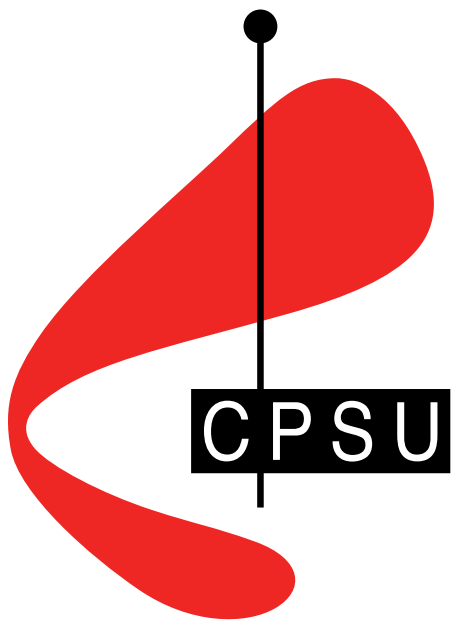




issue 1 | volume 30 | summer 2018 edition

PUBLIC PERSPECTIVE

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

**MORATORIUM ON
MORE SELL-OFFS -**

PAGE 6

Corporate Tax
Who pays 30%?

SEE PAGE 30

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. DIGITAL CHANGES EVERYTHING
- 4. STICKING TOGETHER
- 6. MORATORIUM ON SELL-OFFS SAYS INQUIRY
- 8. COOPERATIVE PROTOCOL SIGNED
- 8. JOB CHALLENGES FACE YOUNG WORKERS
- 9. YEAR IN REVIEW
- 28. TAX AVOIDANCE MASTERMINDS
- 30. CORPORATE TAX - WHO PAYS 30%?
- 32. ETHICS TO DRIVE PS PROCUREMENT
- 33. YOUTH CADETS EMBRACE CHALLENGE
- 34. STOPPING GENDERED VIOLENCE AT WORK
- 35. WHO REALLY OWNS WHO?
- 36. YEAR IN REVIEW HIGHLIGHTS



DIGITAL CHANGES EVERYTHING

DIGITAL ORGANISING AND SOCIAL MEDIA ARE CHANGING THE WAY FORWARD FOR EVERYONE INCLUDING THE UNION MOVEMENT.

The most recent Sensis Social Media Report says 8 in 10 people use social media and more than a third of people access social media more than five times a day. That's a lot of selfie posting!

But beyond posting selfies and status updates about what you ate for lunch, social media and digital organising have a massive role to play in the trade union movement, as has been demonstrated in recent years.

At the time of the 2016 Federal election, there were more people on Facebook in Australia than who voted.

With more people online nowadays, unions know that tapping into different social media platforms like Facebook, Twitter and Instagram is a great way for us to communicate with our members, and it's also an effective way to campaign on important workplace change.

The Real Cost campaign, launched last July to stop the sale of Victoria's Land Titles Office, has garnered support from more than 3,500 individuals who reject the government's plans to privatise our land data.

These people have signed our online petition, sent emails to their local state member of parliament, and have shared content via Facebook.

This is sending a strong message to the government that Victorians do not support the sale and CPSU will test and try new ways of online campaigning this year in a bid to get real results.

There have been other union campaign wins in the last year, the most recent being the AMWU's boycott of Streets ice creams which attracted Australia wide support and ultimately led to the win for workers opposing pay cuts of up to 46 per cent. The online support was so

strong that Streets scrapped their Facebook launch of their Golden Gaytime Crumbs product due to a barrage of negative comments during their live launch. This in turn created bad publicity for the brand due to an army of social media activists ready and willing to derail any content coming out of Streets online.

This ability to stop a powerful company in its tracks is game changing for the movement. A similar outcome was achieved during the CUB dispute in late 2016.

Our Real Cost campaign is continuing into 2018 and there is still time to get involved: www.therealcost.org.au. We encourage members to follow our social media accounts to stay up-to-date with all things CPSU, union news and achievements.

 www.facebook.com/cpsuvictoria/
 @CPSU_Vic
 @cpsuVIC



STICKING TOGETHER

A BIG YEAR LOOMS AHEAD FOR AUSTRALIAN UNIONS BECAUSE THIS IS THE YEAR, WE COME TOGETHER, TO CHANGE THE RULES. TO BRING FAIRNESS BACK. TO GET AUSTRALIAN'S A PAY RISE, AND A SECURE JOB.

The rules are broken. Inequality is at a 70-year high. Wage growth at record lows. 40 percent of the workforce is in insecure work. Too many working people are living in poverty, as the cost of everything keeps going up and up.

Big business has never had so much power. A third of multinational companies in Australia don't pay any tax. Others are locking out their workers or cancelling EBAs.

Since the Global Economic Crisis money has flowed upwards and it has not come back to us.

We have been told for 30 years that trickle-down economics would bring better jobs and wages back to workers and families. But this promise was a lie.

The money has stayed with the rich, in offshore bank accounts, and they have only increased their wealth as our jobs have been casualised, offshored and outsourced, our services privatised and life has become harder.

So we need to commit ourselves to a once in a generation campaign to change the rules.



We can turn around inequality by demanding the rich pay their fair share of tax and working people have better and stronger rights at work. This campaign needs to be led at rank and file level where we take our demands to our communities to win over public opinion.

We know that when our mighty union movement campaigns together we can change the course of history. Unionists have done this for generations and we will need to do it again.

We can change the rules to reverse the casualisation of jobs so we have collective power to win pay increases and better rights for the next generation.

Our opponents seem to be worried, and they should be.

The lesson from our history is that united movements of working people can achieve great change, and no amount of intimidation from conservative governments will stop that.

So the message for those who oppose us is simple.

You can sack us. You can outlaw us. You can vilify us every single day with all of your media might. You can set up Royal Commissions. You can tap our phones, you can raid our offices. You can vilify and punish our leaders. You can bring in laws to police us. You can support laws that make our work hard, take away all the support for unions to grow, and all acknowledgement that we exist. You can fine us, and jail us. You can do all this. But you will never defeat us.

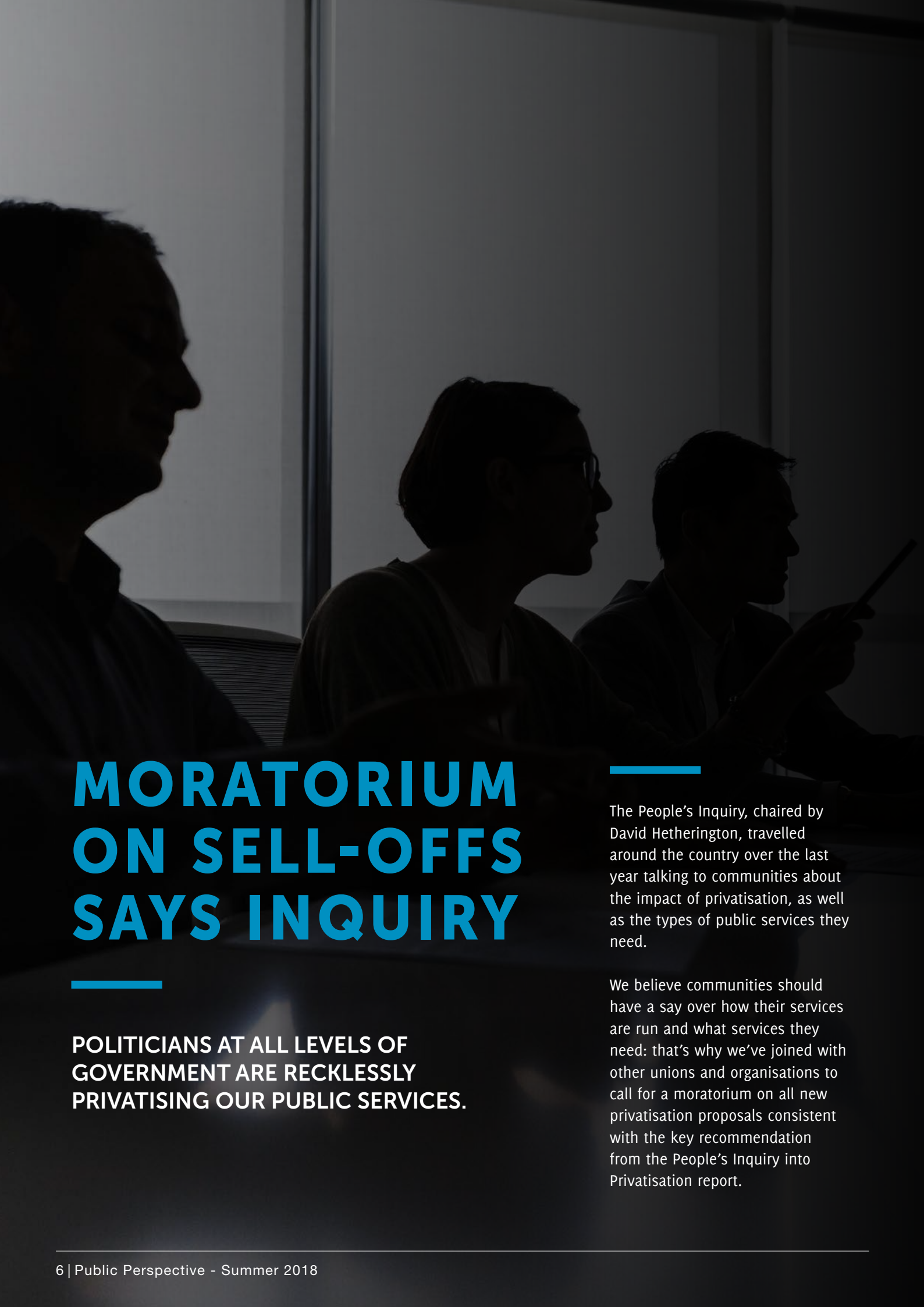
Unions are not going away. We will never go away. And the harder you fight us, the more you teach us.

For you can never crush or destroy a belief – the right of all of us to be treated equally and fairly.

And you can never take away our power – the power of unions – the simple act of working people deciding to stick together.



Sally McManus

The background of the page features a dark, high-contrast photograph showing the silhouettes of three people sitting at a table in what appears to be a meeting or conference room. They are facing right, and the lighting is dramatic, with strong highlights from a window or screen on the right side of the frame. The overall tone is professional and serious.

MORATORIUM ON SELL-OFFS SAYS INQUIRY

**POLITICIANS AT ALL LEVELS OF
GOVERNMENT ARE RECKLESSLY
PRIVATISING OUR PUBLIC SERVICES.**

The People's Inquiry, chaired by David Hetherington, travelled around the country over the last year talking to communities about the impact of privatisation, as well as the types of public services they need.

We believe communities should have a say over how their services are run and what services they need: that's why we've joined with other unions and organisations to call for a moratorium on all new privatisation proposals consistent with the key recommendation from the People's Inquiry into Privatisation report.

The Turnbull government has directed the Productivity Commission to conduct an inquiry into how to further privatise our public services, without looking at whether handing over control of our services to corporations is in the best interest of all Australians.

With wage growth stagnating, insecure employment on the rise, and wealth inequality increasing, unions have an important role to play in fighting for equality; and public sector unions in particular in their fight for well-funded, quality, accessible public services.

Our movement firmly believes that strong public services are the key to creating a more equal society. We commend the work done by the People's Inquiry and endorse the recommendations in the report.

We say that governments should set the standard for private sector employers by providing good, secure, fairly paid jobs.



And our fight for quality public services, accessible to all, ensures that the most vulnerable people in our society don't fall through the cracks.

Our movement is fighting for a more equal society; we are fighting to change the rules.

But we can't do this alone.

As unionists we need to be out there in our communities - in our neighbourhoods, sporting clubs, churches - talking to our friends, family and neighbours about the importance of public services.

We need to build alliances with civil society groups and community members so we can Take Back Control of our services and communities from the politicians and corporations who seek to undermine them.

We need to hold politicians accountable to make sure that they are serving the needs of our communities.

"The collapse of Carillion is a watershed moment. It is time to put an end to the rip-off privatisation policies that have done serious damage to our public services and fleeced the public of billions of pounds," said UK Labour leader Jeremy Corbyn in a video posted on Twitter



"The collapse of Carillion in the UK should be seen as a warning to Governments of all jurisdictions to place a moratorium on the current obsession with outsourcing and privatising public sector work. It's not just the collapse of one company and its impact on the services it was delivering on behalf of Government, but the impact for some 20,000 employees who now have a cloud over their futures, for subcontractors and other providers of services to the prime contractor that are also now in doubt."

