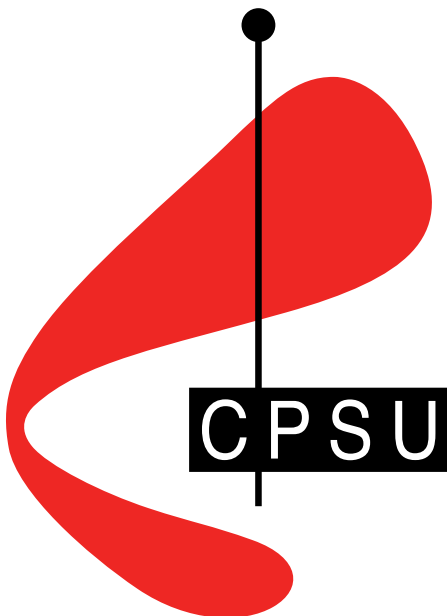




PUBLIC PERSPECTIVE

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

2017-2018 YEAR IN REVIEW

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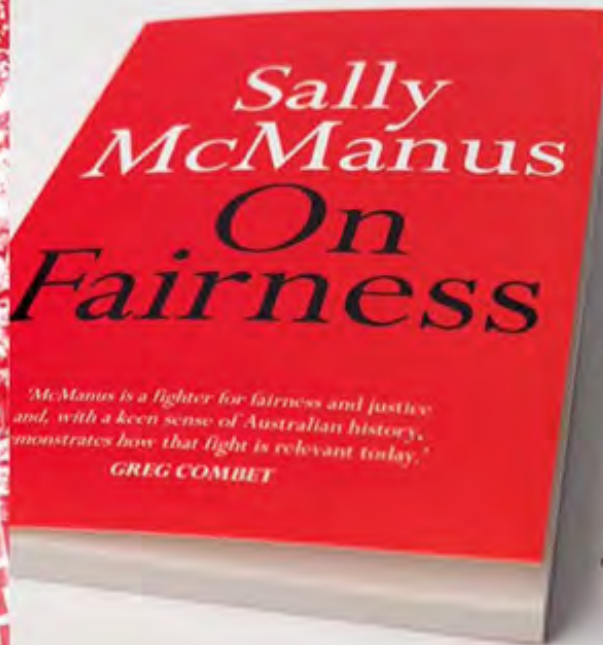
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On Fairness

ON SALE NOW

ALL BOOK PROCEEDS GO TO THE
CHANGE THE RULES CAMPAIGN

MUP
BOOKS WITH SPINE

ACTU
australian union of meatworkers

change
the RULES

ON FAIRNESS

A NEW BOOK FROM ACTU SECRETARY
SALLY MCMANUS OUTLINES THE WAY IN
WHICH AUSTRALIA HAS LOST ITS WAY
AND IS NO LONGER LIVING UP TO ITS
PROMISE AS THE LAND OF THE FAIR GO.

Sally tackles the subject of fairness in Australia and what we need to do to ensure that future generations have all the opportunities they should expect.

Sally looks at why we find ourselves surrounded by growing inequality - stagnant wage growth, gender pay inequity, the gig economy, corruption, corporate tax cuts and outrageous executive bonuses.

Sally argues that the fight for basic rights is as urgent as ever and under threat in new ways. She shows that the legacy of those who have stood up to unjust laws to win the rights working people have should be a lesson for those in the movement today.

"GOVERNMENTS HAVE FAILED TO UPHOLD THE PROMISE OF A FAIR GO FOR ALL AUSTRALIAN WORKERS."

Sally calls out the ruse of "trickle-down economics" and shows that from Scott Morrison's corruption of the phrase "a fair go" through to Paul Keating's acknowledgement of the "liberal economic...dead end", governments have failed to uphold the promise of a fair go for all Australian workers.

Sally also outlines the inequality that we all know and experience and connects this to the outrageous displays of corporate greed and irresponsibility being revealed at the Banking Royal Commission.

On Fairness draws together the challenges facing Australia and Australians, highlighting how far we have strayed from the land of the fair go, and outlining a path back which starts with changing the rules.

It's essential reading for anyone engaged in the struggle to change the rules and the fight for fairness in Australia.

You can order your copy here:

<https://shop.australianunions.org.au/collections/frontpage/products/test>

The book is available in bookshops and online from 5th February.

SKILLS EXCHANGE CAPABILITY BOOST

The excessive use of consultants, contractors and labour hire by Government Departments and Agencies continued to be a huge thorn in our relationship with Government as the practice effectively inhibited the opportunities for VPS staff to progress and to develop skills and capabilities important for a career in the Service.

This coupled with the dearth of public service specific training was making the mobility of public sector workers almost non-existent with the default position being the use of short term (or long term as it has been recently discovered after an audit) labour hire and consultancy contracts.



The Andrews Government had made a policy commitment to growing Victorian jobs and that those jobs were to be good secure jobs underpinned by appropriate training/skills enhancement.

The union felt strongly that this commitment needed to also apply to the Government's own workforce. CPSU proposed a Skills Exchange be established by the Government that would see all VPS jobs being advertised to the VPS staff prior to external advertising.

This would facilitate staff being able to express interest in new jobs, policy initiatives and opportunities to diversify their skills and experiences within Government rather than having external companies being given those opportunities at the expense of building the capabilities within the public sector.

The Skills Exchange will work in conjunction with a new education and training initiative which was also put forward to assist public sector workers learn about the theory of working in different parts of Government and thereby improving their opportunities to move around the sector/service.

The project will pilot a new public sector learning initiative, known overseas as "micro credentialing". Micro credentialing unpacks modules of the Certificate in Government (used for our VPS Cadetship program) and lets people select individual units or a number of units as they explore their interest in knowing more about working for Government at all levels.

The learning units are part of a nationally accredited qualification and can build towards the completion of a qualification or just be completed to assist a person with moving from say an operational or technical area into one that involves policy work.

CPSU IS PLEASED TO SEE THAT THE RE-ELECTED ANDREWS LABOR GOVERNMENT HAS ADOPTED BOTH THESE IDEAS.

As we head into the new year CPSU and the Government will negotiate the operation of these initiatives and hope to have them up and running later in 2019.



The project will pilot a new public sector learning initiative, known overseas as "micro credentialing".



LET'S CHANGE THE RULES THIS YEAR

A BIG YEAR LOOMS BECAUSE THIS IS THE YEAR, WE COME TOGETHER, TO CHANGE THE GOVERNMENT, AND THEN CHANGE THE RULES.

Australian workers are ruled by laws which have destroyed job security and left us struggling to pay the bills.

The balance of power in workplaces has shifted too far away from workers.

Once the promise of living in Australia was that each generation would pass on something better to the next.

Better healthcare. Better education. Fairer pay.

The cornerstone to all this was a belief that working people should get a fair go, and that we would all share the wealth we helped create, however Australians are experiencing

the lowest wage growth in recent history - for at least 20 years - outside of Victoria's public sector. This means working people are having trouble paying the bills, paying for the mortgage, paying the rent, paying school tuition, putting petrol in the car and food on the table.

Australians need to make sure we have a Government that has a wages policy that lifts wages.

One of the things our next Government needs to do therefore is to ensure that enterprise bargaining, or multi-employer bargaining can work and that we have conditions of employment where people are getting their fair share.

What we are seeing is profits going up but wages flatlining.

Productivity in many sectors of the economy is improving, yet there's been no correspondent wage increase.

Understandably middle class and working-class families are finding it unfair that they are not getting their fair share of the dividend. Families see company profits increasing and yet they don't see wages increasing.

We need to do something about that and we seek to do that by changing the Federal Government.



WHAT CHANGE IS NEEDED?

