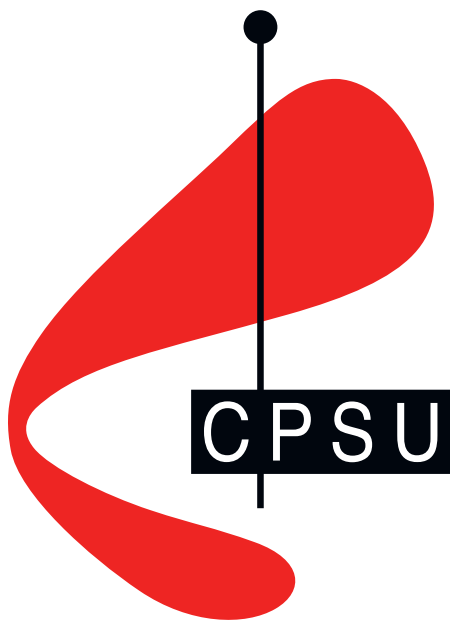








PUBLIC PERSPECTIVE

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

**SUPERHUMAN
SERVICE &
SACRIFICE**



**YEAR IN
REVIEW**

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A supportive mentor, trusted ally and dedicated union supporter.. We pay tribute to Paul Browitt.

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SUPER HUMAN SERVICE AND SACRIFICE

THOUSANDS OF OUR STATE AGENCY FIREFIGHTERS AND SUPPORT PERSONNEL IN A SUPER HUMAN EFFORT, HAVE SPENT THE NEW YEAR BATTLING HEAT AND EXHAUSTION DEFENDING PEOPLE, PROPERTY, LIVESTOCK, AND NATIVE FAUNA.

Despite some respite with recent heavy rain many still had their own homes damaged or destroyed while away defending others.

Fires have burnt out of control since late December across five states, as temperature records are being smashed and lives and properties being lost.

It's been an enormous month for our emergency services with many working

continuous back to back deployments to get people to safety and save wildlife.

Kangaroo Island, in remote South Australia was the latest to suffer from out of control fires fanned by strong winds with two deaths recorded bringing to 23 the number of people killed across Australia this fire season.

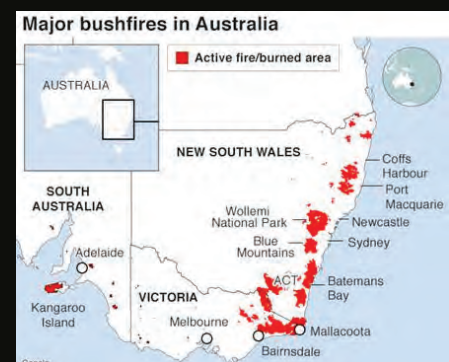
Fires are also thought to have destroyed up to a third of the vines that provide grapes for the wine industry along with 80 homes in the Adelaide Hills region.

NSW and Victoria have had their east coasts devastated by out-of-control fires in rugged terrain that have destroyed more than 1,500 homes.

Mallacoota in the state's far south east was cut off and the town's population evacuated to the beach before being rescued by the Navy.

Tasmania and Western Australia also had active fire warnings.

Across the country, hundreds of thousands of people have been evacuated from their homes.



Over 1 billion animals are estimated to have been killed in the Australia fires.

The land mass burned is now above 10 million hectares – an area larger than Denmark and comparable to England's land area of 13 million hectares.



CLIMATE PHENOMENON BEHIND HEATWAVE

AN EVENT KNOWN AS THE INDIAN OCEAN DIPOLE, WHERE SEA SURFACE TEMPERATURES ARE WARMER IN THE WESTERN HALF OF THE OCEAN, COOLER IN THE EAST, IS THE MAIN CLIMATE DRIVER BEHIND THE HEAT WAVE IMPACTING AUSTRALIA.

The difference between the two temperatures is currently the strongest in 60 years due to global warming according to the Bureau of Meteorology.

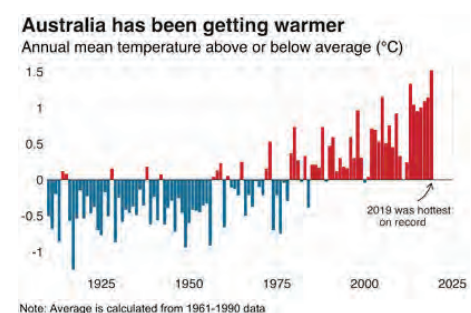
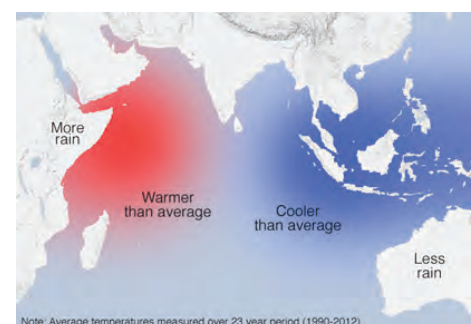
As a result, there has been higher-than-average rainfall and floods in eastern Africa and droughts in south-east Asia and Australia. Head of long-range forecasts at the bureau, Andrew Watkins, said the dipole was crucial to understanding the heatwave.

The key culprit of our current and expected conditions is one of the

strongest positive Indian Ocean dipole events on record, he says.

A positive IOD means we have cooler than average water pooling off Indonesia, and this means we see less rain-bearing weather systems, and warmer than average temperatures for large parts of the country.

And meteorologists warn that, for the moment, the intense weather and elevated fire risk in Australia is set to continue.





DEC 2018-NOV 2019

YEAR IN REVIEW



DECEMBER 2018

AMES

AMES plans to reduce the Employment program in the Inner Metropolitan Employment Region which will result in the cessation of services at Box Hill, Flagstaff (William Street) and Coburg.

CAV

CPSU receives notification regarding changes to the Regulatory Services Division and the outcomes of the consultation process that has been conducted under the VPS Enterprise Agreement with fifteen alternative proposals received directly from staff with a substantial number of alternatives being adopted.

CCS

Concerns are raised with DJCS about high caseloads and the need for improvements to workspace at CCS Morwell.

DHHS

CPSU examines the issue of fatigue and the OHS implications for Child Protection workers and is in ongoing discussions with DHHS about ways to ensure Child Protection Practitioners' safety, particularly around the issue of fatigue.

CPSU receives notification of a changed proposal to form a Seniors, Ageing and Aged Care Branch to better manage the response to the Royal Commission.

The Department propose changes to the Long-Term Strategy and Outcomes Performance and Risk division and is planning to implement the changes in January to strengthen the S&P Division's focus and capacity.

DJCS

CPSU receives advice that Corrections Victoria will be trialling saliva testing within prisons and CCS for 12 months as an adjunct to urine testing of prisoners and offenders to detect drug use.

EPA

CPSU sends out a safety notice to remind all staff that their safety at work is both their and their employer's responsibility and they can always feel empowered to say 'NO' if they believe that the work they are about or expected to undertake will be unsafe after recent scenarios such as the Footscray fire and water sampling are examples of situations where staff are placed or potentially placed in unsafe work environments.



IBAC

CPSU commences regular consultative forums at IBAC with several positive initiatives being rolled out in the coming months, including an examination and introduction of a consistent approach to workplace flexibility and the development of policy and procedure that will bring IBAC in line with the relevant legislation as well as considering the needs of the organisation.

MUSEUMS VICTORIA

Museums Victoria notifies CPSU of proposed modifications to the staff structure for the Public Information Department which will become part of the Strategic Collection Management department within Research & Collections.

SHERIFF'S

CPSU is in discussions with the Sheriff's Office regarding the proposal to incorporate the role of Real Estate Valuations with members asked to complete a survey to get feedback regarding this role,

particularly whether officers have concerns around this role and any Occupational Health and Safety risks or hazard this additional work may pose.

STUDENT SUPPORT SERVICES

CPSU addresses concerns with DET about the impact of high workload and stress on SSS employees after concerns were raised.

A union survey showed disturbing effects of bullying, workload and stress, and the impact that high workloads and high levels of work-related stress are having on the mental health and wellbeing on DET SSS employees.

VICTORIAN PUBLIC SERVICE

The State Government announces machinery changes to take effect from 1 January with Departments to increase from seven to eight, with DEDJTR being split up into the Department of Transport (DoT) and the Department of Jobs, Precincts and Regions (DJPR).

