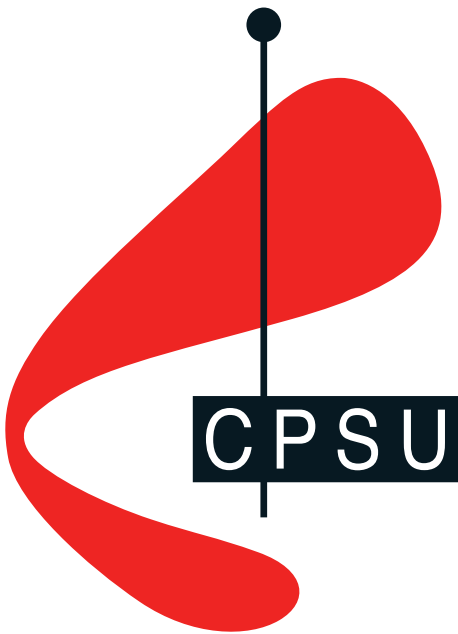


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PUBLIC PERSPECTIVE

A PUBLICATION OF THE COMMUNITY & PUBLIC SECTOR UNION
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**BOUNTY
DESCENDANTS
BETRAYED**

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HIS SHADOW LOOMS LARGE

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» THE FEDERAL GOVERNMENT IS PREPARING TO RAID THE POCKETS OF AUSTRALIAN WORKERS WITH THEIR PRODUCTIVITY COMMISSION RECOMMENDING CUTTING THE TAKE-HOME PAY OF AUSTRALIA'S LOWEST-PAID WORKERS WHO RELY ON WEEKEND RATES.

VPS employees experienced first hand the impact of this policy during the 90's after the same argument about businesses struggling prompted the Kennett government to abolish weekend pay rates.

This proposal comes despite the retail and hospitality sectors growing at 3.6% and 3.2% respectively last year and significantly outperforming the rest of the Australian economy.

Weekend rates are clearly not an impediment to economic growth.

The Commission's recommendations are out of step with Australian values, out of touch with the modern lives of working people yet Prime Minister Turnbull has not ruled out future cut backs of these entitlements.

The Inquiry it seems was created by the Federal Government to legitimise cutting weekend rates with the Productivity Commission seeking a pay cut for all Australians who work on Sundays in restaurants, cafés and shops around the country.

Employment growth in Victoria however remained the same as growth across the country.

Consumers didn't notice any price reduction for their weekend caffeine and toasties hit either from this reduced business cost.

In fact the savings difference at the time was just obviously pocketed. Consumers then paid twice when the Bracks Government re-instated weekend pay rates in 2000 only to see some shop owners add the extra loading onto the bill.

The final report into workplace relations also calls for; weakening unfair dismissal protections, limiting minimum wages, imposing take it or leave it contracts, and undermining the independent workplace umpire as well as cutting weekend pay for low paid workers.

BOUNTY DESCENDANTS BETRAYED

» NORFOLK ISLAND RISES FROM THE SEA ALONG THE SAME FAULT LINE LINKING NEW ZEALAND'S NORTH ISLAND TO THE NEW CALEDONIA GROUP.

The Island's settlement mirrors mainland Australia's with the first fleet's flag ship Sirius sailing there just weeks after arriving in Botany Bay in 1788.

The island is part of the Commonwealth of Australia and together with two neighbouring islands, forms one of Australia's self-governing external territories.

The Norfolk Island Legislation Amendment Bill 2015 (Cth), which effectively repeals self-governance and imposes a combination of Commonwealth and New South Wales law in its place, was passed by the Australian Parliament in May last year.

The Legislative Assembly was replaced in the interim by the Administrator and an Advisory Council, with a representative government the status equivalent of a Regional Council to be elected.

A significant majority of Norfolk Islanders object to the Australian takeover without first consulting them and allowing their say with 68% of voters against forced changes.

The date for full implementation of mainland law is 1 July 2016.

Obviously this change in governance arrangements has implications on a vast number of issues on the Island, not the least of them being public sector employment.

Post 1 July 2016 the issue of industrial relations for all employees of the Island becomes even more interesting.

While it is proposed that the Fair Work system would apply, this would result in significant uplifts for all employees with minimum wages (currently approximately \$10 on the Island), penalty rates and superannuation.

The NI Administration indicated however that some of these employment rights were proposed to be only phased in, with superannuation for example starting at a meagre 1% and increasing to the current legal minimum of 9.5% only after nine years.

A further issue for all NI employees is the imposition of income tax.

The public sector's wages are set with this in mind, with most if not all positions remunerated at an annual salary lower than the net salary of their mainland job equivalent.

Of great concern is that there were no firm commitments regarding transition or an increase in salary rates to compensate for the introduction of tax.



This imposition without compensation would leave all public sector employees far worse off and some up to \$400 per fortnight out of pocket.

Amongst the issues facing Norfolk Islanders include whether incumbent employees will retain their jobs and/or be trained up to new required standards.



Already Federal Government agencies, Border Force is one, have exported many from their Australian workforce to fill jobs on the island.

Applying the Public Sector Code of Conduct restriction on multiple jobs will also hit workers hard as they juggle many employment opportunities to complete a full week's work because of limited full time job opportunities.

The dissolution of the Island's Provident Fund, a retirement savings scheme in place in lieu of superannuation is also high in the minds of workers.

CPSU has offered industrial, legal and campaigning support for each of these issues.

Efforts will also be made with Federal Parliamentarians and the ACTU to raise awareness and seek assistance with the broader industrial issues that could undermine the safety net for all.

Flying home you get to watch the preparations of the aircraft by the many Norfolk Island PSA members we met during the week and reflected on the levels of interdependence the Island's community enjoys that we will never experience on the mainland.

The importance of the airport to the people is defining.

It is more than merely a demonstration of the remarkable adaptability of its people, but a reflection of the way they consider their connection to the outside world.

It is a link that they treat seriously and appreciate, however one that distinguishes them both geographically and culturally from the rest of Australia.

Our Federal Parliament may not recognise this and has run rough shod over many rights of independence Norfolk Islanders consider important, but as a union movement we must not and will not.



INQUIRY TARGETS HIRE PRACTICES

» THE EXTENT, NATURE AND CONSEQUENCE OF LABOUR HIRE AND OTHER FORMS OF INSECURE WORK ACROSS THE VICTORIAN PUBLIC SECTOR IS THE FOCUS OF CPSU'S SUBMISSION TO THE STATE GOVERNMENT'S INQUIRY INTO THE LABOUR HIRE INDUSTRY AND INSECURE WORK.

The Victorian Government is the largest employer in the State, employing approximately 36 000 people in the Victorian Public Service (VPS) and 256 000 people across the public sector (including health care services, schools, TAFE institutes, police and emergency services organisations, water and land management, and other bodies).

In addition to this, each year the Victorian Government spends hundreds of millions of dollars on thousands of labour hire/contractors across the public sector.

The powers and obligations therefore of the State of Victoria as both a regulator and employer, must find a balance and address obvious problems.

The Victorian community deserves to have absolute confidence that the expenditure of public monies – including through public sector employment – is subject to the highest standards of integrity, accountability, transparency and good governance.

The use of labour hire/contracting arrangements across the Victorian public sector has been subject to numerous investigations and adverse findings from the Fair Work Ombudsman, the Victorian Auditor-General's Office, and the Victorian Ombudsman.

These investigations have found that public sector employers have utilised labour hire/contracting arrangements in order to misrepresent the actual cost and number of people

involved in the delivery of public services, particularly in recent years as the Baillieu-Napthine Coalition governments' applied their 'Sustainable Government Initiative' and 'Labour Sustainability Cap'.

In utilising these practices, public sector Employers exposed the State to adverse risks, costs and liabilities, as well as improper practices relating to management, procurement and financial delegations.

Potential breaches of legislation, including the Fair Work Act 2009 (Cth) and the Financial Management Act 1994 (VIC) were exposed as well as unnecessary workforce disruption, including consequential increases to workloads of other employees.

UNSCRUPULOUS
RECRUITMENT AND
LABOUR ENGAGEMENT
PRACTICES
CHARACTERISED
BY CONFLICTS OF
INTEREST AND
NEPOTISM WERE ALSO
DISCOVERED.

In these cases, labour hire/contracting arrangements were deliberately utilised in order to

subvert integrity, accountability and transparency, and allow public sector employers to circumvent budgetary controls and oversight.

