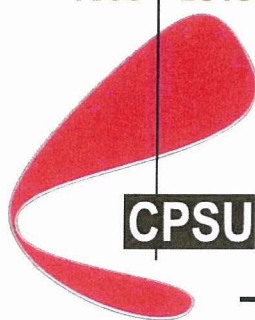


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1885 2010



PUBLIC PERSPECTIVE

A Publication of the Community & Public Sector Union / Victorian Branch www.cpsuvic.org

Fear Struck into PS

Antecedent to VPSA Formation — it's 1878

Fear was struck into the memories of public servants on 8 January 1878.

On that day, which became known as 'Black Wednesday', Graham 'the cockney grocer' Berry sacked hundreds of public servants, together with county court judges, coroners and police magistrates.

Ostensibly his act was justified under the guise of conserving funds to carry out promised retrenchments. The radicalism however was striking and Berry himself spoke of it publicly as revenge upon the council through their friends.

Rumours abounded that further measures tantamount to revolution were imminent although Governor Bowen informed the

ministry that he would go no further.

The unprecedented manipulation of the public service proved to be the catalyst of the Unions formation in 1885.

Self interest and self-preservation became necessities of being a public servant.

Both the Age and the Argus described the Athenaeum that night of the inaugural meeting of the VPSA as a scene of irrepressible enthusiasm and excitement.

In excess of a thousand public servants of all grades packed the hall, gangways and platform to hear the initial proceedings of Union.

Mr. Wade from the Chief Secretary's office stated that the Union 'had nothing to conceal, and

their object was not only to help themselves but to help the state and their immediate supervisors'.

At one point a prominent public servant Mr. Rusden moved a motion to have the meeting adjourned on the account that no department heads were present. As reported a moment of 'confusion' ensued as public servants grew suspicious of Rusden's motives.

One vocal member of the crowd was heard to exclaim, 'we don't want them, Jack's as good as his master here.'²



After numerous years of amicable relations between Government and Union the economic crisis of 1891-1894 obliterated any goodwill that had developed.

The measures of retrenchment and economy imposed upon the public service were legendary. In a pre-election speech to a crowd of public servants in 1894 **Premier Patterson** (above) was bold enough to announce if elected, 'I will retrench you further'.

The Age enunciated the overwhelming community dismay in reference to Patterson revealing, 'everyday is a new peril when an imbecile holds the reigns on the box seat of the national coach.'³

Dr. Bride an eminent figure within the Union dared to suggest that the Patterson government was acting in an, 'unconstitutional, dangerous and utterly illegal manner'⁴.

Representing the overwhelming attitude of Union members in poetic form Bride continued, 'they had cut to the bone, then they wished to go to the marrow, and, the



PETITION FOR POLITICAL RIGHTS AND AN INDEPENDENT BOARD OF APPEAL.

:o:

We are pleased to be able to report that the response to the request for signatures to the petition has been splendid, almost every officer in the Service having signed it. The case for the petition, printed in pamphlet form (and appearing below), together with this number of the "P.S. Journal," has been delivered to every member of the Victorian Parliament. Several members of Parliament have already announced their willingness to sponsor its introduction, and lead a discussion on it, but whose offer will be accepted has not yet been decided. Subscribers are requested to send their copies of the journal to political friends, and in every possible way supply full information on the question. The petition will be presented probably between the middle and end of August. On August 10 a conference of all Public Service Associations, State and Federal, will be held, in order to take combined action. If the petition is not granted on this occasion, it cannot be withheld from us always, so public servants must look upon this as the first strong move to obtain justice in this matter, and failure must be regarded as only a proof that more persistent and unrelaxed energy must be maintained in the future.

CIRCULAR LETTER TO MEMBERS OF PARLIAMENT.



end would be, perhaps, the pulverizing of the service bones to manure the broad acres of Croajingolong.¹⁵

The election of William 'the iceberg' Irvine marked the beginning of an exceptional time for the public service to mark the new century.

In 1903 Irvine secured the passage of a legislation precluding permanent public servants, policemen and railway employees from voting in ordinary electorates.

Special seats of representation were instituted to mitigate the electoral influence of the public service. Irvine would note,

*'Their [public servants] vote is like a wedge in every constituency. They occupy, in many instances, the balance of power, exercised, not in the interests of the community but solely in their own particular interests, which with them are paramount to every other consideration, either of State economy or benefit.'*¹⁶

The outrage of the public service was palpable.

Mass protests saw thousands of public servants defy the government in unheard of demonstrations.

Prominent MPs including Labor's **Maurice Blackburn** (right) lent their support to the protests.

At one such event Dr Buckley, from the Public Library ominously chastised the government by acknowledging that the 'public service had no right of security of tenure', but indicated, 'neither had the Irvine government.'¹⁷

After years of persistent protest Alexander Peacock would note 'not a week passes without one of us receiving some communication' from the public service on the matter.⁸

In 1906 the Bent government abolished these preclusions.

Irrespective of the repeal of special representation public servants took offense at the continued restrictions placed upon their political activities.

Over the next decade public servants campaigned fervently to have these restrictions reversed.

