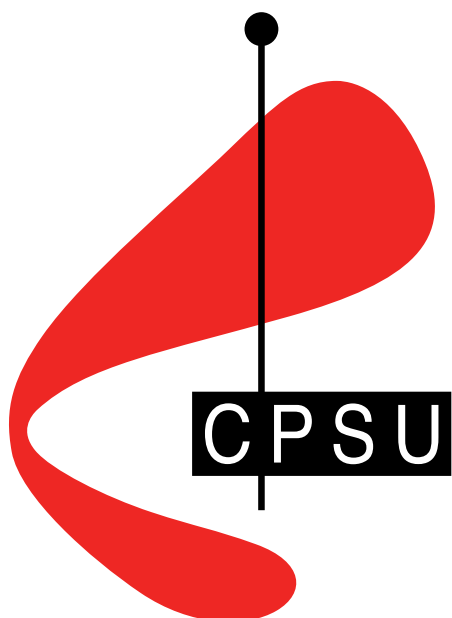


issue 1 | volume 34 | summer 2022 edition



PUBLIC PERSPECTIVE

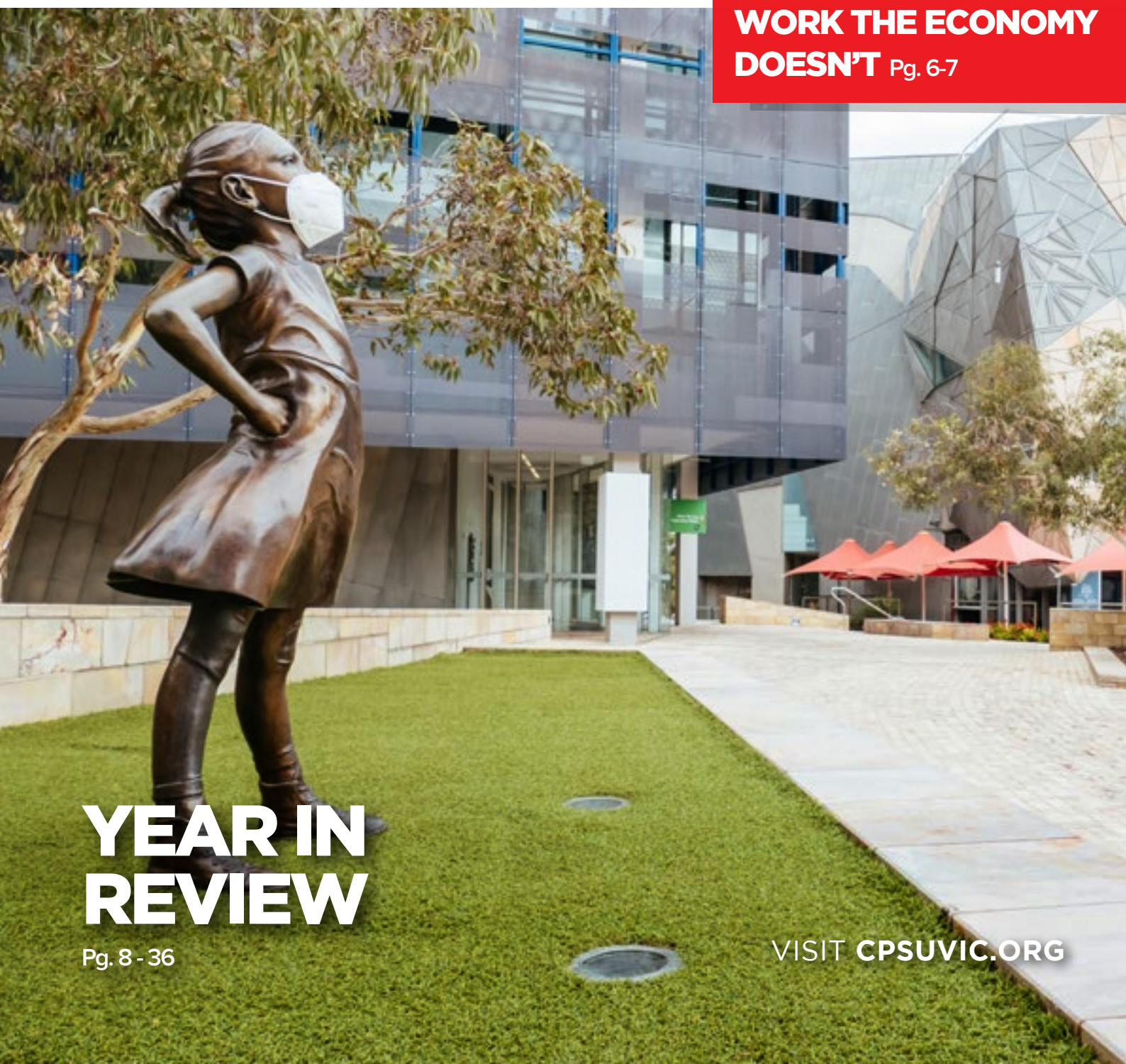
A PUBLICATION OF THE COMMUNITY & PUBLIC SECTOR UNION
SPSF GROUP - VICTORIAN BRANCH - WWW.CPSUVIC.ORG

**WHEN PEOPLE CAN'T
WORK THE ECONOMY
DOESN'T** Pg. 6-7

**YEAR IN
REVIEW**

Pg. 8 - 36

VISIT CPSUVIC.ORG





CONTENTS

DEAD LAST ON CLIMATE..... 3

That's where Australia's climate policy is ranked among 63 other nations.

BARGAINING FOR PAY EQUITY & GEAP 4-5

Women's disproportionate representation in insecure, low-paid, or unpaid care work presents persistent barriers to women's capacity to work and earn.

WHEN PEOPLE CAN'T WORK THE ECONOMY DOESN'T 6-7

Australians are getting a stark reminder about how value is actually created in an economy, and how supply chains truly work.

YEAR IN REVIEW 8 - 35

A month by month review of the past year.

IT'S TIME FOR A TAX HAVEN CRACK DOWN 36

For multinationals and billionaires, avoiding tax has become a sport.

OZ USED TO LEAD THE WORLD IN SECURE WORK.... 37

Insecure work is a serious problem for our community.

REAPING FROM HARVESTER 38

Fair and equal pay must be fought for, and actively defended.

THE PEOPLE OF TONGA NEED OUR HELP..... 39

On Saturday 15 January 2022, the neighbouring Pacific Island nation of Tonga was hit by a catastrophic volcanic eruption, with shockwaves felt around the globe.

AGREEMENTS 40

Union agreements & membership details



DEAD LAST ON CLIMATE

**THAT'S WHERE AUSTRALIA'S
CLIMATE POLICY IS RANKED
AMONG 63 OTHER NATIONS.**

The annual rankings from the Climate Change Performance Index (CCPI) rank the performance of nations on greenhouse gas emissions, renewable energy, energy use and climate policy.

Overall, taking in all the categories, we're ranked 55th. But it's not just climate policy we're failing.

Fourteen Governments from around the world have declared their support for a Just Transition through green growth, decent work and economic prosperity as economies move towards net-zero emissions.

Australia is not one of them.

The COP26 in Glasgow was a chance for our Federal Government to show the world that Australia is stepping up and improving our efforts to fight climate change.

Instead, the Prime Minister delivered what he does best: empty words,

with a side of disappointment and embarrassment.

As unionists, we know that the world is facing an urgent climate crisis.

**WE CANNOT LET OUR
FUTURE BE LEFT TO
LEADERS WHO REFUSE
TO ACKNOWLEDGE
THE SEVERITY OF THIS
ISSUE, NOR TAKE ACTION
TO PRESERVE OUR
JOBS, LIVES, AND OUR
PLANET FOR FUTURE
GENERATIONS.**

Despite Australia finally setting an official date to reach net zero carbon emissions by 2050, the Federal Government has continued to rule out setting a target for 2030, as over 100 other nations have done.

The Morrison Government is undermining global progress on climate change.

They have abandoned our safety, our jobs, our environment, and our future.

We know it doesn't have to be a choice between jobs and the environment.

We have a responsibility to make them both work, together.

Australians need leadership from the Federal Government to develop a national clean exports strategy with clear targets and credible policies.

Climate change is a workers' issue, and workers are making their voices heard.

We must demand our government steps up to deliver a safe climate and secure union jobs.

**MICHELE O'NEIL
ACTU PRESIDENT**

BARGAINING FOR PAY EQUITY

**WOMEN'S
DISPROPORTIONATE
REPRESENTATION IN
INSECURE, LOW-PAID,
OR UNPAID CARE WORK
PRESENTS PERSISTENT
BARRIERS TO WOMEN'S
CAPACITY TO WORK AND
EARN.**

The COVID-19 pandemic has intensified these barriers to adequately paid, sufficient-hours work.

Consequently, women earn almost one-third less than men across all jobs.



The industrial system is a critical mechanism for weeding out structural pay discrimination from wage structures, however, Australia's system for pursuing pay equity is stumbling due to the absence of bargaining infrastructure required to test and enforce pay equity legislation.

In Aotearoa New Zealand (NZ), new laws have been introduced facilitating bargaining-led solutions to gendered pay discrimination.

Parallel implementation of a bold new system of sectoral bargaining called 'Fair Pay Agreements' in 2022 will allow reformed pay equity and collective bargaining systems to co-articulate.

Inspired by these developments in NZ, CPSU negotiated new gender equality measures in the Victorian public sector (VPS) agreement.

While limited to the public sector, our Agreement provides a powerful example of innovative industrial approaches to pursuing gender equity.

A NZ-inspired bargaining approach to gender equity can boost women's wages, reduce inequality, and revitalise a labour regime fit-for-purpose in the modern, feminised service economy.

The work on the new Regulations that picks up the Gender Pay principles from NZ as adopted now for Victoria are incorporated into our Enterprise Agreements.

**MEGAN WENLOCK IS
CPSU'S GENDER EQUALITY
INDUSTRIAL ORGANISER**

WHAT'S A GEAP?

THE GENDER EQUALITY ACT 2020 CAME INTO EFFECT LAST YEAR AND WAS INTRODUCED BY THE STATE GOVERNMENT TO SHOW A COMMITMENT TO ACHIEVING GENDER EQUALITY WITHIN THE PUBLIC SECTOR.

As a result, all public sector departments and agencies that have more than 50 employees are now required under law to complete an internal review of their policies, procedures and staff-makeup for their impact on gender inequality within the workplace.

The recently appointed Public Sector Gender Equality Commissioner, Dr Niki Vincent, will hold departments to account for their identification and implementation of change using a publicly available Gender Equality Action Plan (GEAP).

For a GEAP to successfully meet the requirements of the Act, it must include the results of an internal audit which considers the following seven indicators of gender equality:

1. gender pay equity
2. gender composition at all levels of the workforce
3. gender composition of governing bodies
4. workplace sexual harassment
5. recruitment and promotion
6. gendered work segregation
7. leave and flexibility

A successful GEAP must also include an assessment of intersectionality within the workplace, specifically how inequality can be impacted through disadvantage and discrimination based on (but not limited to) race, age, disability, religion and sexual identity.

The first GEAP is due on 31 March 2022.



WHEN PEOPLE CAN'T WORK, THE ECONOMY DOESN'T

AUSTRALIANS ARE GETTING A STARK REMINDER ABOUT HOW VALUE IS ACTUALLY CREATED IN AN ECONOMY, AND HOW SUPPLY CHAINS TRULY WORK.

Ask chief executives where value comes from, and they will credit their own smart decisions that inflate shareholder wealth.

Ask logistics experts how supply chains work and they will wax eloquent about ports, terminals and trucks.

