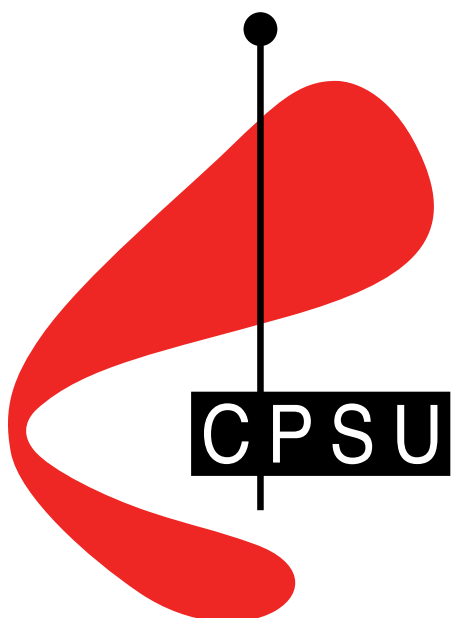


issue 1 | volume 36 | summer 2024 edition



PUBLIC PERSPECTIVE

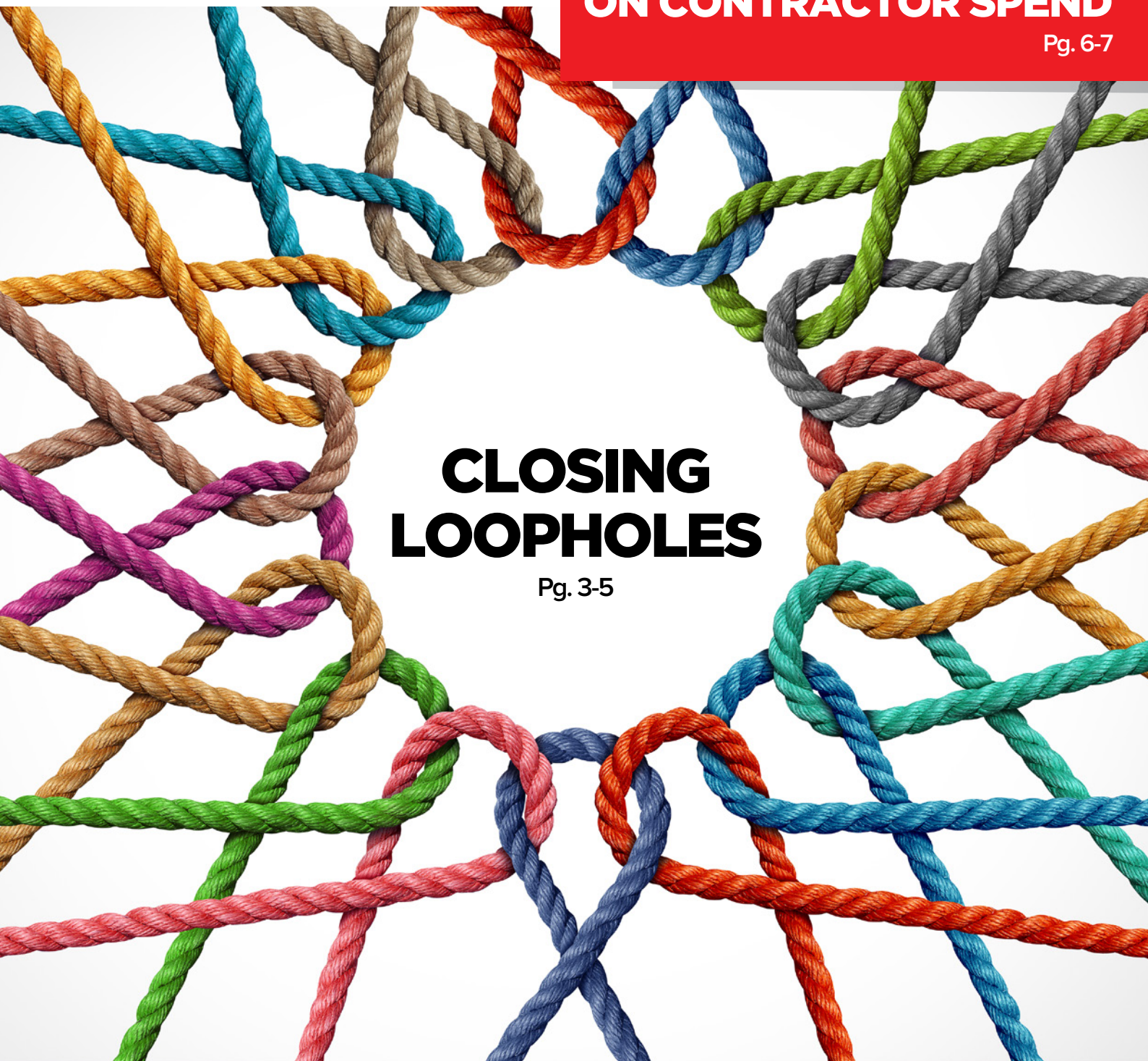
A PUBLICATION OF THE COMMUNITY & PUBLIC SECTOR UNION
SPSF GROUP - VICTORIAN BRANCH - WWW.CPSUVIC.ORG

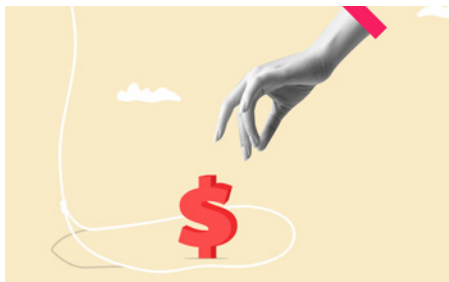
VAGO SLAP FOR GOVT ON CONTRACTOR SPEND

Pg. 6-7

CLOSING LOOPHOLES

Pg. 3-5





CONTENTS

CLOSING LOOPHOLES..... 3

Workers received a major Christmas present with the Albanese Government securing support to pass the first closing loophole bill.

CLOSING LOOPHOLES: IMPORTANT REPAIRS TO IR PASS SENATE 4-5

The government's amended Closing Loopholes bill was passed with the support of Greens and key independents.

VAGO SLAP FOR GOVT ON CONTRACTOR SPEND..... 6-7

Hidden public service spending on contractors and consultants increased despite the spending reduction targets.

MY WEEK AT THE UNITED NATIONS (UN) Competition winner Katrina Kiernan-Walker 8

YEAR IN REVIEW 9-35

A month by month review of the past year.

4-DAY WORK WEEK 36-38

Which Countries have Embraced The Concept?

MAKING MULTI-NATIONALS PAY THEIR FAIR SHARE..... 39

Tax avoidance by multinational corporations reduces the funding available for the essential public services.

IS THE PRIVATISED PRISON CONCEPT DONE? ... 40-41

Just as Queensland was the first jurisdiction in Australia to embrace private prisons, it could be leading a national charge away from them.

EMERGENCY MANAGEMENT AND CRISIS RESPONSE 42-43

The acceleration of major climate events risks overwhelming our emergency services.

CPSU AGREEMENTS & UNION DETAILS 44

An overview of all agreements and details from the past 12 months.

WORKERS CHRISTMAS PRESENT

CLOSING LOOPHOLES



WORKERS RECEIVED A MAJOR CHRISTMAS PRESENT WITH THE ALBANESE GOVERNMENT SECURING THE SUPPORT OF THE GREENS, LYDIA THORPE, DAVID POCOCK, AND THE JACQUI LAMBIE NETWORK IN THE SENATE TO PASS THE FIRST CLOSING LOOPHOLES BILL.

These changes include:

1. New rights for labour hire workers (same job, same pay)
2. Criminalising and increasing fines for wage theft
3. Strong new rights for workplace delegates
4. Stronger workplace safety laws, including industrial manslaughter and better rights for injured workers
5. Protections for domestic violence survivors, and
6. Redundancy rights for those working in small businesses

The Government has also committed to finishing the job and passing the rest of the Bill early this year.

This includes:

1. Better rights for casuals
2. Rights for gig workers on digital platforms
3. Better rights for truckies and those in road transport to stay safe
4. More support to stop wage theft

The union movement will not stop until the job is done.

In unity,
Sally McManus





CLOSING LOOPHOLES: IMPORTANT REPAIRS TO IR PASS SENATE

**ON THE FINAL SITTING DAY OF
FEDERAL PARLIAMENT FOR
2023, THE GOVERNMENT'S
AMENDED CLOSING
LOOPHOLES BILL WAS
PASSED WITH THE SUPPORT
OF GREENS AND KEY
INDEPENDENTS.**

The amended laws include new rules to outlaw wage theft as a criminal offence, reforms to better protect some workers' redundancy entitlements and changes to enhance work health and safety.

