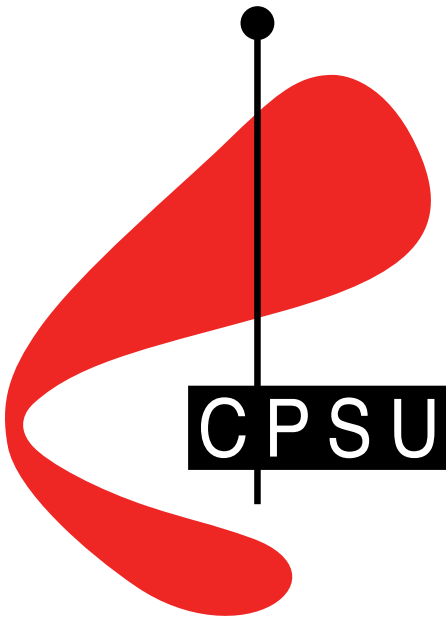


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PUBLIC PERSPECTIVE

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We finally made it. The Secure Jobs Better Pay bill passed and is now law.

RATIFICATION OF ILO C190

Description to be inserted
here...

PRIME MINISTER ALBANESE TOOK THE OPPORTUNITY JUST PRIOR TO CHRISTMAS AT THE INTERNATIONAL TRADE UNION CONGRESS HELD IN MELBOURNE TO ANNOUNCE THAT AUSTRALIA WOULD RATIFY C190 THE CONVENTION TO PREVENT VIOLENCE AGAINST WOMEN AT WORK AND HOME, AFFIRMING THE RIGHT OF EVERY PERSON TO A WORK CULTURE BASED ON MUTUAL RESPECT AND DIGNITY.

'No woman should have to choose between their job and their safety at work', the Prime Minister said. (@AlboMP)

The commitment to table Convention No 190 in the Australian Parliament is the first step in ratifying and affirming the right of Australians to a workplace and work culture based on human rights principles.

This strengthens and reinforces the commitment to have all workplaces free from violence and harassment and builds on the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022, which passed into law late November 2022.

The Convention is premised on the adoption of an inclusive, integrated and gender-responsive approach to prevent and eliminate violence and harassment in the world of work.





THE DRAFT CHANGE TO THE CONSTITUTION:

If the referendum passes, these three clauses will be added to the Australian Constitution, which is the basic law of the land.

VOTE FOR A VOICE FOR OUR 1ST PEOPLES

1

There shall be a body, to be called the Aboriginal and Torres Strait Islander Voice.

2

The Aboriginal and Torres Strait Islander Voice may make representations to Parliament and the Executive Government on matters relating to Aboriginal and Torres Strait Islander Peoples.

3

The Parliament shall, subject to this Constitution, have power to make laws with respect to the composition, functions, powers and procedures of the Aboriginal and Torres Strait Islander Voice.

**CONSTITUTIONAL
RECOGNITION THROUGH A
VOICE TO PARLIAMENT IS
A BODY ENSHRINED IN THE
CONSTITUTION THAT WOULD
ENABLE ABORIGINAL AND
TORRES STRAIT ISLANDER
PEOPLE TO PROVIDE ADVICE
TO THE PARLIAMENT ON
POLICIES AND PROJECTS
THAT IMPACT THEIR LIVES.**

A Voice to Parliament gives the Australian Government the opportunity to make policies with Aboriginal and Torres Strait Islander people, rather than for Aboriginal and Torres Strait Islander people.

Voice to Parliament explained

As we head to a referendum later this year, here are the key things you need to know.

It's about 3 things:

1. recognising Aboriginal and Torres Strait Islander people in the Constitution.
2. having an Indigenous Voice to Parliament.
3. the need for a referendum to make it all happen.

Every Australian needs to be part of this conversation, and you are invited to use the following information to carry this conversation in your families, in your workplaces and in your communities.

What is Indigenous Constitutional recognition?

What constitutional recognition means is acknowledging the 65,000 years of continuous connection that Aboriginal and Torres Strait Islander people have to this country.

It's about Australians embracing First Nations people and recognising the unique status of Aboriginal and Torres Strait Islander people as the first people of this nation.

It will give us a better sense of where we started, as a people and as a nation.

Constitutional recognition puts Indigenous people firmly in the founding document of modern Australia. It would do so in a way that Indigenous people have decided they want to be recognised

in the document that defines the way our nation works - the Constitution.

In 1967 the Australian public voted overwhelmingly to allow the Commonwealth Government to make laws about Aboriginal and Torres Strait Islander people.

Now, Indigenous Australians are asking to be recognised.

We can't just have symbolic recognition, there needs to be practical change alongside that.

In 2017, the Uluru Statement from the Heart very firmly said meaningful constitutional recognition comes through a Voice to Parliament.

What is a Voice to Parliament?

A Voice to Parliament is about having a representative body of Aboriginal and Torres Strait Islander people, sitting outside the Parliament, providing advice to parliaments and governments on issues that have a particular impact on Indigenous Australians.

The 1967 referendum enabled the Commonwealth to make laws about Aboriginal and Torres Strait Islander people.

Now, Aboriginal and Torres Strait Islander people are asking to be given a Voice when those laws are made, and to be able to provide advice.

It's about bringing the expertise and experience of Aboriginal and Torres Strait Islander people to the table, so parliaments and governments can make better laws and policies and get better outcomes on the ground.

It's fair and practical, and it's what Aboriginal and Torres Strait Islander people have decided they want.

Constitutional recognition through a Voice to Parliament gives all Australians the chance for a unifying moment.

Why a referendum?

The Constitution does not belong to a political party or a government, it belongs to the Australian people and only we can change it.

To change it, we need a referendum where the whole country votes.

A successful referendum is where the majority of Australians in a majority of states vote yes.

Our Constitution is one of the hardest to change, anywhere in the world.

Enshrining recognition of Indigenous Australians in the Constitution provides long-term security that recognition will prevail and won't be affected by day-to-day politics and the whims of governments.

In a referendum, voters will vote on the basic principle of recognising Indigenous Australians in the constitution and a right to a collective Voice to seek to influence and inform the parliament and the government.

It will be our elected representatives in the parliament, not we as voters, who will decide the composition, functions, powers, and procedures of the Voice.

From the Heart is co-ordinating the Vote Yes campaign for the upcoming referendum.

To get involved or to find out more, please visit
fromtheheart.com.au

YOUR SUPER NEEDS YOUR ATTENTION!

RETIREMENT MAY SEEM A LONG WAY DOWN THE TRACK BUT THE MONEY YOU NEED TO HAVE FOR A DECENT RETIREMENT CANNOT BE ACCUMULATED OVERNIGHT.

We're always paying attention to our wages: how much comes into our bank account and when, making sure we're getting decent pay increases each year and saving up where we can.

But it's rare we give our superannuation the same attention. **It's time to change that.**



It pays – literally – to get on top of your super sooner rather than later.

Let's start with the basics

1. AVOID DOUBLING UP ON FEES

It is easy to accumulate more than one superannuation account – sometimes even with the same super fund.

Often this happens when you start a new job and instead of providing your existing account details, you sign up for a new account as part of the paperwork you do when starting a new role.

But multiple accounts will only drag you down.

If you have more than one account, that often means you're paying unnecessary fees.

A good way of consolidating your super is to go to your industry super funds' website and get them to do it for you.

You can also check through your MyGov to see if there's more than one account in your name and under your tax file number.

2. LEARN ABOUT DEFAULT INDUSTRY SUPER FUNDS

A big part of why unions fought for superannuation is to ensure that superannuation funds, and the services they provide, are suited to your industry.

If you have joined a new workplace, there's a good chance that your default fund is an industry super fund. In the Victorian Public Service and its associated agencies, the Enterprise Agreement contains

a fund clause which stipulates the (a) Employer's default superannuation fund which was VicSuper, now Aware Super; or (b) any superannuation fund to which the Employer was making superannuation contributions for the benefit of its Employees before 12 September 2008, provided the superannuation fund is an eligible choice fund and is a fund that offers a MySuper product or is an exempt public sector superannuation scheme; or (c) a superannuation fund or scheme which the Employee is a defined benefit member of.

Most industry super funds work with Industry Fund Services to proactively identify and recover unpaid super from bosses who haven't paid or if the employer goes through insolvency.

3. BARGAIN FOR BETTER SUPER

A big part of being in a union and getting a better deal for workers is negotiating an enterprise agreement and bargaining for super.

Everyday workers and their unions are bargaining for a better deal for their retirement by winning; Superannuation on parental leave, Superannuation on all wages, not just on ordinary time earnings, Super paid at a higher rate than the minimum, Insurance subsidies for high-risk workers, and Superannuation paid into their industry super fund.

4. DECIDE IF YOU WANT TO CONTRIBUTE TO YOUR SUPER VIA SALARY SACRIFICE

Thanks to the Superannuation Guarantee, all employers in Australia

must provide contributions to your super.

From 1 July 2022 the superannuation guarantee rate increased to 10.5%. This was an increase of 0.5%. The super rate is due to increase a further 0.5% each year until it reaches 12% in 2025.

If you want to make extra contributions to your super beyond what your employer provides, you can choose to salary sacrifice.

Salary sacrifice is when a certain amount from your income and transferred regularly as a pre-tax contribution into your superannuation.

These contributions are taxed at a lower rate of 15 per cent (provided you contribute less than \$27,500 per year).

Your employer is the one who makes the transfer before you're paid. So not only does salary sacrificing mean your super account is bolstered but it also reduces your taxable income.

Union members continue to campaign for stronger superannuation laws.

In 2022, we saw an increase to the superannuation guarantee as well as the abolition of the \$450 threshold.

Unions are working towards 15% and can achieve this by having existing delays scrapped so the guarantee is implemented as soon as possible.

Being a union member isn't just about improving the quality of your working life – it means improving the quality of your retirement too.

ILO NO TURNING BACK ON FLEXIBLE WORK

INNOVATIVE WORKING TIME ARRANGEMENTS, SUCH AS THOSE INTRODUCED DURING THE COVID-19 CRISIS, CAN BRING BENEFITS FOR ECONOMIES, BUSINESSES, AND WORKERS, INCLUDING GREATER PRODUCTIVITY AND IMPROVED WORK-LIFE BALANCE, ACCORDING TO A NEW ILO REPORT.



The report, Working Time and Work-Life Balance Around the World, looks at the two main aspects of working time; working hours and working time arrangements (also called work schedules) and the effects of both on business performance and workers' work-life balance.

It includes a range of new statistics covering hours of work, both before and during the COVID-19 crisis.

The study, which is the first to focus on work-life balance, found that a substantial portion of the global workforce are working either long or short hours when compared to a standard eight-hour day/40 hour working week.

More than one-third of all workers are regularly working more than 48 hours per week, while a fifth of the global workforce is working short (part-time) hours of less than 35 per week. Informal economy workers are more likely to have long or short hours.

