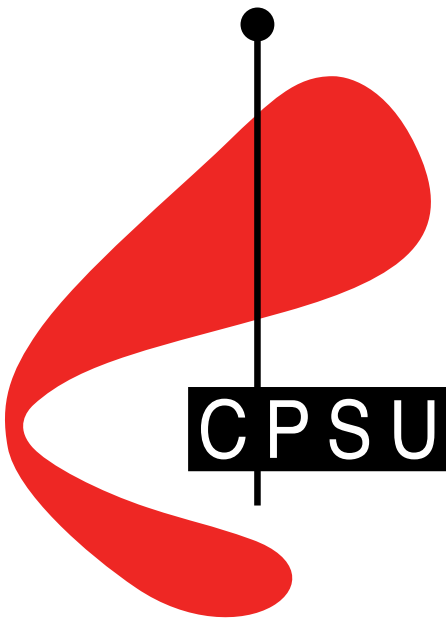


issue 1 | volume 29 | summer 2017 edition



PUBLIC PERSPECTIVE

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

YOUTH JUSTICE SPECIAL REPORT

- SEE PAGE 32-33



WINNING AT WORK

SEE PAGE 7

YEAR IN REVIEW

SEE PAGE 9

VISIT CPSUVIC.ORG



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

CONTENTS

3. PEOPLE VS THE BOSSES'

An update on the public sector unions independent inquiry into privatisation

4. TURNBULL PUTS BABY IN THE CORNER

The paid parental leave (PPL) saga continues with the Senate set to release it's report into the Federal Government's Fairer Paid Parental Leave Bill

6. FALSE ECONOMIES

Examining the Government's practice of outsourcing legitimate work of the public service to consultants

7. WINNING AT WORK

The phenomenal penalty rates win achieved for arts institutions employees was one of CPSU's highlights in 2016

8. CADETSHIP SIGNALS NEW OPPORTUNITIES

The creation of a new cadetship program set to provide ongoing employment and skill development for disadvantaged youth

9. YEAR IN REVIEW

A month by month overview, looking back at the key moments that shaped 2016

32. WHAT'S BEHIND YOUTH JUSTICE RIOTS

An examination of many problems the system now faces as staffing and facilities continue to deteriorate

33. IMPACT ON STAFF

The impact of the Youth Justice riots have been immense and challenging for everyone, including CPSU members

34. NOT EQUAL AT WORK

Examining the global trend of governments treating their workforces' as second class citizens, and shifting to privatised models of service delivery

35. WHO'S PAYING? ACTUALLY, WHO'S NOT?

New tax office figures reveal that 36 per cent or 679 large firms paid no tax on their earnings



PEOPLE VS THE BOSSES'

- A TALE OF TWO INQUIRIES

THE TURNBULL GOVERNMENT DIRECTED THE PRODUCTIVITY COMMISSION TO UNDERTAKE AN INQUIRY INTO INCREASING PRIVATISATION AND FOR- PROFIT PROVISION OF SERVICES UNDER THE GUISE OF 'COMPETITION' AND 'CONTESTABILITY' IN HUMAN SERVICES BEFORE THE LAST ELECTION.

In contrast our union, along with other public sector unions, has initiated the People's Inquiry into Privatisation.

This independent inquiry has collected hundreds of written submissions.

It travelled to capital cities and regional centres around Australia in September and October last year to speak directly with people about the impact of privatisation in their lives.

The stories heard by the people's panel are powerful, and highlight the detrimental impact of privatisation on service quality, cost, accountability, and accessibility.

The People's Inquiry is showing that communities are fed up with privatisation, and want services that are run to benefit them – not the privateers.

The Productivity Commission's Inquiry seems only interested in exploring options that will take control of public services away from our community.

The first stage of the Federal Government's inquiry concluded in December, with a report that identifies six areas they argue would benefit from privatisation:

- 1 Social housing
- 2 Public hospital services
- 3 End-of-life care
- 4 Public dental services
- 5 Human Services in remote indigenous communities
- 6 Commissioning arrangements for family and community services

The second stage, which will explore options for how further competition and contestability could be implemented in these areas has commenced.

Many submissions to their inquiry (including ours) have detailed the problems with privatisation and running public services for a profit, including pointing to failures in the vocational education, job services, and prison sector.

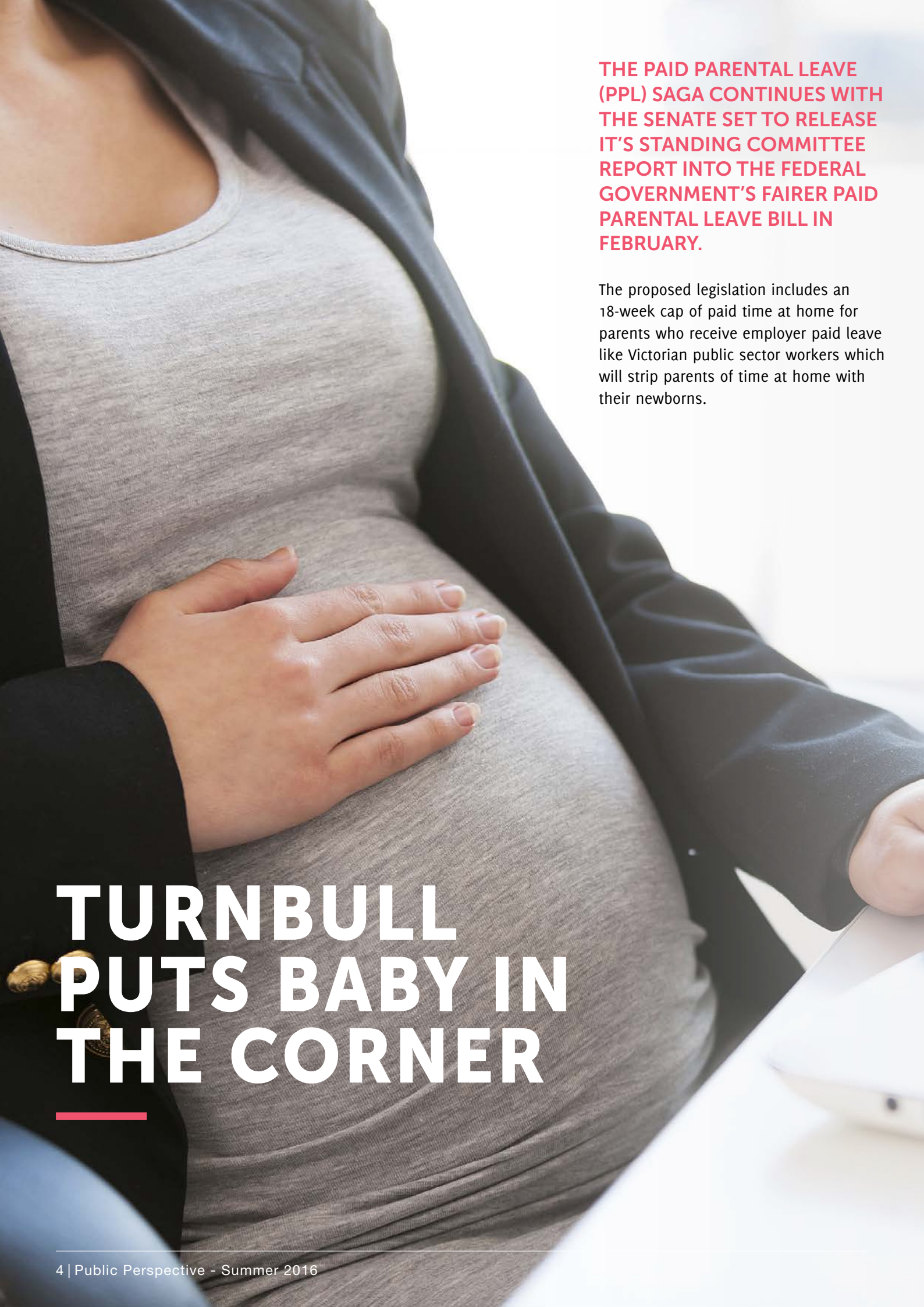
The Productivity Commission surprisingly dismissed all of this evidence stating: *"maximising community welfare from the provision of human services does not depend on adopting one type of model or favouring one type of service provider over others."*

The final report of their inquiry is due in October.

If you work in one of the areas identified for privatisation by the federal government and would like to confidentially assist with information, please contact our National Campaigns Officer.

The People's Inquiry report will be launched late in February:

**Like the People's Inquiry
on facebook:
[www.facebook.com/
peopleinquiryintoprivatisation](https://www.facebook.com/peopleinquiryintoprivatisation)**



THE PAID PARENTAL LEAVE (PPL) SAGA CONTINUES WITH THE SENATE SET TO RELEASE IT'S STANDING COMMITTEE REPORT INTO THE FEDERAL GOVERNMENT'S FAIRER PAID PARENTAL LEAVE BILL IN FEBRUARY.

The proposed legislation includes an 18-week cap of paid time at home for parents who receive employer paid leave like Victorian public sector workers which will strip parents of time at home with their newborns.

TURNBULL PUTS BABY IN THE CORNER

CPSU made a submission to the inquiry which outlined member concerns and case studies about how this Bill could adversely affect our members.

To add insult, the Federal Government labelled women who utilise both options of paid leave as 'double-dippers', 'rorters' and 'frauds'.

CPSU made it clear that these terms were incredibly offensive to our members, and more broadly, to all women who have accessed PPL in the way it was designed to be used.

Paid time at home was established to act as a baseline to be 'added to' by Employers, with the aim of meeting the optimal 26 weeks paid leave.

CHANGES ALSO RESULT IN MANY WOMEN UNABLE TO ACHIEVE THE INTERNATIONALLY-RECOGNISED STANDARD OF 26 PAID WEEKS AT HOME WITH THEIR NEWBORN.



The Federal Government's scheme paid PPL only at minimum wage rate however, this 'topping up' is essential to ease the financial stress of families.

"After having complications post-birth, an extended hospital stay and a long recovery, trying to build my confidence as a new mother brought with it an overwhelming feeling of exhaustion, self-doubt and anxiety," one CPSU member said.

