Department of Environment, Land, Water and Planning

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 6 currently applying to the Department of Environment, Land, Water and Planning are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 6	Department of Environment, Land, Water and Planning	Review clause in line with Fire Emergency Management claim document, see attached.	
Part 1	Emergency Work		
1	Emergency Work		
Part 2	Overtime		
2	Overtime		
Part 3	Allowances		
3	Camping Allowance		
4	Non-Emergency Stand-by		
5	Remote Locations		
6	Overseas And Interstate Allowance		
Part 4	Customer Service Centre		
7	CSC Work Environment		
8	CSC Practice Principles		
9	Training and Development		
NEW Part 5	Earned Emergency Recreation Leave	Add Earned Emergency Recreation Leave	

VPS Enterprise Agreement 2020 - Appendix 6 claim proposal

CPSU Fire and Emergency Management Sub Branch



CLAUSE	TITLE	CLAIM	REF
1	Emergency Work	Amend Paragraph 1 to clarify when emergency provisions apply	
1.2	Fit for emergency	Amend wording of clause to overcome issues faced in reviewing this clause since June 2016. Amend to include provision of time release for purposes of maintaining fitness	
1.10	Stand-by	Introduce cancelled stand-by payment	
1.17	Incident Management Team Responsibility Payments	Review Logistics Officer payments, and bring in line with Operations Officer and Planning Officer payments Recognise new roles that have been added for compliance with District Readiness and Response Plans Review role payment structure for situations where staff hold multiple roles Amend 1.17(c) for clarity over how this clause is triggered	
1.18	Payment of Overtime Ceiling	Remove overtime ceiling	
1.20	Rosters	Clarify existing clause and amend to address when rosters need to be finalised by and when/how they can be suspended.	
New	Earned Emergency Recreation Leave	Include development of EERL in the Agreement, as agreed to in policy and MOU	
New	Death and Disability Insurance	Reflect Death and Disability insurance policy in Agreement	
New	Superannuation for FFMV firefighters	Incorporate agreed increased superannuation contribution into the Agreement	
New	Night Shift Overtime	Introduce night shift overtime rate	
New	Temporary Relocation allowance	Provide allowance for employees who are required to work away from home deployments, and sleep away from their normal place of residence	
New	Cancelled shift payment	Introduce cancelled shift payment	
New	Overdue overtime payments	Introduce penalty interest for any overdue overtime payment	

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020

Appendix 6 - Department of Environment, Land, Water and Planning

CLAUSE	TITLE	CLAIM	REF
New	Emergency Worker Health Monitoring	Introduce a health monitoring program to track exposure to a range of volatile organic compounds from smoke and other chemicals	
New	Fire Investigator recognition to Emergency Management	Recognise Fire Investigators as an emergency role	
New	Fire Prevention Patrols	Fire prevention patrols should be recognised as an emergency role	
New	Business Continuity overtime payments during emergency response	Create clause to allow staff dedicated to Business Continuity actions, access to overtime as part of the emergency response (e.g. prolonged fire campaigns).	
New	Training allowance	Create allowance for employees who have to organise, prepare, maintain and deliver training.	
New	Provision of ROPS FOPS equipped vehicles	Implement clause that requires provision of ROPS FOPS equipped vehicles in line with WorkSafe guidelines.	
New	Time-in-Lieu	Introduce clause that overrides Employer discretion to convert excess TIL into additional annual leave.	



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 7
Ministerial Chauffeurs**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 7 - Ministerial Chauffeurs

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 7 currently applying to Ministerial Chauffeurs are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 7	Ministerial Chauffeurs		
1	Application		
2	Hours of Work	Review Hours of Work clause for FWC undertaking 6-5-2016	2.1
3	Overtime	Amend for agreed interpretation of applicable rate	
3	Overtime	Increase rest period after overtime from 8 to 10 hours	3.11
3	Overtime	Amend clause to clarify when entitlement to overtime payment arises	3.11
4	Allowances And Expenses		
5	Drivers Licences – Proof of Currency		
6	Assisting With Pool Duties		
7	Compliance with Road Laws		
8	Use of Ministerial Vehicles		

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\VPS Claim - Appendix 7 Ministerial Chauffeurs.docx



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 8
Victoria Police**

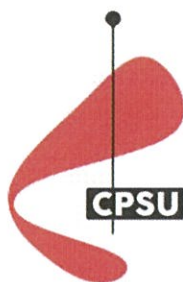
July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 8 - Victoria Police

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 8 currently applying to Victoria Police are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 8	Victoria Police		
Part 1	General		
1	Allowances		
2	Commuted Allowance		
Part 2	Forensic Officers		
3	Recall Provisions	Introduce stand-by/recall allowance	
4	Training		
Part 3	Property Officers		
5	Uniform		
Part 4	Police Custody Officers		
6	General		
7	Appointment and Salary		
8	Hours of Work	Paid recovery day	New
8	Hours of Work	Consecutive rest days	New
8	Hours of Work	Intrusive or unsociable hours allowance	New
9	Uniform	Uniform Allowance	9
10	Police Custody Officer Descriptors		
New	Chaplains – Commuted allowance	\$10,000 pa commuted allowance Rate to increase in accordance with agreement allowance adjustment process	
New	Custodial Registered Nurses	Incorporate agreed local arrangements into agreement	
New	Critical Response Psychologists	Create part to operationalise standing arrangements, and address overtime and standby.	