Aside from the responsibility to act as model employer, the Victorian Government has an obligation to be accountable for its employment practices, and ensure that Victorians have confidence in the dedicated men and women entrusted with the functioning of government and the delivery public services.

In order to ensure that the capability of the Victorian public sector is rebuilt, employment standards are protected, and integrity, accountability, transparency and the highest standards of good governance remain the touchstone of public sector employment.

CPSU's submission makes many recommendations to strengthen the regulatory framework – including the option of new legislation – to restrict the use of labour hire/contracting arrangements across the Victorian public sector and protect public sector employment standards.

"Follow-the-Dollar" powers must also be granted to the Victorian Auditor-General's Office to ensure the Victorian community receives value for money in all labour hire/contracting arrangements.

CPSU believes that the Victorian Government should establish a series of binding Government as a Model Employer Principles.



AGREEMENT SIGNALS NEW BEGINNING



CPSU Secretary Karen Batt signs new heads of agreement

» UP TO 30,000 EMPLOYEES IN MORE THAN 300 SPECIALIST OCCUPATIONS EMPLOYED ACROSS MORE THAN 30 GOVERNMENT AGENCIES RECEIVED AN EARLY CHRISTMAS PRESENT WHEN IT WAS ANNOUNCED THAT CPSU REACHED AN IN PRINCIPLE AGREEMENT WITH THE STATE GOVERNMENT FOR A NEW HEADS OF AGREEMENT IN 3 PARTS.

TIER 1: Wages - 3.25% per annum will be paid in two instalments as currently done under our Workplace Determination with 1.75% due 1st January 2016, 2017, 2018, & 2019 and 1.5% on 1st July 2016, 2017, 2018 & 2019 over the 4 year agreement.

The 3.25% per annum comprises the Government's 2.5% annual pay increase and 0.5% for service delivery improvements in the partnership plan and a further 0.25% for implementing new initiatives.

In addition a 1% equivalent bonus will be paid to those employees at the top of Grades or Value Ranges if employees meet their performance criteria each year.

All Grade 1's to be reclassified as Grade 2's with Grade 1 to be utilised as a new cadet/ training position for indigenous and disadvantaged youth.

Introduction of a best practice family violence leave provision, providing access to up to 20 days paid leave each year.

Access to non-discriminatory parental leave entitlements.

Improved processes for managing excess annual leave.

Christmas closedown arrangements that provide for maintenance of services facilitated by use of excess annual leave, other leave credits and accrued time in lieu in addition to the four weeks annual leave.

Preference for secure forms of employment.

A review of classifications will also take place during the life of the agreement taking account of the new capability framework and the clustering of individuals as a result of the job freeze implemented by the previous Government.

TIER 2: Outstanding Central and Schedule negotiations - The parties have agreed to refine the main items outstanding from the Central and the Schedule negotiations for inclusion in the agreement including a review of classification structures.

This will comprise the final components of the agreement that will be put to a ballot of all employees early this year.

TIER 3: Facilitative Clause: Items to be negotiated during the life of the agreement - Many items relate to whole of Government reform (standardisation of employment practices/ bullying processes etc.) and some others may be added during the tier 2 processes.

A facilitative clause will be included to allow work to continue during the life of the agreement and provide sufficient time for the referral of the relevant industrial powers to the Commonwealth to be completed. This is a significant wages deal.

The outcome gives our members a real wage adjustment and recognises the professional contribution made to the delivery of Government services.

There are also many agreed improvements to entitlements.

The agreement provides an enormous re-investment of dollars into our services and rewards the service deliverers.

From child protection to environment protection to consumer protection. From our Courts to Corrections.

From Health to Housing from Fire to Fisheries and from Fingerprints to Forensic.

I'm extremely pleased with the manner in which the bargaining has occurred.

Unnecessary costs, particularly legal costs, have been avoided by the parties finding solutions and talking our areas of disagreement through.

This is in stark contrast to the previous bargaining round.

A balanced outcome has been achieved which pays a real wage increase to the Service workforce while also identifying service improvements that will deliver valuable savings that can be redirected back into services.

The Andrew's Labor Government has indicated it intends to build its internal capability and remove the reliance on expensive consultants including so called experts that hang onto the Government dollar drip.

A lot of public money is wasted that could otherwise be spent on Victorian families and CPSU fully supports this reform agenda.

PARENTAL LEAVE PLAN NO COMPROMISE



» A NEW PAID PARENTAL LEAVE PLAN INTENDED AS A COMPROMISE ON CUTS PROPOSED BY THE ABBOTT GOVERNMENT WOULD HIT PARENTS IN LOW-PAID JOBS THE HARDEST, ACCORDING TO NEW UNIVERSITY RESEARCH.

The Abbott Government unveiled changes in the 2015 budget restricting 80,000 new mothers from so called “double dipping” by accessing both Employer and government parental leave schemes but these were rejected by the Senate.

Now under a modified Turnbull Government version, the weeks of paid leave bargained from the Employer will be deducted from the government’s 18-week scheme. Victorian Public Sector workers receive 14 weeks paid parental leave under agreements reach through bargaining over the years.

Primary Carers with Employer-based schemes like employees in the Victorian public sector workforce will still miss out, with a reduction in the weeks of government-paid leave they can access as well in addition.

The cuts are planned to take effect from July this year if the compromise wins enough support in the Senate.

The Turnbull government’s so-called compromise will leave thousands of new parents across the country and in the public sector worse off.

This Federal Government’s record on paid parental leave has been nothing short of atrocious with Ministers labelling new mums rorters and double-dippers.



YEAR IN REVIEW

DECEMBER 2014

DEPI

CPSU writes to the Department about payments for employees who respond to the various emergencies covered by DEPI as there are currently two rates of payment resulting from the former DPI and DSE appendices in our VPS Workplace Determination.

CPSU provides the Department with our response to the proposed DEPI Drug and Alcohol policy on behalf of union members. Members overwhelming felt that the policy is very restrictive and does not place any

trust in employees to use alcohol responsibly. CPSU also seeks a response from the Department about how a ban on alcohol during an employee’s own time (non-paid) is a reasonable and lawful direction. DEPI responds that The Draft Drug and Alcohol policy consultation period has closed and the draft policy will be removed.

The Department communicates to employees that “planned burn preparation works are considered NORMAL WORK, hence are NOT covered by the Emergency Work provisions of

Appendix 6 of our VPS Workplace Determination”. CPSU seeks clarification as to why the Department holds this view and the FEM Sub Branch Executive requests a meeting with the Department. FEM Branch Executive met Department representatives about the non-payment of section one allowances when an employee is deployed on a taskforce for planned-burn preparation. CPSU asserts that employees who are deployed on a taskforce should receive the payments in section 1 of Appendix 6 of our VPS Workplace Determination.



COURTS

CPSU writes to the CEO of the County Court about the proposed implementation of their IManage system in late January 2015, and the fact that members had not been consulted on the project or any proposal to implement it. The CEO indicates in response that the January deadline will be withdrawn and appropriate consultation with union members and staff will occur in the new year.

VICTORIAN BUILDING AUTHORITY

Correspondence was received from VBA proposing changes to the Compliance and Performance division and the Enquiries and Dispute Resolutions division.

ES & STATE SUPER

ES & State Super advises the union of the proposal to implement some changes to the work practices in the call centre (known internally as the Member Service Centre).

CONSUMER AFFAIRS VICTORIA

CPSU received notification from CAV regarding changes to the current arrangements to staff operating out of the shop front. CAV also advised that there is an intention to streamline the PD's which have not been

redrafted for some years, thus not accurately reflecting the roles staff currently perform.

PREMIER & CABINET

CPSU is advised that the Victorian Multicultural Commission restructure is to assist the organisation 'to realign its resources to better suit its processes and deliverables under the Multicultural Act 2011' by creating four distinct teams based on the new teams function. The union is advised that there will be at least one job loss.

VICSES

VicSES advise of the change in reporting lines for Volunteer Support Officer Positions.

HEALTH

The union received correspondence from DoH advising of the proposal to reorganise the Mental Health branch.

CORRECTIONS

CPSU is notified by DOJ that the 7/80 roster proposal for DPFC is deferred and further discussions will occur between the parties.

