

Mobility

What it is and What it's not:

Mobility MOU between CPSU and Victorian Secretaries Board (VSB)

.... the Victorian Public Service Employers.

Following a successful agreement reached late last year with the Goulburn-Murray Rural Water Corporation, CPSU entered discussions with a number of Department Secretaries about the impact on jobs arising from changed Government priorities, budget efficiency demands, and the base program reviews.

The primary goal of the agreement is to facilitate the ongoing employment of staff who may be displaced through organisational change and/or reprioritisation of budgets.

The Government has said it has no plans for a program of voluntary or forced redundancies with the goal being that staff with required skills and experience be deployed in other parts of the VPS or other statutory authorities covered by CPSU agreements.

Any reduction of staff in program areas affected is to be managed via attrition.

Changing Government Priorities and Jobs

A draft MOU was developed for sign off by the Victorian Secretaries Board and for Government endorsement and contains matters that are Government policy and other matters that can and should be dealt with in the VPS Agreement.

The MOU highlights and reaffirms the primacy of the EBA commitment to secure employment and all jobs flex policy including the following but not limited to:

1. Improving provisions to improve job sharing
2. Permanent part time
3. Working remotely
4. Increasing parental leave to 2 years
5. Career brake options that do not break continuity of service.

Where existing classification structures are considered a barrier to skills acquisition and better career progression they will be negotiated during the VPS EBA discussions.

(Housing, Youth Justice and EPA are specifically acknowledged)

The MOU also seeks to identify barriers to movement by ensuring the recognition of applicable entitlements and appropriate compensation to facilitate movement between agencies/locations.

Portability of LSL between VPS and sector agencies as a right not on application and the portability of all accrued personal leave that also follows the individual as a right and not on application.

Residential and Non-Residential Movement.

CPSU has indicated that the Gov Hub package needs to be included in the residential location context.

The MOU provides for currently 13 weeks for redeployment the parties to the MOU have agreed to increase that to 26 weeks.

CPSU has put that salary maintenance in a new role at a lower classification be extended for 12 months.

In addition, an incentive payment is made by the home agency if alternative employment is found prior to the specific date applicable to that affected staff member. (currently on the table is an extra 5 weeks' pay as incentive)

Regional movement to support ongoing employment in regional Government agencies and includes provisions to recognise service in and between tiers of government employment including portability of entitlements.

Creating regional Jobs and Skills Exchanges to help with mobility within a designated area. Agencies agreeing to participate at all tiers (and in some cases government funded sector) would be provided with supplementation to their budget. Other matters incorporated here include:

- top up training,
- salary maintenance arrangements,
- reasonable location change compensation,
- portability of entitlements, and
- the 5 weeks' pay incentive.

Process of job matching would apply if the individual met 70% of the KPI for the role. Where placement is outside VPS and another superannuation fund applies arrangements would be put in place for the individual to be able to continue with their Victorian Super scheme if desired.

Expand the role of the JSE to pick up all public sector agencies so movement between VPS and sector easier.

Proposed Enterprise Agreement changes

Bargaining has identified that there a number of possible impediments to increased flexibility and the parties have been working through these issues.

Agreement has been reached to include an express statement in the agreement making it clear that accrued leave entitlements transfer between VPS employers which addresses an issue where some employees have had issues about leave recognition.

Other matters identified include;

- Clause 10 Consultation. process for “the need to locate Employees to another workplace”; “usual place or places of work” and movement with 2 weeks’ notice;
- Clause 32.9 Excess travel time;
- Clause 32.10 Permanent relocation; and
- Clauses 32.11 and 32.12 Residential relocation

Parties are looking at bringing all the mobility issues together in the agreement.

Negotiation has focused on increasing flexibility for temporary workplace relocation within a VPS employer and/or between VPS employers and possibly other public sector employers

Proposed hierarchy of mobility flexibility

Tiered approach to mobility with increasing notice and protections.

Tier 1: CBD movement.

- Would be most flexible enabling employer and employee-initiated change to another work location
- Employee would remain employed by a VPS employer but may temporarily relocate
- Retain any superior entitlements e.g. flexible work, purchased leave
- Subject to workload, same/similar role based on classification
- Notice provision
- Accommodation standards including any mobility aids/reasonable adjustment
- Should there be a minimum period of temporary location?

Tier 2: Distance Placement with Melbourne metro and regional Victoria

- Proposal to retain current 2-week notice period for temporary relocation
- Issue of “place/places” of work. Some Departments/agencies have regional based employment already
- Need to develop model of how temporary movements managed
- Retain “excess travel” time

Tier 3: Permanent Placement

- Retain existing provision (see clause 32.10).
- Resolve differential compensation formula based on time or distance. Add employee to get greater benefit

Tier 4: Residential location change

- CPSU proposing to replace residential placement principles with GovHub package

Restrictions on Use of Labour Hire and Consultants.

A tight restriction for when Labour Hire and consultants can be used only to be engaged for technical specialist tasks for a specified time period.

Establish an Enhanced Early Retirement Package for 54 and over age group.

- 6 weeks' pay in lieu of notice irrespective of employee's years of service
- Lump sum of \$15,000 for a full-time employee
- 2 weeks' pay per year of service to 20 weeks

Status of MOU

Document has been considered by VSB late in December 2019.

Proposed MOU has NOT as yet received Cabinet endorsement

CPSU requested that application to ATO for enhanced early retirement not proceed until all elements of the package were in place

Mobility has emerged as a key mechanism for remuneration increases above the current Government pay offer of 2% p.a.

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