Politicians, meanwhile, highlight nebulous intangibles like “investor confidence” – enhanced, presumably, by their own steady hands on the tiller.

The reality of value-added production and supply is much more human than all of this.

IT IS PEOPLE WHO ARE THE DRIVING FORCE BEHIND PRODUCTION, DISTRIBUTION AND SUPPLY.

People getting out of bed and going to work, using their brains and brawn to produce actual goods and services – is the only thing that adds value to the “free gifts” we harvest from nature.

It’s the only thing that puts food on supermarket shelves, cares for sick people and teaches our children.

Even the technology used to enhance workers’ productivity – or sometimes even replace them – is ultimately the culmination of other human beings doing their jobs.

The glorious complexity of the whole economy boils down to human beings, using raw materials extracted and tools built by other human beings, working to produce goods and services.

The economy doesn’t work if people can’t work.

So the first economic priority during a pandemic must be to keep people healthy enough to keep working, producing, delivering and buying.

That some political and business leaders have, from the outset of COVID-19, consistently downplayed the economic costs of mass illness, reflects a narrow, distorted economic lens.

We’re now seeing the result – one of the worst public policy failures in Australia’s history.

THE OMICRON VARIANT IS TEARING THROUGH AUSTRALIA’S WORKFORCE, FROM HEALTH CARE AND CHILDCARE TO AGRICULTURE AND MANUFACTURING, TO TRANSPORTATION AND LOGISTICS, TO EMERGENCY SERVICES.

The result is an unprecedented, and preventable, economic catastrophe.

This catastrophe was visited upon us by leaders – NSW Premier Dom Perrottet and Prime Minister Scott Morrison in particular – on the grounds they were protecting the economy.

Like a Mafia kingpin extorting money, this is the kind of “protection” that can kill you.

NSW Premier Dominic Perrottet’s decision to relax COVID-19 restrictions in December has turned into both a health and economic disaster.

On a typical day in normal times, between 3% and 4% of employed Australians miss work due to their own illness.

Multiple reports from NSW indicate up to half of workers are now absent due to COVID: because they contracted it, were exposed to it, or must care for someone (like children barred from care) because of it.

With infections still spreading, this will get worse in the days ahead.

Staffing shortages have left hospitals in chaos, supermarket shelves empty, supply chains paralysed.

ANZ Bank data, for example, shows economic activity in Sydney has fallen to a level lower than during the lockdowns.

If relaxing health restrictions in December (as Omicron was already spreading) was motivated by a desire to boost the economy, this is an own goal for the history books.

Now the response to Omicron ravaging labour supply is to relax isolation requirements for workers who have contracted, or been exposed to, COVID-19.

The first step was to shift the goalposts on “test, trace, isolate and quarantine” arrangements by redefining “close contact”.

Back in December the Prime Minister said it was important to move to a new definition “that enables Australia to keep moving, for people to get on with their lives”.

The next day National Cabinet approved a definition such that only individuals having spent at least four hours indoors with a COVID-infected person needed to isolate.

Australians certainly want supply chains to keep moving.

That won’t happen by simply pretending someone with three hours and 59 minutes of face-to-face indoor contact with Omicron is safe.

Putting asymptomatic but exposed and potentially infected people back to work will only accelerate the spread.

JIM STANFORD ECONOMIST AND DIRECTOR OF THE CENTRE FOR FUTURE WORK.



YEAR IN REVIEW

DEC 20 - DEC 21

**THE COVID19 PANDEMIC
CONTINUED TO HAVE
A SIGNIFICANT IMPACT
ON THE UNION'S
OPERATIONS DURING
2020-2021.**



Since March 2021 the union was required to operate remotely due to public health restrictions. Union employees and officials have been required to work from home. Workplace visits, meetings, negotiations, training, and dispute resolution processes have needed to be conducted remotely via various video meeting platforms including Zoom and Microsoft Teams. Work from the union office has only been possible for limited periods of time.

Monthly Branch Executive and Branch Council have been held via Zoom and via Onboard website for papers. Union elections were suspended by the Australian Electoral Commission (AEC). Uncontested Officer and Branch Council positions were able to be declared on 22 December 2020. Contested elections were concluded by 23 March 2021. Federal Council elections were concluded 21 July 2021.

During the year the union updated its phone system to VOIP to replace an obsolete phone system and give better functionality to facilitate remote working.

Victoria's response to the Covid 19 pandemic has had a far-reaching impact on the work of the union's members.

CPSU has been actively involved in representing members to address the challenges of responding to the pandemic.

The union continued to participate in a range of consultative forums for Whole of Government activities such as the Occupational Health and Safety Advisory Committee, the Equal Workplaces Advisory Council including advice on the application of the NZ Gender Pay Principles into a Victorian setting to assist inform the Government on the Gender Equality Act.

The union maintained its partnership with the Government to continue the Youth Employment Program. Funding was provided by the Department of Jobs, Precincts and Regions to enable the union to employ two (2) YEP support officers.

The union also continued its work under the WorkSafe Victoria's Work Well project on the Vicarious Trauma toolkit focussing on mental health and wellbeing and working with agencies DHHS and DJCS to pilot strategies that may assist members deal with trauma they experience in their daily work.

The State Government implemented a Workforce Transition Plan and CPSU has been successful in agreeing on a new approach to take advantage of the existing PS workforce's capability. The primary goal of transition is to facilitate the ongoing employment of staff who may be displaced through organisational change and/or reprioritisation of budgets with re-skilling a focus to achieve this.

CPSU ACHIEVED SO MUCH IN 2021.

CPSU signed up 3,174 new members. CPSU held more than 5,000 on-line meetings, negotiated 33 new Agreements, and handled 3,100 member enquires. Our Industrial Officers opened 650 new cases for members, trained 118 new Health and Safety Representatives (HSRs) and 70 new Workplace Delegates.

BRING ON 2022.



YEAR IN REVIEW

DEC 20 - DEC 21

YEAR IN REVIEW

DECEMBER 2020

AHPRA

CPSU publishes the results of our workload survey with the majority of employees responding that workload increased significantly over the last 6-12 months, don't believe their workload is achievable within normal working hours, and work additional hours on a daily or weekly basis.

Half of the respondents are worried that if they fail to meet workload demands they will be placed on a performance management plan. 72% of those surveyed either strongly agree or agree their workload impacts on their mental health and well-being as CPSU meets with AHPRA management to fight for the health and wellbeing of all members.

AMES

CPSU asks AMES for an update on the CPSU counteroffer of a 1-year rollover of their Agreement however AMES confirms they will bargain for a new four-year Agreement as they are working with DET to formulate a log of claims.

DJCS

CPSU writes to Fines and Enforcement Services management with a request to respond urgently to members' concerns about changes to their duties without consultation. The changes were implemented without following provisions set out in the Agreement for any major change that is likely to have a significant effect on employees. FES management responded the same day, advising that the 'Fee Removal Assistance Initiative' would conclude immediately, and notified impacted employees.

ED SUPPORT - SCHOOLS

DET wishes to commence negotiations for the Victorian Government Schools Agreement early in Term 1 of 2021 and CPSU will be working closely with delegates and members throughout the negotiation and will start with a survey to highlight the important issues for ES staff.

ELECTORATE OFFICERS

CPSU recommends members not accept an EBA offer with a 2% pay increase as it strongly believes that Electorate Officers should receive improvements in wages and conditions that are consistent with other public service and public sector workers. The union is seeking a 3.5% pay increase, an increase to the Workload Management Allowance, the introduction of First Aid Officers with an accompanying allowance and the introduction of a Rostered Day Off.

NGV

CPSU and The National Gallery of Victoria reach an in-principle agreement for a new Agreement which includes a Casual and Fixed Term Audit, which will measure their use of casuals and fixed termers and develop a strategy to maximise the use of ongoing and secure employment including a process for employee conversion to ongoing employment.

PARLIAMENT

CPSU and Parliament of Victoria reach an in-principle agreement for the next Parliamentary Officers Enterprise Agreement which will standardise hours for Category A, B and C employees with appropriate compensation and also a number of other gains for members, such as extended probation, salary increases and mobility/flexibility allowance.

POLICE

Victoria Police considers withholding Mobility Payments for staff who have accessed a legal leave entitlement.

CPSU raises the issue with Industrial Relations Victoria who coordinate the Government's bargaining on VPS wide matters and overturns VicPol's efforts at re-interpretation to ensure the payment would be made. This means that employees on paid leave will receive mobility payments, those on leave without pay will receive a payment in proportion to the planned period of leave, and staff on WorkCover and accident make up pay will also receive the payment.

Members in a range of workplaces performing shift work have contacted CPSU about the issues of fatigue, roster management and how poor rostering is impacting peoples physical and mental health.

CPSU enters negotiations with Victoria Police to ensure that they comply with their lawful obligations to provide a workplace free from risk to both physical and mental health.

CPSU and representatives start a full review of pay classification, rostering and safety, uniforms and PPE, career and Rank progression and PCO deployment numbers as part of the negotiated 2020 EBA outcomes. The review is to be completed by 31 December 2021.

The union pushes for urgent discussions regarding VicPol's decision to bring forward return to office work. VicPol proposes to have 100% of the workforce attending workplaces 50% of the time from 4 January 2021. This proposal does not comply with CHO directions and poses the risk for workplaces to become coronavirus super spreaders as CPSU members have already expressed concerns about the failure of compliance with Covid 19 requirements such as physical distancing, wearing of masks where physical distancing cannot be observed, and other unacceptable behaviours.

PRIVATE PRISONS - GEO RAVENHALL CC

CPSU members at Ravenhall unanimously reject an EBA offer from GEO consisting of a salary increase of 1.7% alongside some minor changes to conditions. GEO responds, stating that they are now seeking to engage in extensive negotiations for a three-year agreement. GEO advises they will refuse to back-date any salary increases to the expiry of the current EBA raising the temperature of the talks.

SUSTAINABILITY VICTORIA

SusVic proposes organisational changes and confirms that there will be no job losses and all current staff will maintain their classification.

This news comes after discussions between SV and CPSU about the Transformation Program, Recycling Victoria and their associated issues, which have been ongoing since March 2020. The union raised the issue of the use of fixed term contracts and has been advocating for more ongoing job opportunities and this proposal plans to convert 12 positions from fixed term to ongoing.

TRANSPORT

The Department advises CPSU of a proposal to move additional groups of employees in Network Operations to the proposed Ringwood site in 2022. Furthermore, DoT plans to move Operational Response Employees from the Rialto building to the Kew office upon employees' return to the office.

The Department of Transport proposes to transfer the Better Boating Victoria branch to the Victorian Fisheries Authority and as per the commitment made to CPSU in September 2020, there will be no VPS job losses as a result of these proposed changes.

VICTORIAN BUILDING AUTHORITY

CPSU and VBA reach an in-principle agreement for the next Enterprise Agreement after the initial negotiations started way back in February 2020. The new agreement contains a new Agility Allowance paid to employees as well as a number of other gains for members.

JANUARY 2020



DOMESTIC BUILDING DISPUTE RESOLUTION VICTORIA

CPSU receives notification from DBDRV regarding a proposal to establish a new designated workgroup (DWG) for 'Dispute Services'. It involves the workplaces of DBDRV, Dispute Settlement Centre Victoria (DSCV) and Residential Tenancies Dispute Scheme (RTDS).

Because staff were only informed a couple of days before Christmas and, after a request from CPSU, DBDRV grants an extension of the proposal period as members have expressed concerns about the proposal and need more detail before they can make an informed decision. CPSU is disappointed with the lack of detail provided to employees on a matter that involves workers health and safety and the low-bar negotiation by management who attempt to vary the makeup of DWGs.