The report analyses different working-time arrangements and their effects on work-life balance, including shift work, on-call work, compressed hours, and hours-averaging schemes. Flexible working hours can benefit work-life balance, businesses, and productivity.

“THERE IS A SUBSTANTIAL AMOUNT OF EVIDENCE THAT WORK–LIFE BALANCE POLICIES PROVIDE SIGNIFICANT BENEFITS TO ENTERPRISES, SUPPORTING THE ARGUMENT THAT SUCH POLICIES ARE A ‘WIN-WIN’ FOR BOTH EMPLOYERS AND EMPLOYEES,” THE REPORT STATES.

The report also looks at the crisis response measures governments and businesses used during the COVID-19 pandemic to help keep organisations functioning and workers employed.

It found that the increased proportion of workers on reduced hours helped to prevent job losses.

Long-term changes are also highlighted:

“The large-scale implementation of telework nearly everywhere in the world that it was feasible to do so, changed the nature of employment, most likely for the foreseeable future,” the report says.

The COVID-19 crisis measures also yielded powerful new evidence that giving workers more flexibility in how, where and when they work can be positive both for them and for business, for example by improving productivity.

Conversely, restricting flexibility brings substantial costs, including increased staff turnover.

“The so-called ‘Great Resignation’ phenomenon has placed work-life balance at the forefront of social and labour market issues in the post-pandemic world,” said Jon Messenger, the lead author of the report.

“This report shows that if we apply some of the lessons of the COVID-19 crisis and look very carefully at the way working hours are structured, as well as their overall length, we can create a win-win, improving both business performance and work-life balance.”

The report includes recommendations. See QR link below.





YEAR IN REVIEW

DEC 21 - DEC 22

THE COVID-19 PANDEMIC STILL HAD A SIGNIFICANT IMPACT ON THE UNION'S OPERATIONS AS WE CONTINUED TO WORK REMOTELY DUE TO PUBLIC HEALTH RESTRICTIONS.

However hybrid working arrangements with union staff working partly from home and from our office commenced early in 2022 in line with the easing of restrictions.

Monthly Branch Executive and Branch Council have been held via Zoom and via Onboard website for papers. Union elections were delayed by the Australian Electoral Commission (AEC) with the last stage of the elections commenced in 2020, were concluded with Federal Council positions declared on 21 July 2022.

A separate election for the Victorian Branch Federal Vice President was necessary due to the Branch Secretary holding the position of Federal Secretary.



ACTIVITIES

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 2 YEP support officers. The funding ended 30 June 2022.

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 union is exploring options to continue work on the Project which is due to end.

CPSU and the Department of Justice and Community Safety hold regular consultations about changes and the wind down of the hotel quarantine program as Victoria adjusted its response to the pandemic. The wind down of the program saw a significant reduction in our membership as the work was no longer undertaken and staff returned to their aviation jobs.

Occupational violence continues to be an issue for camera operators with Serco Traffic Camera Services' approach to keeping camera operators safe inconsistent.

The Department of Health and Human Services was split into the Department of Health and the Department of Families, Fairness and Housing from 1 Feb 2022.

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.

The Women of Colour project has continued with funding from WorkSafe to identify and provide recommendations in relation to the employment experiences in the VPS for women of colour.

VPS employers were required to consult with the union during the year to develop a Gender Equality Action Plan (GEAP) under the Gender Equality Act 2020. The plans required every 4 years contain an analysis of specific aspects of their agency, such as gender breakdown, pay gaps, access to upgrading/flexible work, as well 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 regarding gender equality initiatives for the next four years.

The union met with employers to negotiate the implementation of the public health directions and provided advice to members about their obligations and rights to deal with the roll out of mandatory COVID vaccinations for significant numbers of our members classed as "authorised officers".

YEAR IN REVIEW

DEC 21 - DEC 22

ND BARRY
OM



YEAR IN REVIEW

DECEMBER 2021

CAV Members brought several issues at IDSC to the union's attention regarding abusive calls, return to workplace, favouritism in acting-up opportunities, and the use of certain software. CPSU negotiated outcomes with management.

CQV While a lot of staff departed over the previous months due to the wind-down of the program, CPSU was still advocating strongly for remaining members on a range of issues including the proposed use of psychometric testing as part of any selection criterion for roles at the Mickleham facility. CQV workers have proven their ability to carry out the role and believe psychometric testing has no merit in the application process. CPSU also negotiated to ensure all CQV workers' have extended access to the Jobs & Skills Exchange (JSE) regardless of when their contract ends, and the union pushed to ensure leave payments will be honoured for all workers who have already lodged parental leave applications.

FAMILIES, FAIRNESS & HOUSING

The Department announces Early Retirement Packages are available for staff and will establish a consultative forum with CPSU to work through the processes in 2022. There will also be a review to 'strengthen' the departmental operating model.

G4S CUSTODY CENTRES

CPSU applies to the Fair Work Commission for a protected action ballot at Melbourne Custody Centre after G4S put forward an offer which includes pay cuts, creates inequality by cutting annual leave for new staff, and does not improve work-life balance for members.

JUSTICE & COMMUNITY SAFETY

CPSU writes to DJCS management with concerns regarding the implementation of the 'backlog recovery program', whereby Dispute Resolution Centre Victoria officers will assist with the backlog in the VCAT Residential Tenancies List. Management confirmed training will be provided, position descriptions and roles will not change,

approved leave will be honoured and CPSU will be involved in the review of the project. There may be an increase in officers' caseload, however as some cases will be more transactional, they will take less time to resolve, and they can pick up more cases without an increase in work intensity.

PARKS The new Enterprise Agreement for Parks Victoria is approved by the Fair Work Commission. This outcome is a credit to the work of members and delegates and reflect many improvements in pay and entitlements.

PARLIAMENTARY SERVICES There are serious concerns about workplace safety and mental health and wellbeing of Electorate Officers following increasing anti-vaccination and anti-lockdown protests. CPSU demands clear direction from Parliamentary Services regarding security as well as a direction that unvaccinated members of the public are not permitted entry to offices. Workplace delegates report that the level of abuse and hostility

is vile, threatening and escalating for a group of workers who do not have the protection of the Parliamentary precinct.

PRISONS DJCS advises CPSU that an audit of the Time Target system at Corrections Victoria uncovered major payroll errors going back to 2015. DJCS will correct any underpayment errors and are not seeking to recoup any overpayments discovered in the audit.

TRANSPORT CPSU secures an extension to some fixed term contract roles at the Department of Transport. The contracts have been extended for four months, or to the end of the consultation process regarding the reorganisation at the Department.

YOUTH JUSTICE CPSU makes progress on the implementation of the Certificate IV in Youth Justice for custodial workers, which provides more professional development for our members and the broader workforce. It will deliver a significant salary uplift on completion and aims to address the constant churn of staff. For new Youth Justice Workers, the qualification will replace the current six-week induction with training occurring over the first 12 months of service.

YEAR IN REVIEW

JANUARY 2022

APHRA Bargaining for a new agreement commences. CPSU members are being asked to fill out a survey to outline the issues that are important to the members, so that the List of Claims can be presented early March.

CHILD PROTECTION Some staff at After Hours Child Protection Emergency Services (AHCPEs) have been paid incorrectly since the shift to paper time sheets from the KRONOS payroll system. CPSU assists members in resolving these issues with the employer.

CSV CPSU raises concerns with Court Services Victoria regarding the lack of clarity around Rapid Antigen Testing (RAT) protocols and requests from Magistrates Court Victoria managers to Family Violence practitioners to attend the workplace. Management advises all employees who can work from home should work from home and FV employees should only attend the workplace if they are 'required to

support the operations of the court', as requested by their manager. CPSU is working with members who have been asked to attend the workplace to undertake duties that are not required to support the operations of the court.

G4S CUSTODY CENTRES CPSU continues to negotiate with G4s about pay and entitlements at custody centres. G4s insists on rostering changes for court shift staff to meet service delivery, while CPSU members argue that these changes would be detrimental financially as well as having a big impact on work-life balance and that maintaining the current roster would not compromise service delivery. CPSU seeks feedback on a compromise offered by G4s: any courts shift staff who wish to come across to custody can do so, with an extra week of annual leave.

PRISONS GEO Group notifies CPSU of a Government direction to reduce prisoner places by fifty at Ravenhall prison. CPSU asks affected members in the units to provide feedback on the change that will come into effect late January so they can work through any issues.



VBA CPSU seeks members' views about what the Designated Work Groups (DWGs) should look like as the Victorian Building Authority (VBA) unilaterally announced the creation of these without genuine consultation. CPSU calls an urgent meeting before consultation starts so members know what the process should look like.

VICTIMS OF CRIME HELPLINE

CPSU raises concerns with the Helpline management regarding the unmanageable workload and increased

stress levels. These issues are due to vacant positions not being advertised and the increase in complexity and volume of Helpline work, and the increase in volume and level of risk in family violence work. CPSU is also concerned that a new call back system may increase the work volume and the number of aggressive calls. CPSU and management agree to meet again to further progress the issues.

VIFM CPSU asks members to review their timesheets for overtime

meal payments as VIFM have not paid employees in line with their entitlements. CPSU assists members who believe they are entitled to these payments but cannot get their claims resolved.

VISIT VICTORIA A restructure is being proposed in the Corporate Services division of Visit Victoria and CPSU urgently requests details of the proposed changes as members should be able to provide feedback during the consultation process.



YEAR IN REVIEW

FEBRUARY 2022

AMES CPSU members gained a 2% salary increase backdated to September 2021, further yearly salary increases, increases in allowances by 2% and a \$1,250 patience in bargaining payment as an in-principal agreement is reached for a new enterprise agreement. Members also gained a Workload Amendment, an Abandonment of Employment increase from 10 to 20 days, and an increase of parental leave, among other improved and new entitlements. Members are advised to vote yes for the new deal.

ARTS CENTRE MELBOURNE

CPSU members have gained a 1% salary increase every six months, a Flexibility Modernisation Allowance, a Commencement Allowance, increase in allowances by 2% and a removal of time limitations on union inductions, among other new and improved entitlements as an in-principle agreement is reached for a new enterprise agreement. Members are advised to vote yes.

AWARE SUPER Bargaining at Aware Super recommences as the parties reached agreement on the scope of employees to be covered by the new agreement. Significantly more employees will now be covered by the new agreement, represented by CPSU Victoria and New South Wales and the Finance Sector Union, as well as by a number of employee representatives. Employees are currently covered by a range of different arrangements including two enterprise agreements (including Vic Super agreement) and individual common law contracts.



CPSU's list of claims includes a 3.5 per cent salary increase, diverse and inclusive leave arrangements, flexible work practices, and a number of policies that promote gender equity such as pay parity and parental leave.