VISIT VICTORIA

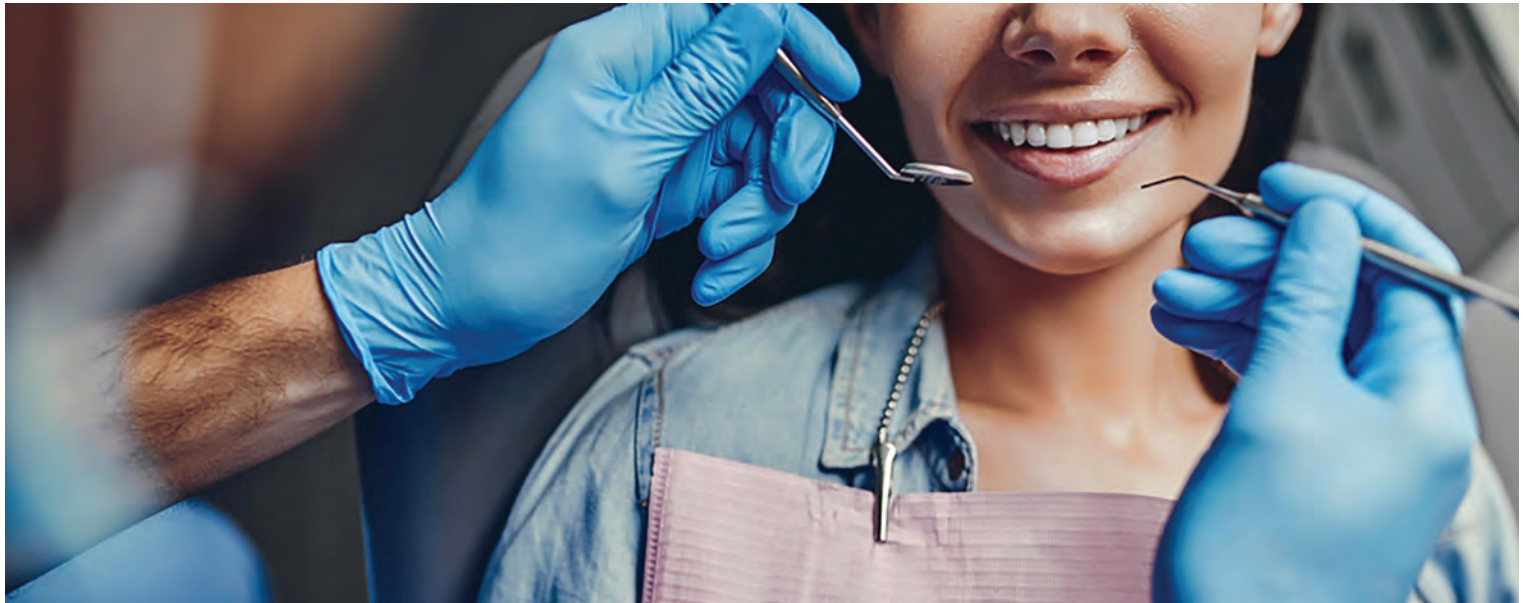
CPSU receives notification that VV proposes to restructure the Consumer Markets and Digital Marketing Services & Strategy teams that includes bringing the two Business Units into one marketing function and some realignment in reporting lines and changes to titles, as well as 10 vacant or on-hold roles from the initial VV implementation being removed and four new roles proposed.

WATER

CPSU sends out a notice to Goulburn-Murray Water employees regarding salary miscalculations and backpay arising from an MEA/IFA contract that has potential issues with meeting the Better Off Overall Test (BOOT) with some employees being entitled to possible back pay as a result of miscalculations done over the last six years.



JANUARY 2019



ACMI

CPSU, MEAA and ACMI finalise a Memorandum of Understanding to govern lead up to and closure of the Federation Square site between May 2019 and April 2020 with the closure of the main operational area 11 months having a significant impact and affect the availability of work for many staff. The principal aim is to retain the ACMI workforce and their skills and expertise and to sustainable and effectively maintain operational activities.

AHPRA

CPSU commences negotiations with AHPRA for the new Enterprise Bargaining Agreement. As a first step, CPSU is asking members to complete a survey to let us know the key areas of the agreement they would like improved with this information to be used to form claims to form part of the bargaining process.

DENTAL HEALTH

Dental Therapists, Dental Hygienists

and Oral Health Therapists across 17 different organisations are being asked to vote on a Victorian Stand-Alone Community Health Enterprise Agreement 2018 – 2022.

The agreement negotiated by VHIA (Victorian Hospitals' Industrial Association) and CPSU will cover 17 employers and needs to be approved by a majority of Dental Therapists, Dental Hygienists and Oral Health Therapists' in each workplace who will be covered by it with backpay to 1 May 2018.

DEVELOPMENT VICTORIA

DV announces its intention to commence bargaining as the current agreement nominally expires on 30 June and as a first step, circulates the Notice of Employment Representational Rights.

DHHS

CPSU announces an extensive list of workplace visits in the coming months across Victoria to meet with staff who are affected by the NDIS

transfers to provide members with information about the changes and how they could impact them, discuss available support and assist with any questions.

CPSU receives a change proposal regarding the Health and Human Services Workforce Branch that will affect all the units with this branch, including the Office of the Director, Project Management Office, Workforce Performance and Review and Workforce Strategy and Planning. CPSU receives a change proposal regarding the creation of a new Child and Family Health Branch which is proposed to bring Maternity Care, Child Health and Wellbeing and Parenting together.

ESSSUPER

ESSSuper announces its intention to commence bargaining and as a first step, circulates the Notice of Employment Representational Rights.

HEALTH PURCHASING VICTORIA



The new agreement for Health Purchasing Victoria has been approved and is operational from 11 January 2019.

NATIONAL GALLERY VICTORIA

CPSU is alarmed, but not surprised, by the results of a survey on workload and work-related stress from members with 83 per cent of respondents indicating that they are concerned about their workload and/or work-related stress. 87 per cent of respondents indicated that management is aware of concerns, but only 21 per cent of respondents said that measures have been put in place to resolve their workload concerns.

PARKS VICTORIA

PV announces that the Seasonal Weekend Ranger Program will not be introduced, resulting from many discussions between CPSU and Parks Vic as members felt that the safety concerns around the proposal were too risky and it was impossible to reach a viable resolution for the introduction of the program.

Members also raised concerns about what a weekend only program could mean for the security of employment conditions in the future, since members consistently reported that they felt there were staff wanting to work on weekends who weren't getting enough opportunity to do so.

ROYAL BOTANIC GARDENS

The new enterprise agreement at Royal Botanic Gardens is legally operational from 25 January 2019 and over the life of the new agreement, employees will receive a total of 13.64% in wage increases when compounded.

STATE REVENUE OFFICE

Up to 80 fixed term ERSC roles at SRO will become ongoing thanks to the efforts of CPSU delegates and apart from a very small number of employees, the vast majority of ERSC funded fixed term roles are eligible for conversion.

VICSES

The Fair Work Commission hands down a decision in favour of SES

members on commuted allowance which means that employees in receipt of a commuted allowance who are rostered over 13 weeks must receive additional compensation for working over the 13 weeks.

VICTORIAN INSTITUTE OF TEACHING

VIT accepts changes from CPSU to its proposal to implement a new organisational structure after the strongest concerns raised had centred around the timing of the change and the level of support for the new Teacher Engagement and Registration team. CPSU advocated for additional staff in this team to ensure affected members would have adequate resource and support through the transition, as well as to provide additional employment opportunities for fixed term staff who were due to cease employment post implementation. VIT accepted this element of the proposal in addition to other suggestions made in the alternative proposal and will act on issues raised by CPSU members about inadequate staffing levels.



YEAR IN REVIEW

FEBRUARY 2019

AMES

CPSU receives an impact of change statement that provides information about positions that may be affected by the changes proposed in December last year to AMES Australia's Employment Services and the likely impact of these changes on employees. AMES advises it wishes to reduce the impact on employees as far as possible and will be seeking to identify suitable redeployment options for all affected employees.

CENITEX

CPSU receives notification about proposed changes to their Human Resources Directorate, which will be called People and Capability. The changes expected to provide greater level of Human Resources support to employees and people managers during a twelve month period of significant change to the organisation and no employees will be displaced, reclassified or made redundant.