Labour hire workers can now no longer be paid less than employees doing the same job in their workplaces as a result of the industrial reforms passed.

This labour hire reform targets gaps in laws that have allowed some large and profitable corporations, including BHP and Qantas, to use labour hire to engage workers on rates that undercut those agreed in enterprise agreements.

A SENATE INQUIRY HEARD EVIDENCE THAT, AS A RESULT OF EMPLOYERS USING LABOUR HIRE THIS WAY, WORKERS WERE BEING PAID UP TO TENS OF THOUSANDS OF DOLLARS LESS THAN EMPLOYEES DOING THE SAME WORK IN THE SAME WORKPLACE.

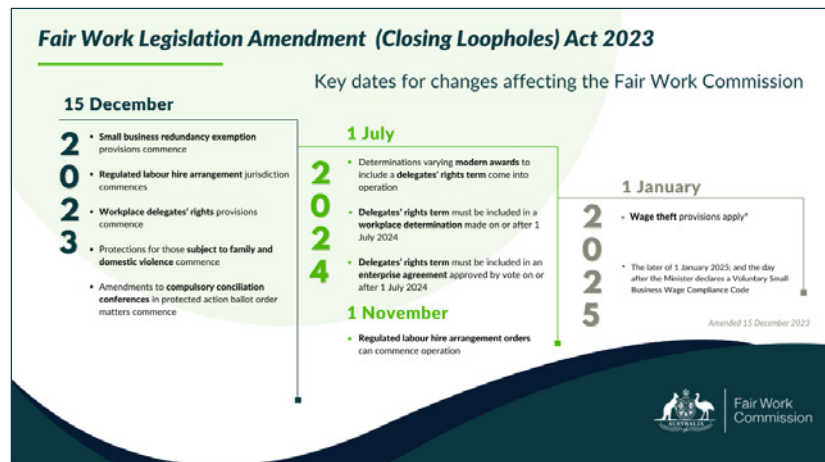
Discussions about the application of this provision to state government's as employers are continuing.

Industrial manslaughter will now be a criminal offence, protections for workers experiencing family and domestic violence will be strengthened, and first responders/emergency workers with PTSD will have improved access to support.

Making superannuation theft a crime is also a welcome outcome of the government's negotiations with the Greens.

There can be little doubt of the need to act on intentional non-payment of superannuation, with the Australian Taxation Office recently reporting that Australian workers are owed more than \$2 billion in unpaid superannuation.

Superannuation theft not only affects workers' retirement incomes but can see death and disability insurances cancelled.



Issue	Operative Date
Labour Hire protections	15 December 2023
Wage Theft: criminalisation	Offence becomes operative on 1 January 2025 unless proclaimed earlier. ¹
Delegates rights: employees ²	15 December 2023
WHS: first responders and PTSD	15 December 2023
WHS: industrial manslaughter "core offence"	1 July 2024
WHS: industrial manslaughter "Category 1 offence and other matters"	15 December 2023
WHS: fixing "Powell" for HSRs (Boland Rec 8)	15 December 2023
WHS: Family & Injured Workers Advisory Committee	15 December 2023
WHS: Asbestos and Silica Safety and Eradication Agency	15 December 2023
Protections for workers subject to FDV	15 December 2023
PABO fix	15 December 2023
Small business redundancy exemption	15 December 2023

The government has also agreed to consider an amendment to provide workers with a right to disconnect from work outside work hours.

With a Senate Inquiry into the whole bill still to report it was a welcome surprise to many that some reforms were legislated.

Especially the same-job, same-pay labour hire reforms that had been strongly contested by employers as other parts of the Closing Loopholes bill were set aside to be considered by Parliament in February.

Other important reforms to close loopholes in employment laws and to stop exploitation of workers and avoidance of standards will not be voted on in Parliament until this year.

The parts of the bill set aside until early this year include minimum standards for digital platform

and road transport workers and changes that make it easier for casual employees who want to become permanent.

Despite the protestations of some employer groups there is not much that can be called radical in the Closing Loopholes reform package.

For the most part, the reforms passed last year and the ones still on the table are exactly what the government says they are – improvements to plug gaps and close loopholes that have allowed some workers to miss out on basic protections, standards and benefits that most other workers enjoy, and most employers are happy to provide.

Dr Fiona Macdonald is policy director, Industrial and Social, Centre for Future Work at the Australia Institute.



VAGO SLAP FOR GOVT ON CONTRACTOR SPEND

IN A TIMELY SLAP, THE AUDITOR GENERAL (VAGO) CONCLUDED IN A PRE-CHRISTMAS REPORT WHAT CPSU HAS BEEN COMPLAINING ABOUT FOR DECADES THAT HIDDEN PUBLIC SERVICE SPENDING ON CONTRACTORS AND CONSULTANTS INCREASED BETWEEN 2018–19 AND 2021–22, DESPITE THE SPENDING REDUCTION TARGETS.

As usual Treasury imposes savings, but departments cannot meet their public service requirements, so departments cut in-house transparently employed ongoing staff and replace them with hidden agency employed contractors and consultants at a greater cost.

VAGO examined whether departments accurately record, properly monitor, and transparently report their spending on contractors and consultants and focused their work on all nine Victorian Government departments that were in place in 2021–22 and the Victorian Public Sector Commission.

VAGO looked further at three departments' (DH, DTP and DOE) classification processes for contractors and consultants against mandated guidelines.

VAGO concluded that; Government departments are not required to, and do not consistently, record, monitor or comprehensively report on their contractor and consultant expenditure resulting in a lack of transparency.

Departments' levels of compliance vary in their application of the requirements set out in Financial Reporting Direction 22, which gives guidelines on how and where departments should report their contractor and consultant spending.

Some departments do not publish all the information they should.

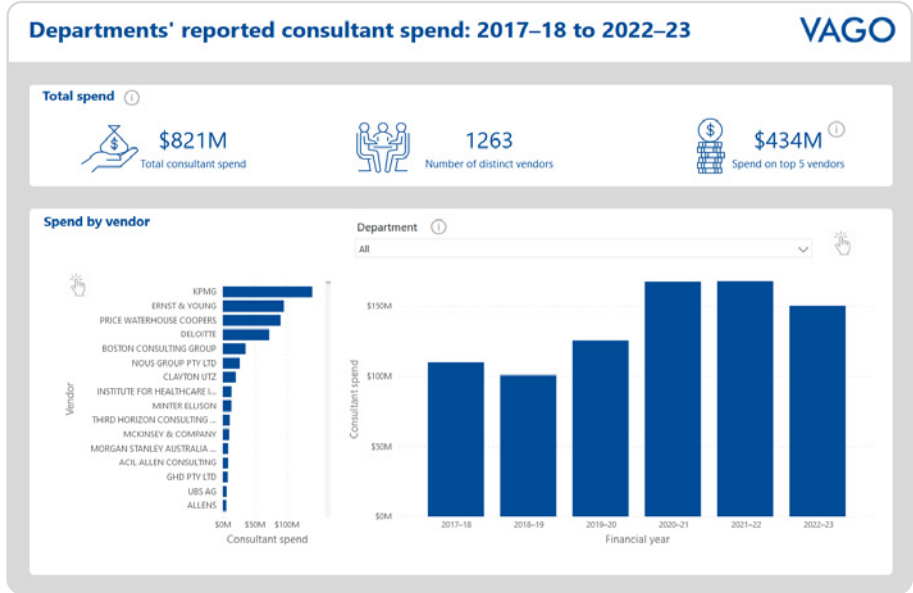
There is public interest in government expenditure on contractors and consultants.

CONSISTENTLY OUTSOURCING WORK THAT HAS TRADITIONALLY BEEN DONE BY THE PUBLIC SECTOR CAN DESKILL THE VICTORIAN PUBLIC SERVICE. ADDITIONALLY, THESE SERVICES OFTEN EVENTUALLY COME AT A PREMIUM.

There is no actual price competition among consultants.

The recent Senate Inquiries and Robodebt Royal Commission showed that when consultants do make a low bid it is for the purposes of securing more profitable future contracts.

From 2018 to 2022, the Victorian Government set targets to reduce departmental spending on contractors and consultants, but the government did not publicly report progress against these targets mirroring the Baillieu/ Napthine government approach in 2011/12 when 4,200 public service



All governments should publish the rates and profit margins.

In 2018, the government made an election commitment to reduce external spending on enduring public service functions, recognising that these services should be delivered by public service staff.

In the period from 2018-19 to 2021-22, spending on public service staff increased by 29 per cent, while contractors and consultants use increased by 47 per cent.

jobs were cut from government departments and millions paid out in separation packages to exiting staff.

One billion dollars was then spent on contractors and agency staff to replace them and that spend was hidden.