DHHS

The Department of Health and Human Services will be undergoing a Machinery of Government change to split into the Department of Health and the Department of Families, Fairness and Housing from 1 Feb 2021.

EDUCATION

DET has released a draft Return to Work guidance document which includes Flexible Desk Allocation Guidance that appears to be utilising shared desks as a matter of course, whereas the Public Sector Administration Committee (PSAC) guidance is clear that this should only be used in limited circumstances and following a risk assessment to make sure employees health and safety is not compromised. CPSU and DET HSR's express concern and HSRs highlight to management that the PSAC guidance also allows employees to "opt out" if they wish and use a workstation on an ongoing basis, or work from home.

MUSEUMS

CPSU calls member meetings to discuss the next steps as still no agreement has been reached with Museums Victoria since the previous agreement expired in December 2019.

POLICE

Victoria Police receive an exemption from some aspects of the Chief Health Officers directions regarding returning to the workplace with a return of VPS employees from 1 February back to the workplace for 50% of the time, who are working from home being announced. Employees who are in the high-risk category or caring for family members at home in the high-risk category, are exempt from this requirement to return to the office to work. CPSU raised concerns in early January about Victoria Police seeking an exemption and made sure the new Covid policy documents address a range of concerns, such as priority for high-risk staff and people with caring responsibilities,



consultation with staff and Health and Safety Representatives and PPE and cleaning.

Victoria Police plans to reduce the wages of new Custodial Nurses by 20% by removing the medical allowance that was agreed upon through the Memorandum of Understanding (MOU) between Victoria Police, CPSU and the nursing staff. CPSU is deeply disappointed in this decision and asks Victoria Police to renegotiate an allowance that would compensate the nursing staff for this proposed loss of wages. During bargaining in 2019 and 2020, Victoria Police gave an assurance that it would be business as usual with respect to the allowance, which is to ensure parity of wages for nurses in the public sector.

CPSU views this plan as not acting in good faith as Victoria Police had the opportunity to propose a change to this allowance during bargaining and CPSU points out the move goes against the principles of the Gender Equity clauses agreed upon.

CPSU receives reports that employees performing shift work are not receiving the new 20%-night shift rate and only still receiving the former 15% allowance from the previous Enterprise Agreement. CPSU raises the issue with Victoria Police.

PRIVATE PRISONS - G4S PORT PHILLIP PRISON

CPSU receives reports from Port Phillip Prison of false information being spread to convince members to vote for the proposed G4S

agreement with an inferior 1.85% pay rise to avoid a pay cut. CPSU advises members that the current agreement with the same pay rates remains in place until it is replaced by another Agreement, and that members have indicated they will pursue protected industrial action once the company offer has been voted down.

TRANSPORT

DoT advises CPSU of the plan to move the Safer Roads team from their Footscray office to the DoT Sunshine office with the Footscray office to become one of the trial VPS Generic Workplace Hubs in Victoria. as an In-Principle agreement is reached on a new set of pay and conditions for employees.



YEAR IN REVIEW

FEBRUARY 2021

ACER

CPSU sends a letter to the manager of the Tertiary & Vocational Assessments Services (TVAS), advising ACER that CPSU will be working with members during consultation over the restructure of this department, while also raising some initial key concerns from the members for consideration during the consultative period. CPSU also requests a meeting with management to commence genuine consultation.

ACFE

Following a mass ACFE members/non-members meeting, CPSU sends a letter to the Director, Employee Relations, People Division DET about broad, persistent, systemic issues and behaviour of ACFE Board members. In a follow up phone call to CPSU, the Director Employee Relations assures CPSU that the concerns were being taken seriously and are being discussed by management including bringing our concerns to the Acting Deputy Secretary.

AWARE SUPER

CPSU continues negotiations with Aware Super, which is challenging

due to First State Super + VicSuper + WA Super merging. Two enterprise agreements, one modern award, employer policies & hundreds of individual contracts are the starting point. Aware Super proposes a very limited and difficult to understand scope of who they intend the enterprise agreement to apply to, with groups of employees in 'core coverage' and 'annexure'. CPSU does not recommend to members accepting the current proposal because it will result in significant cuts to wages and conditions for the majority of employees, reduced transparency, and an increased gender pay gap.

CQV

CPSU requests consultation about a proposal to test hotel quarantine staff for Covid-19 on their days off. CPSU makes it clear that this is a significant impost being placed on the workers and discussions are needed about the logistics and the inconvenience it poses.

DFFH

CPSU is being made aware that there are some emerging issues in the Wimmera/SW area of Child Protection and asks members to take a survey

to best address the issues with management. There are concerns about supervision, workload, bullying and some other issues. Members are reassured that the results will be anonymous, but the tabulated findings will be discussed with senior management and plans made to address the situation.

DJCS – CORRECTIONS VICTORIA

Corrections Victoria announces a proposal to introduce an organisational structure and operating model change to the Legislative Reform Team (LRT) to create a new organisational structure featuring a change in working arrangements. The new operating structure will not result in a reduction in overall staffing numbers. There are no job losses proposed.

ED SUPPORT SCHOOLS

A survey from CPSU to endorse the Log of Claims (LOC) and negotiating team for Enterprise bargaining at ED receives 100% support from survey participants. DET management are considering CPSU's claims and announces the next meeting will involve all unions with members in the scope of Education Support Class



Employees as per the Dimensions of Work, which is a positive step forward in broadening the collective bargaining position.

ESSSUPER

CPSU announces an in-principle agreement was reached just before Christmas for a new enterprise agreement at ESSSuper. The bargaining team approved a HOA which includes a 3% pay rise backdated to June 2020, with a further 2.75% from December 2020 as well as two further increases for employees at pay levels 1-4 in June 2021 & 2022, plus a patience payment as well as adjustments to allowances, plus a Continuity and Performance payment, improved parental leave, long service leave, and includes a model gender equality provision, amongst other improvements.

MUSEUMS

CPSU confirms an in-principle agreement has been reached for a new enterprise agreement at Museums Victoria. With this agreement, CPSU members will gain 2 % salary increase backdated to March 2020, further salary increases from December 2020 through to 2023, yearly 1.25% agility payments,

increase of the overtime cap and increases to parental leave and other types of family related leave. MV initially wanted to increase hours with no penalties, introduce a new Maximum Term Contract, change penalty rates, and implement a change that would see irregular part time members worse off.

POLICE

Victoria Police starts a full review of pay classifications, rosters, uniforms and PPE, rank and career progression, and PCO and SPCO numbers. An advisory group is formed with working groups within the PCO/SPCO structure. The review will be completed in December 2021.

After concerns about not receiving the correct penalty rate of 20% for night shift work, Victoria Police ensures all arrears will be paid by the next pay cycle. Staff from all areas of Victoria Police were being underpaid. Manual processing of the increase in entitlement will occur for all affected employees each pay cycle until a permanent system enhancement occurs in April. CPSU successfully negotiates a minimum of 2 months' notice with Victoria Police to give members sufficient notice as to when they

need to take Overtime in lieu leave that has accrued so they can negotiate to take the leave or have it paid out. Under the old system, employees were not notified when the 12 months was to expire and the leave would be paid out, without any notice or consultation.

Victoria Police advises CPSU a new prosecutions unit will be established at Werribee. An EOI process will be conducted for employees at Sunshine Prosecutions Unit to relocate to the new office location.

SPU employees who are successful in their EOI applications will not have their position duties, or terms and conditions of employment altered, however their transfer may include a reporting line change but transfer and/or relocation allowances will be paid.

PRIVATE PRISONS

G4S – The majority of members at Port Phillip Prison vote NO (420, YES: 10) for the company 'G4S' proposed agreement (97.67%) after a non-union ballot. CPSU immediately writes to G4S: "The ballot results are a complete repudiation of G4S' attitude and approach to enterprise agreement negotiations and its

employees.” CPSU proceeds to make application to the Fair Work Commission for a Protected Action Ballot Order.

GEO – After members unanimously oppose the 1.7% pay increase offered, GEO and CPSU manage to reach a settlement to be put to Officers at Ravenhall Correctional Centre. The new proposed offer for the next 18 months is a straight “rollover” of the current agreement with no changes to any conditions, a 2.5% salary increase backdated to date of in-principle agreement, a second 2.5% increase after 12 months.

SUSTAINABILITY VICTORIA

CPSU is deeply concerned about a ‘hot-desk’ model for Sustainability Victoria staff when they return to the office. Hot-desking has been identified by WorkSafe as a hazard that risks exposure to COVID-19 in an office environment. CPSU has raised questions in relation to their clear desk approach and hot-desk model and expressed concern about the ‘hot-desk’ model in the context of the upcoming move from the 50 Lonsdale Street building.

VBA

CPSU addresses concerns about the circulation of a draft copy of a new EBA for the Victorian Building Authority while the union has not given final approval yet and there are still some pending issues. VBA has flagged putting the draft Agreement to a ballot in the week of 1-8 March, however CPSU has not agreed to this timeline and notes there are other steps that need to be completed first.

VCAT

VCAT announces a proposed change to the Leadership structure that will segment the tribunal into four new streams with several positions to have their reporting lines changed. There will be no redundancies or job losses, and there will be a net gain of five roles overall.

VICHEALTH

In preparation of the upcoming bargaining process after the VicHealth enterprise agreement expires on 31 July 2021, CPSU conducts a survey under members to develop a Log of Claims.

VIT

CPSU meets with VIT management to discuss the gradual and safe return to the office. Initial numbers of staff proposed for the return will be based around 25% in total, which will allow for the return to the office plan and the Covid safe plan to be rigorously tested. Furthermore, every health-based concern raised by employees will be heard and considered on a case-by-case basis. Perspex screens are to be fitted between desks to provide an extra barrier, and the \$20 per week working from home allowance will continue to apply to those workers operating under hybrid conditions.

CPSU meets with VIT management to discuss the temporary move to 2 Treasury due to asbestos clearing at the Bourke Street offices. CPSU is concerned about the lack of consultation, particularly in the OHS space, with management initially not involving the elected HSR for the DWG in the risk assessment at 2 Treasury. After discussions, the HSR will conduct a risk assessment and will also be involved in developing the Covid Safe Plan for 2 Treasury.



MARCH 2021

AMES

CPSU receives a notification from AMES to inform members that as of 30 June 2021 there will be a change of location from Flagstaff Gardens to Little Collins Street. Members are being asked to contact CPSU if they have any issues or concerns.

AWARE SUPER

AS notifies CPSU of proposed changes to Planning and Advice Services, structures and support staffing, and to offices and what functions are supported within them. A significant number of job losses are proposed. Later in the month Aware announces more changes, this time to Administration/Grow/Project Catalyst teams.

AS offers a proposal for a new agreement. This new agreement includes improved salary, hours of work, overtime and penalty rates for the 'Core Group of Employees' while for 'Annexure Employees' the agreement will apply but their actual wages will be based on award rates, paid as an 'all inclusive' salary which 'pre-pays' for other entitlements such as overtime, penalty rates, annual leave loading and public holidays. All other employees will have the same 'all inclusive' salary structure but without the agreement to be applied.

COVID-19 QUARANTINE VICTORIA

CPSU enters formal consultation with Covid-19 Quarantine Victoria (CQV) who have outlined their intended changes to the way in which rosters are designed for front line staff.

CQV has engaged consultants to develop an algorithm-based roster model that removes most, but not all, spare shifts. The employer has assured CPSU that the 'preferable' rostering principles will be met more often, creating more favourable roster lines for staff more often, and that the amount of overtime staff are currently required to undertake should be reduced.