COMMERCIAL PASSENGER VEHICLE VICTORIA

CPSU raises concerns with CPPV management that employees cannot claim travel time from their usual place of work to the temporary place of work as we are of the view that when an employee is required to work at different locations, that their travel time should be calculated as

time worked if the distance is greater than their current usual place of work.

DHHS

CPSU encourages all Child Protection staff to engage with the Child Protection Futures Project survey for two weeks as the survey project will use the information gathered to look at staff forecasting and will consider the scope and vision of the Child Protection program within the context of current child and family service reform. This survey records how much time is spent on activities, the time of day these activities occurred, including those outside of business hours and if the practitioner completed the activity on their own case, a case allocated to another practitioner, or on a case awaiting allocation. CRIS data will then be overlaid with the survey results to understand how case characteristics such as age, phase/order, placement type and location affect workload.

EDUCATION & TRAINING

CPSU asks members for feedback on the review of the Dimensions of Work for Education Support Staff by DET in consultation with CPSU, with any agreed changes to be included in a subsequent agreement. This reform of the ES classification structure will

potentially allow for the structure to better reflect the work value and changing roles and duties Education Support staff in schools and would provide a better mechanism for successful range review.

HOUSING

CPSU surveys Housing members about workload, occupational health and safety and support from the Department after workplace visits in 2018 identified the high turnover of staff, lack of training and support, expansion of housing role to encompass being a social landlord, patch sizes, increasing complexity of clients and pay – to name a few.

IBAC

CPSU encourages staff to take full advantage of health and wellbeing programs being introduced at work, as research has shown that these programs can boost productivity and improve workplace culture as IBAC prepares to start rolling out a flexible work policy by mid-year, which is another way to promote a healthy work environment.

MINISTERIAL STAFF

CPSU seeks an initial meeting with PPO regarding a new agreement for Ministerial staff with the current agreement due to expire on 30 June 2019.



PARLIAMENT

CPSU expresses its concerns to Parliament following a meeting with members to discuss the proposed changes to Parliamentary Committees.

PRIVATE PRISONS

CPSU seeks feedback from members at Port Phillip Prison regarding the practice with late lockdowns/incorrect counts as an issue was highlighted recently about payment when an incorrect count in the morning led to prisoners not being locked down until 8.01pm.

SERCO

Traffic Camera Services provided by SERCO are going through a re-tender process, which makes for a difficult uncertain time for employees and CPSU encourages members to know their rights and to not agree either verbally or in writing to change entitlements when meeting with management.

VICSES

CPSU writes to VICSES to raise concerns about members being treated unfairly and potentially unlawfully in the workplace but disappointingly, the response lacks any real commitment to ensuring the workplace culture doesn't become embedded and toxic, however, the

CEO encourages staff to raise these concerns direct and CPSU encourages members that, should they experience any suspected adverse action, they should get in touch with CPSU to ensure their rights are upheld.

WATER

Fair Work approves the new Goulburn Murray Water agreement which will be operational from 4 March and includes a \$1,000 sign on bonus, a 3% pay increase from 4 Nov 2018 (will be backdated) and a 3% pay increase in the first full pay period after 1 July 2019. The agreement expires on 4th May 2020.

MARCH 2019

AHPRA

CPSU presents members' claims to AHPRA and bargaining commences for a new EA however, CPSU is quite concerned about AHPRA's position to implement changes to misconduct and performance management clauses - making it easier to target staff with a vague fitness for work

clause also being suggested which would impact staff who take sick leave. AHPRA have only offered a low 2.25% pay increase, well below the cost of living and what staff are seeking.

COINVEST

Coinvest announces its intention to commence bargaining and as a first step, circulates the Notice of Employment Representational Rights and CPSU holds a members' meeting to discuss the process and what changes members would like to see in the next agreement.

COMMERCIAL PASSENGER VEHICLE VICTORIA

CPVV requests the use of the PMS results be included as part of an employee's annual Progression and Development Plan and CPSU makes it clear that we will not accept their inclusion and reminds members not to agree or sign off on any PDP that includes these.

DHHS

CPSU meets with members in the Communicable Disease Prevention and Control area of DHHS after being made aware of issues in their area about shift patterns.

DELWP

CPSU receives notification of a proposed organisational change in the Energy, Environment and Climate Change group (EECC) with the changes including restructuring the two separate Energy Divisions of the Energy, Environment and Climate Change group (the Energy Sector Reform and the Energy Commercial Project and Programs) into four divisions with a number of new positions to be created within the new Energy Group to support the increase in workloads. Solar Victoria will remain separate. There are no job losses or relocations planned and staff will be matched into one of the new divisions.

DENTAL HEALTH

The Victorian Public Health Sector (Dental Therapists, Dental Hygienists and Oral Health Therapists') Enterprise Agreement 2018-2022 is approved by the Fair Work Commission (FWC) after being endorsed by a majority of Dental and Oral Health Therapists members in January. The agreement includes a lump sum payment of \$750, and a 3.35% increase backdated to 1 May 2018. 3% increases will also apply from 1 May 2019, 1 May 2020 and 1 May 2021.

DEVELOPMENT VICTORIA

Development Victoria announces its intention to commence bargaining as the current agreement expires on 30 June 2019 and as a first step, DV circulates the Notice of Employment Representational Rights.

GREYHOUND RACING VICTORIA

Bargaining at Greyhound Racing Victoria is due to commence with an initial meeting between GRV and CPSU where our Claims were put forward, which includes

changes to paid leave for secondary caregivers and special parental leave amongst other claims.

PREMIER & CABINET

DPC circulates a Change Statement to branches relocating to 35 Collins Street to commence the implementation of their accommodation and activity-based working project IGNITE which represents a significant change to current work practices and will have diverse impacts on the mental health and well-being and occupational health and safety of DPC staff. CPSU asks members to fill out a survey regarding staff wellbeing arising from the changes.

PUBLIC TRANSPORT VICTORIA

PTV advises CPSU that they are close to finalising an agreement to move PTV to the Rialto after originally informing employees and the Union that they were intending to relocate to 1 Spring Street, to which CPSU raised concerns about the current condition of that building which needs a major upgrade and the lack of space to house PTV employees. Due to machinery changes this plan has been changed now to the Rialto with PTV confirming that the condition of the proposed location is fit for purpose and that no hotdesking will take place.

STUDENT SUPPORT SERVICES

CPSU starts preparing for upcoming EBA negotiations at Student Support Services by focusing on enforcing the current VPS Agreement to identify any gaps that should be fixed, specifically workload reviews, overtime/TIL, and ensuring compliance among other conditions which will be focused on leading up to bargaining.





YEAR IN REVIEW

APRIL 2019

ACMI

CPSU is notified of proposed changes to regular roster or ordinary hours of work for Visitor Services and Cinema Technical teams during the closure of the Federation Square Site.

ACTU

The call goes out to march with CPSU and meet fellow members to change the rules together. CPSU advises members that our contingency will meet in front of the John Curtin Hotel so look for our red and white flags.

ARTS CENTRE MELBOURNE

CPSU has been participating in the EA Implementation Group and also the Classifications Review Sub-Committee and members are encouraged to email questions or issues that they are experiencing in the workplace.

COMMERCIAL PASSENGER VEHICLE VICTORIA

CPSU receives information from members that CPVV management have introduced a process for notifying management when an employee maybe taking personal or carers leave which sets times of

when you can notify your manager/ team leader, however our VPS Enterprise Agreement 2016 clause 47 Person/Carers Leave sets out the entitlement clearly and does not state that you can only call during a certain time as proposed by CPVV.

DET

The Department of Education and Training informs CPSU that they would be holding an informal restructure process which would affect 23 jobs.

At the meeting, CPSU makes it clear that these proposed changes required a change consultation process under our VPS Agreement so is sent to Secretary Jenny Atta restating the requirement of the Department to properly consult with affected staff.

DHHS

CPSU and DHHS signed a Memorandum of Understanding about the transition of employees within the department over the next two years as a result of disability services transferring to NDIS.

YEAR IN REVIEW

APRIL 2019

DJCS

CPSU is notified by the Department of Justice and Community Safety of proposed changes to the current BSM supporting the Deputy Secretaries, Commissioner, CEO offices.

DOT

CPSU receives correspondence from Department of Transport advising of the proposal to Integrate PTV & VicRoads into DoT forming a Mega Agency within the department.