Opposing their demands were leading conservative figures who viewed any move towards greater political rights in the public service as unnecessary.

W.S. Manifold, the de facto spokesman of this block was brusque in his assessment, 'I am totally opposed to the public servants having a vote at all and always have been. The Patterson government was undoubtedly turned out by the public servants, and their influence on many occasions is notorious.'¹⁹

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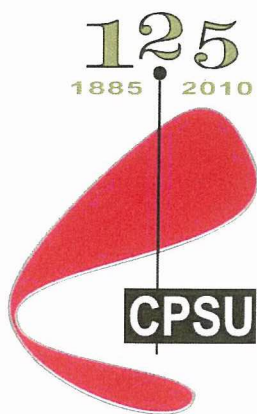
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PUBLIC PERSPECTIVE

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YEAR IN REVIEW

DECEMBER '09:

Organisers and union support staff have all been growing hair for **November** after deciding to put down their razor's last month to help raise awareness and funds for men's health—specifically prostate cancer and depression. Thank God it's ended as some union males were looking a bit scruffy.

The Inaugural **Indigenous** Network Conference is held and by all accounts was a very well attended and successful forum.

The upcoming negotiations for the **GMW** Agreement will be conducted under new federal industrial relations laws and local **CPSU** negotiators will have the full resources of the union advising and backing them so members should call on colleagues to vote for our union team.

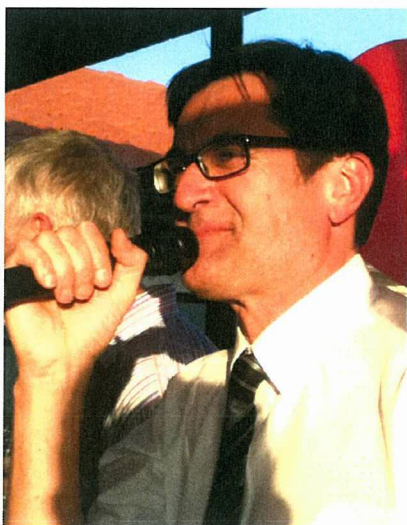
DPI notifies the union of a proposal to move the **Werribee Chemistry Lab** to the **Environment Protection Authority Lab** in **Macleod**.

Proposed increases to car parking fees at **DSE** Box Hill from \$25.00 to \$35.00 per fortnight from 1 January 2010 and then to \$46.00 per fortnight (based on current estimates) to achieve full cost recovery from 1 January 2011 is opposed as it avoids addressing the problems, raised by the Union, which will occur as a result of an increase.

Fair Work Australia point out that our Agreement does not allow **SLV** to direct staff to take leave, except in very limited circumstances.

A challenge is lodged against **Transport's** proposed **performance** system (PMS) which contains subjective and unmeasurable criteria and requires employees to exceed their job requirements simply to achieve their annual wage progression.

Ombudsman releases own motion Investigation Review findings into **child protection services** stating that "I believe the current failures of the system should not be seen to reflect on the many dedicated staff working under difficult circumstances," "system is struggling to meet its operational responsibilities" and that "It was clear that the vast majority of staff... wanted to follow best practice principles and conduct a thorough, well thought out investigation, but they found this impossible because of resource constraints."



CPSU advise members of the negotiation outcomes achieved in the new **Lower Murray Water** Agreement including **4%** per annum plus the ability to collectively gain a share of efficiency gains (up to 1%) to be assessed by consultative committee each year as well as improvements in allowances, leave arrangements and penalties. The Agreement expires on 30 June 2012.

It's Happy Pay Day at last at **WorkSafe** with the Annual **Leave Loading** cap adjusted and back pay arriving for those staff that were eligible but whose salary was above the old unadjusted cap.

After many months of negotiations at **VicForests**, an Agreement is reached with the anticipation that the **2%** productivity payment and **3%** pay increase (backdated to 30 September 2009) can be paid before 31 December.

CPSU meets with **Justice** Health regarding the Clinical Services Medical Tendering Process.

Agreement is reached on the new **Zoos** Victoria Salaried Staff Agreement which will be short, expiring in mid-2011, and featuring salary increases of **8% over roughly 18 months** plus a **sign on bonus** to be paid to all employees, as compensation for the delay since the last salary increase.

A **100%** success rate is achieved for all **fingerprint** reclassifications arising from our previous Victorian Public Service Agreements, and the implementation of the **VicPol forensic officer** work level descriptors.

DSE agrees to review workloads because, in recent weeks, many members in **Fire Planning and Fire Operations** have been experiencing excessive workloads largely as a result of the requirement to perform community engagement on top of ordinary roles, and the refusal to allocate any additional resources for these tasks.

CPSU finishes the year still awaiting notification from Fair Work Australia that our two Agreements

applying to **public sector dental work** have been approved. The agreements pass on the sector pay increases of **4 x 3.25%** per annum. The agreement and initial pay rise will be backdated to 31 May 2009.

