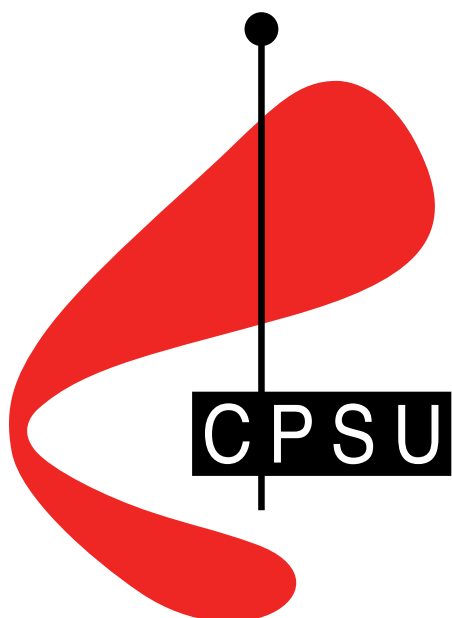


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PUBLIC PERSPECTIVE

A PUBLICATION OF THE COMMUNITY & PUBLIC SECTOR UNION
SPSF GROUP - VICTORIAN BRANCH - WWW.CPSUVIC.ORG

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BUST WORKERS
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IR OMNIBUS TO BUST WORKERS RIGHTS

FEDERAL IR MINISTER CHRISTIAN PORTER INTRODUCED THE INDUSTRIAL RELATIONS (IR) OMNIBUS BILL JUST BEFORE CHRISTMAS WHICH WILL CLEARLY ENHANCE THE POWER OF EMPLOYERS TO HIRE WORKERS ON A JUST-IN-TIME BASIS, SUPPRESS WAGES, AND UNDERMINE TERMS AND CONDITIONS OF EMPLOYMENT.

The Coalition Government's proposed changes will accelerate the incidence of insecure work, undermine genuine collective bargaining, and suppress wages growth.

Impacts will be felt across the entire workforce - casual and permanent workers alike.

As if workers haven't suffered enough battling to make ends meet during Covid, this new legislative offensive is so pro-business workers could be hired on a casual basis in virtually any position that employers 'deem' to be casual.

We know workers sacrificed so much during this pandemic.

We cannot allow a generation of workers to be punished with lower wages and worse conditions after carrying Australia through this crisis.

The existing 'Better Off Overall Test' (BOOT) would be suspended, allowing enterprise agreements to avoid minimum standards of Modern Awards making enterprise agreements a mechanism for lowering wages and standards.

That provision would pervert the purpose of collective bargaining and is aimed at slashing wages and resetting work conditions to boost profitability in the long term.

The core objective of the Omnibus plan will grant employers the power to expand insecure work freely and to hijack enterprise bargaining.

Working people have already sacrificed so much during this pandemic.

Instead of thanking them with pay rises and better protections, this Government is proposing laws that will punish them.

We need as many working people as possible to join together to oppose the Government's Bill.

Hurting workers won't heal the economy. **actu.org.au**

GENDER EQUITY PAY FRAMEWORK

A NEW LEGAL FRAMEWORK AROUND WHICH INITIATIVES AND STRATEGIES COULD BE TAKEN IN PARTNERSHIP TO ERADICATE THE GENDER PAY GAP AND TO ADDRESS SEVERAL DISCRIMINATORY PRACTICES THAT HAD HISTORICALLY OPERATED IN OUR SECTOR HAS BEEN ESTABLISHED.

The union focussed our bargaining last year on seeking agreement with Government to establish a new clause on Gender Equality along with several other ground-breaking clauses in our VPS EBA.

These provide the framework for unionists to work with Government, as an employer, to redress the various problems that have hindered gender equality and diversity in the VPS. As we go to print negotiations for a number of other wider public sector EBA's are also picking up these important clauses.

We achieved a fresh clause that supports the new Gender Equality Act, scheduled to become operational in March 2021, and locks in the requirement for the various public sector employers to work with the union on the new Gender Equity Audits and the subsequent action plans that all agencies must develop.

The new agreement also enshrines a new set of Gender Pay Principles that were adapted for Victoria from the historic work being undertaken by our union in New Zealand, the NZ Public Service Association.

Those principles that must underpin the structure of pay and conditions have been incorporated in our VPS Agreement, therefore providing an industrial basis for a class of women or the entire sector, to make claims about gender pay gaps and seek them redressed.

The importance of the new VPS Gender Equality Commissioners role in this process has been established by the Act and incorporated in our EBA.

This incorporation ensures that if the claim is not resolved by negotiation, workers will have recourse to the Fair Work Commission or the GEC through our dispute's procedure in the EBA rather than relying on the Fair Work Act and the very high bar it sets for equal remuneration cases.

These principles are supported in the new Agreement by changes to a range of other, long standing clauses, which we hope will further eradicate the pay gap.

THESE INCLUDE:

- Increased parental leave for primary care givers.

We now have 16 weeks paid parental leave for the primary caregiver. The new parental leave clause will also entitle secondary caregiver to the same amount of leave as the primary caregiver, that being 16 weeks, should they assume the primary care of their child. For example, a secondary caregiver can have 4 weeks initially when the child is born or adopted and then if the primary care giver returns to work, the secondary caregiver may revert to be the primary caregiver and they are able to access a further 12 weeks paid leave.

- Caregivers can take their parental leave flexibly.

This allows parents to structure their leave in a way that best suits their family and their careers. This new provision allows breaks in parental leave to allow for a project to be finished for example then for the caregiver to return to parental leave.

- The new agreement has a new separate leave entitlement for women who are surrogates in surrogacy arrangements.

This leave is 6 weeks paid leave after the birth of the child to assist in recovery from giving birth. Expecting parents in a surrogacy arrangement will still be considered primary or secondary caregivers for the purposes of accessing the parental leave entitlements.

- Superannuation payments will now be paid to the primary caregiver for the first 52 weeks of paid or unpaid parental leave.

- Changes have been made to the progression arrangements to further address structural factors that contribute to the gender pay gap.

If a primary care giver misses out on a progression payment because they were in their first 52 weeks of parental leave, then at their next eligible performance assessment after they return to work, they will be eligible for a double increment.

The union believes that these structural changes along with the incorporation of the gender pay principles will go a long way to addressing the historic underpayment of women in the sector.

We hope to see the gap currently 12 % in the VPS and 14% in the wider sector close because of these initiatives.

In addition to these changes we have tightened the eligibility for access to the family violence leave arrangements making it clear the leave is provided to victims of abuse not the perpetrators.

We have also looked at equality issues more broadly and have reached a first with a new clause that provides 20 days of paid leave to assist those employees undergoing gender transition.

By themselves, these clauses, whilst an important framework, won't make change happen on its own.

Unionists make change happen.

I believe these clauses will assist us in advocating for structural change that makes a real difference for women employed in the VPS.

KAREN BATT



BUILDING BACK BETTER

THE COVID-19 PANDEMIC HAS BRUTALLY EXPOSED THE WEAKNESSES IN OUR CURRENT MODEL OF GLOBALISATION AND NEOLIBERAL ECONOMICS.

In countries across the world, people have been left asking: how could we have been so exposed and unprepared? How is it possible that after years of booming stock markets and technological advances, many wealthy countries have struggled to keep their older members of society safe, their economies running, and their health services from collapsing? And, if these are the countries whose example is to be emulated, what does it say about the development policies they have promoted for decades?

The root cause of too many of these problems is the slow, but deliberate hollowing out of public services, made possible by a destructive narrative which has sought to undermine the value of our public sector and convince

people to give up one of their most valuable assets.

Conservatives tempt people with lower taxes and then use rising government debt to force through cuts to government spending affecting public services.

– cut it down so it is no longer universal, accessible, or of high quality – then quietly kill it.

Reaganite and Thatcherite leaders across the world have used strategies such as privatisation, arguing that the private sector was more efficient.

Many centrist governments – typified by Blair’s Third Way – have argued that public services can be more effectively delivered by introducing private sector practice and outsourcing.

What unites all these approaches is fundamental undervaluing of public services.

The implication of the promise of market reform is that quality public services are not worth paying for and, instead of investing in them, we should reform, outsource and marketize them.

These approaches avoid the political task of valuing public sector work and the practical task of building quality public services.

They abdicate this responsibility with the false promise that the private sector will provide more value and better services, run more efficiently and for the same cost – or less! Building Back Better requires the courage to recognize the value of public sector work.

This Article by PSI Assistant General Secretary Daniel Bertossa is extracted from the Friedrich Ebert Stiftung Geneva Publication “Building Back Better,” featuring 13 think pieces from authors of diverse backgrounds working for international organisations, NGOs, and trade unions.



YEAR IN REVIEW

DEC 19 - DEC 20

The Covid19 pandemic had a significant impact on the union's operations with the union required from March to operate remotely due to public health restrictions. Workplace visits, meetings, negotiations, training, and dispute resolution processes have needed to be conducted remotely via various video meeting platforms including Zoom and Microsoft Teams.

Victoria's response to the Covid 19 pandemic has had a far-reaching impact on the work of the union's members and CPSU has been actively involved in representing members to address the challenges of responding to the pandemic. This has included consultation with Departments/agencies about OHS obligations, developing and implementing safe working arrangements for members.

An IR Framework for the VPS was negotiated to better respond to operational requirements, provide enhanced leave entitlements for employees adversely impacted by Covid 19 quarantine requirements. In addition, support payment were secured for Victorian Public Sector workers unable to work in shutdown facilities such as the Museum, State Library, and National Gallery where employees are ineligible for the Commonwealth support. Fixed term and casual employment contracts were extended.

The union continued to participate in ACTU and VTHC generated campaigns such as the Industrial Manslaughter and Ensuring Integrity campaigns. The union continued to participate in a range of consultative forums for Whole of Government activities such as the Occupational Health and Safety Advisory Committee, the Equal Workplaces Advisory Council

including advice on the application of the NZ Gender Pay Principles into a Victorian setting to assist inform the Government on the Gender Equality Act.

The union also partnered with the Government for the creation of the Youth Employment Program and continued with the pilot of the Youth Cadetship program to provide a new pathway for young people from disadvantaged backgrounds in to jobs in the VPS.

Our successful inaugural CPSU Women of Colour Conference in late 2019 which brought together women of colour from diverse cultural, ethnic and religious backgrounds in order to better understand the barriers they may have to a successful career in the VPS resulted in the union entering a partnership with WorkSafe to work towards addressing workplace health and safety issues as they affect this group of workers.

The union also continued its work under the Worksafe Victoria's Work Well project on the Vicarious Trauma toolkit focussing on mental health and wellbeing and working with agencies DHHS and DJCS to pilot strategies that may assist members deal with trauma they experience in their daily work.

The union received 80 notification of change from various employers, opened 1362 new cases, comprising 700 enquiries (phone, email, walk-in), 625 industrial cases and 37 WorkCover cases.

We settled and closed 1343 cases, comprising 700 enquiries (phone, email, walk-in), 640 industrial cases and 33 WorkCover cases.