CSV / COUNTY COURT CPSU raises issues with CSV management regarding the requirement for employees to undertake a rapid antigen test (RAT) prior to coming to work and asks for confirmation members will be paid for the time it takes to test. Another concern raised is the increased workload for associates arising from CSV requirement for practitioners to self-test, provision of RATs, collecting declaration forms and field questions. CSV has confirmed members will be paid accordingly.

CSV / MAGISTRATES COURT OF VICTORIA Magistrates Court advises CPSU of proposed changes to Finance and Business Services to optimise operational capacities, services, interrelationships, and successes across MCV and between other key stakeholders. CPSU holds meetings with members to gain feedback as part of the consultation process.

CUSTODY CENTRES The majority (67%) of CPSU members at G4S Custody Centres vote to take strike action to win a clear, transparent, and equitable pay increase. G4S responds with a revised proposed offer that includes a single, gross, flat payment for all current employees, a yearly 2.5% pay increase, retention of the reception allowance, 6 weeks of annual leave for employees on the Shift Work – Custody roster, removal of protections for court shift staff regarding a 7-day roster and removal of custody allowance. CPSU asks G4S for clarification if the one-off payments include superannuation, reiterates that staff performing shift work need protections around rostering such as roster committees and work life balance, and advocates that due to the cost of living increasing that Custody Officers deserve more than 2.5% as a pay rise. The union takes members' feedback to G4S, advising that the current pay offer has been rejected.

G4S responds with an improved new pay offer of a cumulative 12.7% pay rise over three years inclusive of the one-off payment delivering an average pay rise of 4.23% per year. Additionally, CPSU secures increases to paid leave, parental leave, family violence leave,

compassionate leave, defence force leave, jury leave, and trade union leave. Education - DET advises CPSU of their decision to pause the current EOI process for the Early Retirement Program (ERP). Due to approximately 230 early retirement packages being accepted by employees, some of which are attached to active and ongoing roles, that these circumstances have increased the number of available jobs employees can apply for. This has prompted DET to reset the EOI process for impacted and unattached staff which will now include these additional roles. CPSU makes a number of requests to ensure no disadvantage to members, clear and consistent messaging, extra time for EOIs, initial comms to be reviewed by CPSU, and ongoing additional support for employees.

HEALTHSHARE VICTORIA HSV provide CPSU with a new classification structure for review, and CPSU is seeking feedback from members. In contrast to HSV's proposal, CPSU asks for a pay progression policy similar to that used in the Victorian Public Service.

SCHOOLS - Negotiations conclude for the new Victorian Government Schools Enterprise Agreement for Education Support members. Improved pay and conditions include provision of laptops for education support staff, 2% wage increases per annum, a new Positional Allowance, structural adjustments to classifications that will lift the starting salaries for education support staff, paid time lactation breaks, public holidays to include Easter Sunday and the Friday before the AFL grand final and additional consultation over major change and changes to regular rosters and ordinary hours of work.

SERCO CPSU writes to SERCO requesting a meeting to discuss long outstanding items such as increase of hours for camera operators, work value descriptors, requirement to provide personal details when in a collision, evidence from camera car CCTV footage not being sent to TCO, screen grabs of Tough Books and health and safety representative election.

TRANSPORT After months of discussions, DoT agrees on resolving the matching issues faced by fixed term contract employees regarding DoT's 'Refinement' restructure. Fixed term contract employees who have been in their current role for more than three years and there is an equivalent ongoing role in the new structure, should be directly matched to this role. Fixed term contractors with less than three years in their role, with an equivalent ongoing role in the new structure, should also be directly matched to this role unless there are extenuating circumstances. CPSU will assist contractors without an ongoing role to be matched to.

DoT confirms that any employee who is currently unmatched in the Refinement reorganisation process is not yet classified as a redeployee, as the redeployment period commences in two months. This means that the current application process for available positions is a merit-based process, and positions posted on DoT's career page is open to the whole department

to apply. CPSU pushes back on this position but at this stage they are not willing to reconsider.

VBA CPSU members develop a proposal for Designated Work Groups (DWGs), in response to VBA's proposal. OHS structures are a critical component in ensuring people have a safe workplace. The first step in this process is the creation of Designated Work Groups (DWGs) who then elect a Health and Safety Representative for each DWG. CPSU reiterates that workers get to choose what their DWG structure looks like, management cannot just make any decision they like.

VICTORIA POLICE VicPol advises CPSU that there is a proposal to change reporting lines in Broadmeadows uniform division. The proposed amendment to reporting lines will align the Administration employees to report directly to the Team Leader. Members are being asked to contact CPSU if they have any concerns.





VICTORIA POLICE VicPol propose the relocation of two units within the Logistics and Equipment Division (LED) to the Victoria Police Complex (VPC) in Docklands. This is intended to increase the efficiency of processing high value contracts and to ensure more effective management and resolution of issues.

VICTORIA POLICE VicPol advise there is a proposal regarding changes in Family Violence Command. This involves some units amalgamating, some units being renamed and some units moving into a different division. Any impacted members can provide questions and feedback to their CPSU Organiser.

VICTORIA POLICE VicPol advise CPSU they will be directing staff to return to the office from Monday 28th February.

Managers are now requested, in consultation with their teams, to discuss situations where flexible work arrangements are suitable, ensuring service delivery requirements are prioritised. Victoria Police have agreed with CPSU that employees who are vulnerable or are carers for vulnerable people will be supported individually.

WAGE INSPECTORATE CPSU reminds members, after becoming aware of members being asked to participate in an investigation into a misconduct allegation against one of

our members, that staff have certain rights and that there are some factors that must be considered. For example, people are entitled to have a union representative present any time they are being interviewed and they should not disclose the contents of a union meeting with an employer/third party, as this undermines the sanctity and confidential nature of the meeting.

WWCC CPSU sends out a Workplace Culture survey to better understand the issues faced at Working with Children Check after concerns were raised about the conduct of some levels of management. Members are requested to complete the survey.

YEAR IN REVIEW

MARCH 2022



AMES The Fair Work Commission signs off on our AMES Australia Administrative Staff Agreement 2021. Staff will receive a 2% pay rise and back pay, and one-off patience in bargaining payment of \$1250.00 for fulltime staff and pro rata for part time staff. Furthermore, due to the mask mandate and return to office, members are reminded the union can help negotiate a flexible working arrangement.

COURTS Courts Services Victoria announces proposed changes to the Civil Division of the County Court, following an internal review. The proposal includes the transfer of roles to divisional structures, and the transfer of two roles to areas elsewhere within the Court. CPSU raises members' concerns with Magistrates Court Victoria about Covid-19 measures at their worksite. MCV assures that everyone who attends the court must wear a facemask and are being asked Covid-19 questions by security at court entrances. Concerns remain about adequate ventilation in corridors and meeting rooms used by Family Violence Practitioners.

CORRECTIONS / LANGI KAL KAL CPSU and the Local Group President meet with Langi Kal Kal management to consult on proposed roster changes and the movement of staff. Members are asked to come forward with questions or feedback.

CORRECTIONS / MAP CPSU and the Local Group President meet with Melbourne Assessment Prison management to discuss proposed changes to reception and staffing numbers. Members are asked to come forward with questions or feedback.

COVID QUARANTINE VICTORIA CQV commences a consultation process regarding the structure of Compliance and Enforcement (C&E) and Airport Operations units. The union is advocating for a fair and transparent process which does not burden staff with an unreasonably rigorous application process for roles they are already carrying out effectively. CPSU has also voiced members' concerns that the numbers CQV are proposing could result in a workload issue for remaining staff. A Consultative Committee, comprised of VQH management and CPSU delegates, is

also working through a range of issues at the Mickleham site ranging from insufficient amenities to safety issues.

DENTAL HEALTH The two agreements applying to Dental Therapists, Dental Hygienists, and Oral Health Therapists are due to end, with the public health sector agreement being subject to Victorian Government sign off. The Government's pay policy poses a significant challenge to bargaining in the public sector and is not true bargaining. CPSU believes that members should support a 12-month rollover agreement with a one-off pay increase of 2% and is looking for members to get involved in bargaining.

DFFH CPSU members develop a new Memorandum of Understanding (MOU) that focuses on a range of policy matters in Emergency Management, including seeking compensation for the initial limited response of 15 minutes; increasing the number of fatigue management days; and reviewing the current overtime rates.

DJCS CPSU is concerned about some FESS members having unmanageable workloads that result in them having



to work at a high intensity, undertake unpaid overtime, defer or cancel leave and/or work during their paid leave. CPSU has raised this issue with management and asks members to complete a workload survey to properly understand the full extent of the issue.

DJPR The first phase of Early Retirement Packages (ERPs), part of a range of measures to deliver savings for the department, has concluded. A number of inconsistencies however occurred in how ERPs were assessed and offered in the first round. Some eligible employees did not apply because they understood 11 February was a hard deadline to end their employment. CPSU raised this with DJPR management and will assist members who experienced issues or inconsistencies with their application, or who did not apply at all because they understood there was a hard termination date, as they may have their access to an ERP reviewed.

DJPR CPSU is working with members to provide feedback on restructures following the ERP process across DJPR: AgVic, Cross Portfolio Services, FRCC Resources, Global Victoria notification, JIBE notification, Rural and Regional Vic notification and SRR. The department plans a net loss of eighty-eight jobs.

Within AgVic, eighty-five positions will be lost with thirty-two new positions resulting in a net loss of 53. Savings seem to unfairly be heavily weighted to AgVic, a specialised revenue producing service delivery agency, where the skills lost will not be easily replaced. All job changes fall under the transition arrangements with the Government and staff must be given opportunities to be placed and to make alternative proposals.

G4S / MCC CPSU recommends members to vote 'YES' for the new Melbourne Custody Centre agreement as the pay offer meets the CPSU member claim of 3% per year plus back pay, a single flat payment, plus the majority of claims put forward by CPSU members. While it did not address all claims, the agreement offers a

substantial increase to the initial offer of 2% and ensures that employees' pay can keep pace with the cost of living.

GEO RAVENHALL GEO informs CPSU of the reduction of 150 prisoner places at Ravenhall prison. CPSU asks members to give feedback on the proposal so that their concerns can be raised as it will have an impact on staff and operations.

Discussions between CPSU & GEO Management (Ravenhall) commence regarding the upcoming Enterprise Agreement. CPSU members are being asked for items they would like included as part of the negotiations.

HOMES VICTORIA CPSU and the Homes Victoria Working Party have successfully developed strategies to tackle the issues that confront workers. The group assisted with implementations of change, addressed the contracting out of roles, assess the use and appropriateness of Fixed-Term contracts and investigated and successfully removed the controversial 'Matrix Model'.

HOUSING CPSU has been working with a range of Housing Service Officers and Field Service Officers in a joint 'Housing Working Party' within the Department. This working party was established to review and provide recommendations on the appropriate working party arrangements while taking the operating model, capability framework, and relevant classification structure and descriptors into consideration. The groups work on outlining the correct Position Descriptions for each role as many descriptions did not actively reflect the role that was being performed by members.

