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PUBLIC PERSPECTIVE

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

OUR EMPLOYER IS
ALSO LAW MAKER

- SEE PAGE 4



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Front Page: Labor Leader Daniel Andrews stands with TAC Geelong workers pledging to resolve their 10 month bargaining stalemate with the Napthine Government if elected. The deadlock is resolved and Agreement reached within 10 days following the election of the Andrews Government.

Photo: Modform/Anthony Leong ©



COVER STORY

YOUR EMPLOYER IS LAW MAKER



CHOOSE YOUR EMPLOYER
VIC STATE ELECTION - 29 NOVEMBER 2014

» HOT ON THE HEELS OF THE RECENT VICTORIAN STATE ELECTION BOTH THE NEW SOUTH WALES AND QUEENSLAND GOVERNMENTS WILL HOLD ELECTIONS EARLY IN 2015.

State Governments (Crowns) are in a unique position under our Federation as they are both an employer and a legislator.

This dual role is unique and provides power to the Government that no other employer across Australia has.

Employees of government are witnessing a growing hostility towards them as their employer shows a preparedness to use legislative authority to disadvantage staff.

The New South Wales government recently used appropriation bills to lock in policy positions that had been successfully challenged by our NSW Branch of the union.

The previous Napthine Liberal government in Victoria used the Constitution to challenge the authority of the Fair Work Commission in adjudicating over certain industrial relations matters, citing the incomplete transfer of industrial relations powers from the State of Victoria to the Commonwealth in 1997. The recently elected Andrews Labor Government has committed to refer these residual matters to the Commonwealth so that public sector employees in Victoria have the same rights as those in the private sector.

The Tasmanian government has recently decided to pass legislation that undermines employment contracts and Agreements in order to reduce previously agreed-to wage increases down to 0%.

Governments in Western Australia, New South Wales and Tasmania have legislated to restrict the jurisdiction and independence of their state tribunals to only accepting government policy in relation to the wages outcome allowed.

The CPSU is preparing an International Labour Organisation (ILO) complaint about the constraints being placed on bargaining by the employer in NSW. Unfortunately Australia has never ratified the ILO convention that relates to public sector bargaining because the convention would apply to the government as an employer and hinder its behaviour as a legislator.

The ILO Convention on bargaining is currently only applicable to the private sector.

In a more recent and disturbing development, federal Victorian Liberal MP Josh Frydenberg issued a statement called "10 Lessons to get the Liberals back on track" following the defeat of the Napthine government in Victoria.

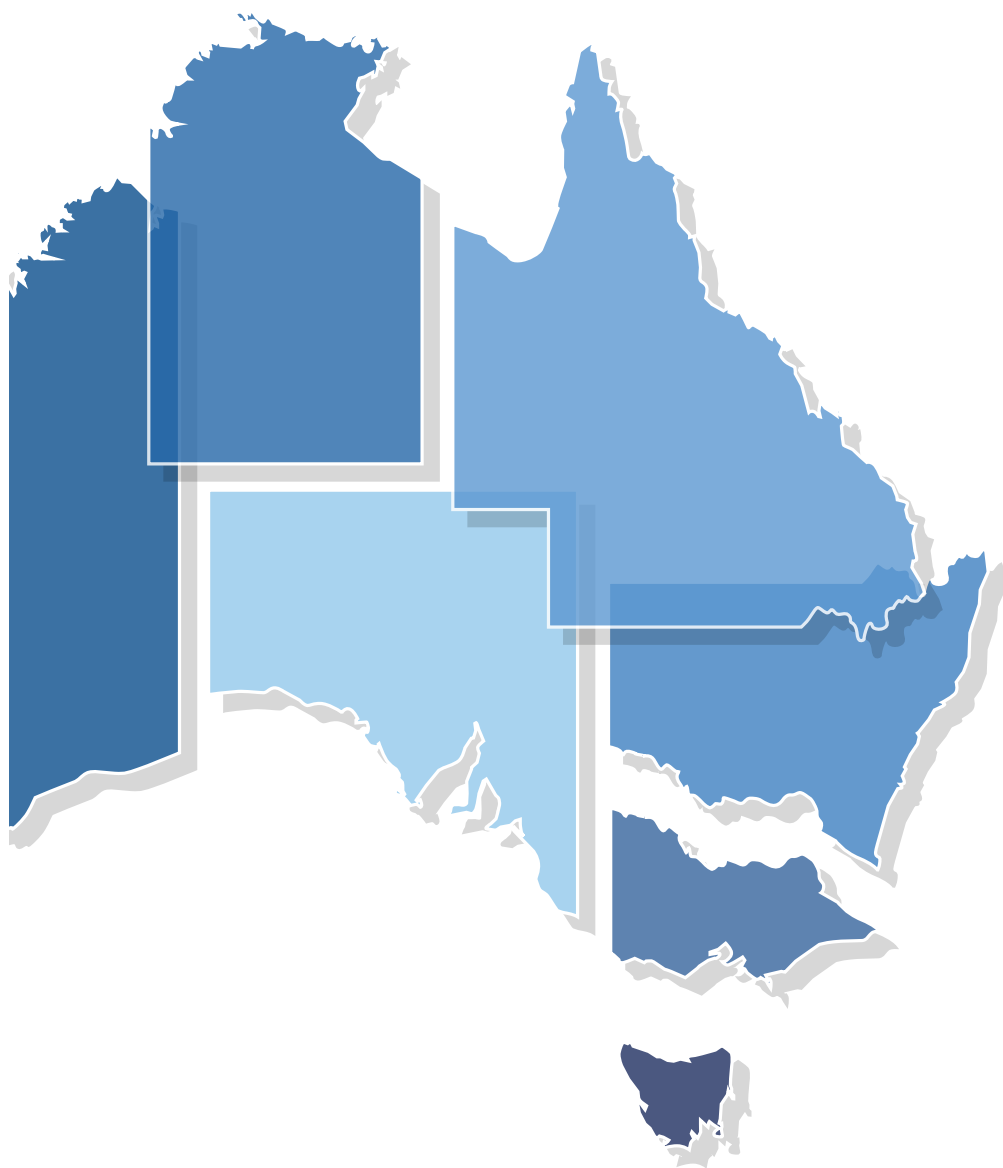
Mr. Frydenberg appears to call for a return to the days before the political rights bill of 1915, when government employees had no political rights. Number 3 of Mr. Frydenberg's lessons states;

CHALLENGE THE RIGHT OF PARTISAN UNIONISTS TO OPENLY CAMPAIGN IN UNIFORM AGAINST THE SITTING GOVERNMENT

Mr. Frydenberg is the new Assistant Treasurer in Tony Abbott's government. It appears that he feels his world is ending if public sector employees, defending public services, identify themselves as such at polling booths.



Mr. Frydenberg



ROLE OF GOVERNMENT REDEFINED

» THE FEDERAL GOVERNMENT HAS ANNOUNCED ITS INTENTION TO DEVELOP A WHITE PAPER ON OPTIONS FOR THE REFORM OF THE COMMONWEALTH OF AUSTRALIA. IF SOME GET THEIR WAY, AUSTRALIA COULD BE EFFECTIVELY RETURNED TO BEING A NATION OF INDEPENDENT PRE-1901 STATES.

ALL FOR ONE BUT
EVERYBODY FOR
THEMSELVES IS
THE MANTRA

The first of the Issues Papers articulates concerns about the operational model that currently underpins our federation and what needs to be considered in light of these identified issues.