I WAS LUCKY ENOUGH TO BE SPONSORED ON A STUDY TOUR OF THE UN IN GENEVA LAST OCTOBER. THIS WONDERFUL TRIP CAME AFTER MY NAME WAS DRAWN AS THE PRIZE WINNER FROM THE POOL OF PEOPLE WHO RECRUITED MORE THAN FIVE NEW UNION MEMBERS IN 2023.

The tour, run by the Victorian branch of the United Nations Association of Australia (UNAA), took us to sixteen different UN offices, specialised agencies, and non-government organisations (NGOs) over the five days.

We met with UN and other staff from all seniority levels and walks of life.

Some highlights were hearing some very unfiltered thoughts from the newly elected Secretary-General of WFUNA (World Federation of United Nations Associations, who knew such a thing existed!), and learning what it is like specialising in human rights in countries like Egypt and Libya from Amelia Bleeker at the Human Rights Council UNHCR (spoiler alert, very difficult).

The biggest highlight however was hearing from Gillian Triggs, Assistant Secretary General at the UN High Commission for Refugees UNCHR.



MY WEEK AT THE UNITED NATIONS (UN)

KATRINA KIERNAN-WALKER



Gillian had many interesting things to say about the current state of the refugee sector, the challenges she is facing in this role (like needing to negotiate with the Taliban but they refused to speak to her because she is a woman), and Australia's part in the refugee space and the UN in general.

Many of the people we met with were not shy in talking about their experiences in the UN system, good and bad.

Most of them believed there are huge flaws in a system that relies on the wants and needs of member states (especially the Big 5 on the Security Council), however, they believe strongly in the work happening on the ground for some of the most vulnerable people in our society, outside of the egos and politics of nation states.

We were shepherded through these meetings by our hugely knowledgeable tour guide, Carlisle Richardson.

Carlisle is a former ambassador for St. Kitts and Nevis to the UN and had some incredible stories to tell us (including being in the General Assembly while Colonel Gaddafi gave a 3-hour speech and avoiding

eye contact with Robert Mugabe after he waved to him on the escalators!!).

Overall, it was an amazing trip that I am very thankful to have been sent on as a representative of the union and of the VEC.

I have come back with an enormous appreciation for the work the UN does, despite the drawbacks of their system.

Come and chat to me if you would like to learn a bit about the Sustainable Development Goals and the ways we can work towards them.

I highly encourage anyone interested in international work to check out the work of the UNAA and get involved!

I am also extremely grateful to CPSU for organising this competition and sending me on this incredible trip.

Katrina Kiernan-Walker works at the Victorian Electoral Commission



DEC 22-DEC 23

YEAR IN REVIEW

CPSU MEMBERS ACHIEVED SO MUCH IN 2023 WHILE CONTINUING TO DELIVER VITAL SERVICES TO ALL VICTORIANS DESPITE THE GOVERNMENT BUDGET DECISION TO IMPOSE CUTS ACROSS THE VPS, PLACING ONE IN TEN JOBS AT RISK NOTWITHSTANDING THE SUCCESSFUL MANAGEMENT OF THE PREVIOUS YEAR'S SAVINGS REQUIREMENTS WITHOUT CUTTING JOBS.



CPSU **campaigned relentlessly to protect services and jobs** and was concerned about the approach being proposed to deliver these cuts as the pre-budget rhetoric this time did not reflect the consultation requirements in our EBAs, nor the BPEC (Best Practice Employment Commitment) principles, nor the focus of the agreed workforce transition policy from 2020/21.

The Workforce Transition Policy had been developed to guide Departments in **managing any workforce transition** needed to deliver the reorganisations arising from the 2021/22 Budget with the primary focus on workforce planning and mobility, opportunities for employees to be deployed to support changing government priorities, complemented by enhanced opportunities for specific and extended training to facilitate mobility through the Jobs and Skills Exchange (JSE).

The approach being advanced this time **did not heed the lessons of budget failures from the past**. That being the negative impact compulsory redundancies have on service focussed organisations, on both the staff that are forced out and the ones who stay. It also has an ongoing impact on the political party in Government proposing it.

Our input had a **significant influence in changing the original narrative** from compulsory redundancies set out in the first draft which came off the table, to attempting to use all available options, including a

primary focus on internal advertisement and JSE involvement, mobility, placement and training to retain jobs.

CPSU also sought to hold Government to its **commitments about reducing the use of consultants and labour hire**. - See Vago story pg 6-7

Since the Budget, the union has been very active in dealing with **department wide restructures** that focus on implementing the cost savings imposed by the budget and other budget driven changes as there are employee vacancies everywhere across most program and policy areas of government.

CPSU and the Victorian Labour movement are currently at loggerheads with the Government about their **proposal to slash access to Workers' Compensation** for stress, anxiety and over work.
- Read CPSU submission insert

The union provided support and assistance to our **members at the Victorian Building Authority following the tragic suicide** of an employee due to unreasonable workload pressure. This has been a difficult issue for members and union staff. An independent reviewer identified a toxic workplace culture and a WorkSafe investigation identified significant issues. In May the CEO resigned. The union is now working with the newly appointed CEO to change the culture.

The **Vicarious Trauma Toolkit Project** funded under the WorkWell’s Mental Health Improvement Fund was formally launched by Minister Ingrid Stitt and Chief Executive of WorkSafe, Colin Radford, in September 2022. Peter Lillywhite retired from the Vicarious Trauma team at the end of June 2023 after four and a quarter years. Ms Shoshana Silverman managed the project until its scheduled end in February 2024.

In June 2023 the Branch was part of a successful **lobbying exercise to the Federal Parliament** drawing attention to issues **affecting child protection** workers across the country. Our focus was on what the federal Government can do to assist States. We had a number of asks regarding taxation (FBT and remote location incentives) education and training assistance, especially for social work and psychology degrees and assistance to have social work listed on the skills shortage list for permanent migration.

The **Victorian State Election** took place on 30 November 2022. The Andrews Labor Government was re-elected. Following the election, the union embarked on a period of consultation with the new Ministry. A number of machinery of government changes were also implemented by the Government. In particular the new Department of Government Services was created.

The **2023-24 State Budget** was delivered on 23 May 2023. The Victorian Government endorsed a range of budget initiatives which will necessitate reprioritisation of existing activities and resources across the Victorian Public Service (VPS). VPS job cuts of between 3000 and 4000 public servants in 2023-24 were announced.

CPSU celebrates an amazing story of perseverance and the delivery of systemic change for the benefit of work colleagues by Sheila Narayan who was named **the winner of the Health and Safety Representative of the Year Award by WorkSafe** for her efforts in combatting excessive workloads within the Office of the Public Advocate. Sheila issued a provisional improvement notice citing the workload’s physical and mental impact on the workforce. The notice, which was affirmed by WorkSafe and then unsuccessfully challenged in VCAT by OPA, resulted in a number of improvements, including the removal of new case targets from performance development plans.

CPSU continued to promote **Nationally Recognised short courses** for members to develop their PS Career in 2023 in Public Sector Administration, Public Sector Management, Public Sector Procurement, Public Sector Regulatory Compliance, and Public Sector Policy and Project Work. The target group for these courses are VPS workers without relevant qualifications or the skills and knowledge required to work across a range of government areas or who wish to move into different areas of government.

Public Sector (PS) Administration	116 enrolments
Public Sector Management	313 enrolments
Public Sector Service Delivery	23 enrolments
Public Sector Policy and Project work	427 enrolments
Public Sector Regulatory Compliance	65 enrolments
Public Sector Investigations	135 enrolments
Public Sector Procurement	50 enrolments
TOTAL	1132 enrolments

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

CPSU makes representations to Aware Super after members at Victoria Police raise an issue about the **excessive cost increase of insurance** being requested through their Super fund VicSuper, now Aware Super.

Apparently, previously insurance used to be assessed as low risk based on the occupation but now it is assessed as high risk because of the employer – irrespective of the unsworn occupation within VicPol.

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.





YEAR IN REVIEW

DEC 22 - DEC 23

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 their PPRD.

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

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.

At CPSU's request, CCV committed to assist any members who have concerns about a request or approval of their Additional Leave and it is agreed between CCV and CPSU that there will be a joint review of the policy in the new year.

MCV advised CPSU of its intention to uplift the classification of some roles from 2023 has corresponded with affected employees in these roles.

CPSU requests the rationale used for these uplifts and the evidence that demonstrates the uplifts are adequate and in line with VPS Salaries and Classification and Value Range Descriptors contained in Schedule C of our Victorian Public Service Enterprise Agreement 2020 (the Agreement).