THE WORKFORCE OF TODAY IS VASTLY DIFFERENT TO THE WORKFORCE OF TEN YEARS AGO.

Our workplace laws from 10 years ago are now not strong enough to balance the power of big business.

Workers' rights have stagnated whilst the power of big business grows and their business models to make profit have adapted and expanded in ways we could not have imagined.

Our workplace laws must be changed to restore the fair go.

Wage theft continues unabated.

Wage theft has become a business model and this business model is rolling on as workplace laws are weak and cannot stop this theft.

Penalty rates have been cut impacting on seven hundred thousand retail and hospitality workers slowing growth in retail sales as workers have less money to spend.

Insecure work is spreading because the current laws allow it.

Casual work has increased, sham contracting continues unchecked, labour hire is growing, contracting out continues and the so-called gig economy is expanding.

Enterprise bargaining is broken. Nearly one-quarter of working people are now dependent on substandard safety net awards, up eight per cent in eight years.

There is no fairness in bargaining where employers can just cancel agreements and cut workers' pay in the middle of bargaining or just lock workers out.

Our minimum wage rules keep full-time workers in poverty.

Last year the Fair Work Commission ruled that although paid domestic violence leave was desirable, under the current rules this was not enough for them to grant it.

Last year the Fair Work Commission denied equal pay increases to Early Childhood Educators leaving workers with laws that are just not capable of closing the gender pay gap for people who work in female-dominated industries, yet Australia has one of the most gender segregated workforces in the developed world.

Temporary visa workers are being ripped off and abused, right in full sight of our Government who is issuing these visas.

The Fair Work Commission is being stacked. Last year the 14th new commission member was appointed by the Coalition Government, too

many of these appointees have backgrounds from the extreme end of big business.

No wonder working people now call it the Unfair Work Commission.

**STOLEN WAGES.
WORKERS EXPLOITED.
JOBS CASUALISED.
COMMISSIONS STACKED
AND POLITICISED. WAGES
CUT. EQUAL PAY DENIED.
BARGAINING FAILING.
POVERTY WAGES.
WORKERS DYING.**

THIS IS OUR NATIONAL CRISIS.

It will get worse if there is not change.

Giant steps towards a progressive agenda for Labor in government have been taken with economic and social policies both featuring strongly, with the trade union movement and the Labor Party committing to a shared, unshakable bond of fighting inequality with new industrial laws.

Moving beyond enterprise bargaining, as well as restoring penalty rates, including superannuation in the National Employment Standards and to prioritise pay equity between women and men.

WHAT CHANGE IS NEEDED



1. MAKING JOBS MORE SECURE BY:

- ✓ Stopping workers being forced into casual work
- ✓ Give on-going casuals the choice of becoming permanent
- ✓ Same job, same pay for labour hire workers
- ✓ National Labour Hire Licencing scheme
- ✓ Stop employers forcing people to get ABNs
- ✓ More secure jobs from trade agreements
- ✓ End the uncapped temporary working visa system
- ✓ Skills for the future

2. GIVING WORKERS PAY RISES BY:

- ✓ Repairing awards
- ✓ Restore and protect penalty rates
- ✓ Terminate zombie WorkChoices Agreement
- ✓ Allow Multi-employer bargaining
- ✓ Stop employers cancelling Agreements
- ✓ Stop employers gaming the system
- ✓ Stop employers avoiding their obligations
- ✓ Big increase in penalties for wage theft
- ✓ Stop superannuation theft

3. FAIRNESS FOR WORKING WOMEN

- ✓ 10 Days paid Family & Domestic Violence leave for all
- ✓ New equal pay laws
- ✓ Gender equity specialists at Fair Work
- ✓ Better rules to stop sexual harassment at work

**ONE THING IS FOR SURE,
UNDER THE LIBERAL-
NATIONAL GOVERNMENT,
WE WON'T GET FAIR PAY
RISES AND JOBS WILL
CONTINUE TO BECOME
INSECURE.**

**TO CHANGE THE RULES,
WE NEED TO CHANGE THE
GOVERNMENT.**



**I'M
WITH
SALLY**

#CHANGETHERULES

DECEMBER 2017

ARTS AGENCIES

CPSU establishes a Cultural and Arts Agencies Network (CAAN) to create a forum for members across the cultural and arts agencies to discuss sector-wide issues and find solutions to common problems. Through this Network CPSU members will be able to share their experiences, discuss ideas, and support their colleagues from each of these Agencies. CPSU will use CAAN to strengthen the voices of Cultural and Arts members, and to better fight for fair and decent working conditions throughout the sector.

CHILD PROTECTION

CPSU meets with DHHS and 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. CPSU meets with FSV and DHHS to discuss developments and consult with the employer in relation to the proposed Safety and Support Hubs and the impact their roll out will have on the Child Protection Implementation of Change, particularly within the cohort Community Based Child Protection Practitioners (CBCPP).

The single biggest concern from Child Protection members across Victoria over the last couple of months as part of the consultation that has been taking place around a proposed restructure was the lack of admin staff to support the work of practitioners, however, CPSU is very pleased to report to members that we have secured a commitment for an additional 38 admin positions across the State which will provide

much needed relief to the existing pressures on the workforce.

COMMUNITY CORRECTIONAL SERVICES

Union members at CCS Broadmeadows raise several concerning issues regarding workloads and workplace culture with these issues raised with Management in a meeting, and subsequent correspondence in November. CPSU conducts a workplace issues survey to gather information, examples and evidence to support the serious issues that have been raised.

Consumer Affairs Victoria
CPSU receives correspondence from CAV/DoJR regarding proposed changes to the Information and Dispute Services Centre (IDSC).



DELWP

Over the last few months discussions between CPSU and Emergency Management (EM) have been focused on the standby provisions on offer from the department in recognition of the work and time commitment required from staff employed in EM operations with CPSU able to secure improvements for staff to the departments initial offer effective as of 1st January 2018.

DET

CPSU surveys SSS staff to identify what matters to these professionals and what their experience has been with the transition to the Area model.

CPSU receives correspondence from DET advising of the proposal to implement a new Contact Routing System.

DHHS

Public Health - negotiations for new agreements to replace the four

agreements for Dental Therapists, Dental Hygienists and Oral Health Therapists which currently apply have been underway since mid-July however progress has been slow with in principle agreement being reached to redraft in similar terms to other Agreements applying in the health sector. CPSU has argued that our agreement should at least deliver similar pay outcomes as applies elsewhere.

G4S – PORT PHILLIP PRISON

CPSU, with the cooperation of G4S, organises a site visit to walk around the prison and see how staff are feeling about the current arrangements following the fire that disabled the control room and systems. CPSU OHS Officers went in specifically over the OHS issues and this followed a visit from WorkSafe.

GREYHOUND RACING VICTORIA

CPSU receives notification of an impending change process at GRV to

address issues arising from adverse events in Greyhound Racing and subsequent reviews of both GRV and the Industry.

CPSU receives correspondence from GRV of a review of the Integrity Department with the result being a shift in functions that will result in the redundancy of the Data Entry Operator positions.

JUSTICE AND REGULATION

CPSU receives numerous enquiries about leave entitlements and errors on pay slips since the move of Youth Justice workers from DHHS to DJR highlighting the different payroll systems prevalent across Government.

NATIONAL GALLERY

CPSU members at NGV start to return their completed workload diaries to take a stand against unsustainable workload pressure, and the workplace culture.





PARLIAMENT OF VICTORIA

EBA discussions get moving again, having been stalled since late June, following a conference in Fair Work. CPSU has been active behind the scenes in the last few months, urging the government to act to break the deadlock with the principal issue being the grade structure, which unfairly restricts the classification of Electorate Officers in each office.