JANUARY '10

New **employment standards** came into effect on New Year's Day and these set out the minimum entitlements for all workers, including hours of work, leave, notice of termination and redundancy pay and override less favourable conditions in enterprise agreements, including conditions in our Victorian Public Service Agreement if less favourable. From 1 January 2010 entitlements in enterprise agreements and awards could not be detrimental to an employee in any respect, when compared with the **NES**.

VicForests staff gave overwhelming endorsement of the new, extended and varied Vic Forests Agreement in December's ballot with 96.94% of staff





voting in favour of the new agreement. **Fair Work Australia** approves the extension and variation on New Year's Eve 2009, meaning that our new Agreement came into effect as of then and **VicForests** have since enacted the new provisions, including the retrospective salary increases.

DEECD informs **CPSU** of a proposed policy to cover circumstances in which paid leave would be granted as a result of bushfires or severe weather events.

- The first of many meetings was held on the issue of **VWA's** proposal in relation to Tool of Trade cars. **CPSU** puts the position strongly that any attempt to take away cars as a tool of trade will be strongly resisted. It was pointed out that **CPSU** members had voted not to participate in the process to justify why they should keep their Tool of Trade car on the basis that the provision of a car was part of our conditions of employment and could not be taken away unilaterally.

FEBRUARY '10

- **Zoos** Victoria has reached agreement on all matters regarding the new Salaried Staff Agreement which will be a short agreement, expiring in mid-2011. Examples of significant changes include a revised performance pay system, which is clearer and more accessible, and removes reference to **ZV's** revenue targets and performance bonus amounts to be negotiated annually with the Union.

- The latest **salary increase** arising from our Victorian Public Service Agreement 2009 became effective from 1st February 2010. The first increase of **1.25%** follows the **2%** increase last July with another **3.25%** due on 1 October this year.

- **CPSU** assisted many members with their involvement in the Bushfire Royal Commission. Individual rights, both legal and industrial, are crucial, and many workers contacted the union seeking advice should they be subject to "individual criticisms" that may arise from the Royal Commission process.

- The **LMW** Agreement is registered with slow government approval processes was the reason behind the delay. The new Agreement will expire on 30 June 2012.

- **SSSO** members in the Eastern Region contacted **CPSU** regarding working in indoor temperatures of up to 35C. **CPSU** members kept records of air temperature at each location and **OHS** issues were identified across all five co-located sites in the Region.

- **FWA** formally approves the **Dental Therapists, Dental Hygienists and Oral Health Therapists' Victorian Public Sector Multi-Enterprise Agreement 2009-2013**, and the **General Dentists' Victorian Public Sector Multi-Enterprise Agreement 2009-2013**.

- A majority of members refused to comply with **VWA** management's request to justify the 65% rule for use of their **TOT** vehicle. **CPSU** advises employees to submit a union formatted letter in place of filling in WorkSafe's 'eligibility review' documentation, as active participation in the review could affect any legal challenges further down the track.





MARCH '10

CPSU is advised by **Parks Victoria** of the proposal to transfer staff from both the Bourke Street and Burnley depots. PV's proposed changes involved transferring some 70 staff from Bourke Street to Box Hill, and relocating all staff located at the Burnley Depot to a location in Church St, Richmond.

CPSU received the results from the **SLV Bullying Survey** - with member involvement increasing by more than 100%. Perceptions / Complaints about Bullying behaviour at the Library have fallen and the work environment has improved since the last Survey in 2007/08. There are definitely areas however that still have severe problems. The survey also strongly indicated that issues with public violence/bullying are of great concern and this will be followed up.

A number of significant changes have been proposed across the **Parkville and Melbourne Youth Justice Centres** Precinct with Parkville proposing a 7 day Roster which is currently being negotiated. Melbourne has a roster review in remand which is now impacted by a significant uptrend in numbers.

This year **International Women's Day** coincides with Victoria's **Labour Day** - the annual union movement public holiday that celebrates the economic and social achievements of workers. This coincidence is a poignant reminder of the significance of women in unions and unions in working women's lives. As a union headed by a woman and one that

advocates for a membership and workforce that are both majority women, **CPSU** is under no illusions as to the significance of women unionists and the role of unions in improving our working conditions.

WorkSafe's research consistently shows 14 per cent of Victorian workers experienced **bullying** and research conducted over the last five years by the Government's own **State Services Authority** shows the bullying problem to be fifty per cent worse amongst its own workforce. In the Victorian public sector 21 per cent of employees have reported that they have personally experienced bullying in the workplace which is higher than the bullying reported in Victoria (14-15%), Australia (17-19%), New Zealand (20%) or the United Kingdom (11-15%) yet the State Government is changing the law to avoid stepping in to deal with their problem. From next month, **stress** claims relating to any management action will be excluded and it will be harder for workers' suffering from **psychological injuries** caused by their employment to be successful with a **WorkCover** claim.

CPSU meets with **DOJ** and **WorkSafe** to discuss and review Occupational Violence concerns within prisons after a number of recent incidents that have occurred in **prisons** highlighting some of the potential factors associated with increases in violence.

Notification is received from the **Legal Services Commissioner** of the intent to commence trialling the **Rapid Resolution Team**.

