



PUBLIC PERSPECTIVE

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

CUTS
SQUEEZE
SERVICES

- SEE PAGE 6



The Treasurer of Victoria

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CAPS MEAN MORE CUTS TREASURER With our Population Rising and Service Demand Increasing

Dear Minister

SUSTAINABLE GOVERNMENT INITIATIVE - LABOUR SUSTAINABILITY CAP

Thank you for your commitment to the Sustainable Government Initiative (SGI). Through your consistent and careful management I am pleased to advise that the Government has achieved its objective of reducing the number of public servants in non-service delivery and back office roles to a level in line with historical levels. This has allowed Government to prioritise expenditure on frontline services and infrastructure.

To maintain the efficiency gains achieved through the SGI, the Budget Expenditure Review Committee (BERC) has approved the introduction of a Labour Sustainability Cap to commence operation from 1 January 2014. It will apply to all departments and agencies previously covered by the Sustainable Government Initiative. The purpose of the Labour Sustainability Cap is to moderate growth in total labour expenditure (including contractors), while providing greater flexibility to departments and agencies to deliver the Government's business and service delivery needs.

Consistent with approaches undertaken in other jurisdictions, the Labour Sustainability Cap places a maximum on total employee related expenses and expenditure on contractor and temporary staff.

The baseline for the Labour Sustainability Cap will be set using 2013-14 Budget Update estimates of employee expenditure for 2013-14. Actual expenditure for part of the year will be used to estimate 2013-14 yearly expenditure for contractors and temporary staff. Some work will need to be undertaken by departments and agencies to ensure contractor expenditure is consistently defined and tracked.

The Labour Sustainability Cap will be set at a one-off additional 1.5 per cent over the labour sustainability baseline.



PUBLIC PERSPECTIVE

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SHAM CONTRACTING UNDER FWO MICROSCOPE

The Fair Work Ombudsman FWO has begun an enquiry into the Government's key Business Department for possible breach of the Fair Work Act sham contracting laws following a request from CPSU.



The core of our complaint relates to the wholesale use by this Department of labour hire staff to fill VPS positions that have been made redundant.

DSDBI cite the freeze as the reason why VPS ongoing staff can't be appointed to vacancies.

This practice was exacerbated when DSDBI issued an instruction to staff, both labour hire and ongoing VPS, that the use of labour hire contracts would be wound back and that anyone wishing to retain their employment would need to register for a personal ABN and contract their services directly to the Department.

FWO have advised that after a preliminary meeting with representatives of the Department which proved to be somewhat fruitless, they would now be formerly seeking the information they had sought at that meeting.

CPSU asked FWO to look into this practice as members felt that the arrangement was constructed to avoid the Department's legal obligations towards staff by not employing them pursuant to our Workplace Determination.

At our request FWO have agreed to set up a confidential process for any staff member from the Department who may wish to come forward to provide information about this practice and its impact.

Dates for the confidential sessions were being arranged at the time of writing.

THE GOVERNMENT HAS
USED LABOUR HIRE
TO FILL VPS POSITIONS
THAT HAVE BEEN MADE
REDUNDANT.

ALL STAFF: ...
Staff Announcements ...
Sent by ...
Re: ...

Accessing on-hire workers

The Department is confining its use of agency on-hire workers from the mandatory VGPB Staffing Services Panel to temporary staffing for absences of VPS staff who are either on short term approved leave (or other absence), or in the case of longer periods, the position has been unable to be backfilled through local or advertised higher duties or advertised fixed term secondments.

Requests for temporary agency on-hire workers, must be approved at Deputy Secretary level, and must now be sent to the Human Resources branch for transacting with the VGPB Staffing Services Panel. Only the HR branch is authorised to approach and transact with the Panel.

Existing purchase orders/contracts with providers on the VGPB Staffing Services Panel will continue to be honoured until their completion. Initially many of these were due to expire before 4 October 2013 but due to the number involved will now be staggered up to 1 November 2013. Corporate Planning and Compliance Services will work with divisions to establish transitional arrangements.

Purchase orders/contracts that match any activity listed in the VGPB Marketing Services Panel are excluded from the above arrangements.

Commercial Procurement of Services

All other service needs must be procured as services (not staffing) through competitive open market requests for quotations from commercial providers (registered business or companies).

Requests for Quotation (RFQs) for general service needs must be sent to the DSC Procurement Unit for lodgement on eQuotation. eQuotation applies the eVALUA based system used extensively across Victoria and other jurisdictions. Only the Procurement Unit is authorised to transact on eQuotation.

RFQs for IT related services from the mandatory eServices Register must be sent to the DSDBI Procurement for lodgement. For services with an estimated spend of more we must seek at least three quotations from the Register. Only DSDBI is authorised to transact with the eServices Register.

Interaction by DSDBI VPS staff with agency on-hire workers regarding commercial procurements

Agency on-hire workers are employees of the seven providers to the VPS Services Panel; they are not employees of DSDBI.

Assistance cannot be provided by any DSDBI VPS staff to agency or regarding the proposed commercial procurements of service. This (written or verbal), provision of information, coaching, solicitation commercial procurements or any other form of assistance is allowed.



DONGAS OUR NEW DIGS

THE GOVERNMENTS ANSWER TO
OUR OVERCROWDED PRISONS



» The Government has put their corrections cart firmly before the horse this time as mining dongas, trucked direct from the Pilbara, become the answer to overcrowding caused by the surge in prisoner numbers.

Justice, Police and Corrections compete with each other over who bears the cost of the Government's policy settings and Treasury and Finance are out spruiking former TAFE campuses as potential future sites.

The placement guidelines and security protocols for Donga accommodation for those existing minimum security



EVERY IDEA BEING PUT
FORWARD NOW IS
ONLY SURPASSED IN ITS
STUPIDITY BY THE NEXT.

inmates should mean the prisoner is almost fit to be released anyway.

The introduction of a new Restricted C rated prisoner (previously Medium rated) into minimum security prisons has increased the risk profile at these mostly unwalled sites.

The rural location makes it near impossible for the e-monitoring bracelet to record a signal and locate these higher classified inmates.

Corrections knows their capacity pressures relate to medium security inmates and it seems the plan is to clear out Loddon or maybe commander Tarrengower (Women's Minimum Prison) while pretending it's all about police cells.

The public would wonder why it's all necessary.



COVER STORY
MIND THE GAP

CUTS SQUEEZE SERVICES

The falsehoods and misrepresentation by politicians about the current state of our public services is no fantasy for those who have to work with ever increasing demands on ever diminishing resources and colleagues.

The fantasy is played out by politicians who seem to believe that what they put out in a press release is in some way factually connected to reality.

The Government seems hell bent on breaking the goodwill of its workforce by pitting occupations and programs against each other depending on whether they fit their definition of “frontline” or “head office” “back office”.