To date this evidence has not been forthcoming so CPSU advises both MCV and Court Services Victoria (CSV) that the unilateral decision by the court to uplift the classifications of these roles does not mean the classification of these roles will not be reviewed in

the joint classification review of Clerk of Courts and registry roles, in line with clause 2 Court Registrars Structure in Appendix 11 of the Victorian Public Service Agreement. Furthermore, we confirm that if we believe there is evidence demonstrating the uplifts for any of these roles is inadequate when matched against the VPS Salaries and Classification and Value Range Descriptors held in Schedule C of the VPS Agreement, CPSU will seek the classification of these roles be uplifted in line with the Agreement.

CPSU and VCAT held the regular 'Service Transformation' consultative committee to discuss the new Case Management System (CMS), where CPSU raised concerns that VCAT's most recent 'Transforming Together' update stated Price Waterhouse Cooper was transitioning in November however VCAT confirmed the work to develop CMS will begin in November.

CPSU requested VCAT clarify this with employees.

CPSU has been in discussions with CSV and MCV about the gazetting of Broadmeadows, Dandenong, Sunshine, Melbourne, Ringwood, Geelong, and Latrobe Valley Magistrates Courts as Specialist Family Violence Courts and the impact this will have on Family Violence Practitioner roles, in particular the role of Family Violence Respondent Practitioner (FVRPs).

DFFH - The terms and conditions of the Parentline review have been agreed during a meeting last week, with some changes suggested by CPSU. Conversations are occurring with the two suggested reviewers and in the early new year the process will start with staff and management.

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.

EMV - Members at Emergency Management Victoria (EMV) endorse a new delegate in their workplace.

PARKS - Our delegates extend seasonal wishes to members and staff of Parks Victoria. With our peak visitor period at hand, CPSU acknowledges that Rangers will be out there working to protect our parks and keep our visitors safe. That coupled with our commitments to the ongoing flood emergency and leave restrictions will mean many of us will be having the usual Christmas. One where little time can be spent with family and friends. The combination of vastly increased visitor numbers post lock down, and reduced numbers of Rangers on ground will be stressful to us all. Take the time to check in with work mates because as we know as staff numbers and resources get thin on the ground, and visitor/natural disasters impact our parks, the temptation is going that extra yard, so avoid shortcuts and keep safe.

SERCO - Mobile Safety Speed Camera Operators hold their final members meetings ahead of a big bargaining year and circulate a survey to commence developing claims.

VICTORIA POLICE - With 2022 coming to a close, we acknowledge our members, delegates and health and safety representatives who have worked tirelessly to maintain, improve, and enforce your rights. Some of the key highlights of what we have achieved including: enforcement of health and safety directions to ensure stations are safe to work in, backpay for shift workers underpaid for meal allowances, backpay on unpaid superannuation on

unpaid parental leave, back pay of up to \$40,000 each for VPS5s and above who were underpaid through the PDP process, reclassification of Forensics officers from FO3-FO4, agreement by Victoria Police to implement the recommendations from the PCO review, visited 129 workplaces, held 91 meetings, and met with over 1800 employees, while running 91 individual cases for members to enforce their rights.

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, people's usual place of work has also changed.

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. CPSU is now strongly advocating that these recommendations for PCOs and SPCOs are implemented as a matter of priority.



JANUARY 2023

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.

COURTS – CPSU has already gathered a significant amount of evidence about tasks our members perform in their various roles for the joint review of the classification of Clerk of Courts and registry roles. CPSU will match this against the VPS Grade Descriptors and Value Range Standard Descriptors held at Table 27 of our Agreement to establish if roles are currently correctly or under classified as we are keen to begin discussions with CSV and are now calling on our Registrar members who work at Children's Court, Coroners Court, County Court, Magistrate's Court of Victoria, Supreme Court, and the Victorian Civil and Administrative Tribunal (VCAT) to provide full detail of all tasks they undertake in their role.

Prior to the holiday period CPSU raised our member's concerns about the potential OHS risk at Wangaratta Court with members of the public being able to freely access areas of the court that should only be accessible to staff due to inadequate control measures. MCV has advised a building surveyor has been engaged to undertake an onsite visit at the court and will prepare a report regarding the above issue and confirmed Wangaratta staff have been consulted on this matter.

The Children's Court of Victoria advised Conference Convenors that from Monday 30 January, they will be required to return to working at their usual place of work (court or office dependent on location) and this return will be staggered over a number of weeks. CPSU understands Conference

Convenor's will continue to conduct conciliation conferences virtually and it is being proposed regional courts will return to face-to-face conferences in a few months. The court has committed to consult with CPSU about any changes to Conference Convenors current working from home arrangements.

Magistrates Court shift workers are advised to check their payslips for the past six years to ensure their leave accrual balance is correct. If you are a shift worker and when rostered to perform ordinary duty on a public holiday and take paid leave on that day, you are entitled to be granted one day's leave in lieu of that Public Holiday.

CPSU previously raised concerns about the lack of space for all court registries at the new Bendigo Court complex. CSV however advises that previously more than 20 years of files were held at the Bendigo court, recently these historical documents have been moved and are now stored off site and it is anticipated that only two years' worth of court files will be stored on site at the new court complex, reducing the amount of file storage space required.

DJCS – Fines and Enforcement Services (FES) members meet to discuss the issue of KPIs within their Performance Development and Progression (PDP) plans.

Information and Dispute Settlement Centre (IDSC) raise concerns about the formal introduction of KPIs into staff's Performance Development and Progression (PDP) planning. CPSU's position is then misrepresented in management communication announcing the conclusion of the 'pilot period' for KPIs and them becoming a 'permanent' part of PDPs from 1 December 2022. CPSU expresses the view that where KPIs are situated

in formal PDPs without agreement, this would constitute a breach of our VPS Enterprise Agreement 2020 (the Agreement) which states that "progression criteria are to be agreed with each Employee" and further, can only be "adjusted by agreement".

IDSC management advise of their intention to 'pause' the imposition of KPIs pending further discussions. In their correspondence they outlined steps taken in consultation on KPIs, and their view that through this process "agreement was achieved collectively".

Consultation is not agreement. Our agreement specifically clause 29 does not require consultation – it requires agreement. While the introduction of KPIs as a tool for managing or developing performance is a matter worthy of discussion on its own, it is imposing KPIs in PDPs that members are particularly concerned about due to the potential to impact on progression and subsequent pay increases.

DOGS – Working with Children Check (WWCC) delegates, members met with our Organiser to discuss the establishment of Designated Work Group/s (DWGs) and the election of Health and Safety Representatives (HSRs).

PRISONS (PUBLIC) – Salary maintenance is agreed following a roster change in medium security public prisons, Marngoneet Correctional Centre, Hopkins Correctional Centre, and HM Prison Loddon Middleton prisons in order to support the temporary reduction in out of cell hours as a temporary measure until such time as corrections can increase our staffing levels.



YEAR IN REVIEW

FEBRUARY 2023

ACER - CPSU commenced bargaining with ACER for a new Enterprise Agreement in December and we have had two bargaining meetings since to discuss both ACER's proposal for changes to the Disputes and Grievances clause, while CPSU pursues improved flexible work arrangements particularly working from home. COINVEST issued the Notice of Employee Representational Rights signalling their intention to commence bargaining.

COURTS – The use of fixed term contracts for Associates and Tipstaff at CCV continues to brew as CPSU understands some Associates working at the County Court were incorrectly employed on a fixed term contract when they should have been permanently employed, and with the assistance of our Delegate our members employment matters have been rectified.

CPSU writes to Simon Hollingsworth, CEO - Magistrates Court of Victoria (MCV), regarding the workload and OHS concerns of our members arising from the backlog of outstanding matters due to the pandemic at multiple metropolitan and regional/rural Magistrates courts. Arising from this

correspondence CPSU meets with the CEO and senior Court Services Victoria (CSV) and MCV management to provide detail of our members' work concerns.

DET – VCAA - The first meeting of the year was held via Teams where we reported back on our meeting with VCAA CEO and Department HR officials about the workload review, our plans for the year ahead (including upcoming bargaining negotiations), and other workplace issues including staff shortages that members would like to raise.

DFFH - The negotiations for our VPS Agreement 2020 enabled CPSU to secure significant pay increases for Housing Service Officers as they were reclassified from the VPS 2 Grade to the VPS 3 Grade. Senior Housing Officers also received a pay increase as they moved from the VPS 3 Grade to the first three progression points of the VPS 4 (4.1.1 – 4.1.3). However, there is still work to be done and a work value review is currently being conducted for several Housing positions to establish the appropriate classification. The positions under review are Field Service Officer, Senior Housing Officer, Team Leader, and Manager. An independent

facilitator agreed by the Union and the Department will be conducting the review.