Expressions of interest in the **Anna Stewart Me-**

morial Project is called for the two week program to increase women's involvement in the union movement

APRIL '10

• **DSE** has used a colour coding system in the **State Control Centre** which has resulted in staff often being denied their Emergency Support Allowance when on duty as DSE has refused to pay the allowance on days classified as codes Green or Yellow. **CPSU** sought to have the matter resolved through conciliation at **Fair Work Australia** (formerly the AIRC) who agreed that where such work is performed, the employees must be paid the allowance.

• **Prison Officers** Occupational Violence Survey results show a belief that violent incidents would reduce if a stronger message was sent earlier and a policy of zero tolerance was adopted. Many expressed the view that the officer is made to feel that they are to blame. Officers mostly queried the inappropriate classification of known violent prisoners and the easy access to potential weapons inside units. **CPSU** meets again with **WorkSafe** and **Justice** and tabled our survey responses and agreement was reached to investigate these occupational violence issues under the auspices of **WorkSafe**.





• **CPSU** discusses with **Serco** the issue of **performance review and progression** as it has been proven to be near impossible for members to progress through the classification system. **Serco** refuses to listen so **CPSU** lodged an application with **Fair Work Australia** to have the matter dealt with.

A proposal to introduce a **stand-by allowance** and **recall roster** for staff employed in election services branch is received for two roster systems, one at **VEC** headquarters and one at the warehouse.

The State Government under the **Public Holidays Act** declares that **Sunday 25th April** is not a public holiday; it is being substituted, and Monday 26th is now appointed as the public holiday meaning for rostered workers the public holiday penalty rate will apply for Monday not Sunday and for most of our members the only impact will be a **long weekend**.

MAY '10

• **CPSU** is advised by **Parks Victoria** of the proposal to **remove entrance fees** for National Parks across Victoria.

• **DSE** advises of a restructure in **Forests and Parks** that would effectively see ten positions in the **Forests Resource Analysis and Modelling Unit** declared surplus. Seven new positions would be created in the **Forests Branch**, in addition to the two existing vacancies.

• **CPSU** had a less than satisfactory response from **DOJ** regarding the request to reinstate vehicles for **Sheriffs** to pre-review levels. **Justice** states that "while the review is being completed, a number of interim approaches to vehicle usage have been adopted by regional operations leaving vehicle sharing inequitably distributed and rotated between staff."

• **CPSU** received correspondence from **OPI** containing the latest draft of the **Defensive Equipment and Firearms Policy** and the new draft of the **Critical and Reportable Incident Policy**. This new policy in part replaces the previous draft **Alcohol and Other Drug Use Policy**, which was the subject of earlier consultation.

• **CPSU** notifies a dispute against **Serco** to **Fair Work Australia** over the lack of transparency and fairness regarding progression through the pay scales as only a small percentage of employees have been able to move up through the pay scales, and many are knocked back on the flimsiest of pretexts. **Serco** agreed to produce a document detailing what is required in each of the performance criteria in order to progress through the pay scales and this should be fair and transparent and therefore should result in more employees being paid and treated fairly.



CPSU receives undertakings from **DEECD** that non-teaching employees will not be directed to administer the **NAPLAN** tests.

DSE staff who are trained and accredited to perform a number of **IMT** roles receive their annual payments in due recognition for accreditation and are a significant improvement on the old system, whereby many fewer people were eligible, and rather than receiving a guaranteed annual payment, a small amount was paid for each shift in which the role was performed.

JUNE '10

Education Support staff plus **SSSO's** and **DEECD** employees can now register their expression of interest to serve on the **Merit Protection Board** which hears grievances and appeals from employees, which may include "transfer and promotion, sexual harassment and discrimination, incapacity, grievances of a general personal nature and grievances in relation to police record checks"

The current Agreement with **Serco** expires in October and the re-negotiation is a chance for employees to improve their working conditions, and fix any long-standing workplace issues and that's maybe why **CPSU** is being prevented from communicating with **Serco** employees via email.

DEECD states that, as a result of changes to **eduPay**, **purchased** leave will now only be granted once it has been accrued so if an employee wishes to purchase an extra 4 weeks leave they could only take that leave in full once they have paid for the leave or "accrued it".

CPSU writes to the Registrar of **BDM** advising that recent instructions regarding leave are incorrect and not compliant with our Victorian Public Service Agreement and the directions in the emailed instructions are withdrawn.

A recent change in approach at **DSE**, regarding the renewal of **fixed term** positions, after there is a 'tightening' around their renewal after all applications for renewal, or to hire new staff, are subject to rigorous interrogation at the highest levels. Importantly, fixed term employment is not supposed to be used where **ongoing** employment is more appropriate.

It's our anniversary of when 1,000 public servants crammed into the Athenaeum Hall in Collins Street on **17 June 1885** to form the Victorian Public Service Association and the diligent work of thousands of men and women over the past 125 years is celebrated and a commemorative plaque unveiled at the site by Premier John Brumby.