YEAR IN REVIEW

DEC 19 - DEC 20



CPSU

YEAR IN REVIEW

DECEMBER 2019

AGRICULTURE VICTORIA

CPSU hits the road across Victoria to meet with members about the proposed restructure and the future for research, VPS bargaining, and workplace issues.

COMMERCIAL PASSENGER VEHICLE VICTORIA

CPSU receives correspondence regarding the final structures for Stage 2a of the Organisation Design Review and changes to rosters.

DELWP

CPSU receives notification of a change proposal regarding accredited firearms users.

DHHS

A recent underpayment was picked up in relation to annual leave for youth justice custodial members leading to a call for all union members to check whether they have been correctly paid for annual leave days they may have taken off when rostered on a weekend.

DJCS

CPSU is contacted by members over the past months, outlining their concerns regarding the impact of the organisational changes within various business units on staff roles and functions arising from the organisational restructure at DJCS in May.

DOT

DoT signs up to Classification Review Process after CPSU raised concerns of members about the way the Department had decided to classify staff moving into the VPS classification structure. CPSU raised this in the context of Victorian Public Service Enterprise Agreement negotiations with the Department who commit to reviewing employees' classifications as they have transitioned into DoT.

CPSU received correspondence regarding the proposal to move the current Metro South East office from Burwood East to Ringwood.

ESSSUPER

Our bargaining reps meet after the ESSSuper Bargaining Meeting and that despite requests, there has been no new offer brought back to address key issues required to reach agreement including; no fair pay offer made, no movement on replacement of the bonus system (which the employer seeks to remove), with payments to move through the Band and while ESSSuper committed to put its position regarding concerns in writing many weeks ago, it's still yet to do so, no acceptable transition package, and no change to consultation happening before final decisions are made. CPSU has provided a comprehensive claim.

IBAC

CPSU has been in meetings regularly since late August with IBAC regarding IBAC specific items in the VPS2020 negotiations with the parties getting close to finalising a simplified draft of the proposed appendix which we will seek a view from members on prior to reaching any agreement in principle with IBAC. Conditions

dealt with primarily are the composite allowance for surveillance, investigations, intelligence, and other operational roles as well as supplementary terms for other employment groupings however CPSU is concerned, based on some of the issues raised by IBAC in negotiations that moving into the future, the value of the composite is in question by the employer.

PRIVATE PRISONS

G4S attempt to confuse employees but refuse to budge on their paltry wage offer with condition concessions as CPSU representatives at the bargaining table propose a 3% pay increase offer (without any other changes or reduction in conditions) back to our members given the impasse in the negotiations.

SERCO TRAFFIC CAMERA SERVICES

Speed Camera Operators are encouraged to take the time to do our Bargaining Survey to have a say on pay, conditions and job security which will help form what union members put forward

to management for Agreement negotiations.

VCAT

CPSU notified members that we were following up the large number of calls the union was receiving about changes to roles, structures, positions or duties after members reported these changes were being communicated to staff in team meetings or other forums with VCAT managers. VCAT has now confirmed there will be NO changes to roles, duties, or positions.

WATER INDUSTRY

Southern Rural Water notifies CPSU of a 'Future Ready' change proposal affecting staff however there are more ongoing roles in the organisation than there are presently ongoing staff. Some roles no longer exist but first opportunity will be provided to employees to demonstrate they can fulfil a vacant role and fixed term staff will still fulfil current contract arrangements and have opportunities to participate in applying for vacant ongoing roles.



JANUARY 2020



ACER

CPSU requests ACER management return to the bargaining table so the union can formally respond to their position, after management's rejection of our revised members wage proposal.

AGVIC

Since our visits to most regional sites across the state in mid-December last year, CPSU continues to seek information from the Department about the future of the now withdrawn restructure of AVR that would have seen 49 research positions made redundant.

AMES

In preparation for upcoming EBA negotiations we ask for feedback from members through a workplace survey on issues which are important to them.

ARTS AGENCIES

Our members in Arts are called upon to take the time to do our Bargaining Survey to have their say on pay,

conditions and job security as they have the VPS classification structure and are considered nexus agencies historically receiving the same pay outcome as the VPS.

DBDRV

CPSU members meet at Domestic Building Dispute Resolution Victoria to discuss the change to the dress code policy after CPSU recently met with DBDRV management regarding the discriminatory nature of the dress code and how it is applied, particularly in the warmer months. This policy is particularly problematic considering there was no consultation with the union or staff on its creation.

DHHS

CPSU and DHHS establish a Joint Working Group to oversee the major organisational process with former Fair Work Commissioner Greg Smith engaged in the role of honest broker to facilitate a solution when agreement cannot be reached. CPSU has been working with the

Department and staff at After Hours over the last months to address the pressures and challenges Child Protection staff are experiencing in the workplace and we have reached an agreement to undertake a comprehensive review and assessment of workplace culture.

DPC

CPSU meets with members regarding increased individual and team workloads with many vacant roles not being backfilled and that this practice is placing considerable pressure on teams and branches to manage existing workloads with fewer resources.

PARKS VICTORIA

CPSU members across the Service share the great grief felt throughout Parks Victoria, other FFMVic agencies, and the wider Victorian, National and International Communities, given the loss of life arising from the ongoing emergency fire response across Australia.



SERCO TRAFFIC CAMERA SERVICES

Mobile camera operators are fighting for safe, secure jobs, that will also deliver a decent pay rise with CPSU commencing negotiations on pay and conditions with Serco in February.

VICTORIA POLICE

Police Custody Officers in Gippsland were advised that they wouldn't be receiving their full pay again due to Victoria Police not having systems in place for overtime and allowances to be processed if the Senior Sergeant was absent, however after CPSU raises possible underpayment action Victoria Police confirm that all CPSU PCOs would be paid their correct pay without delay.

VISIT VICTORIA

CPSU learns that staff have been asked to sign and return a 'contract of employment' shortly after the Fair Work Commission recently approved a new Enterprise Agreement. CPSU raises serious concerns about the validity of many of the terms in the contract and advises members not to sign.

VPS ENTERPRISE AGREEMENT

CPSU decides to trigger the facilitation clause in our Victorian Public Service Agreement to assist with getting Government negotiators more focussed on the job of reaching agreement with us following their settlement with the Police Association just prior to Christmas. CPSU also requests a good faith payment be made to members to assist continued negotiations as the current Agreement has reached its nominal expiry date and many are involved fighting bushfires and/or assisting communities affected.



YEAR IN REVIEW

FEBRUARY 2020

ACER

ACER management put forward a wage proposal that includes four (4) 2.5% wage increases in three (3) years back paid to 8 October 2019, the equivalent to a 3.21% per annum increase (compounded), to be effective from the date the Fair Work Commission (FWC) approves the Agreement.

CLIMATE ACTION

CPSU calls on members to support the National Day of Climate Action on Saturday 22 February to demand government action and investment on a scale that will match the current climate crisis.

CPSU partners with the UN Association of Australia to promote their sustainable development forum on the future of work by offering tickets to their Australian Sustainable Partnerships Forum this April which

will bring together governments, unions, business, community sector organisations, universities and UN representatives under the theme of building sustainable partnerships in Australia and our region.

MIDSUMMA

CPSU members will be marching as part of the union contingent so members are asked to join us on Sunday for the 25th anniversary of the Midsumma Pride March in St Kilda to show support for our LGBTIQ+ comrades and communities.

PARLIAMENT

Our Members of State Parliament staff are encouraged to take our workplace bargaining survey to have their say about pay and conditions ahead of the Electorate Officers' Enterprise Agreement nominally expiring on 30th September.

PRIVATE PRISONS

It has been 42 days since the nominal expiry date of our Port Phillip Prison EBA and there has been no change in the position of G4S maintaining their 2.5% p.a. offer alongside changes that would allow the Employer to stand people down without pay and schedule annual leave without your agreement.

SERCO TRAFFIC CAMERA SERVICES

Nominations and elections are now open for Health and Safety Reps and Deputy Health and Safety Reps in the South East MRSCO and SOC Designated Work Group (DWG) for Dandenong Frankston, Morwell and Bairnsdale and members are encouraged to nominate. There are also current vacancies for deputy Health and Safety Reps for Greensborough, Nunawading, Mansfield, Benalla, Wallan,



Wangaratta, Wodonga, Geelong, Warrnambool, Ballarat, Horsham, Bendigo, Mildura and Westgate.

VICTORIA POLICE

New redress scheme is announced for all Victoria Police employees who experienced workplace sexual harassment or sex discrimination. CPSU receives feedback that members were being denied paid overtime and being directed that they could ONLY accrue 'flex time' and VicPol HR explained that the wrong information had been given to managers and staff. Ha. CPSU asked for the correct information to be provided to managers and for an audit of all overtime worked to be paid. Victoria Police contact impacted staff to rectify the error and to ensure that everyone has been paid correctly.

VISIT VICTORIA

CPSU successfully negotiated significant amendments to contracts issued to Visit Victoria staff in January. In our view, some of the terms in the contract were unnecessary as the subject matter was already covered in the enterprise agreement or were inconsistent with the terms of the agreement. There were also matters that went beyond the generally accepted rights that an employer has in the employment relationship and VV has resubmitted.

VPS ENTERPRISE AGREEMENT

The Gender Equality Bill 2019 debate commences in State Parliament with the legislation, once passed, requiring the Victorian public sector, local government and universities to take real action to address gender inequality in the workplace. This ground-breaking initiative came

about through the hard work of our members, amongst others, with our WORTH100% campaign. A key component of our new Victorian Public Service Agreement will be to establish equal pay for work of equal or comparable value as well as eradicating bias and discrimination in employment and pay practices.

WATER INDUSTRY

Goulburn Murray Water are still taking feedback on consultation for their proposed structure and members who are still wanting to work through any issues and concerns, or submit alternative proposals are advised they can still directly send through feedback to GMW or can come through CPSU.

YEAR IN REVIEW

MARCH 2020



AGVIC

Proposed changes to research get put on hold with members receiving formal notification from the Secretary of DJPR that the proposed changes to AVR and Business and Finance Services have been put on hold until the end of the 2020/21 financial year. This announcement means that nearly 50 vital research jobs have been saved.

CORRECTIONS VICTORIA

CPSU seeks input from officers at MAP to commence discussions with management about addressing the increase in parking from \$9 a day to \$22 a day and the removal of all-day parks around the prison site in Spencer Street (they became max. 3 hours).

COVID

Coronavirus is causing unprecedented challenges and disruption to our society and workplaces with the situation rapidly developing, with information constantly being revised and updated.

Members are advised to familiarise themselves with the guidance note issued by the State Government which provides information around leave entitlements and working from home arrangements .