CPSU met with Corrections Victoria management and, after 12 months of negotiations, a MOU was been

finalised on the Transition of Casual Prison Officers to Ongoing Employment.

DHHS

CPSU is notified about the implementation of a new structure for the new Department, to come into effect as at 1st January 2015. The new Department brings together functions of the existing Department of Health, Department of Human Services, along with Sport and Recreation functions located within DTPLI.

DSDBI

The union is advised that the proposed restructure of the Indigenous Economic Development Unit will not be proceeding. CPSU fought against the job losses with this restructure since 6 October 2014. The rationale certainly wasn't clear and the proposal resulted in a member losing their job.

SHRINE OF REMEMBRANCE

Following a unanimous vote by members to provide in-principle support for the new Shrine of Remembrance Enterprise Agreement, a draft was submitted to the Department of Treasury and Finance for approval on Monday 22 December.

TAC

New Roads Safety Minister Luke Donnellan visits TAC, which coincides with an "in-principle" agreement being reached, settling our bargaining dispute which members subsequently unanimously endorsed.



JANUARY 2015

DEPI

CPSU wrote to the Department about IMT payments for the accreditation of a "Sector Commander" which will replace the Operations Officer, level 2. The Department confirmed that those who have completed Sector Commander training in the last two years and have been assessed as competent have been awarded Operations Officer level 2 accreditation have received the relevant IMT payment.

DEDJTR

CPSU wrote to the Secretary of the newly-created Department of Economic Development, Jobs, Transport and Resources, Richard Bolt, in accordance with the new Government's co-operative industrial relations commitments, calling for the establishment of a consultative committee to manage consultation and discussion of industrial relations issues related to Machinery of Government changes.

The Department agree to CPSU's request to establish a Consultative Committee to manage consultation throughout the Machinery of Government change process.

PREMIER & CABINET

CPSU are advised by DPC of the proposal to create a new structure for the department. Change included the appointment of three new Deputy Secretaries and creating a new Executive Director for People, Cultural and Operations.

VICTORIA LEGAL AID

CPSU receive correspondence from VLA announcing a change to the structure and operation of the Indictable Crime Team (ICT) and Sexual Offences Team (SOT) within the Criminal Law Program.

POLICE

Members in a number of workplaces are given conflicting advice by management about Higher Duties. The union sent out correspondence to members advising that whenever you are given advice from management that you are not sure about, to consult the Victorian Public Service Workplace Determination 2012, workplace representative and/or CPSU.

CORRECTIONS - G4S TRANSPORT

CPSU members and delegates express their willingness to begin bargaining for a new Enterprise Agreement, following the nominal expiry of the current Agreement on 31 December 2014. CPSU members are invited to submit any issues they would like to see addressed in the next Enterprise Agreement.

FEBRUARY 2015

SHERIFF

A meeting between DJR, CPSU and the Sheriff was called in response to an incident in South East Metro Region on Tuesday 21 January 2015.



CPSU members have reported an alarming increase in reportable incidents. Three (3) Provisional Improvement Notices (PINs) were issued by SSO Barratt following the 21st January incident alleging that the Department has failed to provide a safe workplace, failed to provide safe systems of work and failed to provide information, instruction, training and supervision to employees to enable them to work in a way that is safe. As a result an Agreement is reached, providing new operational procedures.

TAC

CPSU receives correspondence from TAC announcing a proposed structural change to the TAC's Claims Legal team.



DHHS

CPSU appears at the Fair Work Commission twice in two days, in attempt to resolve disputes within Housing at DHHS Box Hill. Both conferences are brought about as a result of attempts by management to alter employment conditions for staff, and both have resulted in the union gaining consultative processes in which affected staff will get to have a real say.

POLICE

The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) is to undertake an Independent Review into Sex Discrimination and Sexual Harassment, including Predatory Behaviour, in Victoria Police during 2015 and is interested in the views of all personnel (police, public servants and protective services officers). This review is fully supported by CPSU.

EDUCATION

CPSU draws member attention to the advice from the Department of Education & Training regarding performance and development. If a staff member is in danger of not meeting the requirements for salary progression, the principal must advise that staff member in writing that unless performance improves, salary progression will be denied.

EMERGENCY SERVICES

The State Government announces a Parliamentary Inquiry into the CFA Training College at Fiskville. The Terms of Reference include studies of the pollution, contamination and unsafe activities, and the health impacts on employees, residents and visitors.

The Australasian Fire and Emergency Service Authorities Council (AFAC) have recently identified potential issues



with the PROBAN treated PPC. CPSU makes a short written submission to the inquiry chair.

PTV

CPSU are advised by PTV of the intent to reorganise the Commercial Division organisational structure.

GOULBURN MURRAY WATER

Deputy President Greg Smith of the Fair Work Commission facilitated discussions in an effort to break the deadlock between the positions of Employee Representatives and Management during the Agreement negotiations. After 3 hours of shuttling between the parties, His Honour concluded the conference with a possible way forward. CPSU asks members for submissions to bring to the table for any possible productivity improvement we might use in the agreement to apportion to the wages quantum.

MUSEUM

CPSU are notified by Museum Victoria of the intention to change the current Duty Manager system. The proposal is to change the way MV currently organises Duty Managers across the three main sites (excluding Moreland, IMAX and REB).

DELWP

The Department advise CPSU of the intent to migrate the grants management system from eGrants to the Global Enterprise Management System (GEMS).

DEDJTR

CPSU were forced to lodge a dispute with the Fair Work Commission over the Department's refusal to consult regarding changes in the workplace. Following the first joint CPSU/DEDJTR Consultative Committee meeting members raised their concern with CPSU regarding a department-wide email calling for Expressions of Interest for a 6 to 12 month secondment as a 'Future Industries Sector Leader'.

DJR

CPSU is notified by the Office of Liquor, Gaming and Racing of the proposal to replace the existing Liquor Policy and Gambling Policy teams with two teams with a combined liquor and gambling policy function.

COURTS

CPSU is notified by the County Court of Victoria of the intention to introduce new document management processes through the eLodgement/Manage project.

MARCH 2015

PREMIER & CABINET

CPSU commences discussions with the Office of the Premier concerning comprehensive terms and conditions of employment for all Ministerial staff working in both the Office of the Premier and Ministerial offices.

DELWP

Minister Neville commissions former Auditor-General Des Pearson to conduct an Independent Review into procurement initiatives and Grant allocations made by the former Office of Living Victoria (OLV). CPSU members who have information in relation to the matters under review are encouraged to make a submission to the Review.

DEDJTR

The Fair Work Ombudsman asks the formerly named Department of State Development and Business Innovation (DSDBI) to urgently review the way it engages workers after CPSU allegations about sham contracting exposed dubious labour engagement processes.

A fourteen month investigation by the FWO revealed DSDBI might be "misclassifying" employees as independent contractors and has identified a "heightened risk" that in seeking to achieve financial savings, the department may contravene the Fair Work Act.

CPSU and the Department met in Conference at Fair Work to resolve a dispute over the Department's changes to the workplace.



This dispute was about DEDJTR's proposal to establish six teams of "Future Industries Sector Leaders" to be staffed on the basis of secondments of six-to-twelve months duration. Members raised concerns that the Department circulated this proposal without any consultation.

The Department of Justice and Regulation advise CPSU of a staggered approach to the relocation of the Community works program and staff, including some CCS staff at Carlton moving to a new location at Thomas-town.

CORRECTIONS

The Federal Circuit Court hears a case relating to lost wages during the Protected Industrial Action in 2014. The Court found that G4S had no right to deduct four hours pay from Tony and had contravened s.323 of the Fair Work Act. CPSU received notification that, whilst they don't agree with the decision, G4S are going to repay all employees who had money deducted and that it will be in your next pay.

There is a delay in the opening of the Wellington Unit at Fulham Correctional Centre after CPSU OHS Officers inspected the new unit and raised some concerns with Management.

CPSU met with Jenny Hosking, General Manager of Offender Management Development Branch, to discuss concerns Prison Officers have raised about the Parole Application process. Officers had raised with CPSU, their concerns about how the additional workload will be managed, as well as concerns about personal responsibility around decision making and inadequate training.

G4S Custody Centre make a formal offer in bargaining for a new Agreement. CPSU request members take the time to read the offer and complete a survey on how to proceed.

Elections are held to fill positions for the newly established Local Group at Corella Place.