As if the person holding the hose is somewhat more important than the person who turns it on.

The Government has allowed themselves to create a naive artificial divide between a support role and the actual service deliverer.

IN THE LAST 20 YEARS VICTORIA HAS ACCOUNTED FOR 22 PER CENT OF AUSTRALIA'S POPULATION GROWTH, YET IN THAT SAME TIME OUR PUBLIC SECTOR WORKFORCE HAS DROPPED FROM 48,359 TO 29,568 AND CONTINUES TO FALL.

Each time I see another Government press release on further cuts to the public sector workforce insisting there's no impact on the delivery of services I am reminded of that fantastic but fantasy Australian children's book *The Magic Pudding*.

Norman Lindsay tells the story of a pudding that never ran out; and could be cut, served and eaten time and time again. Magically this occurred with no impact on the puddings ability to keep serving.

This delusion began with the announcement of the “Sustainable Government Initiative” in late 2011, a title more Orwellian than George himself, which has seen close to 6,000 jobs removed from the sector.

The fallacy continues with the Treasurer quietly announcing the “SGI Mark II” the Labour Sustainability Cap in late 2013.

This cap places a maximum on total employee related expenses and expenditure on contractors and temporary staff.

These caps become effective program cuts and squeeze services further.

The support task is vital unless Government wants “frontliners” spending half their time out the back.

Cap levels become an arbitrary figure determined post the redundancies and the reference point cites the “historical levels” from the end of the Kennett era for support staff numbers.

This historical benchmark is the era when tens of thousands of public sector workers lost their jobs solely in the pursuit of a neo liberalist ideological utopia of “small Government”.

Victorians became wise to the fact that it takes people to deliver services, with staff redundancies services are cut.

This approach saw the Kennett Government perish at the polls.

Any reference to historically accurate numbers of staff must also be seen in the context of the growth in the Victorian population over the same period.

Our population has increased from 4.45 million people in 1994 to over 5.6 million by 2013, yet the numbers of people who deliver services on behalf of the Government has dropped from 48,359 to 29,568 over that 20 years.

AS IF THE PERSON HOLDING
THE HOSE IS SOMEWHAT
MORE IMPORTANT THAN THE
PERSON WHO TURNS IT ON.

THERE ARE NOW
FEWER WORKERS
SERVICING MORE
VICTORIANS





TAKE A PULSE CHECK ON JOB JARGON

An internal email from the head office of the Department of Human Services about the organisation's restructure of its Property and Asset Services area that includes redundancies provides the latest example of bureau babble from their new age managers.

The update included some claims about the so called "change-curve". This is derived from widely discredited change management theory.

What it proposes is that when faced with workplace change, employees go through various stages from satisfaction, denial, resistance, exploration, hope, and finally commitment.

It's a bit like the stages of grieving.

When boiled down, this is an attempt to psychologize any/all legitimate criticisms employees might have of management's change proposals.

It dismissively and condescendingly relegates real concerns to a psychological "stage", and does not allow for the possibility that Management might actually have made a bad decision. Like outsourcing these valuable jobs or making staff redundant.

Take a pulse check and disregard the voodoo.



YEAR IN REVIEW



Cuts to thousands of public service jobs and the ever present infiltration of the FIFO contractor workforce dominate the year.

Departments were merged and the constant reorganisation that inevitably follows downsizing of the scale imposed has meant little other focus than on protecting jobs.

Twenty three of our fifty three Agreements were negotiated or being negotiated during the year and 1,172 new members were recruited.

Our net member funds stand at \$2,412,976 at 30 June up from \$1,814,790 at the same time last year with an operating surplus of \$469,315 this year compared to \$69,640 for 2011/12 financial year.



DECEMBER 2012

PTV notifies CPSU of potential changes to the structures of the Finance and Network Operations Divisions. The proposal is to merge the commercial and governance group from the Finance Division and the commercial group from the Network Operations Division. There were no planned jobs lost as part of this change.

An improved offer for a new Enterprise Agreement is received from

ACER and CPSU invites members to complete a survey to have input on its merits. CPSU encourage **ACER** employees to endorse a new Enterprise Agreement and vote YES.

CPSU challenges the approach being undertaken by **GM WATER** after consultation with our members is bypassed about compulsory redundancies at the Water Authority.

CPSU and **DHS** attend mediation at the Magistrates Court concerning our "log on time" dispute.

Fair Work confirms our **GWM WATER EBA** effective from 20 December with 4% back pay to April 2012.

An Asbestos risk is identified at the **IMMIGRATION MUSEUM**.

DPCD management notify CPSU of proposed changes to **Aboriginal Affairs Victoria** focused on structural changes to reporting lines and the removal of several positions.



A **HOUSING** briefing reveals the full extent of the lie about services being unaffected by job cuts. The internal brief states that experienced staff will be replaced with labour hire so CPSU meets with the Victorian Auditor General (VAGO) to call for an investigation into these labour hire type employee replacement arrangements.

CPSU has a conversation with **HOUSING** about the timing of meal breaks to try and sort out employees being scheduled for meal breaks at inconvenient times.

CPSU urgently writes to **DPCD** following Management's sudden notification they will be going ahead with changes to **Community Development**.

CPSU files a dispute with Fair Work following the continuing refusal of **DPCD** to provide information to staff about the dramatic changes being undertaken as a result of the Sustainable Government Initiative.

DOT amazes CPSU by demanding just five days to respond to their proposal to slash 62 jobs as a result of the removal of the **Transport Projects Division** in the Department.

MUSEUM management notify CPSU of a proposed restructure to the CSO area and the **Bookings and Enquiries Team**.

AMES members are amazed to be the recipients of purported 'individual contracts' provided by their Human Resources Department.

JUSTICE notify CPSU of a proposed restructure of the **Safety and Wellbeing Team** within People and Culture proposing to divide the team into 3 portfolio areas and change roles and responsibilities of staff.

COUNTY COURT creates new positions in a restructure of the Management Group and the Chief Judges Office.

COURTS and Tribunal Services notify CPSU of a proposed restructure of the Discontinuation, Organisational Capability Function, Human Resources branch. Four positions were affected.

PARKS formal arbitration process commenced at Fair Work with one and half days of cross examination of witnesses by counsel representing the Unions. Parks elected not to cross examine any of the Unions' witnesses, meaning that our evidence is submitted unchallenged.

PRIMARY INDUSTRIES receive Ministerial endorsement to a plan to remove a dedicated Front of House presence at a number of DPI offices. People will be replaced by intercoms, further reducing service provision to regional farming communities.

CPSU receive formal notification of the **BUILDING & PLUMBING COMMISSION** restructure.