"The proposed changes to exclude us from the Federal Governments PPL scheme have me and my partner reconsidering whether to have a second child as we simply could not afford to drop to one income if I stay at home beyond the 18 weeks."

"I cringe when I hear the term "double dipping" which implies wrongness, unfairness, injustice, and creates a divide between women and society at a crucial time when we need to be supporting one another and advocating for our fundamental right to paid parental leave."

Our submission included case studies like these from members about their experience of receiving Government and Employer paid leave and what the restrictions on paid leave would mean for them.

An estimated 70,000 mothers with a median income of \$62,000 would be an average of \$5,600 worse off.

Another 4,000 new mothers will lose access to the Government scheme completely and be more than \$12,000 worse off.

An estimated 47 per cent of new mothers receive paid parental leave, and of these, 15 per cent work in the state public sector according to the Shadow Minister Jenny Macklin MP.

As such, the Federal Government's Bill will have a significant detrimental impact on our members, the majority of whom are women.

We urge you to get in contact with your local Member of Parliament to get your voice heard on this very important issue.



FALSE ECONOMIES

THERE HAS BEEN A PRACTICE FOR GOVERNMENT TO OUTSOURCE WHAT SHOULD BE THE LEGITIMATE WORK OF THE PUBLIC SERVICE TO CONSULTANTS.

Instead of having people who are intimately aware of the services they deliver designing policy, undertaking the planning, and devising processes, governments pay a fortune to private companies who far too often fall short of their promises.

Across the country and nationally, Australians are now paying the price for the short-sightedness of decimating the public service for 'budget repair', political focus on number of employees rather than meeting the demand for quality services, and to avoid being told uncomfortable truths.

Public services have lost an enormous amount of expertise and experience from those in public employment who can no longer feel free to give advice frankly and fearlessly and who do not have the long-term memory of tried and failed policy initiatives.

Advice now comes from tame consultants who produce reports with the required outcome with further consultancy, all for a hefty fee.

Victorian Government Departments are not immune and have failed to wean these capability crushers and resource drainers off the public purse.

DHHS spent more than half its \$28 million consultancy spend over the last two financial years at the big four agencies being PWC, EY, KPMG, and Deloitte on research, advice, analysis, planning and reviewing.

In fact the seven main Departments spent more than \$70 million last financial year on 650 consultants, almost two consultancies a day.

What disgusts public sector employees today is knowing that despite this Government's commitment to re-build its in-house capability to avoid the problems from privatisations of the past, last years' spend on consultants was 20 percent or \$10 million higher than the previous year.

The trend is going in the wrong direction.

Now that's capability crushing.

Agency	Nos over \$10K	2015/2016 spend*	2014/2015 spend*
DJR	34 consultancies/13 consultancies	\$1.6million	\$379K
DTF	48 consultancies/40 consultancies	\$19.15million	\$21.4million
DE&T	114 consultancies/100 consultancies	\$11.5million	\$5.6million
DP&C	48 consultancies/23 consultancies	\$5.4million	1.3million
DEDJTR	142 consultancies/120 consultancies	\$11.2million	\$12.8million
DELWP	57 consultancies/56 consultancies	\$3.3million	\$3.1million
DHHS	207 consultancies/149 consultancies	\$17.53million	\$11.06million
VICPOL	51 consultancies/26 consultancies	\$2.9million	\$2.8million
PARKS	18 consultancies/9 consultancies	\$423K	\$724K
TOTAL	719/536	\$73million	\$59million

* (ex GST)



WINNING AT WORK

THE PHENOMENAL PENALTY RATES WIN ACHIEVED FOR 1,700 ARTS INSTITUTIONS EMPLOYEES WAS ONE OF THE HIGHLIGHTS IN 2016.

Following the attacks on entitlements of public sector workers in the 1990s, employees at Museums Victoria, the National Gallery of Victoria, the State Library, and the Australian Centre for the Moving Image (ACMI) were stripped of penalty rates.

This was a callous decision by the Kennett Government that would affect the lives of these employees and future staff for the next two decades.

Thankfully, after an extremely lengthy argument and challenging negotiations, penalty rates for casual employees have been restored at these Arts Institutions.

There is strength in numbers.

This is why it is so important to be a member of your union as a similar result may not have been achieved at these Arts Institutions or similar workplaces.



CADETSHIP SIGNALS NEW OPPORTUNITIES

JOINING THE RANKS ACROSS STATE GOVERNMENT DEPARTMENTS THIS YEAR WILL BE A FLEET OF FRESH FACES WITH THE CREATION OF A NEW CADETSHIP PROGRAM THAT ENCOURAGES ONGOING EMPLOYMENT AND SKILL DEVELOPMENT FOR DISADVANTAGED YOUTH.

A first of its kind under our Victorian Public Service Agreement, the program will provide an alternative pathway into public sector employment for disadvantaged young people.

CPSU has been actively involved in developing the initiative in collaboration with DEDJTR as the program partner.

CPSU joined the unveiling of the Jobs Victoria Youth Cadetship Program for the Victorian Public Service which was launched by the Minister for Training and Skills, Gayle Tierney.

Understanding the need to make our VPS roles more accessible to young people who have not attained a university qualification, cadets will be employed directly by the Government in the Victorian Public Service (VPS) as a Grade 1 earning a real wage, and will be covered by all our conditions.

Cadets will also be given the opportunity to undertake a Certificate 4 in Government – a nationally-recognised qualification delivered by a TAFE provider - which will foster the skills necessary for a career in the VPS.

Arguably the most admirable aspect of the program is its supportive approach that champions ongoing employment of young people in the public sector, rather than waving goodbye to cadets once they've finished their allotted time in a role.

The pool of cadets will be considered for ongoing Grade 2 positions in the VPS ahead of any external advertising.

Making government an accessible and inclusive employer sets a positive example for other employers, demonstrating the importance of giving Victoria's young people a go.

The program, which has been two years in the making, is a great example of what can be achieved when the government and a union work positively and collaboratively.

As part of the partnership, CPSU employed Hana Dalton to support the project as Cadetship Liaison Officer.

The first intake of cadets will begin in the first half of 2017 and CPSU looks forward to seeing their successes throughout the year.

YEAR IN REVIEW

DECEMBER 2015

DELWP

DELWP advises CPSU of the proposal to change the location of the Customer Service Centre (CSC) in Wendouree to existing DELWP offices in Ballarat.

CPSU is also advised of the proposal to create a new Forest Fire and Regions Group in the department.

NDIS

CPSU receives correspondence from Minister Foley repeating the assurance provided previously that the Government intends to see Victorian Public Service Workplace Determination employees transferred to direct employment at the NDIA at the appropriate time, and redeploy where this does not occur.

ROYAL BOTANIC GARDENS

Fair Work issues preliminary findings for the application of the RBG Agreement 2014. The commission

is looking at the clause's that deals with weekend penalty rates and overtime to ensure that the Agreement will pass the "better off overall test" (BOOT).

DEDJTR

CPSU writes to the Department to raise a number of questions and concerns, after consulting with members, about the proposed restructure of the People & Workplace Services Division.

FILM VICTORIA

Film Victoria advises of a proposal to change their program administrative functions.

CCS

CPSU receives a request for reps as a Consultative Committee to discuss the expansion program which will potentially affect all staff currently working out of Justice Service Centres across the state is being established immediately.

PARKS VICTORIA

CPSU receives an email from Parks stating, "given the apparent deadlock, Parks Victoria will be seeking the assistance of the Fair Work Commission to facilitate the completion of the consultation process" over changes to weekend work allocations.



Parks advise of some organisational changes in relation to the Tidal River bus.

ZOOS VICTORIA

Bargaining continues for a new Zoos Victoria Agreement as significant progress is made, but some remaining matters are not agreed.

ZV writes to CPSU to advise of a proposal to discontinue the fundraising program which will result in two positions being made redundant.

DHHS

CPSU has received correspondence from DHHS advising of the proposal to make structural changes within the Office of the Health Chief Information Officer.

EDUCATION

CPSU invites all DET staff to complete the 'What Matters to Me' survey.

COURT SERVICES VICTORIA

Court Services Victoria advises CPSU of the proposal to restructure Jurisdiction Services (JS) while correspondence from Magistrates Court of Victoria advises of the proposal to change the Court Integrated Services Program (CISP) and the Assessment and Referral Court List (ARC List).

JAN 2016

PARKS VICTORIA

Parks Victoria advise of the proposal to relocate five (5) Melbourne Regional Operations team staff located at Shepherd Rd to the office at Bushy Park.

With the Parks Victoria Enterprise Agreement to nominally expire on 1st March, CPSU conducts a survey of members in order to determine the key issues of concern within the workplace to inform the development of our Claims for changes to the existing Agreement.

NDIS

After receiving extensive feedback from our members, the Union submits our response to the change proposal. A key concern had been the proposed alignment of VPS4/AH3 positions to the APS5 grade. In response to feedback from Union members, DHHS and NDIA adjust the structure so that these positions are now aligned to APS6. CPSU remains concerned that VPS5 roles remain aligned to the APS6 level and in our submission we put the case that VPS5 roles should be aligned to EL1 in the APS structure.

DET

CPSU receives correspondence from DET outlining the Organisational Reform Program for the Department including the New Operating Model and High Level Structure.

DOJR

CPSU receives correspondence from VGSO advising of the proposal to restructure Human Resources. The proposal also involves a re-brand.



VICTORIA POLICE

CPSU receives correspondence from Victoria Police advising of the creation of the Capability and Support PSA and the realignment of work units within Southern Metro Region, Division 3.

VPS NEXUS BARGAINING

CPSU serves approved claims and requests bargaining commence with ACMI, Film Victoria, Museum, National Gallery, PTV and State Library.





CCS

Community Correctional Services advises CPSU and staff of the proposal to pilot a flexible opening hour's model. The pilot is proposed to operate Tuesday to Saturday at nine (9) locations across Victoria. If successful, the aim is to roll out to other locations state-wide where needed.