DHS advises of their intention to install **CCTV** in two units at the **Parkville** precinct which is an emotive issue, whilst it may be detrimental in limited cases, it would strongly corroborate staff who execute their duty within the Code of Conduct for the Public Service.

DOJ advises of a proposal to create a new **Child Protection Conference Convenors Unit** as the Court is introducing a new appropriate dispute resolution (ADR) in the Metropolitan area, with an organisational unit to support this process'. The unit will sit within the jurisdiction of the **Children's Court**.

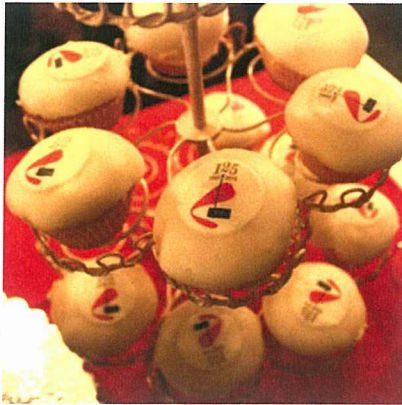
JULY '10:

Our new **Transport Accident Commission** Branch committee is elected as January to June 2011 is new Agreement (EBA) time and the first Agreement to be negotiated since the move to Geelong.

Refugee Week is celebrated with our members from the **Refugee Minor Program** with a free BBQ for all staff at **DHS Quay West**

DOJ agree to provide the rationale and likely effects on





Sheriffs of their vehicle review as a result of our appearance at Fair Work Australia disputing the reduction of equipment, and making changes without agreed consultation.

NAIDOC Week - Unsung Heroes - Closing the Gap by Leading their Way is held as **CPSU** celebrates the contribution of our **Indigenous** members and the union has worked hard to establish conditions in our Agreements to facilitate members' participation in a range of cultural and ceremonial events and to promote indigenous participation in all aspects of the union, public service and the community.

The Federal Court rules on Ms **Cate Quinn's** application and grants our injunction allowing her to return to work and is strongly critical of **VicPol's** mis-handling of the discipline provisions while establishing new benchmarks that protect all public sector workers.



CPSU writes to **Tarrengower** Prison Ops Manager about the proposed New Roster for **Officers** which is in the early stages of consideration.

Given the nature of the work **Sheriffs** do, **CPSU's** submission states that their vehicles should be exempt from any review, unless significant budget resources are poured into building accommodation for this group of itinerant workers whose vehicles are designated as their mobile office.

Youth Justice Custodial Services finally move to introduce mandatory uniforms at the **Parkville** precinct as our Agreement clearly provides for appropriate clothing or a clothing allowance.

Concerns continue to exist that the harmonisation process would not be able to deliver the highest possible standards of **OHS** rights and protections for Australian workers even though the Council of Australian Governments (**COAG**) had given an up-front commitment that there would be no reduction in standards resulting from the harmonisation process.

CPSU's lawyers lodge the Tool of Trade dispute at **WorkCover** with the Magistrates' Court seeking a directions hearing date.



To assess the degree of workload related stress that members are currently experiencing at **AMES** employment a survey is undertaken and the results become available.

Parks Victoria advises of the proposal to alter their management policy and practices around the filling of funded and unfunded positions, employee transfers and short term labour.

DSE advises of a proposal to amalgamate **Catchment Management Authorities** and **Water Boards** largely on the conclusions of the 2009 White Paper - Securing Our Natural Future.

AUGUST '10:

Dame Phyllis Frost members meet to identify workplace issues for the union delegates to pursue through the consultative committee including working hours, occupational violence, rosters, essential posts, ERG accou-





trements, and the increase in prisoners from 260 to 270.

The release of the **Bushfire Royal Commission's** Report into the Black Saturday fires necessitates careful and sensitive responses from all parties as **CPSU** believes it would be irresponsible to politicise findings when there are so many people involved.

August is National Recognition Month for **Education Support Staff** who are Equal Partners in Education as **CPSU** launches its program to celebrate the contribution of non-teaching staff in public schools across the country.

Southern Rural Water negotiations on our new Agreement over the past months conclude securing a new pay rise of 4% per year for a 4 year Agreement with improvements to conditions of employment and **CPSU** recommends members endorse outcome to secure an agreement in principle.

CPSU is swamped with complaints of underpayment, non-payment of higher duties, problems processing leave claims and last but not least the outstanding issue of the HR Assist retrospective recalculation of Long Service Leave in **VicPol**.

School Based Consultation becomes an issue as the union makes the point that our Agreement includes an obligation for schools to establish consultative mechanisms that provide **ES** staff the opportunity to

have input into the decisions that affect their working life.

Museum Victoria advises of the intent to extend operating hours and the running period of the **Titanic Exhibition** until November 7 (extended by 3 weeks) as the exhibition has become very popular with bookings being full between 3-4 weeks in advance.

New workplace representative training as well as **OHS** courses become available to members who desire skills and knowledge for the role of workplace and/or health and safety representative.

Our ability to respond to workplace issues or opportunities is enhanced by a robust union structure with high visibility as members are encouraged to commit to our **'Put Your Hand Up to Help'** campaign across **DPCD and Transport**.