The **PARLIAMENTARY OFFICERS** Agreement 2012 is finally approved by the Government. Also approved are the **ZOOS VICTORIA** Salaried Staff Agreement 2012, the **MUSEUM** Agreement 2012, the **NATIONAL GALLERY** Agreement 2012, the **STATE LIBRARY** Agreement 2012, **PUBLIC TRANSPORT VICTORIA** Agreement 2012, and the **ACMI** Agreement 2012. The **DECA** Enterprise Agreement is voted up in the employee ballot.

CPSU representatives meet with **DSE** management to discuss concerns raised by members around the Environment and Natural Resources restructure.

The **VICTORIAN GOVERNMENT REPORTING SERVICE (VGRS)** advise they will be conducting a service review of all its operations.

DECA -The Union lodges an application for an urgent listing at Fair Work in order to resolve the matter regarding Wodonga TAFE's attempt to impose new, unlawful contracts on staff. Following the Union's application for an urgent listing, Wodonga TAFE advised that they will revoke the contracts issued to employees, and will issue new letters stating that employment has transferred.

JANUARY 2013

OFFICE OF PUBLIC PROSECUTION notifies CPSU of a proposed structural change to the Registry Section involving a split of the Registry Section, creating a dedicated Records Management Services Section; Creating a new VPS Grade 6 - Manager, Records Management Services; Relocating current depositions staff into the Legal Practice; Planned closure of the Cheltenham store and consolidating those functions into Lonsdale Street.

CPSU writes to **DPI** following extensive feedback from members, seeking further information about the closure of reception services at a number of **DPI** offices. Members complained that insufficient information was provided to enable them to submit an alternative to the proposal.

The union is alerted that the formal letters of offer to members of **OPI** staff state the **IBAC** employment will be subject to a probationary period of three months from an employee's commencement date however **IBAC** agree to remove the probation period for those existing **Office of Police Integrity** staff that have been matched to **IBAC** positions.



CPSU received **ACMI's** change proposal and then met with **ACMI** Executive to discuss the proposed broad based changes which would see a reduction of 10 staff within the organisation.

LOWER MURRAY WATER employees receive the first 4% increase under their new Agreement.

VICTORIA POLICE and CPSU remain in dispute over the practice of filling Public Service positions with sworn officers.

DPS re-commenced bargaining with CPSU for 2013 on a new Enterprise Agreement for Electorate Officers.



FEBRUARY

Audio-Visual Unit members of Forensic Services at **VICTORIA POLICE** received advice they will be relocated and contact CPSU raising issues impacting from job losses and staff freezing. CPSU remain in dispute with Victoria Police over the proposal to change members' Position Descriptions to show members have multiple work locations.

DEECD applied to the Federal Court for an injunction to stop the ban on work of more than 38 hours per week and the planned stop work on 14 February. The Federal Court rejects the application by the Government to stop the planned 24 hour stop work by Education Support staff and teachers on February 14.



ZOO's negotiated pay rises are delivered, and back dated to April 2012.

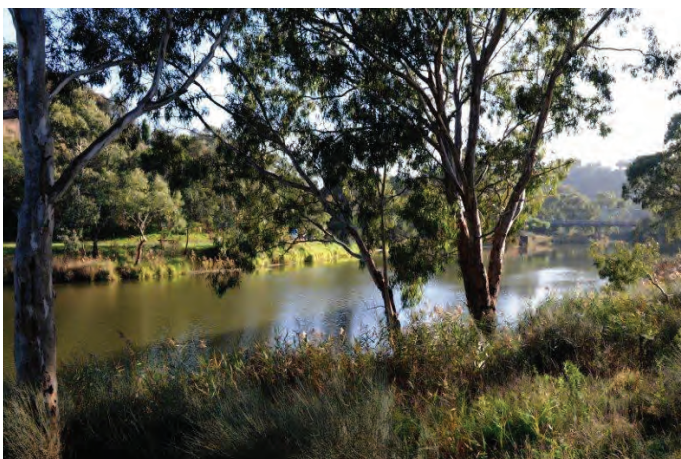
BUILDING & PLUMBING COMMISSION are taken to the Fair Work Commission, seeking an order to the effect that the Commissions' were not bargaining in good faith. Our application is rejected and Fair Work suggested that the parties meet again to try to resolve our differences, and failing that to return to seek assistance.

CPSU commence the legal process to initiate protected industrial action at **VICTORIA LEGAL AID**.

PARLIAMENT negotiated pay rises are delivered, including back payments of 3.25% from 1 July 2012 and 1.25% from 1 January 2013 along with the \$1500 bonus payment.

VICFORESTS wrote to CPSU advising of a proposal to review their organisational costs.

CPSU writes to **HOUSING** for clarification on how members can access reimbursement for safety clothing. The response notes that HSO's have been able to claim



CPSU forced **DSE** management to correct a significant payroll error. Part time employees worked additional hours over and above their ordinary hours, but less than 76 hours per fortnight, **DSE** have treated this time as overtime, and therefore not crediting leave accrual on these hours.

With the low take up rate of the **PARKS VICTORIA** redundancy packages offered in 2012, Management go back to Government seeking to expand the eligibility and offer a second round of **VDP's**. A 13.5% wage increase, over 3 years, is awarded by Fair Work. It is discovered that several allowances have been underpaid since 2008.



for protective clothing such as coveralls or protective trousers and jackets, wet weather gear, safety footwear, sunglasses, sun hat and gloves since the inception of the Determination on 23 July 2013.

The National Disability Insurance Scheme (NDIS) established temporary offices in Geelong opposite **TAC** in Brougham Street and commencing to engage staff for the project.



MARCH

The Government continued with their application in the Federal Court to strike out the **EDUCATION** 24 hour action overall with an argument about the referral or otherwise of a number of our Agreement clauses.

The Union **ELECTORATE OFFICERS** Executive endorsed the Agreement counter-offer to Parliament's management after extensive consultation with our members.

The Fair Work Commission also found that **VICTORIA LEGAL AID** had not bargained in good faith.

DEECD job descriptions change and many members assumed new responsibilities as a result of the **DEECD** restructure.

VLA proposes to close the Preston Office.

CPSU writes to the **DHS** to request clarification about rumours regarding a restructure of the Property and Assets Branch. **DHS** respond confirming the restructure will take place.

DPI announced its intention to shed a further 13 positions in the Biosciences Research Division, using the cover of external funding.

The **LEGAL AID** protected industrial action ballot returns a YES vote. Fair Work ordered a Protected Action Ballot after accepting our evidence surrounding the nature of the bargaining. The implementation of protected industrial work bans under the Fair Work Act commences.

CPSU and **DSE** management attend **Fair Work** about the increase to performance targets in Titles from 105 to 135 per day.

CPSU meet with Victorian **TAXI DIRECTORATE** management to discuss the transfer of staff to a new statutory body, the **TAXI SERVICES COMMISSION**.