STATE EMERGENCY SERVICES

CPSU advises members who have submitted their timesheets, and have had their unpaid meal payments calculated, that they can get an estimate of what's owed from CPSU while we wait for a few missing years of records to be provided by VICSES for individuals unable to access or find records of approved timesheets. The total estimate of underpayments appears to be in excess of \$110,000, with some employees possibly entitled to over \$5,000.

TRANSPORT FOR VICTORIA

CPSU receives correspondence from TFW advising of the proposal to

restructure Investment & Business, Asset & Networks and Policy & Reform Divisions.

TRANSPORT SAFETY VICTORIA

Union members at Transport Safety Victoria raise several concerning issues regarding work related expense claims not being honoured under our Victorian Public Services Enterprise Agreement 2016 that allows employees to make expense claims for certain out of pocket costs that are reasonable. These issues were raised with Management and Workplace Relations and have not yet been resolved.

VICTORIA POLICE

CPSU receives correspondence from VicPol advising of the proposal to realign the Prisoner Management Unit (PMU), PCO400 Project Team and the Custodial Health Services into the new Custody Management Division.

VICTORIAN BUILDING AUTHORITY

CPSU members win the right to be consulted by VBA management over their intent to restructure part of

its division after the introduction of a New Corporate and Regulatory Strategy Unit without consultation.

CPSU received correspondence from VBA regarding proposed changes to the Corporate and Regulatory Strategy Division which will see reporting line changes and the relocation of the Building Appeals Board from its current location to an area closer to the board hearings area.

VICTORIAN INSTITUTE OF TEACHING

The Fair Work Commission approval process for the proposed VIT EBA commences and CPSU urges members to support the Agreement and Vote Yes.

WORKSAFE VICTORIA

CPSU highlights our Union Advantage to WorkSafe members as our Agreement includes a further 1.75% pay rise from 1st December which should flow into member's pay this month.

JANUARY 2018



DEDJTR - AGRICULTURE VICTORIA RESEARCH

CPSU receives correspondence from DEDJTR regarding proposed changes to the research operations branch at Agriculture Victoria Research (AVR).

EDUCATION AND TRAINING

DE&T sends correspondence about a change proposal involving the introduction of new specialist staff in Early Childhood Expansion of Learning Places across Regional Services Group (RSG).

GOULBURN-MURRAY WATER

CPSU surveys members at Goulburn-Murray Water ahead of the enterprise bargaining negotiations that will replace Agreement 2014 at the end of 2018.

MUSEUMS VICTORIA

CPSU writes to MV management to convey concerns that have been raised about job security regarding a change proposal. "The approach by MV has left many staff confused about what is happening across the Museum, including what proposals have been made by MV management and the potential impacts of these changes across the Museum." CPSU requests a meeting and a comprehensive briefing to all staff regarding the change proposal and consultative process that has been undertaken. MV management immediately express their willingness to meet to discuss the concerns raised to resolve these issues.

NATIONAL GALLERY

WorkSafe visits NGV after concerns reported by CPSU regarding a decision to remove a sun shade above the Information Desk inside NGVI ahead of a severe Melbourne heatwave to make way for a DJ booth. CPSU is advised the removal of the sun shade is to be

temporary and NGV agreed to allow staff more breaks, to stand in shaded areas, and to get cold water regularly.

PARKS VICTORIA

Parks Victoria sends CPSU a proposal to make changes to the structure of the Marketing and Communications Division.

PARLIAMENT OF VICTORIA

CPSU reaches an in-principle agreement with the Parliament of Victoria (PoV) acting on behalf of the Presiding Officers for a new Electorate Officer Enterprise Bargaining Agreement (EBA). Negotiations were on the verge of breaking down however CPSU put a proposal to PoV for the consideration of the Presiding Officers and this proposal was agreed to in its entirety.

PORT PHILLIP PRISON

Fair Work approves the Port Phillip Prison Agreement and G4S will backdate pay rises.

PREMIER AND CABINET

CPSU receives correspondence from the Strategic Communication, Engagement and Protocol Branch in DPC regarding the shift worker provisions to be applied for the Media Monitoring Unit following a review of pay rates and entitlements in late 2017, which revealed inconsistencies with the Victorian Public Service Agreement.

SOUTHERN RURAL WATER

CPSU moderates the pay claim at 3.5% per annum, in an effort to reach agreement after SRW's management position rejected all claims at the last formal bargaining meeting in December 2017. SRW comes back to CPSU with a 'without prejudice' offer of 3% over year 1 & 2 and 3.25% over year 3 & 4 and CPSU asks members for their feedback.

VICSES

CPSU and VICSES conclude the IMT classification panel and the draft report will initiate the performance of higher duties when IMTs are formed and facilitate back-pay for roles already performed in IMTs since 1 January 2017.

CPSU raises concerns with VICSES regarding errors in payslips since December 2017. This includes delays in payroll processing, impacting TIL, under and over payments, and the added complexities of paid travel, early release from shifts and cancelled shifts. The amount of errors are well above the traditional variances that afflict the VICSES payroll system (KRONOS).

VICTORIAN AUDITOR-GENERAL'S OFFICE

CPSU receives correspondence from VAGO advising of a proposed change of classification for the Payroll Manager and the introduction of a fixed term role at a significantly lower level, which will be redundant at the end of the contract term due to systems changes. As the timelines proposed by VAGO are not in line with our VPS Agreement, CPSU looks to see this addressed as well as finding out more about how work processes are proposed to be changing or whether something else is motivating the restructure affecting just one position.

ZOOS VICTORIA

Zoos Victoria informs CPSU about a proposal to restructure the communications departments at each of the three Zoo sites in Victoria leaving six current positions no longer required however there will be seven new positions of equal or higher classifications created.

FEBRUARY 2018

WORTH
100%

SAME VALUE. SAME PAY.

Become
Pay Equity Advocates

ABORIGINAL VICTORIA

Aboriginal Victoria sends CPSU correspondence about proposed changes to the Heritage Services function to reorganise its work groups and reporting lines to better align its resources to meet service delivery objectives.

ARTS CENTRE MELBOURNE

ACM sends CPSU correspondence regarding proposed changes to the Philanthropy unit with one of the plans to remove the Director of Philanthropy position and to create three direct reports to the Executive Director Philanthropy with a new position of Philanthropy Services Manager created.

CPSU receives a notification from ACM regarding the process and timeline to advance the Collections review which follows on from the agreement reached between the union and management regarding the implementation of the Australian Music Vault (AMV).

CORRECTIONS VICTORIA

Acting Commissioner Rod Wise advises CPSU that he asked GMs to work through any proposals or ideas to find savings with CPSU first and to not compromise the safety of prison officers. CPSU is aware that some prison GMs have begun implementing roster changes without discussion with local groups.

Dhurringile Prison – Members express their concerns about new roster principles being introduced as it becomes clear that staff were falsely advised that CPSU was involved and had agreed.

CPSU receives correspondence from the General Manager regarding proposed changes to shift start times in the roster at Dame Phyllis Frost Centre.

COURT SERVICES

CSV informs CPSU of a proposed restructure of Information Technology Services including the Victorian Government Reporting Service within Jurisdictional Services. CSV wants to reduce 24 positions in VGRS, and another 10 vacant roles are proposed to be decommissioned.

DEDJTR - AGRICULTURE VICTORIA RESEARCH

AVR advises the union of proposed changes to the operations branch. The changes include a reduction of the number of direct reports to the Deputy Secretary, among other changes.

DEDJTR

CPSU receives a letter from DEDJTR regarding proposed changes to the Technology Services Division, Corporate Services, which will see changes to some of Corporate Services Group.