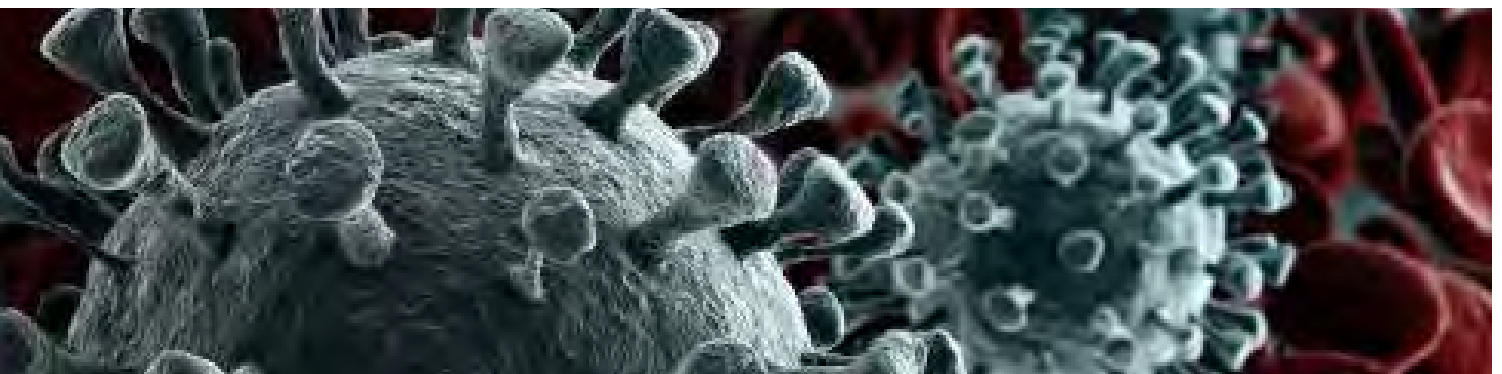
CPSU advises members in Child Protection not to perform face to face work with clients such as home visits or reception work without the proper protective equipment or office work where the appropriate measures have not been taken to “as far as reasonably practicable” ensure the health and safety of staff. Corrections Victoria has implemented a range of measures that provide certainty for staff and ensure effective communication and consultation strategies are in place for the management of this situation.

One of the major concerns for CPSU members is visits and following announcements from the Prime Minister and the Premier of Victoria, visits will cease.

CPSU receive an increasing number of enquiries from members in Education Support roles particularly in relation to working from home, accessing special leave arrangements, and arrangements that will apply in the event of school closures caused by the pandemic.

In light of the Covid-19 pandemic and the declaration of the state of emergency, CPSU makes representations on behalf of employees to ensure staff working in the VPS had some surety around fixed term contracts as DHHS and DJCS propose to extend fixed term contracts that expire on or before 30 June.

Parliamentary Services advises they will adopt the same approach as the Victorian Public Service in terms of access to paid leave for casuals, and face-to-face contact with constituents should be reduced to zero unless absolutely necessary and office closures should be considered on a case-by-case basis.



CPSU makes representations around responding to the exposure issues raised by members including concerns around parks that remain open and the access to appropriate hand washing facilities and products as well as what the Federal Government's directives mean for people in National Parks.

All VPS departments agree to implement a temporary cessation on commencing major change initiatives unless essential to respond to the COVID-19 pandemic.

DET

CPSU discusses the recent changes announced for the Schools and Regional Services (SRS) area with the Deputy Secretary of SRS, highlighting the need for a more open and honest approach to communicating change to the union and our members and the importance of raising any proposed changes prior to implementation.

DHHS

Eligible Child Protection Practitioners receive a letter and information about the process and the amount calculated to resolve the claim for Overtime Meal Payments between 1 January 2012 and 30 June 2018. The Department and CPSU have worked together for over two years to identify the extent of monies owed to staff from these unclaimed overtime meal payments.

DJCS

CPSU takes this opportunity to remind members impacted by the decision to move the Working With Children Check unit to the Ballarat GovHub in 2021 that they're entitled to visit Ballarat to enable you make your decision after concern were raised about the extent to which management have facilitated this option for impacted staff in advance of the date staff need to

indicate their Notification of Change preference.

DPC

CPSU meets with DPC to discuss current change processes underway in Public Sector Reform and Enterprise Solutions. Further to our discussions and due to the impact of the corona virus pandemic on workplaces, CPSU writes to Chris Eccles requesting all change notifications and processes are put on hold until it is safe to meet with staff affected by the proposed changes as CPSU believes that staff are unable to engage meaningfully in genuine consultation at this time and that a temporary hold on change processes will alleviate the stress many staff are experiencing in a time of uncertainty.

G&C MUTUAL BANK

CPSU, in conjunction with G&C Mutual Bank, continues the tertiary scholarship program again this year, awarding \$1,000 per year to support those members and their families attempting a suitable tertiary course with a demonstrated need.

IWD

CPSU celebrates International Women's Day this year with members on Friday 6 March with a breakfast headlined by the Minister for Women, Gabrielle Williams as our keynote speaker on the topic 'equality at work'.

PRIVATE PRISONS

The Fair Work Commission issues a Protected Action Ballot Order for CPSU members employed by G4S at Port Phillip Prison and appoints the Australian Electoral Commission to conduct the ballot.

ROYAL BOTANIC GARDENS

CPSU is keen to hear members' thoughts on the topic of flexible work after concern being expressed

in recent times over the changes to the RBG Hours of Work Policy and the impact this has had on workplace flexibility.

SUSTAINABILITY VICTORIA

CPSU receives formal correspondence regarding the proposed changes to the executive structure is the first phase of change at Sustainability Victoria.

VICSES

VICSES notify the union of a proposed major change in how the organisation is structured for both the Victorian Head Office and for the Divisional Manager structures. CPSU meets with management representatives to discuss the proposal and a way of working through it over the next weeks of consultation.

VPS ENTERPRISE AGREEMENT

Negotiations for a new Agreement have been underway since last year but the impasse over wages and key conditions remain. The State (SoV) want to make widespread changes about how the public service operates but does not want to adequately compensate employees for facilitating, co-operating with, and delivering that change, and the consequential productivity improvements. The Governments pay offer remains at 2% p.a. but was adjusted recently when their representatives offered a small cash payment for accepting their proposed changes and for us dropping all our outstanding claims. CPSU informs members that the union had rejected this and circulates information booklets as we begin to prepare to take protected industrial action.

APRIL 2020

ARTS INSTITUTIONS

CPSU enters crisis talks with senior Government Ministers following the unilateral announcements by our Arts Institutions to extend the closure of sites through to July and exactly what that would mean for the workforce. Central to these discussions is ensuring continued employment for all current staff, regardless of whether they are ongoing, fixed term or casual. The Commonwealth Government's JobKeeper allowance does not to apply to Victorian public sector employers.

COVID

CPSU seeks urgent clarification from all VPS employers regarding the status of their Fixed Term contract and Casual employees during the COVID-19 emergency and receives the following assurance from the Department of Premier and Cabinet in regard to all Casual employees in the VPS where a casual employee has been or is working in the VPS

on a regular and systematic basis, and is anticipated to continue to be employed on a regular and systematic basis, paid special, and is anticipated to continue to be employed on a regular and systematic basis, paid special leave will be provided.

CPSU learns that Zoos Victoria will no longer be paying wages of 250 regular and systematic casuals after Easter and there has been no consultation about this decision nor a joint approach to Government made to assist the families of these valued workers. Casual staff are not eligible for the Federal Government's JobKeeper payments. CPSU pulls out all stops at the highest levels of the state government to ensure any employees who are either stood down or not guaranteed wages will be provided with some form of financial safety net. CPSU seeks a commitment from Zoos Victoria that these casual employees will be re-engaged.

Special leave for parents during Covid-19 is granted following representations and information is circulated for employees affected by school and child care closures. If an ongoing or fixed term employee is unable to attend work because the employee is required to care for an affected family or household member as a result of the closure of a school and/or child care centre or service on the advice of Victoria's Chief Health Officer, they may be eligible to apply for paid special leave of up to 20 days (pro rata for part time) in accordance with eligibility requirements.

Victoria moves from Stage 2 to Stage 3 restrictions to deal with the COVID-19 crisis as union members win on equitable and robust WFH arrangements ensuring that IT equipment and infrastructure is provided for employees after the Premier directs VPS Employers to implement WFH arrangements



wherever possible as an important measure to slow the spread of Coronavirus.

SERCO advises a member, who recently stood up about health and safety at their highway patrol, that they could not guarantee supply of sanitising products and stood the worker down without pay. CPSU points out that SERCO may have breached their obligations not to discriminate against a person that raises health and safety concerns in the workplace, and the worker has their shifts reinstated and is paid in full for their lost shift.

DHHS

The Culture Review at the After-Hours Child Protection Emergency Service (AHCPEs) is completed and released to appropriate staff. CPSU would like to acknowledge all the staff who participated in the process and look forward to working with DHHS to address the results of the review.

PRIVATE PRISONS

Conciliation before the Fair Work Commission is intensive but the parties are unable to reach agreement so Fair Work issue a recommendation that G4S pay a

salary increase of 2.75% backdated to 1 January 2020 to Port Phillip Prison employees and bargaining to be temporarily suspended, and notwithstanding the outcome of our Protected Action Ballot, CPSU will not threaten or organise industrial action until the COVID-19 pandemic has subsided or until September 2020, whichever is later. Importantly, this Recommendation passes on a salary increase without any other EBA changes.

VICFORESTS

Bargaining between CPSU and VicForests is now underway and the parties are discussing how a rollover EA may apply for employees with discussions centering around what the Govt policy allows as well as how the Fair Work Act applies about the creation of new EA's. CPSU seeks an additional allowance for employees to make up for the difference in time from the expiry of our last agreement which VicForests agrees to consider to achieve the best possible outcomes for employees.