DHS advises that it intends to install CCTV cameras and electronic key safe equipment into two Secure Welfare Units.



FEDERAL
COUNCIL
MEETS IN
MELBOURNE
FOR FIRST TIME
IN TEN YEARS



PROTEST

OUTSIDE LOCAL

MP'S BENDIGO

OFFICE

OVER CHILD

PROTECTION

STAFF CUTS

APRIL

CPSU files a dispute with **Fair Work** to deal with **DHS's** inability to provide job statements and clarity around roles to its employees.

DHS advises that it intends to make changes to the Payroll Services Unit.

DSE informs the union that it intends to make changes to the Imagery and Topographical Data Management Team of the Information Services Branch. Two new roles are created.

DSE attempt to provide CPSU with the proposed rationale and intended benefits of making thirteen (13) **BRD** employees' positions redundant.

DTF delay the certification of the **ES** and **State Super** EBA.

DPI proposes to restructure the Regional Leadership Branch within the Portfolio Services Division.

CPSU advise **LEGAL AID** members not

to sign the "Undertaking" form management have asked them to sign until there has been an opportunity to comprehend the rationale and intended benefits of this form.

The Government confirm a deal on the **VLA** Agreement has been agreed to.

CPSU meet with **VLA's** Managing Director and Director, Legal Practice regarding the Conflict of Interest (COI) policy.

Discussions with **AMES** regarding the use of Individual employment arrangements for new and existing staff commence. CPSU raises concerns with a number of items contained in the individual agreements that are inconsistent with the enterprise agreement.

VICTORIA POLICE embarked on a raft of reviews to different departments and units, especially since the completion of the VDP process with many hundreds of jobs disappearing.

A recent roof collapse at **VISU** Preston, resulting from the collapse of a neighboring wall, has revealed asbestos still present at the site despite assurances from the building owner the site was now safe.

PARLIAMENT notifies CPSU of proposed changes to Joint Committees, resulting from the Parliamentary Committees Amendment Bill 2013, which effectively abolishes four Joint investigatory committees and creates one committee in their place.

DOJ proposes a new organisational structure for the **Coroners Court** and **VIFM**

Our **SCHOOLS** dispute is over with **DEECD** agreeing to proposed wages increases for Education Support staff. The new proposed Agreement will operate until October 2016.

The Premier announces the merger of **DSE** and **DPI**.

DOH proposes a restructure of the Mental Health, Drugs and Regions Division.

MAY

An email ballot of **VLA** members on the final proposed agreement is conducted.

After hearings before Fair Work over a dispute lodged about the length of time the Government was taking to approve an Agreement that had been agreed between **VicSES** and CPSU last October, Government agreement is finally reached.

GPAC sends out a notice of employee representational rights and is set to commence bargaining.

CPSU encourages all **DHS** members to look at the Improvement Notice issued by Worksafe Victoria, the Occupational Health and Safety Regulator, about the unsafe workloads and system of work failures in LMR.

CPSU **HOUSING** members successfully pursue more than a quarter of a million dollars in monies owed relating to unpaid overtime for workers employed by DHS located at the Housing Call Centre to settle the log-in dispute for the period 2006-2012.

DEECD VPS South Eastern Victoria Region seek to establish a CPSU Branch Section.

The proposed **SCHOOLS** Agreement goes to a ballot of all members and the workforce in Victorian public schools following the recommendation of our ES Reference Group.

Government MP's get their pay rise yet **Parliament** is still seeking Government approval from **DTF** on the **ELECTORATE OFFICERS** agreement. It is finally approved at the end of the month.

VACT (and their lawyers) met with CPSU and **MEAA** representatives before Fair Work. CPSU lodged the dispute about the lengthy delay in having our Agreement go to employee ballot on the basis that VACT was not acting in good faith. The parties agreed to ongoing discussion and if the parties were unable to finalise the agreement within the next fortnight, CPSU should relist the matter at Fair Work.

DEPI propose to relocate APG (formerly APIDG) and the RRPD from 1 Spring Street to level 14, 8 Nicholson Street and to consolidate Land, Fire and Environment Group to levels 1, 2, 3, and 6 within Nicholson Street.

JUNE

CPSU receives advice from **Parks** that a further 60 positions will be made redundant and losses will include Ranger and some Field Service Officer employees.

It's the month of the restructures with restructures announced at various departments; **PTV** propose a customer services organisational restructure, **DHS** restructure the staffing and structure of North Division (Loddon & Mallee Areas) child protection, **DOJ** propose to restructure **Working With Children Check Unit (WWCC)** and also introduce nine (9) Principal Practitioner positions in regional Victoria and relocate the Box Hill **OBP** to Dandenong.

Parks Victoria notify of a draft weekend work and rostering procedure proposal.

The **GENERAL DENTISTS, DENTAL & ORAL HEALTH THERAPISTS, & HYGIENISTS** agreement negotiations commence.





As a result of the restructure at **CORRECTIONS VICTORIA** Head Office, CPSU conduct a member workload survey.

Fair Work lists the application by CPSU regarding the withdrawal of payments of professional memberships by **VLA**.

CPSU members are back in the Fair Work Commission with representatives of **DEPI** seeking the Departments intentions with the merger of **DSE** and **DPI**.

VICTORIA POLICE announce a new round of redundancies but fail to specify how many jobs and who so CPSU lodges a dispute with **Fair Work** seeking the numbers of job losses, along with the rationale, intended benefits and likely effects on the employees working conditions and responsibilities.

The new **DSDBI** organisational structure is announced to staff.

DTPLI members get together to discuss the merger ramifications for the jobs in the new Department.

A member's lunch is held to celebrate 15 years of union activism at **ACER** and our new Enterprise Agreement.

CPSU and **G-M Water** are scheduled to meet in **Fair Work** about the attempted change from Balanced Scorecard Methodology, to the Individual Work Plans (IWP) but thankfully before court, sanity prevailed, and CPSU receives a letter from **G-M Water** with a proposal for a solution to the Dispute.

The proposed Victorian Government **SCHOOLS** Agreement has been endorsed by the workforce and will now be submitted to Fair Work Commission for approval.

CPSU visits **AHPRA** to speak to members about the recent **FWC** decision

that **AHPRA** has national employer status plus employee rights to consultation and the recent development and release of new policies.

The **Geelong Trades Hall** invites CPSU members to join their Annual Women's Dinner.

CPSU receives notification from **DHS** of changes to be introduced in the Corporate Integrity, Information and Resolutions Unit.

CPSU conducts a comprehensive survey seeking feedback on the devolution of **SSS** management for all **SSSOs**.

JULY



A further **pay** increase of 1.5% falls due for members under many of our Agreements including our **Victorian Public Service Determination, Parliament, Parks, State Library, Museum, National Gallery, ACMI, Film Victoria, VicSES, PTV, and Growth Areas** and are paid this month. This increase is on top of the progression payments, the 3.25% increase paid in July last year, the 1.25% paid in January, and the \$1,500 cash sign on.