DJCS

CPSU receives multiple concerns from members regarding poor cultural issues and behaviour at CAV, plus the lack of ability to raise these concerns and issues at the appropriate level without any retribution. CPSU sets up a survey to clarify the issues and invites members to share their experiences.

ELECTORATE OFFICERS

CPSU and Parliament of Victoria reach an agreement on a new EA which includes a 2% wage increase, 1.25% Capability Payment, introduction of a First Aid Allowance and access to First Aid Training, introduction of a Higher Duties Allowance and adoption of several VPS paid parental leave provisions among other improved conditions.

GORCAPA

Bargaining begins with the Great Ocean Road Coast & Parks Authority as CPSU asks members to fill out a survey to put together a comprehensive list of the sorts of outcomes they would like to see in the new Enterprise Agreement.

ONRSR

CPSU commences bargaining for a new Enterprise Agreement for the Office of the National Rail Safety Regulator with a survey sent out to members to develop and endorse a log of claims.

POLICE

CPSU gathers feedback from members for the Grosvenor review regarding financial services at Victoria Police. Concerns raised include scope of the review and to what consideration will be given to staff feedback in the feedback sessions, the process of the review and how it aligns with the Oracle and iCloud review underway, workloads, FTE vacancies and the realignment and restructuring of roles.

PRIVATE PRISONS - G4S PORT PHILLIP PRISON

Voting opens for the ballot to take Protected Industrial Action at Port Phillip Prison and if a majority of members vote and say Yes to industrial action, then prison officers are legally allowed by the Fair Work Commission to take action to fight for a fair deal in their new agreement.

WATER

CPSU sends out a survey to members at Lower Murray Water to gather ideas about what they would like to see in the Log of Claims for the upcoming EA negotiations. Goulburn Murray Water members are asked to fill out a survey to have their voices heard as CPSU gets ready to bargain for a new Enterprise Agreement after the previous one was rolled over for one more year in 2020.

APRIL 2021

CQV

All CQV staff working in frontline roles in red zones and/or quarantine facilities are now required to be vaccinated against Covid-19. This new policy has been supported by the Chief Health Officer to ensure the occupational health and safety of all staff. There will then be ongoing discussions between CPSU and CQV about employment arrangements for staff members who remain unvaccinated. Pregnant staff members will have their jobs legally protected and prioritised for transfers to safe roles. CPSU also organises with senior leadership for ventilation reports to be available for HSRs and staff at locations in the coming days and a better system for stronger communications regarding operational imperatives.

CUSTODY CENTRE - G4S

Members at Melbourne Custody Centre are being asked to discuss the upcoming negotiations with their CPSU Organiser as bargaining for the new agreement with G4S will commence soon.

ELECTORATE OFFICERS

CPSU members in Electorate Offices overwhelmingly vote to endorse the new and improved package negotiated with Parliamentary Services, including a 2% wage increase each year for the life of the agreement, a sign-on bonus and a one-off allocation of 3 days of annual leave to recognise the Covid-19 response impact on Electorate Officers. A Professional Capability Payment, introduction of a First Aid Allowance and access to First Aid Training, introduction of a Higher Duties Allowance and adoption of VPS paid parental leave provisions are also part of the new agreement.

ESSSUPER

The Fair Work Commission approves the ESSSuper Enterprise Agreement. Salary increases are backdated with employees receiving a 3% increase and new conditions of employment include improved parental leave, long service leave, and includes a model gender equality provision, amongst other improvements.

OPA

Members raise major concerns about workload at the Office of the Public Advocate (OPA) and CPSU puts out a workload survey to the staff so the union can present the data to the Leadership Group.

CPSU meets with senior leadership to discuss the 10-hour break following pager duty, and workload and mental health. After OPA advises that Advocate Guardians' workload is "not unmanageable because they are classed as professional roles and well paid," CPSU immediately writes to the Deputy Public Advocate. CPSU also asks for clarification of OPA's response to mental health concerns that: "The Advocate Guardians are feeling stressed, and their mental health is affected because they are working from home and not in the office, and it is the opinion of Senior Leadership that once back in the office the stress will be alleviated due to being in a more supported environment."

PARKS VICTORIA

PV presents an offer after weekly EBA meetings with CPSU for a new proposed agreement which includes a 2% annual wage increase, an increase of parental leave, superannuation on parental leave, personal leave can be used for medical appointments and for attending to assistance animals and an allowance payment. CPSU additionally asks PV for a secondary carer's leave increase, fire line payments, appendix 6 applying to fire from our VPS Agreement applicable from Jan 1, accelerated progression for level 2 classifications and a roster clause.

POLICE

VicPol writes to CPSU to announce that there will be two divisions created within the Regulatory Services Division with two senior management roles created to align the new structure and it will not have a significant effect on employees.

CPSU contacts Victoria Police regarding members' concerns about proposed changes within the Sexual Offences and Child Abuse team in Family Violence Command (FVC) as CPSU had not been notified of any changes. CPSU is advised that Victoria Police employees who are

seconded to Family Safety Victoria, will have the reporting line of nine (9) Victoria Police VPS employees within Central Information Point (CIP) from Family Violence Command (FVC) changed to Police Enquiry and Data Sharing Department (PEDSD) to align all staff responsible for the same function to the one department within Victoria Police.

PRIVATE PRISONS - GEO RAVENHALL CC

The proposed agreement for Ravenhall staff is overwhelmingly being endorsed with 169 YES votes and 21 NO votes. The 18-month agreement is a straight "rollover" from the current agreement with no changes to any conditions, plus a 2.5% salary increase backdated to date of in-principle agreement and a second 2.5% increase 12 months after Fair Work approval. CPSU and management also agree to commence renegotiations six months before expiry.

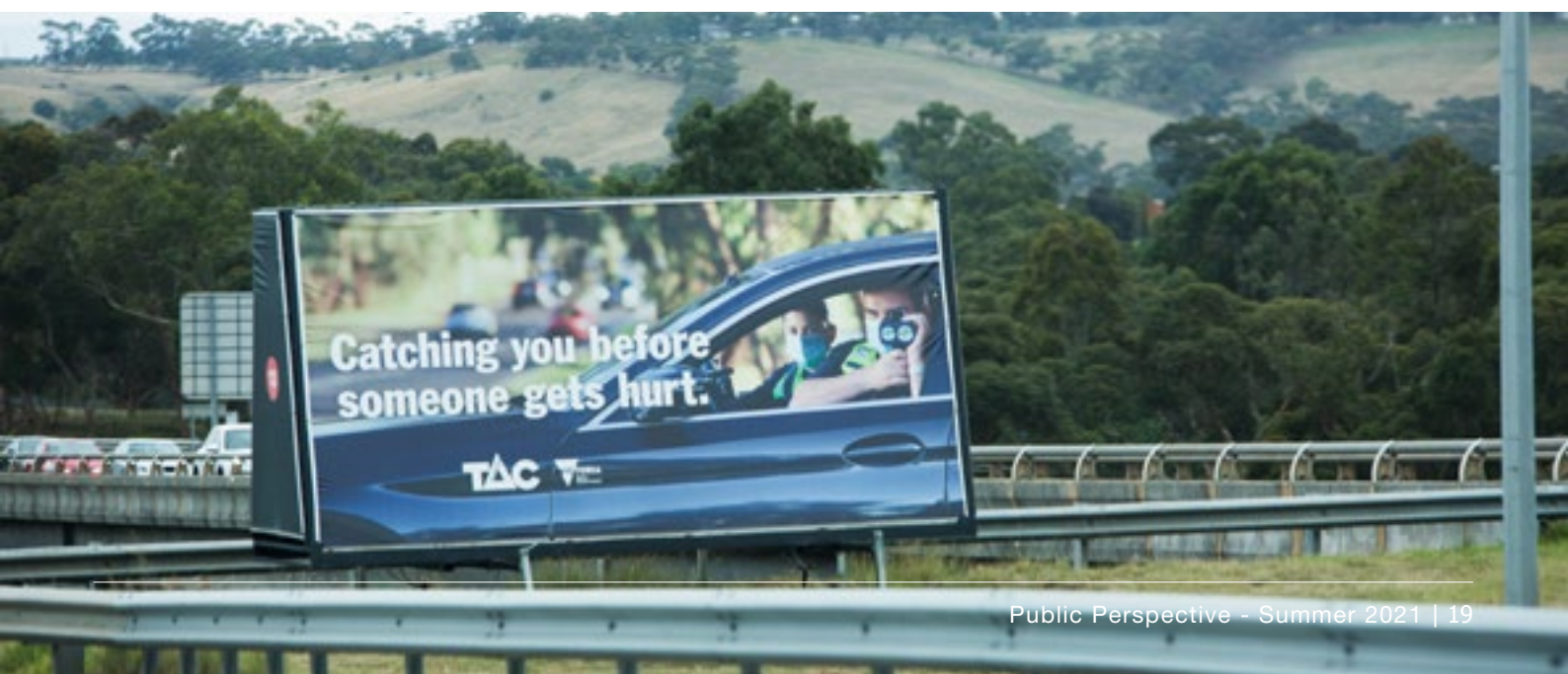
PRIVATE PRISONS - G4S PORT PHILLIP PRISON

After recommending negotiations following the overwhelming rejection of the previous proposed G4S Port Phillip Prison agreement and an application to take industrial action, G4S has made a new offer that has been endorsed in principle by our

bargaining team. The offer includes a 2.5% year on year wage increase (including backpay), 5 days of paid domestic violence leave, an increase of the Dog Handler's Allowance, increased Paid Parental Leave from 3 to 8 weeks, the introduction of a grievance management process and a rewritten Disciplinary Process to be clearer, support fairness in process, and to separate processes for performance improvement and misconduct. The offer also includes a revised Annual Leave Management clause where HR will confirm the outcome for all leave plans for the following year by 31 December, and a revised consultation clause aimed at encouraging a culture of communication and consultation relating to workplace change.

TRAFFIC CAMERA SERVICES - SERCO

CPSU meets with SERCO about increasing contracted hours for existing staff. SERCO are undergoing an analysis of the rosters to identify where they have the capacity to do so and what increase in contracted hours they can offer. CPSU questioned SERCO about the ongoing hiring of new staff and SERCO advised that due to the increase in contracted hours by the TCO they required more staff to fulfil the contract with the state.



MAY 2021



ADULT COMMUNITY AND FURTHER EDUCATION

CPSU calls for delegate nominations at ACFE for two positions.

COINVEST

Our new Agreement is approved by the Fair Work Commission. The Agreement includes a 3 % pay increase.

CUSTODY CENTRE - G4S

CPSU members reject a 12-month roll over and 2% pay offer stating that the offer would see members going backward in terms of pay and it didn't sufficiently address job security. Members seek a 3% pay increase along with a range of other claims. Formal bargaining commences as G4S are unwilling to amend their roll over.

DJCS

CPSU creates a survey for members at CAV to gain their feedback, following a number of reports of inappropriate behaviour, significant workplace stress and anxiety, workload pressures and other issues of concern.

EDUCATION

CPSU receives notification for the establishment of a new Victorian Skills Authority (VSA) that will come into effect from 1 July 2021 as CPSU gets on the front foot with immediate discussions to ensure the job security of members.

FILM VICTORIA

The Film Victoria Enterprise Agreement is approved by the Fair Work Commission with backdated salary increases March 2020 with

employees receiving a 2% pay rise and a 1.25% flexible working allowance. New conditions of employment include improved parental leave, long service leave, and a model gender equality provision.

IBAC

CPSU receives notification from IBAC that it is proposing changes to its IT operating model.