Housing members across several offices have raised multiple concerns regarding the impact maintenance is having on their workload so CPSU launches a workplace survey to build we need an evidence-base in order to assist members and address these issues with management.

DTP – CPSU is advised by SRLA of the proposed change to workplace accommodation from 80 Collins Street to a new building within the CBD later this year.

MINISTERIAL STAFF - CPSU receives correspondence from the Premier's Private Office regarding a proposal for a 12-month rollover of the current Ministerial Collective Staff Agreement which is due to expire on 30 June 2023.

OFFICE OF THE PUBLIC ADVOCATE - OPA - Congratulations to Sheila Narayan who was named the winner of the Health and Safety Representative of the Year Award by WorkSafe for her efforts in combatting excessive workloads within the Office of the Public Advocate.

PARKS - CPSU members have contributed questions and raised issues surrounding the Machinery of Government change (MoG) and PV has since sent through the Change Impact Statement (CIS). In the first instance we have been invited by the Department to comment on the Enterprise Agreement placement of workers who will move to DEECA.

PRISONS (PRIVATE) - In principle agreement has been reached with GEO after Fulham Correctional Centre union members authorised CPSU to accept the salary offer made late last year and voted on by members in a survey. GEO confirmed the following offer: 3.25% first pay period on/after 28 January 2023, 3.0% second year, and 3.0% third year would apply. The parties agreed to complete drafting the proposed agreement over the next week.

SERCO - After a year of lobbying, SERCO agrees to have an MRSCO deployed to support other MRSCOs who have broken down on the side of the road meaning if their car is broken down and you are waiting on a tow truck, COMMS has been instructed to send an MRSCO, so you don't have to be a sitting duck.

SUSTAINABILITY VICTORIA (SV) - CPSU is advised of a change to the Executive Leadership Team structure within SV which will come into effect in April 2023 with the focus of the change relating to realigning the existing Regions and Partnership group branches and teams into other groups.

VEC - CPSU is made aware of an upcoming restructure at the Victorian Electoral Commission. While we have not yet received any formal notification, we anticipate this will come shortly and the consultation obligations from our Agreement will apply.

VICTORIA POLICE - CPSU members raise an issue about the excessive cost increase of insurance being requested through their Super fund VicSuper, now Aware Super. Vic Super advised that the insurance category is changing from low risk (individual based) to high risk (employer based) and the insurance premiums are increasing. Apparently, it previously used to be assessed as low risk based on the occupation but now it is assessed as high risk because of the employer –irrespective of the unsworn occupation within VicPol. CPSU makes representations to Aware Super.

ZOO - Zoos Victoria advise they've emailed employees regarding rates of pay for casuals on weekends.





YEAR IN REVIEW

MARCH 2023

ACER – Agreement negotiations progress with consensus reached about provisions for internal and external investigations to attempt to resolve matters within 20 working days and individual employees or groups of employees can raise issues through AACC. Discussion remains about ACER's proposal to move to a monthly pay cycle to reduce stress for payroll staff. Members don't want to move away from fortnightly cycles.

AMES – A change statement regarding the Status Resolution Support Services (SRSS) program is circulated with four positions to be made redundant from 30 June, because of an unsuccessful tender outcome. All fixed/maximum term contract positions within the SRSS team will also be terminated in accordance with their agreed expiry date. CPSU assists affected staff.

COURTS – CPSU raises concerns about a potential increase in workload arising from the implementation of the CMCOP and gazettement of Specialist Family Violence Courts with Magistrates Court.

MCV advises no tasks will be removed from the Family Violence Respondent Practitioner (FVRP) role, additional resources and supports will be provided to support CMCOPs implementation, including creation of centralised team,

and two additional full time FVRPs will be added to the centralised team. CPSU raises members' issues about the Children's Court's proposal to return to in-person hearings. The details and rationale of the proposal are unclear, there are concerns about security not always being available at the location, and other Health and Safety concerns are present due to regional travel and small conference rooms. CPSU argues there are multiple benefits of virtual conferences.

CPSU writes to MCV regarding OHS issues. The union is concerned about unmanageable workload, regional travel, security in regional courts including absence of security on non-sitting days, duress alarms, inadequate security screening at some courts' registry counters and public access to staff areas at Wangaratta Court.

DJCS - YOUTH JUSTICE – Organisers hold Youth Justice all staff meetings at Parkville to discuss concerns about staff shortages, health and safety concerns, staff assaults and report back from HSRs on current emerging issues.

HEALTH – CPSU writes to the Health Department's Deputy Secretary, requesting their urgent involvement to help finalise the Memorandum of Understanding (MoU) for Emergency

Management Staff. The union expected the sign-off was close after long delays in 2022, but the Department continues to delay finalising the MoU.

MINISTERIAL STAFF – CPSU holds a member meeting to endorse a bargaining committee and to agree on how to respond to management's offer of a 12 month 'rollover' of current conditions with a 2% pay rise.

PLSA – Members at PLSA report they have not been provided with the appropriate work from home equipment. PLSA agrees with CPSU that if staff require equipment to work from home, PLSA will provide it. CPSU will help members if there are any issues, to ensure they have an ergonomic working from home set up.

PRISONS (PUBLIC) – CPSU is concerned about Correctional Officers and public service counterparts not having the same access to bullying and sexual harassment protections as private industry workers do. Core public sector employees only have access to internal reviews and an external review process is urgently needed as the State is lawmaker, regulator, and the employer. CPSU requests the Government to make a further referral of IR powers to Canberra to give core State public sector employees the

right to seek orders from the Fair Work Commission to stop bullying and sexual harassment.

VCAA – CPSU meets with management to reiterate concerns about several issues, including excessive hours, staff vacancies, workload creep and the physical and mental well-being of staff. CPSU encourages members to report what activities have increased their workload in the last 3-6 months.

VCAT – CPSU requests an update of its change impact assessments that lay out the differences between current and future tasks that staff have to do after the introduction of the case management system as part of the service transformation. VCAT also agrees to ensure that 'User Acceptance Testing', which will allow employees to test the new CMS with real scenarios, will be conducted in paid time.

VICTORIA POLICE – CPSU has serious concerns about staff being able to get overtime payments at the substantive overtime rate. CPSU argues the current wording of the Workplace Flexibility policy needs to explain their rights when working additional hours so that staff don't make a decision that could be detrimental to them or take away their rights.

VICTORIA POLICE – CPSU is being consulted about proposed structure changes in the Professional Development Command (PDC) of Victoria Police. The restructure includes branch and work unit name changes, reporting line changes of employees, realignment of some positions between divisions, and establishment of new work units within PDC. These will not significantly impact VPS employees. Member meetings are held about Victoria Police's plan to remove MAP, RDOs and Flexi Time for FO5s in

Forensics. CPSU is outraged that the employer attacks members' work-life balance at Forensics despite detailed information and feedback provided by CPSU on behalf of members. Victoria Police has ignored important issues regarding workload, work-life balance, gender equality and their basic obligations under our Agreement.

Police proposes to withdraw the Covid vaccine requirement for Victoria Police employees and CPSU gathers feedback from members about the proposal.

WIC – Members at Workplace Injury Commission (WIC) report that some have unmanageable workloads that result in them having to, for example, work at a high intensity, undertake unpaid overtime, defer, or cancel leave and/or work during their paid leave. CPSU raises this issue with management and asks members to complete a workload survey.



YEAR IN REVIEW

APRIL 2023

ACER – CPSU rejects ACER's wage offer. ACER negotiators take the response back to senior management for further discussion and indicate there may be room to load an additional increase at the back end of the agreement. They also indicate they could consider withdrawing moving across to a monthly pay cycle in an attempt to bring the parties closer together.

COURTS – Court Services Victoria (CSV) writes to CPSU advising of proposed changes at the Supreme Court of Victoria regarding the Juries Officer VPS 2 role at Shepparton. CSV wants to declare the role as surplus because Juries Victoria have ceased receiving funding for the Role and the work has evolved and is no longer required to be carried out in Shepparton.



CPSU writes to Magistrates' Court Victoria to further raise concerns regarding workload and OHS issues. Key points include consultation on Trainee Court Registrar training credentialling, how MCV will monitor members' workload, overtime and travel, a request for timetable and details of OHS risk assessment visits to regional courts, and concerns about the proposed new Wodonga staffing structure.

CPSU writes to Children's Court of Victoria to address issues Conference Convenors and Intake Officers experience regarding members' health and safety while at work. CPSU and members are concerned about the vehicle accident risk associated with extensive regional travel, security at Regional Courts and risk of COVID spread. The union asks the court for a copy of the Conciliation Conferences guidelines and of risk assessments.