Super increases from 9% to 9.25% as the **superannuation guarantee**, the compulsory super payments that employers pay to their workers, rises as part of an agreed plan to move employee super to 12% by 2019.

CPSU meets with **LCEOs** at **DHS** north division. It is apparent there are significant workload issues which have been exacerbated by a corresponding reduction to staff. Additionally the recent changes to PDs have been both unhelpful and confusing.

CPSU is made aware that some of our **Port Phillip Prison** members are being interviewed by **G4S** based on allegations from an anonymous phone call. A series of interviews had already taken place over this matter by **G4S** who were on a fishing expedition hoping, by their own words, to gain a "confession" before taking formal disciplinary action. CPSU does not support an investigation that is not properly conducted and with the aim of getting members to incriminate themselves without actually being subject to any specific allegations. It is an abuse of process and a denial of natural justice.

CPSU receives notification from **Transport Safety Victoria** of proposed changes to the Rail Safety Branch including their proposed org chart.

The **Department of Parliamentary Services** agrees that Part-Time employees will be paid for all additional hours up to 7.6 hours per day commencing 1 July 2013.

The new **DEPI** remains frozen as CPSU receives notification of proposed changes to the organisational arrangements for the Customer Service Centre in Ballarat, People and Culture reporting changes, Information Services reporting changes, and Legal Services arising from **DSE & DPI** merger.

CPSU receives notification from **CLEDS** of the Government's intention to merge the Privacy Commissioner's office with **CLEDS** and establish a new Office of the Privacy and Data Protection Commissioner.

CPSU meets with **TAC** about the Connect Branch restructure in the hope of working through a number of outstanding issues raised by members as **TAC** press ahead with the restructure by asking members to nominate their expression of interest (EOI). CPSU raises concern that there were not enough positions within the new structure to allow for leave or coverage of staff leave amongst a number of other individual issues when positions are reduced.

CPSU receives notification from **NGV** of proposed changes to the organisational arrangements at the Gallery.

CPSU requests more information from **DEPI** of proposed changes to the organisational arrangements for the Customer Service Centre in Ballarat while more changes affecting reporting for the Water Resources Division, Business Operations, and Finance & Planning are provided.



ELECTORATE

OFFICERS

ENDORSE A NEW

AGREEMENT

AMES members are invited to meet and discuss workplace issues with colleagues and CPSU.

CPSU writes to **Parks Victoria** seeking further information on **VDPs** and about the plans to manage workload once another 60 staff are made redundant.

CPSU and **DHS** meet in Fair Work, specifically to address compliance and consultation around PDs, LCEOs, Relocations, and other issues arising from the ongoing restructure rollout with 500 less staff.

The on-line ballot for **Electorate Officers** to endorse our proposed new Enterprise Agreement opens and it's a simple Yes or No answer, and CPSU members vote Yes. In a difficult bargaining environment, the new proposed Agreement makes important improvements on current conditions, including improved partner leave and payment for additional hours worked by part timers. The Agreement also provides for a competitive wages of-

fer of 12% over 40 months and pays a \$1,100 bonus to each officer.

Gippsland Trades and Labour Council (GTLG) hold an Art Exhibition to showcase the creative talents of many current and retired union members from the region. An invitation is extended to CPSU members to attend the opening night.

A proposed organisational restructure for **FSD** in **VicPol** is given to employees at the end of June and it is the view of CPSU members that the review has not considered which positions in the proposed structure will be responsible for a significant number of tasks performed or that the review team understands the complexity and amount of work involved.

CPSU continues discussions with **DPC** over their proposal to change the way **PDP's** are assessed for **VPS** Grades 5, 6, and **STS7** employees by making it more difficult to obtain progression.





Our new **Schools** Agreement is formally approved by Fair Work with the \$1000 bonus payment (pro rata for part time employees) to be paid in August and back-pay will be paid at the same time. The Agreement provides new rates of pay from 7 April 2013 so all school employees will receive back-pay to this date as well.

CPSU calls for nominations for our **VWA** Branch Section Committee and the role of the Branch Section Committee is to represent the ideas and views of members on issues that affect them.

CPSU receives notification from the new **DTPLI** of a proposal to establish a high level structure for the Corporate Services Group of the new Department.

CPSU writes to **Taxi Services Commission** seeking a halt to the external advertisement of new job vacancies. New jobs are like hen's teeth in the Public Service at the moment, and with a restructure on the horizon,

these positions should remain within until any restructure is announced.

CPSU conducts member meetings at various **RBG** sites to discuss the upcoming Agreement negotiations.

COSI workers across Victoria within **DHS** don't have their position descriptions and are being overwhelmed by their workload as a result. Like **LEOs** they have found that the restructure has further confused their roles and the boundaries where their roles begin and end has significantly blurred as **DHS** grapple with 500 less people.

The efficiency dividend being imposed on **DEECD** is not yet translated into program cuts, nor the services no longer to be provided as Regional Offices struggle due to a lack of expertise, to provide anti-crime support and now only attend security incidents when they are serious as one example of cost cutting impact.

A HALT TO
THE EXTERNAL
ADVERTISEMENT
OF NEW JOB
VACANCIES AT THE
TAXI SERVICES
COMMISSION IS
DEMANDED



Access to vehicles for staff who used to deal with critical incidents is restricted now just to management. As a result security staff only give advice from their desks for example, on the best placement for CCTVs, internal security and the management of tension between differing ethnic groups and year levels in 'at risk schools', instead of traveling to 2-3 schools a day within the region to assist principals deal with vandalism and other criminal activity.

With the **ACMI** organisational re-structure from 2012 having now been bedded down, CPSU requests a Post Implementation Review as concerns mount that **ACMI** will not be able to deliver some of its core services given the cuts to staffing and resourcing. The redistribution of some subject matter expert staff and a reduction to contracted hours will create inefficient service delivery and will severely curtail career pathways.

DEECD remains dislocated following the reorganisation after many jobs were cut and still have 100 unplaced staff and over 300 vacancies (fig-

ures supplied). Fourteen employees begin their TSP period this month by some bizarre choice of executive logic. Case management is uniformly poor with most unplaced staff having multiple "Case Managers" in the last 6 months. Recruitment processes mention unplaced staff in passing but there is no real emphasis on making sure the unplaced list is checked nor ensuring unplaced staff are offered an opportunity to compete.



Consultation breaks down between CPSU and **Justice** on the proposals to significantly change rosters at **DPFC**.

DEECD refuses to pay back-pay and the \$1,000 sign on bonus to fixed term employees who were not officially on their payroll on 10 July, in the school term break, when the new Victorian Government Schools Agreement came into operation.