POLICE

CPSU receives ongoing reports that shift workers are not receiving the correct rates and entitlements for night shifts and public holidays as we urge members to check their payslips and contact the union to pursue underpayments. CPSU formally writes to Victoria Police regarding the underpayment

issue as it becomes an ongoing issue. Victoria Police complies with CPSU's demands to investigate the matter and we confirm that from 17 June members will receive any underpayment including backpay of entitlements.

PRISONS

CPSU created a survey to understand member views on the 10-hour roster change at the Metropolitan Remand Centre. Draft rosters show that the pay of SPO's in Accommodation Units will be adversely affected. Members were not consulted by management over the change. CPSU writes to Corrections Victoria.

PRIVATE PRISONS – G4S PORT PHILLIP PRISON

CPSU is made aware that some people have been receiving formal written warnings around the use of face masks, where there has been no consultation before being issued a warning. Whilst we all have no problems complying with any occupational health and safety requirements, we understand that some staff have valid medical

exemptions and/or valid reasons for not wearing their masks all the time, such as when eating and drinking. CPSU is concerned that some staff have received warnings for non-compliance when they've been doing the right thing. We sit down with management to talk through this issue.

CPSU reaches in-principle agreement with G4S on the new Enterprise Agreement and encourage members to Vote Yes for this agreement.

PRIVATE PRISONS - GEO RAVENHALL CC

The Ravenhall Correctional Centre Enterprise Agreement 2021 is formally approved by the Fair Work Commission. Salaries increase by 2.50% backdated to 10 February 2021, and a further increase of 2.50% will be paid on 10 February 2022.

SHRINE

CPSU writes to the CEO of the Shrine of Remembrance regarding the results of the people matters survey and the workplace issues raised within it, including bullying, sexual

harassment, occupational violence and aggression and discrimination. The CEO rejects the offer of the CPSU to work collaboratively with SoR in a joint consultation committee on improving the workplace issues. CPSU is disappointed with the response from the CEO.

VICTORIAN BUILDING AUTHORITY

CPSU seeks feedback from members about management's plans to introduce a desk booking system. CPSU announces that after some delay the VBA Enterprise Agreement has been given final approval by the Victorian Government.

VEC

CPSU meets with VEC management to discuss their proposed changes and the possible effects these changes may have on our members. It was a productive and respectful meeting that helped provide some context to the proposed changes and helped answer some surface level questions that we received from our membership.



YEAR IN REVIEW

JUNE 2021



AWARE SUPER

CPSU together with the Finance Sector Union take Aware Super to the Fair Work Commission in order to protect pay and conditions.

Aware Super proposes an enterprise agreement which only covers a tiny portion of staff, leaving everyone else on individual contracts. Most of these contracts have no guaranteed pay increases, bare minimum leave entitlements and superannuation pay that comes out of your pocket.

CENITEX

CPSU requests a briefing from CenITex around the proposed changes to the Infrastructure Delivery Services business unit as we highlight our concern around the proposed timeline and remind members that this timeline is a proposal that will be further discussed.

CQV

CPSU and CQV negotiated and updated the MOU to capture a wider cohort of workers and enshrine entitlements to day-off testing payments. We continue to advocate on a broad range of issues members face including identifying hazards, food quality for staff, increased staffing, and pay issues.

CUSTODY CENTRE - G4S

We encourage members to vote no for G4S' substandard offer. CPSU is deeply disappointed that G4S have refused to begin negotiations for an agreement that address the cost of living, job security, pay parity and pay equity, and procedural fairness regarding performance management. CPSU members overwhelmingly reject the substandard offer from G4S in a resounding NO with 82.28% of staff voting and 98.46% voting NO.

HEALTH SHARE VICTORIA

A classification review for HSV staff commences, and we seek feedback from CPSU members to help guide negotiations.

OFFICE OF NATIONAL RAIL SAFETY REGULATOR (ONRSR)

CPSU encourages members to vote no on the ONRSR deal which includes a 1.5% pay increase and minor improvement to leave entitlements. CPSU is seeking a range of improvements including a 3.5% increase per year, 12% super, and greater access to flexible working arrangements for staff, including specific reference to working from home.

POLICE

CPSU is advised of a revised reporting line for employees within Legal Practice Division, Legal Services Department (LSD). Victoria Police believe there will be no significant change to people's roles, however



it will involve a new unit will be created and be titled as the 'Legal Practice Unit'. This unit will be made up of three positions that originally reported independently to the Director, including: the VPSG-6 Managing Principal Lawyer, VSPG-5 Supervising Lawyer and VPSG-2 Legal Support Officer.

PRISONS

CPSU calls for feedback from members about their Return to the Office at Corrections Victoria. A few members have let us know they're experiencing issues when negotiating RTO days and work pattern.

PRIVATE PRISONS -G4S PORT PHILLIP PRISON

The new Agreement was voted up with 86.8% voting yes. This agreement includes a 2.5% increase per year on wages, a 2.5% increase per year on the meal allowance rate, the right to request permanent work

if you're a casual and an increase in parental leave to 8 weeks if taking leave at the same time as your spouse/partner.

TRAFFIC CAMERA SERVICES - SERCO

CPSU has been meeting with SERCO over the last six months regarding their obligation under our EA to increase contracted hours for current employees. These meetings have included testing of a range of rostering options to ensure that business needs are met as well as options for increasing contracted hours. SERCO advises CPSU that they will be surveying staff regarding increasing contracted hours in order to have a better understanding how they can facilitate the increase. CPSU receives reports that member's pays have been incorrect. We encourage members to check their payslips and contact CPSU if there are any issues.

TRANSPORT

CPSU receives formal notification of proposed changes to the Freight Victoria division of the Department of Transport. As per the commitment made in September 2020, there was no VPS job losses as a result of these proposed changes. Employees and the union will have until 23 June to submit alternative proposals.

WORKSAFE - WOMEN OF COLOUR PROJECT

We send out a survey to our culturally diverse members to capture information on systemic racism in the workplace, including opinions on what consequences perpetrators should face as part of our Safer Workplaces for Women of Colour project.

JULY 2021

CUSTODY CENTRES – G4S

CPSU meets with G4s to progress claims on behalf of members. We pass on feedback from members that they wanted their pay and conditions to be treated with priority and that members would not tolerate any further delays.

EDUCATION

At a mass meeting of CPSU members employed in PIRE, members voiced their frustrations at the lack of information flowing from management as part of the Implementation of Change process.

Members also unanimously passed a resolution of guiding principles for management to adhere to throughout the process. CPSU obtained from management the current PIRE structure which had again been denied to employees despite numerous employee requests.

ELECTORATE OFFICERS

A number of members raise concerns about unacceptable levels of hostility directed at Electorate Officers from members of the public in relation to changing COVID-19 restrictions. CPSU views this as a serious workplace health and safety issue and call a meeting of members so we can take information back to management at Parliament.

OFFICE OF THE PUBLIC ADVOCATE

Members at OPA raised numerous concerns about the way in which performance plans had been developed and implemented.

CPSU was advised that members had been placed under extreme pressure to sign performance agreements that contain KPIs, and other targets unilaterally determined by management that staff do not agree with. This is a breach of the agreement and members who have concerns are urged to contact CPSU.

POLICE

CPSU delegates raise an issue that PCOs who have completed the Supervising PCO training at the academy are being required to perform the higher duties without being paid the higher duties rate. CPSU argues that if it is the contingency for the safe operation of the station that PCOs who have completed SPCO training are required and directed to perform the duties, then that would be a regular and systematic basis for the payment due to rostering. We invite feedback from members so we can ensure everyone understands the entitlements and how to enforce them.

PRIVATE PRISONS – G4S PORT PHILLIP PRISON

The G4S Port Phillip Prison Correctional Centre Enterprise Agreement 2021 is formally approved by the Fair Work Commission. The agreement will operate until 31 December 2023.

ROYAL BOTANIC GARDENS

We are notified by Royal Botanic Gardens of a change proposal that may affect members which include proposed cessation of a role and movement of roles within the

organisation. Members are invited to contact CPSU with any issues.

TAC

CPSU formally writes to TAC as a bargaining representative under s176 of the Fair Work Act 2009 with the intent to commence bargaining. Members have outlined a range of improvements they would like to include a minimum of 3.5% pay increase per year and better redundancy and redeployment provisions.

VICTORIAN BUILDING AUTHORITY

CPSU is contacted by a number of members regarding a direction by People & Culture at VBA that any employee with an excessive annual leave balance will not be granted progression. The advice of CPSU to all members is that there is simply no provision for this in the EA and any member who is denied progression because of their leave accrual is urged to contact the union immediately.

WORKSAFE

CPSU reaches agreement with WorkSafe securing a range of wins for members. Achievements include an 8% salary increase over four years, yearly \$2000 payment for the joint exploration and review of flexible delivery of services working outside the span of hours, and all employees to have access to flexitime.



YEAR IN REVIEW

AUGUST 2021

COURTS VICTORIA

The County Court of Victoria Administrative Support to the Criminal Division starts the formal consultation process of the proposed restructure.

CQV

CPSU is assured that the default status is for all CQV frontline workers to have their contracts renewed until June 2022, with the exception of those in current misconduct or performance improvement plan (PIP) processes.

DET

CPSU continues to update members on the latest alternative proposals received each week to ensure transparency around the proposed change in HESG while workers in the ACFE area received the long-awaited report back from the Cultural Review. At the conclusion of the presentation, management outlined next steps and short, medium, and long-term goals including a major win for workers having the opportunity to nominate for the ACFE People and Culture Group.

DET outlines the new structure for the HES group along with responses to alternative proposals submitted by employees during the previous 45 days. Where positions have not changed or been impacted by minor change, employees will continue in those roles. Where an employee is in a position impacted by major change and their role does not appear in the changed structure, those employees will be eligible to apply for vacancies through an Expressions of Interest (EOI) process. DET again advises CPSU there are sufficient positions in the revised structure to cover all employees.

DJPR

CPSU is made aware of communication sent by DJPR asking for volunteers to be deployed as Housing Officers working under the Department of Health in a COVID response capacity. The communication said that if enough volunteers weren't forthcoming, they would be "required" to perform this work in COVID red zones for up to six weeks, meaning staff may have to relocate from their

usual place of residence. Although this direction was retracted by the employer after intervention by CPSU, we update members on exactly what the Department can require of employees in terms of the mobility provisions of the VPS Agreement and emergency response provisions in legislation and policy.

EPA

EPA writes to CPSU to commence formal consultation about the workforce changes required to implement the proposed new operating model that will affect our members. Informal staff consultation within EPA on proposals for the model has been underway for several weeks.

HEALTHSHARE VICTORIA

CPSU met with HealthShare Victoria (HSV) representatives to discuss the classification review after feedback from members was provided which highlighted the need for a fairer and more transparent pay structure, similar to the one used in the VPS.

OPA

WorkSafe visit and met with OPA, Department staff, the Health Safety Representative and CPSU after a Provisional Improvement Notice (PIN) was issued by the Advocate Guardian HSR because the OHS issues created by unreasonable workload demands placed on our members, being driven by senior management's refusal to abide by the PDP process in the Enterprise Agreement were not resolved in a reasonable time.

POLICE

VicPol announce a freeze on filling VPS vacancies and creating new positions in an overreaction to the State Government's budget savings announcement despite the 'freeze' concept going against the recently released principles of the Government's 'Workforce Transition Policy' and CPSU raising serious matters of understaffing, workload related stress and anxiety with Victoria Police for over 12 months.