CPSU receives correspondence proposing to move functions in the Earth Resources Regulations Branch, Resources Division and Regional Infrastructure Branch, Regional Development, Victoria Division. The proposed moves are to the new regional employment hubs (GovHubs) in Latrobe Valley and Ballarat.

DHHS

CPSU concludes discussions on the future of disability justice teams across all operational divisions after the consultation initiated in respect to the new Disability Justice Operating Model. One of the undertakings is to alter the name of proposed Disability Justice Workers to Disability Justice Coordinators.

DHHS proposes to make changes to the Operation Division. The department wants a greater focus on quality improvement and safety for the clients, improved planning and performance, and increase their capacity to respond at a local level with an integrated approach across different services.

EDUCATION & TRAINING

DET sends out letters of offer to SSS staff in the Education Support Classification structure under the VGSA, who are eligible to translate to the Allied Health Classification Structure. Staff have the option to



either translate by 1 March 2018, or to advise DET to translate by Jan 2019 or Jan 2020.

GOULBURN MURRAY WATER

The Strategic Advisory Panel report is released, stating a need for immediate cuts to expenses, and changes within the workforce. CPSU seeks engagement from G-MW and DELWP on mitigating any impact these changes will have on jobs in regional Victoria.

GREYHOUND RACING

GRV advises CPSU of proposed changes across the organisation with three positions planned to be made redundant.

MUSEUM VICTORIA

CPSU members come together in a working group to discuss views and concerns regarding the restructure of Museum Victoria, particularly the communication between MV and staff.

NATIONAL GALLERY

CPSU is very concerned about the results of the workload and work-related stress diaries NGV employees kept late 2017. The top three workplace issues are understaffing, stress and excessive workloads with 83% of respondents indicating they believe they have suffered from health issues because of their workload and/or work-related stress.

PARKS VICTORIA

Parks Victoria initiates consultation with CPSU on the proposed move of 53 Bourke Street positions to the planned GovHub in the Latrobe Valley in 2020. CPSU will assist affected members with representation and meaningful input to the proposal.

PUBLIC TRANSPORT VICTORIA

CPSU receives correspondence from PTV regarding a change proposal for the Customer Services division bringing together people and teams with similar expertise and skills to focus on achieving shared outcomes to help passengers travel on the network.

STATE LIBRARY

After receiving minutes from a Library management meeting, CPSU has concerns the management are seeking to rush through their proposal to outsource Venue Hire Staffing to avoid the payment of penalty rates. CPSU is particularly alarmed because the proposal is to outsource functions and threaten the livelihoods of a significant number of employees.

CPSU receives correspondence from Library Management regarding proposed changes to the Venue Hire team.

VICTORIA POLICE

VicPol informs CPSU of proposed changes to the structure of the Family Violence Command which intends to create a number of new work units.

CPSU receives a notification from Victoria Police regarding proposed changes at the Media and Corporate Communications Department.

VICTORIAN BUILDING AUTHORITY

Members inform CPSU that VBA have been secretly recording employee conversations during meetings in a collective and individual setting without consent from participating parties. HR confirms that when an employee secretly records another staff member, it is an accepted practice if the other person has a genuine concern for their safety.

CPSU does not condone this practice and writes to the CEO seeking clarification as to why a divisive procedure and culture of fear is being endorsed by VBA.



YEAR IN REVIEW

MARCH 2018

ARTS CENTRE MELBOURNE

CPSU encourages ACM employees to vote 'yes' for the Arts Centre Melbourne Enterprise Agreement with CPSU achieving 3.25% annual salary increases, penalty rates, family violence leave, among other benefits seeing members approximately \$12,000 better off over life of Agreement.

COMMUNITY CORRECTIONAL SERVICES

Bullying complaint in Northern Metropolitan region leads to formal investigation.

CV announces the implementation of Serious Offender Reform within CCS with changes applying to staff within the Parole and Specialist Practice stream.

CORRECTIONS VICTORIA

CPSU receives notice of proposed changes to the kitchen roster at Loddon Prison. The proposal is a response to a WorkSafe inspection in 2016 and two additional staff members will be rostered to fill gaps on non-operational days.

CPSU notifies the Metropolitan Remand Centre General Manager of a formal dispute following two recent decisions – the unilateral termination of the Memorandum of Understanding regarding essential posts, and a refusal to continue fortnightly meetings of the MRC/CPSU Local Consultative Committee.

DELWP

DELWP advises CPSU of their plans to restructure the People and Culture division with the main change being the implementation of 3 additional roles, from 78 to 81 in total, and a process for staff that are unmatched in reorganisation to apply for roles.

DELWP proposes to implement changes to the reporting lines of some senior managers involved in forest, fire and emergency management along with divisions/offices/branches being renamed, as well as some position title changing to align to these offices/branches, effectively a shuffle, with DELWP assuring CPSU that no jobs are to be lost.

The Treasurer confirms he will proceed with the sale of parts of the land titles registry within Land Use Victoria and hand Victorians' personal property details to the private sector. DELWP outlines the proposal from Government with the department expecting that up to 135 Land Registry employees could transfer to the new service provider.

DHHS

CPSU follows up with DHHS about staff entitlements under the new KRONOS payroll system for the After-Hours Child Protection Emergency Service (AHCPEs). Full-time staff entitled to a 15% shift allowance for training/admin days have not been receiving that allowance and DHHS agrees to examine the time sheets and back pay affected employees for the last 6 years.

DHHS contacts CPSU regarding a proposed shift of the Digital Health System Management Branch from Corporate Services Division to Health and Wellbeing Division to better align the digital health and health reform agendas.

EDUCATION & TRAINING

CPSU receives a proposal from DET regarding the realignment of the Higher Education and Skills Group operating model and supporting structures. DET informs the new structure will mean no nett change in ongoing VPS positions.

GAME MANAGEMENT AUTHORITY

CPSU is concerned about a leaked report by Pegasus Economics and gets in touch with its members and fellow work colleagues to ensure that any concerns or lack of action by the Authority is raised directly or via the CPSU. CPSU has been advised by its members that they hope the report will help address concerns they have raised over the years and in particular the ability to enforce or investigate suspected breaches when firearms are involved. The union is concerned about reports that the Government may close the Agency rather than resourcing GMA to the necessary level required to enforce the laws.

STATE LIBRARY VICTORIA

The union is disappointed by the decision of SLV management to proceed with the outsourcing model for the Venue Staff Hiring division. CPSU believes the decision was made before consultation even started,

however, SLV guarantees a number of Venue Assistants will transfer directly into the Event Technician pool and remaining VAs can transfer into the casual Program Assistant pool.

VICTORIAN BUILDING AUTHORITY

The VBA plans to establish a State-Wide Cladding Division with the team to oversee and manage the audit of external wall cladding as recommended by the Victorian Cladding Taskforce and the audit is expected to take three years.

VICTORIA POLICE

VicPol sends correspondence to CPSU outlining a proposal for change affecting Moorabbin SOCIT, Family Violence Unit & SD2 Criminal Investigation Units/Crime Scene Services. VicPol wants to co-locate SOCIT and FVU at the Bayside Police Complex and co-locate CIU and CSS at Moorabbin Police Complex. Other units will also be relocated.

VISIT VICTORIA

CPSU receives correspondence from Visit Victoria regarding proposed changes to the Finance Division which will see changes to the Corporate Services Team with a proposal to introduce a Finance Manager position and a Corporate Accountant function.



YEAR IN REVIEW

APRIL 2018

ACER

ACER sends CPSU a change proposal for the Cunningham Library in the Professional Resources Division to reorganise the structure from three to two teams.