Whilst noting that the federation “isn’t broken” it does argue that the overarching problem that needs to be reviewed relates to recent moves by the Commonwealth to become more involved in matters that are traditionally a State or Territory responsibility, whilst States and Territories have become more reliant on revenue collected by the Commonwealth for the delivery of their services. Currently 45% of all revenue used to deliver services by States and Territories is raised by the Commonwealth. In part, this arises because the states and territories have limited powers of taxation.

Such a financial imbalance has the potential to undermine the sovereignty of State and Territory Governments and the paper suggests

that the review objective is to ensure that States and Territories are sovereign in their own spheres.

The paper sets out four main issues that need to be addressed and also details the policy and service delivery issues that need realignment to ensure that duplication of services or functions is reduced or eradicated. Where this is not possible, the paper suggests that there needs to be a clear operational delineation between the respective tiers of government. Areas that will be subject to specific papers for consultation will include health, education, housing and homelessness.

In addition to these areas, the review will also look at the following areas of activity:

- Transport infrastructure
- Indigenous Affairs
- Justice
- Disability
- Welfare Services
- Settlement Services
- Families and Parental support
- Disaster Recovery
- Environmental Regulation
- Adult and Community Education
- Youth Transition



The White Paper will also be linked to the unreleased Federal Government White Paper on Tax. This process will draw on other White Papers currently out for discussion such as the Service Sector Reform White Paper.

In addition, the recommendations from the Commission of Audit on the role of Government are mentioned as informing the development of the White Paper. Interestingly the Prime Minister's Business Advisory Group is specifically mentioned as providing a key role in the review.

The paper also canvasses issues such as contestability for the delivery of government services as well as the principle of subsidiarity. Under the principles of subsidiarity, governments should aim to support rather than supplant the roles traditionally and "more appropriately" performed by families, business and civil society.

This coupled with the discussion on contestability raises concerns about a push for increased outsourcing of public sector jobs.

In reviewing the principles and criteria to be applied when allocating roles and responsibilities between tiers of government, the vexed issues of funding between States and the Commonwealth and the issue of vertical fiscal imbalance and horizontal fiscal equalisation are also discussed. The distribution of GST revenue between the states is highlighted with the suggestion that GST income should be distributed on a per capita basis and the Commonwealth funding any imbalance.

The model of Federation and the governing role of COAG are considered as needing revision.

The principles of competitive federalism versus cooperative federalism versus coordinated federalism are slated for review. Revenue-raising via State income taxes, the future of tied grants and broader but more coordinated, reporting and accountability measurements are also under discussion.

The process for public input will commence with forums across Australia in February.

The white paper is due for release late 2015.

HOW CPSU MEMBERS RESPOND?

CPSU has written to all Premiers and Chief Ministers requesting the respective state or territory CPSU branch Secretaries be briefed. To date, only the South Australian and new Victorian governments have established dialogue on this critical issue to our members.

CPSU is working with all branches to ensure the interests of our members are factored into the discussion. We hope that this isn't just an esoteric process of machinery-of-government recommendations or suggestions to outsource as part of a contestability or subsidiarity model of service delivery.

Branches will be contacted to assist in developing a response, with member forums convened once the discussion papers on the service delivery areas listed above are available for public comment.



ACTU President Ged Kearney chairs L20 open session

» DURING THE RECENT G20 SUMMIT IN BRISBANE, THE PEAK NATIONAL UNION CENTRES FROM THE G20 NATIONS GATHERED TO HOLD A FREE-RANGING DISCUSSION FOCUSING ON THE JOBS IN A GROWING INTERNATIONAL ECONOMY WITH A GROWTH TARGET OF 2%. THIS WAS PART OF THE L20 (LABOUR 20) SUMMIT HELD ALONGSIDE THE G20.

The focus of discussion was on the need for economically sustainable jobs underpinned by a principle of equity of access to education, skills training, fair taxation and safe systems of work.

The key sentiment, as articulated by Sharan Burrow, General Secretary of the International Trade Union Confederation, was that the global economy should not be controlled by the financial sector and that jobs needed to be at the centre of global recovery.

L20 SUMMIT

By Karen Batt

Ms. Burrow said that jobs needed to be dignified, secure, with a living wage. This would underpin all economic recovery initiatives, otherwise economic growth would continue to be centralised into the hands of wealthy individuals and multinational companies across the world.

Global union leaders were also scathing about the lack of transparency with which the Australian presidency managed the G20 this year.

Attendees were openly critical of the partisan approach which saw representatives of the B20 (Business 20) invited to meet with G20 leaders to the exclusion of L20 Leaders.

The other major criticism centred around the more publically discussed issue of climate change.

The lack of a specific agenda item to discuss changes to the world's climate brought a scathing public response from US President Barak Obama.

Broad discussions also centred on the issue of the framework of the Free Trade Agreements being negotiated and how they undermine the pursuit of an inclusive growth model.

Discussions examined taxation reform (including expanding the tax base and introducing transactional taxes) as well as the challenge of tax avoidance. The need to increase taxation revenue in G20 nations so that they can provide jobs and underpin services was recognised.

The sessions then heard from B20 chair Richard Goyder (Wesfarmers), C20 Chair Rev. Tim Costello (Uniting Church) and Sharan Burrow (ITUC General Secretary).

It was Ms. Burrow who queried why there was such a prejudice against the public sector as part of the broad dialogue on social and economic advancement of nations, particularly in Australia.

The European TUC Secretary pertinently asked whether we are being governed by governments or rather corporations whose only interest was in profit for the few.

The role of C20 peak organisations in supporting the impact investing model to the detriment of our members and the communities they serve was also raised.

As representatives of the ACTU, CPSU delegates asked whether the C20 organisations would be prepared to meet out of session and in the lead up to the G20 in Turkey in 2015 to try and resolve the emerging impasse in this policy space.



Ms. Burrow and Rev. Costello agreed that it was preferable not to focus on “fad” policies, such as impact investing, and look instead at genuine gaps in programs or service delivery in order to ensure that respective groups aren't cannibalised.

Presentations were made by the ILO, the OECD and the ITUC, AFL-CIO, KSPI-CITU (Indonesia) and Oxfam, further fleshing out the gaps in the G20 agenda and who the labour movement may be able to influence in the G20 communiqué prior to final endorsement.

A fantastic presentation about healthy and safe workplaces was given, but it was soon evident that the OHS initiatives were all directed at the private sector.

This led to a significant debate and an agreement that the G20 task force needed to expand to cover the work of the public sector workforces too.

PSI representatives got up and endorsed CPSU's call for this to be on the agenda.

The final major session was about the G20 record on financial regulation, inclusive development and stable economies.



Barack Obama addresses UQ students on climate challenge

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This was a key note session addressed by Christine Lagarde (Managing Director of the International Monetary Fund), Jim Yong Kim (President of the World Bank) and Mark Carney (Member of the Financial Stability Board and Governor of the Bank of England).

They were followed by Treasurer Joe Hockey who was acting as chair of the T20 Finance Ministers.

Ms. Lagarde's presentation looked at the push to introduce minimum wage floors across the G20 nations, the need for inclusive growth, the need for women to be given access to real jobs, the benefits of collective bargaining and the components of national and sub national bargaining.

Our Treasurer Joe Hockey simply reiterated the mantra of 2% growth being good for economies but offered no real argument to support quality and equity of access.

In summation, Sharan Burrow acknowledged that the ITUC and global union partners need to do more on the issue of inclusion by ensuring that the issues of public sector workforces across the G20 nations are placed on the agenda of future summits.



This was a stimulating and exciting summit and I was pleased to be able to have our issues move to front and centre of this global debate .

Let's hope that the G20 Summit in Turkey in 2015 shows us that our members' issues are important and that the mistakes of this Australian-hosted G20 Summit can be rectified to ensure that the voice of labour is part of the global solution for economic prosperity.