"The impact on the economy is significant in both monetary and social terms, as taxpayers pay for the service twice, once when outsourcing and then again when having to step in to guarantee that the services continue. Yet the value of what's delivered is often a poor substitute for quality public delivery as companies cut costs in the pursuit of profit and the expense of the services being delivered. "

"It's time to rethink this failed obsession in the interest of the people who elect their Governments to deliver for the community not the corporations."

Karen Batt

COOPERATIVE PROTOCOL SIGNED

OUR JOINT EFFORTS TO BUILD COOPERATIVE WORKPLACE CULTURE BETWEEN CPSU AND VICTORIA POLICE CAME TO FRUITION LATE LAST YEAR WITH THE SIGNING OF A NEW PROTOCOL BETWEEN OUR RESPECTIVE ORGANISATIONS.

The protocol will assist us to provide a cooperative and respectful service to members working within Victoria Police.

The protocol includes 15 separate points of agreement to ensure a productive working relationship between CPSU and Victoria Police and its workplace relations division.

It includes a commitment to regular monthly meetings between workplace relations and CPSU, and meaningful engagement on workplace issues that could potentially impact our members.

We look forward to working with Victoria Police with this protocol in place.



L-R: Gabrielle Reilly (sitting) and Carryl Fenner (standing) VicPol with Karen Batt and Nick Church CPSU

JOB CHALLENGES FACE YOUNG WORKERS

Our CPSU young workers' network met at the end of last year with representatives from NSW, WA, SA, Victoria and Tasmania reporting back on the challenges facing young people working in the public service.

With thousands of members in our union under 30 years of age the group also used this meeting as an opportunity to develop campaign priorities for 2018.

One priority will be to develop materials for workers who are unfamiliar with unions – both internal resources (conversation guides) and external resources aimed at young potential members.

Our Branches will look into ensuring there are resources dedicated to developing a young worker strategy in their branch, by giving organisers the time and space to form a working group to develop a plan.

All CPSU branches will also explore the idea of improving representation of workers under the age of 35 on their governing councils and we look forward to making young workers a focus in 2018.



Front row L-R:
Sophie van der Merwe (WA), Surabi Alauddin (NSW), Kylie McKelvie (NSW), and Clare Middlemas (SPSF)

Back row:
Mary-Jo Costache (NSW), Clay O'Brien (VIC), Jared Goodwin (SPSF), Blair Dowler (TAS), Isabelle McDonald (WA), Catherine Story (S.A.).



YEAR IN REVIEW

DECEMBER 2016

ACMI

CPSU members at ACMI clearly and overwhelmingly vote, 154 YES to 2 NO to approve the Australian Centre for the Moving Image Enterprise Agreement.

AHPRA

CPSU lodges an application for an order from the Fair Work Commission to conduct a ballot of members to approve protected industrial action in accordance with the outcomes of our national members meeting from November. CPSU members and non-members want to start the bargaining from scratch by establishing a new EA to refresh the employee and employer relationship based on trust and transparency. Members are encouraged to vote NO to the National Agreement proposed by AHPRA management.

CPSU is notified that the Ballot for the new agreement proposed by AHPRA management concluded with a majority voting in support.

DEDJTR

CPSU received correspondence from DEDJTR advising of the proposal to restructure the Agriculture and Resources Group.

CPSU makes representations for a number of members who had not progressed to the next pay tier after PDA discussions. All now have been progressed and provided back pay for the months since July.

CPSU meets with Earth Resources Regulation management for a briefing on the progress and outcomes of the previous review.

From management's perspective, the outcomes have been positive and many of the issues that were of concern for members and the division have been resolved or mitigated.

DELWP

Employees are yet to be informed if they will be receiving progression from the 2015/16 performance cycle. CPSU advises the Department that a dispute at Fair Work will be lodged if staff are not informed of individual outcomes within the week.

CPSU receives correspondence from DELWP advising of the proposal to restructure the People and Culture Division.

DHHS

It has been well over a year since the Records Branch was restructured. It was always the unions understanding that there would be a post implementation review done to evaluate whether the intended benefits and rationale were achieved by this structure. DHHS HR disagree that there was ever an intention to review the efficiency of the new structure so CPSU conducts a survey of members.

CPSU receives correspondence from DHHS advising of the intent to make change in the System Intelligence & Analytics Branch.

EDUCATION & TRAINING

CPSU receives correspondence from DET advising of the proposal to restructure the Financial Services Division.

Student Support Services staff receive a notice via Edumail entitled, "Alignment of Student Support Services (SSS) with Areas" which announces the finalisation of arrangements for SSS delivery in 2017 which CPSU welcomes. At the same time the union emphasises the need for thoughtful collaboration with staff that do the work in schools to ensure a new governance model that pro-actively supports SSS workers and adds value to the service provided to students throughout Victoria.

FILM VICTORIA

CPSU members at Film Victoria have clearly and overwhelmingly spoken voting to approve the Film Victoria Collective Agreement.

JUSTICE & REGULATION

Following a comprehensive investigation into the riot at the Ravenhall Metropolitan Remand Centre in June 2015, WorkSafe charges the Department of Justice and Regulation with four breaches of the Occupational Health and Safety Act 2004.

MUSEUM

Voting gets underway and CPSU members at Museums Victoria overwhelmingly endorse, 432 YES to 19 NO votes, in the ballot to approve our Museums Victoria Staff Partnership Agreement 2016.

PRIVATE PRISONS

Port Phillip Prison - the Bargaining teams have been meeting regularly and a list of claims have been exchanged and time taken to go through and discuss each of the claims in detail which has now progressed to include a "without prejudice" offer from G4S management.

SHERIFFS

CPSU is really pleased to report a significant victory for safety out in the field with OC spray for Sheriff's Officers now being given the green light. CPSU has been able to secure this additional tool with Government support and agreement to assist members carry out their work in a safe manner.

CPSU entered into negotiations some time ago to achieve improvements to the WTA allowance. The Department has

agreed to increase the allowance which when originally negotiated, stood as an introductory monetary allowance of \$20.00 per session i.e. half day.

VIC HEALTH

CPSU recently surveyed our members to establish the list of items wanted in the next Enterprise Agreement. Members identified their top 8 claims as; flexible working arrangements, development and recognition of new skills, pay increase in line with VPS outcome, amenities, wellbeing, addressing workplace bullying and harassment, the importance of management and staff relations, as well as bonus payment for those at top of their band.

VICTORIA POLICE

A group of part time shift workers from Fingerprints Branch were not receiving the entitlement for public holidays that fall on a weekend when they have not been rostered to work. Their full time colleagues have always received days off in lieu for public holidays that fall on a weekend they are not required to work. CPSU notifies a dispute to Fair Work on behalf of these part time employees.

Expressions of Interest from Custody Officers are sought to establish and join our PCO Branch Section.

CPSU receives correspondence from Victoria Police advising of the proposal to realign a number of legal positions from across the organisation to the Legal Services Department.

Victoria Police consults with CPSU about expanding the role of PCOs to include the issuing of equipment, including firearms.

CPSU responds to a request from VicPol HR for a meeting about the payment for shift workers in the Fingerprint Branch for public holidays where they are available but not rostered where an offer to settle the dispute on a confidential basis is presented. CPSU convenes a meeting with members to discuss offer.

VISIT VICTORIA

CPSU surveys Visit Victoria employees to establish the issues of importance in the workplace before we enter into Enterprise Bargaining talks early next year to determine your conditions of employment into the future.

JANUARY 2017

DHHS

CPSU receives correspondence from DHHS advising of the intent to make changes to Contracted Case Management in South Division as well as correspondence advising of the intent to reorganise the Child Protection teams in the Mallee area. CPSU members affected by the proposed changes are invited to attend members meetings to discuss the proposal.

COURTS

CPSU receives correspondence from the Supreme Court advising of the intent to make changes to the current organisational structure in Court Administration.

EDUCATION & TRAINING

CPSU writes to the Minister for Early Childhood Education Services about changes that had been made by the NDIA following the rollout of the NDIS and the potential impacts upon departmental jobs. The Department Secretary responds stating 'I can confirm that the model adopted by the NDIA does not impact on DET employees being able to transfer to the NDIA on their current terms and conditions and that the roles they are transferring to are ongoing, rather than the fixed terms roles anticipated to be advertised as part of the ECEI tender approach.'





However, it is important to note that the Secretary also states: '[affected employees] would be applying for planner roles with broad-based responsibilities, rather than early childhood specific roles.'

CPSU is advised by the Department of Education and Training that it is now in the final stages of consultation about the Education and Training Reform Regulations.

MUSEUM

CPSU is pleased to advise members that the Museums Victoria Staff Partnership Agreement 2016 is approved by the Fair Work Commission.

NATIONAL GALLERY

CPSU is pleased to advise members that the National Gallery of Victoria Enterprise Agreement 2016 is approved by the Fair Work Commission with the first pay rise (along with a significant portion of back pay) under the new Agreement being paid.

PARKS

EBA Information sessions are held at work sites around Victoria to learn about the new proposed Agreement. EBA voting commences as CPSU members receive an email detailing how to vote for the proposed EBA. CPSU endorses the proposed agreement and encourages members to vote YES.

CPSU receives correspondence from Parks advising of the intent to make changes to working arrangements at Wilsons Prom Light Station.

PUBLIC PRISONS

Members are reminded by the union of the internal recruitment process for conversion from casual to ongoing.

STATE LIBRARY

CPSU is pleased to advise members that the State Library of Victoria Employee Partnership Agreement 2016 was approved by the Fair Work Commission.

TAC

CPSU reaches in-principle agreement with TAC on the terms of a new Enterprise Agreement with the in-principle agreement endorsed unanimously at a members meeting.

VICTORIA POLICE

CPSU receives correspondence from Victoria Police advising of proposed relocations for the Highway Patrol units to two premises.

VISIT VICTORIA

Visit Victoria develops a proposal for a new structure for the entity and clearly there are implications for staff. The intention is to formulate a proposal from members that delivers on the needs of staff and the organisation.

FEBRUARY

ACER

CPSU is notified by ACER of a proposal to change the Professional Resources Division.

ACMI

CPSU is pleased to advise members that the Australian Centre for the Moving Image Enterprise Agreement 2016-2019 is approved by the Fair Work Commission.

AHPRA

CPSU receives correspondence outlining the change proposed, impact and structure of the proposed CST centralisation to Sydney.

DEDJTR

CPSU receives correspondence advising of the proposal to devolve two work groups from the People and Workplace Services Division, Corporate Service Group, to the Agriculture and Resources Group.

DEDJTR writes to CPSU to advise that they are now moving to the implementation stage of changes to the Audit, Risk and Integrity Branch/Ministerial and Portfolio Services Division/Corporate Services Group following the formal consultation period.

CPSU receives correspondence advising of the proposals to restructure the Strategy and Planning Group; Employment, Investment and Trade Group; and Corporate Services Group.

CPSU Industrial and Occupational Health and Safety specialists attend with members and identify a few issues to be raised about the new workplace at 8 Exhibition Street.

The new accommodation is modern and clean but does not offer a great amount of personal workspace, particularly close to walkways.

CPSU surveys members regarding the updating of the Fisheries Branch Section Constitution. The constitution is the document that sets out our basic structure and methods of operating.

CPSU receives correspondence from DEDJTR about the proposal to restructure the Corporate Services Group with the consultation timeframes around the proposal being extended. DEDJTR also provides the change management plan.

DELWP

CPSU is notified of the proposal to restructure the Office of the Local Government Victoria.

CPSU receives correspondence advising of the proposal to restructure the Communications Division.

The project to replace the current range of Personal Protective Clothing is well underway. Field testing of different fabrics is to commence in the coming weeks. CPSU strongly encourages members to get involved in the field testing and provide lots of feedback on the feel, design and comfort of the PPC.

CPSU raises various OHS concerns and the Department explores the exposure of forest fire-fighters to various chemical and particle components in smoke. It has been determined by the Department that Carbon Monoxide is the gaseous element of smoke with the greatest potential to cause health issues will be the first element to be tested for.

DHHS

CPSU receives correspondence from Commission for Children and Young People advising of the proposal to change the organisational structure.