MUSEUMS CPSU asks Museums management for clarification regarding a review of minimum hours worked for all irregular part-time employees. CPSU has sought clarification that for staff who are currently on 40 hours per fortnight, which was once the maximum number of hours, these hours could be increased under the review.

OPA CPSU is concerned about the OPA Intake Team's current workload and associated risks to health and safety. OPA management commits to reviewing data on the number of calls/emails contact to the Intake Team to identify any increase. CPSU also raises concerns that the Intake Team is currently under-resourced to meet service demand and the number of contract staff on the Team.

PLSA CPSU members raise serious concerns regarding the workload and work-related stress. To assist members and address these issues with management, CPSU sends out a survey to establish an evidence base.

SUSTAINABILITY VICTORIA - In response to a number of health and safety issues raised by union members, Sustainability Victoria announces they will be taking nominations for Health and Safety Representatives (HSRs) for their Designated Working Group. CPSU will review SV's proposed DWG structure(s) and develop our own proposed DWG structure that meets the needs of employees.

VBA After referring the negotiations to WorkSafe, a new DWG structure at VBA has been agreed. The structure is similar to what has been discussed previously, but there is more emphasis on reporting lines. WorkSafe applied a ratio of 1 HSR per thirty employees of the DWG, which resulted in more DWGs and more HSRs in total than originally proposed by VBA.

VBA CPSU asks members and non-members to fill out a workplace culture survey following serious concerns about workplace issues at VBA. This way, CPSU will get a solid evidence base to address the issues with VBA.

VCAT CPSU asks for regular consultation meetings between VCAT and CPSU to discuss the implementation of a new cloud-based case management system that VCAT refers to as 'Service Transformation'. CPSU requests VCAT provide all relevant documents relating to this body of work, including all communication sent to VCAT

employees. CPSU also seeks detail of the classification and role of all current Subject Matter Experts (SMEs) as it is essential all classification levels/roles are represented in the 'Service Transformation' process and that the opportunity for members to nominate to become an SME is not limited to specific classification level/s.

VICHEALTH CPSU members have concerns several proposed changes at VicHealth. These include the new Community Outreach Day policy, the new Victorian Health Promotion Hub and Hotdesking. CPSU asks for feedback to make sure the changes are properly consulted.

VICTIMS OF CRIME HELPLINE
CPSU expresses concerns regarding

the impact VSOs' and Supervisors' increased workload is having on our members. CPSU proposes a temporary additional 2 FTE to mitigate the further workload issues that will likely arise from three new Helpline employees, but management refuse and advise they will review if the Helpline needs additional support. CPSU requests the union be involved in a review regarding temporary additional tasks for Family Violence Practice Leads and raises concerns about inadequate staffing for Helpline's March roster.

VICTORIA POLICE CPSU asks members at Victoria Police to participate in a survey about flexible work. The survey will give the union an insight on how members are supported to access flexibility at work.

VICTORIA POLICE CPSU asks for member feedback about priorities from the PCO review and how it will shape career decisions. The review made recommendations into remuneration, capability, career development and rank, uniforms, rostering, and PPE.

VIFM CPSU receives a response to a letter sent to VIFM to raise concerns about mortuary staffing levels, increased intensity of work and refrigerated storage units. At a following meeting with CPSU, VIFM clarified further issues regarding 30-minute unpaid tea breaks staff are sometimes not able to take, applications for leave outside the current roster period, action items in meeting minutes of fortnightly team meetings, weekend on-call shifts and the ceasing of 10 am shifts.

YEAR IN REVIEW

APRIL 2022

AHPRA CPSU asks members for feedback on Ahpra's offer, which the union believes is unacceptable and doesn't reward staff for their hard work, especially during a global pandemic. CPSU's main concerns are a pay increase that doesn't meet current costs of living (CPI) of 3.5% and a refusal to consider improving staff's access to professional development opportunities. This offer is in the backdrop of AHPRA making 17 million

in savings during the last financial year, and with the organisation on track to make further savings this year.

COURTS CPSU provides an update to members working in the Civil Division of the County Court regarding the proposed restructure and to provide feedback from the recent management meeting. The issues raised concerned the role matching process, additional roles, manuals, and the risk of burnout in

certain roles. Following CPSU requests, the court also confirms certain position descriptions will be amended to reflect managers' responsibility to ensure the quality of training for employees and oversight of training manuals.

COURTS CPSU raises concerns about DRCV running alternative dispute resolution services to assist VCAT with the backlog of Residential Tenancies List. Members are frustrated with VCAT





files holding inaccurate information, hostile phone calls due to waiting time, people not understanding DRCV's role, the impact of Early Retirement Packages (ERPs) on DRCV. DRCV addresses the issues and announces a review. CPSU will be involved.

DFFH CPSU holds meetings with members regarding the announcement that Disability positions within DFFH will be wrapping up soon. CPSU discusses the changes with members and discusses how staff can be supported.

DJPR CPSU holds a range of meetings with members to develop responses to different aspects of the proposed restructure. Members are concerned about the indicative timeline, access to Early Retirement Packages, the feasibility of workers in specialist roles being redeployed to other jobs, workload, the ongoing capability of the Department, and the future of fixed-term contracts. CPSU also seeks further information about the nature and details of 115 promised jobs.

GEO FULHAM CPSU writes to GEO regarding the proposed restructure of the Supervisor's Role and the increased workload with the addition of CMRC assessments at Fulham prisons. Members are concerned that their suggested improvements to GEO's proposal haven't been heard. CPSU also asks whether this change is part of the Supervisor's pay uplift that was negotiated a part of the EA and why CPSU did not receive an official notification as per the implementation of change process.

OPA CPSU successfully negotiates a contemporary collaborative working approach with the Deputy Public Advocate. This includes establishing

a regular consultative committee with CPSU, employee and management representation, a committee to implement the relevant short-term actions from the Proximity Report, 28 new case allocations remaining for this PDP cycle and joint consultation and development for future PDP cycles. As a result, the OPA HSR offers to withdraw the Provisional Improvement Notice that is subject to dispute before VCAT so all parties can progress with a more consultative approach to the industrial matters within OPA.

PARLIAMENTARY SERVICES CPSU raises the alarm and notifies DPS of our intention to invoke a dispute regarding a proposed restructure that would result in severe pay cuts for Hansard Reporting and Publishing employees.

Following this announcement, the department decides to not cut the pay or declassify the roles for this work group, and the restructure is cancelled.

SERCO CPSU reminds members to check their payslips every pay after receiving regular reports that camera operators are not receiving their correct pay. Examples include hours worked not being paid and discrepancies regarding annual leave and sick leave.

TRANSPORT CPSU ensures that members on fixed-term contracts whose work is considered ongoing, will have their role converted to ongoing in the new structure.

VBA CPSU has been in dispute with VBA management about the setting of progression criteria and its use of KPIs since late 2020. The union believes that VBA by unilaterally setting KPIs for its employees rather than reaching agreement is in breach

of the Enterprise Agreement. This approach by management causes real and significant problems for workers in terms of increased stress, pressure and occupational health and safety concerns.

People have unfairly been denied progression for failing to meet these unreasonable standards, in some case leading to formal underperformance processes. The union has tried to resolve this issue in many different ways over a long period of time, but management has been unwilling to change its approach.

CPSU sought legal advice from Maurice Blackburn with a view to potentially initiating proceedings through the Fair Work Commission or the Federal Court. Our view is that VBA's response is ambiguous and the union, with assistance from Maurice Blackburn, will continue to press this issue.

VBA The results of CPSU's workplace culture survey are alarming and indicate a poor workplace culture for staff at VBA. The response rate was very strong, and the results can't be ignored. CPSU seeks urgent action from VBA management to address the issues.

VICSES CPSU has actively engaged with VICSES in establishing an independent review following the outcomes of the Culture & Conduct survey to investigate inappropriate behaviours, including bullying, harassment, and sexual harassment, along with other areas of concern.

CPSU asks members to speak up as part of this review if they have witnessed or been subject to bullying at VICSES.

MAY 2022



AHPRA CPSU and the other Unions continue to express their members' dissatisfaction with Ahpra's current offer at the Enterprise Agreement negotiations. CPSU is still pushing for a fair pay rise, top of band payments and will not accept the proposed 'potential criminal conduct' clause where people can be placed on leave without pay prior to a conviction, and the 'management of misconduct' clause, where employees can be invited to a meeting without opportunity to bring a representative.

ARTS CENTRE CPSU receives notification that Arts Centre Melbourne is proposing a change to the structure of the IT department. There is a risk of redundancy for five (5) roles, and 13 new positions are proposed.

AWARE SUPER CPSU NSW, CPSU Victoria, and FSU have reached the final stage of bargaining with Aware Management. The parties agree on the conditions but are still in disagreement

over the proposed 3% per annum salary increase, irrespective of performance incentives. Ultimately parties agree on a one-time cost of living payment to be paid as soon as possible as it benefits members the most now without taking anything away from them in the future.

COURTS CPSU raises members' concerns with the Court regarding the proposed restructure of the Civil Division of the County Court and the ongoing quality of training. The Court agrees to amend certain position descriptions to reflect training responsibilities, and oversight of manual updates will lie with these manager positions.

COURTS CPSU raises concerns regarding Judicial Support Staff Annual Leave at County Courts. Leave applications when a judge is not on leave will not be granted unless exceptional circumstances are established. CSV's CEO agrees to clarify on the court's intranet that the

application process will be in line with the agreement and encourages staff to plan leave in advance and discuss any leave requests with the manager.

Staff are not required to demonstrate 'exceptional' circumstances.

CPVV CPSU meets with CPVV management to discuss a range of issues members have raised. These issues include the SSP Review of Vent System, extreme weather policy, reimbursement process, and the PDP.

CQV CPSU vehemently opposes the termination of the Memorandum of Understanding containing the 15% Covid allowance, negotiated at the beginning of the hotel quarantine program and successfully defended in every contract extension since. CPSU makes it clear that CQV's decision to unilaterally remove the allowance is very disappointing and makes it hard for staff to finish the program in a positive light.

DJPR CPSU advises the Department that the timeline for seven separate Implementation of Change processes is not reasonable and asks questions about the rationale behind the proposals to give employees sufficient information to make informed alternative proposals. DJPR have accepted the union's position that it is unlikely that alternative proposals are all submitted on time but choose not to communicate this with employees and has not yet set a new deadline. CPSU celebrates the re-opening of the Early Retirement Scheme at DJPR as a union win. CPSU has been pushing for this for some time.

IBAC CPSU meets with IBAC management to discuss the proposed changes to the Legal and Compliance Team after several members have raised issues, particularly around the Expression of Interest process. The proposed changes amount to a 'spill and fill' process that requires affected employees to reapply for their roles. CPSU makes it clear the union does not support this approach.

SERCO CPSU members meetings are being held to discuss ongoing concerns regarding OHS risks, increase in contact hours, 'mystery' performance plans and ongoing issues with payroll.