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 9
Commercial Passenger Vehicles Victoria**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 9 - Commercial Passenger Vehicles Victoria

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 9 currently applying to the former Taxi Services Commission are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome
4. Amend to Commercial Passenger Vehicles Victoria (CPVV)

CLAUSE	TITLE	CLAIM	REF
Appendix 9	Taxi Services Commission	Rename - Commercial Passenger Vehicles Victoria (CPVV)	
1	Application		
2	Court Appearances		
3	Non Emergency Stand By	Amend clause to provide for same conditions for receipt of allowance as clause 31.5 in Section I	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\VPS Claim - Appendix 9 CPVV.docx



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 10
Independent Broad-based Anti-corruption Commission**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 10 - Independent Broad-based Anti-corruption Commission

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 10 currently applying to the Independent Broad-based Anti-corruption Commission are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM REF	
Appendix 10	Independent Broad-based Anti-corruption Commission		
Part 1	Surveillance		
1	Introduction		
2	Composite Allowances		
3	Eligible Employees		
4	Ordinary Hours Of Work		
5	Related Arrangements		
6	Composite Allowance		
7	Payment Options		
8	Election To Be Paid Composite Allowance		
9	Effect On Leave Entitlements		
10	Approval To Work Overtime		
11	TOIL		
12	Stand-by		
13	Review of Hours Worked		
14	Rostering Principles		
Part 2	Investigators, Intelligence Analysts and Senior Forensic Accountants		
15	Composite Allowance		
16	Payment of Composite Allowance		

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 10 - Independent Broad-based Anti-corruption Commission

CLAUSE	TITLE	CLAIM REF	
17	Components of Composite Allowance		
18	Reasonable Overtime		
19	Approval to Work Overtime		
20	Stand-by		
21	Opt Out Composite Allowance Provision		
Part 3	Supplementary Terms and Conditions of Employment for Operational Employees		
22	Introduction And Application		
23	Operational Stand by Allowance		
24	Payment of Overtime		
25	Hours of Work Outside the Span of Hours (Not Overtime)		
26	TOIL and Accrued Time		
27	Approval process		

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\VPS Claim - Appendix 10 IBAC.docx



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**Appendix 11
Court Services Victoria**

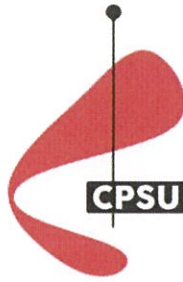
July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 11 - Court Services Victoria

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 11 currently applying to Court Services Victoria are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 11	Court Services Victoria		
1	Introduction and Application		
2	Supreme Court of Victoria Tipstaves and Associates Additional Leave Arrangements	Change “may” to “will”.	
3	County Court of Victoria Tipstaves and Associates Additional Leave Arrangements	Change “may” to “will”.	
3	County Court of Victoria Tipstaves and Associates Additional Leave Arrangements	Review and include uniform policy provisions into agreement	
4	Circuit Court Allowance		
New	Coroners Court	Additional leave 1 day per month	
New	Children’s Court	Joint review – towards a best practice culture and a safe system of work	
New	Family Violence training and support	Establish joint CSV/CPSU family violence network	
New	Oncall standby recall	Service Centre/Contact Centre new conditions based on Moe HMCC	



**Community and Public Sector Union/SPSF Group Victorian
Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

Appendix 12 – Office of the Governor

July 2019

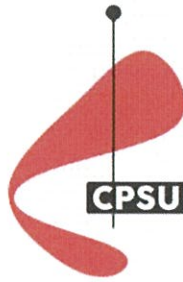
CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix 12 – Office of the Governor

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 12 currently applying to the Office of the Governor are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 12	Office of the Governor		
1	Commuted Overtime Allowance		
2	Uniforms		
3	Allowances and Expenses – Transport Officers/Drivers		

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix 12 Office of the Governor.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX 13
Victorian Commission for Gambling and Liquor
Regulation**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020