PRIVATE PRISONS – G4S

Port Phillip Prison (G4S) reneges on their commitment to grant an additional day in lieu to operational staff who worked on the public holiday Friday before the AFL Grand Final. The dispute is taken to Fair Work where the company flatly rejects the Commissioners suggestions of crediting the days in lieu for 2015 in line with the staff notice, CPSU agreeing to not make a claim for 2016 and CPSU pursues appropriate adjustments for the new public holidays in bargaining. Unfortunately, because there is no entitlement in the Determination for additional public holidays, the Commissioner was unable to direct G4S to grant the additional leave.

FEBRUARY 2016

PARKS VICTORIA

PV members attempt to understand the proposed restructure in Business Information Services. From the management proposal it appears that three out of four senior managers will have their positions matched, whilst the majority of other staff will need to reapply for a position.

Meetings are held at sites around the state with CPSU asking members what they'd like to achieve in the next round of bargaining.

CPSU attends a meeting with PV management about the ongoing dispute about changes to weekend rosters. Discussions are held about some possible ideas that may seek to address our concerns, being the reduction in weekend days worked by employees which impacts on our ability to protect our parks by being seen in the parks on the weekends.

DELWP

CPSU receives correspondence from DELWP advising of the proposal to make structural changes to the Water & Catchments Group (W&CG).

AMES

Meetings are held across various work sites to discuss with members a large number of issues which have been included in the Log of Claims being prepared for bargaining.

VICFORESTS

CPSU attends the Fair Work Commission as a respondent to VicForests application to deal with a bargaining dispute and the matter is heard in conference. The union's position in bargaining has not changed throughout the process, that is; a wage increase in-line with the current Governments' policy of 3 per cent per annum, and No changes/loss to existing conditions including current progression.

The Commissioner asks the parties to return to FW later in February to see if any progress was made.

CPSU attends the Fair Work Commission along with VicForests management to follow-up to the Agreement process where FWC compels the parties to put their 'last and best offer' in writing to each of the bargaining reps, including the Commission.

ACER

CPSU informs members that an in-principle agreement has been reached with ACER for a new Enterprise Bargaining Agreement (EBA).

SUSTAINABILITY VICTORIA

CPSU receives correspondence from Sustainability Victoria advising of the proposal to make team changes within the (SV) Corporate Services division.



CORRECTIONS VICTORIA CUSTODY CENTRES – G4S

Our G4S Custody Centres proposed Agreement is distributed prior to the ballot after protracted negotiations as CPSU tried to gain further improvements, particularly for Custody Officers, which we were unsuccessful in achieving. CPSU urges members to read the proposal carefully and participate in the ballot.

OCCUPATIONAL VIOLENCE

After months of lobbying, the Government tables a bill in Parliament that introduces statutory minimum sentences for those who attack custodial officers and in an important further step to improve safety within our prisons, a joint initiative between WorkSafe Victoria (WSV), the Department of Justice and Regulation (DJR), and the Community Public Sector Union (CPSU) will be established to ensure WorkSafe is better equipped to deal with the unique challenges that a prison environment presents.

STATE EMERGENCY SERVICE

The union becomes aware that VIC SES has not paid over-time meal payments in the past 6 years and work begins to recover monies owed for those eligible members who have not received this entitlement.

CPSU receives notification that VICSES intends to begin enterprise agreement negotiations and members would have received a notice of representations rights.

ARTS CENTRE

CPSU commences bargaining with Arts Centre Management for an Agreement to replace the (now expired) Arts Centre Melbourne Enterprise Agreement 2012.

CPSU and Arts Centre Melbourne reach in-principle Agreement for a pay outcome of 3% for all employees for the financial year 2015-16.



VBA

CPSU receives correspondence from the Victorian Building Authority (VBA) advising of the proposal to make structural changes in the Office of the Chief Executive Officer division.

VWA

CPSU welcomes the announcement that the Geelong Relocation Deed has been executed. After extensive consultation, CPSU has negotiated a suite of assistance, incentives and other benefits to support members as WorkSafe relocates to Geelong. The Deed is tailored according to whether you are making the move with WorkSafe or if you will not be relocating.



DHHS

DHHS advise CPSU of the proposal to make changes to the Service Agreement Management Team (SAMT).

CPSU meets with Acting Commissioner the Hon. Frank Vincent to discuss workforce issues affecting union members in the Commission for Children and Young People.

North Division decides to proceed with local staff movements in Preston and Fitzroy without proper consultation with affected employees, or their local Health and Safety Representatives. CPSU encourages all affected members to enquire into their proposed new accommodation or workspace, and compare conditions with the requirements set out in the WorkSafe guidance provided.

DHHS advise of the proposal to make changes to the executive structure of the regional health programs.

MARCH

VPS

The proposed new Victorian Public Service Agreement is circulated to employees across the seven (7) Departments and thirty two (32) Employer Agencies to be covered prior to a ballot.

DEDJTR

CPSU receives correspondence from DEDJTR advising of the proposal to relocate thirteen (13) positions from the State-wide Investigations Group (SIG) and Intelligence Tasking and Co-ordination Unit (ITCU) within Fisheries.

DEDJTR advise of a proposal to restructure the Earth Resources Regulation Branch, Market Access and Regulation Division, Agriculture, Energy and Resources Group. CPSU writes to the Department to submit a number of questions as the proposal is highly complex and substantial in its scope and further information is required as well as clarification on several points.

NATIONAL GALLERY OF VICTORIA

Bargaining commences for an agreement to replace The Council of Trustees of the National Gallery of Victoria Enterprise Agreement 2012-2015 and NGV confirm that they will be dropping their claims to remove Anti-Discrimination, Equal Opportunity and Accident Compensation Leave clauses, and is in the process of reviewing other claims that proposed removing important conditions and protections from the Agreement. NGV Management also advise they are agreeing in-principle to non-discriminatory language for Parental Leave, Family Violence Leave and incorporation of Easter Sunday and Grand Final Eve public holidays.

VBA

CPSU meets with Victorian Building Authority representatives after a period of hiatus, caused after delays from VBA providing the union with details of its proposed Agreement in response to the member claims and VBA representatives table a proposed new Agreement.



DELWP

CPSU receives correspondence from DELWP advising of the relocation of Corporate Services staff whilst refurbishment works are undertaken as part of lease renegotiations for the 8 Nicholson Street building, the landlord agreed to refurbish the building. State Emergency Service

CPSU and VICSES meet to negotiate a new VICSES Enterprise Agreement. CPSU's claims are tabled for discussions and VicSES tables a brief list of claims as well as an explanation of the Government's wages policy, and bargaining framework.

STATE REVENUE OFFICE

CPSU receives notification from SRO of the proposed implementation of the Revenue Process Management (RPM) IT system for the land tax investigations for the work of Investigators in Compliance Division.

PTV

CPSU receives notifications from PTV advising of reorganisations of the Network Readiness Branch and Rolling Stock Division and relocate some employees from Collins Street to Exhibition Street.

CPSU reaches in-principle agreement with Public Transport Victoria for a new Enterprise Bargaining Agreement (EBA).

EDUCATION SUPPORT

CPSU moves into the negotiation and representation phase of the Agreement bargaining process with DE&T for schools.

VICTORIA POLICE

Victoria Police advise of the proposed realignment of the Radio and Telecommunications Division and Police Communications Branch to Information Systems and Security Command (ISSC).

STATE REVENUE OFFICE

CPSU receives notification from SRO of the proposed implementation of the Revenue Process Management (RPM) IT system for the land tax investigations for the work of Investigators in Compliance Division.

CPSU receives notification from Victoria Police advising of the proposed realignment of positions from the Transfer & Promotion Unit to the Police Alternative Employment Unit.

DHHS

CPSU receives notifications from DHHS advising of the proposed change to AHCPEs service structure and rosters. DHHS have advised there is change proposed to all rostered staff members' hours. DHHS advise of the proposed executive structure for regional health programs.

MUSEUMS VICTORIA

Bargaining with Museums Victoria for an Agreement to replace the existing Staff Partnership Agreement commenced and as a part of this process, CPSU serves our claims on the Employer and Museum Victoria also submits their claims.





ACMI

CPSU commences bargaining with ACMI for an Agreement to replace the Australian Centre for the Moving Image Enterprise Agreement 2012-2013.

STL

CPSU receives notification from State Trustees advising of the proposal to change the service model of the Internal Audit and Risk team within the Corporate Services Business Unit.

PARKS VICTORIA

CPSU continues to meet with PV management on the long running RWA dispute. PV proposed to reduce the number of weekend days worked on the RWA system. CPSU raises concerns about the cuts to weekend work and the effect this will have on members ability to look after our Parks and been seen by the public during the busiest visitation times.

PV tables their claims with CPSU and these broadly describe what PV wants to achieve in bargaining. PV indicates that a 3% pay increase is possible with the streamlining of the current paper-based Performance Management System (PMS) to a web-based system.

APRIL 2016

WORKSAFE

CPSU holds discussions with WorkSafe about the internal fit-out & design for the new Geelong building and it is agreed that an 'Accommodation Working Group' would be put together to work with the project team to ensure that the building meets good design, access and safety standards.

DELWP

CPSU receives notification from DELWP that the department will be undertaking a trial of Remotely Piloted Aircraft Systems (RPAS) for potential surveillance of planned burns and other land management operations.

CPSU receives notification from DELWP advising of the proposal to change the resourcing model that supports Victoria's Regional Coastal Boards (RCB).

CORRECTIONS VICTORIA

Agreement is reached with DoJR on paid leave and public holiday entitlements arising from a review during the process of rostering for the Prisons Project and identified six scenarios that can apply to staff on a public holiday.

TRANSPORT SAFETY VICTORIA

CPSU receives notification from TSV of the proposal to restructure the Rail Safety Branch.

PARKS VICTORIA

CPSU serves our Claims on Parks Victoria for the new Agreement and discussions are well underway.

TOURISM VICTORIA

CPSU writes to Tourism Victoria management to raise a number of issues on behalf of members about the employment arrangements with the transition to Visit Victoria.