The Premier announces changes to the Youth Justice system that are intended to address the major issues confronting staff in custodial Centres and community Youth Justice. CPSU seeks and receives commitments from the Premier that there will be no forced redundancies of Youth Justice staff in the Machinery Of Government (MOG) change transferring Youth Justice from DHHS to the Department of Justice and Regulation.

CPSU receives correspondence regarding the remaining areas not already transitioned to NDIA, whereby one state-wide recruitment process is proposed to transition remaining employees in scope.

CPSU receives correspondence from DHHS advising of the proposal to change the organisational structure within the Aboriginal Engagement and Outcomes Unit.

CPSU receives correspondence from the Department Secretary regarding the announcement to transfer approximately 4,000 public housing properties to direct management by the community housing sector.

EDUCATION & TRAINING

CPSU receives correspondence from DET advising of the proposal to change the location of some of the Department of Education and Training's Area offices.

CPSU is contacted by a number of members affected by the transition to the NDIS, voicing their uncertainty about impacts and the overall process of the transition. The union writes to the Minister with oversight of the NDIS regarding a number of concerns that had been raised by members within Specialist Children's Services and a response is provided by DET Secretary expressing a willingness to further discuss any concerns that CPSU members have with the transition to the NDIS.

FILM VICTORIA

CPSU is pleased to advise members that the Film Victoria Enterprise Agreement 2016 was approved by Fair Work.



MUSEUM

CPSU is notified by Museums Victoria of the proposal to change the management of security operations across Museums Victoria and Strategic Facilities Management Department modified staff structure.

PARKS

It is confirmed that the Agreement approvals process has passed the next stage of the staff vote. The vote results show that the overwhelming majority of employees have endorsed the Agreement which means it will be submitted to the Fair Work Commission for final approval.

CPSU along with other unions lodge a dispute at the Fair Work Commission regarding the removal of credit cards without consultation.

Senior management claim the cards were removed following a ministerial directive, however the unions have asked for proof of this directive which has so far failed to be produced. PV management have now announced that they will “pause” the withdrawal of the credit cards until such time as a proper consultation process has occurred.

CPSU is made aware that further changes to the Authorised Officer procedure have occurred and there will now be two levels of AOs going forward, Advanced or Basic.

DPC

CPSU receives correspondence from Premier and Cabinet giving notice of proposed changes to accommodation within the Department. CPSU is aware that the Department had previously organised ‘hot desking’ accommodation for staff on levels 44 and 45 at 80 Collins Street.

CPSU was not consulted about this decision and has had members raise concerns about the ‘hot desking’ arrangement. CPSU conducts a walk through on levels 44 and 45 to speak with staff and seek their views about accommodation arrangements.

SHERIFFS

Serious concerns were raised by delegates and officers regarding the new Sheriff Standards of Service, which commenced on 1 February. An urgent meeting is convened where it is agreed there was a significant amount of work to be completed and members would work proactively with the union to get the Standards right. Participation from the field, from all levels, was critical to sorting through concerns and a working party is formed and the first meeting occurs.

STATE TRUSTEES

CPSU meets with State Trustees requesting the formal commencement of bargaining and has received notification today that a notice of representational rights (NERR) has now been issued to all employees to begin enterprise agreement negotiations.

VBA

Employer assessments of members’ roles are almost completed and it should soon be known what the employer considers is the correct pay point (under the new pay structure) individual roles should be classified at.

CPSU is made aware of changes to reporting lines and other recent changes at the Building Authority.

VICTORIA POLICE

CPSU receives correspondence advising of the proposal to rename teams within Financial Accounting & Compliance Branch (FA&CB) and realign positions within these teams. CPSU receives a response from Victoria Police regarding a proposal to realign some positions.

VICSES

CPSU receives notification from VICSES regarding the proposal to charge employees in receipt of a commuted allowance with the full costs of commuter use of service vehicles. CPSU seeks further elaboration on the proposal, as the documents provided are incomplete. Feedback from members regarding the proposal to charge employees in receipt of a commuted allowance with the full costs of commuter use of service vehicles has detailed the emotional and financial impact of the proposed change, and suggestions have been put forward that this change will impact on the ability of employees to do their jobs effectively with the potential impact on the community, and volunteers.

MARCH

ACER

CPSU receives notice early in February from ACER of a proposal for significant change of the Professional Resources Division. It is proposed that the ACER Press business unit be split into two parts. It is also proposed to refocus education support services by reducing the number of Educational Consultants whilst the position of Senior Fellow Research is no longer required.

ARTS CENTRE

CPSU has been meeting with Arts Centre management to negotiate a new Arts Centre EBA and are pleased to report that these meetings have been constructive.



DELWP

CPSU receives correspondence from DELWP advising of the proposal to relocate the Land Use Victoria offices from 570 Bourke to 2 Lonsdale Street.

CPSU receives correspondence from DELWP advising of the proposal to update the Travel Policy.

DHHS

CPSU receives correspondence from DHHS advising of the proposal to restructure the Communications and Media Branch.

CPSU receives correspondence from DHHS advising of the proposal to introduce new technology to Central After Hours Service in the form of timekeeping and rostering system KRONOS, and CISCO telephony and call monitoring.

EDUCATION & TRAINING

CPSU receives correspondence from DET advising of the extension to consultation timelines regarding their Area Accommodation Strategy.

Members raised a number of concerns regarding the transition to the new regional structure for SSSOs.

These include the issue that some members have raised in relation to the recruitment process for Allied Health positions. Members have also raised a number of queries recently in relation to SSSOs capacity to work from home, particularly over the school holiday period.

The State Government reaches in principle agreement with CPSU and AEU for the next four-year Victorian Government Schools Agreement.

CPSU receives correspondence from DET regarding the proposal to change aspects of the management and subsequent reporting lines for some roles in the Legal division.

NATIONAL GALLERY

Expressions of interest are sought from members interested in forming a local Members Committee.

CPSU is informed that NGV management sent an email to the Front of House casual pool on 28 February requesting that casuals confirm their availability for the period 12 March to 8 April. A number of CPSU members contacted the union, as they were concerned that this appeared to be an attempt by the Gallery to "move people along" and/or to have casuals "re-apply" for their jobs.

PARKS

CPSU receives correspondence from Parks advising of a business proposal from Pennicott Wilderness Journeys to operate boat tours from Tidal River.

CPSU raises the issue about the changes to the Authorised Officers procedure and Parks announce that the procedure's implementation is now on hold.

PRISONS

CPSU receives correspondence from DJR this week advising of the proposal to change the current working arrangement for the Prison Industries.

Bargaining with G4S management reaches a stalemate with two outstanding issues at Port Phillip Prison.

ROYAL BOTANIC GARDENS

The latest round of restructure information is provided covering the current Grade 3 and 4s however CPSU is still waiting for the change proposal for Grade 2s.

VICSES

CPSU has put many questions to SES about the intent to change arrangements to vehicle access for staff in receipt of a commuted allowance. Two policies were drafted for consultation as result of the new Agreement. One is in relation to all leave, which required some changes to ensure it was non gender specific in relation to parental leave, and to reflect recent developments in VICSES Long Service Leave recognition. The other is new, and in relation to new clauses in the Agreement that provide for access to family violence leave. While some agreement was reached on how some of the changes to the Agreement will apply to working conditions, many aspects are still to be resolved.

VICSES provides a document that briefly outlines some additional rationale and intent regarding the change in relation to vehicle access.

CPSU attends what was to be the last EBA Implementation meeting with VICSES management however circulated draft minutes from this meeting do not include some important factors. In particular, issues surrounding the implementation of VICSES's proposed FBT commute charges.

SOUTHERN RURAL WATER

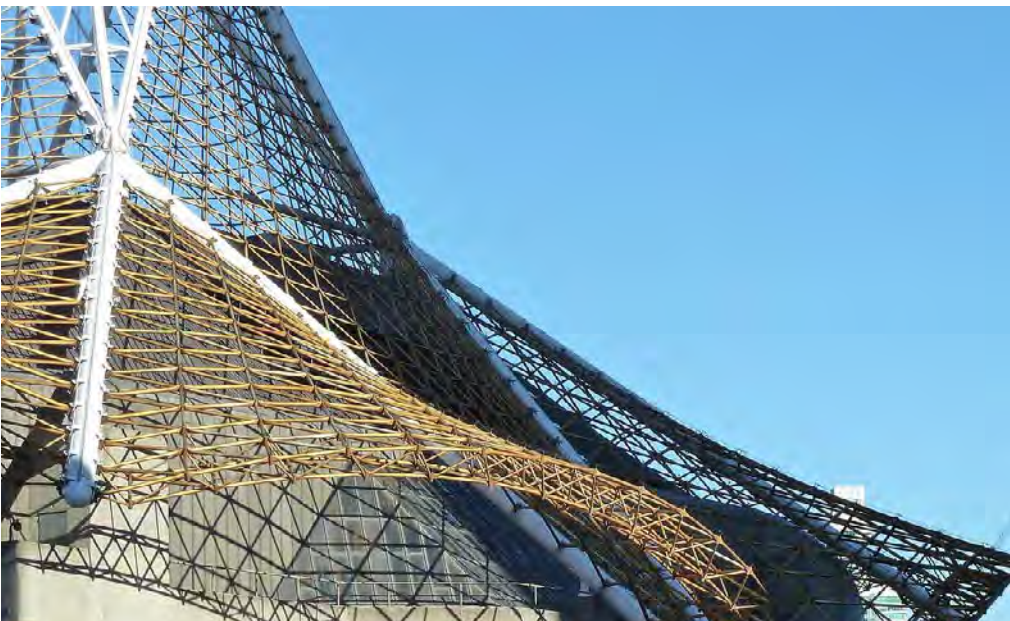
CPSU receives correspondence from SRW advising of the proposal to restructure the Eastern Irrigation Business.

STATE REVENUE OFFICE

CPSU receives correspondence from SRO advising of the proposal to implement the LOAN Project.

STATE TRUSTEES

CPSU receives correspondence from State Trustees advising of an organisational restructure within Client Services and Professional Services.



AUDITOR GENERAL

CPSU receives correspondence from VAGO advising of the proposal to restructure the IT&S team.

VICTORIA POLICE

CPSU meets with Victoria Police HR about the Property Officer Work Value Review. Following our claim that the introduction of PALM has changed the work value of Property Officers who should be regraded to VPS Grade3. VicPol confirm they will assess our claim from this perspective.

CPSU receives correspondence from Victoria Police advising of the proposal to realign the positions between Central Data Entry Bureau (CBED) and Police Enquiry Service (PES) and realign positions against position descriptions.

CPSU receives correspondence from Victoria Police advising of the approval to initiate a functional analysis be undertaken of the Fingerprint Sciences Group (FSG).

VISIT VICTORIA

CPSU receives correspondence from Visit Victoria advising of the proposal to conduct a departmental restructure.

WORKCOVER

Voting opens for employees on the proposed new Victorian WorkCover Authority Enterprise Agreement and CPSU recommends that members vote YES. There is an overwhelming YES vote for new WorkCover Agreement with 93.9% voting in support.

APRIL

VCGLR

CPSU continued discussions with VCGLR and WorkSafe in relation to health and safety concerns around the new rosters. Worksafe undertook a review of the newly introduced roster arrangements, predominately looking at the fatigue impacts and consequential impacts to members' health and safety. CPSU encourages all members to document their personal difficulties with the roster and resourcing.

JUSTICE & REGULATION

The Machinery of Government change moving Youth Justice from DHHS to DJR takes effect and CPSU writes to DJR seeking a comprehensive agreement to address issues of concern to members including staffing, safety, and security.

PARKS

CPSU asks Parks to sign-off on the agreed terms for Earned Emergency Recreation Leave (EERL) following a delay. CPSU is informed that Parks apply EERL to all eligible ongoing staff for 2016 without discussion contrary to what was agreed in negotiations and communicated to Seasonal Rangers and Project Fire Fighters (PFF) during the EBA roadshows. It is confirmed by Parks management that they will not apply EERL to Project Fire Fighters or Seasonal Rangers which is not what is agreed in the Heads of Agreement, signed by the then Chief Executive and the unions.

CPSU writes to Parks seeking an explanation about ceasing transport provided to workers from the Wilsons Prom gate to Tidal River. Parks staff have been able to use a bus, and PV vehicles more recently, to get from the Park entrance to the Work Centre at Tidal River. This arrangement has been in place since the 1970s and CPSU alleges that Parks management is making a claim on employment conditions outside of the bargaining period.