SOUTHERN RURAL WATER

The new Southern Rural Water Agreement is approved, meaning that back pay commencing from October last year will be sent out shortly.

MUSEUM

CPSU are notified by Museum Victoria that a modified staff structure has been developed for the Strategic Facilities Management department.

DHHS

CPP & CYF members who worked any overtime from 2012 will now receive back pay for the underpayment after the cap on overtime was continued to be applied, regardless of the successful negotiations to have it removed. These payments are made at actual salary.

CPSU is notified by DHHS of proposed changes to the structures within the newly established Department of Health and Human Services. DHHS advise that there will be no VPS job losses or reductions in full time equivalent positions as a direct result of the proposed changes.

CPSU requests clarification on the notice staff at Parkville Youth Justice were receiving when fixed term contracts were expiring, and not being renewed. There had been examples of only 8 days' notice being given to members that contracts would not be renewed.



VICTORIAN BUILDING AUTHORITY

VBA members raise concerns that some employees engaged to perform similar roles were being paid far greater salaries than their colleagues doing the same job. It's also believed that, in some instances, employees with the least amount of service are being paid the highest salaries. CPSU makes a formal application to Fair Work Australia seeking an order for access to wage records.

CENITEX

The new Government decides to take a look at the functions delivered by the public sector IT and Digital Government Branch of the Department of Premier and Cabinet. As a result the project to outsource CenITex to a private sector contractor is temporarily on hold.

VICSES

Vic SES advise of the proposal to implement an automated rostering system.

APRIL 2015

COURTS

CPSU meets with representatives of Courts Services Victoria regarding the County Court's intention to introduce a new document management process. At this meeting CPSU requested that training be provided to staff prior to any roll out of the iManage process, in order to allow for staff to provide informed comment on the notification of change.

WORKSAFE

CPSU make an FOI application for access to the EOS results for 2014. Under the leadership of Acting CEO Clare Amies, these results were provided to CPSU.

PARKS

A dispute was lodged with the Fair Work Commission following Parks communication to staff that any rostered weekend employee required to work on Easter Sunday will not have this day counted toward their total number of weekend days required to work.

CPSU receive correspondence from Parks Victoria advising of consultation with the People and Culture team on a new proposed structure

DHHS

CPSU received advice that DHHS would undertake a short organisational review of its capability to inform its future organisational directions.

The South Australian coroner has released his inquest into the death of South Australian girl Chloe Valentine. Chloe's story is extremely sad but will be particularly so for those involved in the child protection system.

The coroner made 21 recommendations ranging from specific amendments to the SA Child Protection Act through to broad comments about the role of adoption in the child protection system.

There are many things in this report that can be instructive for other jurisdictions about their own child protection systems, including in Victoria.

DHHS advise the union of the proposal to move Residential Client Services Housing staff from Preston to Broadmeadows

CORRECTIONS

CPSU made enquiries of the Port Phillip Prison General Manager regarding a couple of occasions where there has been no payment for late lockdowns, as per the custom in these circumstances

Assurance was given that there had been no change to the practice and he would ensure that it was rectified and payments made.



CPSU formally rejected the G4S Custody Centre wage offer of 2.6% per year for 3 years and reaffirmed our position on transparency of the calculation of the annualised salaries.



G4S do not want to pursue any further discussions around the annualised salary calculations. CPSU therefore make an application to the Fair Work Commission seeking their assistance to find a solution that is acceptable to both sides.

DEDJTR

A number of members contacted CPSU to express their willingness to engage in the Review of DEDJTR Regional Service Delivery Model and Strategic Directions for Regional Policy, and also seeking assurances that this review would not lead to job losses in RDV.

CPSU made representations to the Minister seeking further clarification about the process, and also sought a commitment that no job losses would occur as a result of the review.

CPSU is notified of the proposal to restructure the Strategy and Planning Group.

GOULBURN MURRAY WATER

CPSU received notification of an impending restructure of ICT and Customer Operations at Goulburn Murray Water.

GMW is notified of stop work action after attempts to find a settlement on a new Enterprise Agreement fail.

Union representatives met with GMW management at the Fair Work Commission where a new wage offer was made to try and find a solution to the enterprise agreement negotiation deadlock and avoid the proposed stop work action. CPSU delegates agreed on the outcome and the Unions indicated 'in principle' support and recommend the offer to members.

PTV

As a part of the Branch establishment process (and ahead of EBA negotiations) CPSU conducts a short issues survey. This survey aims to provide a snapshot of workplace issues for PTV members and will guide the actions and direction of the Branch Section.

The department releases its own Employer focussed management survey ahead of EBA negotiations.

TAXI SERVICES COMMISSION

CPSU writes to TSC HR to directly raise a number of member concerns, and seek clarification regarding significant cultural problems within the commission.



AMES

CPSU is inundated with calls from members reporting that major change is occurring within AMES, particularly the Employment area after 31 manager positions were advertised with a closing date of 21 April 2015. EBA claims are developed and members are asked to endorse them.

CPSU's dispute with AMES management regarding consultation was heard in conference at the Fair Work Commission. AMES is told that they must consult with CPSU. As a result CPSU met with AMES management to commence the consultation process.

STATE TRUSTEES

After months of negotiations regarding a huge wage anomaly discovered in salaries paid to employees performing similar roles across the organisation, STL withdraw their offer to rectify the anomaly.

CPSU is notified by STL of a proposal to restructure the Sales and Marketing Business Unit.

VICFORESTS

Members are asked to endorse CPSU's claim for a new Agreement.

EDUCATION

DET communicated with all Principals and ES staff (including those SSSOs employed under the Schools Agreement) regarding the Education Support Staff Performance and Development Pilot 2015. DET and CPSU agreed that no ES employee will be forced to participate in this pilot, regardless of the wishes of the Principal.

MAY 2015

DHHS

CPSU have received correspondence from DHHS advising of the proposal to change the pre-existing Aboriginal Health Branch and Aboriginal Outcome Branch within the Mental Health, Wellbeing, Social Capital and Ageing Division.

The long running dispute with HCC Management over the contents of PPDs has been settled.

DHHS management had sought to force all staff to adopt a third KPI for 2014/15, but a group of Union members had resisted. The dispute was listed at the Fair Work Commission,

but agreement was reached before we got there when DHHS agree to retain the two KPIs for the staff members involved in the dispute.

CPSU have received correspondence from Secure Services advising of the proposed change to rosters for Malmesbury Youth Justice workers.

In an attempt to resolve our dispute over the Records Management Restructure, CPSU appears before the Fair Work Commission. At issue was that consultation had not been adequate, and members were seeking to make some further alterations to the structure.

Whilst the union were unable to get the Department to budge on some key issues, it was a constructive process, involving extensive discussions between CPSU, DHHS, and Deputy President Smith. At our recent member meeting it was agreed that we would not pursue the matter any further, and the restructure will proceed.

CPSU is looking for a representative from each regional office to participate in the establishment of a Working Party to examine and recommend changes to the way the RAHS operates across the state.

CPSU has received notification from DHHS of proposed changes to the rosters at Hurstbridge Farm.

NATIONAL GALLERY

The National Gallery of Victoria EA is due to be re-negotiated this year; therefore, CPSU conducts a survey of NGV employees asking what the main workplace issues are.



VICTORIA POLICE

Victoria Police advises members that any reclassification will not be considered unless the budget is available from the unit or workplace employee belongs to. This disregards Victoria Police’s obligation under the Victorian Public Service Workplace Determination 2012 to pay members at the “on balance” level you are working.

CPSU advises members that would like assistance and representation in applying for reclassification to contact us.

CPSU has settled multiple claims for back payments after members were approved for upgrades but the date of commencement was delayed for different reasons. The members will receive payments of several thousand dollars each and applicable incremental increases to their pay after missing the cut off for their progression increments due to the delays.

The state government, as part of its pre-election commitments to CPSU and the public service, has directed

departments to refer any redundancy to the Public Service Commissioner for review.

CPSU members at Victoria Police Forensic Services Division decide to establish a Branch Section.

Many CPSU members travel to workplaces that are not their usual places of work for many reasons, for example relieving when a person at that workplace is on extended leave. CPSU believes members have a claim for overtime, or time in lieu, if travel to a different workplace in your own time is performed. CPSU believes members have an entitlement to claim any travel time additional to your normal travel time to your usual workplace as time worked and asks members to contact the union.