TV advises that the 12 month right-of-return will commence once a CEO is appointed to Visit Victoria with the purpose of the right-of-return to provide any employee who are displaced with the security/option of finding a position within the Department.

VEOHRC

Members have been concerned about the wellbeing of colleagues and ask for a survey to be conducted to quantify and record information to assist the Commission to support staff welfare and wellbeing.



DE&T

CPSU continues to discuss with DET the process of achieving a single SSSO Agreement as well as a review of the management model.

VICTORIAN PUBLIC SERVICE

The Victorian Electoral Commission posts ballot packs to all VPS employees as voting gets underway on the new Agreement which only comes into effect if endorsed by employees.

CPSU encourages members to support the new VPS Enterprise Agreement and vote YES.

With 14,221 YES to 807 NO votes the Service overwhelmingly endorses our new Victorian Public Service Agreement.

DEDJTR

DEDJTR's re organisation of its 2,620 VPS positions results in 2,300 people matched to a position, 223 people unmatched; and 320 vacant positions to be filled.

CPSU receives notification from DEDJTR advising of the roll out of Q fever testing and vaccination program to enhance employee safety in Agricultural Services, Animal Health

and Welfare, Research or Agricultural Relief and other Biosecurity emergencies where a potential risk of exposure to Q Fever has been identified.

CPSU receives notification from DEDJTR advising of the proposal to restructure the Financial Management Division, Financial Management and Technology Services Group.

OH&S

Workers' Memorial Day is the day that we remember and mourn the dead, and fight for the living as we must continue our fight to ensure that workers health and safety at work are protected.

VICTORIAN BUILDING AUTHORITY

Negotiations for the new VBA Agreement are now complete following resolution of the one-off bonus payment with VBA agreeing to a one-off bonus payment of \$1800 (or pro rata equivalent for part time employees).

MAY 2016

LEGAL AID

VLA calls for nominations for their OH&S committee as CPSU encourages HSR's to take up this opportunity to participate.

DHS - NDIS

New VPS pay rises will apply to transitioning employees to NDIA after CPSU negotiates an arrangement in which VPS staff in NEMA will be seconded to NDIA until January 2017, after which time they will become NDIA employees. That way, the VPS pay increases will apply, and will be retrospective to 1 January 2016 in line with the negotiated outcome.

CPSU is in ongoing discussions with the Departments and with Government around the roll out of the NDIS and receives further communication from the Minister and DHHS Secretary that is consistent and clear that there will be no job losses, and staff who do not transfer will be found an alternative role.

CPSU receives correspondence from DHHS advising of the proposal for the Housing Call Centre to undertake work relating to the newly created



Victorian Housing Register which will see the creation of a number of new positions, as well as some reporting line changes.

ATSI 'GATHERING'

CPSU Aboriginal & Torres Strait Islander members hold a Meeting and Training Day called 'the Gathering' to celebrate our many firsts for ATSI members with paid NAIDOC leave, and paid cultural ceremonial leave in our new VPS Agreement.

CANCER COUNCIL

CPSU visits the Cancer Council for discussions with members about the restructure and progressing the EA negotiations and to assist with any industrial matters.



PARKS VICTORIA

Parks advises CPSU of a proposal to change the management of Albert Park and Waterways, more specifically; Parks has decided that a Waterways District will be created as a stand-alone district.

CPSU receives correspondence from Parks Victoria advising of a number of changes to the training and accreditation requirements for becoming, or remaining, an Authorised Officer.

CORRECTIONS VICTORIA PRIVATE PRISONS – G4S

The first walk throughs at Port Phillip Prison are scheduled as it's time to commence preparations for our next round of Enterprise Bargaining with G4S and members will visit at their post to talk about what improvements we would like to see achieved.

PUBLIC PRISONS

The bi-annual election of Prisons Local Group Executives gets underway starting with the nomination of candidates for the positions of local President, Vice President/s (2) and Secretary.

EDUCATION SUPPORT

CPSU launches a survey among Education Support Staff on wellbeing and insecure employment to help gain a thorough understanding of the particular stresses from insecure work and other stressors in the workplace.

WATER

Our hard won Agreement at Goulburn Murray Water includes the latest pay rise of 3% being included in member's pay from 1 May.

CPSU replies to the proposal to restructure Headwork's East and West at Southern Rural Water with some suggestions and questions.

ELECTORATE OFFICERS

Our Agreement at Parliament covering Members of State Parliament staff (MOSPS) includes the latest pay rise of 3% being included in member's pay from 1 May.

ROYAL BOTANIC GARDENS

Our Agreement at RBG includes the latest pay rise of 1.5% being included in member's pay from 1 May.

DELWP

CPSU receives notification from DELWP advising of a new corporate software system currently being implemented.

ACER

ACER agrees to re-ballot the EA to resolve a number of minor concerns that Fair Work raises to ensure the Agreement's approval.

VBA

CPSU receives correspondence from the Victorian Building Authority advising of a proposal to make changes in the People Services Unit within the Corporate Services division.



JUNE 2016

DHHS

CPSU lodges a dispute with Fair Work about the Department's failure to progress casual conversion with many staff currently employed working as casuals 365 days a year from one to eight years.

CPSU receives correspondence from the Department advising of a proposal to combine Office and Facilities Services into an integrated and coordinated area-based model across the South Division.

CPSU receives the final draft alternative proposals for Central After Hours Service staff and begin to work through issues where members are split including the length of night shift and interest in back pay that has been identified.

CPSU attend a hearing at Fair Work to resolve the casual conversion dispute as little progress has been made but the parties are in furious agreement that all casuals identified by CPSU should be made ongoing.

CPSU submits an alternative proposal to the Department's 'Staffing for Service Quality' proposal.

CPSU is advised of the proposal to restructure the operational divisional health branches in the South Division, North Division, West Division & East Division.

The Portfolio Strategy and Reform division writes to CPSU advising of a change in the reporting lines to the Sector and Community Engagement Branch.

TAXI SERVICES COMMISSION

CPSU receives correspondence from the Taxi Services Commission of a proposed organisational wide design change.

DHHS - CHILD PROTECTION

DHHS advise that executive management will be conducting forums with CPP staff to discuss latest initiatives and express a sincere interest in hearing from individuals about providing better support.

DEDJTR

CPSU receives correspondence from DEDJTR advising that the Department will be establishing a new 'Corporate Services' group by merging several divisions from FMTS and PES following the retirement of an Executive.

VICSES

Talks reach a critical point in the negotiations for the nexus VicSES Agreement and assistance from the Government's appointed conciliator is sought by both parties to find a resolution.

GREYHOUND RACING VICTORIA

CPSU reps attend further meetings at GRV about the proposed new enterprise agreement which is almost complete after GRV take up our numerous suggestions.

WORKSAFE VICTORIA

WorkSafe releases a new guidebook for Employers on Preventing and Managing Work-Related Stress which provides a number of information sheets including Work Demands, Low level of Control over Work, Poor level of Support by Supervisors and Colleagues, Lack of Role Clarity, Poorly Managed Relationships, Poorly Managed Change and Incivility as a Stress Prevention project is commenced.

DE&T - STUDENT SERVICES OFFICERS

The Government announces the introduction of an operating model for SSSO's under regional management similar to that recommended by CPSU and in two stages a move away from the Principal Network model to a new Area based model.



ROYAL BOTANIC GARDENS

CPSU continues to take a close interest in any restructure developments with the latest news that position descriptions of Managers and Specialist (level 3) roles are also currently under review noting that in the last Organisational Structural Review update, the roles of Executives were benchmarked across the VPS and members look forward to the same opportunity being afforded to the rest of RBG staff.

The performance review cycle approaches and once more CPSU encourages all staff to read up on the process and to contact us if they have particular workload concerns given current staffing issues.
Parks Victoria

CPSU receives correspondence from Parks Victoria advising of a proposed change to the Performance and Development Program.

PARLIAMENT

CPSU calls for nominations for the Electorate Officer Branch Section Executive ahead of bargaining later this year.

NATIONAL GALLERY OF VICTORIA

Bargaining with NGV management becomes more productive following the intervention of Industrial Relations Victoria and the assistance of former Fair Work Deputy President Greg Smith whose assistance enables the parties to constructively discuss proposed changes which will facilitate the good faith necessary to reach an Agreement that CPSU will be prepared to recommend to members.

ACER

CPSU meets with ACER to discuss the Enterprise Agreement and remedy minor concerns raised by Fair Work as both parties agree to extend the term to four years which will provide employees with a 3% pay increase each year for the next four from October 2015.

VICSES

CPSU and VicSES resolve issues in the new agreement including stand by rates, classification and allowances for those performing IMT roles, span of hours, and higher duties while

VicSES still requires resolution of their claims around commuted allowance and declared operations.

SES makes an offer to CPSU at the 11th hour as the Nexus deadline loomed and the parties reach in principle agreement for a new Enterprise Agreement after significant increases to SES funding is put on the table, all for the benefit of employees.

NDIS

CPSU holds meetings for members in Ballarat to discuss the imminent transition to NDIS in the Central Highlands Area and what this will mean for affected staff.

GAME MANAGEMENT AUTHORITY

CPSU is advised of a proposed restructure in the Game Management Authority and members are encouraged to contact the union with any concerns.

VICTORIA POLICE

CPSU wins our Fair Work dispute around employees not receiving payment to travel to alternate workplaces as Victoria Police accept the decision of the Commission.

Our VicPol Academy Branch Section Committee develops a survey for People Development Command members to complete to help inform the committee's plans for the rest of 2016.



SECURE WORK

CPSU gathers members to help hand out information about our Secure Work campaign which arises from our new VPS Agreement which commits to secure employment practices and aims to ensure maximum job security for labour hire, fixed term or casual employees who need to register via the campaign for union assistance in being converted to ongoing employment.

VICTORIAN BUILDING AUTHORITY

CPSU is advised that the lead government department for the VBA (DELWP) has finalised the first stage of the government approval process and the Agreement is currently with IRV (and DTF) for the next stage of the process locking in the first salary increase (3.25%) to be backdated to 2 May 2016, once the Agreement commences.