CPSU meets with **AMES** delegates to discuss the upcoming negotiation outcomes as the union will be meeting with management from early September to discuss a time frame for negotiations as staff face a number of challenging workplace issues, many of which can be resolved by obtaining a water tight Agreement.

SEPTEMBER '10:

VicPol members win their higher duties victory as **CPSU** exposes the failure to pay higher duties at the relevant value range after only paying at the grade base.



This discrepancy involved salary levels several thousands of dollars lower when calculating **HD** payments.

The results are in and the picture painted is not very pretty as the **Employee Opinion Survey** tells **ACCS** staff what they already knew – that management is failing and the restructure which took place earlier this year has been a disaster.

CPSU launches its own complementary campaign during **child protection** week titled **'Every Child Deserves Protection'** in an endeavour to have the State Government focus its resources on a solution that the child protection workforce believes will assist.

DPI develops a new **performance management system** to address some industrial anomalies arising from the old model after the union raised concerns that the previous performance management policies and processes relied on value added measures for staff employed in **Grades 1 - 4**, and that these targets seemed to be of the higher grade or work value.

An electronic time and attendance system is developed for all staff at **VGRS** who advise that signing onto the electronic system will send a message via the database to the Production and Recording Coordinators confirming availability for scheduling of work.

Parks Victoria advises of the proposal to transfer 6 staff from the **Werrimull** office to **Mildura** to consolidate their operation.

CPSU with **DECA** have been in negotiations around creating a new Agreement (EBA) and as a result members' meetings were held at Altona North, Newborough, Puckapunyal and Shepparton to update members regarding the progress of the negotiations thus far.

The Strategic Change Program gets underway without consultation as **Goulburn Murray Water (GMW)** announces its full throttle restructure & redundancies is about to commence.

CPSU and **PIC/BCCOMM** reach an in principle understanding around creating a new Agreement which has finally received government approval and the next step is to have the proposed new Agreement proceed to a ballot of all employees.

CPSU writes to **G4S** and **WorkSafe** about finding a long term solution to driver fatigue for our members in prisoner transport.

Recent floods highlight once again how poorly resourced **SES** is with professional staff having to work extraordinary hours without breaks to keep the work flowing. A state wide meeting of members is held off site in the Southbank precinct as **CPSU** calls for a further 70 employees.

Use by **SSSO's** of their private vehicles draws a travel allowance under our Victorian Public Service Agreement.

A warning is issued to **DHS** employees that **Injured Workers'** suffering a work related injury have a legal right to be treated by a medical professional of their choice and should be aware that no Employer has the legal right to insist that a worker attends a doctor nominated by the Employer.

CPSU and the **Fisheries Officers Association Victoria** are campaigning to restore the numbers of **Fisheries Officers** as it is only through restoring and maintaining their numbers that Victorian fisheries will have a fighting chance for future sustainability. A Facebook link is added to our campaign site – **'cos every fish needs an officer.'**

The first bargaining meeting with **Serco** is held for **traffic camera operators**, but it didn't go all that well with our list of claims, sent in advance of the meeting, but in response, **Serco** produce a draft which, if accepted, will see individual agreement with employees on a range of issues such as hours of work, overtime rates, penalty rates, allowances and leave loading.



OCTOBER '10:

The last call to claim our **Long Service Leave** entitlement for former **Quest Skilled** personnel at **VicPol** after 10 Years of direct employment anniversary is reached is made so personnel who were originally hired as labour hire staff and transferred to direct can claim your entitlement.

CPSU surveyed our **ES** members' attitudes to recall and found; 1/3 were not notified within a reasonable period that they were required to do recall days, in breach of the Agreement, over half believe the 3 curriculum days at the commencement of the school year reduce the need for recall, almost half were required to do their recall work without supervision, which is another breach of the Agreement for those who are classified ES1-2, just over a 1/3 reported that **ES** staff at their **school** were recalled for different numbers of days, highlighting that the requirement to do recall is not being done equitably, and 2/3 of members believe recall should be abolished in the next Agreement.

The latest **salary increase** from our Victorian Public Service Agreement arrives in pay packets and this increase of **3.25%** from 1 October follows the **1.25%** paid back in February and the **2%** increase last July amounting to hundreds of extra dollars for ALL VPS employees in addition to progression payments.

The Ombudsman's investigation is released into conditions at **Melbourne Youth Justice** precinct and **CPSU** welcomes the recommendations made by the report and calls on **DHS** to go further and resource all centres' requirements and condemn the finger pointing which labels staff responsible for the poor conditions at the centres.



Negotiations have been continuing for a new Agreement at **Royal Botanic Gardens** after members unanimously rejected management's last offer, however a revised offer has been made to the union but this still falls short of member's expectations for a fair and just outcome.

The **South West Trades & Labour Council** hosts its annual William McLean Dinner and the presentation of the Bob McClure Award at the Shamrock Hotel Dennington, near **Warrnambool**.