CPSU encourages our QEU members working in these DWGs to consider nominating for vacant HSR and DHSR roles at the Victoria Police Academy. CPSU provides advice to Victorian Public Sector employees at Victoria Police who participate in a disciplinary

process where the alleged misconduct may also involve criminal conduct.

PRISONS

CPSU meets local management at MRC to discuss the implementation of temporary 10-hour rosters in Accommodation Units. While we didn't reach agreement on all matters raised, we have a way forward and gained some positive commitments. CPSU is awaiting a response from the Department on recognising SPO pay of the current rosters so no one is worse off and will escalate this issue if current SPO pay won't be recognised.

After continued negotiations with Corrections Victoria and the Department of Justice and Community and Safety, CPSU has successfully negotiated for Senior Prison Officers (SPO's) affected by the temporary change to the Accommodation Unit's rosters, 3 months of penalty maintenance. In other words, no change to the current SPO pay in Accommodation Units for 3 months from the start of the temporary roster. The penalty maintenance will be considered an allowance for payroll purposes.

CPSU calls for nominations for workplace delegates at Tarrengower.

STATE LIBRARY

Voting opens on the new EA which will see salaries increase by a total of 8% over the life of the Agreement and a mobility payment paid each July. Salary increases for the period between 20 March 2020 and the commencement of the proposed Agreement will be paid as soon as reasonably practicable after the Agreement commences operation essentially on obtaining a successful YES vote the initial salary increase will be 4.25%.

TRAFFIC CAMERA SERVICES – SERCO

CPSU receives reports of workplace abuse and encourages members to come forward with stories. CPSU understands that attendees from the Benalla mini meeting were advised by management to stand down while waiting for Covid test results and to take annual or personal leave due to the direction from management and are now facing delays as HR are not accepting the text message from testing sites about negative test results leading to lost shift shifts. There have been reports received of fuel cards not working, causing





issues at petrol stations for MRSCOs. CPSU has been advised that new instructions from management direct MRSCOs to use their own cards or money when the cards don't work. This is not acceptable for an employer to expect employees to pay for goods and services as part of the job and CPSU advises all members not to use their own money to pay for SERCO fuel.

VCGLR

In light of the findings from the Royal Commission into Crown Casino and the associated reviews being undertaken it is anticipated there may be some changes to the way VCGLR will operate into the future and CPSU calls for additional delegates to ensure our members rights, entitlements, and most importantly our job security is protected in the coming months.

VICTORIAN PUBLIC SERVICE

EOL's are called from across the Service for the 1st round of accredited training courses for members to help develop skills across a range of Victorian Public Service capabilities including Investigations, Public Sector Management, Policy and Project Work, Procurement, Regulatory

Compliance, Administration, and Service Delivery.

The Victorian Government is investing in strengthening the efficiency and capability of its workforce to ensure a resilient public service that is ready to mobilise in times of crisis, one that is innovative and adapts to digital service delivery and embraces the benefits of flexible and hybrid ways of working. Box Hill Institute (BHI) are looking for teachers for these short courses in Public Sector in one or more of the focus areas.

The Victorian Government announces public sector employees can now access up to half a day's paid time off to get each dose of the vaccine following representations from CPSU.

The State Government is Victoria's largest employer, and this is a strong statement as an example to all employers that all barriers are being removed to promote vaccination.

VICSES

CPSU actively engages with VICSES delegates to work through a range of measures designed to represent the interests of our members following the release of the Conduct and

Culture Survey report earlier this week.

CPSU is pleased to announce that after some delay VICSES has secured the funding for the proposed Victoria State Emergency Service Agreement 2020 with the draft agreement to now proceed to Industrial Relations Victoria (IRV) to commence the Government approval process.

WATER

CPSU calls a member's meeting to report on EA negotiations as Goulburn Murray Water have been reviewing their business needs for standby which appear to be significantly reduced across many areas of the business. GMW have also been reviewing the appendix in our Enterprise Agreement, in particular looking at the allowances that are paid to groups of workers and the types of conditions that are applicable to only certain work areas. Conversations have been productive as we work through the EA however there is still a lot of progress to be made before we will be able to settle the negotiations.



YEAR IN REVIEW

SEPTEMBER 2021

DFFH

CPSU concludes conversations about the proposed changes to the Finance and Performance Branch of Homes Victoria and as a result of the work of our delegates, the commitments and changes that have been achieved are (but not limited to): Position Descriptions being updated/sent out to staff, Adequate title changes to staff to reflect their seniority and experience at Homes Vic, and All positions, at level or higher, to be offered internally first.

CPSU holds a virtual meeting with After Hours and Street Works child protection staff to discuss the current Service Improvement Project.

DJCS

CPSU is made aware of concerns about a possible change to reporting lines that may have occurred within the Working with Children Check Unit without consultation.

DH

The Department of Health confirm that alternative proposals for the Commissioning and Service Improvement Division (CSI) are due and CPSU will continue to pass on feedback and questions as we receive them and encourage members to utilise the information in the CSI consultation portal.

ELECTORATE OFFICERS

Parliamentary Services advises that the Electorate Officer Enterprise Agreement has been given final approval by the Government and is ready to be put to a ballot of all employees.

MUSEUMS

Voting opens on the new EA which will see salaries increase by a total of 8% over the life of the Agreement and a mobility payment paid each July. Salary increases for the period between 20 March 2020 and the commencement of the proposed Agreement will be paid as soon as

reasonably practicable after the Agreement commences operation essentially on obtaining a successful YES vote the initial salary increase will be 4.25%.

PARKS VICTORIA

CPSU members at PV have put their heads together to develop a workload survey that we encourage all members to fill out and share with colleagues. Workload issues have been a constant source of concern for members and gathering real data and member experiences is important for us all to understand what's happening. Once the data has been collated, we will meet with members to discuss the results and a course of action from there.

POLICE

CPSU has been contacted by Victoria Police regarding a new policy about unplanned leave for Crime Command. The policy as it stands breaches employee rights under our VPS Enterprise Agreement and has



unreasonable expectations about managers contacting people while they are on unplanned leave. CPSU has written back to Victoria Police advising that the policy is a breach of the Agreement and as a matter of urgency needs to be changed to reflect employee rights otherwise, we will be in dispute.

PRISONS

CPSU advises members of their rights and obligations when issued with summonses and confidentiality notices by the Victorian Ombudsman which include the right to legal representation and advice; and the right under the VPS Enterprise Agreement to payment of your reasonable legal costs by your Employer relating to your representation and appearance before the Ombudsman.

CPSU issues a statement to Corrections Victoria members that the union supports and encourages members to be vaccinated however, vaccination should be voluntary. If vaccination is to be mandated, then the only mandate must come from the Chief Health Officer (CHO) as part of a public health order response. CPSU, like the rest of the labour movement does not support Employers mandating vaccination.

VICTORIAN BUILDING AUTHORITY

Under our new Enterprise Agreement,

ATL (Accruable Time Leave) is being phased out and now that the new Agreement is in effect, CPSU understands that VBA is in discussion with employees about their remaining ATL balance. CPSU also knows that the employer failed to keep an accurate record of people's ATL accrual, so the union has negotiated a clause in our new Agreement that sets out a process for resolving any disputes about ATL which establishes a 12-month time period for any remaining ATL balance to be used.

VICTORIAN PUBLIC SERVICE

All VPS agencies are now required, under the Gender Equality Act 2020, to develop an Action Plan (GEAP) every four years which will contain an analysis of specific aspects of their agency, such as gender breakdown, pay gaps, access to upgrading/flexible work, as well as a review of all current and new policies and procedures for their impact on gender in the workplace/retention/progression of staff. Agencies must consult with CPSU members as part of developing their GEAP and provide employees with the opportunity to shape the goals and strategies in regard to gender equality initiatives for the next four years.

VICSES

CPSU confirms VICSES is committed to the commencement of a cultural review of the workplace by the

Victorian Equal Opportunity and Human Rights Commission (VEOHRC) with CPSU having a seat at the table when VICSES next meets with VEOHRC. VICSES have accepted and will submit our recommendations to VEOHRC regarding the development of the Terms of Reference (TOR) for a cultural review.

CPSU announces to members that the Government has just approved the draft VICSES Enterprise Agreement (2020) which can now progress through the Fair Work Act 2009's voting and approval process.

WATER

CPSU members in the water corporations are invited to provide comment on the Water Corporation Procurement Review Paper with the Department of Environment, Land, Water and Planning (DELWP) currently undertaking a review into the procurement practices of Victoria's water corporations. As part of the Review, an Issues Paper has been developed for consultation, and members are invited to respond to the questions raised within the document. The purpose of the Review is to build the evidence-base around sourcing strategies and procurement decisions and frameworks in the Victorian water sector and is being conducted by an independent reviewer.



YEAR IN REVIEW

OCTOBER 2021

ARTS CENTRE MELBOURNE

CPSU is bargaining with the Arts Centre Melbourne for the making of a new enterprise agreement and through these meetings, and as part of their log of claims, ACM want to move Producers and Programmers into a new employee group category which means those employees will have a different set terms and conditions to what is currently available, the biggest effect will be on how and when overtime is remunerate.

AWARE SUPER

Aware Super agrees to CPSU's request to hold a meeting to consult with members about proposed changes to terms and conditions of employment for employees covered by the Vic Super enterprise agreement. The purpose of this meeting is to receive member instructions about how to proceed with bargaining.

CUSTODY CENTRES – G4S

CPSU meets with Victoria Police and G4s to discuss the ongoing risk of exposure to Covid-19 in Melbourne Custody Centre (MCC) and the overall management of prisoners coming from Victoria Police stations. CPSU puts forward that it is unsafe and unsustainable to have large groups of MCC Staff constantly exposed to Covid-19 causing people to be constantly in and out of isolation, having to quarantine in hotel quarantine to keep their families safe, and causing shifts to run short, creating an unsafe environment for both staff and offenders.

CPSU has been meeting with G4s to negotiate our pay and new conditions for Custody Centre members but the bosses still keep putting the same offer on the table despite CPSU and the bargaining team repeatedly telling G4s: no one should go backwards, no one should have to work an extra day for the

same pay, people should be paid the same and have transparency for their pay and, people shouldn't have to lose a week's annual leave, G4s need to present a pay offer that is easy to understand, provides base hourly rates, and increment increase each year. CPSU contacts G4s to follow up on when they would provide that detail and G4s advised there would be a minimum of a 2-week delay. These delays are unacceptable, and a protected action ballot is canvassed with members.

DET

CPSU receives notification from DET, including the change proposal, to commence a consultation process that will impact major areas of the department. DET is looking to deliver savings in line with the 2021-22 State Budget and 2019 Base Reviews and must comply with the Victorian Public Sector Workforce Transition Policy the primary focus of which is on workforce planning and



mobility, to provide opportunities for employees to be deployed to support changing government priorities. This transition will be complemented by enhanced opportunities for specific and extended training for employees, to facilitate mobility through the Jobs and Skills Exchange. A range of other tools will help the Department manage the required transition, such as natural attrition, vacancy management, exploring alternative work arrangements, and reducing use of labour hire and consultancies.

The transition policy also includes Early Retirement Packages (ERPs).

DFFH

CPSU Organisers hold a virtual meeting with Family Violence (Service Delivery Reform) staff and Family Safety Victoria staff to discuss the recent MOG changes that merge the two organisations into the Department.