The Government approves the proposed Victorian Building Authority Enterprise Agreement 2016 (VBA Agreement) and the proposed Agreement is circulated to all employees who will vote in July.

WORKSAFE

CPSU calls for member feedback to inform our submission to the State Government's review of WorkSafe's regulation and OHS enforcement.

DELWP

CPSU is advised of a proposal to restructure the Office of the Forest, Fire and Regions Group.

MUSEUM VICTORIA

The deadline for reaching in-principle agreement is extended until 30 June as discussions continue around two outstanding matters being Museum Victoria's proposed changes to the Span of Hours, and CPSU's claim for weekend penalty rates to be extended to all employees, including casuals.

DOJR

Members are made aware of the proposed organisational changes that have been proposed by the Department following the earlier machinery changes as CPSU calls for feedback in writing so we can respond to the Department by its deadline. CPSU receives notification of the decision to implement change with the Community Correctional Services Learning and Development Team with position descriptions relevant to the change being provided.

JULY 2016

VICTORIA POLICE

CPSU holds a morning tea to have an informal chat to all staff.

CPSU reminds all PDC VPS to complete a survey from our VicPol Academy Branch Section Committee.

Some members start receiving back payments of up to \$10,000 for travel costs associated with temporary workplaces, following settlement of a long entitlements dispute with Victoria Police.

CPSU receives notification from Victoria Police advising of a proposed relocation of three VPS staff from the Conducted Energy Device Project, Logistical Support Division, and Infrastructure & IT, from Collingwood to Preston as we seek feedback from members in accordance with our Agreement.



PARLIAMENT

CPSU invites members at Parliament to attend a meeting to discuss the proposed new Enterprise Agreement which has been negotiated over the past six months.

FILM VICTORIA

CPSU holds a meeting to provide an update on the EBA and to discuss any issues members may wish to raise.



VICTORIAN PUBLIC SERVICE

CPSU advises all 35,000 VPS staff to expect 1.5% more in their pay under our Victorian Public Service Agreement.

PTV

PTV employees vote overwhelmingly to approve the new Enterprise Agreement with the Victorian Electoral Commission receiving 272 'YES' votes and pay increases will be backdated to March.

CPSU seeks further information about the Government's proposal to create Transport for Victoria and how it may impact PTV members.

MUSEUM VICTORIA

CPSU advises all members not to participate or speak with the Museum's lawyers after we become aware that some employees have been directly approached by management to assist their challenge against casuals in a legal case which is considered to be a significant conflict of interest, and could potentially be prejudicial to any future action an Employee may have cause to bring.

COURT SERVICES VICTORIA

Court Services Victoria advises CPSU of the proposal to restructure Jurisdiction Services impacting 15 employees who could become subject to redundancy so we organise to meet members, discuss the proposed issues and formulate plans to respond.

CPSU writes to CSV CEO seeking information for our discussions with members about the restructure as its rationale is communicated as purely budgetary, yet CSV still engages expensive consultants and members express their anger, bitter disappointment and concerns in particular about this use since the last restructure in March.

DHHS

CPSU receives correspondence from the Department regarding outcomes of the Staffing for Service Quality proposals however rosters and a final structure of the Central After Hours Service are not provided but will be shared with affected members in meetings and communications scheduled by management shortly.

CPSU and local delegates invite members to a general meeting at the Shepparton office to hear updates on; restructures, NDIS, workload, OH&S, and to discuss any other broader or local issues.

CPSU meets with DHHS to discuss members' concerns about the proposed restructures across all divisions in health in response to additional correspondence from the Department which does not adequately address concerns raised by affected members, specifically the lack of detail around the proposed roles as DHHS do not provide detailed PDs but we agree to put this proposal to members for feedback after DHHS offers to provide staff with key accountabilities for each of the proposed roles.

CPSU holds a meeting for the Barwon South West Health team regarding proposed changes to operational division health branches.

DOJR

CPSU seeks nominations for two more members who are interested in participating in a CCS consultative committee which will consult on expansion and accommodation arrangements and reform changes that are underway.

CPSU receives notification from the Department of a proposal to change the current working arrangements for the Community Operations and Victims Support Agency, Criminal Justice Division and we call for member feedback.

CPSU visits the Melbourne Assessment Prison for a walk through of the facility to give members an opportunity to raise issues directly, ask questions about the enterprise bargaining round, and for non-members to ask questions about union membership.

VBA

CPSU celebrates a great outcome as employees overwhelmingly endorse the new Victorian Building Authority Agreement with 207 employees voting 'YES' (90.7%) and the first pay rise of 3.25% will be backdated to May and the \$1,800 sign on bonus (pro rata for part time employees) will be paid as a lump sum.

ARTS CENTRE

CPSU resolve the majority of issues in bargaining for a new Enterprise Agreement with improvements including a 3.25% (p.a.) pay increase for four years (effective 1 January 2016) as the parties continue to work to resolve some outstanding concerns and we lodge a bargaining dispute with the Fair Work Commission to determine the appropriate underpinning modern award to help resolve member concerns around hours of work and penalty rates.

WORKSAFE

CPSU reminds members to submit any feedback to inform our submission to the State Government's Occupational Health and Safety Compliance and Enforcement Review of WorkSafe's compliance and enforcement activities; its provision of OHS compliance information; and promotion of OHS awareness, education and training.

LOWAN MURRAY WATER

CPSU receives proposed changes to the executive structure and reporting lines within Lower Murray Water but employees are informed that no job losses are proposed.

VICSES

CPSU becomes aware of possible contraventions of the current Enterprise Agreement where members not receiving commuted allowance are being requested to perform ordinary hours outside the timeframe of 8am-

8pm as we also learn that overtime payments are being refused with time in lieu offered in its place.

OFFICE OF PUBLIC PROSECUTIONS

CPSU receives notification from OPP about the proposal to make changes to positions in the Library unit as we urge members to contact us with any concerns.

AUGUST

PARKS VICTORIA

CPSU seeks urgent feedback on emergency response provisions following active negotiations for the new Parks Agreement as the parties move closer to reaching in-principle agreement but we are still trying to get recognition for advance fallers, first attack dozers, hazardous tree assessors, fire investigators and taker operators and feedback is required from people who perform these roles.

CPSU receives correspondence from Parks Victoria advising of a proposal to make a number of changes to the structure of the Legal and Governance Directorate.

Following the call for feedback, CPSU is advised by Parks that following discussions with DELWP, our claim to have the emergency response provisions expanded to include additional roles (above) has been rejected displaying a lack of knowledge by senior Parks Management about how fire roles are utilised during planned burning and suppression and our CPSU Secretary requests a meeting with the Chief Executive but he is not available to discuss the issue.

VICSES

CPSU holds general member meetings at seven SES offices across the state with a broad agenda of issues and topics to discuss.

PTV

CPSU holds a coffee catch-up with PTV members to chat about any and all issues as we notify members that the PTV Enterprise Agreement 2016 has been approved by Fair Work and this Agreement includes back pay for eligible employees from March. CPSU learns of interim structure for Transport for Victoria following its establishment in June and is advised that members will be consulted during development of a final structure.

DEPI

CPSU receives the latest version of the Department's proposed Drug and Alcohol policy which proposes to allow the Department to conduct random drug and alcohol testing and while we understand the need for parts of the policy when undertaking high-risk work, however for employees working in low-risk environments it's seen as a heavy-handed approach. The union therefore opposes the proposed use of drug and alcohol testing policy change and seeks legal advice on this matter as the VPS Agreement already sets out a procedure and adopts a welfare based approach and CPSU writes to the Department to seek additional information.

CHILD PROTECTION

CPSU invites Child Protection members in Frankston and Cheltenham to a meeting to discuss proposed changes to the structure which consolidates investigation and response teams under a single Area Manager based at Frankston, and existing case management teams under a single Area Manager based at Cheltenham. The proposal also includes a change



in reporting lines for the Community Based team as it proposes that this team will report through to the Area Manager at Frankston.

VISIT VICTORIA

CPSU holds a meeting for members, and any interested Visit Victoria employees, to discuss the transition to Visit Victoria, workplace issues, and the next steps/process for a Visit Victoria Enterprise Agreement.

WORKSAFE

CPSU holds a meeting for members to discuss our Log of Claims prior to negotiations and the expiry of the current agreement on 30 November.

VICTORIA POLICE

CPSU is advised of the decision to realign the Driver Training Unit to balance the workload between two Inspectors and work location and conditions will not be altered.

DHHS

CPSU holds a meeting in Bendigo around the transition to the NDIS in the Loddon area after the union is advised to expect to receive a formal notification of the proposed change shortly.

DELWP

CPSU receives correspondence from DELWP advising of the intention to bring together a number of existing functions into a new division, Land Use Victoria.

GOULBURN MURRAY WATER

Meetings commence with a reinvigorated Central Consultative Committee following a new Enterprise Agreement as CPSU receives correspondence accepting our claims of underpayments for work completed outside the rostered season for CSOs and 24/7 support employees on a 10/12 arrangement.

PEOPLE'S INQUIRY INTO PRIVATISATION

CPSU makes a submission to the People's Inquiry into Privatisation on behalf of members in Victoria after the Inquiry is set up in response to the Federal Government's Productivity Commission inquiry into how to further privatise public services and members are surveyed to hear their views and experiences to inform our submission.

SEPT 2016

DHHS

CPSU receives a proposal from the Department to align several key roles across the Client Outcomes and Service Improvement (COSI) Branch.

Consultation around the transition to the NDIS in the Loddon area continues, and CPSU holds a meeting for members in Bendigo to discuss the transition, and what it means for affected staff.



CPSU is advised by the Department that there will be no job losses stemming from of a proposed restructure in the Home and Community Care and Assessment Unit within the Ageing and Aged Care Branch of the Community Participation, Sport and Recreation, Health and Wellbeing Division as employees will be assigned to the same or similar roles based upon best fit.