DEECD takes advantage of a technicality because Fair Work approved the agreement during the school holidays to deny these employees, many of whom are amongst the lowest paid, their back-pay and bonus. There is no legal barrier to **DEECD** paying these employees who are in effect ongoing and would have budgeted to pay these employees and it is only pure chance that **Fair Work** approved the agreement during school holidays.

Serco issues all staff with a Notice of Employee Representation Rights as bargaining gets ready to commence for these former **VicPol** employees.



AUGUST

CPSU receives great feedback via a survey of members on the initial impacts of SGI job cuts within **CV** work areas. There are concerns on the change occurring within individual jobs, lack of clarity of job descriptions, poor communications on some of the subsequent changes, increased workload in areas and potential impacts on work balance and family responsibilities.

A **Sheriffs Officer** is attacked after they alight from their badged vehicle to utilise a public toilet after being approached by a male asking if the Officer was a Sheriff. On response the Officer was then slashed across the chest requiring stitches. This assault could have resulted in serious injury or death.

CPSU members are getting extremely frustrated by the continued obfuscation by **DHS** to provide up to date organisational charts, position description for all staff, and outline a more robust process around consultation following the re-org with 500 less employees.

DPFC roster review push gets put on hold after **Fair Work** intervenes on the Department's proposal to significantly change rosters. Fair Work suggests that both parties reconvene under facilitated conciliation by the Deputy President who oversaw our VPS Workplace Determination conciliation.

Fair Work approves our **MOSPS** Enterprise Agreement and all new conditions will apply as will the \$1,100 bonus (pro-rata for part-timers) and the 3% pay increase, backdated to 1 June. Further 3% pay increases will apply in May 2014, May 2015 and May 2016, before the Agreement expires in September 2016.

CPSU receives a letter from **Parks**, in response to the union's letter seeking further information on more VDP's and about the plans to manage workload once another 60 staff are made redundant.

VicHealth is not able to secure Victorian Government approval for a new Enterprise Agreement and negotiations for a replacement agreement commence but it is agreed that an interim payment be made. The interim payment consists of a 2.5% pay increase, backdated to 9 March 2013, and a small lump sum payment dependent upon Grade.

CPSU is seriously concerned that **DOJ** does not comprehend the level of anxiety and frustration being expressed after the recent assault on a **Sheriff's** Officer from the North West, and more broadly the risks associated with the current arrangements for officer safety in executing their work each day.

CPSU becomes aware of alleged backroom deals being made with individual **GM Water** employees, whereby higher duties allowances are being illegally withdrawn in exchange for favorable "Professional Development" credit for staff acting up in higher roles.

CPSU receives notification from **DEPI** of the proposal to introduce an interim Performance Management System.

CPSU receives notification from **PTV** of the proposal to change the organisational structure of the Chief Information Office - Tier 1 Leadership Structures.

The **Financial Services** Division at **VicPol** is currently going through a restructure which has led to the loss of a number of positions but through Fair Work, CPSU is successful in seeking the information Victoria Police used to determine the structure proposed. It is clear that management have not based a new structure on detailed analysis of what work is done in the division, or on anything more than limited discussion with staff doing the work igniting concern there would not be enough staff with the knowledge to deliver the same level of service the division has delivered for many years.

Our Federal Election Policy Watch exposes the Coalitions **Paid Parental Leave** gaffe as policy means State Government Workers may miss out on PPL in a double blow.

High Court Justice Ian Callinan AC has completed his review of the **Adult Parole Board's** operations.

VWA members after nearly 18 months of negotiations, have their new EBA approved by Fair Work and can expect to move to the new pay scale within weeks, which includes back pay of 2.5% from 1 December 2012, and a further 0.5% from 1 June 2013.

Minister denies **Parole Board** staff shortage despite cutting administrative staff in the parole system in the past two years, with the number of full-time administrative staff supporting the board dropping from 22 to 17, while their workload had increased significantly.

CPSU successfully concludes negotiations on a group insurance basis for a new package of benefits that

provide **full professional indemnity** and **public liability insurance** for members from 1 September 2013.

CPSU meets with **TAC** about the Connect Branch, First Service restructure affecting 7 positions particularly the imposition of a telephone roster.

Doj proposes to include "eight Essential eLearns" in the Performance Development Plan (PDP) for all employees in the Department without authorisation or agreement.



SEPTEMBER

Federal Election Policy Watch analyses the IR approach of the Parties and aside from the differences in other policy areas like with Gonski School funding, TAFE and the School Kids Bonus, Hospitals, Health and Dental funding, Disability Care, the NBN, After School Hours Care, Marine Parks, Climate Change, and Marriage Equality, the impact on our rights@work are stark.

CPSU receives notification from **TAC** that it proposes to make structural changes to the Claims Connect Branch, specifically impacting the Service Delivery branch.

CPSU seeks the cooperation of **RBG** to communicate Enterprise Bargaining advances with all employees via email, however this request is denied.

CPSU commences meetings with **CCS** members to discuss the issues around resourcing and workload, following the publicly released parole report from former High Court Judge, Mr Ian Callinan.

CPSU receives a response from **DOH** regarding the proposal to restructure their Southern and Eastern Metropolitan Regions (SMR and EMR).

PALM gets worse as property officers from **Victoria Police** contact CPSU regarding problems with the property system. Because of the delays and problems with a system that was supposed to replace the old recording of property but has created constant headaches for so many Members report working Saturdays so they can just load items on the system.

Bargaining meetings continue to take place at **Cancer Council** Victoria to discuss the negotiations for a new agreement, which have been dragging on for three years.

DHS Secure Services is intent on installing more CCTV and audio monitoring, this time in the control room and other non-client accessible areas at Parkville.

CPSU receives notification from **DEPI** that the Water Sector Governance Legislation Division, currently in the water group is to transfer to OLV.

DHS members take a stand against dangerous and unmanageable workloads as evidence emerges across the state that due to extreme case loads, DHS is failing to fulfil this obligation. **WorkSafe** are brought in to investigate specific areas.

Business Managers establish their own Branch Section following the negotiation of the **VGSA** when it became clear to CPSU members and representatives that the issues affecting **ES** staff still remain unresolved.

CV has two easily preventable needle stick injuries to members after failing to provide appropriate gloves for prison search operations. **DOJ's** OH&S unit provided a report into needle stick protective gloves back in October 2008 which recommended that TurtleSkin Insider gloves be used as a replacement to the Gimble and Damascus X5 latex gloves. These gloves should have been distributed across all prisons.

The new **DTPLI** Corporate Services structure, results in changes for employees in the reporting lines for some staff, with some units being located into new divisions, and changes in responsibilities for some staff.

Proposed position cuts at the Customer Service Centre at Wendouree's Bushfire Information Line receive media attention after additional funding disappears.