CPSU representatives continue to meet at Fair Work Australia with **AMES** to progress our various grievances which include; a separate training session to prepare for the next Agreement EA, some action regarding workload at Employment sites, the inability for staff at the top of their grade to access a lump sum in lieu of salary progression as promised, the matter of fixed term contracts and accrued sick leave being transferred over to new contracts, the misuse of casual contracts, and the amendment of the inefficient and laborious performance assessment forms.

A members meeting is called for a discussion about the **SLV** results from their People Matter Survey as we gather our thoughts, before talking them through with managers.

The Government agreed to adopt the **Proust** review's recommendations into of Victoria's integrity and anti-corruption system back in June which includes creating the first Parliamentary Integrity Commissioner in Australia draft codes of conduct for **Ministerial** staff as well as **Electorate Officers** are released for consultation purposes.

All employees at **VCGR** are encouraged to fill out **CPSU's** online survey regarding the possible relocation of employees to North Richmond.

Following the unsuccessful ballot of our members for the proposed **Port Phillip Prison** Enterprise Agreement, **CPSU** seeks urgent discussions with **G4S** who appear determined to plough ahead and ballot all employees at the site.

CPSU expresses its deep concern over the increased use of **contract and labour-hire** staff within **DIIRD**, and across the Victorian public service as a whole as it is evident that contract and labour hire personnel are being used inappropriately.

The issue of Professional Indemnity Insurance (PII) for **SSSO's** is raised by psychologists who express concern that **DEECD** has not confirmed whether or not the current PII meets the Psychology Board of Australia requirement for registration, as detailed in the Psychology Professional Indemnity Insurance Registration Standard.

The new **PIC/BC** Agreement is voted up and awaits approval by Fair Work Australia, while the wage increases contains a backdated **4.25%** from 1 July with a further **3.5%** from July 2011. The new Agreement will only run until the end of June 2012.

NOVEMBER '10:

Sheriff's hold a mass meeting to consider the offer from **DoJ** arising from their Vehicle Review and reject the proposal as all members are not included in payment repatriation.

Shared Services confirm that the **Library** Managers roles will be subjected to independent review and **CPSU** members propose that this review take place within 3 months of the new structure being



implemented and that a review of workload issues be undertaken 6 months after the new structure is in place.

Members meeting across the Service get underway to establish 'What We Want in 2011' as our current Agreement (VPSA) will nominally expire on 30 June 2011 and negotiations must commence by 1 February 2011.

VicPol members meet to discuss the transfer of IT staff to **Cenitex**, and how this will be conducted.

The items and actions arising from the consultative meetings with **Justice** and **Corrections** include Mid-Level items; Support for Officers under suspension, Justice Health – Condoms, Ararat - Surge Beds, along with High Level items; Loddon Roster, PDP's COG4's, Reclassification, Recruitment, and Police Checks.

Advice is received from **DPCD** of a proposal to restructure **Adult, Community and Further Education (ACFE)**.

Victoria Votes and with the population up, and demand up, **CPSU** advises members about what's in-store for Public Services and the protection of jobs.

A committee is being formed by representatives of **housing** offices across the regions and **CPSU** puts out a call to ensure all offices are represented.

Higher duties assignments are discovered not being advertised in line with Public Service merit and equity principles or policy with some units within **VicPol** reporting that **Hds** in excess of 3 months are being offered to individuals for an unlimited duration. It also appears in certain areas that **VicPol** managers are treating **classification** soft barriers as hard grade barriers to suppress career development.

CPSU contacts the three Departments (**DSE, DPI, DPCD**) affected by a payroll glitch and the problem is resolved and pays will be processed.

Notification is received from the **Office of the Public Advocate** of the proposal to restructure the **Volunteer Programs Unit**.

CPSU's dispute with **OPP** about the way it conducts internal review of grievance applications is upheld by the **Public Service Standards Commissioner** leading to a fairer process into the future.

Notification is received from **Responsible Alcohol Victoria** of the proposal to merge and relocate with **Victorian Commission for Gambling Regulation**.

Fair Work Australia approves the new **SRW** Agreement providing for **4%** salary increases from; 1 October 2010, 1 October 2011, 1 October 2012, & 1 October 2013. The nominal expiry date is 30 September 2014.

CPSU serves our claims for a new Agreement (EBA) on **AMES** and has met twice with management so far, to clarify the log of claims and to make sure our claim is properly understood while we now await their response.

Notification is received from **DoT** of a proposal to introduce a new Executive Officer position within the **Victorian Taxi Directorate (VTD)**.