CPSU writes to Parks management requesting details on how certain hazards related to emergency work are dealt with however Parks Victoria respond by basically passing the buck to DELWP.

STATE TRUSTEES

CPSU meets with members to discuss proposed changes under the Enterprise Bargaining Agreement, particularly clause 10 and 11 consultation and dispute processes and submit concerns to management.

VICTORIA POLICE

CPSU receives correspondence from Victoria Police advising of a proposal to create a new Road Policing Projects Division (RPPD).



AMES

CPSU meets with AMES Management and Executive to get an update on progress on jobs, and to discuss the way forward following their loss of a federal government contract.



CPSU raises a range of member concerns and questions and discuss the measures taken by the union to support and transition jobs and skills to other employers and programs, and other ways CPSU and the Government may work together as part of a solution. AMES agrees to CPSU delegate time release, to be seconded to assist with the process, consultation and supporting members.

PUBLIC SERVICE

CPSU encourages all members to participate in Victoria's first workforce census, to inform Government strategies to develop the disability workforce - especially in the context of changes in the wider social services sector.

CPSU contributes questions around psychological health in the workplace to the People Matters Survey; a State Government Public Sector Initiative. The results will enable a greater analysis of employee mental health and wellbeing.

MAY

PUBLIC SERVICE

CPSU created a members' only offer in partnership with G&C Mutual Bank of a home loan package with a 3.89% interest rate following feedback about housing affordability from a member survey.

VICES

CPSU conducts a suite of meetings with members in relation to proposed changes to the 2016 EBA and KRONOS while VICES reject the alternative proposals presented by CPSU members concerning the commuter use

agreements proposed under Clause 11 Implementation of Change of the VICES Agreement 2016.

DELWP

In the May State Budget the Government announces its intention to privatise Victoria's Land Titles Office and CPSU organises meetings with our LTO members to discuss our campaign.

CPSU meets with the Deputy Secretary of Corporate Services to discuss concerns with the refurbishments of 8 Nicholson Street and proposed relocation of Land Use Victoria to 2 Lonsdale Street.

CPSU receives correspondence advising of a proposal to create a new Forest Policy and Planning Branch in the Strategy, Capability and Innovation Division.

DHHS

Following correspondence in February advising of the proposal to restructure the Property and Asset Services Branch, and meetings with members and management, CPSU seeks further information before a meaningful alternative proposal can be finalised.

CPSU receives correspondence advising of a proposal to change standby for recall rosters in South Division.

CPSU makes a submission to the Parliamentary Inquiry into our Youth Justice Centres after collating all the correspondence exchanged and inquiry submissions made over the previous years into the decimation of the infrastructure, staffing, and failed management control, at these facilities.

PARKS

Included in the State Budget is money over the forward estimates for the development of Regional VicGov Job Hubs and there will be no forced relocations or redundancies and that any assistance package will need to match the recent agreement reached between CPSU and WorkSafe.

DEDJTR

CPSU receives correspondence from DEDJTR about a proposal to restructure the Rolling Stock Branch in the Rolling Stock Development Division with Transport for Victoria. The department also provides a Change Management Plan.

CPSU receives correspondence about a proposal to restructure the Policy and Licensing Team, Fisheries Victoria Branch, Employment, Investment and Trade Group.

WORKSAFE

CPSU attends the Fair Work Commission following three applications by individual bargaining representatives objecting to the WorkSafe Agreement being approved, despite the Agreement being overwhelmingly supported by employees. The Commissioner facilitates a discussion between CPSU, WorkSafe, and the individual bargaining representatives who are objecting and CPSU and WorkSafe agree to continue the dialogue outside of Fair Work.

GOULBURN MURRAY WATER

CPSU wishes members a Happy Pay Day as they receive a 3% pay rise, backdated to 1 May under their agreement.

JUNE

STATE LIBRARY

CPSU establishes a survey to seek the views of workers regarding the introduction of “clothing and/or accessories to augment the identification of staff by the public”.

PRIVATE PRISONS

Following negotiations the G4S wage offer at Port Phillip Prison is 2.5%, 2.75% and 2.95%. Their final offer. CPSU ask members to indicate their response for the proposed offer. Members are not satisfied with the proposed pay increases and are prepared to take industrial action to put pressure on the company to improve the offer. CPSU encourages members to vote yes in the protected action ballot.

PUBLIC SERVICE

CPSU advise members that regardless of whether they work at their employer's premises or from their home, the employer is responsible for providing a safe workplace and if they are injured at home in the course of their work, they are entitled to claim workers compensation.

CPSU calls on members to be active and express an interest in becoming a HSR and represent colleagues in health and safety matters.

CPSU calls a meeting of our LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) members to help inform the creation of a government inclusion guide to better understand how we will tackle inequality and promote LGBTI inclusion in the workplace.

CPSU asks members to invite current and former YES trainees in their workplaces to apply for the new Youth Cadetship Scheme (YCS), a joint initiative with Jobs Victoria in DEDJTR. The YCS gives young Victorians a job in the public service and an experience that will put them on the path to a meaningful career and a nationally accredited qualification.

PARLIAMENTARY SERVICES

CPSU calls a meeting of electorate officer members to discuss taking protected industrial action after talks with Parliamentary Services break down.



SERCO

A meeting with management is held following the Serco Enterprise Agreement being rejected, 104 NO to 103 YES. Serco revises its offer around the two-tiered wages structure and increase the sign on amount from \$1000 to \$1500.

CPSU representatives ask Serco to review and respond to other issues previously identified by members. CPSU writes to Serco asking for all relevant information, including rosters, to enable a thorough check of their new pay offer compared to the relevant Award to occur. Serco announce that they will proceed immediately to another vote. CPSU encourages members to vote NO.

ARTS CENTRE

CPSU receives correspondence about a proposal to make changes that will affect the Development, External Engagement, General Counsel, and Governance and Strategy teams. ACM also provides the Change Proposal.

EDUCATION & TRAINING

CPSU receives correspondence about the proposal to make changes to roles within the Enterprise Program Management Office.

CPSU encourages members to provide feedback to a LGBTI Inclusive Workplaces draft policy.

CPSU encourages members to vote YES for the schools agreement. Late in the negotiations CPSU achieves a significant concession from DE&T, being, the review of ES Dimensions of Work will be included in the Agreement.

DE&T previously were only offering a Memorandum of Understanding, which was unenforceable. The inclusion of this provision in the Agreement means CPSU can hold DET to account by reference to the Fair Work Commission, if DET attempt to avoid this commitment.

PARLIAMENTARY SERVICES

Electorate officers reject Parliament's 'without prejudice' offer. The offer of a 3.25% annual salary increase is conditional on selling out future electorate officers who would start 2 levels below the existing starting salary.

VICTORIA POLICE

CPSU receives correspondence from VicPol about its proposal to restructure the Workplace Relations Division. They also provide their Proposal for Change.

DPC

The Government announces the transfer of the Office of Prevention and Women's Equality and most of the Family Violence and Service Delivery Reform Group from DPC to DHHS as part of a package of reforms. CPSU is given assurances that there will be no loss of jobs; no change to employee classifications, conditions of employment, tenure of employment or roles, and fixed term contracts will be honoured for the life of the contract.

SOUTHERN RURAL WATER

CPSU conducts a survey of members to find out what's important to them ahead of negotiations beginning for their next EBA.



VBA

CPSU receives correspondence from VBA about proposed changes to positions within Enquiries, Inspections & Complaints Division (EICD).

JUSTICE & REGULATION

CPSU receives numerous enquiries and concerns from members in regards to a 'Youth Justice Welcome Pack- Payroll Information' document which includes proposals to change weekend shift allowances which are opposed. CPSU seeks a meeting with DJR People and Culture to discuss the document.

DELWP

CPSU is provided with proposed floor plans for the water and catchments group at 8 Nicholson Street along with other divisions floor plans.

CPSU asks members to review the plans and provide feedback.

CPSU receives correspondence advising of the proposal to make organisational changes to the water and catchments group. It is proposed to change from the current six divisions to five divisions.

DEVELOPMENT VICTORIA

CPSU pursues a number of issues in relation to the transfer of employees from Major Projects Victoria to Development Victoria on behalf of affected members. Despite our best efforts, our request to extend a right of return by a further 12 months is rejected.

Our request that accrued personal leave be recognised should an employee voluntarily elect to return to the VPS at a future date is also rejected however, long service leave is recognised, and any accrued annual leave will be paid out.

DHHS

CPSU is made aware that DHHS has implemented proposed changes to accommodation at 50 Lonsdale Street. CPSU members raise concerns about overcrowding on several levels of the workplace and we encourage members to talk with our organisers as they walk through the affected levels.

VISIT VICTORIA

A meeting is held at Visit Victoria to discuss any and all workplace issues which include upcoming EBA negotiations, and flexible working arrangements for part-time positions. A response from human resources is sent to members.

VICTORIA POLICE

A meeting of the Police Custody Officer branch section is held and a survey will go to all PCO members to identify issues and prioritise them in order of importance.

CPSU receives correspondence advising of the proposal to implement an annualised overtime meal at post allowance for Supervising PCOs.

MUSEUM

CPSU receives correspondence from Museums Victoria advising of a proposal to change the CEO Reporting Structure.

SERCO

The Serco proposed Agreement is counted with the result 123 YES (59%) and 84 NO (41%). As CPSU members had largely voted No, this was obviously a disappointing result.

DHHS

CPSU is made aware that Child Protection members may not be receiving their correct entitlements under the VPS Agreement. The agreement is very clear about Overtime, TIL and Meal Allowance. CPSU asks all members who believe they've been treated unfairly to raise concerns in writing to management, in the first instance and if that is not successful to contact us.

WORKSAFE

CPSU is notified by the Fair Work Commission that the Victorian WorkCover Authority Enterprise Agreement 2016-2020 is approved.

AHPRA

CPSU is advised of the proposed change to introduce a Strategy and Service Delivery Coordination Group. The documentation informs employees of the impact, rationale and intended benefits.

EDUCATION & TRAINING

The result of the ballot for the proposed Victorian Government Schools Agreement 2017 is announced with 87.4% voting YES.

CPSU is made aware of DE&T's development of the SSSO Operational Handbook with the opportunity to provide feedback and CPSU seeks input from our SSSO branch executive.

JULY

SUSTAINABILITY VICTORIA

CPSU receives correspondence advising of a proposal to make changes within Resource Recovery, Communication and Engagement, Business and Built Environment and Communities and Climate Change.



AMES

CPSU receives correspondence advising of a proposal to change the delivery of Information Technology at AMES Australia.

PARKS

CPSU receives correspondence advising of the proposal to amend the purchasing card procedure, which will result in a reduction of Parks Victoria corporate credit cards issued to employees.

PUBLIC SERVICE

CPSU launches our campaign, The Real Cost, to stop the privatisation of the Land Titles Office and encourage members to contact their Member of State Parliament to let them know they do not support the sell off and why there are many valid reasons to keep the LTO in public hands.

CPSU launches our petition to save the Land Titles Office via Trades Hall's Megaphone online platform.

Pay rises flow through for a range of stand alone agencies at 1 July as per our agreements.

CPSU calls for feedback from members about the procurement of departmental uniforms to help inform a piece of work. CPSU also writes to all public service employers about their procurement practices.



WORKSAFE

CPSU meet with members about the Operational Motor Vehicle policy, Telematics and Personal Duress Alarm issues following managements' attempt to force change with Members voting in favour of a resolution to be put to management immediately.

SERCO

CPSU notifies the Fair Work Commission that we do not support approval of the proposed Serco Agreement.

Our concerns relate specifically to the lack of agreed minimum hours of work for part time operators. Fair Work writes to Serco requesting further information about how their proposed agreement benefits employees compared against the National Employment Standards and the Better Off Overall Test.

DELWP

CPSU meets with the department about our concerns around the proposed Forest Fire Regions Group restructure and asks the Department to undertake a process that would assess the 300

unmatched employees in relation to skills, knowledge and background to see if they can be assigned to a new role rather than have to go through a 'spill and fill process'. CPSU asks for a "no forced redundancies guarantee" which is denied as the Department refuse to engage with CPSU on our identified issues.

CPSU launches our campaign, 'The Real Cost' with workers at the titles office, to stop the privatisation of their land data work.