Meetings are held at Macleod to discuss the **Forensic Operations Organisational Review**.

The **Arts Centre** releases full plans for a comprehensive restructure as many jobs are threatened.

CPSU writes to **Parks** seeking further information about the weekend work review, including draft rosters.

CPSU receives notification from **DEPI** of a proposal to relocate Port Phillip Region staff from 8 Nicholson to Knoxfield.

Negotiations commence with the view of reaching agreement on a new **EBA** at **State Trustees**.

OCTOBER

The **Department of Parliamentary Services** advises that service reviews of the Parliamentary Library, the Security & Electorate Property, and Building & Grounds Services Units are to be conducted.

Parkville **Youth Justice** members meet in Fair Work regarding our dispute over CCTV installations in the non-clients areas and in particular the Parkville precincts control room.

CPSU receives notification from **DEPI** of the proposal to restructure the People and Culture Division.

CPSU receives correspondence from **VACT** following our member's meeting to discuss the proposal for organisational change.

CPSU meets with the Minister for Corrections, the Commissioner for Corrections, **DoJ** and Ministerial staff to take them through our members' response to the **Review of the Parole system in Victoria** conducted by Mr Ian Callinan and his Recommendations.

We'll never know why, but the **Building Authority EBA**, which was agreed to in-principle back in May, has finally been signed off by DTF. Maybe it was the application for a Bargaining Order, or even the Petition which was signed by over 100 employees within 24 hours.

Agreement in-principle with **DEECD** for Occupational Health & Safety structures that reflect the new devolved management model are finally reached following months of negotiation.

CPSU receives notification from **DOJ** of the proposal to reassign the processing of Warrants of Possession from the **Sheriffs Office** Victoria to the South East Metropolitan Regional Office.



School **Business Managers** become aware that DEECD has been briefing Principals throughout Victoria about restricting progression to only 60-80 per cent of school staff and the AEU announce they will be taking action in the Federal Court to stop this restriction.

CPSU receives notification from **DEPI** of the proposed restructure of the Horticultural Services branch within the Agriculture Productivity group, to rename the branch Trade and Investment branch, and to increase the number of ongoing positions by three.

CPSU receives notification from **PTV** of the intention to reorganise the Projects and Technical Service Division's workplace structure.

CPSU receives notification from the CEO of the **Magistrates Court** of a proposal to introduce a weekend remand court to sit at the Melbourne Registry at 223 William Street.

An all-time record 4000 responses are received to the bi annual "People Matters" Survey, and by all accounts the feedback from staff was not flattering and this might explain why the publication of the results are now months overdue.

Serco staff resoundingly reject the Enterprise Bargaining Agreement proposed by management, with 178 out of 198 eligible staff voted in the ballot with 103 voting NO.

CPSU receives notification from **Film Victoria** of their intention to refine the structure and positions within the Screen Industry Services (SIS) Unit.

CPSU receives notification from **DOJ** of the proposal to restructure the Risk and Audit Directorate (RAAD) and further notification from DEPI to further integrate the functions of the two previous departments (DSE & DPI) in Information Services.

CPSU commences meetings at **RBG** sites at Melbourne and Cranbourne to endorse claims for the 2013 Agreement as bargaining gets underway.

The **Trust for Nature** agreement undergoes the Victorian Government approval process before a formal vote of employees can occur as required by the Fair Work Act. Delays in Government approval have been referred to **Fair Work**.





NOVEMBER

Our **ZOO** Reps meet with Senior Management to discuss the restructure of the Visitor Experience area at Melbourne.

The Government and VCOSS release Peter Shergold's Report into **Service Sector Reform** just before the Cup long weekend and it shafts the Service from having any future role in service delivery.

CPSU receives correspondence from **DHS** advising of proposed changes affecting **Property and Assets Services** Branch, Corporate Services Group; and the role of Field Services Officers in North, South, East, and West Divisions.



A campaign to prevent occupational violence as assaults against staff in **Youth Justice** custodial precincts escalate.

Bargaining recommences as representatives sit down again with **Serco** to discuss a new Agreement after their 1st proposal is rejected.

CPSU is successful in stopping **DoJ** requiring employees to complete the 8 eLearn modules in order to achieve progression this year.

VTHC invites CPSU to join the **Young Workers Victoria** Conference which will focus on the role of young activists in contributing to the growth and development of the movement.

CPSU receives notification from **TAC** of the proposal to make structural changes to Procurement, specifically the numbers of positions.

Workplace Rep elections get underway at **VicSES**.

CPSU meets with the **Fair Work Ombudsman** to discuss our complaint about the use of labour hire and the move to independent contract arrangements in **DSDBI**.

Unionists support the **Philippines Appeal** through donations to Union Aid Abroad-APHEDA who hold an appeal to provide medical assistance to communities affected by **Typhoon Haiyan**.

ALL CPSU members, particularly those from DEECD, mourn the passing of **Fiona Rogers**, a committed and dedicated Rep and Branch Councillor. Fiona had been seriously ill for some time however approached her illness with a positive outlook that inspired many.

A wage anomaly dispute at **WorkSafe** is settled after the new CEO proposes a one-off payment to Health & Safety employees who meet the required criteria to recognise the attainment of a non-discretionary qualification.

Serco declines to reach agreement with bargaining representatives and intends to make an almost identical offer to all staff.

Vendor	Total Spend (inc T2) FY 12-13			Total Individuals Hired	Total Hour
Director	Hudson	Regent	Hays Specialist		
1368,166.90	\$0.00	\$2,038,973.00	185.00		
2,277,974.40	\$0.00	\$17,015,072.00	956.00		43768.33
457,482.12	\$30,345.00	\$18,749,285.00	1171.00		250754.75
240,297.19	\$709,209.00	\$822,415.20	805.00		243769.79
4,983,343.30	\$0.00	\$2,391,449.60	291.00		220272.33
1,814,889.90	\$185,669.00	\$17,482,969.00	1220.00		79820.17
805,891.81	\$1,784.00	\$6,797,238.40	327.00		280713.85
202,626.36	\$35,092.00	\$3,708,828.90	269.00		81209.23
800,537.86	\$75,446.00	\$4,848,807.80	371.00		61975.86
8078,136.55	\$0.00	\$8,980,487.00	597.00		84827.58
274,626.27	\$283,440.00	\$12,275,448.00	954.00		104058.41
76,948.89	\$0.00	\$850,086.90	88.00		243444.40
81.26	\$45,384.00	\$1,695,917.20	58.00		19953.96
857.10	\$5,664,412.00	\$22,556,147.00	3364.00		17601.73
888.71	\$7,030,781.00	\$120,213,125.00	10656.00		630410.42
					2362580.81

CONTRACTORS COLONISE PS

The cost of contractors to fill the gaps after nearly 6,000 public service jobs were cut has soared to \$145 million in 2012-13 documents obtained under FOI have revealed.