VICTORIA POLICE

CPSU is deeply saddened by the loss of four Victoria Police members who were killed doing their job as we

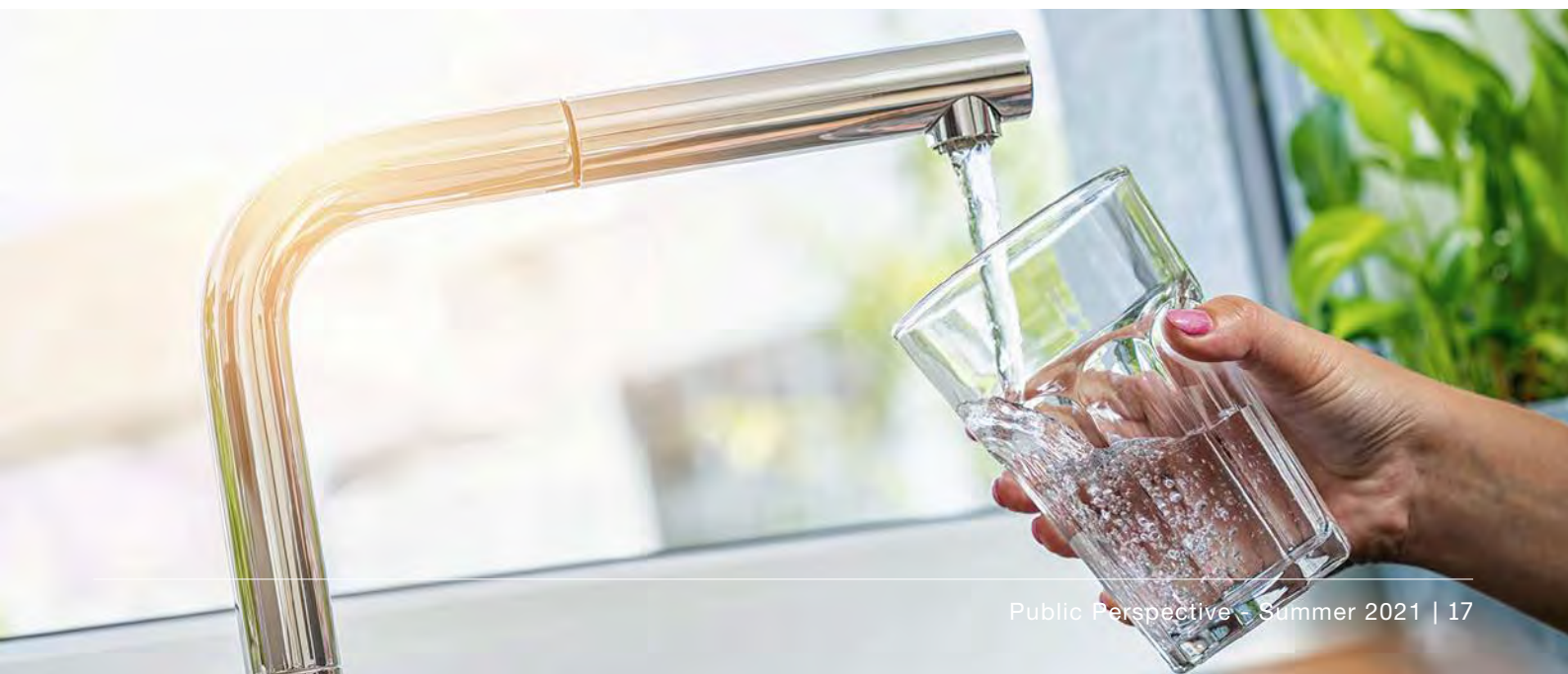
extend our support and condolences for everyone and their families touched by this tragedy.

VICTORIAN PUBLIC SECTOR

The recent member survey about member preference from the seven state-accredited public sector short courses received very positive feedback with the three preferred courses being; Public Sector Management, Investigations, and Policy and Project Work. It is anticipated that a pilot based on these three preferred courses will begin in the second half of 2020.

WATER INDUSTRY

Goulburn Murray Water announce they will be placing all displaced employees in jobs within GMW. to support their workforce through the pandemic, acknowledging the extreme difficulty for staff to be seeking other employment. This initiative will allow employees to have salary maintenance provisions available to them and provide job security at a time when many Victorians are finding themselves unemployed.



MAY 2020



COVID

Woolworths agree to expand their community hour to include all correctional officers, both the adult corrections and youth justice systems, in recognition of the unparalleled work being undertaken in our most dangerous and difficult workplaces to protect all Victorians.

A new Industrial Relations Framework is announced which includes a financial support scheme for eligible regular casual employees of identified public sector agencies, based upon the hours they worked prior to the impact of COVID-19 pandemic, capped at \$1500 per fortnight, plus priority access to public sector roles after the Victorian government steps in to fill the gaps left by the Federal government and will provide payments to casual

public sector workers ineligible for JobKeeper following a request from CPSU.

CPSU coordinates our delegates and health and safety representatives (HSR's) to raise members concerns following the announcement of the return to face to face learning in schools.

CPSU is made aware of correspondence from Parliamentary services in relation to the re-opening of Electorate Offices and returning to work however the Premier announces that the Chief Health Officer was extending the State of Emergency until the end of June which will include the requirement that if a person has been working from home they MUST continue to work from home.

DJCS

CPSU writes to DJCS to formally raise member concerns about how the COVID-19 VPS Guidance Note is being applied differently in separate workplaces across the Department, specifically the evidentiary requirements being requested for personal leave and this interpretation conflicting with the spirit of flexibility intended by the Victorian Government.

PARLIAMENT OF VICTORIA

In preparation for the commencement of bargaining on the Parliamentary Officers (Non-Executive Staff Victoria) Single Enterprise Agreement, CPSU asks all members to endorse our claims and the bargaining team via an on-line survey.

PRIVATE PRISONS

Officers at Port Phillip Prison have voted to endorse the Fair Work Commission Recommendation for a 2.75% salary increase backdated to 1 January 2020 in exchange for a temporary suspension of bargaining and withdrawal of the threat of industrial action until the COVID-19 pandemic has passed.

CPSU and G4S meet in the Fair Work Commission to resolve a dispute relating to leave arrangements for staff who return a high temperature reading but are medically cleared for work and an acceptable outcome is reached.

VICFORESTS

Vic Forests presents a bargaining offer for consideration which includes a short term 'rollover' of our enterprise agreement seeing all conditions carrying over into a new agreement and a wage rise of 2.5% salary increase is applied. This process ideally would have taken place midway through last year so in recognition of the extensive delay for employees in receiving a wage rise, a 'patience in bargaining' is being offered to secure an outcome and remunerate employees fairly. The amounts proposed are \$1900 gross for VicForests employees in career levels 2-4 and \$2700 for career levels 5-7.

VPS ENTERPRISE AGREEMENT

The government agrees to direct Departments and employing Agencies under the Victorian Public Service Agreement to re-engage in negotiations with us to conclude the Agreement within up to two weeks and then we could have an agreed document for discussion with members. The focus prior to the COVID19 State of Emergency Declaration back in March was on securing effective pay dates.





VICTORIAN PUBLIC

CORE IMPLEMENTATION

THE VICTORIAN PUBLIC SERVICE ENTERPRISE AGREEMENT 2020 APPROVED BY THE FAIR WORK COMMISSION ON 2 OCTOBER 2020 COMMITS THE PARTIES TO ACTIONS OVER THE LIFE OF THE AGREEMENT.

THE MAJOR IMPLEMENTATION MATTERS ARISING FROM THE AGREEMENT WHICH APPLY TO CORE TERMS AND CONDITIONS OF EMPLOYMENT ARE:

1. COMMON HUMAN RESOURCES POLICIES

During the life of the 2016 VPS agreement the parties developed a range of HR policies to underpin the terms of the agreement and ensure that there was a consistent approach to the interpretation of the agreement across the 50 plus departments and agencies that comprise the VPS. The parties have commenced work to update these policies to apply the changes agreed in the 2020 agreement.

2. SECURE EMPLOYMENT

The audit of fixed term and casual employment commenced under the 2016 agreement will be completed. The parties have further committed to developing strategies to maximise ongoing employment in the VPS and conversion of roles to ongoing employment where possible.

3. WORKING FROM HOME

Building on the experience gained from Covid working from home arrangements, the parties will review future arrangements for working from home.

4. GENDER EQUALITY

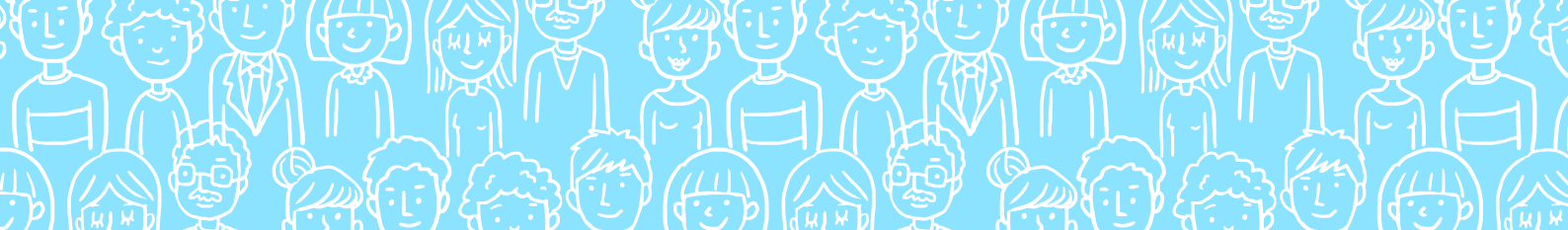
The agreement includes a mechanism to enable systemic gender equality claims to be addressed. Work has commenced with Industrial Relations Victoria and the Commission for Gender Equality in the Public Sector to develop guidance material and processes for resolving claims.

5. 10 HOUR BREAKS

The agreement standardises a 10-hour break between periods of ordinary duty, overtime, or shifts. There is a 6-month transition period to 1 April 2021 to implement changes to rosters and hours of work if required to ensure there is a 10-hour break.

6. REVIEW OF EMERGENCY MANAGEMENT PROVISIONS

The parties will establish a VPS working group to develop a common set of employee entitlements for employees engaged in emergency management activities. The aim of this process is to facilitate easier deployment of VPS employees with a common set of entitlements.



SERVICE AGREEMENT

APPENDICES IMPLEMENTATION

THE VPS AGREEMENT 2020 PROVIDES FOR REVIEWS AND ACTIONS OVER THE LIFE OF THE AGREEMENT IN SEVERAL DEPARTMENTS AND AGENCIES. BELOW IS A SUMMARY OF THESE:

1. DEPARTMENT OF JUSTICE AND COMMUNITY SAFETY - APPENDIX 1

CORRECTIONS VICTORIA

- Mental health and wellbeing. Parties to develop measures to support employee mental health and wellbeing including recovery from critical incidents at work
- Workplace consultative arrangements. Agreement provides for workplace consultative arrangements to apply at each workplace location.

SHERIFF'S OFFICERS

- Review of classification descriptors to examine whether the current descriptors reflect the duties of the role.
- Review of Sheriff's Officer qualifications and whether a new qualification should be developed
- Mental health and wellbeing. Parties to develop measures to support employee mental health and wellbeing including recovery from critical incidents at work
- Review of process for maintaining accoutrements including prescribed weapons

YOUTH JUSTICE

- Working party to consult on the implementation of proposed Qualification for YJW staff
- Agreed periodic formal meeting between CPSU, Department, and employees at each Youth Justice Custodial Centre

2. DEPARTMENT OF HEALTH AND HUMAN SERVICES - APPENDIX 4

CHILD PROTECTION

- Rural after hours standby. Joint working party will be established to review appropriate working arrangements for rural after hours.