CPSU refers ongoing issues with the office refurbishment at 8 Nicholson Street to WorkSafe. CPSU members were concerned with the lack of space and privacy; appropriate mix of workstation designs; levels of consultation; and consideration of individual work and task requirements. WorkSafe states that a functional analysis of employee needs is the basis for determining tertiary space so CPSU writes to the Acting Secretary for a copy of the functional analysis undertaken by the Department.

CPSU learns that the Department has invited FFRG staff to take up a "mutually agreed separation package" where employees who want to leave the Department immediately instead of participating in the 'spill and fill' matching are asked to speak with their Regional Director about accepting a deal based on the Victorian Governments Targeted Separation Package (TSP). This 'deal' does not attract the favourable taxation conditions that a regular TSP would and CPSU advises members not to sign up to this disingenuous deal.

CPSU advises members to be aware of dodgy practices around performance reviews as senior managers try to overcomplicate the process.

DELWP provides CPSU with their response to the request for additional information around the restructure of FFRG staff but the response does not adequately address our concerns including redeployment obligations, and the lack of information. CPSU again writes to the Department asking for the requested information, failing this, a dispute will be lodged at the Fair Work Commission in pursuit of a resolution of the issues.

CPSU notifies the Fair Work Commission of a dispute relating to the proposed FFRG restructure. CPSU asserts that the Department has failed to provide adequate information so that employees can genuinely consider the proposal.

MUSEUM

Monthly Consultative Committee meetings resume with Museums Victoria after their temporary suspension due to Enterprise Bargaining.

DEDJTR

CPSU members contact the union regarding the Performance Cycle and Review process, Progression and the Top of Grade or Value Range Payments. The Department tells some employees that Progression and Top of Grade or Value Range payments are “being considered together” and that they will “only be available to 75% of eligible VPS 5 and 6 staff due to budget constraints.” We inform CPSU members that neither Progression nor the Top of Grade or Value Range payments are subject to moderation or “budget constraints” – if you meet your agreed progression criteria, then you are entitled to either your progression step or a Top of Grade or Value Range payment, as applicable and we write to DEDJTR to clarify the arrangements.

CPSU receives correspondence about the proposal to restructure the Agriculture Victoria Research Division.

VICSES

CPSU meets with VICSES at Fair Work for conciliation discussions in relation to the dispute around consultation and implementation of rosters for Regional Controllers. A consultative framework is proposed by the Fair Work Commissioner, and CPSU and VICSES will engage in the

commissioners recommended process over a fortnight, to try to resolve outstanding issues.

CPSU requests an update on the progress of the final decision regarding the commuter use proposal. CPSU offers an alternative proposal, and VICSES responds, however the final decision has not yet been made.

As a result of the EBA implementation committee, the Chief Officer designed a roster that would keep all employees in receipt of commuted allowance under the 13 weeks cap for standby or duty officer. Consultation should have occurred at a regional level.

Members are encouraged to contact their regional manager if it hasn't. CPSU receives a change proposal advising of the intent to temporarily restructure the Assets and Infrastructure business unit.

PRIVATE PRISONS

G4S members receive ballot papers to vote for Protected Industrial Action following a breakdown in negotiations.

CONSUMER AFFAIRS

CPSU is contacted by members regarding the top of Grade or Value Range payments as members express concerns about managers attempting to apply higher standards or requirements on employees in order to receive a top of Grade or Value Range payment, for example, that managers may interpret or apply a standard such as “exceeding” their progression criteria. Members are encouraged to contact CPSU for further advice.

DE&T

CPSU receives correspondence advising of the proposal to make changes to the operating model and support structure for the new Information Management & Technology Division.

JUSTICE & REGULATION

CPSU members in the Working with Children Check Unit expressed their desire to elect workplace representatives so we called for nominations.

SOUTHERN RURAL WATER

CPSU calls for member feedback on the log of claims developed by CPSU and delegates. This document is the result of many hours reviewing the results of the survey conducted last month,

identifying and discussing issues and frustrations raised by members over the past three years, reviewing all the last round of EBA discussions and reviewing disputes the union has been involved in. Resources have gone into sourcing the best clauses to put to management, along with developing additional contemporary entitlements.

VICTORIA POLICE

CPSU writes to Victoria Police late last year seeking a classification upgrade for Property Officers from VPS2 to VPS3. This application is based on the increased responsibilities and breadth of work related to PALM. Unfortunately VicPol reject our claim.



DHHS

CPSU is notified that as part of a Departmental wide restructure there will be multiple clause 10 Implementation of Change proposals within the next few weeks. It appears that most branches of the Department will be impacted.

CPSU is keen to ensure that the interests of members are protected and that any impacts on employees are dealt with fairly and reasonably by the Department. In order to achieve this CPSU makes a request that a number of members are seconded full time, for at least the duration of the change process, to assist and ensure union members' interests are represented.

CPSU meets with DHHS about the Machinery of Government and Accommodation Change for Family Services Victoria (FSV) and OPWE. We seek further information from the Department and also raise the issue of secure employment across FSV and OPWE as employees are being verbally advised that their contracts are being extended to 30 June 2018, but many have not received written confirmation.

STATE LIBRARY

The State Library of Victoria engages IPP Consulting to conduct a review of the security arrangements at the Library in response to the advocacy of CPSU on behalf of members, who have been saying that they don't feel safe at work. CPSU is given a time to speak with IPP Consulting about the experiences of CPSU members regarding security arrangements.

ROYAL BOTANIC GARDENS

CPSU announces that bargaining for our new Agreement will commence in the coming weeks as RBG management issue the Notice of Employee Representational Rights which is required by the Fair Work Act.

PUBLIC TRANSPORT VICTORIA

CPSU receives correspondence advising of proposed changes to the Network Integrity and Project Assurance Divisional Structure.

AUGUST

SOUTHERN RURAL WATER

CPSU receives correspondence from SRW advising of the proposal to reorganise the Information Technology Team that will impact on six roles, resulting in either changes to reporting lines, additional responsibilities and changes to PD's, or a combinations of both but there will be no retrenchments.

CPSU writes to SRW seeking that bargaining commences and providing the unions claims. In response, SRW intends to begin enterprise agreement negotiations and members receive the notice of representational rights.

DHHS

CPSU is contacted by Child Protection members concerned about the process and extent of Designated Work Group (DWG) changes being canvassed by the department across its divisions.

CPSU representatives organise meetings for staff affected in the Health and Wellbeing Branch by the 50 Lonsdale restructure and ALL affected employees are encouraged to attend to put views forward in this consultation process.

CPSU receives advice of the outcome of a review into the disability justice programs. DHHS has finalised the Department's approach to supporting people with disability involved in the justice system, including meeting any departmental legislative responsibilities.

Dental bargaining kicks off when members receive a notice of representational rights indicating the Employers intend to begin enterprise agreement negotiations.



JUSTICE AND REGULATION

CPSU, prison maintenance staff and representatives of Justice and Regulation meet to discuss the EoI that has been issued about Corporate Asset Management Reform.

There was acknowledgement from DoJR that this was a major concern to affected maintenance staff who state that, at the direction of Treasury and Finance they were looking at outsourcing preventative maintenance, the inspection and reporting process across Corrections, Victorian Institute of Forensic Medicine, and Youth Justice.

CPSU and its members asked a number of questions not the least being, if in house capability and expansion was ever looked at as an option by the steering committee. The departmental response was no and seems not even contemplated at this stage. There was also much discussion surrounding the waste of money that occurs in outsourcing maintenance.

CPSU members state if the resourcing and funds were made available the

current maintenance staff would also be able to provide the preventative services at locations currently subject to this EOI being Barwon, Karreenga, DPFC, MAP, Tarrengower, Langi Kal Kal, Loddon/ Middleton, Beechworth, Dhurringile, VIFM and Youth Justice.

Implementation of a suitable mounting device for the in-car tablets has been the subject of long discussions between CPSU and the Sheriff's Office however, even after the ergonomic assessments, the changes to vehicles, both sedan and new vans, and reports completed to determine best fit for sheriffs vehicles ensuring officers are provided with highest level of safety, an incident in the field occurs making it clear the current mounts in vehicles, utilising laptops, pose a serious risk to officers due to air bag deployment fitted into the new Camry's.

CCS notifies CPSU of the initiation of a 'Field Officer and Leading Field Officer Workforce Sustainability Project' that will review the workforce employment and recruitment model. The project will also consider the interface between the Field Officer and Leading Field Officer roles, including hours worked, and identify options to improve retention of Field Officers.

PRIVATE PRISONS

CPSU receives an improved offer from G4S that addresses the outstanding issues in bargaining with the package now including a 3% pay rise each year for 3 years, backdated to 1st January 2017, with the 6% allowance for Baton and Gas to be paid from 1st January 2018 and paid to officers who carry both Baton and Gas for the majority or all of their shift.

Meals will continue to be provided until 30 days after an alternative solution has been implemented or until 1st January 2018. The company will consult with CPSU delegates in relation to any alternative solution.

CPSU's bargaining team believes that this offer should be put to a formal vote of all staff with final drafting of the proposed agreement underway.

VICSES

CPSU seeks expressions of interest from members prepared to assist in classifying the remaining roles within the IMT classification panel as well as encouraging submissions from members

who have an interest in a particular role and the classification level they believe that role should have.

CPSU receives a change proposal from VICSES advising of the intent to restructure the HR Department which has the Manager State Training's position being made redundant with a new position of Manager People, and Organisational Development, additional Organisational Development business partner, along with an additional HR administration officer.

CPSU is informed by members that VICSES has issued vehicle policies and guidelines which can be assumed serves as their final decision in relation to the consultations on vehicle access for employees in receipt of the commuter allowance and FBT despite CPSU writing again putting our case pointing out that VICSES has "effectively reduced its capacity and capability to mount a response in the event of a no notice emergency and that if VICSES decides to implement the change proposed, and the pool vehicle policy remains unchanged, it is highly unlikely that many employees will take up any commuter use payment offer from their employer."

PARLIAMENTARY SERVICES

Electorate Officers overwhelmingly vote to take protected industrial action following the failure of Parliamentary Services (DPS) to respond to our revised offer to settle the bargaining deadlock sent back in June.



GOULBURN MURRAY WATER

CPSU receives a change proposal from GMW advising of their intention to restructure Construction and Customer Operations which would see one position being declared surplus with five new positions created where gaps have been identified within the business.

DELWP

Agreement is reached on the employee matching process following discussions with the Dep Sec and his team to work through member concerns with the proposed FFRG restructure. Those concerns included making sure there are enough jobs, ensuring that fixed-term employees have a reasonable chance of gaining employment, especially when the large use of fixed-term arrangements has been a direct result of the previous Governments Sustainable Government Initiative. The agreement reached between CPSU and the Department will see a process where all unmatched employees (including fixed-term) will preference a number of positions within their region that they wish to express interest in.

ESSSUPER

CPSU canvasses members interested in nominating to participate in the Joint Review Working Group around the Performance Planning and Review (PPR) framework and related processes, design of the performance bonus scheme, and any alternative models now being convened.

DEDJTR

CPSU receives a change proposal from DEDJTR advising of a restructure of the Corporate Services Group with a new CSG Services Centre Division to be established.

Changes to position descriptions and staff numbers are proposed as CPSU receives a change proposal from Transport Safety Victoria advising of the proposal to restructure the Maritime Safety Branch.

EDUCATION & TRAINING

CPSU receives a change proposal from DET advising of the proposal to change the current structure of the Fraud and Corruption Control Unit (FCC).

DPC

CPSU, in partnership with the Victorian Public Sector Commission's Aboriginal Employment, welcomes Stephen Walsh into the newly created role of Indigenous Liaison Officer which will support the coordination of the Government's Public Sector BARRING DJINANG Aboriginal Employment Strategy.



SERCO (TRAFFIC CAMERA OFFICE)

The Fair Work Commission considers the approval of the proposed Serco Agreement as a number of queries are raised about whether the current offer is enough to offset the concern that part time Operators do not receive agreed hours of work and therefore allow the proposed Agreement to pass the BOOT.

LGBTI (SSM)

CPSU hosts a members and supporters gathering ahead of the planned postal ballot for same sex marriage. Our members work hard every day to end discrimination in Australian workplaces but we cannot win that fight until we end discrimination in all Australian laws. That includes the law that currently excludes same-sex couples from getting married. Equality is union business and we believe that everyone deserves the same rights as any other Australian.