YEAR IN REVIEW



DECEMBER 2013

DHS provides CPSU and affected staff with a redacted copy of the reports prepared by Deloitte about the Property and Assets Services Branch, Corporate Services Group; and the role of Field Services Officers in North, South, East, and West Divisions. It seems that **DHS's** legal team redacted any information regarding costs, numbers of staff under different proposals and other information. In some cases it's hard to know exactly what has been redacted.

DEPI proposes to make some structural and reporting line changes for the Office of the Chief Fire Officer (OCFO). **DEPI** also notify of a proposal to make changes to the reporting lines of the current regional communication advisors within the Corporate Communications division.

CPSU seeks further information about **DEPI's** Proposed Regional Service Delivery Model restructure, including position descriptions, information about matching or expressions of interest. This follows member feedback on the proposed restructure.

Our dispute with **DHS** about the proposed restructure of Property and Asset Services goes to the Fair Work Commission. As a result **DHS** provide new organisation charts including the information members had been seeking from the outset.

FULHAM PRISON (GEO) issues an e-mail detailing how they intend to change the process of casuals being notified of available shifts. The proposal is for the rosters clerk to issue an SMS call notifying all staff about what shifts are available for the next day. Casuals need to respond to get a shift.



The **VBA** enterprise bargaining agreement is certified at Fair Work and becomes effective from 9th December.

VBA advises that it's their intention that all back-money owing would be paid in the next pay period.

CPSU receives notification from **CCV** that the **Adult Parole Board** proposed to introduce an electronic file management system.



CPSU lodges a dispute with Fair Work about **Museum** changes to customer service officers' break times. This is clearly driven by cost. OH&S concerns around the duration of breaks for CSOs remain.

DTPLI notifies CPSU of proposed changes to the Corporate Group. The group is transforming its services and functions to better reflect the demand expectations and needs of customers and stakeholders by consolidating its systems, processes and resources. CPSU submits a list of members questions regarding the restructure to the department.

DoJ proposes to make changes to the structure of the Principle Registry, Supreme Court. They also propose to introduce a restructure of the Office of Emergency Services Commissioner (**OESC**).

The results of the **SSS** Workforce Survey are released to members. There were 16 recommendations identified to put to **DEECD** for consideration.

DEECD propose to change the structure of the Early Childhood and School Education Group (ECSEG).

CPSU writes to **AHPRA** about CPSU members concerns with the transparency, inconsistent messaging/assessment and overall fairness of the performance appraisal system.

CPSU invites members to participate in our Workplace Survey to identify the most important industrial issues at **PTV**.

DoH notifies CPSU of a proposal to reorganise the Chief Finance Officer (CFO) Branch. There are no job losses associated with proposed changes.

DSDBI propose to change the structure of the Strategic Communications and Marketing Branch within the Corporate and Compliance Services Division.

PV staff are advised of the details of the Stage 3 restructure.

A ballot of affected members is held regarding **VWA's** offer to make a one-off settlement payment of between \$1,000 and \$2,500 to employees who were the subject of a dispute regarding pay levels.



THE
COMMUNITY
OF GEELONG
TAKES TO THE
STREETS FOR
JOBS

JANUARY 2014

Restructure information meetings are held for **PARKS** members across North East Victoria.

CPSU lodges a dispute, about the **PARKS VICTORIA** restructure with Fair Work as the proposal does not provide staff with any information about changes to positions or salary. CPSU reiterates that the information provided needs to allow employees to fully understand the likely effect on individual positions.

An extension for the restructure consultation time frame is requested due to union meetings being cancelled while **PARKS** employees are required for fire duty.

PARKS refuse. CPSU refers the matter to Fair Work in an effort to keep the consultation open until all the relevant information is made available to employees; seeking a reasonable timeframe for consultation that takes into account the Fire Season. CPSU is successful as **PARKS** commit to keeping consultation ongoing until all relevant information has been provided.

A staff survey for **DEECD** Specialist Children Services workers is conducted.

DEPI advises of a proposal to make changes to reporting lines in the Fire Training Unit (FTU) of the Fire and Emergency Management Division (FEMD).

CPSU receives correspondence from **DEPI** in response to the union's request for further information about the proposed changes to the Regional Services Delivery Model, including position descriptions, information about matching or expressions of interest.

DTPLI finally provide the position descriptions for the new organisational structure in the Corporate Group following sustained pressure from members.

DTPLI also provide the grade level changes as a result of the restructure. CPSU utilises Fair Work on the other issues including the unfair time-frames being imposed for consultation. CPSU wins. **DTPLI** management make a commitment to provide an extension for consultation and provide the information prior to the restructure including; staff likely to be assigned to a role by matching or best fit; staff likely to be invited to participate in an expression of interest process; and roles that may cease to exist in the new organisational structure.

CPSU holds an Agreement Information meeting for **SHRINE OF REMEMBRANCE** members.



DHS proposes changing their Personal Protective Equipment & Clothing Reimbursement Procedure for Housing Field Operations after it is discovered that each region has been making their own rules to compensate employees in the absence of direction.

CPSU receives a copy of **DHS** payroll correspondence claiming that Christmas, Boxing Day and New Year's Days that fall on weekends cannot be substituted, citing Section 42.2 of the VPS Determination.

For reasons unknown, this **DHS** specific provision was then extended to include Australia Day. CPSU believes this interpretation is inconsistent with the Determination and asks for immediate clarification.

CPSU meets with **DHS** to follow up on the process around matching and EOI procedures resulting from the PAS restructure.

DHS advise that all **Child Protection** contracted case management teams will be relocated from Cheltenham to Dandenong.

DoJ advise of their proposal to restructure the Planning, Performance and Projects Unit (PPP) and to change the name of PPP to Planning and Reporting.

COMMUNITY CORRECTIONAL SERVICES advise of their intent to relocate staff members from the office at Box Hill to Lilydale.

FILM VICTORIA propose to refine the positions and duties within the Finance and Business Services (FABS) Unit.

POLICE reply to CPSU letters and advise that their PALM improvements and the work to improve the system is planned and ongoing.

Planning for the new HQ site is continuing as **POLICE** respond to Occupational Health and Safety concerns (including work station size) and other issues.

EPA advise that employees who work in DAU, KTI, MAU, SRS and EAU have been provided with a copy of the proposed structure for their work areas and will be provided with PD's on 30th January 2015. CPSU will receive formal notification of the restructure on 5th February and the new structure will include positions that have been matched and unmatched. Restructure meetings are immediately scheduled at numerous work sites.



Forensic Ops Review (FOOR), proposals still in the spotlight

POLICE advise of the decision to realign the Divisional Intelligence Unit (DIU), in Division 2, Southern Metropolitan Region (SMR) to a dedicated Senior Sergeant position.

The Fair Work Commission lists a hearing to consider issues raised by CPSU, bargaining representatives and its own viewing of the proposed **SERCO** Enterprise Agreement. The question for Fair Work was whether the proposed Agreement is "Better Off Overall" (BOOT test) than the Miscellaneous Award.

CPSU receives the Issues and Options Paper for the Forensic Operations Organisational Review (FOOR). **POLICE** agree to an extended consultation period as the proposals are for significant change for a large group of staff.

FEBRUARY

The **BALLARAT REGIONAL TRADES AND LABOUR COUNCIL** Labour Day Dinner is held and CPSU sponsors 10 members to attend. The **GOULBURN VALLEY REGIONAL TRADES AND LABOUR COUNCIL** Labour Day Dinner is held in Shepparton and CPSU sponsor 8 members to attend.