PREMIER AND CABINET

DPC circulates a Change Statement to branches relocating to 35 Collins Street to commence the implementation of their accommodation and activity-based working project IGNITE which

represents a significant change to current work practices and will have diverse impacts on the mental health and well-being and occupational health and safety of DPC staff.

PUBLIC PRISONS

CPSU develops a positive statement of rights called the “Code of Decency, Dignity and Rights” to make clear after recent actions across the prison system that Officers are treated respectfully and seeks member sign on to the statement.

STATE LIBRARY

CPSU hosts drop-in sessions as an opportunity for members to talk to our Organisers about the proposed changes following the announcement of the restructure.

STATE REVENUE OFFICE

CPSU receives correspondence from SRO advising of proposed changes to the Legal Services Branch.

VICTORIAN BUILDING AUTHORITY

CPSU members raised concerns about workload issues back in 2018 which was followed up by a survey earlier this year with the results relayed back to VBA management about the concerns staff have with current workloads. After several meetings with VBA it was agreed to try and resolve some of these concerns via Focus Groups where staff will have an opportunity to discuss and resolve these problems where possible.



These sessions aimed to identify improvements with systems and processes that will benefit employees, management and stakeholders. Participants will be involved in identifying the drivers of any workload issues and contributing ideas to improve the way work is managed.

VICTORIAN FISHERIES AUTHORITY

CPSU conducts a workplace issues survey to gather information, examples and evidence as low officer numbers, vacant positions, and long delays filling these vacancies contribute to many reports received from VFA members that they are feeling over worked and stressed. Additionally, increasing responsibilities associated with organisational change have also been a contributing factor at a time when the Victorian State Government

is heavily promoting and achieving significant increases to recreational angler numbers (Target 1M) not to mention associated and numerous changes to the commercial fishing sector including increased responsibilities and workload associated with industry cost recovery.

VICTORIAN PUBLIC SERVICE

Have a Say About Your Pay. Our VPS Agreement expires later this year and our Organisers are out and about and keen to hear about issues members may be experiencing at work and whether the enforcement of entitlements in the current VPS Agreement is effective.

VICTORIAN TRADES HALL COUNCIL

CPSU pays our respects on Workers Memorial Day. While many of us take for granted the expectation that when we say goodbye to our families we will return home safely, this is not always the case. That's why every year we commemorate International Workers Memorial Day to remember those who have been killed at work as we gather on April 29 to pay our respects to these workers and their families.

VISIT VICTORIA

CPSU has been bargaining with Visit Victoria since 2018 to set up its first Enterprise Agreement and has made some positive progress but there are still significant issues that need to be resolved.



YEAR IN REVIEW

MAY 2019



ACER

CPSU asks for feedback from members on issues that are important to them in preparation for upcoming EA negotiations which will be used to help form a log of claims.

ACMI

CPSU is notified by ACMI of proposed changes to their high-level structure.

AHPRA

At the latest bargaining meeting AHPRA put an offer on the table which seeks to take away conditions in return for a pay raise which CPSU believes would create a sub-standard EBA and be of detriment to staff.

AMES

CPSU receives correspondence regarding proposed changes to the Structure which includes redundancies at Adult Migrant Education Services.

ARTS CENTRE MELBOURNE

CPSU is notified by Arts Centre Melbourne of proposed changes to the Accessible Music Program which will involve the Music Therapist roles concluding on 30 June 2019.

CCYP

CPSU announces the election of a workplace delegate for the Commission for Children and Young People.

CENITEX

CenITex releases its Fortify Restructure proposal and CPSU has been working hard with members and delegates to bring forward issues to CenITex in advance of the proposal, which has already seen some changes to processes before the proposal's release.

CONSUMER AFFAIRS

CPSU meets with DJCS to discuss

issues that members have raised to do with Ballarat GovHubs and the lead up to the move specifically around the communication with impacted staff about the move and the relevant dates; the type of support that can be provided to staff to help inform their decisions about moving or not, such as tours of the region; and what impact the DJCS realignment will have on impacted staff and the provisions of the deed.

CPVV

CPSU receives correspondence from Commercial Passenger Vehicles Victoria advising of the proposal of an organisational design change in 2 stages.

DET

Education releases a change proposal document affecting nine divisions including People, Integrity and Insurance, Communications, Financial

Services, Procurement, Strategy and Integration, Group planning/ Operations and Professional Practice/ Leadership.

DEVELOPMENT VICTORIA

CPSU has been bargaining with DV for some time trying to reach agreement on many issues raised.

However, during this time the Government released their amended Wages Policy, which had a deadline of 20 May, to achieve an Agreement on current negotiations but fortunately an In-Principle Agreement between CPSU and Development Victoria has been reached.

DHHS

CPSU is notified of proposed changes to the Office of Professional Practice.

DOT

CPSU receives correspondence from the Department of Transport Secretary advising of the proposed Stage One restructure.

GOULBURN MURRAY WATER

CPSU works on a Regional Mobility Agreement (RMA) with Goulburn-Murray Water (GMW), the Australian Workers Union (AWU) and the State Government to address the needs of employees throughout transformation which aims to support staff through the transition period based on current employment parameters and knowledge. Its primary goal is to facilitate on-going employment of staff in the regional area.

HOUSING

CPSU conducts a survey to gather specific information, following numerous reports about excessive workload from Housing officers across the state.

A snapshot from the results show 92.9% believe that their team does not have enough staff to deal with

workload, 86.4% believe that their team is not operating with adequate resources (money, equipment, office, space), and 86.4% saying that their current workload is not achievable in their normal/contracted hours. CPSU announces the election of workplace delegates at the Cheltenham Housing Office.

NATIONAL GALLERY

CPSU has been engaged in facilitated discussions with NGV about the use of overtime, workloads, job security and workplace culture and these conversations are achieving outcomes (albeit slowly), with commitments made to provide training to managers about NGV's obligations around overtime and workload, and with ongoing conversations about the use of fixed term employment.

OPA

CPSU received correspondence from the Office of the Public Advocate regarding proposed changes which include the establishment of an additional satellite office in Oakleigh with a voluntary Expression of Interest for staff to relocate.

PREMIER AND CABINET

CPSU announces a new workplace delegate has been elected in the Aboriginal Policy Branch.

CPSU announces a new workplace delegate has been elected for DPC's Multicultural Affairs and Social Cohesion (MASC) Division.

PRIVATE PRISONS

Nominations open at Port Phillip Prison (G4S) for Local Group delegates who are the key to union organisation at the site and work towards positive change in the workplace by assisting union growth by recruiting new members to the union ahead of bargaining scheduled for later this year.

PUBLIC PRISONS

CPSU seeks a moratorium on any changes sought from a review of the utilisation of casual employment at DPFC until adequate consultation could occur with casual staff as changes to the way weekend shifts are allocated were recently proposed without any consultation with the people who would be affected by that decision – the casual staff.

PUBLIC TRANSPORT VICTORIA

CPSU receives a letter about the transition of staff covered by the PTV EA across to the VPS EA terms and conditions when PTV transitions across to the new mega department which will most likely be called the new Department of Transport from 1 July 2019.

CPSU receives correspondence advising of the proposal to reclassify Principle Science Engineers (PSE) to Senior Technical Specialists (STS). CPSU negotiates a better proposal regarding the Buy-Out of the bonus scheme for PSE's with PTV advising an increased offer from 2.3% to 3.3% on salary, plus Bonus Evaluation to still be included for 2018/19, with a further 1.5% increment as per PTV EA .

SCHOOLS

National School Support Staff Awards are back to acknowledge the great work of SSO's, and CPSU seeks nominations of a school support staff team who should be recognised for their contribution.

SHERIFF'S

CPSU announces a new union delegate has been elected to represent all members from the Dandenong location as well as the election of a new delegate for the Pakenham office is also declared.

These positions come with significant challenges and often requires dealing with difficult or sensitive situations.

BE THE DIFFERENCE

become

A MEMBER





Join today

cpsuVIC.org/join

STATE TRUSTEES

CPSU is notified of proposed changes to the Executive Team structure with a view to then work through more detailed organisational design.

CPSU is notified of proposed changes to the Enterprise Project Management Office (EPMO).

TRANSPORT SAFETY VICTORIA

CPSU receives correspondence advising of the proposal to restructure the Rail Safety division. In August 2011, members of the Council of Australian Governments (COAG) signed an intergovernmental agreement to establish a national scheme of rail safety regulation and since the legislation was enacted an Office of the National Rail Safety Regulator (ONRSR) was established. Victoria is last of the states to transition across to ONRSR.