DET (SCHOOLS)

Fair Work approves the Victorian Government Schools Agreement which covers ES staff as well as teachers. The Agreement will operate from 22 August 2017 with a nominal expiry date of 30 April 2021 and DET advises that they will process the agreed initial 3.25% salary increase backdated to 2 April 2017.



SEPTEMBER

DEDJTR

CPSU receives a proposal from DEDJTR to restructure the Strategic Communications Division.

CPSU holds a meeting for members to discuss the proposed Agriculture Research Division proposed co-location of metropolitan sites.

PUBLIC SERVICE

CPSU and Jobs Victoria develop a survey to help understand the experiences of participants in the cadetship program so far.

SERCO

Fair Work writes to Serco to say they believe the Vehicle Award may be the appropriate Award to compare the proposed Serco Agreement against, for the purposes of the Better Off Overall Test, rather than the Miscellaneous Award. Fair Work also raises similar concerns around minimum hours for part timers and penalty rates.

Nominations Open for the Gayle Smith Award which recognises significant contributions to OHS in the Workplace.

RESPONSIBLE GAMBLING FOUNDATION

VRGF notifies CPSU of a proposal to undertake a functions and organisational restructure.

PRIVATE PRISONS

Voting on the proposed G4S Port Phillip Prison enterprise agreement closes and the results are YES 243 to NO 121 representing a 70% turnout.

VICTORIA POLICE

Police Custody Officers attend a briefing from Victoria Police Logistical Support about the new ballistic vest project.

After 18 months of discussion with Victoria Police, including a dispute hearing at Fair Work, the issue of substitute leave for part timer Forensic Officers who work on weekends has been resolved with the granting of four days paid leave in lieu plus one day of paid leave in recognition of Easter Saturday and Sunday.

AMES

AMES advises CPSU about proposed changes to the delivery of Facilities & Accommodation services.

VICTORIAN INSTITUTE OF TEACHING

VIT notifies CPSU of a proposal to merge the Registration and Extended Proof of Concept team.

AHPRA

AHPRA issues a change proposal for the establishment of a national clinical input function.

DHHS

CPSU responds to issues raised by members affected by the eighteen (18) simultaneous restructures within 50 Lonsdale Street with eleven consultations resolved and closed, while seven remain

ongoing with a view to finalisation in the coming days/weeks.

DHHS issues a change proposal for the reorganisation of Child Protection service delivery across the Divisions with the management of operations moving to Area level.

WorkSafe inspectors with CPSU Health and Safety Officers visit the Ballarat Child Protection office in response to staff raising serious issues about the workplace and unsafe systems of work.

ZOO

Shift Allowance win for Band 6 and 7 staff who work weekends now receiving shift allowances with back-pay to the commencement of the current Enterprise Agreement also paid.

FISHERIES

CPSU expresses concerns over privacy following the recent request for Fisheries Officers to declare personal financial interests as part of a revised DOPI with all authorised officers asked to declare information such as real estate interests and shareholdings. CPSU asks the Department what power they rely on to require such disclosure of personal information. Not only do they want you to declare the information, they require that you share this information with your direct line manager for sign-off. To date the union is yet to hear back from the Department and advises members not to complete the form until this matter is resolved.



PUBLIC PRISONS

Fatigue concerns arising from the current Karreenga custodial rosters have been central in discussions between HSR's, CPSU delegates, and Marngoneet/Karreenga management over the past



few months with WorkSafe Victoria also being part of these discussions. This has resulted in a number of visits by WorkSafe Inspectors who have made a determination that the Karreenga custodial rosters require modification to address the potential for work-related fatigue concerns.

JUSTICE & REGULATION

New legislation to crackdown on youth crime passes Parliament which will mean that young people have the very real risk of having their matters heard in higher courts with much tougher consequences for young people who assault youth justice officers while in detention.

There will also be a presumption that young offenders who damage property, escape or attempt to escape from a youth justice facility will serve their sentences on top of an existing period of detention regardless of age. The legislation is a result of representations made by CPSU about improving safety and security inside our Youth Justice Centres.

DELWP

CPSU receives correspondence advising of the proposal to make changes to the Forward Policy and Business Strategy Division of the Planning Group.

OCTOBER

PUBLIC PRISONS

Nominations are called for Vacant Vice Presidents (2) for Marngoneet (Karreenga) CPSU Local Group with nominations open to all COG and VPS members.

DENTAL SERVICES

Negotiations commence with the Victorian Hospitals Industrial Association (VHIA) for new multiple employer agreements to replace currently expired agreements with all employees having received a Notice of Employee Representational Rights from the employer.

CPSU surveys members about who's receiving an entitlement in our dental agreements for employees to be reimbursed for the cost of the required radiation safety licence fee after it comes to the union's attention that employees are not making these claims or are being denied payment on the basis that the expenses policy does not provide for such a reimbursement.

AHPRA

AHPRA issues a change proposal, FAQ's, and a response template for the proposed National Notifications

Model. AHPRA Regulatory Operations is proposing to establish a transitional leadership team and structure to help deliver a revised operating model for notifications.

EDUCATION & TRAINING

CPSU advocates for the direct placement of staff to roles during consultation in relation to a proposal to make changes to the operating model and support structure for the new Information Management & Technology (IM&T) Division. The position of CPSU was that there were roles in the proposed structure which, whilst not identical, were a close match to roles performed by the affected staff. The Department considered, and subsequently accepted our alternative proposal and directly placed those staff to roles in the new structure.

Education commences a review of all DWG's and OHS Committee structures which affects HSRs and Deputy HSRs, who play an important role in representing the OHS needs of employees in your DWG. CPSU receives the structure with the proposed changes and seeks feedback prior to negotiations on the new DWG structure.

Nominations are called for SSS Health and Safety Representatives (HSR's) following the change from the network



improving health and safety conditions in your workplace and Parkville Youth Justice Precinct has Designated Work Groups (DWGs) with positions vacant for employees to nominate and CPSU notifies members to seek a HSR position.

CPSU receives correspondence from DHHS notifying of a major change proposal impacting Corporate Services at 50 Lonsdale for staff who work in; Finance, Business Technology and Information Management, Digital Health, People and Culture, Office of the Deputy Secretary, Legal, Executive Services and Oversight, and Procurement and Contract Management. The proposal outlines changes to reporting lines with some staff having a new line manager.

CPSU receives correspondence from DHHS advising of the proposal to make change within the Central After Hours Assessment and Bail Placement Service.

model to an area based model. DWGs will now be area based with a HSR and DHSR at the area level following negotiations involving CPSU, incumbent HSRs and the Department.

MUSEUM

Museums Victoria management advise CPSU that they are circulating their organisational realignment proposal for genuine consultation and feedback from affected employees and CPSU.

DELWP

CPSU receives a proposal from DELWP to make changes to two Divisions of the Planning Group, Statutory Planning Services Branch and Planning Implementation Branch.

The latest draft version of DELWP's drug and alcohol policy plus the impairment checklist are made available for comment. These have previously been consulted on and significant improvements have been made as a result.

CPSU issues advice about how EERL works and is accrued when an employee is performing over- time under the Emergency Appendix conditions of our Victorian Public Service Agreement, including planned burning. EERL is also accrued when an employee is on paid stand-by, for example weekend rostered stand-by. Hours performed as Duty Officer, State Agency Commander, and Regional Agency Commander outside of normal working hours are also treated as stand-by for the purposes of EERL.

Each hour performed doing emergency overtime and stand-by counts towards an employee's annual total.

DHHS

DHHS is undergoing a change process affecting all Child Protection Practitioners who identify the most important issues for staff being; the need for more admin support, the need for ongoing stable funding for CPP2's, accommodation for the new staff (desks, cars, phones, laptops etc.), the allocation of new staff positions across the state, and request further information about who will fill the Deputy Area Operations Manager (DAOM) function at the seven locations without one.

CPSU receives correspondence and a presentation from the Department on developing an expanded Scheme to cover all disability services delivered, contracted, funded and or registered by the department. The current Scheme applies to direct support disability workers at disability residential services delivered, funded or registered by the department.

CPSU receives advice that the rotation provision, in relation to the Support and Safety Hubs, has been removed from the new job descriptions for the Senior Child Protection Practitioner (the former Community based) positions.

Health and Safety Representatives (HSR's) play a key role in occupational health and safety by maintaining and

CPSU receives correspondence from DHHS notifying CPSU of major change proposals impacting the Emergency Management Branch.

PARKS

More pay rises flow from our Parks Agreement including a further 1.75% rise being paid with back pay from September 2017.

CPSU receives advice from Parks Victoria of the proposal to make changes to the structure of the Commercial Partnerships Directorate.

UNION AID ABROAD

APHEDA announces an inaugural Memorial Scholarship and applications are sought from union members who would like to participate in a Union Aid Abroad-APHEDA project in 2018 in memory of life-long unionist, Rob Durbridge, and his dedication to the development of union members.

VICTORIA POLICE

CPSU receives correspondence from Victoria Police advising of the proposal to realign the Custodial Health Services division from the Human Resources Division to the State Emergencies and Securities Command.

CPSU receives correspondence from VicPol advising of the proposal to realign various positions within the Technology Enforcement Support Unit.

Victoria Police employees are invited to take part in a study exploring the mental health and wellbeing of all employees and CPSU fully supports this study and asks our members to participate and post a flyer promoting the study in their workplace.



NATIONAL GALLERY

A meeting of members employed at the National Gallery of Victoria is convened to discuss workloads and work-related stress and what we can do to address the concerns relating to unreasonable workload pressure.

CPSU invites all union members and employees at the Gallery to participate in our workload campaign as unfortunately, workloads and work-related stress have been identified as persistent problems within the National Gallery.



SERCO

Fair Work convenes a conference of Serco, CPSU, ASU and employee bargaining representatives with the key focus being the issue of agreed hours for part time Operators. Serco has refused to give an undertaking that they will include this in the next Agreement, although they have for other staff.

DEDJTR

CPSU received correspondence from Taxi Services Commission advising of the proposal to make changes to a leadership position, and reporting line changes, within Operation Accessible Transport Services branch.

CPSU received correspondence advising of the proposal to restructure the Agriculture Food and Fibre Division.

G&C MUTUAL BANK

G&C Mutual Bank (SGE Credit Union) is to hold its Annual General Meeting in November in Sydney and CPSU contacts Victorian based members who will be unable to attend in person, to take this opportunity to use a proxy form and express your view to the chair and vote to support member owned banking.

VICSES

CPSU updates members that SES have been made aware that their changes to vehicle policy and duty officer SOPs has placed additional burden on officers performing these duties. CPSU is also completing the calculation of Overtime Meal Payments, with progress indicating VICSES is up for a six figures claim.

VICHEALTH

The voting period for the proposed VicHealth Enterprise Agreement 2017 opens and CPSU recommends members Vote "YES" to support the four year agreement and to have a say in a significant document that underpins employee working conditions. The proposed agreement contains salary increases of 3.25% per annum and improvements to leave entitlements with no diminution of conditions.

PTV

CPSU receives advice from Public Transport Victoria about a proposed change to Franchise Operator Management.

JUSTICE & REGULATION

CPSU is notified that DoJR intend to move Youth Justice staff from their DHHS workplaces, to DJR Justice Centres in the coming months with the Wodonga office the first to move.

NOVEMBER

JUSTICE & REGULATION

CPSU receives correspondence from DoJR regarding the changes that will be made to Infringement Management and Enforcement Service (IMES) resulting from the commencement of the Fines Reform Act 2014 (Fines Reform Act) due to commence 31 December 2017.

WorkSafe's prosecution of DoJR under the OHS Act (v) regarding the Remand Centre riot back in 2015 has resulted in the department pleading guilty to one charge and CPSU strongly encourages

members contacted by WorkSafe to afford themselves the opportunity to do an impact statement so that their particular experiences can be taken into account by the court when determining penalty.

NATIONAL GALLERY

CPSU reminds all members and employees to start filling out your Workload and Work-Related Stress Diary after members repeatedly raise their concerns about unfair and unsustainable workload pressures.

EDUCATION & TRAINING

CPSU calls for nominations for representatives to join the Department of Education Branch Committee which is made up of Workplace Representatives from Central Precinct who support the union in representing the needs of members.