ACMI

ACMI notifies CPSU of plans to close the Federation Square location for redevelopment from approximately March to November 2019 however CPSU negotiates a MOU to ensure permanent staff will not lose their jobs during the closure.

AHPRA

AHPRA sends through the outcome of a consultation for triage and assessment to CPSU and updates the union on a new proposal for a HR services structure.

AHPRA also proposes a national operating model and structure for registration function.

AMES

AMES informs CPSU of a proposed move of the AMES Australia staff at 1 Little Collins to the AMES Flagstaff building.

CORRECTIONS VICTORIA

CPSU escalates its concerns about cost savings in prisons to Greg Wilson, the Secretary of the Department of Justice and Regulation. CPSU seeks an urgent intervention regarding a moratorium on cost savings measures and the establishment of a CPSU/Corrections Victoria reference group.

Dame Phyllis Frost Centre informs CPSU of a change proposal for the Property Records roster with the proposal to expand the Property and Records roster with an additional two VPSG2 Justice Officer staff, with no change to the Team Leader static Monday to Friday coverage.

DEDJTR

DEDJTR responds to CPSU's questions about the future of ARD following media reports with the Department confirming there is no intention to close the Agriculture Research Division, Hamilton and that there are no redundancies despite media reports.



DHHS

CPSU's bargaining team reaches an in-principle agreement with the VHIA and DHHS in relation to a new multiple employer agreement to apply to Dental Therapists, Dental Hygienists, and Oral Health Therapists employed in the Victorian public health sector which includes a yearly 3% salary increase from 2019 to 2021, with 3.25% in 2018.

EDUCATION & TRAINING

Fair Work approves the Victorian Institute of Teaching Enterprise Agreement 2016 with the agreement to operate until March 2021 and contains salary increases of 3.25% per year.

HEALTH PURCHASING VICTORIA

CPSU commences negotiations with HPV regarding their new agreement with discussions based on moving towards ongoing secure employment and away from fixed term contracts.

JUSTICE AND REGULATION

DoJR sends CPSU a notice regarding the Justice Accommodation Expansion Program with the Department establishing a new Justice Service Centre in Coolaroo. It is proposed that a number of staff at the Broadmeadows JSC will be relocated to the new Coolaroo Justice Service Centre.

DoJR notifies CPSU of plans to move several roles from the Bendigo Justice Service Centre to Forest Street in Bendigo with the CCS Community Work Team to return to Bendigo JSC.

PARLIAMENT OF VICTORIA

Fair Work fails to approve the Electorate Officer Agreement due to an administrative error in the Notice of Employee Representational Rights sent to employees before bargaining commenced. This means a new NERR must be sent delaying the agreement for two months before it can be approved.

TRANSPORT SAFETY VICTORIA

TSV updates CPSU on proposed changes to the Maritime Safety Division, which include abolition of certain positions, position description changes and the creation of new positions.

YEAR IN REVIEW

MAY 2018

CENITEX

CenITex advises CPSU of intended changes to the Finance & Procurement Team and the Business Technology Team.

CenITex informs CPSU of a proposed organisational structure for the Strategy and Governance team. Six positions will be removed, and 6 to 7 will be added.

DELWP

DELWP informs CPSU of a proposed organisational change affecting the Procurement branch with two VPS5 positions to disappear, as well as one VPS4 Procurement Coordinator position, while another position will be changed into another VPS4 position.

HEALTH PURCHASING VICTORIA

A number of clauses have been agreed to 'in principle' during ongoing negotiations between CPSU and HPV including the inclusion of a family violence with paid leave, removal of limits on single annual leave days taken, significant paid parental leave provisions and increase of compassionate leave to 3 days.

JUSTICE AND REGULATION

CPSU has been invited to participate in an Emergency Worker Harm Reference Group, which the Government established to oversee the implementation of important reforms to the Sentencing Act. These changes will strengthen sentencing

provisions when a person is convicted of attacking and injuring an emergency worker and others, which also applies to a wide range of occupations in the public sector, such as custodial officers and SES employees.

CPSU is notified of a change to the proposed restructure of the Built Environment and Business Sustainability (BEBS) and Major Programs and Projects Office (MPPPO) business units within the Finance, Infrastructure and Governance (FIG) division of the Department of Justice and Regulation (DJR).

Following the Employer's original proposal for change, they have been able to secure funding that will enable five procurement roles originally identified to be abolished to remain, with the incumbent employees matched to those roles within the new proposed structure.

DoJR intends to move Youth Justice staff from their DHHS workplaces to Justice Service Centres with the first seven Justice Service Centres having been gazetted as Youth Justice Units. DoJR informs CPSU of their proposal to implement in September a two-up model in the Gippsland Region and a regional hub in Warragul.

LXRA

CPSU gets informed by members that LXRA plan to introduce a new policy regarding Temporary Site Office Co-location Allowance without consulting staff.

PARKS VICTORIA

CPSU receives notification from Parks of their intention to cease the use of red plate vehicles to access Tidal River from Yanakie with employees currently using Tidal River Work Centre vehicles to utilise their own personal transport.

PUBLIC TRANSPORT VICTORIA

PTV announces changes to the Network Services Delivery division with the Network Service Changes division to include new roles.

SERCO – TRAFFIC CAMERA OFFICE

CPSU warns members to not allow the employer to use sick leave to deny progression after the union receives numerous reports that Serco has been denying pay progression based on a number of factors, including the amount of sick and/or carer's leave taken (referred to as 'unplanned leave').

VICTORIA POLICE

CPSU meets with VicPol Workplace Relations to discuss a process whereby Property Officers who are concerned that they may be under-classified can apply for a review with CPSU requesting that VicPol provide a mechanism whereby such a process can be overseen by Workplace Relations centrally.



JUNE 2018



DELWP

DELWP informs CPSU of proposed changes to the Information Services Division with the number of VPS positions in the Workplace and Service Management team to increase from 15 to 20 and in Enterprise Applications Services the number will decrease from 12 to 10.

GOULBURN-MURRAY WATER

GMW notifies CPSU of a proposed organisational change however no positions will be made redundant and no position descriptions will be altered.

JUSTICE AND REGULATION

CPSU gets notified of a proposed shift of the BSW region Community Work Team located at Geelong Justice Service Centre, to 4 Kim Court, North Geelong.

Under new laws to be introduced to the Victorian Parliament it will become a crime to intimidate and harass (including by making threats to the families of) Prison Officers,

Youth Justice Officers and Police Custody Officers amongst other emergency worker professions. CPSU has been working with the State Government to ensure that Prison Officers, Youth Justice Officers and Police Custody Officers were included in the new measures.

MUSEUMS VICTORIA

CPSU is concerned by the findings of the Workload and Work-related Stress survey regarding the impact that high workloads and high levels of work-related stress are having on the mental health and wellbeing on MV employees. A majority of respondents (55%) said that their workload is not achievable in a 38-hour week and 67% of respondents indicate that they lose sleep because they are stressed about work.

STATE LIBRARY VICTORIA

SLV informs CPSU of two major proposed changes to the organisational restructure including change to the Future Service Model.

STATE TRUSTEES

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

VICSES

Fair Work presents the outcome of the conference held over the thirteen weeks limitations on commuted employees, and fatigue management dispute lodged by CPSU. The greater issue of the thirteen weeks is now going to progress to Arbitration. In the interim, the Fair Work Commission determined that in the interest of public safety they are going to allow VICSES to seek volunteers from staff.

JULY 2018

ARTS CENTRE MELBOURNE

ACM proposes to make significant changes to the ACM Presents (Programming) team with the change proposal identifying significant changes to roles, including new roles and roles at risk of redundancy.