APPENDIX 13 - Victorian Commission for Gambling and Liquor Regulation

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 13 currently applying to the Victorian Commission for Gambling and Liquor Regulation are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 13	Victorian Commission for Gambling and Liquor Regulation		
1	Application		
2	Restraint of Trade Allowance		
3	Inspectorial Shift, Roster And Allowance Arrangements		

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix 13 VCGLR.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX 14
Game Management Authority**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
APPENDIX 14 – Game Management Authority

CPSU proposes the following:

1. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 14 currently applying to the Game Management Authority are retained except where expressly stated.
2. Review appendix for relevance, practicality, and modern terms.
3. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
Appendix 14	Game Management Authority		
1	Application		
2	Non Emergency Stand By	Amend clause to provide for same conditions for receipt of allowance as clause 31.5 in Section I	
3	Recall to Duty		
4	Camping		
5	Remote Locations		
6	Overseas and Interstate Travel		
7	Emergency Work		
8	Overtime		

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix 14 GMA.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX
Cenitex**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020

Appendix - Cenitex

CPSU proposes to negotiate new Appendix to apply to Cenitex.

CLAUSE	TITLE	CLAIM	REF
NEW APPX	Cenitex		
New	Stand-By Arrangements	Disturbance allowance	
New	Stand-by Arrangements	On-call standby recall	
New	Call Centre Conditions	Negotiate call centre conditions based off Moe HMCC conditions	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix Cenitex.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX
Department of Transport**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020

APPENDIX - Department of Transport

CPSU proposes the following:

1. To negotiate a new Appendix to apply to Department of Transport that includes relevant terms and conditions from former Departments and agencies comprising new Department.
2. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 5 currently applying to Department of Transport are retained except where expressly stated.
3. Ensure new Appendix is relevant, practical and expressed in modern terms.
4. Increase all allowances in line with pay outcome

CLAUSE	TITLE	CLAIM	REF
NEW APPX	Department of Transport		
New	Myki Pass	Free myki pass as currently applies to Public Transport Victoria	
New	Former Vic Roads arrangements	Add relevant VicRoads arrangements	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix DOT.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX
Emergency Management**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
APPENDIX – Emergency Management

CPSU proposes to negotiate new Appendix to apply to VPS employees engaged in emergency management activity.

CLAUSE	TITLE	CLAIM	REF
NEW APPX	Emergency Management arrangements	Negotiate comprehensive emergency management provisions to apply to all VPS employees with emergency management responsibilities Include in agreement terms and conditions of employment applying to existing emergency management arrangements	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix Emergency Management.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX
Major Transport Infrastructure Authority**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020

Appendix - Major Transport Infrastructure Authority

CPSU proposes to negotiate new Appendix to apply to Major Transport Infrastructure Authority.

CLAUSE	TITLE	CLAIM	REF
NEW APPX	Major Transport Infrastructure Authority		
New clause	Co-location allowance	A co-location allowance for VPS employees temporarily co-located from the CBD site for a minimum of 12 consecutive months	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix MTIA.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX
State Revenue Office**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020
Appendix – State Revenue Office

CPSU proposes to negotiate new Appendix to apply to the State Revenue Office.

CLAUSE	TITLE	CLAIM	REF
NEW APPX	State Revenue Office		
?	SRO Customer Contact Centre (CCC)	Negotiate call centre conditions based off Moe HMCC conditions	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix SRO.docx



**Community and Public Sector Union/SPSF Group
Victorian Branch**

**Proposed Victorian Public Service
Enterprise Agreement 2020**

**APPENDIX
Victorian Fisheries Authority**

July 2019

CPSU – PROPOSED VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020**Appendix – Victorian Fisheries Authority**

CPSU proposes the following:

1. To negotiate Appendix to apply to the Victorian Fisheries Authority due to machinery of government changes.
2. Terms and conditions set out in the Victorian Public Service Enterprise Agreement 2016 – Appendix 5 currently applying to the Victorian Fisheries Authority are retained except where expressly stated.
3. Ensure new appendix is relevant, practical, and expressed in modern terms.
4. Increase all allowances in line with pay outcome.

CLAUSE	TITLE	CLAIM	REF
NEW APPX	Victorian Fisheries Authority	Review and include relevant provisions from former Appendix 5 - Department of Economic Development, Jobs, Transport and Resources Review Fisheries Officers Structure to recognise existing management changes and qualification/training levels	Appx 5 (except clauses 9.2 & 10)
37	Application		
38	Fisheries Duty Officer		
39	Paid Rest Period for Fisheries Compliance Work		
40	Replacement of Damaged Clothing – Fisheries Officers		
41	Shift Work	Shift allowance increase	
New	Additional Leave	Two weeks additional leave for working an 8 hour day	

Ref: H:\My Documents\VPS Bargaining 2020\Claim\Claim as served\still to do\VPS 2020 - Appendix VFA.docx