ARTS CENTRE

CPSU has received notification of a proposed restructure from Arts Centre Melbourne which will result in significant organisational change, with many areas affected.

CPSU has written to Arts Centre management seeking clarification and requesting further information about their Organisational Change proposal and after reviewing all information so far provided by Arts Centre Melbourne, CPSU is of the view that important information has not been provided. Further, many members have advised CPSU of their concerns regarding the process undertaken by Arts Centre management.

DELWP

CPSU have received correspondence from DELWP regarding the proposal to relocate 88 ISD positions from CBD locations to Attwood.

PARKS VICTORIA

CPSU attended Fair Work about entitlements for Rostered Weekend Employees and the application of Clause 8.4 (rostered weekend employees) in our Parks Determination.

Parks Victoria were asserting that any employee who was rostered to work on a weekend day that happened to be a public holiday, is not entitled to have the day count towards the weekend total, or receive a Rostered Day Off. Parks Victoria believed that this was double dipping as the public holiday attracted penalty rates. CPSU disputed this assertion and the Commissioner found for CPSU members.

The Fair Work Commission issued a recommendation relating to the dispute heard in conference on Monday 11th May. CPSU is awaiting confirmation from Parks Victoria that they will comply with the recommendations.

CPSU received an email confirmation that Parks Victoria will follow the Fair Work Commissions recommendation with regards to Rostered Weekend Employee’s and Public Holidays that fall on a weekend.



SHERIFFS

HSR’s recently raised serious concerns with CPSU about ballistic protection for SO’s whilst working alongside their VicPol counterparts on operations.

SSSO

DET is consulting with key stakeholders over what a future DET regional structure should look like.

CPSU’s SSSO Branch Executive has examined this consultation paper closely, as any regional restructure will affect SSSOs. The unions response incorporates the views of the workforce, following over 70% of SSSOs completing CPSU’s survey on SSSO models. Our goal is to determine a more sustainable and effective state-wide model for the delivery of Student Support Services to schools, vulnerable students and families.

WORKSAFE

Worksafe have agreed to fully fund a 6 month secondment of a CPSU member, at level, to work jointly with the union and staff on the Relocation Deed.

VBA

CPSU has received notification from VBA of the decision to replace a number of obsolete business systems.

EPA

The Minister establishes an independent Ministerial Advisory Committee (MAC) to conduct an Inquiry into EPA and it’s legislative base. CPSU believes that the Inquiry provides an opportunity to ensure that the EPA is properly resourced to face the demands of a growing Victorian population.

EPA agree to time release staff to coordinate consultation and prepare a submission.

JUNE 2015

SUSTAINABILITY VICTORIA

CPSU has receives notification from Sustainability Victoria of the proposal to transfer management of the Sustainability Fund to the Department of

Environmental Land-use, Water and Planning (DELWP), and to transfer Keep Australia Beautiful (KABV) back to full independent operations.

PARKS VICTORIA

CPSU establishes a Fire and Emergency (FEM) Sub-Branch. The Sub-branch was set up by CPSU members who work at DELWP. A decision by the sub-branch executive to extend this invite to CPSU members from other agencies such as PV and VicForests.

CPSU receives correspondence from Parks Victoria advising of the proposal to relocate Tourism and Commercial Directorate staff based in regions to Bourke St.

The union have receives correspondence from the Minister for Environment, Climate Change and Water after CPSU writes seeking further clarification of the basis for the scope of the former LDP chemical Inquiry.

DELWP

The department advise of the proposal to change the training program for Plan Registration Officers (PROs).



ROYAL BOTANIC GARDENS

The union receives correspondence from the Royal Botanic Gardens regarding the development of a pilot Horticultural Internship Program.

CORRECTIONS

CPSU received several reports from a number of Prisons that prison officers were receiving the results of their Hepatitis B test results by text message from admin staff within the prison. This is a breach of medical privacy and is unacceptable.

Workplace discussions that highlight significant concerns about changes to the current rostering system at Dhurringile Prison are brought to the attention of CPSU. Of particular concern was the rostering of a much higher number of 5 day shifts arrangements, which would affect take home pay.

DEDJTR

CPSU has received correspondence from DEDJTR advising of the proposed relocation of positions from the Biosecurity and Agriculture Services and Biosecurity Operations branches. The department also advises of the

proposal to restructure the People and Workplace Services Division and to restructure the Strategic Communications Division.

EDUCATION

CPSU encourages all SSSOs to complete a survey on driver safety. The results will then be presented to the SSSO OHS Committee on 29 June for discussion with DET, as well as distributed to all CPSU members.



DJR

CPSU has received correspondence from County Court Victoria advising of the proposal to implement new Additional Leave Policy and Judicial Staff Study Leave and Professional Development Policy.

MINISTERIAL STAFF

A general meeting of Ministerial staff was to consider a proposed Ministerial staff Agreement to apply to our terms and conditions of employment.

WORKSAFE

CPSU receives correspondence from VWA advising of proposed changes within the Health & Safety Unit. The proposed changes relate to the establishment of a construction team.

VBA

CPSU has now served our Claims for a new VBA on the Victorian Building Authority.

DEDJTR

CPSU has now received correspondence from DEDJTR advising of the proposed restructures in Economic Development, Employment and Innovation Group, Transport Group, Financial Management and Technology Services Group, Agriculture, Energy and Resources Group, Crisis and Emergency Management Division, Corporate Strategy and Governance Division, Cabinet and Ministerial Services Division, Legal and Legislation Division, Financial Management Division.



VICSES

CPSU has received correspondence from Vic SES advising of the proposal to redesign the State Operations Business Unit.

CENITEX

The long-awaited review in to the future of CenITex has now been completed, and its recommendations have been accepted by the State Government.

The Government agrees that Project Atlas will be discontinued, and CenITex will continue to deliver the secure processing and information management services it currently provides in order to support the specialised business applications and requirements of Government departments and agencies.

As a result of these recommendations, the VPS jobs that would have been lost through outsourcing will remain in the VPS.

JULY 2015

NATIONAL GALLERY

132 employees complete our National Gallery issues survey highlighting many work related issues with hours, casualisation, insecure work be amongst the top identified.

CORRECTIONS

Tensions escalate at the Metropolitan Remand Centre and result in a riot which continues through the night and into the early hours of the morning. Our first concern is for the safety of members with the union being informed by Corrections Victoria that all staff had been evacuated and accounted for, with a small number of minor injuries sustained.

An isolated incident at Port Phillip was also managed with no injuries. All prisons are locked down until such time as the situation is judged safe for operations to return to normal.

VICTORIA POLICE

CPSU members at Victoria Police Academy establish a Branch Section and meetings take place to establish the Committee, including endorsing nominations to the Committee whilst a workplace survey is opened to identify issues of concern at work for members.

STATE REVENUE OFFICE

The 2014-15 PDPP begins and templates get distributed to State Revenue staff but there are a few things members need to be aware of before signing off. In order to progress through the structure an employee has to be assessed as meeting the 'progression criteria' outlined in the employee's individual performance plan.

The ‘progression criteria’ must be agreed between the employee and his/her manager at the start of the annual performance cycle. This is a very important component of the plan because if the ‘progression criteria’ is unachievable, and is not met, then progression may be denied.

YOUTH JUSTICE

CPSU visits Secure Welfare Services sites to talk about the pending VPS negotiations and how members can influence the process.

DHHS

CPSU visits Preston DHHS to discuss the latest news in Child Protection and the ongoing issues of workload and OHS.

CPSU receives correspondence from DHHS advising the proposal to change the Rural After Hours Service (RAHS) in North Division and the current and proposed structures and staff presentation are provided for the consultation to commence.

AMES

Negotiations for a new Enterprise Agreement start at AMES as two hour weekly meetings are scheduled going forward and the union gives a presentation to management explaining the basis of our Claims and the parties are now discussing the claim in more detail. There are no agreed items at this stage.

ROYAL BOTANIC GARDENS

CPSU receives correspondence from RBG advising the current PRS has been reviewed and refreshed to assist employees and Managers to capture clear and concise performance standards. Consultation commences in accordance with our Agreement.

WORKSAFE

CPSU announces the appointment for 6 months of Ms Jane Harrison has received WorkSafe approval to undertake work with the Union around the negotiation of relocation, redeployment, and redundancy deed, and the subsequent transition of 400 positions to Geelong.