VBA VBA announces an independent inquiry into allegations of bullying and inappropriate behaviour after the tragic death of a CPSU member at VBA. The Terms of Reference were not agreed with CPSU prior to being released to staff. CPSU communicates our displeasure at the way this has been handled and insists that any inquiry should include an examination of the whole organisation, not just the Inspection Services department. CPSU requests VBA notify CPSU about what measures it will take to ensure all VBA employees are immediately provided with a safe workplace and that that an independent enquiry be held into the toxic workplace culture at VBA. This enquiry must have the scope to look at historical matters including employees who have left the organisation, or suffered a workplace injury, in recent years. CPSU also demands that any manager who had direct responsibility for, or contributed

to, the unacceptable treatment of the member be immediately stood down, that the halt on field-based inspections will continue, and the following actions will be extended across the whole organisation until a safe workplace can be provided.

People and Culture do not have the confidence of CPSU and our members as we believe they have contributed to the toxic workplace culture, condoned inappropriate behaviour, and the micromanagement of employees.

VCAT CPSU meets with VCAT management regarding case note requirements for Service Officers.

VCAT advises all new Service Officers are advised to take case note calls and, historically, Service Officers have always been asked to 'leave a note' of a call. CPSU members advise that historically Service Officers only took case notes for difficult or aggressive calls. CPSU voices members' concerns regarding whether case notes could be subject to a Freedom of Information application. VCAT will seek advice and advise CPSU accordingly.



VICTORIA POLICE CPSU is concerned about the impact the VPS staffing freeze has on Victoria Police employees as the union has received multiple reports of unmanageable workloads. Members advise that the absorption of vacancies is creating huge backlogs going back to 2020. CPSU is working with members to raise these issues with VicPol as their policy increases work-related stress and is eroding workplace culture.

VICTORIA POLICE VicPol unilaterally, without consultation, overturned the agreed WFH arrangements that have been adopted by the Secretaries board. CPSU voices concerns to members and management as this is unacceptable. There are also concerns that some managers instruct staff to attend the office with a negative RAT test even though they are having Covid symptoms, which is a breach of VicPol's duty of care as an employer to provide a healthy and safe workplace for all employees in accordance with the OHS Act.

ZOOS Zoos Victoria initiates bargaining with CPSU as the Agreement is about to expire. Members are being asked for feedback regarding the approach the union should take in bargaining as the Government's Wages Policy restricts wage increases at 1.5% for four years, or alternatively wages are capped at 2% for 12 months, with a chance that bargaining conditions will improve in 12 months' time.

YEAR IN REVIEW

JUNE 2022

AHPRA The Unions congratulate Ahpra staff for taking a stand and showing their employer that they could not accept their substandard deal by voting to reject the Employer offer.

COURTS The County Court has advised CPSU of its intention to update the Tipstaff Position Description and is seeking input from CPSU members regarding this matter.

COURTS CPSU became aware that the County Court was not abiding by its consultation obligations regarding occupational health and safety issues. As a result, CPSU requested the court enter discussions to negotiate a consultation process document that is in line with s35 of the Act.

SERCO In accordance with WorkSafe Victoria, the TSC Contractor shall ensure that a 'guidelines determining unsafe/unworkable camera site' form is completed by a MRSCO on arrival at a

camera site (prior to set up) where they deem the location unsafe/unworkable.

SESG The feedback from members was that the 8-6 roster model was overwhelmingly supported. However, SESG refused to support this model based on the large run creating fatigue issues which have been observed in the current roster, the liability is on SESG if there are any issues, and the rostering principles are not met. CPSU organisers and delegates met with them to discuss.

TRANSPORT Now that the redeployment period has commenced and the new structure has been implemented, we begin to transition out of focussing on the realignment process and broaden the scope of our meetings to cover all aspects of employment at DoT.

VBA CPSU and VBA agree on terms of reference for an independent inquiry in allegations of bullying, inappropriate

behaviour, and poor workplace culture.

VBA employees will be able to make submissions to Greg Smith either directly, or through CPSU. The parties agree that Mr Greg Smith AM (former Deputy President of the Fair Work Commission) will oversee the inquiry as the Independent Reviewer. The union is confident in the integrity, independence and confidentiality of this inquiry and note that Greg is not an employee of VBA. There are currently investigations relating to Occupational Health & Safety matters at VBA which include WorkSafe looking into the circumstances of the recent workplace death and the overall safety of the organisation.

VGCCC CPSU has been able to successfully secure more staff and influence the discussions regarding the team structures, processes for recruitment, and securing agreement around ensuring all current staff will be considered for roles internally



before VGCCC goes out to market. CPSU has also sought and reached agreement around keeping the line of communication open to ensure, as we move through the transition, any issues identified as being problematic, or of concern, will be able to be put on the table for further discussion and negotiation.

VICTORIA POLICE CPSU is being contacted by several members who are advising that Victoria Police are using their arrest powers to investigate matters of misconduct. All VPS staff have their rights set out under clause 25 of the VPS Enterprise Agreement. This affords them procedural fairness, representation, and the right to appeal. Due to the upswing of Victoria Police not complying with our VPS EBA and blurring the lines between civil and criminal matters CPSU puts together advice to ensure that our members rights are protected.

YEAR IN REVIEW

JULY 2022

AHPRA The Unions and bargaining representatives meet with Ahpra to resume bargaining with our bargaining priorities to include pay increases, sign-on payment, top of band payment, and gender equality.

AMES CPSU receives AMES' proposed vaccination policy for employees, which has been put out for consultation. Courts - Workplace issues raised at Broadmeadows including workload for Custody and Family Violence roles, unpaid overtime, roster rotation and inadequate staffing. CPSU organisers meet with Management to progress these issues towards resolution.

DENTAL HEALTH CPSU is advised that the Victorian Government has approved a rollover option for the Victorian Public Health Sector (Dental Therapists, Dental Hygienists and Oral Health Therapists) Enterprise Agreement.

OPA The newly formed Consultative Committee within OPA discussed changes to the office to accommodate everyone. CPSU distributes a survey to gain the views of members.

SCHOOLS The Fair Work Commission approves the Victorian Government Schools Agreement which comes into effect on 25 July 2022. Improvements contained in the new agreement include: the provision of laptops for education support staff, 2% wage increases per annum paid in two 6 monthly instalments each year, a new Positional Allowance equal to 1% of total salary paid as a lump sum annually to ES Level 2 or Level 1 Ranges 3 to 5 or Level 1 Range 2 subdivision 2-8, structural adjustments to classifications that will lift the starting salaries with level 1 range 3 now the minimum starting level for Business Managers, allowances increased in line with salary increases, inclusion of superannuation



contributions on unpaid parental leave taken in the first 12 months, paid maternity leave increased from 14 weeks to 16 weeks, paid partner leave increased from 1 week to 4 weeks, and the inclusion of grandparent leave clause.

VBA An improvement notice has been issued by WorkSafe on the basis that the employer has failed to provide a safe workplace.

VIT CPSU encourages members to vote yes to new proposed agreement that includes salary increases, a one-off \$1,200 Patience in Negotiation Payment, gender equality, and increased parental leave from 14 to 16 weeks. The counting concludes on the VIT Enterprise Agreement, with an overwhelming majority of employees voting to accept the new agreement.

VICTORIA POLICE CPSU receives feedback from members regarding underpayments on manager approved leave, not receiving superannuation payments on parental leave and non-payment of mobility allowances on parental leave. CPSU pursues all payments for our members.

VICTORIA POLICE CPSU is aware that Vic Pol employees may not have been paid their superannuation contributions properly on periods of their parental leave. The union has also heard that some employees are being denied progression payments upon their return from parental leave. CPSU urges employees to contact their organiser with the information so representations can be made, and money owed recovered.

YEAR IN REVIEW

AUGUST 2022

AHPRA Following an improved offer from Ahpra, the Unions respond with this proposal; Three-year agreement for the salary increases. All dates are from the first full pay period after the date: 3.0% from 1 July 2022, 3.0% from 1 July 2023 and 3.0% from 1 July 2024. A lump sum of \$1000 paid asap after a successful yes vote and a further lump sum of \$500 paid with the July 2023 pay increase was agreed with the agreement to expire 30 June 2025. The Unions want Ahpra to agree to a 1% top-of-band increase for those employees who meet their progression goals.

BRV CPSU receives correspondence regarding the proposed restructure of Bushfire Recovery Victoria (BRV) to a permanent entity dedicated to recovery management, Emergency Recovery Victoria (ERV) and CPSU holds a meeting for possible affected employees.

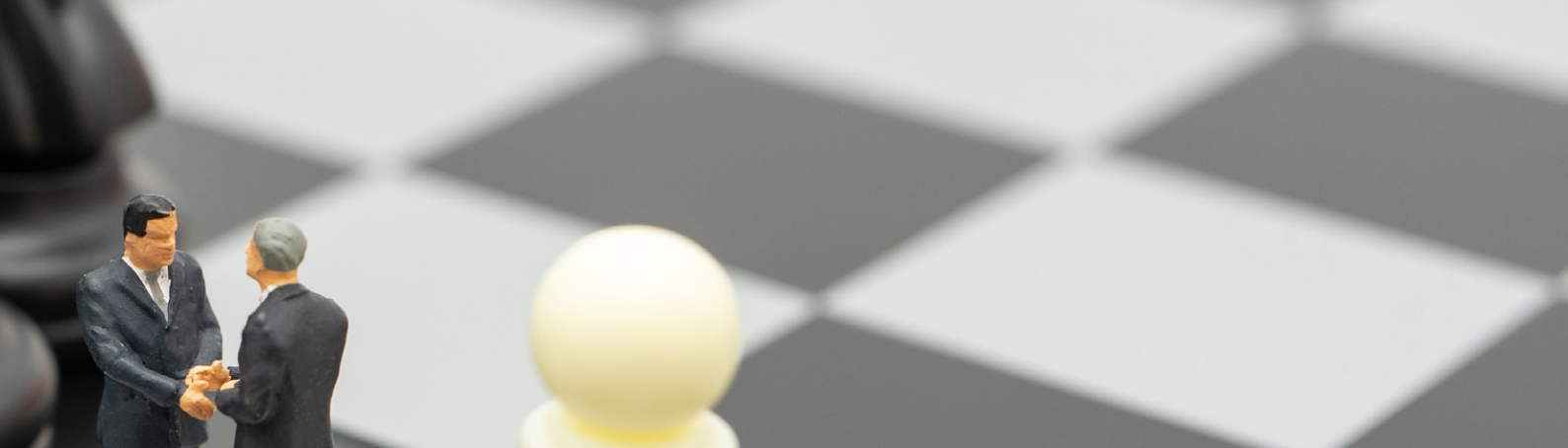
COURTS VCAT Discussions at the CPSU/VCAT Service Transformation consultative committee held this month included clarity on several employee concerns. It was agreed CPSU will have input into the development of Subject Matter Expert documents and VCAT will provide these to CPSU. CPSU sought further consultation on the Civil Claims List where VCAT committed to providing documents for our comment, to ensure members

including all VPS classifications and roles in the Civil Claims List have input into this body of work. CPSU stated showcases and demonstrations are not to run during member's lunch breaks, VCAT confirmed it is not expected for members to attend these in their own time.