PARKS communicated to employees that the restructure submissions are due by 7th February via the Chief Executive Bulletin sent on 3 January. CPSU clarifies with members that submissions may be received up until the final proposal has been developed as no structures will be 'locked in' or finalised as employees will need to understand the likely effects on individual positions.



DEECD provide a proposal to CPSU that it wished to change the Performance and Development Guidelines and requested it not be distributed to the teaching and ES workforce. CPSU responded that we will not participate in a “confidential” process as it is our role to consult with members and workplace representatives regarding any stance CPSU takes in response to **DEECD** proposals. DEECD subsequently announce that they will not propose any changes for the 2014/15 Performance and Development cycle.

PORT PHILLIP PRISON members overwhelmingly adopt the resolution that CPSU would not support nor cooperate with the current Roster Review until certain stipulated conditions were met.

A BBQ is held for **POLICE** members at the Victoria Police Centre with over 50 members and non-members attending.

DTPLI respond to CPSU’s alternate proposal about the Corporate Services change and confirm that, as a result of our member feedback, they had increased FTE in some areas while in other areas the Department introduces the alternative proposals members have put forward.

Members express confusion around the review and proposed restructure being conducted by **DHS** in the COSI Sector Management and Area Based Agency Management functions as it is apparent some functions will transfer to areas and impact staff, specifically the agency management work within Local Connections teams.

DEPI announce the cancellation of staff access for various journals published by Elsevier, Springer and Wiley in the biological and agricultural sciences. Access to databases including Scopus, Contemporary File, ProQuest, Oceanic Abstracts and EBSCO are announced as part of further budget cuts.

DHS advise of their proposal to outsource the Development function of ICCMS – the Department’s Integrated Client and Case Management System for Disability Services, Children, Youth & Families (including Child Protection), Office of the Child Safety Commissioner, Early Childhood Intervention Services and funded community services organisations. The proposal would see existing staff made redundant and the non-renewal of staff contracts.

CPSU receive correspondence from **BIRTHS, DEATHS & MARRIAGES** advising of their intention to review and redesign their organisational structure.

CPSU proposes representatives from Area Agency Management and COSI CISP meet in the form of an established consultative committee to discuss concerns about **DHS’s** redesign of the COSI Sector Partnerships and Agency Management functions.

The **LEGAL SERVICES COMMISSIONER** proposes to restructure the organisation in order to meet a new regulatory environment.

CPSU and **MUSEUM** representatives attend Fair Work to resolve the outstanding matter of Customer Services Officer meal breaks

TAC propose changes to the Recovery Client Assist Team pilot, specifically impacting the Claims Division, Recovery Branch.

Following meetings at Macleod and North Carlton for members affected by the Science & Engineering Restructure, CPSU sent correspondence to **EPA** seeking a response to member questions.

CORRECTIONS requests Fair Work arbitration over roster changes proposed at **DAME PHYLLIS FROST CENTRE**.

RBG create the new, grant funded, position of Early Childhood Officer.

The **GOULBURN MURRAY RURAL WATER** Agreement expiry is approaching and CPSU ask members to submit their ideas on what should be in our Claims.



MARCH

The **GEELONG TRADES HALL'S** 12th Annual Women's Day Breakfast is held and CPSU sponsors 8 members to attend.

The **GIPPSLAND TRADES AND LABOUR COUNCIL'S** Women's Action Coalition celebrate International Women's Day with a light super in Traralgon as CPSU sponsors 10 member's attendance.

CPSU hold workplace meetings with Morwell **DHS** members to discuss the department's response to the open cut mine fire.

CPSU and **DHS** appear in Fair Work in response to a dispute about the Department's unreasonable and unjustified approach to the first stage of job matching in the PAS restructure.

Staff at the **HOUSING CALL CENTRE** receive an email advising of a change to the process for notification of personal leave and CPSU makes contact with management to advise the advice was inconsistent with our VPS Determination.

VLA introduce a new *Respectful Workplace Behaviour Policy and Complaints Procedure*.

CHILDREN'S COURT advises of an internal review of the current registry structure.

DEPI make the decision to advertise all vacancies as fixed term contracts but CPSU writes to the Department to ensure that ongoing employees who apply for these vacancies will have their ongoing status preserved.

DEPI respond and confirm that employees who successfully apply will have their ongoing status preserved.

GIPPSLAND CHILD PROTECTION SUPPORT WORKERS PROTEST JOB CUTS

CPSU continue to negotiate with **VICHEALTH** for a new Agreement.

DEPI advises CPSU of their proposal for stage two of the Information Services Division (ISD), which consists of changes to the remaining ISD organisational structure.

Fair Work approves the **SERCO** Traffic Camera Services Agreement.

DEPI proposes to transfer relevant delivery functions from the Regulation and Compliance Group (Biosecurity) and the Agriculture Group (Farm Services) to the Regional Service Group while also proposing to regionalise **FISHERIES VICTORIA'S (FV)** service delivery functions.

SES intend to implement changes to the Guidelines for Operational Staff Availability & Effective Management of Leave Liability.

CPSU representatives meet with **POLICE** Chief Information Officer Assistant Commissioner Steendam to seek solutions to PALM related issues.

The **DENTAL HEALTH** Agreement is approved for Ballot.

Members from **FORENSIC SERVICES** submit more than 20 letters requesting information to the F00R project team as part of consultation around the proposal for significant change.

DEECD release the proposed ECSEG structure as a number of alternative proposals are submitted from members regarding the restructure and CPSU send them on to **DEECD** for consideration.



Vietnamese PS Union Delegation visits CPSU

DSDBI distributes information about the ISSBT restructure that is misleading and not truly reflecting employee rights so **CPSU** requests the department inform staff of the mistake.

CPSU Representatives continue regular Consultative Committee meetings with **DEECD** management.

CPSU call for nominations for Branch Section members at **PARKS**.

DEECD propose change to their management structure and reporting lines in the Communications Division.

VBA management provide employees with what they are calling a "Draft", in relation to changes to the Motor Vehicle Policy.

CPSU meet with representatives from the Zalt group who will be conducting the **CCS** External Cultural Audit Interviews.

CPSU receives correspondence from **VICTORIAN CIVIL & ADMINISTRATIVE TRIBUNAL** advising of the intention to restructure the Finance and Reporting Team.

STATE SERVICES AUTHORITY advises of their intention to become the *Victorian Public Sector Commission*.

Nominations for Branch Executive Delegates at **VWA**, **DTPLI** and **VBA** are opened.

DTPLI advise that their Finance Group proposes to make changes across its business which will result in job losses.

APRIL

SES ask staff to work beyond their normal span of hours which is outside the provisions of the Agreement.

Several new Directors are appointed to the executive team at **VBA**.

The Bioscience Research Division of **DEPI** proposes an organisational restructure however no job losses are proposed.

DEPI advise they will be reviewing the Melbourne, Healesville and West Gippsland office locations.

DEECD end their Spectacle Reimbursement Program.

CPSU become aware that **DEPI** part time employees are not being credited annual leave when working hours above those rostered.

CPSU receives notification from **DEECD** of the proposal to relocate the MCH Line and Parent Line from Box Hill to 3 Treasury Place.

DEPI advise the intent to restructure the Communications Division and the Land, Fire and Environment Group Business Management.

CPSU lodge a notification of a dispute at Fair Work over **DEECD**'s failure to formally consult on the proposed Communication Division restructure.

DOH commence the Expression of Interest process for the newly created People and Culture Consultative Committee.

A restructure of CDPC is proposed by **DOH**.

CPSU call for nominations for our **TAC** Branch Section.

CPSU finalises the Log of Claims for the **SHRINE** Agreement.

PTV intend to reorganise the structure of the Network Operations Division – Bus Operations Branch.