STATE LIBRARY

CPSU writes to the Acting CEO and the Minister for Creative Industries to advise that it is unacceptable that the dedicated and hard-working staff should not bear the brunt of a failed funding model and bad budget situation inherited from the former Government following news that the State Library of Victoria had decided to identify people for redundancy and not renew fixed term contracts.

STATE TRUSTEES

STL withdraws its offer to address the significant wage disparities identified by CPSU when this offer was accepted in good faith by the union on the understanding that approximately 200 employees would receive an average increase of \$9,000 p.a. in three equal instalments. To further compound this disgraceful act of bad faith, executives grant themselves big bonuses (up to \$67,000) at the same time as denying employees a fair day’s pay for a fair day’s work.

PTV

CPSU receives correspondence from PTV advising their intent to restructure the department.

ARTS CENTRE

CPSU writes to Arts Centre CEO, Claire Spencer, to advise that members have no confidence in the structure adopted in the Presenter Services (ticketing) area. Members also have ongoing concerns with People and Strategy group; and The Performing Arts Pillar as there is the potential for unintended flow-on impacts on these areas due to changing resources and repositioning of functions as a result of the restructure.



AUGUST 2015

DHHS

CPSU writes to the Department to seek clarification on the expectations and sustainability associated with the proposed Rural After Hours Service (RAHS) roster. The department response is received and addresses some of the questions we put up for their consideration. CPSU will seek a meeting with management to discuss their response.

CPSU receives correspondence from DHHS advising of a proposed restructure of the Intake function in West Division. The proposed restructure sees an overall increase in the number of FTE positions in Intake, and some significant changes to the way the Intake function is performed.

DHHS advises that, following the consultation process, the South Division will now progress with the implementation of the proposed changes and fill the additional rural after hours service positions.

CPSU receives correspondence from DHHS advising that, following the consultation process, NEMA will now progress with the implementation of the proposed roster changes at Hurstbridge Farm.

DEDJTR

CPSU submits all alternative proposals on behalf of members, regarding the Organisational Design Restructure, to the Department. Separately, CPSU also raises concerns about the number of fixed term contracts and the recruitment process that has been proposed by the Department.

TAC

CPSU receives correspondence from TAC announcing a proposed structural change to the TAC’s Common Law teams.

DEDJTR

CPSU receives confirmation from the Department of the recruitment process to apply post-enactment of the structure.

The Department has provides the following commitments; If an unmatched ongoing employee applies for and receives a fixed-term position, their ongoing status will not be affected, and the Department will ensure that suitable employment is found prior to the conclusion of the fixed-term appointment.

A number of members have raise concerns about the recruitment process being open to all employees, rather than only unmatched staff in the first instance.

DELWP

CPSU is advised by the Minister for Emergency Services that a review of Fire Services will occur and CPSU makes a submission.



ROYAL BOTANIC GARDENS

CPSU receives correspondence from Royal Botanical Gardens advising of the creation of a new position of Coordinator, Marketing (Digital) and of the variation to the current position of Orchid Conservation Officer at Cranbourne Gardens.

EDUCATION

DET writes to CPSU advising of a proposed “Divisional Redesign and Restructure”.

ES & STATE SUPER

ESSS advises CPSU of the proposal to implement some change to the structure and work practices in the Member Engagement Division.

NATIONAL GALLERY

The results of the Workplace Survey are analysed and key issues determined and identified.

CORRECTIONS - G4S

After several more meetings CPSU receives a final offer for the Custody Centre Agreement Bargaining. The most significant change is that Court staff working overtime on the weekend and Casuals working Court shifts on a weekend would be paid penalty rates.



SEPTEMBER 2015

DHHS

CPSU receives a reply to our letter detailing concerns about the proposed restructure to Intake in West Division. Disappointingly, the Department has declined to provide the statistics we requested, and has mostly disregarded our concerns.

CPSU recognises National Child Protection Week. Child Protection Week is an opportunity to recognise the important work of individuals and organisations who work with children, young people and their families.

CPSU has received correspondence from DHHS advising of a proposed restructure of the Intake function in South Division. The proposed restructure sees an overall increase in the number of FTE positions, and some significant changes to the way the Intake function is performed. Importantly, there are changes to roles and reporting lines that go beyond Intake.

CPSU is appointed to the taskforce setup to oversee the roll-out of NDIS's transition to the Commonwealth. The details of the NDIS Bilateral Agreement, including the workforce schedule (h) are provided to CPSU.

CPSU receives a response from DHHS to our letter which outlined issues raised by members about the proposed changes to Divisional Services to consolidate Intake. In the response from DHHS, North Division has addressed some of the questions and queries members had put to CPSU. However some appear to have been misunderstood, or remain unclear.

CPSU has received correspondence from DHHS advising of a proposed restructure of the Intake function in East Division and the North Division.

CPSU has received correspondence from DHHS to advise that the restructure of South Division Office Services, Branch Administration, Child Protection Administration and Reception Services has been abandoned – a year after it commenced.

VICSES

CPSU and SES have agreed to hold a Fact Finding Workshop facilitated by former Fair Work Deputy President Greg Smith in order to achieve a process for the commencement of a work value review of classification.

CORRECTIONS

WorkSafe commit to commence an investigation into matters pertaining to the MRC riot, and the associated Health and Safety issues arising from it. Former Victoria Police Deputy Commissioner Keiran Walshe has commenced a review on behalf of the Minister into the riot at MRC on 30th June.

The Casual Transition Process has finally been passed by Corrections. Corrections have stated that they will be ready by the end of September to begin interviewing eligible casual staff who have indicated their interest in obtaining an ongoing position.

CCS

The Department advise they will be contacting staff about a survey, formulated by KPMG, to complete about how you view your job and conditions associated with it.



VICTORIAN PUBLIC SERVICE AGREEMENT

The State Government and CPSU exchange claims to enable the negotiations to commence with Salary Progression, Pay, Workload, and management and staff relations, dominating the issues members raised.

CPSU also seeks input from members who are in occupation groups that are within the categories of a VPS Aligned Adaptive Structure to ascertain if there are any issues for our members with the aligning of the adaptive structures to VPS salaries.

VICTORIA POLICE

Members contact CPSU raising concerns about advice given to them by Victoria Police in relation to reclassification of positions. Victoria Police had provided advice to some members seeking reclassification that if successful they would need to reapply for their jobs.

EPA

CPSU asks members to complete a survey which will assist CPSU in preparing a submission to the EPA Inquiry on behalf of its members.

DELWP

CPSU receives correspondence from DELWP advising of the intent to realign the HR Services and Business Partnering structure within People and Culture Division.

PARLIAMENT

CPSU becomes aware that a “trial” to share a Business Support Officer position between the Public Accounts and Estimates Committee (PAEC) and the Scrutiny of Acts and Regulations Committee (SARC) was being undertaken, which included not filling a vacant desktop publisher/administrative position, without any consultation.

DEDJTR

DEDJTR has advised CPSU of the proposal to restructure the sections of the Tourism Victoria Division, within the Economic Development, Employment & Innovation Group.

CPSU are advised of the intent to establish a new statutory authority, the Victorian Fisheries Authority.

CPSU have received correspondence from DEDJTR advising of the proposal to change the organisational structure of Earth Resources Regulation (ERR) branch within the Market Access and Regulation Division.

PARKS VICTORIA

Parks Victoria make contact with CPSU in an attempt to resolve the consultation dispute which was to be heard in conference at the Fair Work Commission.

CPSU attends a meeting at head office to discuss the ongoing week-end work review. At this meeting Parks Victoria stated that they do not need to consult with CPSU and will proceed to implement changes to Employees Rostered Weekend.

EDUCATION

CPSU representatives meet with DET HR to put forward questions that had been received from members regarding the People and Productivity Division Restructure.

CPSU is made aware that some SSSO networks are requesting that staff submit their leave intentions for 2016 now or by end of term.

Following CPSU's SSSO campaign in the lead up to last year's State Election the union received significant commitments from Daniel Andrews. It is pleasing that DET state that “wellbeing issues and the Student Support Service” was being raised as a high priority by numerous stakeholders.

CPSU is notified by DET that they are undertaking a review of the Program for Students with Disabilities. As part of this review DET are surveying key stakeholders, including the SSSO workforce.