MORE THAN 10,000 CONTRACTORS WERE PLACED PROVIDING \$6 MILLION DOLLARS IN FEES FOR LABOUR HIRE FIRMS

The Government has been forced to employ 3307 contractors last financial year alone, with their cost adding to the hundreds of millions of dollars already spent on redundancy payments in the past two years under the SGI cost-cutting drive.

The biggest spender last financial year was DEECD, which spent almost \$29.5 million on contractors to fill vacancies.

Three other government departments spent more than \$20 million on contract workers as staff shortfalls threatened the provision of services.

The FOI documents show more than 10,000 contractors were employed over the 12 months providing around \$6 million in fees for four of the state's biggest recruitment firms.

The Government is replacing its permanent workforce with insecure contractors as departments become over-run with fly-in, fly-out workers.

CAN VPS ACCESS NEW

January 1st 2014 is a watershed date for the establishment of new powers for the Fair Work Commission being able to deal with bullying and harassment in Australia's work places.

Whilst this is an important step towards dealing with this serious work place issue, unfortunately the laws do not apply to the Victorian Public Service or most public sector employees.

This anomaly arises due to the nature of public employment and the powers of the employer, the Crown.

Whilst the industrial powers were referred to the Commonwealth by the Kennett Government in 1996 and reaffirmed by the Brumby Government in 2009, these Governments did not refer all powers of the employment relationship to the Commonwealth.

Like the issue of redundancy and the restrictions on defining categories of employment (fixed term/casual), the issue of workplace bullying was not a referred matter and as such stays within Victoria's jurisdiction.

ESS FAIR WORK'S BULLYING LAWS?

Whilst this is the same for state public servants employed in other states, they still have their own industrial tribunals where there is independent jurisdiction to monitor these issues.

But Victoria has no tribunal or industrial court.

In Victoria, the state industrial tribunal was abolished by the Kennett Government after it lost jurisdiction over state crown employees in a 1995 high court case.

No Government since that time has agreed to reintroduce an industrial tribunal for non-referred matters but neither have they agreed to refer all powers to the Commonwealth.

Victorian public sector workers do not have all the rights of their private sector counterparts.

As the People Matters surveys conducted by the SSA highlight, the Victorian Government is one of the worst bullies in the State.

It is an indictment that they hide their actions behind a lack of jurisdiction and will not refer this power to the Commonwealth.

To refer all employment powers could help to guarantee a commitment to making workplaces free from bullying behaviors given the oversight Fair Work will now have.

Its time all parties who scramble to be Government in Victoria in this election year acknowledge that they must refer all employment powers to the Commonwealth so Victorian public sector workers can be given the same rights as their private sector counterparts.



CHOOSE YOUR EMPLOYER

[...STOP THE PUBLIC
SERVICE BASH
AND SUPPORT THE
WORKFORCE]

Any political party that seeks to form Government will also seek to become the employer of the public sector workforce.

This Government has already blundered half a billion dollars packaging out almost six thousand of these support roles and straight away replaced these permanent workers with insecure contract labourers or left the work to others to carry.

It's time for all political parties to stop the public service bash and to support their workers. It is the government employees who will ensure a service is delivered and that an election commitment is upheld.

Any sensible and progressive Government would drop the derogatory rhetoric and would properly review the service needs of the state, support and encourage it's workforce and develop an inclusive method for determining the resources necessary for these services to be effectively delivered.

We as Victorian citizens expect no less.



VPS STAFF CUTS 2011-2013

FORMER DEPT OF PRIMARY INDUSTRIES WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 542 FTE OR 24%	2013 1,696	2012 1,999	2011 2,238
DEPARTMENT OF ENVIRONMENT & PRIMARY INDUSTRIES INCLUDES FORMER DSE WORKFORCE: (FTE) staffing trends from 2011 to 2013	↓ DOWN 508 FTE OR 18%	2013 2328	2012 2617	2011 2836
ENVIRONMENT PROTECTION AUTHORITY WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 94 FTE OR 22%	2013 325	2012 364	2011 419
DEPARTMENT OF EDUCATION WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 648 FTE OR 22%	2013 2,327	2012 2,831	2011 2,975
DEPARTMENT OF HEALTH WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 285 FTE OR 18%	2013 1287.1	2012 1460.2	2011 1571.6
PARKS VICTORIA WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 122 FTE OR 11%	2013 969	2012 1,025	2011 1,091
VICTORIA POLICE WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 244 FTE OR 11%	2013 2495.97	2012 2670.75	2011 2642.64
DEPARTMENT OF TREASURY AND FINANCE'S WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 105 FTE OR 15%	2013 608.83	2012 675.91	2011 714.13
STATE DEVELOPMENT, BUSINESS AND INNOVATION'S WORKFORCE: (FTE) staffing trends from 2011 to 2013	↓ DOWN 121 FTE OR 18%	2013 556	2012 585	2011 677
DEPARTMENT OF JUSTICE WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 186 FTE OR 7%	2013 6,672.6	2012 6,898	2011 7,158.60
DEPARTMENT OF HUMAN SERVICES WORKFORCE: (FTE) staffing 2011 to 2013	↓ DOWN 659 FTE OR 6%	2013 9,670.6	2012 10,080.8	2011 10,329.4
DEP. OF TRANSPORT PLANNING & LOCAL INFRASTRUCTURE WORKFORCE: (FTE) staffing trends from 2011 to 2013	↓ DOWN 611 FTE OR 51%	2013 584	2012 786	2011 1195
FORMER DEP. OF PLANNING & COMMUNITY DEVELOPMENT WORKFORCE: (FTE) staffing trends from 2011 to 2013	↓ DOWN 227 FTE OR 23%	2013 746	2012 888	2011 973
PUBLIC TRANSPORT VICTORIA WORKFORCE: (FTE) staffing trends from 2011 to 2013	↓ DOWN 83 FTE OR 16%	2013 425	2012 508	2011 Former DOT
PROFILE OF PREMIER AND CABINET INC. ARTS WORKFORCE: (FTE) staffing trends from 2011 to 2013	↓ DOWN 12 FTE OR 3%	2013 373	2012 387	2011 385.24

* (FTE) - Full Time Equivalents

MIND THE GAP

mindthegapvic.com.au

1994

**4.456 MILLION
VICTORIANS**

**48,359
PUBLIC SERVICE
WORKERS**

2014

**5.757 MILLION
VICTORIANS**

**29,568
PUBLIC SERVICE
WORKERS**

THERE ARE NOW FEWER WORKERS SERVICING MORE VICTORIANS

Victorians accounted for 22 per cent of Australia's
population growth in just the last 20 years

**TELL DENIS NAPTHINE
CUTS SQUEEZE SERVICES**

mindthegapvic.com.au

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