DFFH - CHILD PROTECTION –

Members inform CPSU that some Child Protection offices are using CPP2 staff as secondary workers for first visits. This practice is of concern due to safety and wage implications as these staff members are not trained to perform this work safely and the work being above the pay grade of a CPP2.

DFFH - HOUSING – Management at Housing announces the removal of hybrid working. In alignment with the VPSC common policy, CPSU maintains that employees should be provided with flexibility regardless of their circumstance. CPSU organisers discuss this issue with members at the Preston office.

EMERGENCY MANAGEMENT

VICTORIA – CPSU delegates write the Emergency Management Commissioner and Deputy Secretary for Emergency Management to raise the workplace

culture and staff safety concerns shared by members. The delegates ask about actions to address the outcome of the PULSE survey, for confirmation of when the culture working group would be reconvened and raises concerns about OHS and fire evacuation procedures.

OFFICE OF PUBLIC PROSECUTION

– CPSU holds a meeting for members to discuss the Office of Public Prosecution's response to recent workload issues. OPP justifies the utilisation of fixed term contracts for certain roles and has initiated workload guidelines and monitoring to deal with increased workload. The Office will show CPSU a new workload tool that is being piloted and CPSU urges members to raise any workload issues with management and to request a review if it remains unsolved.

PRISONS (PRIVATE) - GEO - All outstanding matters for the proposed new agreement at Fulham Correctional Centre have been resolved following discussions with FCC and Head Office management. A ballot will be held. Salary increases are to be backdated to the first pay after 28 January.

SERCO - CPSU receives calls from members that they are receiving incorrect information from their managers regarding applying for and taking of annual leave. For example, some part timers are being advised they must take all their leave in one block and be paid for that, inclusive of what would have usually been unpaid rest days. This is a breach and CPSU asks members to contact the union urgently if they come across such a situation.

CPSU raises safety issues with HSR officers and SERCO regarding new radios installed in camera cars. Several members reported that the personal duress pendant does not activate when

the car ignition is switched off. This puts members at risk when outside of the vehicle to get fuel, or to take comfort breaks as there is potentially no capacity for the OSC to know there is a threat or risk. CPSU asks for this fault to be resolved as a matter of urgency.

VICTORIA POLICE - CPSU holds online information sessions for Victoria Police members regarding their rights on moving through the value ranges of their classification and job resizing. The obligations of employees and the employer obligations are being discussed, as well as how CPSU can support members through the process. In a different session, CPSU discusses how unreasonable workloads, backlogs and understaffing impact health and safety, and what members can do about it.

CPSU receives multiple reports from Victoria Police members, where employees perform shift work, alleging that their employer is breaching obligations under the Agreement. A few of the reported issues include changes to rostering without proper consultation, changes to shifts within a roster without notification and shift workers requiring to be on call on rest days without paying an on-call allowance or the appropriate overtime.

ZOOS VICTORIA – CPSU members at Zoos Victoria stand in solidarity with members of the United Workers Union and CFMEU members who are taking protected industrial action in support of their claim for a fair wage increase. Although CPSU members are not covered by the same enterprise agreement and cannot take industrial action at this time, they are being asked to refuse any request to perform work outside their normal duties in an Employer effort to undermine the industrial action.

MAY 2023



AMES - CPSU receives a Change Impact Statement for the Education Services program, which means ten roles will be made redundant as a result of changes in Education delivery requirements. CPSU offers support to impacted members.

CENITEX – CPSU asks members for feedback regarding the proposed restructure of the Workplace and Application Services (WAS) team at CENITEX.

COURTS - CPSU launches a workload survey for members at CSV after having raised concerns with senior management at Magistrates Court Victoria (MCV). To understand the full extent of workload issues, members at MCV as well as other jurisdictions within CSV are invited to complete the survey. Sexual harassment remains an issue

within CSV, according to the outcome of its sexual harassment employee survey. CPSU asks members for input regarding what steps CSV should take to address this issue.

DFFH - HOUSING - CPSU provides an additional submission to Michael Gay and the Department regarding the work-value review of several positions at the Housing Department to ensure members are fairly compensated for the work that they do. This submission sought to clarify any outstanding points of difference between the union and the Department.

Preston Housing management communicates they want Housing staff back in the office 5 days a week, opposed to 3 days in the office, 2 days working from home as outlined in the government policy. CPSU attends an

all-staff meeting in Preston to discuss the importance of flexibility and to seek clarity about the process that Housing staff are required to follow.

DFFH Workplace Relations advises that staff can apply for hybrid or flexible work arrangements through submitting official requests.

DJCS - CAV - CPSU and members do not agree with the implementation of hard KPIs in Performance Development and Progression plans (PDPs) at Information and Dispute Settlement Centre (IDSC), Consumer Affairs Victoria (CAV). Their implementation is in breach of the Agreement and CPSU advises IDSC that if they proceed in this manner, we will consider next steps and explore our options for a Fair Work dispute application. IDSC management ask the union for an alternative proposal.

GOVERNMENT SERVICES – CPSU holds a meeting for Government Services members about the In Principle Agreement regarding hours and wages impacting Ministerial Transport Officers.

HEALTHSHARE VICTORIA – Members are asked in a survey what they would like to see in a new Bargaining Agreement at HealthShare Victoria (HSV). Their responses will help identify what matters are most important to include in the Log of Claims.

MINISTERIAL STAFF – CPSU receives a revised offer in relation to the Ministerial Staff Collective Agreement, which is in line with the new wages policy of 3.5% for 1 year. Members decide to approve this rollover agreement.

OPP – Following reports of members working at the Office of Public Prosecutions experiencing workload issues, CPSU launches a workload survey to get an insight in the extend of the issues.

PRISONS (PRIVATE) - GEO/FULHAM – The proposed new agreement for Fulham Correctional Centre receives overwhelming support with a 'yes' from

members and non-members (90%). The proposed agreement includes pay increases of 3.25% from 28 January 2023, 3.25% from 28 January 2024 and 3% from 28 January 2025.

SERCO – CPSU and ASU organise all staff meetings to discuss Enterprise Bargaining. SERCO already attempts to delay bargaining, so the unions reiterate that having a high membership rate is necessary to fight and reject unfavourable deals like proposed during the previous bargaining round. Core focus will be on shift penalties, more guaranteed hours, rostering that addresses work-life balance, and realistic KPIs.

There have been reports that SERCO is trying to push injured and ill employees to attend work when sick and to attend meetings without union support. Management also puts pressure on employees to have SERCO stakeholders attend private medical and psychological appointments. CPSU is also very concerned that medical practitioners provided by SERCO are not independent. These are all serious breaches and, in some cases, amount to bullying. Affected members are urged to contact the union.

VICFORESTS – Following the announcement from Government in relation to the cessation of native timber harvesting, CPSU pulls together a consultative team of CPSU members at VicForests. The team will meet regularly with Vic Forests to discuss the impacts of this and any subsequent government decisions.

VICTORIA POLICE – CPSU receives reports of advice given by Victoria Police's Deputy Commissioner that requests for Long Service Leave (LSL) at half pay are only to be supported if a full transition to retirement plan is presented along with the application. This is a breach as taking LSL at half pay is allowed under the Agreement. CPSU supports members who have their request denied.

Police propose changes to the rosters for Nurse Managers at the Melbourne Custody Centre. CPSU asks members to give feedback on the plan for 12-hour shifts and earlier starts for Nurse Managers.



JUNE 2023



ACER – Enterprise Agreement negotiations are drawing to a close at ACER as the latest wage offer has been accepted by CPSU members. All employees are getting the chance to vote on the agreement with the proposed salary increases, improvements on parental leave and a new clause to recognise attendance at meetings and other engagements during unsociable hours between 12 midnight and 6.00am with Time Off in Lieu (TOIL).

COURTS – Court Services Victoria wants to consult with CPSU on the Recruitment and Selection Policy and the Flexible Working Policy. CPSU reviews these documents and seeks input from members.

CPSU proposes changes to Court Services Victoria's (CSV) amended Performance Development and Progression policy following a request from CSV to review the policy. The union's proposed amendments are to ensure the policy is in line with the

VPS Agreement and the common policy 'Performance Development and Progression within a Value Range'.

CPSU, County Court Victoria (CCV) and Court Services Victoria meet to discuss revised wording of the current CCV Judicial Staff Additional Leave Policy as it is not in line with the Agreement, which states: 'Additional leave may be granted on the recommendation of the Judge with the approval of the Chief Judge.' The policy requires annual leave to be 'generally' 'exhausted prior to additional leave being approved' and in practice CCV requires people to retain a minimum of five days annual leave prior to being able to access their Additional Leave. Neither are in line with the Agreement.