CPSU CELEBRATES NATIONAL Reconciliation Week to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. CPSU notifies members about the upcoming Union Winter program, a two-week paid internship for unionists aged 30 and under, run by the Young Workers team at Trades Hall where you are placed at a union and get to see the day-to-day work that goes into being an organiser.

VISIT VICTORIA

Since meeting with members in early May and given the recent Government Wages Policy announcement, which has a deadline of 20 May, an in-principle Agreement between CPSU and Visit Victoria has been reached with CPSU scheduling a meeting with all members to discuss the outcome.

WORKCOVER

CPSU advises members who have been off work on an accepted WorkCover claim receiving weekly payments after 13th October 2011 that you are entitled to have leave accrue under the Victorian Public Enterprise Agreement.

ZOO

The new Zoos Victoria EA is officially signed off by the Fair Work Commission and contains all the conditions already won by members but now adds overtime, public holiday penalty rates, and evening programmes shift penalties for all casuals with ZV also reaffirming its commitment to undertake a classification review for Professional Duties casual staff within the life of the agreement.

YEAR IN REVIEW

JUNE 2019

DET

CPSU seeks member feedback on the outcome from the SCS consultation with DET advising staff of its final decision to wind down Specialist Children's Services, and although the 'Implementation of change' process has finished, CPSU wants to continue to try and ensure the best outcome for affected members and families.

DJCS

CPSU receives correspondence from the Department of Justice and Community Safety regarding proposed changes to the structure of the Financial Reporting and Operations Team within the Corporate Governance and Support Group.

DOT

CPSU receives formal consultation documents about the proposed merger of the Disruptions functions of PTV under the new Department of Transport.

EPA

CPSU receives correspondence of a proposed growth plan for the Applied Science Division.

ESSUPER

CPSU holds a paid time meeting for members as a crucial time in bargaining is reached for the new EA that will set pay and conditions for the coming years.



PREMIER AND CABINET

CPSU expresses concern about the compulsory practice of activity-based working/hot-desking and surveys members to provide feedback on Project IGNITE to help inform our alternative proposal after 54% of respondents said they experience anxiety having to change desks each day. 75% of respondents stated that an activity based/hot desk has a negative impact on mental health and well-being, with 68% stating they have difficulty finding a desk if they arrive late. 42% of respondents stated they are regularly unable to sit with their team or colleagues, while 54% of respondents saying that changing desks each day makes them feel anxious and unsettled, with 85% of respondents advised their preference was for a fixed desk.

PRIVATE PRISONS

CPSU holds a meeting of members at Port Phillip Prison to endorse the union's claims and electing the bargaining team for upcoming EA negotiations supplemented by an online ballot to enable those who couldn't attend the meeting to participate.

PUBLIC PRISONS

An investigation into alleged

hazing practices for new ERG members or applicants is initiated after Metropolitan Remand Centre management were issued with an Improvement Notice by WorkSafe. CPSU is committed to working with members, HSRs and management to build safer workplaces and safer systems of work and is alarmed to hear that these practices are evident in prisons/CV and sets out our position to members that any practice of 'hazing' or 'initiation' is completely unacceptable.

VICTORIAN BUILDING AUTHORITY

CPSU holds a workplace meeting for members affected by the latest proposed changes to the Licensing and Registration and the Customer Service Units.

VICTORIAN PUBLIC SERVICE

CPSU joins with the Australian Fair Trade and Investment Network (AFTINET) and other unions and organisations to oppose the secrecy and damaging provisions in the RCEP being negotiated in Melbourne, which will entrench the privatisation and deregulation of public services.

A pilot to support emergency workers who suffer a work-related mental

health injury will commence with the first stage of the pilot with Victoria Police and Ambulance Victoria staff followed by the second stage in July with SES staff, forest firefighters, public sector nurses and midwives, MFB, CFA ESTA, child protection, state corrections and youth justice staff. CPSU has pushed for this support for a long time and welcomes this early intervention program.

Our Agreement is the most important document of our working life so CPSU surveys members about the issues and priorities for VPS bargaining ahead of structured negotiations as our current Agreement will nominally expire on 31st December 2019.

WORKSAFE

Following the identification of potential breach to our Memorandum of Understanding, the LogBookMe telematics devices in vehicles is deactivated.

CPSU secures funding through the WorkSafe WorkWell Mental Health Improvement Fund for a period of three years to develop a Vicarious Trauma Prevention and Awareness Toolkit with pilots being developed in partnership with Government departments, DJCS and DHSS.



YEAR IN REVIEW

JULY 2019

COURTS VICTORIA

CPSU receives correspondence from Magistrates' Court Victoria regarding proposed changes to the structure of the Executive Leadership Team.

CPVV

CPSU receives further consultation documents following questions and feedback that we raised after the formal consultation documents were received back in May announcing the proposed organisational design change.

DELWP

CPSU calls for nominations of

workplace delegates across all sites in the state including on the various floors in the Melbourne based offices.

DHHS

CPSU signs a MOU with the department ahead of the transfer of disability accommodation and respite services to not-for-profit providers, which will see 43% of staff transfer out having a significant effect on the size and operations of the department.

CPSU receives correspondence about the proposed move of Intake staff

based at Preston to a location off site.

CPSU has been working with the Department of Health and Human Services (DHHS) and staff at the Ballarat office over the last 18 months, to address issues that impact on child protection staff with an agreement reached to undertake a comprehensive review and assessment of workplace culture.

CPSU has been involved in discussions with members and management about the proposed roster changes to the After-Hours

Communicable Diseases Program and is very concerned about the impact of a 24 hour standby roster on the lives of our members. The proposal states that staff will need to be on the roster for a minimum of 24 days in the year with inadequate recompense.

DENTAL HEALTH

The Victorian Stand-Alone Community Health (Dental Therapists, Dental Hygienists and Oral Health Therapists) Enterprise Agreement 2018 - 2022 is finally approved by the Fair Work Commission.

DOT

CPSU receives correspondence about the transfer of shared functions under DJPR and DoT.

CPSU receives formal consultation documents about proposed changes to the Operational Response roster.

CPSU receives consultation documents about the proposed changes to the Procurement, IT and Governance and Business services functions.

ELECTORATE OFFICERS

CPSU invites nominations for delegates after Electorate Officers received a pay rise on 1 July as a result of CPSU's hard work to get the best deal possible during the negotiations for the new Enterprise Agreement.

GAME MANAGEMENT AUTHORITY

With VPS bargaining underway, CPSU is eager to hear from GMA members about what is important to you and if there are any suggestions about what conditions members would like to see changed in the specific GMA appendix.

IBAC

CPSU receives a change notice from IBAC in relation to the legal and compliance teams.

INDUSTRIAL RELATIONS VICTORIA - TREASURY

CPSU advises that nominations for delegate roles at Industrial Relations Victoria have been received.

LABOUR HIRE AUTHORITY

CPSU invites nominations for delegate roles for the Labour Hire Authority for Bendigo and Melbourne sites.

LEVEL CROSSING REMOVAL AUTHORITY

CPSU meets with members at LXRA to discuss concerns about the proliferation of fixed term contracts and an update on conversion to ongoing, as well as the co-location allowance policy and VPS Agreement update. CPSU confirms that staff who are eligible for the allowance are NOT required to apply.

MUSEUMS VICTORIA

CPSU invites Museums Victoria members to participate in our short survey to compile views about workload.

PARKS VICTORIA

CPSU members receive an invite to participate in the PV 'Pulse' survey and the union encourages participation knowing that members have a range of concerns across the state and in forums that are available to provide feedback to PV.

Parks write to CPSU about their proposal to move staff from the Traralgon office to the proposed GovHub in Morwell.

CPSU invites nominations for delegate roles across the state.

CPSU receives a change impact statement regarding a proposal to relocate the Fleet Team from Westerfolds Park to Yarra Bend.

PREMIER AND CABINET

CPSU reminds all staff that an exemption from hot-desking for reasons relating to physical, psychological and / or psychosocial challenges can be requested anonymously via an assessment with Marsh Consulting. DPC has assured CPSU that fixed desks will be granted to staff on Marsh's recommendation without the need to provide evidence from a medical professional of physical or mental health issues.

CPSU is aware that all branches of Fairer Victoria will shortly be relocated to Level 16 of 35 Collins Street. Multicultural Affairs and Social Cohesion (MASC) and the Office for Women will be the first groups to relocate with Veterans and Equality to follow.