SECURE WELFARE

- Agreed periodic formal meeting between CPSU, Department, and employees at each Youth Justice Custodial Centre

HOUSING

- Joint CPSU/DHHS working to review Housing roles including HSOs, FSOs, Team leaders/managers, and Housing call centre

3. MINISTERIAL TRANSPORT OFFICERS - APPENDIX 7

- Working party to review working arrangements for MTOs

4. VICTORIA POLICE - APPENDIX 8

- Joint review of Police Custody Officers workforce with agreed terms of reference to be concluded by 31 December 2021

5. COURT SERVICES VICTORIA - APPENDIX 11

- Review of Court Registrars structure

6. DEPARTMENT OF TRANSPORT/ MAJOR TRANSPORT INFRASTRUCTURE AUTHORITY – APPENDIX 16

- Parties agree to consult about the implications for employees of the Professional Engineers Registration scheme

7. CENITEX - MEMORANDUM OF UNDERSTANDING

- Joint working party to review the operation of alert system at CenITex

YEAR IN REVIEW

JUNE 2020



ACER

Fair Work sends notice that the ACER Enterprise Agreement has been approved. To be known as the Australian Council for Educational Research Limited Enterprise Agreement it will operate from 19 June 2020 and have a nominal expiry date of 31 December 2022. Our members will now receive the first 2.5% wage increase with back pay to 8 October 2019, followed by 2.5% increase on 1 January 2021, 2.5% increase on 1 January 2022 and a further 2.5% increase on 31 December 2022.

COVID

A significant proportion of the Victorian Public Service (VPS) have been working from home (WFH) since March as part of the collective effort to contain the spread of Coronavirus.

Certain critical functions across DJCS are unable to be performed at home, and in these instances, CPSU has been working with management to ensure the health and safety risk of COVID-19 is controlled as far as practicable. The Registry of Births, Deaths and Marriages and Adoption Services Victoria members perform some of this critical work. CPSU meets with senior management

about concerns that these members were being directed to take leave (such as Annual and Long Service Leave) if unable to WFH in their usual role, and unable to return to the office however arrangements are agreed for these impacted members to WFH where they are willing to participate in deployment.

Keeping us all safe is the message of support received from ACTU Secretary Sally McManus who sends the appreciation of every single worker across the country to our Public Health Officers who are part of our Coronavirus Tracing Teams. In a social media post Sally says, "it must be hard, it must be stressful, but it's THE thing stopping a second wave. Keep up the fantastic work."

CPSU is contacted by DJCS to discuss their need for hundreds of Correctional staff to assist the State Government provide Resident Support Officers and Team Leaders in the quarantine hotels as they respond to the current pandemic with CPSU negotiating the entitlements that now apply for the duration of this assignment.

EPA

EPA writes to CPSU regarding proposed changes in the Regulatory Operations division which include establishing two new directorates, creating four new operational units, and changing office location of two existing units

PRIVATE PRISONS

CPSU members employed by GEO at Fulham Correctional Centre vote overwhelmingly to approve the proposed new EBA which will deliver significant benefits for CPSU members including; pay parity with Ravenhall Correctional Centre (first salary increase backdated to 28 January 2020, significant uplift for Supervisors to occur within 6 months of approval by FWC, increased casual loading from 20 per cent to 25 per cent, and the dog handler allowance to increase from 5 to 10 per cent.

CPSU and G4S agree to meet to discuss a timetable for resumption of bargaining at Port Phillip Prison with restrictions now starting to ease after bargaining had been temporarily suspended until the COVID-19 crisis passed under the agreed Recommendation from the Fair Work Commission.



SERCO TRAFFIC CAMERA SERVICES

CPSU meet with SERCO again regarding operators pay and conditions and while CPSU is successful in gaining new rights regarding meal allowances, employee representational rights, health and safety, and access to personal leave, SERCO still ignores their worker's needs to have secure jobs and a decent pay rise and once again refuse to give people guaranteed hours in the agreement. Serco offer current employees an opportunity to have 16 hours put into their letter of offer, but this is inferior to the 20 hours per week union members are seeking and wouldn't be offered to any future employees.

CPSU lodges our application in the Fair Work Commission to formalise the industrial action process.

VPS ENTERPRISE AGREEMENT

Superannuation guarantee payments will be repaid on shift worker annual leave loading under the VPS Agreement after the Government and CPSU reach a super-sized settlement with Departments to pay 7 years of backpay for all eligible shift workers who worked between 2009-2020. CPSU and the State have been in negotiations for 18 months after a member raised with the union questions about the accuracy of superannuation guarantee payments being made to him as a shift worker. Upon investigation it was clear the ATO had ruled in 2009 that annual leave loading related to shift allowances were to be treated as Ordinary Time Earnings (OTE) for the purposes of payment of superannuation guarantee. CPSU was able to ascertain that the payments required by the ATO ruling had not been made by Department of Justice and Community Safety and Department of Health and

Human Services. CPSU wrote to the Treasurer and made a claim for this underpayment to be paid to all eligible shift workers with interest.

CPSU advises members that we are closing in on completion with quite a lot happening over the last few weeks with the parties close now towards communicating the full outcome to our members and all government departmental employees. Pay dates were secured prior to the initial State of Emergency declaration back in March as were several key improvements to conditions. The latest work since the re-engagement in May has been on the agency appendices where improvements have also been achieved for the many diverse and different occupational groups. It's been a difficult and complex set of negotiations under all these circumstances, but we are very proud about how it's coming together.



YEAR IN REVIEW

JULY 2020

CORRECTIONS VICTORIA

CPSU calls for delegate nominations at Dhurringile Prison and two new delegates are elected.

MAP members are asked to complete a survey promoting the importance of adjacent Council parking as the end date for permits draws near while CPSU confirms that parking permits are now being extended.

COVID

CPSU is contacted by the Department of Justice to discuss their need for an increased number of staff to assist the State Government provide Resident Support Officers and Team Leaders in the quarantine hotels as Victoria respond to the pandemic. Offers of employment to displaced employees from our Arts institutions are advertised.

Health and Safety Representatives continue to meet with DET to address safety concerns of SSS members but unfortunately, the refusal to address the concerns we put to them in writing turn the discussions into an inadequate process for resolving with the COVID crisis that CPSU members faced when working in schools.

CPSU encourages members to report any instances of risk to physical or mental health and safety.

CPSU receives texts, calls and emails from Child Protection members expressing concerns about being told by management that court ordered contact must resume if possible and that face-to-face visits must resume for all cases to assess risk and safety and to support case planning. CPSU has a verbal commitment from DHHS that no Child Protection Practitioners will be forced to provide face to face services if they feel uncomfortable with the situation.

DHHS releases inaccurate information about applying for special paid leave to care for children and provide home schooling. Child Protection staff are told by some managers that they are ineligible due to

being “essential workers” which is incorrect. Staff are also told they can only apply for the leave if their child’s school is closed or their child has been diagnosed with COVID 19, which was also incorrect.

CPSU contacts members after eight (8) cases of Covid are confirmed at Malmesbury while CPSU continues discussions with management to ensure all staff were safe and we further pushed for additional appropriate training required around PPE use for staff.

CPSU requests formal confirmation from Parliamentary Services that special leave during Covid will be extended to Electorate Officers as it has elsewhere right across the public service and public sector. CPSU is advised that there are recent positive cases of Covid in police stations as we encourage members to follow Government directions; stay home if unwell and get tested.

DOT

As part of CPSU’s bargaining claims at DoT in VPS Enterprise Agreement schedule negotiations, we seek a process to resolve member concerns regarding classification alignment resulting from 1st July 2019 MoG. Earlier in the year, DoT and CPSU signed a Memorandum of Understanding (MOU) that outlines how this process operates. CPSU and members receive an update on Phase 1 of the process as DoT identifies 12 roles (40 positions) that increase in Grade.

FISHERIES

A new Fisheries Officers Association executive is elected.

PRIVATE PRISONS

CPSU reports that our new EBA at Fulham Correctional Centre

was approved by the Fair Work Commission and CPSU is currently working with GEO Management to ensure the backpay is processed and delivered as quickly as possible.

SERCO TRAFFIC CAMERA SERVICES

Occupational violence continues to be an issue for camera operators and CPSU finds that SERCO’s approach to keeping camera operators safe has been inconsistent. Safety processes have not communicated to staff effectively, and some managers were refusing to take the issues seriously as we call on members who have experienced violence to come forward.

Serco breach good faith bargaining by spreading false statements attributed to CPSU as we call on members to vote for industrial action as SERCO fails to make any decent offer to pay and conditions. CPSU members speak up about some camera operators not receiving sanitising equipment and in some cases Serco cars being without sanitising equipment.

VICSES

CPSU sent correspondence to management requesting the immediate suspension of the Organisational Restructure until at least 20 August 2020 out of respect for all our members that were working alongside other emergency services agencies on the frontline across metro Melbourne and Mitchell LGA’s in the fight against Covid amidst increasing community transmission of this virus.

VICTORIA POLICE

CPSU and members learn that our collective action has resulted in a big win with Police taking our serious concerns on board about relocating

the Transport Services Unit from Brunswick to Preston as they decided to keep the team in Brunswick.

VLHLA

Under a workplace culture review, members are encouraged to contact CPSU with any instances of bullying or inappropriate behaviour to help us create a broad description of allegations.

CPSU puts out the call for delegate nominations.

VBA & VPA

As the Building and Planning Authorities are not covered under the VPS agreement, the process of bargaining begins. Both VBA and VPA are nexus Agreements and subject to a long-standing policy that means there is a 3-month bargaining window open to negotiate a new agreement that can include the VPS salary structure, and pay outcome, including backdated pay rises to 20 March 2020 and a meeting is held to discuss this with members.

VPS ENTERPRISE AGREEMENT

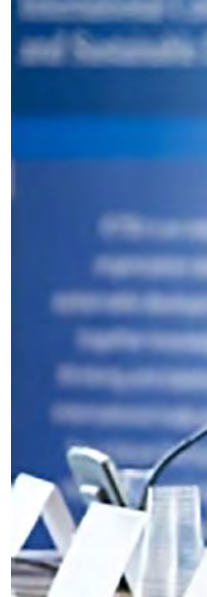
Members are contacted to join online meetings to learn more about the historic gains won in the VPS Bargaining Agreement.

VICTORIAN PUBLIC SECTOR

The State Government’s provisional payments pilot allows eligible emergency workers to access payments for medical treatment and services while their compensation claim is being determined. Relevant eligible members are informed that if you have a work-related mental health injury it’s important to get treatment early as you may be eligible to access payments for mental health treatment and services through the Payments Pilot.

YEAR IN REVIEW

AUGUST 2020



CORRECTIONS VICTORIA

CPSU is successful in ensuring Prison Officers are recognised as essential workers in a critical industry and their permits will reflect this.

A new delegate is elected at MAP.

COVID

Clarification is sought by CPSU as to whether electorate officers are considered permitted workers as CPSU is advised that where an electorate officer is required to perform on site work, a work permit for the purpose of travelling to and from work would be issued.

CPSU negotiates a higher duties payment for eligible prison officers and frontline youth justice staff who have completed specialist Infection Control and PPE training to either work within units dedicated to managing COVID inmates or where their role interacts with suspected or confirmed cases. The payment will be 15% of base salary and will be backdated to August for all eligible staff including casuals.

CPSU learns that DET has taken on several action items from a previous meeting where we outlined staff concerns in relation to Covid-19

specifically the increased risk to SSS being potentially exposed to Covid-19 as a result of carrying out PSD assessments in schools. CPSU requested that these assessments be put on hold until stage 4 restrictions are lifted.