CORRECTIONS VICTORIA

CPSU receives notification of a proposed change from Corrections Victoria. The proposal is a change to work practices for SESG operational staff undertaking the role of 'specified officer' for High Risk Parolees under the Corrections Act. The Commissioners Requirements and position descriptions have also been redrafted.

Dhurringile prison management inform CPSU of proposed changes regarding staffing with management proposing to reduce the daily leave cap for POs from 7 to 6 POs and to utilise the post officers to cover duties such as escorts to hospital/ medical appointments as required during weekdays.

Dame Phyllis Frost Centre General Manager announces proposed changes regarding mainstream surge beds and staffing.

DEDJTR

CPSU is concerned by heating issues on several levels of 1 Spring Street with staff reverting to thermals under their clothes or keeping their winter jackets on inside to keep warm.

Building management confirms the contractor has investigated and identified issues within the software and the outside air sensors and will keep monitoring the air conditioning unit.

CPSU receives correspondence from DEDJTR regarding changes to Audit Risk & Integrity Branch, Ministerial & Portfolio Services Division in Corporate Services. One fundamental change to the IA Unit is to shift from managing audits through a third-party provider to performing several audits internally. The total number of positions will increase from 6 to 9 FTE.

DHHS

DHHS advises CPSU of a proposed relocation of staff within the North division with seventeen positions to be moved from the Preston office to the Fitzroy office, and one Fitzroy position will be moved to Broadmeadows.

EDUCATION AND TRAINING

DET advises CPSU of their plans to make organisational changes to the Security and Emergency Management division and to move the division to East Melbourne.

FAMILY SAFETY VICTORIA

FSV announces the introduction of a new executive level structure with a People, Performance and Systems branch created and branch and team names to be renamed.

JUSTICE AND REGULATION

CPSU raises a health and safety matter with the Director of Youth Justice concerning the quality of staff uniforms and its ability to keep them warm and dry during their movement through the precinct at night. The Director advises the union that staff will be provided with warm gloves, hats and better-quality coats that will keep them both warm and dry.

VICTORIA POLICE

Karen Batt (CPSU) and Graham Ashton (Victoria Police) jointly sign a new Workplace Protocol for VPS staff between Victoria Police and CPSU which reaffirms agreed guidelines and processes in all Victoria Police workplaces covering unsworn staff.

VICTORIAN BUILDING AUTHORITY

CPSU receives correspondence from VBA regarding proposed changes to consolidate and realign some of the functions and roles of the People & Capability and Communications & Stakeholder Engagement divisions, which will see reporting line changes and the creation of new roles.



YEAR IN REVIEW

AUGUST 2018

ARTS CENTRE MELBOURNE

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

DEDJTR

CPSU writes to DEDJTR raising concerns that the department were not fulfilling its obligations as set out in the VPS Enterprise Agreement regarding the use of Fixed Term employees and Secure Employment.

CPSU requests that the department conduct an audit of all current and past fixed term positions over a 12-month period to confirm if they have met the conditions however the department declines as it would be administratively burdensome leaving questions about how the department uses fixed term positions.

DHHS

DHHS agrees to postpone the implementation of the new after-hours roster at Box Hill after DHHS failed to comply with two of the agreed conditions; implementing the roster when there is enough staff to fill the new roster and providing an

opportunity to meet with David Caple to discuss OH&S risks.

EDUCATION AND TRAINING

CPSU meets with DET to discuss concerns raised by SSS members in relation to the application of DET's Flexitime policy with DET advising that where there are managers identified that are refusing to use Flexitime or Overtime policies, they may be held accountable.

GOULBURN-MURRAY WATER

CPSU finalises the claims of members regarding bargaining for the new EBA as the bargaining team is finalised and bargaining talks commence.



DELWP

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

CPSU receives a proposal from DELWP to add positions and a proposed realignment at the office of the Valuer General Victoria.

STATE LIBRARY VICTORIA

SLV sends through the final response following concerns CPSU members have regarding the proposed changes. OHS issues regarding standing for long periods, training for significant changes to roles and dealing with drug and alcohol affected people are addressed.

TRANSPORT FOR VICTORIA

TFV informs CPSU of a proposal to restructure the Public Transport Regulatory Branch. The proposed restructure states that there will be no job losses, but will include realignment, title changes and

introduction of some new roles or repurposing some vacant roles.

VICTORIAN AGENCY FOR HEALTH INFORMATION

VAHI proposes a realignment of their organisational structure with an amendment of the originally VAHI restructure proposal in 2016/2017.

VICTORIAN FISHERIES AUTHORITY

VFA writes to CPSU about the proposed introduction of Body Worn Cameras including the proposed operating framework for cameras to be developed in consultation with

CPSU (FOA) and staff during a pilot program. The use of body worn cameras will be optional during the pilot.

WORKSAFE

CPSU proposes a Memorandum of Understanding (MOU) to implement a mechanism to regulate the use of the data captured by the LogbookME device which WorkSafe will install in WorkSafe vehicles. Members vote 82% in favour to endorse the MOU.

SEPTEMBER 2018

ACMI

CPSU and MEAA put forward a Memorandum of Understanding regarding the Renewal Project outlining staff impacts.

CONSUMER AFFAIRS VICTORIA

CPSU gets a notification of the proposed implementation of change within the Regulatory Services Division at CAV.

CORRECTIONS VICTORIA

The Melbourne Assessment Prison informs CPSU of a change to the reception process as a trial that includes a process where the

two functions of receiving and transferring prisoners in and out of MAP will be conducted in two separate areas.

DEDJTR

Due to the ongoing issues with the air conditioning unit at 1 Spring Street, Commercial Passenger Vehicles announce they will start sourcing portable air conditioning units to cater for summer and will look at personal heating pads for winter 2019 if required. The owner/landlord also plans an upgrade of the main air conditioning unit.

DELWP

DELWP announces a proposed change within the structure of the Aboriginal Water Unit however there are no proposed changes to classifications and no job losses because of the changes.

Following the fire at 8 Nicholson Street on 22 August, CPSU closely monitors the progression of the clean-up of the workplace and the displacement of members. CPSU OHS officers are being briefed regularly by the department as well as the employees.



JUSTICE AND REGULATION

DoJR notifies CPSU of a proposed change within Youth Justice regarding the Case Management Framework where there will be adjustments to roles and responsibilities of staff. The department advises this will not result in redundancies.

TRANSPORT FOR VICTORIA

TFV advises CPSU of a restructure proposal with the creation of a new division called 'Industry and Commercial' bringing together existing commercial functions.

VICTORIA POLICE

CPSU releases a statement regarding its full support of the Independent Review into sex discrimination

and sexual harassment, including predatory behaviour, in Victoria Police. The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) is currently undertaking Phase 3 of the review which assesses Victoria Police's ongoing implementation of the 20 recommendations made in Phase 1, as well as examine its progress towards creating a safe, inclusive organisation for all its employees.

VEOHRC will publish a final public report in mid-2019 which will include an ongoing monitoring and evaluation framework that Victoria Police will use to assess its progress toward gender equality.

VISIT VICTORIA

CPSU receives correspondence from Visit Victoria proposing to restructure the Major Events Acquisitions branch to remove a vacant senior position with no anticipated job losses with two new additional positions.





YEAR IN REVIEW

OCTOBER 2018

ARTS CENTRE MELBOURNE

CPSU members are concerned that ACM are not applying the same principles across the organisation in relation to, for example, overtime, flexible work arrangements, requests for reclassification and travel and CPSU contacts HR to request access to several policies and procedures.

BIRTHS, DEATHS AND MARRIAGES

CPSU contacts WorkSafe to inspect the workplace of RBDM in Collins Street after members raise concerns about dust in the office coming from construction workers cutting bluestone and concrete on the neighbouring site adjacent to the office. As a result, a perimeter wall is being set up to prevent the area from further exposure and dust reduction equipment will be used.