PRIVATE PRISONS

CPSU congratulates the newly elected representatives at Port Phillip Prison as we report that our claims were overwhelmingly endorsed by members.

PUBLIC PRISONS

CPSU is notified that documentation that has been circulated to officers at Loddon about rosters is endorsed by the union however, this documentation and subsequent discussions about rosters and rostering guidelines is being led by prison management with WorkSafe and designed to sway your views about the rosters and deflect anger away from CV.

CPSU announces that a new workplace delegate has been elected for Beechworth VPS members.

SAFE@WORK – OHS TRAINING

All new Health & Safety Representatives (HSRs) were invited to attend our Initial 5-day Course with CPSU recently updating the training courses to further include psychological health and public sector-based materials.

SHERIFF'S

CPSU recommences discussions with SOV regarding the current difficulties with the provision of information from the LEAP system.

STATE LIBRARY VICTORIA

CPSU receives formal consultation documents regarding the proposed changes to the Business and Information Technology Systems team.

SUSTAINABILITY VICTORIA

CPSU announces a new workplace delegate for Sustainability Victoria.

TRANSPORT SAFETY VICTORIA

CPSU has been in ongoing discussions about pay increases and annual leave during the transition of functions from TSV to ONRSR, however, staff transitioning to ONRSR will now receive a CPI or 2% (whichever is greater) pay increase in October 2020 leaving annual leave entitlements as our only concern.

VICTORIAN PUBLIC SERVICE

CPSU is planning an inaugural Women of Colour Conference later in October and to help us better identify common issues and barriers faced by Women of Colour in the workplace, the union circulates a short confidential survey about member experiences.

Thousands Respond to our EB Survey highlighting Pay, Salary Progression, Workload, Professional Development, and fixed term Contract use as the priority issues to address in negotiations for the next VPS Agreement.

VPS Departments and Agencies circulate the required Notice of Employee Representational Rights (NERR) that formally commences bargaining for the next Agreement. CPSU members are automatically represented and covered under provisions of the Fair Work Act.

VISIT VICTORIA

CPSU meets with members to provide an update about the recently concluded negotiations for an agreement at Visit Victoria.

VIT

CPSU is interested to hear further from members about the recent changes in seating arrangements, about how the new layout is working, and to gather feedback on the proposed new setup after initial feedback so far is primarily focused on the increased noise and the impact this is having on everyone's work.

WATER

CPSU writes to Southern Rural Water to outline our concerns regarding their decision to reduce annual leave for staff who regularly work on weekends and public holidays.

CPSU announces that two members have been nominated to become workplace delegates at SRW.



YEAR IN REVIEW

AUGUST 2019

AHPRA

CPSU receives formal consultation documents regarding proposed organisational changes in two phases that will focus on realigning teams, and then to create a new structure involving Business Services, Regulatory, and Strategy and Policy.

DHHS

CPSU received a proposal about reporting line changes in Housing and Infrastructure division.

DJPR

DJPR's requirement on all staff to "value add" as part of their PDP process raises concerns by members that the Department are attempting to bypass the VPS EA which requires VPS Grade 5 or above to meet higher requirements to pass their PDP and gain progression or top of band payment.

HOUSING

CPSU announces new workplace delegates have been elected at the Footscray Housing Office.

MTIA

With VPS bargaining underway, we are eager to hear from Major Transport Infrastructure Authority members about what is important as CPSU is proposing an appendix be created to address specific MTIA issues.

PREMIER AND CABINET

CPSU receives notification of a proposed restructure to the Fairer Victoria Division which aims to consolidate operations and work functions in FV with multiple roles across Equality, MASC, VMC, Office for Women, Office for Youth and Veterans Branches impacted.

PUBLIC ADVOCATE

CPSU invites OPA members to participate in our short survey to get the views of members about workload.

SCHOOL SUPPORT STAFF

CPSU announces that the team from Fitzroy North Primary School have been selected as the Victorian State Finalists for CPSU's National School Support Staff Awards.

TRANSPORT SAFETY VICTORIA

ONRSR agrees to transfer annual leave entitlements for VPS staff that choose to move to ONRSR on 1st October and will re-issue letters of offer for TSV staff to reflect that.

CPSU has ensured not only that ONRSR will transfer annual leave entitlements but will also pay former TSV employees a 2% pay increase in 2020 and staff transitioning will transfer over with their Personal leave, Long service leave, as well as Annual leave.

VICTORIAN BUILDING AUTHORITY

CPSU and VBA will begin negotiations for a new Enterprise Agreement this year and the union issues a survey for feedback from members which will be used to help form our claims as part of the bargaining process.

VICTORIAN PUBLIC SERVICE

CPSU advises members that registrations for the inaugural VPS Women of Colour Conference are now open.



YEAR IN REVIEW

SEPTEMBER 2019

COUNTY COURT VICTORIA

CPSU receives notification of changes to the structure of Judicial Support Services with the role of coordinators being redesigned with a greater responsibility in different areas, judicial staff resources will be managed via a Chambers model rather than cohorts, and at least one Learning and Development Associate and Tipstaff permanently detached from a judge to create capacity for management and review of induction and training tasks.

The proposal includes the removal of some roles in the administrative structure.

DHHS

CPSU receives formal consultation documents regarding changes to the structure of Payroll People and Payment Services Unit with this unit being the first service area within DHHS where a new Service Management Platform project called 'OurService' will be implemented and the changes will not result in any reduction in FTE or job losses.

DHHS notifies CPSU of proposed changes to the Health and Wellbeing Division and the Community Services Operations Division arising from the Victorian Government's decision to transfer most of the department's disability services workforce to non-government organisations under the NDIS.



DJCS

Members contact CPSU about concerns surrounding changes occurring within the department of Justice and Community Safety and the cascading effect to the differing business units and staff roles and functions. Many of the concerns are stating that the department is not meeting its obligation to follow the consultation process under the Victorian Public Service Enterprise Agreement and as a result, CPSU collates the information that has already been provided and asks any other members that have had changes occur to their structures, roles and functions without consultation to contact the union.

DJPR

CPSU meets with DJPR Secretary to discuss members' concerns in relation to the PDP process which are largely based around the requirement to 'value add' to gain progression, despite meeting all other required expectations.

DOT

The Department of Transport informs CPSU of proposed restructures of the Network Integration, Policy and Integration, Network Planning and Transport Services functions. The changes are following the integration

of VicRoads, Public Transport Victoria and the Department of Transport into one (new) Department of Transport earlier in the year. There are no VPS job losses with the proposed changes. The Department also sends CPSU the final structures for the Governance & Business Services, Finance, Legal, Resource Strategy and Commercial Transactions functions at DoT.

FAIRER VICTORIA

CPSU submits a list of questions to FV regarding the proposed restructure and also requests information about new and changed roles, a rationale for the proposed changes at branch and team level, and an organisation chart.

FAMILY SAFETY VICTORIA

FSV contacts CPSU regarding proposed changes to their structure with the changes to be implemented to better align the organisational model with government's reform directions and to give focus to areas that need strengthening.

PRIVATE PRISONS

G4S puts a 2% wage increase on the table for the new agreement at Port Phillip Prison, while rejecting the majority of the union's claims but this is immediately rejected as CPSU

wants to see improvements that will ensure that Health and Safety is respected, staff will not be financially disadvantaged if they get injured on the job, they will have a fair say in the decisions that impact them, they are protected from bullying and harassment, they achieve parity in key conditions with colleagues in public prisons; and they are fairly compensated for the time they spend behind the walls, missing out on important time with family and friends.

VHHSBA

CPSU members raise concerns about the relocation of staff within the Victorian Health and Human Services Building Authority (VHHSBA) to 35 Collins Street with concerns about the process for deciding on the design and location of the new office space, the lack of consultation with staff regarding the move and the changes to their work environment; and the impact of the move on staff.

VICTORIAN FISHERIES AUTHORITY

CPSU receives a formal notification that four Fishery Policy employees will be transferred from the Department of Transport to the VFA.



YEAR IN REVIEW

OCTOBER 2019

ACER

CPSU's bargaining team meets with ACER representatives to begin negotiating a new EBA and both sides discuss the intended bargaining process and outline their claims at this initial meeting.

COURTS

CPSU receives correspondence about proposed organisational changes.