OCTOBER 2015

PARKS VICTORIA

CPSU wants to hear from members who may have an increased number of employees to supervise as a result of the PFF intake for this season as the Minister announces an independent investigation into the escape of the planned burn undertaken at Lancefield on September 30. The investigation will be led by the Director of Western Australia's Office of Bushfire Risk Management (OBRM) Murray Carter.

CPSU invites members to contact the union regarding any submissions they would like CPSU to make.

Parks advises CPSU of the proposal to change their motor vehicle procedures

The draft procedure will have an impact on which employees are eligible for commuter use of a red plate vehicle and the level of cost recovery associated with commuter use.

Parks are currently asking employees affected by the weekend work to attend meetings with your manager to discuss the changes to Rostered Weekend Allocations.

EDUCATION

CPSU brings to our members attention the recent announcements from the State Government in relation to the Education State Funding initiatives and targets. The union is very excited by the possibilities and opportunities that this funding boost offers our members and the broader education community as a whole.

The Government commissions the National Centre for Education and Training in Addiction (NCETA) to conduct a review across all occupations in the VPS, specifically community interaction roles, in order to assess what training is necessary to ensure your safety and those you work with in circumstances involving ice.

Premier Daniel Andrews and Deputy Premier (and Minister for Education), James Merlino, launch The Education State, following considerable consultation with stakeholders and the Victorian community.

As these initiatives include those in the areas of science and technology, CPSU is proposing to establish an Education State (Science and Technology) Working Party, comprised DET and Laboratory Technicians and Managers.

PTV

CPSU receives a response from PTV to the outstanding issues raised in the CPSU Alternative Proposal, and is aware that PTV has held a series of "staff sessions" to communicate the new Organisational Structure.

PTV contacts CPSU in response to the unions letter raising various concerns with the Next Steps Restructure and offer to extend the EOI timeframe, and the timeframe for any grievances with the matching process.

NATIONAL GALLERY

CPSU recently conducted an extensive survey of issues within the NGV workplace.

In total 132 NGV employees completed the survey. The survey produced some really encouraging results, with 86% of respondents saying they felt supported by their colleagues, and overwhelmingly, respondents identified their colleagues, the collection and the interesting nature of the work as the best things about their job.

DHHS

Discussions between CPSU and DHHS continue around the proposed transition of staff from the Department to NDIA.

At this stage there is no clear information available about how many staff will be affected, which staff in particular will be affected, and when exactly it will happen.

CPSU receives correspondence from DHHS advising of proposed relocations within North Division. Under the proposal, Hume Moreland Individual Family Support Teams (IFS) will relocate to Fitzroy, and North East Metropolitan Area Agency Connections teams to Preston.

The Victorian Government establishes the NDIS Cabinet Taskforce as part of the transition to the NDIS. Stemming from this, the Special Minister of State Gavin Jennings and the Minister for Housing, Disability and Ageing Martin Foley have invited CPSU to participate in the NDIS Implementation Taskforce.

CPSU meets with AHCPEs, to discuss concerns that have been raised by members in recent meetings and through correspondence and enquiry to CPSU. AHCPEs Management was willing to discuss these issues concerning the trial of the incoming call screening, and roster start time. There are a number of projects underway, which are designed to "make things better and more meaningful."

CPSU believes that DHHS is not using casual employment in the way it is intended. CPSU writes to the Department and made representations on behalf of a number of members and argued why we thought the depart-

ment was errant in its decision to appoint staff in this way. An overwhelming majority of these casuals are employed in Child protection and Youth Justice in breach of industrial agreements.

CPSU receives correspondence from DHHS advising of proposed relocations within East Division. Under the proposal, Outer East Metropolitan Area Local Connections and Disability Client Services teams will relocate to Ringwood.

DELWP

The Minister announces an independent investigation into the escape of the planned burn undertaken at Lancefield on September 30. The investigation will be led by the Director of Western Australia's Office of Bushfire Risk Management (OBRM) Murray Carter.

CPSU invites members to contact the union regarding any submissions they would like CPSU to make. DELWP has advised CPSU of the proposal to restructure the Hume Regional Planning Services (RPS) team.

FILM VICTORIA

CPSU receives correspondence from Film Victoria advising of a proposal to change one position within the Communications and Marketing team.

VICFORESTS

VicForests bargaining concludes. Management and the non-union bargaining reps have reached in-principle agreement. CPSU does not agree with the current offer.

CPSU receives correspondence from VicForests advising of the proposal to restructure East Gippsland.

SOUTHERN RURAL WATER

CPSU is invited to represent members interests in the development of a new drugs and alcohol impairment policy.



CORRECTIONS - G4S

CPSU recently requested to examine the Notice of Representational Rights to ensure that they had been issued correctly as any error in them will see any agreement reached be rejected by the Fair Work Commission. Unfortunately the notices for both the Custody Centre and Prisoner Transport are invalid due to an error that G4S made when issuing the notice of representational rights to you.

DELWP

DELWP has advised CPSU of a proposed Realignment of the Procurement Branch.

HEALTH AND SAFETY

CPSU wishes to congratulate Tara Seddon, one of our HSR's at Victoria Police Forensic Services Centre (Macleod), on her nomination and short listing for WorkSafe Health and Safety Representative of the year.



NOVEMBER 2015

PARKS VICTORIA

CPSU receives correspondence from Parks Victoria advising of the intent to restructure the Environment and Visitor Planning Directorate.

CPSU strongly disagree with Parks Victoria's cuts to weekend work. Our members will be negatively impacted through a reduced salary severely impacting on family budgets. Our Parks and Reserves will suffer when Parks Victoria staff are no longer able to patrol them.

CORRECTIONS - G4S

CPSU meets with Port Phillip Prison Management in order to better understand a number of outstanding issues an agreement to pay the late lockdown non-payment.

G4S renege on a commitment despite the General Manager sending all staff a notice to say that an extra day would be credited to your leave balances for Grand Final Eve public holiday.

Many Officers raise concerns about the number of hours they are rostered in a year exceeding the 1976 hours stipulated in the agreement.

A proposal for a modified crib roster is distributed without the appropriate consultation taking place with CPSU and affected staff.

CPSU immediately notifies the Fair Work Commission of a dispute to try and reverse this decision and a date has been set of Tuesday 12th January 2016 for a conference.

MINISTERIAL STAFF

In Principle agreement is reached following discussions between CPSU's bargaining group and the PPO. A meeting of ministerial staff at Treasury Theatre has endorsed overwhelmingly.

The Agreement will now be made available for individual signature with the entitlements and pay increases flowing.

EDUCATION

DET writes to CPSU to advise that networks should observe "status quo" until the outcome of a review into the SSSO management model.

GOULBURN MURRAY WATER

GMW advise of the finalisation of the fleet review, and the proposed new fleet management procedure.

DEDJTR

CPSU has received correspondence from DEDJTR advising of the proposal to relocate four positions from the Biosecurity Branch with the Market Access and Regulation Division.



DHHS

CPSU writes to the Principal Commissioner asking for the CCYP restructure to be deferred.

The union argues, given that a new Principal Commissioner will be appointed in the near future, it would presumptuous for this restructure to proceed.

CPSU is advised that the Commissioner has personally sought a deferment of the restructure until the new Principal Commissioner has been installed.

The union receives a response and plans from East Division management in relation to the proposed relocations of OEMA Local Connections and DCS teams to the Ringwood office.

CPSU and DHHS enter a partnership to understand and address the nature and prevalence of bullying in the department. DHHS agree to conduct detailed research into bullying after a recent survey shows a high prevalence of particular forms of bullying behaviour.

Fair Work hears our Intake dispute on Friday morning and as a consequence of the conciliation process, the Commissioner recommended that senior management visit the affected sites and speak directly with staff.

EPA

CPSU makes a comprehensive submission to the EPA inquiry on behalf of members including 40 wide-ranging recommendations on a range topics. The most common theme incorporated into the submission was one of staff under workload stress from job and budget cuts, working hard to achieve outcomes they believe in, without appropriate support and/or recognition.

DEDJTR

CPSU have received correspondence from DEDJTR advising of the proposal to change the organisational structure of People and Workplace Services.

AHPRA

CPSU has received correspondence from AHPRA advising of the proposal to restructure the Victorian legal team.