DEVELOPMENT VICTORIA – CPSU is approached by DV who express an interest in bargaining under the secondary pathway of the Government's Wages Policy, which would mean rolling the existing agreement over for 12 months with a

wage increase of 3.5% per year. CPSU asks members for their opinion: to put forward their claims or a rollover.

DFFH - HOUSING - Independent expert Michael Gay provides a recommendation to the Department and Union about the appropriate classification of Senior Housing Officer, Team Leader, Manager, and Field Service Officer positions. Michael Gay's work-value assessment supports all of CPSU's claims and made recommendations to change classifications to ensure employees are fairly compensated for the work that they do.

Following the Preston Office, CPSU gets reports that staff at the Sunshine Housing Office are also advised that they must attend the office 5 days a week. This is not in line with the VPSC Common Policy or DFFH Flexible Work Policy and CPSU advises 3 days in the office, 2 days working from home is the default position in the policy.

DJCS – Changes to Road Safety Camera Program are proposed, which will be called Road Safety. There are no job losses. Employees in ongoing roles that will be abolished, will be matched to alternative similar roles. Existing fixed term arrangements will be honoured and where possible, eligible employees will be transitioned into roles they have occupied for a significant period.

CPSU holds members meetings to gain feedback for an alternative proposal.

DJCS - Youth Justice – CPSU is deeply unhappy about how Malmsbury staff are being treated by the decision makers as they were informed by a later recalled email that the youth prison will close in December. The union was not consulted on the decision and the department states there is no negotiation possible. The department seems unaware of the entitlements for transfer spelt out in our VPS Agreement 2020 and the agreed workforce transition policy.

EDUCATION – CPSU compiles feedback from members and delegates on the current public school funding model and what changes are needed to allow them to be adequately resourced to do their jobs effectively. This feedback is being requested after Federal Education Minister, Jason Clare, asked CPSU contribute to the reference group for the Review to Inform a Better and Fairer Education System for schools under the National Schools Reform Agreement (NSRA). This is an opportunity to help make some important improvements to funding that expands access for working people, people with disabilities and people from lower socio-economic backgrounds.

ESSSUPER – The government approves ESSSuper to offer a rollover agreement with a 3.5% increase. CPSU believes agreeing to a 12-month rollover with a 3.5% increase is the best option, as negotiations for a new Victorian Public Service agreement will not commence until September. CPSU asks members for their views.

FISHERIES – CPSU discusses an 'Education and Enforcement temporary assignment/HD application' form with VFA after internal attempts to resolve members' concerns. Several meetings are being held to resolve the issue.

MTIA – CPSU is approached by MTIA who wants to create a single road projects office that will bring together North-East Link and West Gate Tunnel as part of Major Road Projects Victoria (MRPV). CPSU holds several member meetings and assists affected members who want to give feedback or lodge an alternative proposal.

SUSTAINABILITY VICTORIA – SV management and ELT conduct a review of the agency budget following reports of ongoing fiscal issues that SV has experienced over the past few years. This is independent of any potential budget cuts the Victorian government flagged in its recent budget announcement. All programs and services will be reviewed. CPSU works with members who have any issues or concerns.

VCAA – Workload issues are continuing at Victorian Curriculum and Assessment Authority following an initial meeting regarding a workload review in October 2022. A core group with delegates, VCAA management and DE Workplace Relations is established to proceed with the work of a workload review and to come up with a set of actions.

VICSES – Allocation of work and excessive workload continues to dominate discussions with all members working across VICSES. CPSU launches a workload survey to understand the impact these workload demands are having on members' health and wellbeing, so excessive workload can be raised and addressed.

VICTORIA POLICE – CPSU receives feedback from members that they are unable to observe their 30-minute unpaid meal break and are not being paid the appropriate overtime payment as prescribed in the Agreement. CPSU urges members who have been

required to work through meal breaks or eat at their desk without getting paid the time in lieu or overtime, to contact the union for support.

CPSU State Secretary Karen Batt meets with Chief Commissioner Shane Patton regarding delays in the implementation of the recommendations of the PCO review. CPSU is concerned that further delays would impact on service delivery as more PCOs leave the job due to a lack of recognition for the work they perform.

Reporting lines in the Legal Services Department (LSD) at Victoria Police are proposed to be revised. These changes include the reduction of reporting lines to the Executive Director, better workload distribution for management and reduction in duplication of workflow.

There are several issues regarding the proposed structure for the Operational Infrastructure Division (OID) at Victoria Police. CPSU continues to meet with members who are impacted by the proposed changes that may have direct or indirect impacts on career paths, workload, and processes.

Thirteen VPS employees will be impacted by the proposal to relocate the prosecution units of Bendigo and Moorabbin, due to the premises being no longer suitable. CPSU assists affected members where required.

Police advise CPSU that they are commencing a review of all Flexible Work Agreements (FWAs) that are in place. Managers perform a desktop review to ensure that the FWAs meet individual and business needs. They will assess whether the FWAs are likely to result in a significant loss in efficiency or productivity, have a significant negative impact on customer service and are in accordance with the Fair Work Act and our VPS Agreement. CPSU reminds Victoria Police that they must adhere to their obligations under our Agreement and the VPS Common Policies regarding flexible and hybrid work.

VISIT VICTORIA – CPSU asks members to start considering what types of claims members want to put forward when bargaining commences for the Visit Victoria agreement. There is also the option of rolling over the agreement for 12 months with a 3.5% wage increase.

VPSC – CPSU officials and workplace delegates meet with VPSC commissioners regarding the 52% cut of VPSC funding as part of the May state budget. CPSU sends VPSC a letter outlining members' concerns about upcoming restructure proposals if executive roles are maintained as suggested by VPSC.

WIV – Wage Inspectorate Victoria management incorporates a significant portion of CPSU's collective alternative proposal in the final restructure. The restructure is aimed at accommodating the introduction of new legislation.



YEAR IN REVIEW

JULY 2023

COURTS – CPSU writes again to Courts Services Victoria regarding OHS concerns at the new Children's Court in Dandenong and the return to in-person hearings and the associated risk with those. CPSU also asks CSV to explain what the plan is to reduce vehicle accident risk associated with extensive regional travel.

CPSU expresses concerns about the proposal to amalgamate Magistrate Court Victoria's Service Centre and the Family Violence Contact Centre. CPSU is concerned the proposed changes to staffing numbers and classification may place the safety of members in the Specialist Services – IVO team at risk of psychological harm. CPSU gets a response and meets with MCV management. The outcome is discussed with CPSU members.

It comes to CPSU's attention that the County Court is paying Tipstaves only \$150 for their annual shoe

reimbursement. According to the Agreement however, annual reimbursements should be indexed annually according to the appropriate CPI measure. CPSU raises the matter with Court Services Victoria (CSV) and asks that CSV update the shoe reimbursement dating back to 2020 and reimburse our members all outstanding monies. CSV is investigating the matter.

CPSU receives reports that some Associates at County Court Victoria (CCV) are not always given a position description or role clarity statement, and some are currently working in roles that do not have a position description. CPSU is assessing the extend of the issue. Furthermore, some Associates receive gratuities, but the amount of these gratuities varies and there is no clarity why gratuities are paid. Some members report their concerns that gratuities may be paid instead of higher duties entitlements or due to the incorrect classification of roles.

Members working at regional courts that do not have any form of security screen at the registry counter are strongly encouraged to contact CPSU.

CPSU has had meetings about this with MCV, as well as members' safety concerns relating to the lack of onsite security at regional courts.

EDUCATION – A reduction of 325 FTE is coming at the Department of Education as a result of budget cuts. The department will be held to the government guidelines which now focus on internal preference, mobility, matching, and re-skilling with opportunities inside Education and outside in the broader VPS. CPSU works closely with members to provide positive alternatives and remains confident existing employees will be found work.



PRISONS (PUBLIC) – A range of issues are happening at prison sites: COVID outbreaks, separation reform continuing, and major staffing issues which in turn impacts rosters and rostering. Emails have been sent to the Jurisdictional chair (monthly statewide meeting with Corrections) regarding matters members have been raising about assaults, excess leave, case management, and standby. Local CPSU groups continue to meet around all prison issues.

SERCO – A draft wages offer is made to employees which includes 3 options. CPSU is meeting with members to consider the options. SERCO and CPSU have come to agreement about paid meal breaks, annual leave calculated on hours worked, employee representation rights, and sick leave notes on a Friday, Monday or before or after a public Holiday. Talks are continuing about trauma leave, penalty rates and pay package, travel time, mileage and rostering and other items.

VICTORIA POLICE – CPSU is disappointed that management at Police in areas with shift work are changing rosters without consultation.

This is a breach of our VPS Agreement. Due to high staff turnover, lack of back fill, understaffing and slow recruitment, areas within Victoria Police such as Custody and other operational areas are so short staffed it is causing serious rostering and safety issues. CPSU asks affected members to come forward so their rights can be enforced.