CPVV

CPSU receives correspondence outlining CPVV's plan to begin the formal consultation process for Phase 2 of the proposed organisational re-design will not go ahead as planned.

DHHS

CPSU receives formal consultation documents regarding proposed changes to the structure of Community Service Operations.

CPSU receives formal consultation documents regarding changes to the structure of the Strategy and Planning Division.

DET

CPSU's SSS executive members meet for a training day and to discuss Enterprise Bargaining, Occupational Health and Safety, and an overview of regional issues as the Union puts the call out for new delegates.

ELECTORATE OFFICERS

CPSU prepares surveys for members to help inform upcoming EBA discussions and help us understand EOs staffing, needs and priorities.

LEVEL CROSSING REMOVAL PROJECT

CPSU receives correspondence from LXP management in response to our communication expressing concerns about the North Western Program

Alliance Strategic Plan 2019-2023 specifically where VPS employees would be reporting to a private sector project manager(s) on a day-to-day basis.

MINISTERIAL ADVISORS

CPSU informs members that it could not endorse the agreement that only provided a 2% wage increase and slams the Government's bargaining position as rigid, unfair, and a dreadful double standard considering Ministers have access to an independent tribunal, but ministerial advisors do not. CPSU will seek to reopen negotiations with the PPO following the conclusion of VPS bargaining.

PARLIAMENT

With bargaining coming up the Union surveys members to help inform our log of claims.



PORTABLE LONG SERVICE LEAVE AUTHORITY

Nominations for delegates are received by CPSU with two new delegates welcomed to CPSU's team.

PRIVATE PRISONS

Members overwhelmingly reject the G4S offer with 98 per cent of staff saying "it's not good enough!" with a survey of members finding 151 individual submissions detailing more than 200 complaints in relation to the behaviour of G4S/Port Phillip Management and the treatment of staff in the workplace.

PUBLIC PRISONS

CPSU pursues potentially hundreds of thousands of dollars in underpaid superannuation for our members on behalf of Prison Officers (shift workers) who take annual leave on weekends and receive their ordinary penalty rate as opposed to receiving the 17.5% annual leave allowance.

DJSC have confirmed that it was not paying superannuation on the leave loading for weekends because they were of the view that this leave loading did not meet the definition of "Ordinary Time Earnings" and was therefore not superannuable. CPSU puts the call out for delegate nominations at Dhurringile Prison.

ROYAL BOTANIC GARDENS

CPSU meets with People and Culture following a range of members' concerns being raised regarding the application and potential impacts of the new policy including; impact on productivity, genuine flexibility for employees and RBG, cost implications, and the ability to work in a manner that fits with weather and work patterns.

VBA

CPSU receives formal consultation documents regarding proposed changes to the Information

Technology (IT) unit and members are asked to view the current and proposed structure and provide comments.

VICTORIA POLICE

CPSU receives calls from members because Victoria Police is not honouring their obligations with entitlements under the Enterprise Agreement including underpayment of overtime, failure to consult with unions and staff regarding workplace change, and non-compliance with shift work provisions.

VICTORIAN PUBLIC SERVICE

CPSU contacts all Victorian Public Service members with an update on current EBA negotiations including the summary of core claims including a 3.5% pay increase, additional week of annual leave, and increased superannuation to 12%.

YEAR IN REVIEW

NOVEMBER 2019

CPVV

CPSU receives formal consultation documents regarding proposed organisational changes including changes to individual roles in the Customer Services, Legal and Regulatory Services, and Strategy and Insights divisions and changes to existing Hours of Work and Shift Work arrangements in the Contact Centre and for Industry Compliance Officers.

DELWP

CPSU raises concerns about the implementation of a new psychometric testing requirement for members with roles that require the use of firearms. In particular we expect the department undertakes a proper consultative process, explains the impacts of the proposed change, involves HSRs in the consultation when relating to safety, and allows for appropriate time for our members to participate.

DJPR

CPSU learns from members that a number of jobs across Agriculture Victoria will be declared surplus, with redundancies on the cards. Following discussions with CPSU, the Department Secretary makes the decision to recall the documentation provided to members around redundancies.

CPSU along with delegates, meet with the Secretary to discuss the need to retain jobs expertise and research capability in Ag Vic, the impact that the departments carelessness took on staff, and the need for a rational, fair and

transparent decision-making process about agricultural research.

DJCS

CPSU receives formal consultation documents regarding proposed changes to the structure of the Strategic Communication Branch and the Native Title Unit.

DOT

CPSU receives a response to concerns we raised about phase 3 of the proposed changes to DoT after we remain concerned about the level of information staff have had access to through this change process. We find it completely unacceptable that the Department has not followed the change consultation process set out in the VPS Enterprise Agreement, and we raise this directly with Secretary of the Department.

CPSU receives documents from the department regarding the final structure for the Network Planning, Policy and Innovation, Transport Services and Network Integration functions

NORTH EASTLINK PROJECT

CPSU receives consultation documents about proposed changes to the People and Culture team at NELP.

PARKS VICTORIA

CPSU receives a change impact statement from Parks Victoria in relation to a new operating model in IT.

PRIVATE PRISONS

CPSU raises serious concerns with Management and Corrections Victoria regarding safety and staffing levels within Port Phillip Prison following a number of members raising concerns over staffing levels and the consequential impact this has on safety after a response from Management fails to address concerns.

PUBLIC PRISONS

CPSU announces five new delegates at Dhurringile.

SERCO

CPSU discusses SERCO's plans to scrap 64 Group 4 roles and make people apply for jobs with less pay or be made redundant as we believe these are not genuine redundancies and any changes to roles should be dealt with through Enterprise Bargaining. CPSU writes to SERCO to formally notify that we want to commence pay negotiations without delay and that the proposed redundancies are not genuine.

SERCO responds to CPSU's request and refuses to commence bargaining and cease redundancies and we express our disappointment that SERCO seeks to slash pay and jobs six weeks from Christmas after winning a new lucrative contract which has also increased by 70 per cent. CPSU will fight this in Fair Work and will seek to start bargaining immediately.

CPSU takes SERCO to the Fair Work Commission for an urgent conference



and explains to FWC that these were not genuine redundancies and just a cash grab from the company to reduce costs. CPSU is successful in getting SERCO to commit to a range of our requests including to commence negotiations on pay and conditions no later than 1 Jan 2020.

SES

CPSU members raise concerns about overpayments made by VICSES accompanied by advice to 'refrain from using any duplicate payment' because the 'funds will need to be returned to VICSES in a timely manner'. The Union makes members aware that employers should be reaching agreement with the employee regarding the recovery of any overpayment and at the very most, if an agreement is not reached, an employer may only recover up one tenth of an employee's wages at a time.

STATE TRUSTEES

CPSU meets with management to get information regarding the proposed restructure and provide their written response to members and hold a meeting to discuss further action.

VIT

CPSU accepts nominations to be on the Local Executive.

VICTORIA POLICE

CPSU meets with management to advance our claims including classification structure, career path opportunities and allowances.

VICTORIAN PUBLIC SERVICE

In an Australian-first, a Gender Equality Bill is introduced into the Victorian Parliament and will include the Gender Pay Principles in the regulations to be used to consider gendered pay rates. The new laws will be applicable to all

VPS employing agencies and all our statutory authorities. A stand-alone Commissioner for Gender Equality with a number of industrial powers will be created and arbitration will be available through Enterprise Agreements but conciliation and mediation via the powers in the legislation to the Commissioner.

CPSU is negotiating with the State Government for the linking clause in our EA to pick up the powers and the principles for full application. CPSU rejects the government's offer of a 2% wage increase but will continue to meet with Government negotiators over the three weeks before Christmas in an endeavour to narrow the points of disagreement.



YEAR IN REVIEW

ACTIVITIES

The branch played an active role in the ACTU Change the Rules campaign including participating in the major rallies across Victoria, with the Secretary speaking at both Melbourne events.

Commenced negotiations for an internal skills exchange with in the DHHS to facilitate the movement of staff affected by commencement of NDIS in Victoria.

CPSU closely monitors the progression of the clean-up of the workplace and the displacement of members after the fire at 8 Nicholson Street. CPSU OHS officers are being briefed regularly by the department as well as the employees.

CPSU and DHHS sign a Memorandum of Understanding about the transition of employees within the department over the next two years because of disability services transferring to the NDIS and the union commences an email information forum to keep affected staff up to date with issues regarding the impact of the transfers which will see DHHS lose up to 40% of its business.