VICTORIA POLICE

All VicPol Property Officers are invited to attend a CPSU meeting with video and telephone conferencing available to discuss VPS classification, the formation of a network, the Mental Health Strategy and Wellbeing Action Plan, plus VEOHRC Independent Review into sex discrimination and sexual harassment, Phase 2 Audit.

CPSU surveys our Police Support, Forensic Services, and Custody Officers throughout VicPol about what matters at work with results to be analysed and presented to VicPol's Workplace Relations Division.

CPSU receives correspondence from Victoria Police advising of the proposal to realign positions within the Evidence Recovery Unit (Biology), into the Case Management Group (CMG).

DELWP

CPSU receives correspondence from DELWP advising of the proposal to realign the two energy divisions under Energy, Environment & Climate Change Group - Energy Policy & Programs and Renewable Energy.

After months of negotiations a group Personal Accident Policy has been purchased by DELWP to cover approximately 2,700 employees from DELWP, Parks and any other partner agency involved in Forest Fire Emergency Management.

PTV

CPSU receives correspondence from Public Transport Victoria advising of the proposal to reorganise some areas of PTV's Corporate Services Division.

PUBLIC SERVICE

The Real Cost campaign to stop the sale of the Land Titles Office is going full steam ahead and we know that the government wants to have the sale finalised before the 2018 election, so we ask all land titles staff to complete our brief survey to help us get a better understanding of workers' individual circumstances.



DEDJTR giving young Victorians a job in the public service and an experience that will put them on the path to a meaningful career.

DHHS

There have been ongoing and serious issues at the Ballarat Office of Child Protection and after several visits, and conversations between staff and the union, a decision was made to request WorkSafe conduct a visit. After the visit an entry report was generated and DHHS wrote a letter of response with the union continuing to follow up on the issues and keeping staff up to date.

CPSU receives correspondence from DHHS concerning a supervised contact and transport trial to be based at the Preston Office and will cover the Northern Metropolitan Areas, Hume, Moreland and North East Melbourne. The trial is time limited and is set to commence November 2017 until June 18 with the general aim being to develop and test a more contemporary and sustainable way of delivering supervised contact & transport.

CPSU meets with DHHS to discuss state wide issues about the child protection changes and requests a time to meet with Senior Child Protection Practitioners to discuss how many are not in agreement with their position classification, SCPP5.1, in the new restructure and believe that they should be identified as SCPP5.2.

PUBLIC PRISONS

CPSU calls for nominations for vacant positions of President and Vice President X 1 for Beechworth Correctional Centre CPSU Local Group Executive

SERCO

Fair Work notifies Serco and CPSU that Operators were NOT covered by any Award which will now mean that Serco will not be obliged to include agreed hours for part time Operators into the agreement. This is a very disappointing and disturbing outcome and Fair Work has determined it on a legal technicality despite approving the previous Agreement in 2013 after accepting submissions from Serco that part time operators, against the Miscellaneous Award, were better off. Change the Rules.

AHPRA

CPSU receives correspondence from AHPRA about the separation of legal work from Adelaide notifications team with the proposed changes involving moving legal work currently done in the notification team to the legal services team.

DEDJTR

CPSU reminds members in DEDJTR who have completed their Performance Cycle and Review process that if you have met the applicable criteria to progress, or receive the 1% Top of Grade or Value Range, payments should have been made by now. Members should be aware that neither Progression nor the Top of Grade or Value Range payments are subject to moderation or "budget constraints" – if you meet your agreed progression criteria, then you are entitled to either your progression step or a Top of Grade or Value Range payment, as applicable.

CPSU is made aware of the current air conditioning and cooling issues at 1 Spring Street with the major cause of heat stress arising from working in hot, stuffy, and poorly ventilated buildings. Working in hot conditions can result in a number of adverse health effects ranging from discomfort to serious illness, which are generally grouped together as heat stress.

CPSU advises members that if you are feeling unwell because of the hot working conditions take action to ensure you are safe.

PRIVATE PRISONS

CPSU calls for nominations for vacant positions of President, Vice President X 1 and Secretary for Fulham Correctional Centre Local Group Executive.

WORKCOVER

CPSU writes to WorkSafe regarding members of the union that are injured whilst working from home, on call, or travelling to attend emergency situations seeking clarity regarding these issues due to a number of Court decisions interpreting the phrase "arising out of or in the course of employment". WorkSafe confirm that "An injury can arise out of or in the course of employment if it occurs at the normal place of employment, an alternative place of employment, travelling for work or working from home. Generally a worker on call who attends an emergency is going to be entitled to compensation under section 39 of the WIRC Act if they sustain an injury travelling to or from the emergency scene as travel is something they are reasonably expected to do as part of their employment."

TAX AVOIDANCE MASTERMINDS

The recent release of the Paradise Papers has exposed not only the avoiders but the masterminds, the accounting firms who sign off on the multinational audits and devise the tax strategies.



The Australian Government handed out more than \$2bn in taxpayer's money to firms behind the massive tax dodging schemes uncovered in the Paradise Papers.

These firms are also heavily engaged on the consultancy conga line of State Government Departments.

Victorian government departments including Police spent \$154 million alone last year on over one thousand consultancies with them, and have outlaid in excess of \$286 million on more than 2000 engagements in the last three financial years crushing internal capability.

Australia's largest coalminer, Glencore, formally called Xstrata, paid almost zero tax over the past three years, despite income of \$15 billion.

Glencore in Australia was audited by EY until Deloitte took over three years ago. Glencore reduced its tax exposure by taking large, expensive loans from its associates overseas, paying up to nine per cent in interest on \$3.4 billion in loans despite increasing its lending to other related parties interest free.



Agency	2016/2017 spend (ex GST)	2015/2016 spend (ex GST)	2014/2015 spend (ex GST)
DoJR	\$2.5M (40 consultancies)	\$1.6M (34 consultancies)	\$379K (13 consultancies)
DTF	\$63.08M* (70 consultancies)	\$19.15M (48 consultancies)	\$21.4M (40 consultancies)
DET	\$11.4M (105 consultancies)	\$11.5M (114 consultancies)	\$5.6M (100 consultancies)
DPC	\$9.2M (57 consultancies)	\$5.4M (48 consultancies)	1.3M (23 consultancies)
DEDJTR	\$26.5M (302 consultancies)	\$11.2M (142 consultancies)	\$12.8M (120 consultancies)
DELWP	\$4.95M (64 consultancies)	\$3.3M (57 consultancies)	\$3.1M (56 consultancies)
DHHS	\$30.26M (330 consultancies)	\$17.53M (207 consultancies)	\$11.06M (149 consultancies)
VICPOL	\$6.4M (73 consultancies)	\$2.9M (51 consultancies)	\$2.8M (26 consultancies)
TOTAL	\$154 million (1,041)	\$73 million (701)	\$59 million (527)

Nike is audited by PwC, as is Bank of America, HSBC (formerly audited by KPMG), Goldman Sachs, and JP Morgan. Apple shifted from KPMG to EY in 2009. KPMG audits Citigroup and Credit Suisse.

It will not be until governments get serious and demand far more transparency that inroads of substance will be made.



EY is News Corp's auditor which might explain their escape from attention.

Offshore tax avoidance schemes cost our community billions of dollars a year. These schemes starve our health and education systems from critical funding.

Recent advertisements by the federal government declaring success, and that corporate tax avoidance is fixed, is monumentally misleading and dishonest, and perversely, the ads are paid for by us who pay tax.

It will not be until governments stop outsourcing their thinking to the real culprits, the masterminds of multinational tax avoidance, and remove their privileged position close to the seat of power, that action will be taken.

A recent landmark legal win by the national workplace watchdog against an accounting firm who advised a client found guilty of exploiting a vulnerable worker might become the catalyst for change.

CORPORATE TAX WHO PAYS 30%?

With a new business model flourishing where companies avoid tax and strip wages and entitlements from workers, and the federal government upping the divisive debate about whether the company tax rate should be reduced from 30 per cent to 25 per cent, it would be interesting to know exactly how much company tax Australian companies actually pay.

Corporate Tax Rates in 620 Countries, From Highest to Lowest, 2012

Top Statutory Corporate Tax Rate ^a	Average Corporate Tax Rate ^a	Effective Corporate Tax Rate ^a
United States 39.1	Argentina 37.3	Argentina 22.6
Japan 37.0	Indonesia 36.4 *	Japan 21.7
Argentina 35.0	United States* 29.0	United Kingdom 19.7
South Africa 34.6	Japan 27.9	United States 18.6
France 34.4	Italy 26.8	Brazil 17.0
Brazil 34.0	India 25.6	Germany 15.5
India 32.5	South Africa 23.5 *	India 13.6
Italy 31.4	Brazil 22.3	Mexico 11.9
Germany 30.2	Russia 21.2	Indonesia 11.8
Australia 30.0	South Korea 20.4	France 11.2
Mexico 30.0	Mexico 20.3	Australia 10.4
Canada 26.1	France 20.0	China 10.0
China 25.0	Turkey 19.5	South Africa 9.0
Indonesia 25.0	China 19.1	Canada 8.5
South Korea 24.2	Australia 17.0	Saudi Arabia 8.4
United Kingdom 24.0	Canada 16.2	Turkey 5.1
Russia 20.0	Germany 14.5	Russia 4.4
Saudi Arabia 20.0	United Kingdom 10.1	South Korea 4.1
Turkey 20.0		Italy -23.5

Source: Congressional Budget Office, using data from KPMG International, the Organisation for Economic Co-operation and Development, the Internal Revenue Service, and the Oxford University Centre for Business Taxation.

The public now has access to three years of data on individual company tax paid after legislation was passed a few years back to increase transparency.

Data was released last December, somewhat coincidentally on the same day that same-sex marriage passed Parliament and you can see who is close to paying the 30 per cent corporate tax rate and who is not.

2,043 of Australia's biggest companies, comprising 1,693 Australian public and foreign-owned companies with an income of \$100 million or more, plus another 350 Australian-owned and resident private companies with an income of \$200 million or more paid \$38.2 billion in 2015-16.

With \$172 billion combined in taxable income, it calculates an average corporate income tax rate of 17 per cent.

Australia's big banks emerge as our four biggest corporate taxpayers.

Commonwealth Bank at \$3.3 billion (a CTR of 29 per cent), followed by Westpac at \$3 billion (28 per cent), NAB \$2.4 billion (21 per cent) and ANZ \$2 billion (24 per cent).

The next six in the top 10 were Telstra \$1.7 billion (29 per cent CTR), BHP Billiton \$1.3 billion (25 per cent), Rio Tinto \$1 billion (23 per cent), Wesfarmers \$931 million (29 per cent), AMP \$681 million (11 per cent) and Woolworths \$497 million (27 per cent).

Together these 10 companies paid more than a quarter of all company tax collected that year.

Turns out, a total of 762 companies – just over a third paid within 1 decimal point of the 30% statutory rate now. This includes a number of large multinational corporations, including Aldi, Ikea, Citigroup, Audi, BMW and Volkswagen.

But a further third – 732 companies in total – paid absolutely NO corporate income tax at all...

They include:

1. Bluescope,
2. Alcoa,
3. CSL,
4. Elders,
5. Healthscope,
6. IBM,
7. Lendlease,
8. Mirvac,
9. Origin Energy,
10. Qantas,
11. Pratt Consolidated Holdings,
12. Pfizer,
13. Shell,
14. Seven,
15. Transurban,
16. Energy Australia,
17. Chevron,
18. Exxon Mobil,
19. Glencore,
20. Santos,
21. Stocklands,
22. Sydney Airport and
23. Toll Holdings.

There are many reasons why these companies might be able to legitimately pay no tax, including claiming previous years' losses, depreciation, dividend imputation, various tax offsets or money spent on research and development.

But that's no reason why Australians shouldn't get to see who is paying what and it's much less than 30 per cent and determine if what is presently legal also meets society's definition of what is fair.



ETHICS TO DRIVE PS PROCUREMENT

GOVERNMENT WORKERS WEARING NON FIRE RESISTANT UNIFORMS BUT EXPECTED TO TACKLE SMALL FIRES IN POOR QUALITY UNIFORMS WILL BE A THING OF THE PAST THANKS TO MEMBER PARTICIPATION IN A CPSU INVESTIGATION.

During last year a survey of all uniform wearing members employed in the Victorian Public Service and the wider public sector was conducted to understand what members thought of the quality and the standard of Government supplied uniforms.

The results were damning.