VITAL STATS:

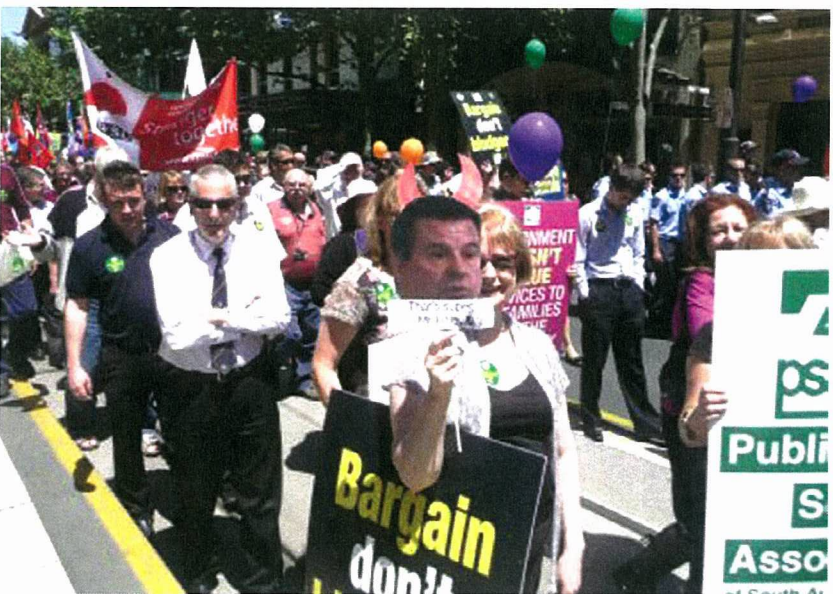
- **2,840** new members recruited this year well up from 1,358 in 2009.
- A net growth of **6,153** members (representing a 77.7% increase) since 1 January 2000.
- Total Member funds of **\$1,327,241** at 30 June with an operating surplus of \$24,572 for 09/10 financial year (\$237,541 in 08/09).
- **21** Agreements negotiated with **10** approved by FWA, **2** Agreements completed but rejected at ballot (PPP, ADF), **2** Agreements completed but awaiting ballot (STL, GPAC) and **7** Agreements still under negotiation but incomplete. (31 in 2009: 8 in 2008).
- **545** applications from members seeking representation this year. (578 in 2009: 609 in 2008).
- **309** change advice letters received from agencies. (242 in 2009: 297 in 2008).
- **55** EBA's, **15,500** members and **4,197** worksites.



A meeting is held with **DoJ** centred around the outcome of our **Sheriffs** mass meeting and to make the point that the newer Sheriff's be included as part of any agreed outcome.

Information is circulated to our members comparing the **child protection** policies of the major parties ahead of the State Election.

With **Christmas Day, Boxing Day** this year and **New Year's Day** next year all falling on a weekend, alternative holidays under the Public Holidays Act prevail and these provisions are replicated in our Agreements including the Victorian Public Service Agreement.





Continued from Page 2

After a series of delays, attributed largely to conservative defiance and the distractions of WW1 Peacock passed legislation expanding the political rights of public servants. Prohibitions against joining political parties, chairing or speaking at political meetings, and asking questions of any candidate were revoked.

Two formidable characters dominated the Union between 1925-1950.

The first was **Arthur Calwell** (above) who

entered the Victorian Public Service on 28 March 1913 as a clerk in the Department of Agriculture. In 1923 he moved to the Treasury. His involvement in politics began early at the age of 19 becoming secretary of the Melbourne branch of the Australian Labor Party. By 1925 he was the President of the Union.

Influenced heavily by the Easter Uprising of 1916 Calwell always sought to passionately profess and at times defend his Irish Catholicism.

During his tenure as President, the Union was impacted by the sectarian conflict that was also being played out in the public service, and the ALP.

His religious affiliation served to institute a period of changing alliances within the Union whereby the influence of monarchism, and the notion of loyalty to government, were called into question like never before.

The second character was **Standish Keon** (right).

Keon had grown up in the working class suburb of Richmond and in his mid teens struggled to find permanent work. For a time he managed to edit the *Irish Times* with Bessie Calwell, Arthur's wife. Soon a relationship developed with Arthur who introduced Keon to Catholic Men's Youth Society (CMYS), which became the seedling ground for the immutable values of his political life.

By 1939 with Calwell's help, Keon had become the youngest secretary in the history of



the Union at just 25. Described in the Union's annual report of 1938 as, '*young, ambitious and eager*', he had from the beginning a zeal for provocation.

Under Keon's leadership, the Union secured its first general salary increase for fifteen years, long-service leave, the five-day week and the principle of permanency for women.

A central issue for Keon was the fulfill-





The Hon. John Cain, M.L.A.

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ment of a twenty-year battle by the Union for the establishment of an independent Public Service Board, one of the three members of which being an elected representative of the Union.

This issue defined the Union's fortune during Keon's reign.

Albert Dunstan became the focus of intense criticism by Keon and the Union.

In the countdown to the June state election of 1943, Dunstan's proposed PSB was given the following assessment by the Union, 'as a serious attempt to cope with the service claims for an independent Board, it is simply absurd.

However, it is more than a joke; in effect, it is a declaration of war on the service.'¹⁰ In a final message to members before the election he wrote, 'in advising every Crown Employee to exercise both his vote and his influence in such a manner as to prevent, if possible, a further term of Dunstanism.'¹¹

Keon's time as secretary of the Union acted as a springboard into the Victorian Parliament in 1945.

After he entered parliament at the general election in November, he continued to serve as Union secretary.

Authored by Dustin Halse, Union History Project - Swinburne University.

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VPSSA Secretary Keon addresses Public Services Board.