CPSU receives advice from Government to Integrate PTV & VicRoads into DoT forming a Mega Agency within the department.

CPSU delivers a Regional Mobility Agreement (RMA) support package with Goulburn-Murray Water (GMW), the Australian Workers Union (AWU)

and the State Government to address the needs of employees throughout transformation at GMW.

CPSU engages in facilitated discussions with NGV about the use of overtime, workloads, job security and workplace culture at NGV.

CPSU commences consultations around a major change process affecting 300 State Library employees.

A new Workplace Protocol for VPS staff between Victoria Police and CPSU is signed which reaffirms agreed guidelines and processes in all Victoria Police workplaces covering unsworn staff.

CPSU releases a statement regarding its full support of the Independent Review into sex discrimination and sexual harassment, including predatory behaviour, in Victoria Police. The Victorian Equal Opportunity and Human Rights



Commission (VEOHRC) is currently undertaking Phase 3 of the review which assesses Victoria Police's ongoing implementation of the 20 recommendations made in Phase 1, as well as examine its progress towards creating a safe, inclusive organisation for all its employees.

A pilot to support emergency workers who suffer a work-related mental health injury commences with the first stage involving Victoria Police and Ambulance Victoria staff followed by the second stage with SES staff, forest firefighters, public sector nurses and midwives, MFB, CFA ESTA, child protection, state corrections and youth justice staff.

CPSU launches a recruitment competition for members under 35 to get a chance to win a place on the UNAA study tour to New York.

CPSU, in conjunction with G&C Mutual Bank, continues our tertiary scholarship program, awarding

\$1,000 per year to support those members and their families attempting a suitable tertiary course with a demonstrated need.

CPSU members over 35 are provided with a great opportunity to win a place on our delegation at Public Services International's Asia Pacific Regional Conference in September in Bali.

CPSU secures funding through the WorkSafe Work Well Mental Health Improvement Fund for a period of three years to develop a Vicarious Trauma Prevention and Awareness Toolkit with pilots to be developed in partnership with Government departments, DJCS and DHSS.

CPSU proposes a Memorandum of Understanding (MOU) to implement a mechanism to regulate the use of the data captured by the LogbookME device which WorkSafe will install in WorkSafe vehicles. Members vote to endorse the MOU.

THE UNION RECRUITED 2392 NEW MEMBERS DURING THE 2018/2019 FINANCIAL YEAR.

WE RECEIVED 215 NOTIFICATIONS OF CHANGE AND OPENED 1160 NEW CASES ON BEHALF OF MEMBERS COMPRISING OF 649 STANDARD CASES, 449 "ENQUIRY" CASES (EMAIL, PHONE & WALK-IN) AND 66 WORKCOVER CASES.

THE NUMBER OF FULL-TIME EQUIVALENTS EMPLOYEES AT 30 JUNE 2019 WAS 48.55 (2018: 47.35)

THE NUMBER OF FINANCIAL MEMBERS, INCLUSIVE OF THE RETIRED OFFICERS DIVISION, AT 30 JUNE 2019 WAS 13,768 (2018: 13,532).



YEAR IN REVIEW

AGREEMENTS



ARTS CENTRE MELBOURNE

ACM Enterprise Agreement 2018 is approved by the Fair Work Commission. The agreement will expire on 30 June 2021 and includes 3.25% annual salary increases, backdated to 1 July 2017.

DELWP

Additional Superannuation will be provided to our forest firefighters following negotiations with payments by the Employer increasing to 13.5 per cent superannuation paid on all income for operational staff and for non-operational staff for hours worked in fire response. The increased payments started to accrue from 1 July 2018. The super boost also applies to Parks Victoria, Melbourne Water, DEDJTR and DPC that work as part of Forest Fire Management.

DHHS

Public Health - Dental Therapists, Dental Hygienists and Oral Health Therapists vote for the Victorian Public Health Sector (Dental Therapists, Dental Hygienists and Oral Health Therapists') Enterprise Agreement 2018-2022 which provides yearly salary and allowances increases of 3% (3.25% for May 2018).

GOULBURN-MURRAY WATER

CPSU and G-MW conclude negotiations on a new G-MW enterprise agreement just prior to the state government moving into caretaker ahead of the State Election. Staff vote 'yes', for the proposed agreement, which will last

for 18 months and includes a 3% pay increase from Nov 2018 and another 3% pay increase from July 2019.

STATE TRUSTEES

Employees working at State Trustees vote on the new EBA for improvements including 16 weeks paid parental leave and improved partner leave, pay increases of 3.25% per year with backpay to 1 October 2017 and NAIDOC and improved cultural and ceremonial leave.

VICTORIAN PUBLIC SERVICE

CPSU successfully concludes an industry wide outcome for employees after four years providing common employment related policies, aligning 40 employer agencies across the Victorian Public Service covering 40,000 employees in our Industry. VPS Employers have been provided with training and notice and these common policies are applicable now. The 'Towards Common Policies' project acknowledges Government is an Industry Employer and that machinery changes can be made. It recognises that employees seek advancement through career promotion across the Government's component agencies without having different employment policies or practices applying.

The State Government announces it will waive the 12-month continuous service qualifying period for accessing paid primary and secondary caregiver parental leave entitlements from January 2019 as a gender equity initiative ahead of bargaining for the next VPS Agreement in 2019.



YEAR IN REVIEW

HIGHLIGHTS



During the year the union continued to represent members in both an individual capacity, collectively, and in policy development forums.

Union staff and Officials have been involved in a range of Government initiated social policy Committees and Taskforces such as the NDIS Implementation Taskforce, Public Sector OHS Leadership Round Table, Victorian Government Skills Commission Industry Advisory Group and the Social Services Taskforce overseeing the implementation of the Royal Commission's Recommendations in relation to Family Violence.

CPSU was also invited to join the Emergency Worker Harm Reference Group looking at Government responses to occupational violence in several program areas against public sector workers.

As the transition from Disability Services to the new Commonwealth NDIA picked up speed as June 30th loomed the union worked with DHHS and the members to either assist in transitioning to the NDIA or to be redeployed into other positions within DHHS or broader VPS.

The union continued to work on the youth cadetship scheme in the VPS in partnership with the Victorian Government with 21 cadets graduating during the year and a further 56 new cadets commencing in the second round. During this reporting period, the third and final tranche of the program for cadet intake commenced

bringing the total number of cadets participating in the pilot to 136.

The union also commenced a secure employment campaign utilising the clause in the VPS EBA with a view to having casuals and fixed term employees converted to ongoing. The campaign was also designed to highlight the misuse by the Departments and Agencies of consultants and Labour Hire staff to fill ongoing VPS roles, costing the State millions of dollars. Discussions also commenced about the idea to develop a Victorian Public Service Skills Exchange and a micro credentialing pilot program was agreed to be established.

CPSU successfully negotiated an agreement with First State Super on the long-term lease of the Land Titles Office with all jobs protected, guaranteed pay rises locked in and protections for staff moving across and for those staying with VPS.

Pay rises flow through on 1st July for members in a range of agencies under our Agreements.

CPSU supported the ICAN campaign for Australia to sign a Nuclear Test Ban Treaty.



A TRIBUTE TO PAUL BROWITT



We feel very blessed to have known a man like Paul, and even more blessed to call him our friend.

A lot will be said about the character that he was. Funny, likeable and even a bit outrageous. A supportive mentor, trusted ally and dedicated union supporter.

Whether he was competing in running races in Dunlop Volleys, yelling out bingo at McDonalds, telling dad jokes, showing off his coaching prowess in SuperCoach competitions, breaking out in random song and dance or cheering on his beloved Blues. His sense of fun helped make work bearable - he really was the light at the end of a tunnel.

As a workplace mentor he genuinely wanted to share his wealth of knowledge and tax technical expertise to help others succeed.

Paul believed in the collective strength of working people standing together, being united, and to have some fun along the way!

For all the comedic value that he brought it was incomparable to the person he was, kind, loving, caring and compassionate man that loved his family and friends.

We love Paul dearly and we'll miss him terribly, and in time we will find comfort in our many memories of him. Paul will always hold a special place in our hearts and his contributions will never be forgotten.

Wherever he is now, we are sure he will be running amok...hopefully he has his Dunlop Volleys!





Bill Slade



Mat Kavanagh



David Moresi



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