The dispute with **DSDBI** regarding lack of transparency and genuine consultation in the ISSBT restructure is heard at Fair Work.

COURTS propose a restructure.

CPSU lodges a dispute with Fair Work arising out of **VWA**'s failure to respond to the Alternative Proposal which was developed by members in response to the proposal to restructure the HSBU.

STATE TRUSTEES members unanimously expressed in-principle support for their new EBA.



Royal Botanic Gardens staff take Protected Action for a fair deal

MAY

COURT SERVICES notify CPSU of the proposal for CTS to transition to Jurisdiction Services at the William Cooper Justice Centre.

The Water & Natural Resource Group at **DEPI** is to be restructured.

DOJ supply the union with the proposed structure for EMV.

DEPI advises of an update to the Classification 3 of the Fit for Fire Medical Classification to allow, where possible, temporary class and category to be allocated.

SUSTAINABILITY VICTORIA proposes team changes within the Integrated Waste Management division.

EDUCATION SUPPORT staff receive a pay increase as part of the Victorian Government Schools Agreement 2013.

DEPI refuse to respond to CPSU's alternate proposal regarding the **FISHERIES VICTORIA** change to service delivery functions.

DEPI propose to make structural changes and consolidate functions in the Fire and Emergency Management division.

Notification of the proposal to transfer nine staff from the Technology Commercialisation Branch (TCB) to Agriculture Victoria Services (AVS) is received from **DEPI**.

Branch Committee Nominations are held for **ELECTORATE OFFICERS**.

A Consultation Committee is established to consider the OHS and other implications with the move to the new City West **POLICE** Complex.

DEECD refuse to provide formal notification regarding the Communications Restructure.

SOUTHERN RURAL WATER site visits commence as CPSU seeks to finalise our Log of Claims.

CPSU submit concerns to **DEECD** about the proposed move of Parent Line.

Members work on an alternate proposal to the **FORENSIC** Operations Organisational Review Project.

CPSU take **DSDBI** to Fair Work over their response to our alternate proposal to the Innovation, Services, Small Business and Technology Division but respond to the proposal one day before the hearing. Fair Work agree to keep this matter open over the department's refusal to allow two weeks for affected employees to review the response.

The **SES** Staff Availability Roster dispute is heard at Fair Work and agreement is reached for CPSU to seek the view of members about the latest 'Guidelines for Operational Staff Availability and Effective Management of Leave Liability' which is dated 1 May 2014.

The **CCS** Consultative Committee is finalised with 6 members nominated to be our representatives.

TSC propose to restructure the Legal & Regulatory Services Division.

TAC propose to make structural changes to the Independence Branch.

RBG and CPSU attend a Fair Work conference to deal with the BOOT (Better Off Overall Test) in relation to "weekend workers and shift penalties" in Agreement negotiations.

At the **STATE REVENUE OFFICE** Consultative Committee meeting a number of issues are raised about the Changes to Flexible Working Arrangements Policy, The Great Place to Work Survey, Rest Breaks, Nepotism/Conflict of Interest in the Ballarat office and Work Load Issues.



Port Phillip private prison members walk out over safety concerns about rosters

JUNE

TAC proposes to make structural changes, specifically impacting the Business Intelligence Branch, Business Initiative Development & Benefit Realisation function and the Program Delivery division.

CPSU and **DEECD** Communications Division are in dispute about the proposed restructure as a result of the failure to properly consult with both the union and affected staff.

CPSU seeks the intervention of Fair Work to get bargaining for a new **GMW** agreement underway after the **water authority** announces they had received approval for their log and could commence bargaining.

DoJ advise of the proposal to abolish three positions within the **OFFICE OF LIQUOR, GAMING & RACING**. Two positions undertake activities associated with Secretariat support for Gambling Research Australia while the other position is a project officer role located in the Gambling policy area.

Chief Commissioner Ken Lay releases the **POLICE** Blue Paper which outlines his vision for policing over the next decade, including an overhaul to frontline officers and changes to the allocation of resources.

OFFICE OF THE CHIEF PARLIAMENTARY COUNSEL advises of the proposal to re-align resources within its Printing and Publishing area.

SES advise of their intention to introduce psychometric testing for all Level 3 Senior Incident Management roles.

DEECD rejects CPSU's proposal for **SSSO** HSRs to join together and form OHS Committees based on regional boundaries.

Nominations for **SSSO** Branch Executive positions are conducted as well as for Workplace Representatives.

CPSU receives correspondence from **PARKS** advising of the proposal to vary the normal hours of work for Project Firefighters (PFF's) from 0800 - 1606 to 0830 - 1636.

VCGLR advise of a proposal to restructure its Licensing Division.

DEPI members get together at CPSU's office to establish the Fire and Emergency Management Sub Branch as the group work towards establishing the FEM Branch's Purpose and Objectives.

IBAC propose to implement a number of organisational changes which impact on staff as it is proposed that a number of areas realign their

resources or integrate and some positions will be made redundant as a result.

CPSU members at **PORT PHILLIP PRISON** receive a ballot paper from the Australian Electoral Commission (AEC) asking them to vote "YES" or "NO" to a list of 21 proposed types of protected industrial action.

CPSU receives correspondence from **STATE REVENUE OFFICE** advising of the proposal to implement a number of organisational changes, which impact on staff in the Technical Advice and Review Branch (TARB).

SUSTAINABILITY VICTORIA proposes to restructure the Waste & Resource Recovery Division Restructure.

DHS proposes to relocate the Housing Advice and Assistance Team from Ringwood to Box Hill.

Elections are held for CPSU **PRISONS DIVISION** sub-branch executive positions (local group) at Hopkins Correctional Centre (including Corella Place), Barwon Prison, Beechworth Prison, Court Services (MAP), Dame Phyllis Frost Centre, Dhurringile Prison, Fulham Prison, Judy Lazarus Centre, Langi Kal Kal Prison, Loddon Prison, Margoneet Correctional Centre, Melbourne Assessment Prison, Metropolitan Remand Centre, Port Phillip Prison, Victorian Prisoner Transport, SESG and Tarrengower Prison.

The Government adds hundreds of Ministers of Religion to the burgeoning list of professions that will be expressly required to hold Working With Children Checks under legislation introduced into Parliament.

Correspondence is received from **DEPI** advising of a proposal to restructure the **Legal Services Division**.



TAC's Alan 'Woody' Woodroffe is presented with a plaque commemorating his 34 years of union membership as he heads to NDIS

JULY

DEPI advises of a proposed change to the organisational structure of the Agriculture Policy Division (APD), to introduce a new EMC system across the department to improve the management of electronic information and to make change to the Office of the Commissioner for Environmental Sustainability.

G4S make an application to Fair Work to suspend the Union's protected industrial action at **PORT PHILLIP PRISON** but following discussions with our lawyers a decision is made not to proceed with some of the planned protected industrial action. As a result, **G4S** withdrew their application.

DoJ advise of a proposal to review the structure of the Built Environment & Business Sustainability (BEBS) branch, Recruitment Services, the Victorian Government Reporting Service - Court Services and the Accounting & Taxation Unit in the Finance Branch.

G4S again notify CPSU that it has made an application to Fair Work to suspend the Union's protected industrial action, offering to withdraw their application to suspend if CPSU agrees to cancel the 2 hour stop work notified for midday Thursday 17 July. It was agreed as talks continued before Fair Work.

CPSU is contacted by **SES** members raising concerns that during recent high winds SES did not implement a 12-hour shift roster, as provided for in the EBA.

CPSU received correspondence from **RBG** advising of the intent to create a new Grant Funded position of Manager, Commercial Projects at ARCUE.