COURTS CPSU met with management to discuss the following complaints on matters, which have been reported as resolved. Unpaid overtime, workload, foyer potential vulnerability, rotations, and cash office. Organisers encourage employees to get in contact if they experience further issues.

DFFH CPSU obtains a response from management to the proposed restructure of Inclusive Communities. Questions directed to management were answered in relation to the restructure causing potential stress on individuals.

DJCS CPSU receives a written response from management to members alternative proposal for the restructure occurring within the Strategic Communication Branch (SCB) at the Department of Justice and Community Safety (DJCS), as part of the Implementation of Change process.



DJPR CPSU is approached by members to establish a CPSU-DJPR Emergency Management Committee. This group will focus on reviewing current conditions available to AgVic staff under the 2020 Enterprise Agreement. The work of this Group is much needed as AgVic has increasingly deployed staff to emergencies during business hours only and has also flagged a desire for lengthier deployments – up from one week to two weeks or even greater.

DSCV Following CPSU consultation with members regarding the Terms of Reference (TOR), management initially proposed a review of the Residential Tenancies Program (RTP) at Dispute Settlement Centre Victoria (DSCV) and CPSU wrote to them with our amended proposal. DSCV writes to CPSU to advise the Residential Tenancies Program review is underway.

GEO RAVENHALL CPSU meet with GEO management regarding latest percentage increases. CPSU has formally advised GEO that notwithstanding agreement on a range of matters, members did not support the company's pay offer. GEO also rejected the claim for an extra week of leave. The parties have agreed to try and reach an acceptable outcome, although no further bargaining meetings are scheduled at this stage. GEO Ravenhall management advise they will need to discuss bargaining further with their Head Office.

MUSEUMS CPSU is made aware that the rostering of IRP and Casual VEO's is not equitable. CPSU sends a survey to employees to gather information.

PARLIAMENT CPSU delegates have recently raised the issue that a number of EO's did not receive their capability payment in 2021. This is a new entitlement in our Enterprise Agreement won by union members and the payment is significant: \$983-\$1,247 depending on classification. In several cases, Parliamentary Services stated its reason for not paying it was that these employees had not completed the compulsory training by the completion date. The union does not accept this response and non-payment in our view is quite simply wage theft and we have written to Parliamentary Services. After discussion with DPS over the past few weeks CPSU secures an in-principle agreement in relation to 2021 and 2022 capability payments.

The 2022 payment will be paid within the next few pay cycles without a requirement to complete training given the payment was due on the 1st of August. Employees who did not receive the 2021 payment because they did not complete the required training modules by 3 December 2021 will be given a new

four-week window in which to complete the training and receive the payment.

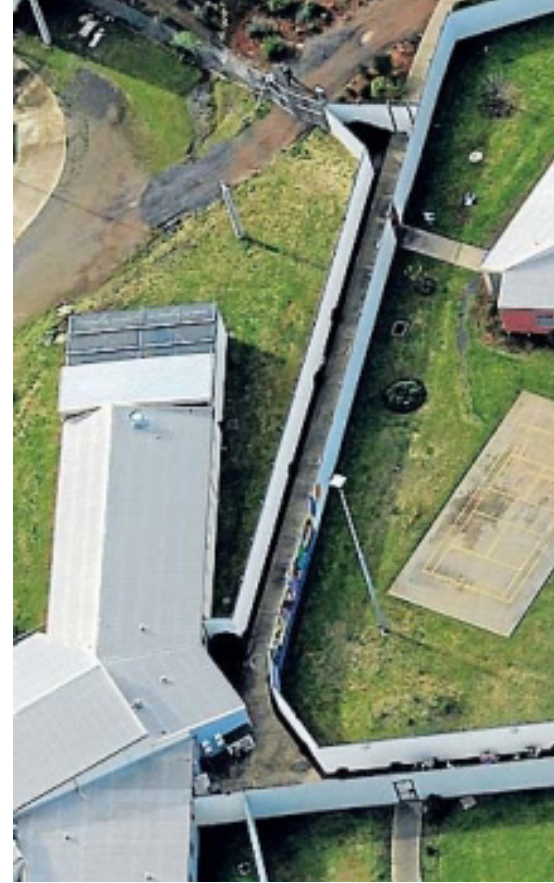
SERCO Devastatingly, there have been further violent attacks on a speed camera operators. CPSU encourages members to ensure that all incidents are reported. CPSU is in contact with Victoria Police on a regular basis to follow up on all incidents to ensure that these violent criminals are brought to justice. CPSU is providing full support for the members attacked to ensure there is no further harm to their health and safety. CPSU has raised multiple formal disputes and complaints with SERCO about our rights regarding health and safety and the requirement for SERCO to provide existing staff with an uplift of hours in their contracts.

VICTORIA POLICE CPSU is dissatisfied with VicPol's proposal to remove flex time for FO5s and other flexibility provisions in forensics and is currently collating feedback from members about the proposal. CPSU encourages employees to send through feedback to Organisers.



YEAR IN REVIEW

SEPTEMBER 2022



AHPRA The Employers latest proposal goes to ballot and CPSU encourages members to vote no to secure a better outcome. Since recommencing bargaining following a No Vote majority last offer, the Unions have achieved some improvements but still believe AHPRA staff deserve a better offer.

AMES CPSU advises members they will receive a pay increase under our Agreement that will be paid in the first pay period after 6 September.

BUSHFIRE RECOVERY VICTORIA CPSU meets with BRV management following our meeting with members about the Implementation of Change process currently underway and the proposed restructure to Emergency Recovery Victoria (ERV). The key issues raised were the matching process for positions (in the current and proposed structure), position descriptions, resourcing, and backfilling vacant roles, workload, role classifications, how the comms 'transition' team is impacted by the changes proposed and the change to position titles.

CAV CPSU is pleased to advise that recent discussions with management at Information and Dispute Settlement Centre (IDSC) have been productive and led to positive outcomes. Members reported that setting up workstations at GovHub before logging onto TouchPoint in time to accrue flex time had the potential to cumulatively add up to as much as 40 hours a year in unpaid time. In response, management has since advised members are able to claim flex time from 8:50am if you are logged into touchpoint by 9:00am.

COURTS MAGISTRATES COURT VICTORIA CPSU met with MCV to discuss specialist courts, the new Bendigo complex, workload, travel in unpaid time and trainee registrars. CPSU is seeking further discussion with MCV regarding these matters.

COURTS CPSU attended multiple workplaces to draw attention to the Victorian Service Enterprise Agreement 2020 (the Agreement) requires CPSU and CSV to undertake a classification review of Clerk of Courts and Registry roles.

DFFH CHILD PROTECTION In many meetings, emails, and conversations with CP staff across the state, CPSU is aware of the enormous strain on practitioners and the huge impact on their physical and emotional health.

As a result, we have submitted a list of many possible solutions to Minister Colin Brooks and DFFH Secretary Brigid Sunderland.

G4S PORT PHILLIP PRISON G4S refuse to pay appropriate penalties for the public holiday which was gazetted to commemorate the Queen's death. CPSU lodges a dispute at the Fair Work Commission regarding members being paid appropriately. G4S advised Fair Work that 5 public holidays are included in the annualised salary. 10 days extra leave compensates for public holidays worked; and two additional days, Easter Sunday and AFL Grand Final public holiday have additional payments. CPSU and G4S continue to have discussions to resolve the matter with the company agreeing to pay a 50% loading. The parties agreed to hold further discussions about alternative penalty rate options into the future.



G4S PORT PHILLIP PRISON CPSU receives a briefing from G4S about the depth of personal data of members that has been released on-line through the dark web. CPSU contacts the State Government to seek maximum support, including financial support, for all Port Phillip Prison employees to replace the personal information stolen.

SERCO Despite agendas stating CPSU will be attending MRSCO AGMs, this has not occurred this year. CPSU sought permission from SERCO to attend these meetings and was denied. To remedy this and to ensure that union members and people who are eligible to be union members, have access to their union, CPSU will be available outside the venues after the meetings have concluded.

VICFORESTS CPSU urge members to vote yes for a new Enterprise Agreement. The Agreement includes 2% wage increases each year, a one-off Patience in Bargaining payment of \$2000 (pro-rata where an employee is part-time), Transition payment of \$1500, the wage cycle for employees to change from monthly to fortnightly pay periods following consultation, increase to allowances by 2% in line with the wage increases, and new clauses on Gender Equity, Mental Health and Wellbeing, Cultural and Ceremonial Leave, and Gender Transition Leave.

VICTORIA POLICE CPSU wins an ongoing dispute for our members regarding progression for VPS5 and above employees. The dispute was about progression payments and when a person was rated 'meets expectations'. Two matters have been settled to ensure that when a person 'meets expectations' they also get their progression payment instead of VicPol re-interpreting our Agreement to require 'exceeds' for employees to qualify for progression.

VICTORIA POLICE Recommendations that support PCO career development (such as the mentoring program) were supported by Executive Command and will now be progressed. CPSU is meeting with Victoria Police to get details on what the mentoring program will include and how it will be implemented. We will strongly advocate that the remuneration recommendations agreed to in the review are supported and implemented.

VIFM CPSU urges members to check their payslips for the public holiday on the 22nd to ensure they have been paid the appropriate rate.

YOUTH JUSTICE CPSU strongly disagrees with the position DJCS has taken in relation to a classification upgrade for Cherry Creek employees only. CPSU continues to meet with Senior Management to explain the ramifications for appropriate staffing to be maintained at Parkville and Malmsbury sites.



YEAR IN REVIEW

OCTOBER 2022

GMW CPSU extends their support to all members at Goulburn Murray Water as floods have affected all work areas and work performance, but also for many members' homes and communities.

HSV bargaining for a new HealthShare Victoria Enterprise Agreement 2022 has concluded with CPSU members unanimously endorsing the secondary bargaining pathway available. The current HSV Agreement (2018) will continue for 12 months with a 2% wage increase.

GEO RAVENHALL CPSU and GEO meet again this week to progress bargaining. GEO make a final offer which CPSU accepts in principle. CPSU will recommend that this settlement be supported by employees just ahead of the declaration of the protected action ballot and as such bargaining has now concluded.

LABOUR HIRE LICENSING AUTHORITY CPSU is notified by LHLA of a formal consultation period on the introduction of a COVID-19 vaccination policy. CPSU has received a draft policy outlining the details of the change and how consultation is operating. CPSU has been supportive of the Chief Health Officer mandate, which

was implemented in the interest of public health. CPSU does not support an employer mandated vaccine requirement.