Hon. Richard Wynne Minister for Housing records a video message for CPSU members working in our housing services “can I turn now to the housing staff and I just, I really sincerely want to say to you what a magnificent job you have done in the most trying and difficult of circumstances.”

Members are informed that they will require a permit to travel to and from work if they can't work remotely. CPSU reminds members that if they feel uncomfortable working face-to-face or are feeling pressured to do so that we will strongly support them.

Join us on Equal Pay Day for a COVID19 Panel Discussion as we talk to 3 great experts about the impacts of COVID19 on working women and what they think needs to happen next to ensure women are not left behind in the pandemic recovery.

DET

Members at a regional college receive contradictory advice from their Principal about requirements to work at the school while students were remote learning as we advise members that the Principal's advice was contradictory to the advice issued by the Secretary of DET, specifically around staffing requirements

DHHS

Members contact CPSU and ask about directions from management that they must take annual leave at five weeks accrual. CPSU supports staff taking their accrued annual leave to maintain their health and safety however, we advise that staff cannot be directed to take leave if they have under 8 weeks accrued.

EPA

Members receive answers to their questions about change proposals within the organisation.

OCCUPATIONAL HEALTH AND SAFETY

CPSU presents an annual award in Gayle Smith's honour to a member nominated by their peers who has made a significant contribution to OHS in the workplace by contributing



to the development of consultation in the workplace and/or effectively representing members with OHS issues.

Ashley Shepherd and Pam Loughnan were awarded joint winners as HSR of the year.

Australian Unions launch a survey on the impacts people are experiencing whilst working from home during the pandemic to help unions gain insights into workers' attitudes to WFH prior to this becoming a more permanent feature of work into the future.

PARKS VIC

CPSU encourages members to have their say on proposed changes including a realignment of the commercial directorate, a centralisation of the regional commercial function, and a centralisation of the facilities management function.

PRIVATE PRISONS

CPSU advises members that GEO are offering a short-term/12-month EBA at Ravenhall Correctional Centre with minimal negotiations in order to conduct a Custodial Services Staffing Review. We encourage

members to support this proposal as it will provide an opportunity to work on major improvements to the Agreement such as Reviewing Classifications for Correctional Officers and Supervisors (recognition of length of service and salary uplifts); and Extending EBA coverage to include trade instructors, clinicians and ASOs. Staff are invited to vote to accept or reject the offer.

SCHOOLS

School Support Staff work together every day to make schooling happen and to acknowledge their great work, we call for nominations from schools of a school support staff team who should be recognised for their contribution as part of our National School Support Staff Awards.

SERCO TRAFFIC CAMERA SERVICES

After 79 per cent of staff vote NO to SERCO's dodgy deal the company agrees to CPSU's recommendation to survey their staff on what they want in their EBA.

Soon after the Australian Electoral Commission published the protected action ballot result declaring workers right to take action to progress our bargaining claims,

CPSU was contacted by senior SERCO management wanting to discuss how to get negotiations back on track. We reiterate that unless our claims are met, then workers will take protected action to advance our claims for better pay and conditions.

VBA

CPSU receives formal consultation documents regarding proposed changes to the call system within the Customer Experience team.

VPS ENTERPRISE AGREEMENT

CPSU continues holding member briefings about our new Victorian Public Service proposed Agreement and its appendices to explain the historic gains as members are encouraged to vote YES for the proposed VPS Agreement which will cover 50,000 employees across 50 employing agencies.



YEAR IN REVIEW

SEPTEMBER 2020

ACTU

Expressions of interest are called for the peak bodies Virtual Organising Conference this year which is our chance to share the lessons we have learned and prepare for what lies ahead and for our indigenous members attending the Conference will be celebrating the 20th anniversary of the Biannual ACTU Indigenous Conference and will include some exciting First Nations workshops, panels and speakers with the first day of the conference to be a dedicated space for First Nations union members and First Nations officials to contribute to matters with an Indigenous lens and set priorities on FN matters.

ARTS INSTITUTIONS

Information is distributed to members at National Gallery about accessing paid special leave however once school resumes for an employee's child or children under the phased return to classrooms, access to paid Special Leave that

was made available due to school closures will cease.

DHHS

CPSU announces the winner of the CPSU (SPSF) National Child Protection Delegate Award 2020 is Sue Flatters from Rural After Hours in Victoria.

DJSC

CPSU works closely with the Victorian Government on COVID-19 related issues impacting VPS staff and is pleased to advise members that all fixed term contracts at the Department of Justice and Community Safety will be extended to 30 June 2021.

DOT

Phase 1 of the classification review process is completed, and members are advised that where an employee does not agree with the outcomes of the Classification Alignment Review, they may appeal this decision to an Independent person.

DPC

CPSU advises members that all fixed term contracts at the Department of Premier and Cabinet and agencies will be extended through to 30 June 2021 to provide stability for those members with contracts due for expiry in 2020 in light of the ongoing pandemic restrictions.

ESSSUPER

CPSU have constructively engaged with ESSSuper across a protracted period of time around reaching agreement on a fair and appropriate new Agreement to cover the pay and conditions of ESSSuper staff. CPSU met with a range of ESSSuper management regarding the permutations of a fair offer, and have been waiting for the last 6 weeks for final costings that would have seen bargaining conclude and a fair agreement reached so CPSU was shocked to discover that ESSSuper had resubmitted their paperwork to DTF and were planning on issuing a new Notice of Employer



Representational Rights (NERR), and in addition, were walking away from key features of the offer being costed to resolve the bargaining.

SERCO TRAFFIC CAMERA SERVICES

CPSU meets with SERCO after camera operators threaten to take unprecedented action on pay and conditions forcing an improved offer that CPSU will relay back to members who support reaching in principle agreement regarding the Enterprise Agreement with zero hour contracts to be abolished.

CPSU holds meetings with members regarding rights around occupational violence after receiving multiple reports across the MRSCO network that there has been an escalation of violence against MRSCOs resulting in both physical and mental health injuries.

PARLIAMENT

Electorate Officers have been placed under extraordinary pressure over the past few weeks and months dealing with an enormous number of enquiries relating to COVID-19 and the ongoing public health response. CPSU is also aware of the incredible effort EO's have put in to assist the community while also dealing with the impact of the pandemic in their own lives as CPSU reaches out to our members offering Support and Assistance.

PRIVATE PRISONS

CPSU resumes talks with G4S to negotiate a new Port Phillip Prison Enterprise Agreement. This timeline fits with the settlement we reached in the Fair Work Commission that delivered a 2.75% pay increase earlier this year. In the most recent meeting G4S presented an "offer" of a 1.75% pay increase for the union to consider. CPSU advises G4S that we would consider their "offer" but that a 1.75% pay increase isn't anywhere near acceptable.

VICHEALTH

CPSU is advised of their intention to undertake a restructure over the next six months. This process will take place in consultation with employees and the union, with our priority being job security as well as the mental health and wellbeing for staff undergoing a restructure process in what is already a difficult time due to the global pandemic.

VICSES

Bargaining commences and CPSU presents the members claims along with detailed explanatory documents for each claim. VICSES presents their claim and further meetings are scheduled.

VICTORIA POLICE

CPSU remains concerned that Victoria Police are putting private profit in front of community safety as they continue the plan to privatise their Transport and Logistics Services Program.

CPSU receives advice that Victoria Police are initiating an internal review of Crime Command. The review will include an examination of command, division and work unit structures, in addition to their alignment and remit towards fulfilling Crime Commands Role. CPSU calls for delegate nominations. CPSU is concerned that Victoria Police is moving forward with a roster that fails to address fatigue and mental health risks at VISU. CPSU members in consultation with their health and safety representative, raise a number of serious issues regarding changes to the rostering within the impound unit.

VICTORIAN LABOUR HIRE AUTHORITY

CPSU advises members that all fixed term contracts at VLHA will be extended through to 30 June 2021. This will provide stability for those members with contracts due for expiry in 2020 in light of the ongoing pandemic restrictions.



YEAR IN REVIEW

OCTOBER 2020

ANNA STEWART

A two-week internship for developing leadership in union women is being held again but this year all our amazing interactive workshops will be online via zoom. Designed to encourage more women to be active in unions, the Anna Stewart Memorial Project is a structured, two-week long skills development and leadership program.

CENITEX

CPSU receives correspondence regarding proposed changes to reporting lines of the Project Management Office.

COVID

CPSU is briefed regarding the potential risk associated with glucose testing in the hotel quarantine program and potential exposure to blood borne diseases and advises members in the program that they should have received notification from DJCS regarding this.

CORRECTIONS VICTORIA

CPSU becomes aware of an issue of safe staffing level concerns arising at Hopkins Correctional Centre and we hold a member meeting to understand what is going on and ask members to send us further information to help us resolve these issues.

COURTS SERVICES VICTORIA

It's an important week for the Review of Sexual Harassment being conducted across CSV, Courts and Tribunals, by Dr Helen Szoke AO who is being assisted by VEOHRC to confidentially collect individual experiences, by phone interview, or by individual written submission, until the end of October.

DOT

CPSU receives notification about proposed changes to the Accommodation and Workplace Services branch of the Department. The Department has promised no job

losses or drop in classification. Occupational Health and Safety CPSU has several projects this month including updated online HSR training to coincide with VTHC's HSR conference which is the biggest event in the WorkSafe month of safety calendar with this year's conference, which will be entirely online, focussing on Risks to Psychosocial Health.

PARKS VICTORIA

CPSU receives a change impact statement relating to team leader positions and realignment of reporting lines in the Geelong area. CPSU convenes a member's meeting to discuss our claims as we get ready for the next Enterprise Agreement at Parks Victoria. We've collated survey results from members and received additional feedback in the last couple of months and it's time to come together as CPSU members to go through what our final claims should look like.



PRIVATE PRISONS

CPSU is asked to speak with members at Port Phillip Prison and report back their views on the terrible 1.75% pay offer by G4S. CPSU members overwhelmingly endorse our recommendation of a short-term agreement with GEO for employees at Ravenhall Correctional Centre, with 84% responding YES.

STATE LIBRARY VICTORIA

CPSU wins our arbitrated matter after the Fair Work Commission determined that the 'unilateral change proposed by SLV was not permitted'.

VBA

Negotiations with VBA continue with some progress made however, management persists with their claim to remove ATL from the agreement, so no agreement is able to be reached.

VICHEALTH

In light of concerns around a proposed restructure, CPSU is advised that there will be no forced redundancies and no downgrading of positions.

VICTORIA POLICE

CPSU holds meetings with members to discuss the proposal to remove flex time for FO5 and above, accrued days, and meal at post for Forensic officers to gather member feedback and prepare counter proposals.

CPSU holds meetings into Conduct Management for PCOs and SPCOs to discuss rights when asked; to give a statement, when being requested to be interviewed, when placed under arrest, or when allegations are made about alleged misconduct.