Some workers were expected to put out small fires in uniforms that weren't fire resistant; others were experiencing regular tears to uniforms, exposing them to risks.

Respondents also said cheap and poor quality materials like polyester were a concern, leading to excessive sweating and odour.

80 per cent of survey respondents expressed concerns regarding worker exploitation in their uniform supply chain. And importantly, 91 per cent of survey respondents believe that all government uniforms should be made in Victoria to support Victorian jobs.

The procurement issue was raised as we asked why the Victorian Government, as an employer and large procurer of goods, didn't have a strong policy requiring Government Departments and Agencies to buy from Victorian suppliers of uniforms manufactured in Victoria.

CPSU commenced a review of Government procurement contracts to ascertain the location of manufacture and the value of the contracts. We wanted to see whether a more ethical standard could be developed to put the purchasing power of the State at the forefront of investment in Victorian jobs so Government employees had uniforms that were fit for purpose. Upon advice from Agencies it became clear that millions of dollars annually was spent overseas on a range of uniform procurement contracts from different suppliers in different countries with little or no centralised scrutiny of the nature of these purchases.

In discussions with Ethical Clothing Australia (ECA) who provides accreditation to suppliers and manufacturers of clothing, it became clear that some Departments and Agencies were using the ECA accredited Victorian companies but in some instances, were seeking two quotes for the procurement contracts; one being from the locally accredited company and one from its overseas subsidiary.

The purchase result was often a cheaper price for a cheaper quality uniform.

ECA expressed their concern when this evidence was presented to them. CPSU approached the Textile, Clothing and Footwear Union, as a result of this investigative work, to seek a joint submission to the upcoming Victorian Government Jobs Summit held last August.

Our unions developed a proposal for Government endorsement that would change these sharp practices across the sector, and would give uniform wearing public sector employees high quality, health and safety compliant, and fit for purpose uniforms, while supporting jobs and skills development in the Victorian clothing sector.

We sought the support of the Government for a strengthening of the use of and adherence to the accreditation standards and list from Ethical Clothing Australia. We also asked for a publicly stated commitment from Government, as an employer, that it too would mandate the requirement on all Government agencies to buy local uniforms and locally manufactured personal protective equipment instead of importing them from overseas.

In a win for all, the Premier's office advised both unions last November that the submission had been successful and would form part of the Government's announcement of legislation in 2018 which would enshrine in an Act of Parliament, 'Victorian Local Jobs First Bill', the commitment to source public sector uniforms and personal protective equipment from Victorian suppliers and manufacturers.

The Bill is due to be introduced this year and once passed members will end the days of inferior, cheap and often non-OHS compliant uniforms for our members when carrying out their jobs on behalf of the Government.





Photo: Stephanie at work with Alison Williams in the Regional Development Victoria Ballarat office.

YOUTH CADETS EMBRACE CHALLENGE

THE TIME AFTER LEAVING HIGH SCHOOL CAN BE A CHALLENGE – EMPLOYERS WANT EXPERIENCE BEFORE THEY WILL GIVE YOU A JOB, AND YOU CAN'T GET EXPERIENCE WITHOUT A JOB.

THE YOUTH CADETSHIP SCHEME AIMS TO CHANGE THAT FOR YOUNG PEOPLE INTERESTED IN A CAREER IN THE PUBLIC SECTOR.

At Regional Development Victoria, Stephanie Maloney is making the most of this opportunity.

In her home town of Ballarat Stephanie Maloney loves the challenge and opportunity to learn and to find her niche as a Jobs Victoria Youth Cadet.

As part of her cadetship, Stephanie must complete a project to improve her workplace. She has chosen to make her project about raising awareness and support for the Youth Cadetship Scheme, encouraging young people to take up the opportunity and enter government.

Stephanie found that when she left school, she was being overlooked for full time work in favour of more qualified applicants. Despite her passion and energy, she felt defeated and found it hard to make ends meet in Melbourne. She applied for the Youth Employment Scheme (YES) traineeship and after completing that, found a placement in Ballarat to complete a Youth Cadetship.

The Jobs Victoria Youth Cadetship Scheme was launched in 2017 and will run until 2020, offering 135 young Victorians two-year cadetships in the Victorian public sector. Young people who have completed the one-year YES traineeship can progress

on to the Youth Cadetship Scheme, working in Victorian government departments and agencies and studying for a Certificate IV in Government.

Stephanie is passionate about young people stepping up and making change.

"You are the only one who can make your life better," she says. "Life doesn't owe you anything and you need to work hard, but the rewards for working hard are endless."



STOPPING GENDERED VIOLENCE AT WORK

LAUNCHED LAST NOVEMBER, THE VICTORIAN TRADES HALL COUNCIL'S 'STOP GENDERED VIOLENCE AT WORK' CAMPAIGN IS PART OF A GROWING WORKER'S MOVEMENT THAT SEEKS TO RECOGNISE AND UNDERSTAND GENDERED VIOLENCE AS A WORKPLACE HEALTH AND SAFETY HAZARD, AND STOP IT FROM INJURING VICTORIAN WORKERS.

Gendered violence is any action or behaviour that causes physical, sexual, psychological or economic harm to a worker because of their gender, gender identity, sexual orientation or because they do not adhere to dominant gender stereotypes or socially prescribed gender roles.

Gendered violence can be anything from a “blonde” or “gay” joke in the lunch room; not being valued or respected because you are a woman or identify as LGBTQI+, right through to sexual harassment and assault.

While perceptions of OHS issues are usually confined to hardhats and manual handling, gendered violence is endemic in our workplaces and injures Victorian workers every day.

The impact of gendered violence is huge.

Over 60% of women have experienced some form of gendered violence at work, and almost one in five women have resigned from a workplace to escape gendered violence.

Like any OHS hazard, employers have a legal duty to prevent gendered violence from injuring workers and provide all workers with a healthy and safe working environment. The campaign aims to get WorkSafe and employers to formally recognise gendered violence as a serious OHS hazard and act to prevent gendered violence from injuring workers.

Together we have launched an extensive report on gendered violence in the workplace, a campaign kit, and comprehensive gendered violence training for unions and employers.

Trades Hall launched a Stop Gendered Violence at Work model EBA clause, enabling conversations about gendered violence to become a normal part of the workplace.

In 2018 there is more work to do. The campaign will focus on continuing to build the capacity of our unions and workers to take action to stop gendered violence at work, including supporting unions to negotiate a gendered violence clause into EBAs, and working with WorkSafe to develop new materials and strategies including guidance material and training curriculum.

If you would like to get involved with the campaign visit our website <http://www.unionwomen.org.au/genderedviolenceatwork> to sign up and download the campaign kit and other resources.

WHO REALLY OWNS WHO?

WITH PROFITS UP 30% IN THE LAST YEAR AND A ROYAL COMMISSION INTO MISCONDUCT UNDERWAY, YOU WOULD / SHOULD BE ASKING WHY DO I BANK WITH THEM.

If you are still doing your banking with one of the big 4 or one of their many marketing arms or subsidiaries then you've most likely also aided their increased profit by \$8 billion from the previous 12 months.

The banks' ability to borrow money from everyday Australians at historically cheap rates is driving surging profits according to APRA data with the biggest single boost to bank profits coming from a reduction in the amount paid in interest on bank deposits.

Banks saved around \$4 billion thanks to lower interest rate payments while also raking in almost \$3 billion on increased fees and commissions.

And they reduced the amount paid out in salaries and wages by more than \$200 million, bringing the total expenditure on 'personnel' down to \$27.04 billion.

In total, the banks are now collectively owed \$1.9 trillion by mortgage borrowers, while they owe their banking customers \$2.7 trillion in deposited money.

With the big 4 holding the mortgage papers of nearly 80% of Australians who own property is there really any alternative for those seeking to own the roof over their head.

HOW'S THE COMPETITION OR WHO OWNS WHO?



St George Bank
Bank of Melb.
Bank SA
RAMS



Bankwest
Aussie Home Loans
(majority owned)
Colonial First State



Esanda



UBank
MLC
Bank of New Zealand

WHERE'S THE 5TH PILLAR

The customer owned banking sector has combined assets of \$110 billion, offering Australians a competitive alternative to banks and access to a range of savings, investment, loan and insurance products.

Equally, all credit unions, mutual banks, building societies and banks have the Government guarantee on deposits – so your money is backed by the Australian Government.

Join a member owned mutual bank or Credit union like G&C Mutual Bank and start experiencing real customer focused service.

Regulated in exactly the same way as the publicly listed banks, mutual banks, Credit unions and building societies return all profits to you with better rates, fairer fees, responsible lending and outstanding customer service because you're an owner as well as a customer.

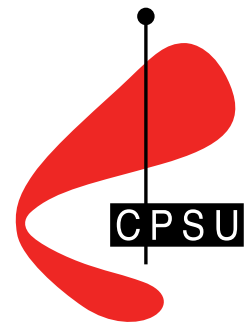
There are so many reasons why you should choose a credit union, mutual bank or building society over a publicly-listed bank.

Perhaps the question you should be asking is: "Why am I not choosing a credit union, mutual bank or building society?"

WHO REALLY OWNS THE BIG FOUR BANKS?



YEAR HIGHLIGHTS



During the year the union has 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, Victorian Government Skills Commission Industry Advisory Group and the Social Services Taskforce overseeing the implementation of the Royal Commission's Recommendations in relation to Family Violence.

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

The union worked on the establishment of a cadetship scheme in the VPS in partnership with the Victorian Government with 21 cadets commencing in June of 2017.

The union also commenced a secure employment campaign utilising the clause in the VPS EBA with a view to having casuals and fixed term employees converted to ongoing. The campaign was also designed to highlight the misuse by the Departments and Agencies of consultants and Labour Hire staff to fill ongoing VPS roles, costing the state \$707m in this financial year alone.

The Branch worked in conjunction with the Federal Office of the union on making submissions to the Peoples Inquiry into Privatisation. Made submissions to the Government's Review of Worksafe's Regulation and OHS Enforcement and appeared before the Upper House Inquiry into Youth Justice.

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 with a major focus on the development of and implementation of the Mental Health and Wellbeing Charter. Supporting members deal with the recurring violence in the states Youth Justice facilities and successfully have Worksafe issue Improvement Notices at both Parkville and Malmsbury following the riots at the sites. The Branch continued to work with DHHS and DJR on the machinery of Government transfer of the Youth Justice program between the Departments.

We dealt with a number of disputes during the year including VicSES vehicle access for employees on commuted allowances, stock transfer of public housing properties to the community housing sector, transition to the new regional structure for SSSO's in Education and the classification of those jobs, the diabolical situation facing AMES employees as the Commonwealth removed their funding for migrant education, employment and resettlement services after 60 years, budget announcement that the State Government will examine options to commercialise Victoria's Land Registry function affecting Land Use Victoria employees job security, the proposed restructure of the Forest, Fire and Regional Group in DELWP spilling positions and initially leaving 300 employees without jobs.

The union continued to be involved in enterprise bargaining during the year across a number of agencies such as TAC, Worksafe, Schools, Victorian Building Authority, Public Transport Victoria, Parliament, Parks Victoria, VicForests, VicSES, ESSS, AHPRA, VicHealth and private sector employers such as Port Philip Prison, Serco Traffic Camera Operations and Ravenhall Prison.

Negotiations also occurred in the Arts Agencies which saw the return of weekend penalty rates for casual employees across the arts sector.

The union also ran a Sign up a Sister promotion to support our International Women's Day lunch at which 130 participated.

The union also upgraded its membership management system in May 2017, marking the end of a 5 year planning and design process to replace the 30 year old data base. The new system called OMS (Open Membership Systems) provides the union with expanded functionality, security and a feature set which will allow us to meet future expected requirements and 21st century technological needs.

The union recruited 2204 new members during the 2016/2017 financial year.

CPSU received 204 notifications of change and opened 509 new cases on behalf of members. There were 714 "enquiry" cases that dealt with matters over the telephone or by email.

The number of full time equivalents employees at 30 June 2017 was 46.2 (2016: 40.95).

The number of financial members, inclusive of the Retired Officers Division, at 30 June 2017 was 13,717 (2016: 13,653).

Revenue was up as a result of recruitment initiatives and delivered an \$826,864 surplus for the year ending 30 June 2017 which was a strong result. (\$7,088 deficit in 2015/16).

Total member funds also grew to \$3,341,782 up from \$2,514,918 in 2015/16.