MUSEUMS VICTORIA Additional inclusion into PDPs occurred without consultation or agreement. The stealth inclusion of the voluntary tasks now means that these will be measured to obtain progression. These actions are outside the confines of the Museums Victoria Staff Enterprise Agreement 2020. CPSU urges members to get in touch if they are affected.

PARKS VICTORIA CPSU members have been talking about their accommodation concerns for a little while now. PV have said they are undertaking a review, but so far attempts by CPSU to get information about the review and be involved have been rebuffed. CPSU would like to involve ALL PV members in our survey that examines your concerns about accommodation in PV to get the data to resolve the delays in finding solutions.

PRISONS CPSU continues to meet with the highest levels of DJCS to push for action after the volume of assaults on Officers increase in the last month.

VICTORIA POLICE CPSU confronts VicPol on a range of ongoing issues from underpayments, payroll mishaps, to misinterpretations of the Enterprise Agreement. CPSU has received recent feedback that some managers are advising employees of multiple directions that are examples of breaches of rights under the Fair Work Act and the Victorian Public Service Enterprise Agreement. CPSU continues to raise these matters on behalf of members to have them resolved and where need be are taking these breaches to the Fair Work Commission.

VICTORIA POLICE CPSU seeks confirmation from Victoria Police regarding the support being provided to employees impacted by the floods. Support includes leave policy, management approved leave, workplace flexibility, meals and out pocket expenses.

VBA CPSU has been urging VBA to take immediate steps to address serious occupational health and safety issues for over 18 months. To date, the VBA's efforts in this respect have fallen well short of what is required and concerns about the safety of employees remain.



VCAA CPSU distributes surveys to members on workload. Additional hours members are working is a big issue at VCAA, with 38% of respondents working between 1 to 5 extra hours per week – 30% working between 5 to 10 additional hours per week – 12% working between 10 to 15 extra hours per week and 8% giving the organisation an additional 15+ hours per week for free. Next steps are to meet with members to run through the survey results before drafting and delivering our workload review request on management.

VARIOUS VPS AGENCIES CPSU urges members who have taken Long Service Leave to check if they are eligible for a claim. CPSU suspects that there are some employers where the entitlement should have applied since changes to the Long Service Leave Act came into operation on 1 November 2018. CPSU believes this could be worth up to 4.5 days long service leave for an employee who took up to 36 weeks of unpaid leave as the union sets about recovering the underpayments.

YEAR IN REVIEW

NOVEMBER 2022

ACER In preparation for the commencement of bargaining for the new Australian Council for Educational Research Limited Enterprise Agreement, members are asked to endorse our log of claims.

CSV Members recently raised concerns with CPSU regarding the lack of consultation by Magistrates Court Vic about the gazetting of the following courts as specialist family violence courts (SFVCs): Broadmeadows, Dandenong, Sunshine, Melbourne, Ringwood, Geelong, and the Latrobe Valley. As a result, CPSU advised MCV that the Implementation of Change provisions of our Victorian Public Services Agreement 2020 applied, and proper consultation should occur and MCV provided the 'Implementation of Change Specialist Family Violence Courts Staff Information Pack as a result. Shepparton, Heidelberg, Moorabbin, Frankston and Ballarat courts have previously been gazetted as SFVCs and some members have reported issues relating to this gazetting.

CSV CPSU recently had a guided tour through the new court complex at Bendigo. During the tour it became apparent that the size of the pigeonholes in all courts' registries may not be adequate for the needs of the court. CPSU has raised this with Courts Services Victoria (CSV) and is seeking further discussions on this matter.

DFFH A nice win on OTMP for Child Protection Practitioners across the state, due to the ongoing efforts of CPSU members it has now been clarified by the Department that an Employee will be eligible to receive an overtime meal payment if the Employee is required to work a period of overtime which: is immediately before or after a scheduled period of ordinary duty and is more than two hours in duration; or is a stand-alone period of overtime that is more than four hours in duration.



DDFH CPSU visits Housing Offices to discuss with members the negotiations currently underway between Housing Working Party, CPSU and DFFH around appropriate classification for FSO's, HSO3's, TL's and VPS5 managers and the work currently being done around easing workload pressures on staff.

DJCS CPSU meets with management at Fines and Enforcement Services (FES) to discuss member reports that KPIs have been implemented in the Enforcement Review team as part of PDPs.

DJPR CPSU is advised by the Department that GPS locating technology will be introduced to DJPR vehicles. The union has not been consulted about this and we have written to the Department asking that the correspondence be withdrawn, and talks commence as the technology (Telematics) in our view is deeply flawed and its introduction is unnecessary to meet the stated rationale of 'simpler user experience for staff'.

STV Safe Transport Victoria members have noticed some inconsistencies with paying out leave while people are performing higher duties, as raised in last week's meeting with CPSU. As per our Agreement (VPS Agreement 2020, clause 35.3(c)): "Paid leave taken during a higher duties assignment shall be paid inclusive of the allowance, provided the Employee resumes the duties of

the higher duties position on their return from leave". According to some members who have been performing higher duties and have taken leave during this time, their leave may have been paid out without the additional higher duties allowance. CPSU investigates further.

VBA CPSU meets with Chief Commissioner Michelle McLean and Deputy-Chief Commissioner Justin Madden to provide further context and information directly to the Board on matters covered by the Greg Smith Inquiry into workplace culture.

VCAA CPSU formally requests a workload review be undertaken in Curriculum, Assessment and Reporting and Infrastructure and Business Services. Accompanying the request was a copy of the VPS Workload Management policy as referenced in our letter.

VCAA CPSU receives a response from DET to our requested workload review and is disappointed the theme of DET's response appears to be instructing the union on following the Workload Management policy rather than addressing the important issue of excessive workload, although, it is worth noting, VCAA has committed to, writing to its employees in coming days regarding steps being taken to manage the workload issues raised.

VCAT Court Services Victoria visits continue as our Organiser was on site at the 55 King Street office to discuss the classification review for Clerk of Court and Registry roles and other workplace issues.

VICTORIA POLICE CPSU is contacted by a member who noticed they were being underpaid Time in Lieu (TIL) by 38 hours. Originally Victoria Police denied the underpayment, but the member submitted evidence and pursued the matter supported by the union to show the TIL had never been paid and VicPol conceded they had underpaid the employee and will now pay the arrears.

VICTORIA POLICE VicPol advise CPSU of proposed changes at Notting Hill station that will impact reporting lines and changes to the generic position description as well as a change to reporting lines at Box Hill Police station to have all VPS2 employees report directly to the VPS3.

ZOO CPSU is notified of a proposal to change access to staff car parking at Werribee Zoo. The proposed changes outline the intention to minimise risks.



YEAR IN REVIEW

DECEMBER 2022

AMES AMES confirms to staff, following CPSU intervention, that their stated position was wrong and that there is no longer a requirement to undertake a project to achieve an incremental increase with regard to your PPRD.

COURTS Court Services Victoria writes to CPSU advising of its intention to review the current COVID Risk Assessment regarding vaccination.

COURTS It recently came to CPSU's attention that the current CCV Judicial Staff Additional Leave Policy is not in line with the Victorian Public Service Agreement 2020 (the Agreement).

CCV policy requires annual leave to be 'generally' 'exhausted prior to additional leave being approved'. In practice we understand CCV requires people to retain a minimum of five days annual leave prior to being able to access their Additional Leave. Neither the policy nor practice are in line with the Agreement.

DDFH Rural After-Hours Child Protection staff meet online to discuss the next steps in the Service Improvement Project.

DJCS CPSU meets with Fines and Enforcement Services (FES) management to discuss member reports that KPIs have been implemented as PDP goals across the Enforcement Review team in a way that has been perceived as compulsory when Progression Criteria in PDPs are to be reached by agreement.

VICTORIA POLICE CPSU writes to VicPol regarding their obligations to consult employees and their union regarding changes at work in the post ERP era. Recent Early Retirement Packages (ERPs) offered to eligible employees has meant that work units and divisions have been impacted by; a reduction in overall staff, change to the composition of the workforce, and the potential diminution of job opportunities. In some cases, peoples usual place of work has also changed.

VICTORIA POLICE The PCO review has concluded, and the report recommends an additional rank of leading PCO and extra career development for PCOs and SPCOs to assist them progress their career within Victoria Police.

These have now been accepted by Executive Command. CPSU is now strongly advocating that these recommendations for PCOs and SPCOs are implemented as a matter of priority.

VICTORIA POLICE VicPol commences its consultation with Health and Safety Representatives and CPSU regarding the Covid Vaccine Policy. CPSU strongly encourages all Health and Safety Representatives to provide their feedback via the Vic Pol HSR Teams Channel by 23rd December.

VICTORIA POLICE CPSU holds an End of Year BBQ at the Academy for all our VicPol support members.

YEAR IN REVIEW

AGREEMENTS



THE FOLLOWING AGREEMENTS WERE APPROVED BY THE FAIR WORK COMMISSION

- ✓ AMES Australia Administrative Staff Agreement 2021
- ✓ Arts Centre Melbourne Enterprise Agreement 2022
- ✓ Australian Health Practitioner Regulation Agency Enterprise Agreement 2022- 2025
- ✓ Aware Super Services Enterprise Agreement 2022
- ✓ Dental Therapists, Dental Hygienists and Oral Health Therapists' (Victorian Public Sector) Enterprise Agreement 2022-2023
- ✓ Goulburn-Murray Rural Water Corporation Enterprise Agreement 2021
- ✓ Great Ocean Road Coast and Parks Authority Enterprise Agreement 2021-2025
- ✓ Goulburn Wimmera Mallee Water Enterprise Agreement 2022
- ✓ HealthShare Victoria Enterprise Agreement 2022
- ✓ Lower Murray Urban and Rural Water Corporation Enterprise Agreement 2021
- ✓ Melbourne Custody Centre Enterprise Agreement 2021
- ✓ Ravenhall Correctional Centre Enterprise Agreement
- ✓ Royal Botanic Gardens Victoria Enterprise Agreement 2021
- ✓ Southern Rural Water (SRW) Enterprise Agreement 2022
- ✓ TAC Enterprise Agreement 2021 – 2025
- ✓ Trust for Nature Enterprise Agreement 2021
- ✓ VicForests Enterprise Agreement 2020
- ✓ Victorian Government Schools Agreement 2022
- ✓ Victorian Health Promotion Foundation (VicHealth) Enterprise Agreement 2021
- ✓ Victorian Institute of Teaching Enterprise Agreement 2021
- ✓ Zoos Victoria Salaried Staff Agreement 2022

UNION DETAILS

- The number of full-time equivalents employees at 30 June 2022 was 62.25 (2021: 53.32) as membership numbers dramatically increased due to our response to the Covid pandemic period.
- CPSU employed several additional staff to assist with the workload.
- The number of CPSU financial members at the end of 2022 is 14,061 and the Retired Officers total is 337.
- CPSU members achieved so much in 2022, surviving the pandemic, constant criticism of our flexible work and hybrid arrangements, a federal and state election, while continuing to deliver vital services to all Victorians.
- CPSU signed up 2,629 new members. CPSU negotiated twenty-one new Agreements, handled 3,210 member enquires.
- Our Industrial Officers opened 692 new cases for members, trained sixty-one new Health and Safety Representatives (HSRs) while 20 HSRs and Deputies undertook their refresher, and we trained sixty-one new Workplace Delegates.
- 274 WorkCover enquiries were made of which ninety-five proceeded to conciliation where fifty-one were resolved by agreement and thirty-two were found to be a genuine dispute.
- CPSU members embraced the Career Development opportunities being provided under our joint Government/ Union initiative and there have been 984 enrolments in the short training courses accredited in Victoria and nationally recognised.
- Of the seven courses offered since August 2021 the three most popular have been:
 - Public Sector Policy and Project Work
 - Public Sector Management, and
 - Public Sector Investigations

BRING ON 2023!