G4S again makes an application to Fair Work to have the Union's protected industrial action suspended for 90 days, but after 3 hours of hearings including detailed evidence, the Deputy President decides that he cannot make a decision on the application within the 5 days required by the Fair Work Act and therefore issues an interim order that requires that all protected action cease until he makes a final decision.

Correspondence is received from **DPS** advising of the proposal to review the Building & Grounds Services Unit (B&G).

CPSU and **G4S** representatives meet for negotiations on a new EBA and Rosters however discussions are delayed as a result of a strike action by **PORT PHILLIP PRISON** prisoners who required a meeting with Prison management.

DSDBI proposes to restructure three units within the HR Branch.

CPSU receives correspondence from **POLICE** advising of a proposal to permanently relocate the DNA Management Unit to the VPFSC in Macleod.

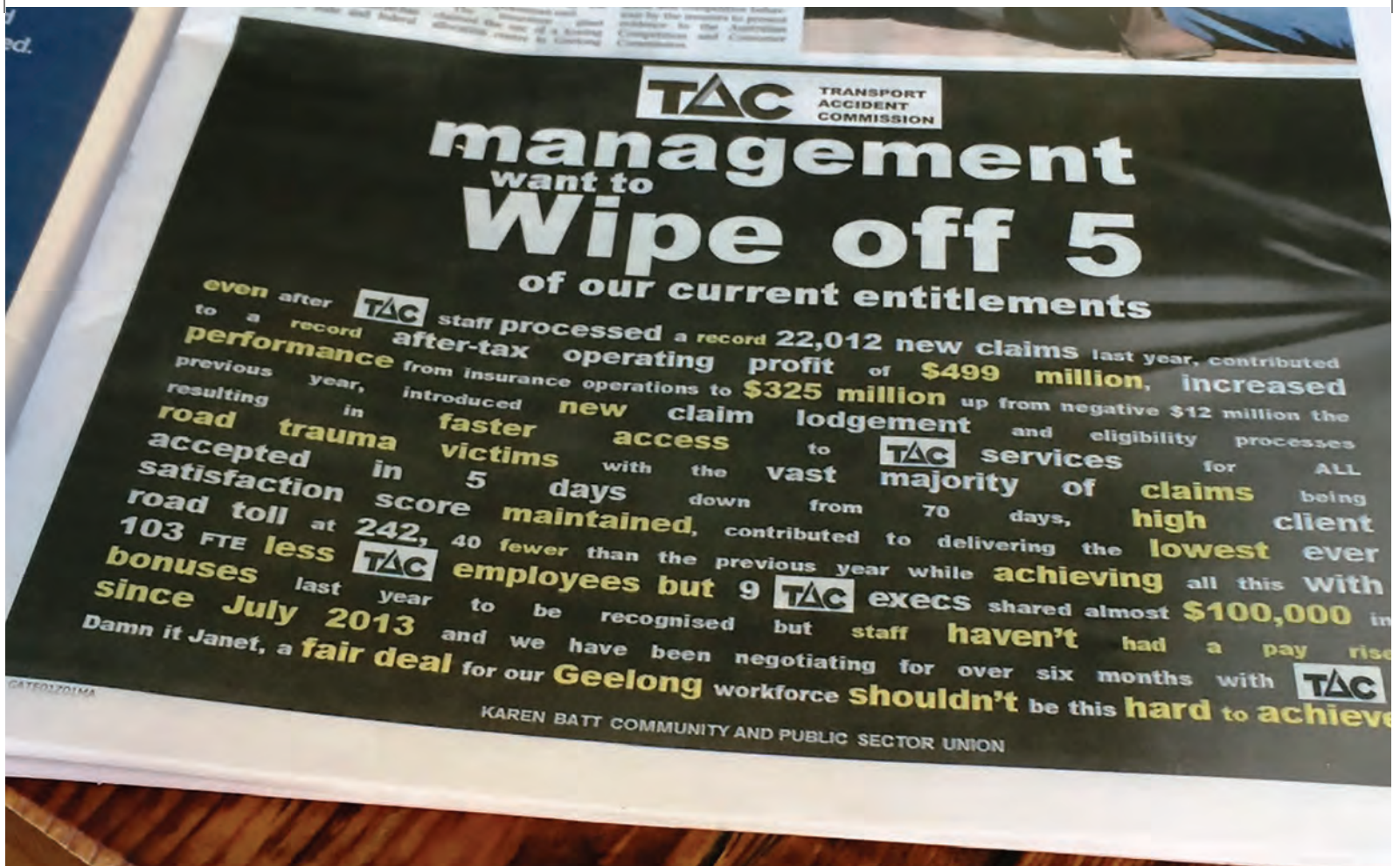
RBG advise of a proposal to create 10 new positions with the intention to create 2 new Casual Visitor Programs Officer positions and 8 new Garden Explorer Driver positions.

CPSU is advised by **TAC** of the proposed structural change within the Corporate Services function.

CPSU wins payment of part time additional hours leave accruals for **DEPI** part time employees who have performed additional hours, and will now be credited with all leave backdated to November 2005.

PTV advise of the intention to reorganise their Marketing and Product Development Division's Market and Commercial Analysis branch structure.

CAV advise CPSU of a trial to be conducted within the BACV work area but whilst it is not proposed to affect staff in this area, the trial will be conducted at the front of the BACV workspace.



AUGUST

After 8 months of waiting **PARKS** staff are finally informed if they are on redeployment.

The Fair Work Commission dismisses **G4S** application to suspend the Union's protected industrial action however then decides to terminate our bargaining and play a greater role in assisting the parties reach agreement.

CPSU receives correspondence from **HEALTH** advising of a proposed structural change within the **OFFICE OF THE CHIEF INFORMATION OFFICER**.

DEPI propose to redesign administrative support functions in the Fire and Emergency Management division.

TAC advises of a proposal to restructure the Recovery Branch.

CPSU is notified by **DSDBI** of their intention to restructure the Trade Branch and the Hydro Geoscience Team.

SRO advise CPSU of the proposed outcomes of the annual review of Time Standards by the Operations Division.

CPSU calls for three nominations in the role of Delegate to the **GOULBURN VALLEY TRADES & LABOUR COUNCIL**.

CPSU requests access to records for employees across all areas of **STL**, after members raise concerns that there was a large disparity in salaries between employees engaged in the same position.

STL provide CPSU with the additional information requested and it's confirmed that there are huge differences in salaries paid to employees performing similar roles right across the organisation.

ADVERTISEMENTS

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PAPERS

TO PUBLICISE OUR

FIGHT FOR A FAIR

DEAL AT TAC



CPSU commences the legal process to enable members to impose protected industrial action at **TAC** and a Protected Action Ballot is ordered by Fair Work.

COURT SERVICES advise that Information Technology Services (ITS) in Jurisdiction Services is currently considering the requirement to undertake an organisational restructure.

CPSU seeks Fair Work assistance regarding the **DTPLI** Planning Group Restructure.

DTPLI also advise that the Transport Group proposes to make changes across its business.

MUSEUM VICTORIA advises that a modified staff structure has been developed for the Communication & Partnerships Department.

CPSU attends Fair Work to argue that the **DHS** Services Connect Pilot is breaching our Workplace Determination around consultation obligations.

CPSU conducts research on entitlements for bargaining next year which involves an automated phone call to ask members about their issues at work.

SEPTEMBER

PTV advise of their intention to reorganise the Governance & Legal Division's structure.

CPSU receives a number of enquiries from people working in the **Victorian Public Service** and wider sector about their legal entitlements when trying to ascertain whether they are contractors, or if they really should be direct employees.