CLIMATE MARCH

Hundreds of thousands of Australians march to be part of the international solidarity for action on climate change for a transition to renewable energy, for secure job creation, for clean air, for a healthy environment and a safe climate.

On the eve of world leaders meeting in Paris for the United Nations climate summit, Australian Unions gather across the country to walk alongside millions of people in hundreds of major cities around the world.

SAY NO TO VIOLENCE

25th November is the International Day for the Elimination of Violence Against Women, and our members are involved in lots of activities and campaigns supporting the elimination of Violence.

CPSU members are proud of our values – we want to see the end of violence against anyone, we want fair and respectful workplaces and communities. CPSU is especially proud of the work so many of our dedicated members do in working to prevent, and dealing with the consequences of family violence.



BULK BILLING BELTED

» PROPOSED BULK-BILLING CHANGES FROM 1ST JULY WILL SEE PAP SMEARS, BLOOD TESTS, URINE TESTS AND IMAGING SERVICES ALL GOING TO START COSTING SOMETHING OR, COSTING MORE IF YOU'RE ALREADY PAYING.

The federal government's plans to cut bulk-billing incentive payments for pathology services from July 1 this year were revealed in the mid-year budget update just before Christmas.

Bulk-billing incentives for magnetic resonance imaging (MRI) services would also be reduced while incentives for diagnostic imaging would be aligned with GP services.

Laboratories will not be able to absorb the costs, warns the Royal College of Pathologists of Australasia, forcing patients to pay at least \$30 each time for pap smears and urine and blood tests.

Blood and urine tests are used all the time in preventative health care to help doctors catch heart, kidney and liver problems, and chronic diseases like diabetes.

They are also the main way that we screen for STIs.

Australians will stop having pap smears, they'll stop having their other tests done and people will present with advanced disease including advanced cancer if laboratories decide they have to go to a patient co-payment.

"That's just a statement of fact, that's what happens," RCPA says.

The Australian Diagnostic Imaging Association says patients can expect to pay gaps for their scans, with X-rays to cost between \$6 and \$56, ultrasounds to cost between \$12 and \$101 and MRIs to cost between \$62 and \$173.

But patients would first have to pay the full cost up front before being able to claim any rebate.

Australian Unions delivered Medicare for all via the 1980's accord – its central purpose to ensure that no matter who you are, or where you are from, you can access free quality health care.

The Turnbull Government, just like the Abbott Government, seems intent on destroying Medicare and Americanising our healthcare system.



PRISON PRIVATISATION NOW COMMISSIONING

» AN ALARMING NEW OVERSEAS TREND IN THE MANAGEMENT OF PUBLIC PRISONS HAS HIT OUR SHORES WITH THE GOVERNMENT IN W.A. NOW LOOKING TOWARDS SO-CALLED COMMISSIONING FOLLOWING A NARROW ECONOMIC FOCUSED REVIEW WHICH SURPRISINGLY OVERLOOKED THEIR RECIDIVISM AND INCARCERATION RATES, OVERCROWDING, RE-SOURCING, AND SAFETY.

Commissioning involves putting prison services out for tender.

The aspect of commissioning that differs from traditional privatisation or outsourcing is that the public sector also has the 'opportunity' to bid however the outcomes appear to be the same with commissioning just a new buzzword to replace the more unseemly 'privatisation'.

Like the Kennett government policy of Compulsory Competitive Tendering and other forms of privatisation, commissioning ends up costing more as private operators fail, leaving governments to step in and take back control of the service – as recently occurred at Mount Eden prison in New Zealand.

In Victoria, the Kennett prison privatisation push from the 90's still haunts taxpayers with the Bracks government forced to step in and run our womens prison, the maximum security male private prison under pressure with overdoses and overcrowding, while recent negotiations with the private owner at our remand centre to rebuild internal fences after the riot turned farcical over who had responsibility.

Evidence to date also confirms Commissioning is just contracting-out of the government's responsibility by another name, with less transparency and accountability, along with the relentless push to drive down public prison employees' wages and entitlements.

With limited competition in the corrections sector, with a few main private multinational companies dominating, rather than increase contestability, commissioning is more likely to only lead to cost cutting with the usual reduction in staff to prisoner ratios and limited rehabilitation programs being made available.

CPSU is supporting research by Associate Professor Jane Andrew and Dr Max Baker from the University of Sydney into prison privatisation.

The project, entitled **The Costs, Performance, Efficiency and Accountability of Australian Private Prisons** will examine the effects of prison privatisation in different states within Australia, and evaluates the types of arguments made for and against further privatisation of the prison system.

Stay tuned for updates.

PENSION SLASHED FOR RETIREES

CHANGES TO THE WAY DEFINED BENEFIT SUPERANNUATION PENSIONS ARE TREATED WHEN RETIREES ARE BEING ASSESSED FOR THE AGED PENSION HAS AFFECTED MANY RETIRED OFFICERS.

In total, about 330,000 part-pensioners across Australia will have their pay slashed because of pension cuts by the Federal Government.

The legislation passed the Federal Parliament last June when the Liberals, Nationals, and the Greens combined in the Senate.

The measure - the "10% Cap" on income which can be exempted from the Centrelink income test - was announced in confusion, passed by Parliament in haste, and affects those superannuants' fixed retirement incomes from mid-January this year.

Part of a defined benefit pension is actually the retirees own money being returned to him/her (i.e. his/her contributions plus interest).

The rest is the government (Employer) contribution.

The proportion between the two can vary a lot and is the result of a whole host of factors.

In assessing some one's eligibility for an aged pension the former was discounted up to 50% of the defined benefit payments. In other words, the return of your own money was not counted as income until it exceeded 50% of your total defined benefit payment.

That has now dropped to a maximum of 10%.

The change does not fix an anomaly, as the Government has suggested.

The change overturns a policy of the Government deliberately introduced to provide equitable treatment of these particular retirees as part of its 2007 Better Super package.

The measure affects retirees whose superannuation pensions are small so that they qualify for a part Age Pension.

Those on higher superannuation pensions remain unaffected because they do not receive any part Age pension.

The situation for retirees from the former government scheme is exacerbated by a decision of the Kennett Govt in late 1993, early 1994 to reduce its Employer notional Super contributions to the inferior minimum Super Guarantee rate set by the Commonwealth.

Contributors to the existing Super Pension scheme at the time were given the option of either paying an extra 2% of salary to make up the shortfall in the Fund; OR "freeze" their current entitlement (in the same way as if they had resigned from the service, leaving a Deferred entitlement to be claimed after age 55), and "start again" with the Government paying just the minimum Employer Super Guarantee rate into a new VicSuper accumulation fund (or into another fund of the employee's choice).

The decision to include most of public sector "defined benefits" superannuation payments into the income test has provoked fury among retirees but the federal government says the move is about making their treatment the same as that of former private sector workers.

Retirees groups say the cuts have left many below the poverty line and advocates say it is unfair to "move the goalposts" after people have already retired and have little or no ability to change their circumstances.

CPSUI's retired officers division along with the COSRAV will campaign against the imposition of these changes and are seeking former VPS employees who are affected and prepared to tell their story to contact CPSU.

YEAR HIGHLIGHTS



- An in principal agreement is signed with the State Government for a new VPS heads of agreement.
- Another 15 of our 51 separate Agreements were negotiated during the year.
- Transport Accident Commission, Public Health Dentists, Royal Botanic Gardens, Southern Rural Water, AHPRA, Shrine of Remembrance, VicSuper, Lower Murray Urban and Rural Water, ColInvest, Goulburn Murray Rural Water, all receiving Fair Work approval.
- The common law contract for Ministerial Staff was also negotiated.
- Bargaining was concluded at G4S Prisoner Transport with the Agreement at the Fair Work Commission awaiting approval.
- Grampians Wimmera Mallee Water is with Government for approval.
- In principle agreement has also been reached with GEO Group Fulham Correctional Centre.
- Protected industrial action took place in the course of bargaining during the year at Goulburn Murray Water.
- 1,591 new members have been recruited.
- CPSU was involved in over 780 cases representing individual members and has received 308 implementation of change requests.
- The Branch located to a new Melbourne CBD office during the year providing members with a more central location to access industrial services and hold meetings
- An operating surplus of \$101,659 was achieved with member subscriptions up.
- CPSU continues to consolidate our financial position for the future with our net member funds at \$3,044,544.