IRISH TRIAL

4 DAY WEEK

RESEARCHERS HAVE LONG BEEN INTERESTED IN HOW WORKING HOURS AFFECT WELL-BEING AND ECONOMIC PERFORMANCE.

Work time reduction and the 4-day week more specifically, is considered a triple-dividend reform, with social, economic and climate benefits.

There is abundant evidence that long working hours are bad for human health, with a recent WHO/ILO review finding associations with higher rates of heart disease and stroke.

Conversely, a growing body of evidence finds that work time reduction has positive health impacts on individuals, and is economically viable for employers, even when not accompanied by reductions in pay.

Now a new report assessing global trials of reduced work time without reductions in pay done through an international collaboration with researchers at Boston College, University College Dublin (UCD, Ireland) and Cambridge University (UK) has been released confirming 2022 has been the year of the 4-Day Week.

As people struggle to recover from the pandemic, workplace stress, long hours and the pressures of daily life have emerged as urgent problems.

The results are now in from the world's first coordinated trials of the impacts of a 4-day week.

The trials have been a resounding success on virtually every dimension. Companies are extremely pleased with their performance, productivity, and overall experience, with almost all of them already committing or planning to continue with the 4-day week schedule.

Revenue has risen over the course of the trial. Sick days and absenteeism are down. Companies are hiring. Resignations fell slightly, a striking finding during the "Great Resignation." Employees are similarly enthusiastic.

They were less stressed and less burned out. The ratings they gave on their physical and mental health were better. They were spending more time exercising and were less fatigued. Their sense of satisfaction with their lives improved, both generally and across a range of domains.

Their self-reports of work performance went up substantially, but not because they were sped up or worked harder.

The companies' efforts to re-organize work were successful in eliciting productivity without speed-up.

Perhaps the bottom line for success is what was found in terms of how much more employees valued their current job at the end of the trial.

SEVENTY PERCENT OF RESPONDENTS IN THE SAMPLE TOLD US THAT AT THEIR NEXT JOB THEY WOULD REQUIRE BETWEEN 10 TO 50% MORE PAY TO GO BACK TO A 5-DAY SCHEDULE. THIRTEEN PERCENT SAID THEY'D REQUIRE MORE THAN 50%.

And most importantly, 13% said that no amount of money could convince them to give up the four-day week.

These calculations should serve as a strong signal to employers that it's time to retire the nearly hundred-year-old convention of the five-day, forty-hour week and begin to embrace a four-day, thirty-two-hour week, the Irish report concludes.

Read the report below.



WGEA GENDER PAY GAP REMAINS

THE WORKPLACE GENDER EQUALITY AGENCY (WGEA) RELEASED ITS ANNUAL DATA ON THE GENDER PAY GAP, REVEALING IT REMAINS AT 22.8%.

That gap is wider than the one in the public service.

Using the most recent data, the APS gender pay gap is 6% while the Victorian public service's gender pay gap is 8%.

It is also wider than the national pay gap of 14.1%, calculated by WGEA using statistics from the Australian Bureau of Statistics (ABS).

Victoria's Commission for Gender Equality in the Public Sector baseline report – 2021 workplace gender audit data analysis found that despite the gender pay gap in defined entities presenting as lower than the private sector nationally, the Victorian Public Sector's pay gap between men and women was 15.6%.



THIS MEANS MEN WERE \$19,000 BETTER OFF THAN WOMEN ACROSS THE 2020-21 FINANCIAL YEAR. THIS MEANS WOMEN WOULD HAVE TO WORK AN EXTRA 22 DAYS A YEAR TO EARN THE SAME BASE SALARY AS MEN.

This is a significant pay gap to close.

There are a myriad of reasons that the pay gap is operationalised, namely that women are overrepresented in part-time work, more prone to gendered sexual harassment, are more likely to assume caring responsibilities outside of work, and are underrepresented in leadership positions.



These imbalances emerge to maintain the pay gap experienced in the public service.

In Victoria 11 of 12 industry groups had pay gaps in favour of men, whilst the only gap favourable to women, in the Arts, was a minimal 0.2%.

The pay gap was also felt at the CEO level, where there was a 20.5% favour to men. Men also received most of the additional paid benefits, including superannuation, bonuses and allowances.

The WGEA 2021-22 Employer Census looked at reports from more than 4,000 employers, covering more than 4 million employees.

THE REPORT FOUND THE 22.8% GENDER PAY GAP AMOUNTED TO \$26,596, WITH WOMEN RECEIVING \$90,309 AVERAGE TOTAL REMUNERATION A YEAR AND MEN RECEIVING \$116,907 AVERAGE TOTAL REMUNERATION A YEAR.

As of May 2022, women's average weekly ordinary full-time earnings across all industries and occupations were \$1,609.00 compared to men's average weekly ordinary full-time earnings of \$1,872.90.

This means that on average, women earned \$263.90 a week less than men nationally.

For example, in the Public Administration and Safety sector, the report found 92.0% of 23 organisations had male CEOs.

Overall, the report found 22% of CEOs were women, which was higher than the previous census.

The challenge to close the gap must include the recognition that family care responsibilities are still falling heavily on women and conclude that if your Organisation is not making progress on these challenges, your employees will realise there are others who are.



MULTI-EMPLOYER BARGAINING

VPS

“MULTI-EMPLOYER BARGAINING” IS JUST A FORM OF COLLECTIVE BARGAINING.

State Governments across the country and to a lesser extent the former federal government is/was doing it.

MEB is when workers who are employed by different individual employers in the same industry decide to bargain as a group and strike an agreement with their employers that covers everyone and applies to every workplace under the agreement.

Successive state and federal government over the past decades have structured their Employer arrangements around designated Departments and even grouped Agency Employers and, on each occasion, have given the Employer power to the Head of Agency while requiring that individual entity to follow strict centralised conditions about outcomes.

Is multi-employer bargaining common across the Victorian Public Service? Yes, it is.

Victorian Government Agencies in their hundreds all subscribe to the centralised mandated Treasury imposed wage cap. Over 50 departmental and agency heads are signatories to our current VPS Agreement, and at least another 30 agencies adopt identical entitlement clauses in their own separate or stand-alone Agreement, and all comply with wages policy.

Is multi-employer bargaining common in other countries? Yes, it is.

A large red circle is held by three hands. One hand at the top left is wearing a red sleeve. Another hand at the top right is also wearing a red sleeve. A third hand at the bottom is wearing a white shirt cuff. The background is a light grey gradient.

EMPLOYER TRAINING.

Does It.

Are more countries shifting to multi-employer bargaining to rid themselves of wage stagnation, poor working conditions, and decades of under investment in workers' skills and training? Yes, there are.

Multi-employer bargaining is an important part of macroeconomic policy settings in countries like Japan, Germany, Austria, Denmark, the Netherlands, Norway, and Sweden. When employer groups and unions negotiate agreements in those countries, they ensure wage increases fit with established wage targets and inflation benchmarks.

In Denmark, multi-employer "sectoral" agreements even cover workers and employers across entire sectors.

The international tide is turning towards multi-employer bargaining.

So why was this common place organisational wide industrial tool politicised to scare the undecided given how our public debate went around the new industrial laws? You might have been led to think it's a radical idea that we shouldn't ever contemplate.

These henny penny proponents of the scare who ruled over nearly a decade of wage stagnation do not support improving workers' wages. It's as simple as that.

**Workers need more
collective bargaining.**

NEW WORK LAW BOOST FOR WORKERS

WHAT DOES THE NEW IR BILL
MEAN FOR WORKERS?

- ✓ Workers across multiple employers can bargain collectively
- ✓ Simpler process to secure new Enterprise Agreements
- ✓ It will be harder for bosses to tear up existing EAs!
- ✓ It will be easier for workers to reclaim stolen wages

WORKERS DESERVE A PAY RISE!

WE FINALLY MADE IT.

The Secure Jobs Better Pay bill passed and is now law.

The new work laws however didn't appear from nowhere.

Australian unions have pushed for these reforms for years.

The change means workers might be about to get a well-deserved pay rise and after almost a decade of little to no real wage growth, new IR laws have come when they are most needed.

Here is what that means for workers.

YOU FINALLY HAVE A DECENT SHOT AT A PAY RISE.

Workers across the country will be in a more powerful position when it comes to bargaining with their employers.

A stronger bargaining mechanism in the laws means workers can negotiate pay rises through a fairer and more equitable system.

The more numbers of workers who negotiate, the better your enterprise agreement will be.

With multi-employer bargaining embedded in the new laws, all workers now have a pathway to better wage growth.

PAY SECRECY IS GONE

Pay secrecy clauses prohibited workers from discussing their wage with co-workers and perpetuated pay inequity.

Working women lost the most with these clauses because of how they exacerbated the gender pay gap. It was through union organising that many workplaces made sure they never saw them again.

But these clauses that have long plagued certain workplaces in industries will not appear in any new contracts thanks to the new laws.

Not only is the ban on the clause's good news for women but also for all workers.

Experts have found that workers who are free to discuss their pay are more likely to perform better at work and have better job satisfaction.

When you know what wage levels look like across your workplace, it means you and your co-workers are in a lot stronger place to bargain workplace-wide improvements to wages and conditions.

A chance to enjoy real flexibility And we mean flexibility in the worker-friendly sense of the word, not the 'unreliable shifts and eternally on-call' sense of the word.

Until now, people juggling care and work, had no meaningful right to require their employer to help them balance those responsibilities.

The new laws address this by requiring employers to try to reach agreement with workers, and by giving workers a right of review in the Fair Work Commission when requests are refused.

WHAT'S NEXT?

The reforms mark a significant step forward for working people in many years, but there is more to do.

Union members have long been campaigning to regulate the gig economy, to end roting of labour hire and casual employment, and end systemic wage theft.

Workers look forward to the Albanese Government delivering on these commitments.