CPSU is advised of a proposed restructure in the People and Culture Branch and asks for feedback from members.

CPSU meets with members at the DHHS Mildura office to discuss any matters affecting the workplace.

WorkSafe issues an improvement notice on Malmsbury Youth Justice Centre following two visits after an armed client riot with the Inspector suggesting that in consultation with staff and HSR's, that DHHS include appropriate staffing levels within the centre when required, backfill positions, offer appropriate training for unit staff members including agency staff, develop effective behaviour management systems, and ensure

incidents are reported and staff debriefings occur immediately after incidents.

CPSU meets with health and safety reps and WorkSafe about the spate of violent incidents at Parkville Youth Justice as WorkSafe takes a considered approach in identifying actions DHHS can undertake to reduce further issues and we encourage members subject to violence, threats, or who suffer injuries at work to report what's happened.

CPSU also meets with the Department Secretary and Deputy Secretary to address safety concerns at Malmsbury and Parkville and are assured DHHS takes the matters seriously and they commit to attend and conduct town halls at both sites to address employees about actions being taken to ensure safety of employees is elevated.

Preston based Child Protection and CYF members attend a meeting to discuss issues affecting the workplace including workload and case volumes, health and welfare issues, and other industrial matters.

CPSU receives a response from the Department in relation to member concerns around the Child Protection Frankston and Cheltenham restructure and we now have the opportunity to provide a further response and to suggest an alternative proposal to the proposed structure which consolidates investigation and response teams under a single Area Manager based at Frankston, and existing case management teams under a single Area Manager based at Cheltenham.

CPSU visit Child Protection members in Morwell and Leongatha.

VICTORIA LEGAL AID

CPSU receives a copy of Victoria Legal Aid's Family Law Legal Aid Services Review and seeks feedback from members about proposed changes within the Family, Youth and Children's Law program.

DELWP

CPSU learns of DELWP's proposal to restructure the Business Operations and Performance Branch of the Energy, Environment and Climate Change Group.



CPSU receives correspondence about a proposal to make changes to the structure of the Technology Solutions Unit (TSU) in the Capability and Assets Branch.

In a huge win for members, CPSU and DELWP sign an MOU providing the Earned Emergency Recreation Leave (EERL) entitlement which allows staff additional time off work for health and wellbeing purposes in acknowledgment for working extended hours in emergency management after tireless work from our Fire and Emergency Management Sub Branch members. The first round of EERL will be counted from 1 January 2016 with staff being credited with leave balances as soon as practical in early 2017.

STATE TRUSTEES

We hold meetings across all State Trustees locations for all members and staff interested in finding out more about bargaining, improving their conditions and joining the union.

DOJR

Community Correctional Service (CSS) staff receive letters about the restructure and learn what stream their positions have been matched too as we hold meetings at all CCS locations and discuss what we know about the expansion and accommodation arrangements, including the reform changes that have already commenced.

The Department advises CPSU of a proposal to change the current working arrangement for existing, ongoing Helpline staff that will support the Victims of Crime Helpline service.

VCGLR

CPSU holds a meeting of all Compliance Inspector members to discuss proposed rostering arrangements.

NATIONAL GALLERY

CPSU updates members and interested NGV employees on the EBA and gives members the opportunity to raise workplace issues.

VICTORIA POLICE

CPSU launch the first edition of our Victorian Police Centre Branch newsletter, following the VPC's official launch in May.

CPSU seek feedback from part time shift workers who get days in lieu for public holidays they are not rostered to work, amidst a dispute with Victoria Police over allocation of shift days.

Members raise the lack of opportunities for development and higher duties, despite senior management of Victoria Police committing to support development in 2015 as CPSU asks members if they have been denied release to pursue a secondment or fixed term opportunity.

Essential Services Commission
CPSU receives correspondence from ESC advising of a proposal to make changes to the Corporate Division.

VICTORIAN BUILDING AUTHORITY

CPSU is advised of a proposal to make changes to the operating model of the Licensing and Registration Division.

Fair Work approves the new Victorian Building Authority Agreement.

VBA advises CPSU of a proposal to make changes to the Enquiries and Dispute Resolution division, the Compliance and Performance division, and the Technical and Regulation division.

ROYAL BOTANIC GARDENS

CPSU calls a meeting with members to discuss member queries and the lack of detail around the Organisational Structural Review, the process of filling positions, the difficulty in comprehending communication from management, and redeployment.

TAC

CPSU invites all staff to our Annual BBQ which as a free event is about encouraging members to bring along a colleague who may be interested in knowing more about CPSU while members are asked to bring along a list of what is needed in the next Enterprise Agreement.

ELECTORATE OFFICERS

CPSU surveys members ahead of negotiations with the Department of Parliamentary Services to replace the Electorate Officers (Victoria) Single Enterprise Agreement 2013.

ARTS INSTITUTIONS

The Arts nexus enterprise agreement negotiations conclude with the delay being the result of a common issue to each of the Agreements that being penalty rates for casual employees for weekend work that needed resolution. CPSU is able to fight off all of the regressive claims made by these Employers, which would have resulted in radical and negative impacts for employees and we are thrilled to announce that as a part of the settlement, penalty rates will now apply to casual employees for evening and weekend work.

OCT 2016

VIC FORESTS

CPSU asks members to vote yes on the proposed Vic Forests Agreement.

DE&T

CPSU receives a report from the independent investigator into the IT Department after we make a request under Freedom of Information following both the Principal and DE&T HR refusing to release report.

CPSU receives correspondence from DET regarding the new regional operating model and we are provided with a copy of the change proposal.

DEDJTR

CPSU learns members have been informed they will not receive progression despite not having performance issues as members are encouraged to contact us if progression was not achieved.

CPSU receives a proposal from the Department to restructure the Creative Victoria Group.

CPSU receives a proposal from the Department to restructure Programs, Small Business and Employment Division, Economic Development, Employment and Innovation Group.

CPSU invites members of PTV and DEDJTR Transport who are affected by the creation of Transport for Victoria to a union meeting to discuss implications and questions stemming from the proposal.

CPSU receives the proposal to restructure the Ministerial and Portfolio Services Division and the change management plan is also provided.

CENITEX

CPSU holds several meetings with members about the proposed organisational restructure.

CPSU holds a constructive meeting with delegates and management where we raise important issues and suggest appropriate ways forward around the proposed restructure as we advise CenITex that members are unlikely to agree to the unusually short proposed two-week timeline although CPSU is that members are in favour of the vision of greater customer focus, but not the proposed implementation so CenITex agrees to extend the timeline by a week however the union maintains that timelines will need to be longer to accommodate the various stages.

VISIT VICTORIA

CPSU writes to Visit Victoria outlining member concerns that current Christmas closedown provisions will not apply and we express the view that while Tourism Victoria employees had been transferred to Visit Victoria under section 30 of the Public Administration Act on terms and conditions of employment 'no less favourable overall', this does not provide an employer with an opportunity to reinterpret or redefine the conditions of employment so following discussions, Visit Victoria agrees that Christmas closedown provisions under the VPS Agreement would apply.



DELWP

DELWP seeks CPSU's feedback on a new proposed Standard Operating Procedure which would see the current National Criminal History Record Checks extended from all new employees to include all current Authorised Officers.

WORKSAFE

CPSU meets with WorkSafe Representatives to gain understanding into what has led to the contentious matters our members are raising, particularly surrounding GPS monitoring without consultation. WorkSafe acknowledges that CPSU has not been consulted in the course of sub-committee meetings and as



such would like to consult now and welcome our members' input as we seek feedback on this issue.

GOULBURN MURRAY WATER

The back pay process for 32 employees in the 24/7 team is finalised following a CPSU investigation into entitlements and conditions with some individual entitlements to go back six years involving thousands of dollars to be recovered.

PARKS VICTORIA

CPSU receives a proposal from Parks Victoria to move the Business Operations and Facilities Branch from Bourke Street to the Yarra Bend Park Work Centre in Fairfield. We seek member feedback.

CPSU discovers that an outcome of the Authorised Officer review is that FSOs will not be appointed, nor will they be accepted into the Authorised Officer training program so as this decision, which affects a large number of FSOs, is made without adhering to the Determination, we seek

consultation with Parks.

Parks finally provide the revised proposal to restructure Business Information Services. The restructure affects a large number of CPSU members who will work together to understand what Parks is trying to achieve and provide an alternative proposal that will not result in any job losses.

CPSU and the other unions reach final in-principle agreement for the 2016 PV Agreement after the process takes a few extra weeks to resolve the fire and emergency role payments and CPSU believes the Agreement as a whole package is very beneficial for members.

TAXI SERVICES COMMISSION

CPSU receives a proposal from the Taxi Services Commission to change the hours of operation and individual roster arrangements within the TSC Call Centre Team.

VICTORIA POLICE

CPSU and Victoria Police discuss the Christmas Closedown and our Academy Committee and Victoria Police HR agree on a set of guidelines. CPSU invites members to establish Branch Sections, on top of the three that already exist (VPC, Police Academy and Forensics) as members are invited to get more involved in the union by learning about becoming a Workplace and/or a Health and Safety Rep.

CPSU plans to discuss restrictive rules around meal breaks with Victoria Police, following concerns raised by members.

G4S

CPSU sends a final Log of Claims to Port Phillip Prison Officers for their endorsement.

DHHS

CPSU visits Hurstbridge Farm to hold discussions with members regarding rosters, OH&S, breaks, and any other industrial matters.

NOV 2016

EMERGENCY SERVICES & STATE SUPER

Voting opens for the proposed ES & State Super Agreement, and CPSU encourages a 'yes' vote.

VICSES

CPSU urges members to vote yes in the new SES Agreement as the new Agreement receives majority support.

PARKS VICTORIA

CPSU members receive a letter to inform them of the proposed changes to weekend work allocations after CPSU and Parks agree that a four-week period of consultation should occur and Parks management give a commitment that the budget for weekend work will continue.

CPSU meets with Parks Management and finalises the implementation of Earned Emergency Recreation Leave (EERL) that will provide eligible employees will additional leave back-dated to 1 January 2016.