DEDJTR

CPSU receives correspondence from DEDJTR proposing to restructure the Employment Information and Compliance Branch within Industrial Relations Victoria. The proposed restructure envisages no reduction in positions, but an increase in additional resourcing and changes to reporting lines for existing employees.

DHHS

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

GOULBURN-MURRAY WATER

CPSU and G-MW conclude negotiations on a new G-MW enterprise agreement just prior to the state government moving into caretaker ahead of the State Election. Staff vote 'yes', for the proposed agreement, which will last for 18 months and includes a 3% pay increase from Nov 2018 and another 3% pay increase from July 2019.

STATE REVENUE OFFICE

SRO sends CPSU a restructure proposal for the Compliance Division following ongoing funding approval in the State Budget to provide a range of additional compliance positions in both Melbourne and Ballarat.

STATE TRUSTEES

CPSU members at State Trustees vote in favour of the new EBA featuring improvements including 16 weeks



paid parental leave and partner leave, adoption leave to match parental leave and significant pay increases of 3.25% per year.

VICTORIA POLICE

VicPol propose changes to the Fingerprint Sciences Group which includes the implementation of an FSG training working group consisting of FSG experts, trainees and training specialists.

CPSU publishes the results of the Victoria Police 'What Matters to Me' survey. Key outcomes are increasing workloads due to various factors such as staff not being backfilled and managers not understanding and appreciating the difficulty and complexity of tasks being undertaken, and that whilst a majority of respondents are satisfied in their current role, a real concern a lot of members have is career progression opportunities.

JUSTICE AND REGULATION

DoJR proposes major changes to the case management of young people involved with Youth Justice. There will be a new assessment process, a clear structure to guide case managers' meetings with young people and a stronger approach to compliance management. There will be no job losses and no reduction in staffing numbers.

VICTORIAN BUILDING AUTHORITY

CPSU receives correspondence proposing to restructure the Strategy and Performance unit within the Victorian Building Authority. The proposed restructure states that 10 current positions will be replaced with 12 entire new roles aligned with the new structure. Of the proposed 12 new roles, a total of 5 existing Strategy & Performance employees will be impacted.

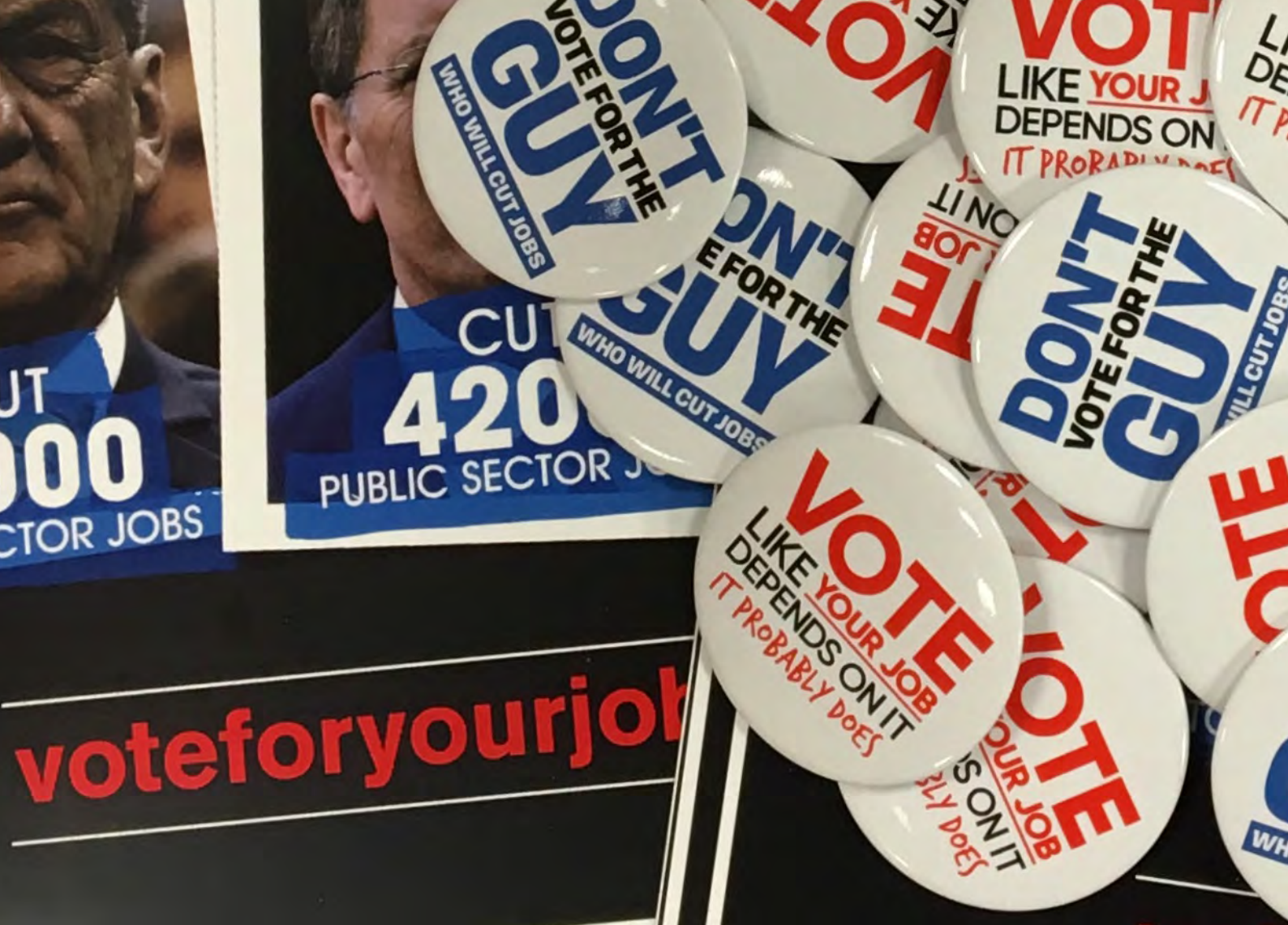
VICTORIAN PUBLIC SERVICE

CPSU successfully concludes an industry wide outcome for employees after four years providing common employment related policies, aligning 40 employer agencies across the Victorian Public Service covering 40,000 employees in our Industry.

VPS Employers have been provided with training and notice and these common policies are applicable now. The 'Towards Common Policies' project acknowledges Government is an Industry Employer and that machinery changes can be made.

It recognises that employees seek advancement through career promotion across the Government's component agencies without having different employment policies or practices applying.

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



YEAR IN REVIEW

NOVEMBER 2018

CORRECTIONS VICTORIA

CPSU members contact the union with concerns about safety and staffing in prisons, following reports of units being left understaffed because Management are trying to cut costs. CPSU encourages concerned members to speak with their HSR or CPSU delegate and advises to never do anything that will put their health and safety at risk.

JUSTICE AND REGULATION

Supreme Court Victoria agrees to put a change proposal regarding working arrangements for Associates and Tipstaves on hold after CPSU notifies the Fair Work Commission of the very tight timelines for employees to give feedback considering the Government is in caretaker.



The dispute notification is withdrawn, so SCV and CPSU can meet to discuss the issues.

MUSEUMS VICTORIA

Museums Victoria announces a modified staff structure has been developed for the Experience and Engagement Division, but this change will not result in a reduction of positions.

TREASURY AND FINANCE

Following the heating and cooling issues at 1 Spring Street, the landlord confirms the completion of works to the chiller and the Building Management System to better handle

warmer conditions. The mechanical contractor has been briefed and is able to respond effectively to any issues. CPSU encourages members to report concerns regarding the air conditioning.