CPSU sets the record straight about information circulated to staff in Rural After Hours about a range of issues associated with discussions occurring between CPSU and DFFH about the work arrangements for RAHS so that members are clear about; what is happening in those discussions at the moment, what

the Unions approach is to these discussions, and that members receive factual information. It was agreed that a joint working party would be set up to examine; rosters, OHS issues particularly fatigue, and what local arrangements should apply and what should be consistent across the state as an outcome from our recent VPS Enterprise Agreement that CPSU negotiated with Government and the Department (see Appendix 4 clauses 9.5 and 9.6 of the VPS Agreement). It was also agreed that the working party would comprise representatives of CPSU and the Department. This working party started its work 4 months ago and CPSU member representatives were endorsed from across the state to participate. CPSU Organisers has been working closely with the member reps on the working party to ensure the views of RAHS members are heard this has also included regular meetings with RAHS members. The Department has put shift work rosters on the table for discussion and CPSU has made it very clear that the rosters are not acceptable to the Union and its members in their current form.

There has been no agreement on any new work arrangements. Any final proposal from the Department

regarding work arrangements will be put to CPSU members in RAHS for consideration. The information that was recently circulated to staff was incorrect in suggesting that there was any agreement between CPSU and DFFH. It was also premature and wrong for that communication to propose (incorrectly) that RAHS staff could take "Protective Action" under the Fair Work Act. This is not correct nor is it necessary.

DH

New Public Health Orders are announced for authorised workers to be vaccinated in Melbourne and regional Victoria in order to continue working onsite.

NATIONAL GALLERY

Voting opens on the new EA which will see salaries increase by a total of 8% over the life of the Agreement and a mobility payment paid each July. Salary increases for the period between 20 March 2020 and the commencement of the proposed Agreement will be paid as soon as reasonably practicable after the Agreement commences operation essentially on obtaining a successful YES vote the initial salary increase will be 4.25%.



OPP

CPSU receives notification from OPP of a proposal to make changes to the Trial Division structure which will disperse all current Sex Offence Principal Solicitors (VPS Grade 6) and Senior Solicitors (VPS Grade 5) across all four Trial Divisions with the Sex Offences team being re-built into a generalist prosecution team.

PRISONS

CPSU is made aware that some members who have flexible working arrangements and/or work a 9-day fortnight, have received an email about your current arrangement and have been asked to sign a contract which may include wording about ADO's taken on Public Holidays. CV want to change the way the taking of ADO's occurs for Industry staff (Cog 2B & Cog 3) and VPS staff working a 9-day fortnight. This change will mostly affect members whose ADO's fall on a Monday or Friday. We ask that our members do not sign this document at this time.

Rapid Antigen Testing will be introduced across the prison system to assist staff in receiving timely

results for Covid-19 and will be used to gain safe entry to the location.

Rapid antigen testing will be required for all people who wish to enter the prison. Surveillance testing will remain as a means of testing for all locations. If you are required to perform surveillance testing and you are not on shift, you will still receive the \$150 payment. If you are required to perform surveillance testing and you are on shift and can be tested onsite, you will not receive the \$150 payment.

TAC

CPSU is contacted by members concerned that TAC is requiring them to disclose personal information to a third party, Corporate Health Management (CHM), for the collection of their vaccination status which we understand means the CHM Check My Vax process requiring employees provide their Medicare details for checking. This requirement is concerning members who don't know exactly what they are consenting too, and members are not prepared to provide their details to CHM. CPSU writes to the head of

TAC's People and Culture seeking an alternate collection arrangement for provision of vaccination status to TAC as "the employer", as outlined in the Chief Health Officer directions and TAC is amenable to our request and commit to providing an alternate collection arrangement.

TRANSPORT

DoT recently announced a proposal to transfer part of its business to a new Joint Venture (JV). The establishment of the new JV is part of the VicRoads Modernisation Project, and CPSU was involved in negotiations around a new Memorandum of Understanding (MOU) as part of the process. In negotiating the MOU, CPSU fought hard to protect the rights members who are both staying in DoT and moving across to the JV.

VICFORESTS

CPSU can now commence bargaining with VicForests for a new Enterprise Agreement which is an opportunity for members to win improvements to our pay and conditions.

NOVEMBER 2021

COURT SERVICES VICTORIA

CPSU understands CSV management have advised members that Mobility Principles and the Mobility Payment of the Victorian Public Service Enterprise Agreement 2020 provides for the rotation of Senior Registrars across different Magistrates Court locations however Usual Place or Places of Work defines the matters that the Employer must take into consideration when seeking to change an Employee's usual place or places of work and the amount of notice the Employer must give. Members who are being required to rotate are encouraged to seek union assistance.

MTIA

CPSU puts out a call to our members about any issues, concerns or questions about MTIA's change process regarding the proposed change of location.

PARKS VICTORIA

Voting for our new Parks Victoria Enterprise Agreement is open, and CPSU encourages all members to vote YES.

POLICE

CPSU has been consulting with Health and Safety Representatives regarding a number of outstanding issues concerning PCO's about Covid 19 and custody. While Victoria Police agreed to CPSU recommendations regarding P2/N95 masks there are still concerns regarding safe systems of work in custody settings.

CPSU receives a response from Victoria Police regarding questions we have raised about Covid safety protocols and 100% of staff returning to work. Unfortunately, despite CPSU asking for detailed meaningful information, there was no substance to the response and no acknowledgement that Victoria Police are required to consult with your elected Health and Safety Representatives and employees.

THE SHRINE

Voting opens on the new EA which will see the adoption of the VPS salary structure with employees translated as follows; Band 1 to new Grade 1.1.1, Band 2.1 to new Grade 2.1 .3, Band 2.2 to new Grade 2.2.2, Band 3 to new Grade 3.1.3, Band 4 to new Grade 3.2.1. Where an employee is acting in a position at a higher classification Band at the time of translation, the employee will be translated to the grade and progression amount to that higher classification. A patience payment comprising of a lump sum amount 2% of current salary will also be paid plus salaries to increase by a total of 3.75% over the life of the Agreement with the first payment effective from September and a mobility payment paid each July.

VICSES

CPSU receives notice that VICSES workers voted YES to support the new Enterprise Agreement. Of the 266 eligible voters, 163 employees registered a vote which is a voter turnout of 61.28%. 150 voted

YES, or 93%. CPSU thanks all our members for supporting the new Enterprise Agreement and for your patience during a long process of negotiations.

VICTORIAN BUILDING AUTHORITY

CPSU has been in dispute with VBA regarding inspection KPIs and workplace safety in the Inspections Team for the past year however after meeting with the CEO in August, the union has since been in discussion with VBA management about a way forward. These discussions have been positive, and VBA has committed to a consultative process that would see a working group established to look at both inspections data and consider other factors such as training and development, meetings, research, safety, liaising with practitioners, complaint and other escalations and research etc.

VICTORIAN PUBLIC SERVICE

There are seven new state-accredited and nationally recognised short courses available to public service workers to develop their careers. New course dates are advertised, with expressions of interest now open. The online courses are free and have been developed by CPSU and VPSC to build capability and capacity in priority roles across the public sector, regardless of government department or public entity domain, to ensure an effective and efficient public sector.



YEAR IN REVIEW

DECEMBER 2021

CUSTODY CENTRES – G4S

G4S finally publishes their substandard pay offer, ignoring our feedback so CPSU lodges an application for a protected action ballot on behalf of member.

DFFH

CPSU holds a Teams meeting with members in Emergency Management at DFFH to discuss the process for negotiating a new Standby MOU.

ELECTORATE OFFICERS

CPSU has been in discussion with Parliamentary Services since the beginning of the COVID-19 pandemic about the workplace safety and mental health and wellbeing of Electorate Officers. In the past month these discussions have been active and urgent with an escalation of “protest” activity.

The potential for physical violence from anti-vaccination/lockdown protestors seems obvious and is deeply concerning for a group of workers who do not have the

protection of the Parliamentary precinct. Workplace delegates report that the level of abuse and hostility is vile, threatening and escalating. CPSU have been demanding clear direction from Parliamentary Services regarding security as well as a direction that unvaccinated members of the public are not permitted entry to offices. To date Parliament’s response has been underwhelming.

PRISONS

CPSU is aware that most CV staff have received correspondence from DJCS regarding the completion of an audit of the Time Target system. This audit uncovered major payroll errors going back to 2015. DJCS are now able to correct any underpayment errors and are not seeking to recoup any overpayments discovered in the audit. Affected staff will all have different amounts owed to them as no two individuals will have worked the same hours, on the same roster, in the same unit, same area, or same post, for the same amount of time.

TRANSPORT

CPSU have been able to secure an extension to some contract roles expiring in December until April 30, or to the end of the re-org consultation process.

VCAT

CPSU holds a member meeting at the Dispute Resolution Centre of Victoria, to discuss the implementation of the ‘backlog recovery program’ whereby Dispute Assessment Officers will assist with the VCAT Residential Tenancies List backlog.

WATER

CPSU holds a member meeting on teams to discuss the agreement negotiations with Southern Rural Water that will commence early next year so we can talk through our initial claims for the new agreement and discuss the process for bargaining.

ACTIVITIES

- CPSU and the Department of Justice discuss their need for an increased number of staff to assist the State Government provide Resident Support Officers and Team Leaders in the re-set quarantine hotel program as Victoria respond to the pandemic.
- Offers of employment to displaced employees from our Arts institutions are advertised.
- CPSU is successful in ensuring Prison Officers are recognised as essential workers in a critical industry during Covid response and their permits will reflect this while negotiating a higher duties payment for eligible prison officers and frontline youth justice staff who have completed specialist Infection Control and PPE training to either work within units dedicated to managing COVID inmates or where their role interacts with suspected or confirmed cases.
- Occupational violence continues to be an issue for camera operators with Serco Traffic Camera Services approach to keeping camera operators safe inconsistent.
- CPSU presents the annual award in Gayle Smith's honour to a member nominated by their peers who has made a significant contribution to OHS in the workplace.
- The Victorian Branch elections, delayed due to COVID-19 this year, are called by the AEC and nominations open.
- CPSU circulates a message from the Premier before Christmas thanking every member of Victoria's Public Service. 'As we close out 2020, I wanted to write and say thank you.'
- The Department of Health and Human Services will be split into the Department of Health and the Department of Families, Fairness and Housing from 1 Feb 2021.
- The guaranteed hour contracts for camera operators are now being rolled out after our bargaining win.
- CPSU ensures the repayment of ALL arrears following the underpayment of the correct penalty rate of 20% for night shift work for Victoria Police members.
- CPSU invites our members to participate in the virtual UN & Australia Sustainable Partnerships Forum on the theme of Climate and Planet, Poverty and Inequality, Justice and Human Rights, and Gender Equality. The event brings together governments of all levels, businesses, universities, start-ups, students and community organisations to hear from, and interact with, leading speakers from within the UN and from companies, universities and organisations which partner with the UN.
- CPSU's Sign Up a sister initiative is reintroduced to grow our CPSU sisterhood and get a chance to win a 2-night getaway.
- CPSU doesn't host our annual IWD event given our current Covid times, so instead we are inviting members to hold their own covid safe event at your workplace like a morning tea or lunch with grants available to help cover the cost.
- CPSU, in conjunction with G&C Mutual Bank, continue the tertiary scholarship program again this year, awarding \$1,000 per year to support those members and their families attempting a suitable tertiary course with a demonstrated need
- CPSU works with the Office of the Victorian Skills Commission (OVSC) to develop nationally accredited courses in public sector skills through a training package for members.
- Trades Hall will hold a memorial service to commemorate International Workers' Memorial Day and the workers who have been killed at work in the last year.
- Australian Unions conduct a survey about workers' experience of health and safety in the workplace to help Australian Unions inc. CPSU better understand members' experience at work, what is important to member, and what members think could be improved.