CPSU and AWU advise Parks Victoria that the unions will not be attending the Cultural Change Program workshop after losing faith in the process based on management's handling of staff management in the District advising Parks we can't support a process that we feel will not address the real issues in South Gippsland

based on concerns identified in the Peter Parkinson Independent Review as we are informed that staff will be directed to attend and participate in the workshop so advise staff to follow all lawful Employer directions.

DOJR

CPSU visits Malmsbury for a walk-through and speaks to members about issues affecting the workplace.

NATIONAL GALLERY OF VICTORIA

The Enterprise Agreement for the National Gallery is approved by government with an 'access period' to follow where the employer provides staff with the full text of the proposed Agreement while CPSU urges members to vote yes as we also hold a meeting with members to discuss the agreement. The Agreement receives an outstanding result with 'yes' votes totalling 98.1%.

AHPRA

CPSU meets with AHPRA to resolve disputes about their failures to consult in accordance with the Agreements on three matters and the meeting is positive however CPSU is not supporting the National Agreement proposed by AHPRA management and we urge members to vote the agreement down.

STATE LIBRARY VICTORIA

The Enterprise Agreement for the State Library is approved by government and after an 'access period' follows where the employer provides staff with the full text of the proposed Agreement as CPSU urges members to vote yes and the Agreement receives an outstanding result with a 99.1% approval rate as a result.

FILM VICTORIA

The Enterprise Agreement for Film Victoria is approved by government and after an 'access period' follows where the employer provides staff with the full text of the proposed Agreement as CPSU urges members to vote yes in the new Agreement.

ACMI

The Enterprise Agreement for ACMI is approved by government and after an 'access period' follows where the employer provides staff with the full text of the proposed Agreement as CPSU urges members to vote yes in the new Agreement.

MUSEUM VICTORIA

The Enterprise Agreement for Museum Victoria is approved by government and after an 'access period' follows where the employer provides staff with the full text of the proposed Agreement as CPSU urges members to vote yes in the new Agreement.

DHHS

CPSU receives correspondence from the Department advising a number of proposed changes that will affect staff across a number of divisions including the Strategic and Budget, Planning and Risk, PAEC, and Reporting Redesign and a presentation is also provided.

CPSU receives the Department's proposal to make changes to the Economic and Community Participation and Office for Youth unit.

Following riots at Parkville Youth Justice Centre, the union contacts members with an update around relocation and assistance that will be offered to staff who have to travel to Barwon Prison as a result of relocating Parkville clients and CPSU receives approval from the Department for a member from Parkville to be seconded to CPSU as a new resource for members.



CENITEX

CPSU receives responses from CenITex to our questions and details of the function mapping.

PTV

CPSU is advised by PTV of the announcement of a functional re-alignment to realign 'existing' functions in their entirety under new reporting lines at the executive level.

DEDJTR

CPSU meets with DEDJTR about the issue of members submitting claims for reimbursement of incidental expenses associated with overnight travel, only to have them rejected based on a Department's policy however CPSU asserts that the union does not believe that the policy aligns with the intent of our VPS Agreement and the Department confirms moving forward that all personal reimbursement claims will be processed by Finance for payment following approval of the financial delegate.

CPSU is advised by the Department of the proposal to restructure the Freedom of Information branch, Ministerial and Portfolio Services Division.

PSU is advised by the Department of the proposal to restructure the Market Access Team - Biosecurity Branch, Agriculture & Rural Division, Agriculture & Resources Group.

CPSU learns of the proposal to restructure the Procurement Governance and Support Division.

DE&T

Our response to DET's proposal regarding the transition to the Regional Model for SSSOs is submitted to the Department.

CPSU conducts a survey of all members at DET to ensure we remain engaging and relevant to their needs and interests to help inform our new strategy within the Department - 'Your Workplace, Your Union.'

DELWP

The Department issues documentation titled 'an improved approach to Employee Performance Plans' (EPP) and after reviewing the documents CPSU asserts that the documents do not align with the intent of Progression provisions in our VPS Agreement (clause 24) so CPSU meets with Department management to discuss our concerns and requests

that DELWP review the documentation and provide a response as soon as practicable.

DELWP provides CPSU with a revised version of the proposed Drug and Alcohol Policy.

SUSTAINABILITY VICTORIA

CPSU is advised by Sustainability Victoria of the proposal to make structural changes within the Waste Divisions and Engagement Divisions, and also create a new Communications and Engagement Division as the Department confirms there will be no reduction in FTE.

VICHEALTH

CPSU run a survey for VicHealth members to assist us in developing a log of claims ahead of the current Agreement expiring in May 2017.

BUILDING CAPABILITY

CPSU conducts a survey of all members under 35-years of age to find out what they want to achieve in their workplace and working life and how being a member of CPSU can assist.

ELECTRICITY PRICE GOUGING SWITCH OFF

WHILE DEBATE CONTINUES AFTER THE SOUTH AUSTRALIAN BLACKOUT LAST YEAR OVER RENEWABLES AND THE TRUE COST OF BROWN COAL GENERATED ELECTRICITY, THE CAUSE BEHIND INCREASING ENERGY COSTS TO VICTORIANS WAS EXPOSED RECENTLY IN SUBMISSIONS TO THE PEOPLE'S INQUIRY INTO PRIVATISATION AND IT HAD NOTHING TO DO WITH AN OVERDUE RE-ADJUSTMENT IN ROYALTIES OR HAZELWOOD'S CLOSURE.

While many reasons are routinely suggested it's worth also taking a look at the impact of the Kennett Government's privatisation of the State Electricity Commission (SECV) in 1995 as one cause behind skyrocketing costs.

The inter-related connection of private ownership with higher electricity prices cannot be overlooked.

After WW1, Sir John Monash applied his authority to providing Victoria with a unified system of power generation and distribution in the form of the State Electricity Commission (SECV).

The State Owned SECV effectively made Victoria independent of NSW black coal when there were several sizeable existing power schemes mostly private companies enjoying a monopoly on a sort of build-own-operate-transfer basis.

Voltages and frequencies differed and some schemes used direct current but Monash's major problem was political.



The original plan in the 1920's implied the SECV would just take over vacant territory and supply existing schemes in bulk however Monash opposed this and saw no point in providing cheaper power so that middlemen could increase their profits.

Monash applied his skills and long experience of interacting with politicians, and status as a war hero, to largely achieve his vision for Victorians of a unified system of power generation and distribution offering large economies of scale.

State politicians of the era were bemused and in some cases permanently aggrieved by their inability to make him toe their line.

70 years later the snake oil salespeople returned and claimed that the private sector was inherently more efficient and that the people of Victoria would benefit from the competition after the break up and sale of the SECV.

In the year before privatisation, the SECV paid \$995 million in interest, a \$191 million dividend to the State Government, and had a profit of \$207 million.

Victoria and South Australia have sold all their electricity businesses, while only some have been sold in Queensland and NSW.

The generators have been sold in NSW and the retail businesses have been sold in Queensland and NSW. Everywhere else in Australia, they are still state-owned assets.

Our electricity prices are the result of complex regulatory processes. The electricity price we pay includes charges for generation, transmission, distribution and retail services.

Australian Energy Market Operator (AEMO) determines generation charges while Australian Energy Regulator (AER) sets the transmission and distribution charges.

Retailers set the retail component in NSW, Victoria and SA, while elsewhere government regulators do.

Charges for transmission "poles and wires" form the largest component of our electricity price, so any price increases here will noticeably impact on our electricity bills and this is what we have experienced.

The largest part of these regulated network charges is the company's rate of return and AER decides this rate, taking into account things such as proposed investment.

In order to fully exploit the investment, the networks inflated yields, and hence maximise profits.

Network businesses have sought to expand their 'poles and wires' asset base and over-hyped future demand from the grid, in order to be granted expansion approval by AER.

\$75 billion has been spent on network improvements and expansion in the past 10 years and this extraordinary expense just passed on to consumers to meet demand forecasts that never eventuated.

Because network revenue is guaranteed by the regulator, consumers must pay for this new capacity whether it's used or not. The majority of Victoria's electricity network assets are now owned by the Singapore and Chinese Government.

One of the major reasons that overseas governments claim to be buying into our assets is the higher rates of return.



They demand two per cent return on assets or less from their own electricity assets at home while they're receiving 8-10 per cent return on ours.

Victorian electricity consumers are now providing this return.

Victorians are effectively subsidising the cheaper cost of electricity to overseas domestic consumers.

Unfortunately, the people who were meant to benefit from the establishment of the SEC - Victorians - are now the ones paying the highest for it.

The immediate sugar hit from the sale price achieved is gone.

Prices and customer complaints have gone up, reliability has gone down, massive job losses particularly in regional areas have devastated communities, profits generated go off-shore instead of back to Victorians and John Monash would be turning in his grave.



WHAT'S BEHIND YOUTH JUSTICE RIOTS

MANY OF THE PROBLEMS THE SYSTEM NOW FACES HAVE BEEN SIX YEARS IN THE MAKING AS STAFFING AND FACILITIES DETERIORATED AND GOVERNMENT AND REGULATORS IGNORED BUILDING TENSIONS AS OFFENDER PROFILES HARDENED.

A damning Ombudsman report describing conditions at Parkville as “disgraceful” and outlining many health and safety concerns was sat on by the incoming Baillieu Government.

The Baillieu-Napthine era stripped resources and made 6,000 public servants redundant including 1,000 at DHHS.

The Department was instructed not to fill fixed-term positions, or vacancies.

It became the era of outsourced human service delivery and labour hire.

A new head of Secure Services was engaged from Victoria Police and a former NGO head took up the Children’s Commissioner role.

Occupational Violence was ignored as staff were told to just toughen up and consequence for action remained wishful thinking.

Pizzas, ice-cream and coke under the guise of a therapeutic model became widespread bribes to maintain order.

Experienced staff were forced out, many on spurious misconduct claims, one even being terminated after having a shiv held to his throat during a break-out because he opened a cell door to provide toilet paper.