VISIT VICTORIA

CPSU learns of Visit Victoria's intention to undertake a restructure. This process will take place in consultation with employees and the union, under the change clause in our Enterprise Agreement. Our priority is job security for our members as well as the mental health and wellbeing for staff undergoing a restructure process in what is already a difficult time due to the global pandemic.

VPA

CPSU has been meeting (via Zoom) with the Planning Authorities management since August to negotiate a new enterprise

agreement however agreement of the annual mobility payments from the VPS agreement (or similar payment) remains unresolved. VPA has the status of a VPS Agreement Nexus Agency.

VPS ENTERPRISE AGREEMENT

The Fair Work Commission approves our agreement and the Government indicates pre-Christmas payments with Agencies commencing the processing which might take 6-8 weeks.

YOUTH EMPLOYMENT PROGRAM

In partnership with the Victorian Government, we launch the new Working for Victoria Youth Employment Program (YEP) where up to 800 young people will have the opportunity to kickstart their careers and develop their skills for the future. These 6-12-month jobs in the public service will give young Victorians a foot in the door through on-the-job experience and training. CPSU supports the program by establishing two positions to provide support.

YEAR IN REVIEW

NOVEMBER 2020

AEC

The Victorian Branch elections, delayed due to COVID-19 this year, have been called by the AEC and nominations open.

CORRECTIONS VICTORIA

It is time to “put your razors out” to support men’s mental health, because the FIRST of NOVEMBER is officially here! CPSU encourages all Victorian prison officers to support of our team as we battle the other jurisdictions in Australia and New Zealand for MO glory.

COURT SERVICES VICTORIA

The Coroner’s Court provides a response to members’ questions, and requests for information, around a proposed CPU Restructure including remaining position descriptions as they become available.

COVID

Planning for a whole of Victorian Public Service (VPS) return to the office in a ‘COVID-normal’ environment has commenced with DPC Secretary Jeremy Moule writing to CPSU with the intention to convene an initial meeting between CPSU, VPSC, and Industrial Relations Victoria with DPC, to broadly map out a proposed high-level approach. For now, consistent with the approach for the broader Victorian community, employees who can work from home must continue to do so. CPSU and Government will form a high-level

oversight committee and a working group to get this working right.

CPSU calls for nominations to participate on the newly established workplace consultative committee for Hotel Quarantine employees as this role will be ideal for members who are interested in being active in improving the work lives of their colleagues.

DHHS

CPSU receives correspondence from DHHS regarding proposed changes to the Housing Division as the consultation process commences.

CPSU writes to the Parliamentary Inquiry into Covid 19 Contact Tracing to offer some direct feedback the union has received from our Public Health officers and the team in Contact Tracing who are working in COVID response.

DET

CPSU has a win for members employed on fixed term contracts over concerns that the Department was not complying with the application of the updated industrial relations framework for extending these fixed term contracts to 30 June 2021 and employees will now receive back pay to 20 March 2020 for the wage increases negotiated in our VPS Enterprise Agreement and these employees also receive the full entitlement of the mobility payment.

DJCS

FES members raise concerns with CPSU about changes to duties, with enforcement review work being distributed widely across Fines and Enforcement Services to deal with a backlog, and the decision to change employees’ duties without a consultation process and increases in workload.

OCCUPATIONAL HEALTH AND SAFETY

Every woman deserves to feel safe, respected and equal at home, at work and everywhere in between and CPSU joins in the 16 Days of Activism against Gender-Based Violence to call for the prevention and elimination of violence against women and girls.

NAIDOC

Members are invited to join us in celebrating NAIDOC week celebrations which are being held across Australia to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

NAIDOC is celebrated not only in Aboriginal communities, but by Australians from all walks of life recognising that First Nations people have occupied and cared for this continent for over 65,000 years.

PARKS VICTORIA

Members raise issues of underpayment or automatic



deductions from pay relating to their work from home payments. CPSU encouraged all members to check their pay slips for any underpayment of the work from home allowance, or unauthorised deductions from your Employer.

SUPERANNUATION

Our CPSU bargaining team meets with Aware Super representatives twice in relation to what Aware Super is proposing to be the next Enterprise Agreement for (some) employees. Aware Super claims that moving most employees onto an enterprise agreement would have an 'inflationary impact' on the overall employee costs, and that this is not something that Aware Super is prepared to do.

VICTORIAN BUILDING AUTHORITY

Members raise numerous concerns about the way performance plans have been developed and implemented. CPSU is advised that members have been placed under extreme pressure to sign performance agreements that contain KPIs and other targets unilaterally determined by management that staff do not agree with. Members with concerns are encouraged to contact CPSU.

VICTORIA POLICE

CPSU receives reports that Victoria Police are directing employees to 'submit annual leave for the whole year by 31st March of each Year'. This request is a breach of rights under the Enterprise Agreement and members are encouraged to contact CPSU if they are having an issue in relation to this.

CPSU receives ongoing feedback that PCOs and SPCOs are being subjected to escalated occupational violence. This includes spitting, kicking and punching and threats of violence against PCOs and their family members. CPSU again raises these serious issues with Victoria Police to provide a safe workplace free from violence.

VRGF

CPSU receives notification about proposed changes to the Office of the CEO at Victorian Responsible Gambling Foundation, along with a Change Management Plan.



YEAR IN REVIEW

DECEMBER 2020

AHPRA

CPSU receives results for a workload survey that was sent to all staff showing a high level of participation from employees including CPSU members and non-members. Major issues raised included workload increase over the last 12 months, and workloads not being achievable within normal working hours.

ARTS INSTITUTIONS

CPSU and the National Gallery of Victoria reach an in-principle agreement for their next Enterprise Agreement 2020 following the VPS bargaining outcomes.

CAV

CPSU receives notification about proposed changes at Information and Dispute Services Centre in the Escalations Team and members are invited to a union meeting to have their say.

COVID

The establishment of a new agency, Covid Quarantine Victoria – Hotel Services, is announced and CPSU calls for delegate/ consultative committee nominations from all sites

EXCEPT Pullman and Intercontinental for those members thinking about getting more active in their workplace and want to participate on the newly established CQV workplace consultative committee.

CPSU circulates a message from the Premier thanking every member of Victoria's Public Service. 'As we close out 2020, I wanted to write and say thank you.'

DHHS

CPSU holds a meeting for members within the Case Contract and Outbreak Management (CCOM) team to discuss the introduction and implementation of Local Public Health Units (LPHUs).

DJCS

CPSU receives notification about proposed changes at Information and Dispute Services Centre (IDSC) in the Escalations Team proposing to merge existing Evaluation and Response (E&R) Officer and Frontline Compliance and Response (FLCR) Officer roles into a new Escalation Officer role.

DOMESTIC BUILDING DISPUTE RESOLUTION VICTORIA

Knowing your rights about employer directed Annual Leave as we approach Christmas after months living with Covid restrictions and working from home. DBDRV is not closing like in previous years; so, your delegates want to remind you of your rights in particular, the provisions around employer directed AL. If you have accrued eight weeks or more of AL, and you do not have an agreed plan to utilise the excessive AL, your Employer may direct you to take AL and you may wish to consider the above when making plans for the holiday season.

DJPR

Members are encouraged to join our final members meeting of 2020 to reflect on our achievements during an extraordinary year and to start setting our agenda for 2021 and raise any workplace issues or OHS concerns.

DOT

CPSU receives formal notification of a proposal to move additional groups of employees in Network Operations to the proposed Ringwood site in 2022. Additionally, the department proposes to move Operational Response Employees from the Rialto building to the DoT Kew office upon employees' return to the office. Members are invited to have their say on the proposals.

Staff at DOT were presented with information about the Return to Work plans drafted by the department. In the conversation between the union and the department about returning to work at the office, CPSU raises the following issues that were flagged by members including; air-conditioning/articulation and identification of staff returning to the office. Members are encouraged to contact the union if they are feeling pressured to return.

CPSU receives formal notification of proposed changes to the Better Boating Victoria branch to transfer to Victorian Fisheries Authority. As per the commitment made with CPSU in September 2020, there will be no VPS job losses as a result of these proposed changes.

HEALTH PURCHASING VICTORIA

CPSU holds a virtual meeting with HPV staff to discuss the upcoming changes within the organisation.

HOMES VICTORIA

CPSU will be holding another round of member meetings in relation to the proposed changes to the Housing Division of DHHS to discuss the changes and broader questions in relation to the creation of Homes Victoria.

OCCUPATIONAL HEALTH AND SAFETY

CPSU has arranged dates for HSR on-line training for 2021 courses and releases those dates for February and March HSR courses – places are limited so members are encouraged to book early to lock in your training spot.

Over 1400 HSR's attended VTHC's OHS Reps Conference and there was excellent information and discussion around psychological health with links circulated to view or download the VTHC Conference resources.

PARLIAMENT

Bargaining is underway for the EO Enterprise Agreement. We asked for a 3.5% pay increase along with a range of other requests. Management offers a 2% increase. We do not recommend accepting this offer.

CPSU holds a virtual meeting with Parliament Officers to report back about a new in principal enterprise agreement with Parliament as we are seeking member endorsement of the great outcome following the successes from our VPS Enterprise Agreement.

PRIVATE PRISONS

CPSU members at Ravenhall Correctional Centre meet to discuss and consider an EBA offer from GEO of a salary increase of 1.7% alongside some minor changes to EBA conditions however this offer is rejected by members with views being unanimous that this offer is a complete insult.

SUSTAINABILITY VICTORIA

CPSU receives formal notification of proposed organisational changes to Sustainability Victoria. CPSU calls for delegate nominations.

VICTORIA POLICE

CPSU is advised that Victoria Police were considering withholding Mobility Payments for staff who had accessed a legal leave entitlement.

We take immediate action and meet with Industrial Relations Victoria who overturned VicPol's efforts at re-interpretation to ensure the payment would be made.

As part of our VPS EBA outcomes, PCOs won the right to have a full review of their pay classification, rostering and safety, uniforms and PPE, career and rank progression and PCO deployment numbers.

Agreement from command is complete to commence the review with full consultation with CPSU and PCO and SPCO delegates.

Urgent discussions commence regarding VicPol's decision to bring forward return to office work. The current proposal being put forward is to have 100% of the workforce attending workplaces 50% of the time. This proposal does not comply with current CHO directions which is made very clear to VicPol and the Government. VicPol seek an exemption and CPSU continues to work to protect OHS and the Mental Health and Wellbeing of all VPS staff.

WORKSAFE

CPSU meets with members on the Wednesday right before Christmas as an In-Principle agreement is reached on a new set of pay and conditions for employees.

TAX AVOIDANCE, EVASION, COSTS SOCIETIES BILLIONS

GOVERNMENTS AROUND THE WORLD ARE LOSING BILLIONS EACH YEAR TO TAX AVOIDANCE AND EVASION AS COMPANIES AND WEALTHY INDIVIDUALS SHIFT THEIR MONEY TO TAX HAVENS, ACCORDING TO A NEW REPORT THAT URGES AN OVERHAUL OF THE TAX SYSTEM AND OFFERS THE FIRST DETAILED BREAKDOWN OF LOSSES AT THE COUNTRY LEVEL.