CPSU receives advice from **POLICE** members in the Financial Services Division that there appears to be different rules around access to flexible working arrangements, depending upon which team staff belong to. Staff in some divisions are experiencing pressure when providing medical certificates. Members advise they have been pursued for certificates when there was no obligation to provide one, or questioned as to the legitimacy of the absence even when a certificate was provided, as apparently the certificate did not provide enough information.





CPSU continues to hold Blue Paper Information sessions at various **POLICE** work sites.

The **Young Workers' Conference** is held in South Melbourne.

CPSU is concerned with the use of Mercer to evaluate the new positions at **Parks** as it breaches the Parks Victoria Workplace Determination but **PARKS** reject this assertion so CPSU seeks the assistance of the Fair Work Commission.

Following ongoing discussion with **DEECD** SEVR respond positively to OHS concerns and agree that where an employee is working approved overtime there must be consideration given to personal safety, particularly exiting the Dandenong building after normal working hours.

TAC members successfully vote for Protected Industrial Action as CPSU receive correspondence from lawyers, arguing the illegitimate use of their trademarked logo and the 'wipe off 5' slogan for campaign material.

A PIN is issued at **DHS** Box Hill after members alert CPSU to the fact officers had recently been moved in to a new space which averaged less than four square metres per person.

SHRINE Workplace Representatives circulate a Majority Support Petition in an attempt to compel the State Government to authorise the commencement of bargaining at the Shrine after 10 months of stalling.

SRW management feel they have enough support from the independent bargaining representatives to put a proposed Agreement to vote and therefore seek **DEPI** approval.

CPSU continue discussions with **HOUSING** around the amount of KPIs required in PPD's.

CPSU receives correspondence from **DSDBI** advising of the proposal to restructure the Energy Technology & Innovation Team.

CPSU attend Fair Work to deal with concerns relating to **PARKS** restructure and the grading of positions.

Parkville **YOUTH JUSTICE** pilot a lunch time lock down, ceasing the usual 4pm lockdown and there are also some change to the visits regime.

OMBUDSMAN VICTORIA advise of intended changes to the Corporate Services Division.

RBG advise of a new fixed term part time Customer Service Officer position.

WORKCOVER Branch Section Delegate Nominations are conducted.

CPSU meets with **DoJ** and **SOV** to ensure the day-to-day safety of Sheriff's Officers while carrying out the operational aspects of work after an attack on two police officers.

OCTOBER

CPSU Workplace Representatives and Organisers met with **SHRINE** management for the first bargaining meeting.

Members at **PARKVILLE YOUTH JUSTICE PRECINCT** are concerned about the engagement of more agency personnel ('temps').

CPSU receives notification of **GWM WATER'S** intention to begin enterprise agreement negotiations.

The AEC conducts a ballot of **GOULBURN MURRAY WATER** members to vote for Protected Industrial Action.

DEPI advise of intended changes to the Information Services Division while CPSU learn from members of DEPI's intention to weigh 50% of performance plans against 'Values and Behaviours' despite the requirement that performance criteria developed from the performance standards are supposed to be agreed with each employee.

DEPI advise of the proposed restructure of the Business Operations Division and the proposal to make structural changes and consolidate functions in the People and Culture division.

CPSU receives correspondence from **DSDBI** advising of intended changes to the Indigenous Economic Development Unit and the Employment Information and Compliance Unit.

Two PIN's are issued at Central After Hours Emergency **CHILD PROTECTION** Services.

CPSU receives the draft Performance and Development Guidelines for **EDUCATION SUPPORT**.

CPSU receives correspondence from **DoJ** regarding the proposed structure for the operating model of **CCS** and responds with a proposal to management to ensure there is transparency and equity in the EOI process for staff selecting the position they intend to apply for.

The **SOUTHERN RURAL WATER** Agreement is approved by Government and agreed in principle by bargaining representatives.

DOJ proposes rearranging working hours, impacting on those staff who have flexible working arrangements or are accruing flexi-time.

PTV advise of their intention to reorganise the Human Resources and Finance Divisions' structure, in particular the Ticketing Systems Finance branch and the Audit and Assurance branch.

CPSU meets with Ministerial Chauffeurs management to discuss issues about medical examinations and drug and alcohol checks and driving lights.

Voting for the **VIC HEALTH** Agreement is conducted.

CPSU receives correspondence from **SUSTAINABILITY VICTORIA** advising of a proposed restructure within the Finance Team.

Marita Dyson from Museums Victoria wins the Gayle Smith HSR Award



POLICE advise of the functional analysis of the Logistical Support Branch (LSB).

CPSU is advised by **EPA** of the proposed restructure the Strategic Relations Directorate.

VICFORESTS propose to relocate the Healesville office to Woori Yallock.

CPSU and **G4S** reach 'in principle' agreement regarding the terms of the new Workplace Determination and a new Staffing Deed at **PORT PHILLIP PRISON**.

Following our submission of 36 template requests for the establishment of 4 regional OHS committees, **DEECD** offer the establishment of a state-wide OHS Committee which would meet 4 times per year for half a day each.



NOVEMBER

DEPI propose to implement a new Alcohol and Drug Policy.

CPSU is advised by **SUSTAINABILITY VICTORIA** of the proposal to conduct an Organisational Structural Review.

TAC members conduct Industrial Action in the form of half hour stoppages.

CPSU receives notification of **LOWER MURRAY WATER'S** intention to begin enterprise agreement negotiations.

Voting concludes around protected industrial action in **GMW** as the Australian Electoral Commission advises CPSU that members have voted YES for Action.

A survey seeking member suggestions for a new EBA is conducted within **GWMW** and **LMW**.

CPSU makes an application to the Fair Work Commission about concerns that member views were not being heard, nor understood, by the management participants on the **PAROLE REFORM CONSULTATIVE COMMITTEE**.

In-principle agreement is reached for a new **SHRINE OF REMEMBRANCE** Enterprise Agreement.



Road Safety Minister Hon Luke Donnellan MP meets local group rep Dr. Glyn Seal after settling 10 month TAC bargaining deadlock within first 10 days of new Labor Government.



CPSU receives correspondence from **PTV** advising of the intention to reorganise their organisational structure.

CPSU writes to Victoria's political leaders with the results of the **SSSO** petition, as well as a request for a response to the key issues raised.

SRO propose to change the current organisational structure of the Compliance Division.

The AEC is contracted by the **AUSTRALIAN HEALTH PRACTITIONER REGULATION AGENCY** to conduct a ballot to determine the approval of the new Agreement (ACT, NT, Vic., WA)

CPSU receives correspondence from **DSDBI** advising of a proposal to restructure the Finance and Business Services Branch.

DoJ advise of the proposal to vary the reporting lines for the roles of the Regional Manager **SHERIFFS** Operations in the South Metropolitan Region.

COURT SERVICES advise the new organisational arrangements for Information Technology Services (ITS) in Jurisdiction Services.

VICTORIA VOTES and chooses a new government following CPSU's highly-effective 'Choose Your Employer' campaign.



CHOOSEYOUREMPLOYER
VIC STATE ELECTION - 29 NOVEMBER 2014



YEAR IN REVIEW

Fifteen out of our 51 separate Agreements were negotiated during the year with ten receiving Fair Work approval including the **University of Melbourne, Latrobe University, Port Phillip Prison, Serco Traffic Camera Services, Trust for Nature, Public Health Dental, GPAC, VicHealth and State Trustees.**

Bargaining has concluded at another five employers however agreements have yet to complete the FWC approval process.

These include **Shrine of Remembrance, Royal Botanic Gardens, Transport Accident Commission, Australian Health Practitioner Regulation Agency and Southern Rural Water.**

Protected industrial action took place in the course of bargaining at **Port Phillip Prison, Transport Accident Commission, Royal Botanic Gardens and Goulburn Murray Water.**

1,780 new members have been recruited.