VICTORIAN BUILDING AUTHORITY

CPSU receives correspondence proposing to restructure the Legal Services Division with the proposed restructure envisaging that some of the current staff have not been matched to proposed positions in Legal Counsel, Paralegal & Legal services.

VICTORIAN INSTITUTE OF TEACHING

CPSU submits an alternative restructure proposal following a change proposal from VIT. The original proposal resulted in a number of fixed term positions in the customer service centre coming to an end once the team was merged with Teacher Services. The alternative proposal made the case for retention of some fixed term employees, as well as a phased in transition to the new structure, which has been accepted by management.



YEAR IN REVIEW

ACTIVITIES

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

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

CPSU called for feedback from members about the procurement of departmental uniforms and writes to all public service employers about their procurement practices.

DHHS Departmental wide restructure following machinery changes for Family Services Victoria (FSV) and OPWE as well as the new 452 Child Protection positions have been allocated to divisions.

The prosecution of DOJR by WorkSafe over the riot in 2015 at the Metropolitan Remand Centre Management generated multiple inquiries from member.

CPSU hosts a members and supporters gathering ahead of the planned postal ballot for marriage equality.

CPSU establishes a Cultural and Arts Agencies Network (CAAN) for the Arts Agencies members.

Opens nominations for the Gayle Smith Award which recognises significant contributions to OHS. New legislation passes to have matters heard in higher courts with much tougher consequences for

young people who assault youth justice officers inside detention as well as end concurrent sentencing for those young offenders who damage property, escape or attempt to escape from a youth justice facility.

A major fire in the server room at Port Phillip Prison restricted prison operations and out of cell hours were restricted requiring a significant staff contribution to keep order and safety under the difficult circumstances.

A unilateral decision to remove a sun shade above the Information Desk inside NGVI ahead of a severe heatwave resulted in a visit from WorkSafe as temperatures soar for staff.

CPSU, in conjunction with G&C Mutual Bank, continues our tertiary scholarship program awarding \$1,000 every year to support members and their families attempting a suitable tertiary course.



CPSU members join with other union members and hit the streets to demand new rules so Australians get fair pay rises and more secure jobs.

New laws are introduced to the Victorian Parliament making it a crime to intimidate and harass (including by making threats to the families of) Prison Officers, Youth Justice Officers and Police Custody Officers amongst other emergency worker professions.

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, including extensive involvement in various Inter Departmental Committees developing the strategies for the roll out of all aspects of the Charter.

Ran a Sign up a Sister promotion was run again to support International Women's Day lunch at which 126 participated.

Union commenced work focussing on the Gender Pay Gap by launching it's 100% campaign focussing on building Gender Pay Advocates to campaign for equal pay and the union was invited onto the Equal Workplaces Advisory Council as part of the Victorian Government's Gender Equality strategy.

THE UNION RECRUITED 2392 NEW MEMBERS DURING THE 2017/2018 FINANCIAL YEAR.

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

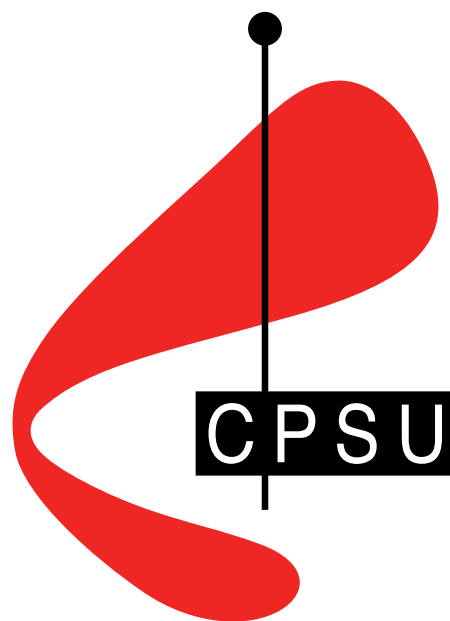


YEAR IN REVIEW

AGREEMENTS

Agreements were reached with:

- ✓ Dental Health
- ✓ Electorate Officers
- ✓ G4S Port Phillip Prison
- ✓ Health Purchasing Victoria
- ✓ Goulburn Murray Water
- ✓ Royal Botanic Gardens
- ✓ Schools
- ✓ Serco
- ✓ Southern Rural Water
- ✓ State Trustees
- ✓ VicHealth
- ✓ VIT





YEAR IN REVIEW

DISPUTES

WORKSAFE about the Operational Motor Vehicle policy, Telematics and Personal Duress Alarm issues.
SERCO about the lack of agreed minimum hours of work for part time operators in the proposed Agreement.

DELWP over our concerns around the proposed Forest Fire Regions Group restructure and the process that would assess 300 unmatched employees after spill of positions.
DELWP with the office refurbishment at 8 Nicholson Street with concerns with the lack of space and privacy; appropriate mix of workstation designs; levels of consultation; and consideration of individual work and task requirements.

Progression and Top of Grade or Value Range payment disputes with CAV & DEDJTR again telling employees that payments are

“being considered together” and that they will be restricted due to budget constraints and managers attempting to apply higher standards or requirements.

DoJR over a suitable mounting device for the in-car tablets for the Sheriff’s Officers.

VICSES to discuss the ramifications of the introduction of change to vehicle fleet and the new commuter use scheme which diminishes operational capacity.

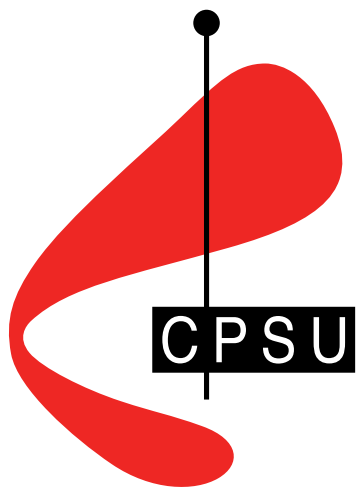
Long running dispute with VicPol over the issue of substitute leave for part timer Forensic Officers who work on weekends is resolved with the granting of four days paid leave in lieu plus one day of paid leave in recognition of Easter Saturday and Sunday.

Shift Allowance win at Zoo 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.

Fatigue concerns arise from the current Karreenga custodial rosters and WorkSafe is called into investigate and require modification to address the potential for work-related fatigue concerns.

The Treasurer confirms he will proceed with the sale by lease of just parts of the land titles registry after our ‘The Real Cost’ campaign.

A Corrections Commissioners’ directive to prison General Managers to find operational savings causes friction as changes are imposed to posts and rosters that affect staff safety.



YEAR IN REVIEW

HIGHLIGHTS



During the year the union has been involved in a range of activities including all the Government's social policy Committees and Taskforces such as the Premier's Ice Taskforce, NDIS Implementation Taskforce, Public Sector OHS Leadership Round Table, Victorian Government Skills Commission Industry Advisory Group and the Social Services Taskforce overseeing the implementation of the Royal Commission's Recommendations in relation to Family Violence.

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

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 continued to work on the cadetship scheme in the VPS in partnership with the Victorian Government with 21 cadets graduating during the year and a further 56 new cadets commencing in the second round.

The union also commenced a secure employment campaign utilising the clause in the VPS EBA with a view to having casuals and fixed term employees converted to ongoing. The campaign was also designed to highlight the misuse by the Departments and Agencies of consultants and Labour Hire staff to fill ongoing VPS roles, costing the State millions of dollars.

The Branch worked in conjunction with the Federal Office of the union on making submissions to the Upper House Inquiry into the commercialisation of the Land Titles Office.