The missing tax revenue was particularly harmful during the coronavirus crisis, with most countries struggling to combat infections and support ailing economies and workers, according to the report from the Tax Justice Network, the Global Alliance for Tax Justice and Public Services International.

THE CORONAVIRUS PANDEMIC HAS SHONE A HARSH LIGHT ON THE GRAVE COST OF UNDERFUNDED HEALTH AND PUBLIC SERVICES AROUND THE WORLD.

Global tax laws must be overhauled to stop companies from shifting profits to low-tax havens, to expose the size and provenance of the huge private fortunes held offshore, and to protect every country's right to collect tax from the profit generated within its borders.

Tax abuse is depriving countries of billions and billions in urgently needed tax and holding us all back from building better, healthier, fairer societies, the report asserts.

Blame lies not only with multinational companies and wealthy individuals, but with high-income countries that stall meaningful reform actively hide the scale and extent of international tax abuse from their populations.

The paper is the first to make use of new data from the Organization for Economic Cooperation and Development (OECD), showing how much profit and revenue multinational companies report in each country, how many employees and assets they have, and how much tax they pay.

The data allowed the researchers to pinpoint where companies are underreporting profit and underpaying taxes based on their real economic activity.

The report found that corporations are shifting \$1.38 trillion worth of profit each year into tax havens that charge little-to-no tax, causing the governments where that profit is actually earned to miss out on \$245 billion in annual revenue.

Companies often argue that their profit-shifting and tax-avoidance strategies adhere to the letter of the law, but whether or not it crosses the line of criminality, there is an associated stigma when outed, which is why companies don't want to publish country by country reporting because it shows profit-shifting and they know the public at large thinks it's not okay.

The researchers also point a finger at the U.K. and its tax-haven territories and crown dependencies, including Bermuda, Cayman, Jersey and the British Virgin Islands.

This network of havens is responsible for 37 percent of all loss's governments suffer from corporate and private tax abuse.

When it comes to corporate tax avoidance, the Netherlands, Switzerland and Luxembourg are also big enablers, the research find.

globaltaxjustice.org
publicservices.international



POST PANDEMIC FUTURE MUST BE PUBLIC

THE PERILS OF SMALLER GOVERNMENT, MARKET FUNDAMENTALISM, LOWER WAGE AND HIGHER PROFIT SHARES, AND THE POWER OF BIG MONEY IN POLITICS WAS LAID BARE IN 2020.

Covid highlighted the resilience of the public sector and exposed the absurdity of paying chief executives 200 times the average earnings of their employees.

Society has learned yet again that our wealth creators are the ordinary income earners, not the entrepreneurs and plutocrats.

As we entered this pandemic the Australian economy was already in a structural downturn with a falling wage share of national income.

There is no better time to mount the argument that a progressive tax system where the wealthy pay more and where workers are paid fair wages is the path to prosperity.

Does this crisis create the conditions for transformational change?

Is this the opportunity to dismantle the old thinking of the trickle-down model – tax cuts for the wealthy, deregulation for the powerful and wage suppression for the rest?

Certainly COVID-19 has reminded us of the importance of social safety nets, of a job for all paid at fair rates, the critical role the public sector plays, and just how fragile our democracy could become if wealth, income and race inequality is left to the market.

Recovering from the pandemic builds validation that we need an equal society not just because we are kind but because it builds a strong society. Now is the time to mount the argument about adequately funding essential services as an economic good, not just as a social benevolence.

The pandemic demonstrates tax and public expenditure, along with wages and industrial relations, are the most important issues shaping the type of economy and society we aspire to.

Progressive taxation, decent wages and the social contract are the foundations that makes aspiration possible.

Extract from A Society Built from The Bottom Up, Not the Top Down

WAYNE SWAN

DELAYED OR OPT-IN SUPER TO CRIPPLE RETIREMENT

THE SUPERANNUATION GUARANTEE IS SET TO INCREASE IN JULY THIS YEAR FROM 9.5 PER CENT TO 10 PER CENT FOR AUSTRALIAN WORKERS HOWEVER THE FEDERAL GOVERNMENT IS EXPLORING ALTERNATIVES TO ALTER OR FURTHER DELAY THE LEGISLATED INCREASES.

The original timetable has already been delayed since July 2014 when former prime minister Tony Abbott promised at the time a freeze would produce stronger wages, but wage growth immediately slowed.

Increasing the super guarantee to 12 per cent was a Coalition and Labor election commitment in 2019 with the 9.5 per cent guarantee scheduled to rise to 12 per cent by 2025.

Now the federal government is citing Covid as a reason for a rethink acknowledging weak wages are a problem for the economy but pledging to act, not by increasing the minimum wage, but by delaying the legislated increases in the superannuation guarantee (SG) or to make those increases 'voluntary'.



Wage growth in Australia was already in the dumps before Covid with increases averaging just 2 per cent per year since 2015, the weakest since the Second World War, and then the pandemic brought wages to an utter standstill.

The super guarantee is scheduled to rise by 0.50% each financial year:

PERIOD	GENERAL SUPER GUARANTEE
1 July 2021 - 30 June 2022	10.00%
1 July 2022 - 30 June 2023	10.50%
1 July 2023 - 30 June 2024	11.00%
1 July 2024 - 30 June 2025	11.50%
1 July 2025 - 30 June 2026	12.00%

Source: ATO

With the prospect of a Federal election as early as August, some Coalition MPs are pushing for no increase in the super guarantee with reports circulating that the federal government is torn, with a new model now being considered for the superannuation system which could see workers opt into super.

Superannuation Minister Jane Hume recently blamed the super system for dismal wage growth however according to research by the Australia Institute it's the contrary, with higher superannuation often being associated with stronger wage growth (as in the late 1990s and early 2000s).

THERE'S NO EVIDENCE THAT REDUCING SUPER, OR MAKING IT VOLUNTARY, WILL DELIVER THE WAGE GROWTH AUSTRALIANS NEED, SAYS ECONOMIST JIM STANFORD FROM THE CENTRE FOR FUTURE WORK AT THE AUSTRALIA INSTITUTE.

Jim Stanford argues that asking workers to give up super to lift their own wages adds insult to injury.

Former Prime Minister Paul Keating accused parliamentarians opposing the rise of hypocrisy.

"Parliamentarians are paying themselves 15.6 per cent, having already delayed the original legislated increases to workers super."

"This is grand theft Liberal Party style."

Clearly, in the current economic and political climate, workers would get neither super nor a wage increase. Worse yet, by breaking from the core principle of compulsory employer-funded superannuation, the government's opt-in proposal opens the door to the complete dismantling of the system as we know it.

And for some members of the Coalition, that is exactly the point.

Labor joined with the ACTU back in 1983 in seeking a universal 3% superannuation contribution by employers to be paid into an industry fund, in lieu of a wage rise.

Accord Mk II between the Government and the unions stipulated that compensation to employees should be 6% (to keep pace with inflation) made up of a 3% employer superannuation contribution, a 2% wage rise, and tax cuts.

The Agreement was endorsed by the Conciliation and Arbitration Commission in February 1986 and challenged, unsuccessfully to the High Court by Employer groups, and by June 1995, 80.5 % of employed persons were covered by superannuation.

AUSTRALIANS ARE EXPECTED TO HAVE PULLED \$42 BILLION FROM THEIR OWN SUPER ACCOUNTS BY THE END OF LAST YEAR.

One of the federal government's earliest responses to the pandemic was to expand early access to super however the early withdrawal scheme has only entrenched inequality between Australian generations.

The scheme has seen 590,000 Australians estimated to have completely cleaned out their retirement savings, the majority of them under the age of 35 with the billions withdrawn dwarfing the support the Federal Government has injected into the economy during Covid through its JobKeeper program.

Early access was a very large economic stimulus measure that's coming from the savings accounts, the super accounts, of young people and lower-paid workers in the economy and that stimulus should have been publicly funded.

If JobKeeper had just been extended to cover more of the work force, then the scheme may have been avoided.

The federal government would need three crossbench votes in the Senate to overturn existing legislation and stop the super guarantee increase from going ahead.

CAMPAIGNS

- Gender Equality laws through the Victorian Parliament which will include in the regulations the Gender Pay Principles from our Worth 100%.
- DoT Signs up to Classification Review Process following MoG
- Gayle Smith Award presented as HSR of the Year
- 4 weeks paid special leave negotiated for employees who are directly fire affected plus advance on salary of up to \$500 for staff who have lost a place of residence or other significant assets
- Coronavirus protection for fixed term and casuals
- Celebrate Midsumma
- International Women's Day – Sign Up a Sister
- New redress scheme for all Victoria Police employees who experienced workplace sexual harassment or sex discrimination
- Victorian Skills Commissioner joint development of seven new state-accredited and nationally recognised short courses for public sector workers
- National Day of Climate Action
- Women's Rights at Work Festival
- UN & Australia Sustainable Partnerships
- Geelong Women Unionists Network
- Global Climate Action
- Tertiary Scholarship partnership with G&C Mutual Bank continues
- Widening access for Arts Casuals who could not able to access JobSeeker payments to JSE
- Voice Treaty Truth advocacy course developed – FN
- CV called into assist in Covid-19 Hotel Response

DISPUTES

- Serco over Group 3&4 roles,
- AgVic Research over jobs,
- SRO over GynSys,
- G4S over pay rise,
- DELWP over firearms policy
- EPA over use of EMO's
- YJ over annual payments when rostered on weekends
- ES & State Super over pay rise
- PCO's over correct pay and meal breaks
- Visit Victoria over contract of employment
- Domestic Building Dispute Resolution Victoria over discriminatory dress code
- After Hours child protection workplace culture
- CPPP OTMP underpayments resolved
- Departments and Agencies directed to re-engage in talks on VPS Bargaining
- Superannuation Guarantee Payments will be repaid now on shift worker Annual Leave Loading under the VPS Agreement.

UNION DETAILS

The union recruited 3101 new members during the year. The number of full-time equivalents employees at 30 June 2020 was 52.54 (2019: 48.55)

The number of financial members, inclusive of the Retired Officers Division, at 30 June 2020 was 14,667 (2019: 13,768)

AGREEMENTS

Victorian Public Service (VPS) bargaining negotiations for a new whole of VPS enterprise agreement commenced in 2019 and bargaining concluded during the year. The agreement covers the VPS comprising 52 departments and agencies and over 50,000 employees.

NEW AGREEMENTS ALSO REACHED IN PRINCIPLE AND/OR APPROVED BY FWC FOR;

- Australian Health Practitioner Regulation Agency,
- Australian Council for Educational Research limited,
- Visit Victoria Limited
- Development Victoria
- CoINVEST limited
- Emergency Services Superannuation Board
- Greyhound Racing Victoria
- SERCO Traffic Camera Services
- Port Phillip Prison
- Goulburn Murray Rural Water Authority
- Fulham Correctional Centre
- National Gallery
- Parliament of Victoria
- Film Victoria & WorkSafe Victoria