CPSU continues to consolidate its financial position for the future with net member funds increasing to \$3,046,813.

An operating surplus of \$607,495 was achieved despite a slight decline in revenue (1.9%) following widespread job losses in our sector from Government budget cuts.



OUR YEAR AHEAD

A further 1.75% pay increase fell due on 1 January 2015 and was included in the first pay of the New Year for members under many of our Agreements including **Public Service, Parliament, Parks, State Library, Museum, National Gallery, ACMI, Film Victoria, SES, Growth Areas Authority and Public Transport Victoria.**

As always, this increase is in addition to progression payments.

The new pay rise is another welcome addition to take home pay and a reminder of our union advantage.

Increases are also due early in 2015 for our members in **Schools, Parks, Legal Aid, Electorate Officers and Work-Cover.**

24 agreements will need to be renegotiated during 2015.





SOCIAL IMPACT BONDS

» STATE GOVERNMENTS ARE STARTING TO USE THE NATIONAL DISABILITY INSURANCE SCHEME (NDIS) AGREEMENT TO WALK AWAY FROM THE DIRECT EMPLOYMENT OF STAFF FOR SERVICE DELIVERY. INSTEAD, MANY ARE TRANSFERRING THEIR STAFF TO THE NON-GOVERNMENT SECTOR WHERE SALARIES CAN BE UP TO 35% LESS THAN FOR GOVERNMENT EMPLOYEES.

This is understandably causing enormous angst from within the established workforce.

Fourteen thousand departmental jobs are affected in NSW and 1,000 in Western Australia as a result of each respective government withdrawing from service delivery in the disability sector.

One of the most pernicious developments is the Social Impact Bond (SIB), which provides financial reward to private enterprise for meeting targets in service delivery.

This mechanism is being used to outsource public-sector service delivery to the private or non-profit sector. As the name suggests, SIBs are treated as financial investments by companies who invest with the expectation of making profit from an otherwise unprofitable but essential function of government.

The SIB model is operative in NSW with two SIBs underway and a third one in negotiation. South Australia has announced a SIB in health.

Western Australia has announced a SIB in corrections.

Victoria held an inquiry, chaired by Peter Shergold, into the future of the service sector. Shergold recommended that the Napthine Government withdraw in total from service delivery and leave such functions to the non-profit sector.

The newly elected Andrews Labor Government has made a policy commitment to reducing or eliminating the outsourcing of public sector work.

NDIS IS PREDICATED ON A VOUCHER SYSTEM WHICH WAS DEVELOPED UNDER THE AUSPICE OF INVESTMENT AUSTRALIA DRAWING ON SIMILAR SUCH POLICY PROGRAMS OVERSEAS.

The NDIS is predicated on a system of vouchers, a model which was developed by a Commonwealth Government agency called Investment Australia, which drew upon similar policy programs overseas. No union peak body was involved in the Committee that informed Investment Australia's paper, but large merchant banks were represented.

Mr. Shergold has now reviewed programs and made recommendations in Western Australia, Victoria and NSW. Prime Minister Tony Abbott has appointed him to the committee reviewing social service delivery



models of the Commonwealth, as part of the White Paper on Social Service Reform.

Mr. Shergold and a representative from Investment Australia have observer status at the G8 taskforce on the social financing of the service sector, which is chaired by British Prime Minister David Cameron.

Our International affiliate, Public Services International, has recently agreed to fund an international research program into the use of social financing for the delivery of social services and to monitor the work and direction of the G8 taskforce.

The Australian Council of Trade Unions (ACTU) has made the role of government a priority as part of its work on dealing with the federal government's agenda.

The ACTU will need to be on top of the agendas state governments' to fully appreciate the impact of the Council of Australian Governments (COAG) work currently under way.





COMMEMORATIVE PROJECT

As Australia commemorates the centenary of the Gallipoli landings, CPSU has commenced a special research project to ensure that the contribution of state public sector workers during the Great War of 1914-1918 is recognised and acknowledged

CPSU has engaged the services of an historian to work with our staff researchers to review the journals of this period and tell the stories of some of our members and their union from that time.

CPSU has been awarded a grant to assist in this work by the ANZAC Commemorative Committee.

The project also has the support of the Victorian branch of the Returned and Services League (RSL), along with many government agencies.

The project has also included a stocktake of the honour boards that were created post 1918 by government agencies who sought to honour staff who served.

Whilst some are still missing, we have been able to locate honour boards for the former Public Works Department, Department of Treasury, State Library, Museum as well as the Department of Agriculture. The Agriculture honour board has the name of the first Victoria Cross recipient from Victoria, Albert Jacka.

The research project aims to bring together some stories about past members and to provide an accessible website for family and educational research by digitising the union's journals from this period.

We intend to link the website to the various search facilities at the Shrine of Remembrance, Australian War Memorial, National Archives of Australia and National Library of Australia .

The union is also working with the Victorian Trades Hall Council who have commissioned their own history project looking at the involvement of the Hall and affiliated unions during the debates about conscription.



who has your back with asbestos?

Asbestos exposure in the workplace, whilst not something our CPSU membership generally consider a major OHS issue, is unfortunately emerging as a silent threat in many of our workplaces. This is as a result of the asbestos materials being used in many public services and ordinary buildings in Australia up until the 1980s.

Over the last 12 months, the State Museum as well as some public schools in Victoria has been found to have asbestos disturbed whilst CPSU members may have been present. As there is no safe level of asbestos exposure it is very important that all members register their exposure.

If the worst happens and you or a work colleague is diagnosed with an asbestos related condition, often some 20-50 years after exposure, these diseases carry a short prognosis. Victims need quick, effective, lump sum settlements, which provide certainty for them and their families. Maurice Blackburn, the CPSU Lawyers, can help.

Home Renovations: what happens when the dust settles?

People exposed to asbestos through domestic renovations are often referred to the "third wave" of asbestos victims. Even modest exposures are capable of causing mesothelioma. Tragically, once diagnosed with mesothelioma, most victims have a short prognosis, often between 9 and 18 months.

Once diagnosed with an asbestos related disease, it is important to get legal advice straight away. For retired people, the largest component of a claim is for pain and suffering damages. A claim for pain and suffering damages must be made within a sufferer's lifetime, by lodging a document with the Court.



If you or your family members have been exposed to asbestos, we encourage you to register your exposure on our database:

<http://www.mauriceblackburn.com.au/legal-services/injury-law/rest/asbestos-diseases/national-asbestos-register/>

or contact 1800 072 464

2015 **BIG BARGAINING YEAR**

VicSuper

expires 31st March

Grampians Wimmera Mallee Water

expires 3rd April

ColInvest Limited

expires 30th June

Adult Multicultural Education Services

expires 30th June

Arts Centre Melbourne

expires 30th June

Lower Murray Urban and Rural Water Corporation

expires 30th June

VicForests

expires 30th June

Victorian Building Authority

expires 30th June

Zoos Victoria

expires 30th June

Fulham Correctional Centre

expires 16th August

Australian Council for Education Research Limited

expires 8th October

VicRoads

expires 20th December

Australian Centre for the Moving Image

expires 31st December

Film Victoria

expires 31st December

Growth Areas Authority

expires 31st December

Museum Victoria

expires 31st December

Nurses (Department of Education and Training)

expires 31st December

Parliamentary Officers'

expires 31st December

Public Transport Victoria

expires 31st December

State Library of Victoria

expires 31st December

The Council of Trustees of the NGV

expires 31st December

Victoria State Emergency Service

expires 31st December

Victorian Public Service

expires 31st December

Places Victoria

expires 15th January 2016