IT'S TIME FOR A TAX HAVEN CRACK DOWN

FOR MULTINATIONALS AND BILLIONAIRES, AVOIDING TAX HAS BECOME A SPORT. WHEN MULTINATIONALS EXPLOIT TAX LURKS, ORDINARY TAXPAYERS END UP FOOTING THE BILL.

The International Consortium of Investigative Journalists last year reported on the Pandora Papers, a trove of leaked documents that revealed more than 100 billionaires who had been using secret offshore accounts.

CPSU is represented on the global governing board of the Centre for International Corporate Tax Accountability (CICTAR) and supported the report released in December 2020 exposing the tax practices of outsourced labour hire corporations with an estimate of tax revenue lost in Australia due to tax avoidance of between \$82 and \$360 million.

Tax havens aren't just a tax dodge – they're dodgy in other ways too. Tax havens are favoured by drug runners and extortionists, terrorists

and money launderers so firms that use tax havens are rubbing shoulders with some pretty unsavoury characters.

Yet there's plenty of firms that seem content to play this game.

According to one estimate, one-tenth of global GDP – around \$12 trillion – is currently stashed in tax havens.

Curtailling tax havens and multinational tax dodging isn't easy work.

It requires careful analysis of the loopholes, engagement with other countries, and a willingness to stand up to vested interests.

It takes a government that is willing to get tough with the powerful. But the consequences of ignoring

multinational tax avoidance are clear.

Someone must pay for our public services, our schools and hospitals, national security, and our transport networks.

When powerful interests squib their turn, everyone else ends up paying more.

Multinational tax dodging hurts those who can least afford it.

In a choice between multinational tax avoiders and regular Australians, it comes down to a simple question: whose side are you on?

**ANDREW LEIGH IS THE
SHADOW ASSISTANT
MINISTER FOR TREASURY.**



OZ USED TO LEAD WORLD IN SECURE WORK

WHETHER IT'S CASUALISED JOBS WITH LESS RIGHTS, LABOUR HIRE THAT UNDERPAYS FOR THE SAME JOB, PART-TIME WORK WITHOUT MEANINGFUL GUARANTEED HOURS, OR YEARS OF LOW PAY GROWTH, INSECURE WORK IS A SERIOUS PROBLEM FOR OUR COMMUNITY.

People with insecure work can't plan their lives, struggle to pay their rent or mortgages, always worry if they'll have enough to pay the weekly bills. Having a secure job is connected to so many basic things – mental health, food, housing.

When people don't have stable or secure jobs, they have less money to spend in their local economy.

Insecure work puts people's lives on hold. It puts tremendous financial and emotional strain on families struggling to make ends meet or balance work life commitments.

It also makes planning and saving for the future often impossible. Insecure work hurts all of us.

Workers in insecure work and on low pay can't support their community and local businesses.

Insecure work has also made it harder for communities to fight the pandemic.

Workers lacking job security and fair pay will face greater barriers to take time off work to get tested and isolate or vaccinated if they are under serious financial stress and lack job security.

All Australians have seen the devastating impact that insecure work can have in times of crisis, such as during the coronavirus (COVID-19) pandemic.

For workers who are casual or otherwise who have no sick leave entitlements, the pandemic created a dilemma - a potential choice between self-isolation and having their income abruptly cut off.

Insecure work leaves a large section of the workforce not sharing in our national economic recovery.

The rise of insecure work in Australia is the result of a business model that shifts the risks from the employer to the employee.

The Federal Government last year had the opportunity to reset Australia's labour market based on secure jobs with certainty that would drive both productivity and domestic demand but instead chose to press ahead with changes to legislation governing casual employment which will lock in insecure work and perpetuate low productivity growth and inequality.

The Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Act 2021 allows an employee to be treated as casual at the election of the employer even though this may not reflect the substance of the working relationship.

As a consequence, some employers will be even more likely to engage casual workers, knowing that by simply applying the casual label at the point of engagement they can shift risk and engage workers on an insecure basis, regardless of whether the work has the other hallmarks of permanent employment.

The COVID19 pandemic has highlighted the serious shortcomings of allowing insecure work to flourish and we are now at a crossroad with a federal election due this year.

SALLY MCMANUS
ACTU SECRETARY

REAPING FROM HARVESTER



IN 1906, THE FEDERAL GOVERNMENT PASSED THE EXCISE TARIFF ACT, WHICH STATED THAT ALL EMPLOYERS WHO DID NOT PAY WORKERS “A FAIR AND REASONABLE WAGE” WERE SUBJECT TO ADDITIONAL TAX ON THEIR PRODUCTS.

THE SUNSHINE HARVESTER COMPANY APPLIED FOR AN EXEMPTION FROM THIS TAX, DESPITE UNIONS OBJECTING THAT THE COMPANY’S WAGES WERE FAR FROM FAIR.

To assess the ensuing case in the Commonwealth Conciliation and Arbitration Court, Justice H.B. Higgins insisted that “fair and reasonable wages” should support workers’ lives, and therefore collected a range of evidence.

Higgins reviewed interviews with unions representatives, workers, and workers’ wives, documenting their basic costs of living but also the costs of maintaining a wider quality of life, including leisure and union membership fees.

HIGGINS’ JUDGEMENT FOUND THAT A FAIR AND REASONABLE MINIMUM WAGE MUST MEET “THE NORMAL NEEDS OF AN AVERAGE EMPLOYEE, REGARDED AS A HUMAN BEING IN A CIVILISED COMMUNITY.”

114 years have passed since the Sunshine Harvester Judgement, widely recognised as a landmark case in Australian industrial history.

While this judgement is sometimes simply described as a victory for workers’ rights, the importance of this case, and its relevance today, becomes clearer when it is remembered as an important moment in a longer struggle for fair working conditions.

It is important to acknowledge such landmark decisions and many early noteworthy successes - such as the Stonemasons successfully striking for the 8 Hour Day, with no reduction in pay, in 1856.

Despite those victories of the past, today “flexible” and precarious working conditions mean that the rights to leisure and rest, which were central to the 8-hour movement, have been significantly eroded.

In remembering the Harvester decision, it is crucial to acknowledge that it was not an end point in the fight for fair wages but demonstrates that fair and equal pay must be fought for, and actively defended.

Viewing history as a neat story of progress risks complacency, assuming that the battles previously fought have all been won. This can be taken advantage of by employers and corporate interests, for whom equitable conditions are less important than profits.

This is a crucial issue in contemporary struggles, as seen when precarious working conditions are exploited to undercut wages and entitlements, and in the pervasive practices of wage theft and underpayment.

Remembering the past in this way extends greater respect to those who struggled for change, by insisting on a story which is bigger than simply the “victories” and gives us an opportunity to acknowledge the tasks ahead, while taking inspiration from those who went before.

**LAUREN PIKO
AUSTRALIAN UNIONS
‘WORKING LIFE’**

THE PEOPLE OF TONGA NEED OUR HELP

ON SATURDAY 15 JANUARY 2022, THE NEIGHBOURING PACIFIC ISLAND NATION OF TONGA WAS HIT BY A CATASTROPHIC VOLCANIC ERUPTION, WITH SHOCKWAVES FELT AROUND THE GLOBE.

The eruption was followed by a tsunami, furthering the scale of what is an unprecedented disaster.

One immediate impact is the communication blackout, with access to the internet and telecommunications being affected, posing complications for

relief missions, and cutting Tonga off from the wider world.

The continued falling ash has also hampered efforts to deliver water and other supplies by air.

The people of Tonga need our help. While it has been impossible to contact local unions since the disaster, we know that health and public sector workers are already leading rescue and relief missions, without outside support.

We know that workers and their families will need our solidarity.

The Tonga Public Service Association has been a beacon of public service trade unionism in the region, recently leading efforts to organise informal sector workers as well as public sector workers.

My counterpart and PSA Secretary General Mele Amanaki has sought to promote unionism across the region and is currently a member of our local PSI's Asia Pacific Regional Executive Committee.

PSI will work closely with the Tongan PSA to provide support to their members and communities.

KAREN BATT



DONATE TODAY

**IF YOU WOULD LIKE TO DONATE TO THE SOLIDARITY FUND FOR TONGA,
YOU CAN TRANSFER FUNDS TO THE ACCOUNT BELOW AND INSERT REFERENCE TONGA SF.**

Account name: Public Services International (Australia) Ltd
Bank name: Westpac Bank
Bank address: 114 William Street, Melbourne, 3000
Bank account number: 033003 / 614260
SWIFT Code: WPACAU2S

AGREEMENTS



THE FOLLOWING AGREEMENTS WERE APPROVED BY THE FAIR WORK COMMISSION

- ✓ GRV Employee Enterprise Agreement 2019-2023
- ✓ G4S Custodial Services Pty Ltd Victorian Prisoner Transport Services Enterprise Agreement 2021 (Private)
- ✓ ESSSuper Enterprise Agreement 2020-2023
- ✓ Parliamentary Officers' (Non-Executive Staff Victoria) Single Enterprise Agreement 2020
- ✓ Ravenhall Correctional Centre Enterprise Agreement 2021 (Private)
- ✓ Architects Registration Board of Victoria Enterprise Agreement 2020
- ✓ Film Victoria Enterprise Agreement 2020
- ✓ Victorian Planning Authority Enterprise Agreement 2021
- ✓ CoINVEST Limited Enterprise Agreement 2019 (private)
- ✓ Victoria Legal Aid Enterprise Agreement 2020-2024.
- ✓ G4S Custodial Services Pty Ltd (Port Phillip Prison) Correctional Services Workplace Agreement 2021 (Private)
- ✓ Victorian Building Authority Enterprise Agreement 2020
- ✓ Office of the National Rail Safety Regulator (ONRSR)
- ✓ State Library Victoria Enterprise Partnership Agreement 2020
- ✓ Electorate Officers (Victoria) Single Enterprise Agreement 2021
- ✓ Museums Victoria Staff Enterprise Agreement 2020
- ✓ Australian Centre for the Moving Image (ACMI) Enterprise Agreement 2020 – 2024
- ✓ The Shrine of Remembrance Enterprise Agreement – 2019
- ✓ Victoria State Emergency Service Agreement 2020
- ✓ The Council of Trustees of the National Gallery of Victoria Enterprise Agreement 2020
- ✓ Parks Victoria Enterprise Agreement 2021
- ✓ Victorian WorkCover Authority Enterprise Agreement 2020-2024
- ✓ State Trustees Limited Enterprise Agreement 2021
- ✓ TAC Enterprise Agreement 2017 - 2021

GOVERNMENT APPROVAL PENDING

- AMES Australia Administrative Staff Agreement 2016
- Victorian Health Promotion Foundation (VicHealth) Enterprise Agreement 2017
- Trust for Nature Certified Agreement 2018
- Royal Botanic Gardens Enterprise Agreement 2017
- Goulburn-Murray Rural Water Corporation Enterprise Agreement 2020
- Victorian Institute of Teaching Enterprise Agreement 2016
- Arts Centre Melbourne Enterprise Agreement 2018
- Schools Agreement 2017
- VicForests Enterprise Agreement 2019
- Great Ocean Road Coast and Parks Authority

BARGAINING CONTINUES

- Lower Murray Urban and Rural Water Corporation Enterprise Agreement 2018
- Melbourne Custody Centre Enterprise Agreement 2018 (Private)
- VicSuper Pty Ltd Enterprise Agreement 2017 / Aware Super (Private)

UNION DETAILS

- The union recruited 3,174 new members during the year (3,032 in 2020).
- The number of full-time equivalents employees on 30 June 2021 was 53.51 (2020: 52.54)
- The number of financial members, inclusive of the Retired Officers Division, on 30 June 2021 was 15,717 (2019: 14,667)