Incident categories were even re-calibrated to hide the violence and the management regime went full throttle with public affairs and stunts to distract outside onlookers convincing even many experienced journalists that all was rosy behind the wall.

The Children’s Commissioner at the time even exclaimed the Coalition Minister Mary Wooldridge as ‘a bloody ripper’ Minister.

The Government changed in 2014 and the Department commissioned further reports as questions arose after violence towards staff escalated.

The facilities were filling up as the drug ‘ICE’ swept the suburbs and adult crime syndicates ‘ran the boys’ leaving more and more remand offenders housed in cramped conditions for far too long.

Assaults on staff continued, damaged property repaired, but budget submissions remained unsuccessful even after youth offenders took their protests to the Parkville rooftops.

Then in early November last year offenders at Parkville caused more than \$2 million worth of damage.

Rioters trashed their accommodation, smashed ceiling tiles and air conditioning units, broke CCTV equipment and left half the facility un-inhabitable and without 60 beds overnight.

Youth offenders had to be promptly relocated offsite and many went to Malmesbury compounding safety issues there. Others were sent temporarily to Police lock-ups like Mill Park, prior to the decision to utilise beds at the former young offenders Grevillea unit at Barwon prison.



IMPACT ON STAFF

WHILE IT'S ONLY A SMALL COHORT IGNITING UNACCEPTABLE BEHAVIOUR INSIDE OUR YOUTH JUSTICE CENTRES, THE IMPACTS HAVE BEEN IMMENSE AND CHALLENGING FOR EVERYONE, INCLUDING CPSU MEMBERS.

Youth Justice members have been at the forefront of these riots, and unfortunately, many have become victims of serious attacks and threats in a place where they have a right to feel safe.

CPSU asserts that there is no hierarchy of human rights and the human rights of our members is equally a consideration in the choices being made by government about accommodation for youth offenders.

Debate around the suitability of relocating youth offenders to the detached Grevillea Unit is ongoing but the union has supported this approach by the Government because the need was immediate and it offers safety and security for both our members and the

majority of young offenders who do not want to be part of the violent disruption.

Assertions that youth offenders had been sent to 'adult prison' are wildly misleading.

The reality is that Grevillea is a separated unit, with a separate entrance, visiting rooms, outdoor areas and accommodation.

Young offenders have no contact with adult prisoners.

It has a wall and razor wire just like the secure areas at Parkville and Malmsbury.

Questions still remain about why Grevillea opponents would have preferred young offenders be left in the uninhabitable Parkville facility, or Malmsbury, where they outnumber available beds, rather than moved somewhere safe, clean and intact.

The impact of these riots and other violent behaviours have on our members is serious, as they face the risk of communicable disease as for example after being spat at inside their mouths.

Some female members have been held down and threatened with rape, and many members are the victims of horrific physical assaults.

What's worse is the actions of offenders are rarely subject to consequence, so there is nothing deterring these heinous acts.

It's going to take a strong and collaborative effort to solve these incredibly complex problems.

KAREN BATT

CPSU is calling for urgent upgrades to facilities; increased numbers of trained and experienced staff; and a redraft of operational procedures not updated in 16 years, to deal with the current offender demographic coming through the system.

CPSU continues our support for the dual-track model, whereby 18 to 21 year-olds convicted of serious offences can be detained in a youth justice center instead of an adult prison; although systems need to be in place to ensure staff can manage offenders effectively and safely.

CPSU wants young offenders to be rehabilitated in a safe environment.

CPSU is concerned about vulnerable offenders who are coerced into bad behaviour, or have no opportunity to progress because they can't be separated from the cohort who do the wrong thing.

CPSU has called for the establishment of a complex needs unit that would allow problematic youth to be separated from others.

Ultimately, CPSU wants our members to be safe and to be able to fulfill the role that many of them have been dedicated to for decades.

It is our responsibility as a union to support our members through hard times; to ensure their human rights are protected, workplace safety is upheld, and not turn our backs.

CPSU will never accept unsafe work conditions or violence against our members.

NOT EQUAL AT WORK

IT TOOK THE DEATHS OF MORE THAN 400 PUBLIC SERVICE HEALTHCARE WORKERS IN WEST AFRICA DURING THE EBOLA CRISIS FOR THEIR GOVERNMENT TO FINALLY SUPPLY LIFE-SAVING PROTECTIVE GEAR FOR ITS WORKFORCE.

Stories like this highlight the plight many public employees face when not afforded the same rights as private sector counterparts at work, including the right to a healthy and safe work environment, the right to organise, and the right to collectively bargain.

Similar shocking stories about deplorable treatment of public employees from across the globe were shared at a summit recently in an effort to ensure the rights of public employees are never undermined.

At the conference, Public Services International affiliates highlighted a global trend of governments treating their workforces' as second class citizens, and shifting to privatised models of service delivery.

PSI shares campaign strategies to inform affiliates about the global trend to privatise, outsource, or use alternative funding models that undermine service quality and divert scarce public revenue to privateers.



PSI investigates these multinational corporations taking over the delivery of public services, with many believed to be paying minimal or no tax.

CPSU has been a longstanding affiliate and attended the conference to hear other union experiences about their governments' as an employer.

Stories were shared about European governments who are mandated to outsource or privatise services to multinational companies in order to have countries bailed out economically.

For those who work in the service of the public they have the choice of losing their job or taking a significant cut in pay and entitlements, and in examples such as Greece, to have their pensions frozen or cut.

The stories were as confronting as the figures are shocking in West Africa with one in four health workers required to work for free; with 93 of 100 having no access to social services; and 89 of 100 having never been vaccinated for any disease or illness they may be exposed to in their job.

The conference explored other impacts on public service delivery including bonded labour and the global shortage of trained staff for a range of service functions due to poor government funding leading to many workers taking up roles for no pay in an attempt to eventually get a chance for paid work.

Precarious employment of this nature is rife and is a focus for PSI affiliates.

Other concerns relate to corrupted government procurement process.

The lack of any oversight of decision making allowed these corrupt practices to fester, coupled with frequent movement of certain personnel between public sector employment and the private companies bidding for the work.

Decisions then fail to take into account the democratic and national interests of the citizens as a whole.

Rather the financial interests of the multinational companies and those who financially benefit from the contract are the priority.

Australian unions showcased the Peoples Inquiry into Privatisation as our strategy for reframing the anti privatisation debate.

CPSU looks forward to continuing our work with PSI and other unions across the globe to ensure the rights and entitlements of our members are protected and advanced.

WHO'S PAYING? ACTUALLY.. WHO'S NOT?



Set your debt collectors on the
**679 CORPORATIONS
WHO PAID NO TAX**

IT'S AN APPROPRIATE TIME, FOLLOWING THE CENTRELINK DEBT RECOVERY DISASTER HITTING OUR POOREST PENSIONERS, WITH REPORTS SURFACING THAT FEDERAL POLITICIANS CLAIMED TRAVEL ALLOWANCES TO BUY INVESTOR PROPERTIES, ATTEND SPORTING EVENTS, FAMILY RE-UNION HOLIDAY'S, EVEN THE PORTSEA POLO ON THE TAXPAYER, TO FIND WHO ISN'T PAYING THEIR WAY.

New tax office figures reveal that 36 per cent or 679 large firms paid no tax on their earnings.

This includes 109 companies that paid no tax, despite reporting more than \$1billion in total income.



Resources and energy had the greatest proportion of firms that did not pay any tax, at just under 60 per cent, while almost 40 per cent of manufacturers also paid nothing.

Financial firms, retailers and other companies in the services sector were much more likely to have paid up, with less than 30 per cent having a zero tax bill in 2014-15 with that trend continuing in 2015-16 financial year.

IBM paid no tax despite recording \$3.6bn in total income of which \$49.3m was taxable income.

Google, Yahoo!, Microsoft and Samsung reduced their tax bills by a combined \$5.4 billion in 2013 and 2014 with the average rate of tax paid being 16 cents in the dollar or about half the income tax rate paid by an average worker in Australia.

The main tax avoidance techniques are debt-loading, also known as the capitalisation, where Australian subsidiaries are hit with massive interest bills by offshore divisions of the same company as a way of artificially-lowering taxable earnings here, and profit alienation.

Profit alienation is where Australian divisions are forced to pay large intellectual property fees to divisions based in tax havens and low-tax jurisdictions.

Personal income taxation made up around 47 percent of all tax received by the Federal Government while the GST makes up around 14.4 percent of federal taxation receipts.

www.abc.net.au/news/2016-12-09/tax-data-transparency-ato/8106178



YEAR HIGHLIGHTS



DURING THE YEAR THE UNION CONTINUED TO REPRESENT OUR MEMBERS IN BOTH AN INDIVIDUAL CAPACITY, COLLECTIVELY, AND IN POLICY DEVELOPMENT FORUMS.

The union made submissions to a number of the Victorian Government's commissions of Inquiry including Fiskville, Fire Services Review, Ministerial Advisory Committee review into EPA, Bracks' School Funding review to name but a few.

Members were actively involved in the development of the submissions and in some cases presented to the Committees these submissions.

Union Officials and staff have been involved in a range of Government initiated social policy Committees and Taskforces such as the Premier's Ice Taskforce, NDIS Implementation Taskforce, Road Map to Reform for Policy for Children and Young Persons, Public Sector OHS Leadership Round Table.

Significant work was commenced during the year to improve Departmental responses to OHS issues such as bullying, occupational violence, inappropriate procurement and broader risk mitigation strategies.

The union was involved in extensive enterprise bargaining during the year with the Victorian Public Service negotiations for a new EBA. Negotiations also occurred in 20 other agencies including three (3) private employers.

The union recruited 1,871 new members (2015: 1,591).

CPSU received 275 notifications of change (2015: 308) and ran 549 cases (2015: 708) on behalf of members. There were 946 "enquiry" cases that dealt with matters over the telephone.

A small operating loss of \$7,088 was recorded with member subscriptions up & industrial services expanded. CPSU continues to consolidate our financial position for the future with net member funds at \$2,514,918.