Police advise CPSU of the proposed realignment including reporting lines, position description and unit name changes within Policy Research and Review Division (PRRD), Capability Department. The changes will not alter employees' roles, current terms and conditions of employment. Affected staff are encouraged to speak to CPSU if they have any issues or feedback.

VLSB+C - CPSU is advised by the Legal Services Board of a proposal to restructure part of the Intervention and Enforcement (I&E) team. The restructure aims to produce speedier investigations and prosecutorial results. It will result in a loss of 1 FTE. CPSU assists impacted members with the consultation process.

VPSC - CPSU members carry a resolution that the justification for retaining all executive leadership is insufficient and that there is an inherent unfairness in the disproportionate impact on non-executive VPSC employees. Also, members agree that the VPSC Change Proposal lacks key details and does not provide enough information for the consultation process, and that the impact of this restructure is unfairly affecting older workers, women, people with disability and workers who are on secondment.



YEAR IN REVIEW

AUGUST 2023

CANCER COUNCIL - Negotiations commence while CPSU pushes to extend the timeframes.

CHILD PROTECTION - CPSU and DFFH have had discussions about the use of CPP2's as secondary staff on first visits and the serving of Protection Application's. DFFH agreed on two of the three issues raised by CPSU; all CPP2 staff will be required to complete the Planning for your Safety training, and CPP2 staff will have the right to refuse to attend the visits and will not be compelled to attend. The third issue is CPSU believes that these additional responsibilities should be compensated at a higher level when performed by CPP2s and paid as Higher Duties under our VPS Agreement because they are not part of the traditional role of a CPP2 however the DFFH does not agree with CPSU on this point.

COINVEST - CPSU were presented with a revised offer which is not up to standard. The offer still proposes a significant loss of existing entitlements, including a loss of 13 weeks' pay for a redeployment period, if you are made redundant. An increase to the current span of hours for Grades 5&6 (7am-9pm) and Field Officers (5am-7pm). Grandfathering of Grades 5&6 RDOs for current employees, means undermining the rights of future colleagues and creating a two-tiered workforce. The paltry pay offer consists of 3% in the

first year commencing September 2023 with 6 monthly increases of 1.5% in the following years (there has been no offer of compensation from 1 July 2023). Additionally, if an employee is on a performance improvement plan there will be no pay increases at all.

Initial discussions amongst our bargaining team following management's revised offer, was a definite NO.

COURTS - CPSU understands when a Supreme Court Associate's Judge is the 'Duty Judge' the Associate receives the Stand-by / Recall Allowance and responds to emails and/or phone calls if they arise. Our members report sometimes the first (initial) phone call they receive can be very lengthy and can last more than 30 minutes.

CPSU believes that taking a lengthy first (initial) phone call or providing a lengthy response to a first (initial) email, goes beyond an 'initial limited response' to a phone call or email as contemplated in the Agreement were such work takes longer than 10 minutes.

In such circumstances we recommend members request to be paid overtime for remainder of the time worked.

CPSU raised members' concerns with Court Services Victoria (CSV) that Tipstaves were only being

reimbursed \$150 for their annual shoe reimbursement, despite the requirement under the Victorian Public Service Enterprise Agreement 2020 which requires these reimbursements to be indexed annually. CSV have investigated this matter and advised the union that the reimbursement amount has been reviewed and approved; the amount will be revised to \$170.

Following consultation with members on CSV's draft PDP Policy, CPSU provides CSV with a tracked change document and met with CSV to discuss the proposed changes. Consequently, CSV updated it proposed PDP Policy and has sought feedback again from CPSU who encourages members to review and add comments.

CPSU requests MCV undertake an OHS risk assessment relating to members workload concerns, draft a caseload cap document, and consult with CPSU on the statewide process review.

DEPARTMENT OF EDUCATION (DE)

SSS - CPSU has been engaging with members and delegates across the Department of Education (DE) through the current consultation on change process underway and we have met with many members since DE sent us their proposed restructure.

DFFH - Staff were led to believe that they cannot accumulate TIL. CPSU corrected this among staff by quoting the Agreement. CPSU followed up on medication dispensing concerns, requests for reclass, and shift penalties.



CPSU and its members in Housing fought for the reclassification of the HSO1, HSO2, HSO3, FSO, TL and HSM positions due to the increased complexity of the roles during the bargaining negotiations for our 2020 VPS Agreement. Following a series of negotiations, the Department agreed to reclassify the HSO1, HSO2 and HSO3 positions.

EDUCATION - DE writes to CPSU to advise of a proposal to restructure the Department which impacts some administrative functions that support Student Support Services (SSS).

HEALTH - CPSU has highlighted workload as a concern of any restructure and has sought commitments from the department to manage workload as part of the restructure design. The union has also identified key groups where impact statements should be devised to assist vulnerable employees and provide support resources where necessary.

JUSTICE - Victoria's Sick Pay Guarantee Now includes Youth Justice as hundreds of jobs have been added to the program, so thousands more casual and contract workers can sign up to claim sick and carer's pay.

LEAVE PLUS - 56 of the 60 fixed term positions will be converted to permanent ongoing secure jobs. CPSU and Leave Plus members celebrate the win.

OFFICE OF PUBLIC PROSECUTIONS

- CPSU has raised our members' workload issues with the OPP, including the number of cases Social Workers currently carry. OPP provided CPSU with a draft copy of its 'Workflow Guidelines for Social Workers'. CPSU strongly encourages members who are Social Workers or Solicitors to review this and provide any comments (ideally as tracked changes) and/or identify any concerns and provide feedback.

PARKS VIC - Victoria's Sick Pay Guarantee Now includes ParksVic as hundreds of jobs have been added to the program, so thousands more casual and contract workers can sign up to claim sick and carer's pay.

PRISONS - CPSU advises members to have their log of claims finalised as bargaining commences.

SERCO - MRSCOs being classified as shift workers, an isolation allowance, increasing phone allowance by \$5/ year, and performance and misconduct management to be included in the EBA are all our claims rejected by SERCO.

CPSU alerts members and asks for their feedback while achieving; increases to employees' representational rights and access to their union, paid meal break, better annual leave provisions giving MRSCOs more flexibility to access both paid and unpaid leave, paid trauma leave, paid KMs and paid time for working outside the first rostered site along with improved rostering provisions to take into account the length of the commute from home to the VSL/HWP to ensure that fatigue is factored in. SERCO and CPSU agreed on trauma leave, annual leave, right to disconnect, representational rights and rostering during negotiations.

Outstanding issues included a pay rise that meets CPI, Shift penalties on weekends, classification of MRSCOs as shift worker and increase to contracted hours. CPSU continues to push for better conditions.

TRANSPORT - CPSU has been advised by DTP of the creation of a new group through bringing together land, building and planning functions which will operate under Planning and Land Services.

VCAA - CPSU has been engaging with members and delegates across the Department of Education (DE) through the current consultation on change process underway and we have met with many of you since DE sent us their proposed restructure.

VICTORIA POLICE - CPSU received feedback that some employees did not have their performance review completed and did not receive progression so urges members to contact their industrial organiser.

CPSU continues to Uncover Underpayments such as; a Shift worker has returned to work with less than a 10-hour break and has not been paid the overtime payment for the shift, employees have performed 'on call' work or been expected to be available 'on call' but their employer has not complied with their obligations, underpayment of overtime when a person has been unable to take an unpaid meal break, employees not receiving their progression or top of band payment when eligible, and Forensic Officers not being lawfully remunerated for all work performed while misclassified and underpaid.

ZOOS VICTORIA - CPSU asks members to complete a survey with negotiations for a new enterprise agreement set to start soon. CPSU's bargaining team asks what's important to members and what they would like to see included to improve life at work.

Victoria's Sick Pay Guarantee Now includes Zoos and hundreds of jobs have been added to the program, so thousands more casual and contract workers can sign up to claim sick and carer's pay.

YEAR IN REVIEW

SEPTEMBER 2023

COURTS - CPSU was made aware of renovations of the second-floor registry at Melbourne Magistrates' Court and some employees have been moved to the First Floor Registry. There were insufficient desks for the number of staff being based at the First Floor Registry and has resulted in staff hot desking, needing to sit at the registry counter, sit on the floor and to be near each other. CPSU has raised our concerns with MCV about the lack of adequate consultation with members prior to these changes and the OHS hazards and risks that have arisen as a result. CPSU put to management that some staff should be enabled to work from home until the Second Floor Registry renovations are completed.

CPSU raised our concern with Court Services Victoria (CSV) that it wasn't abiding with Secure Employment requirements of the Victorian Public Service Enterprise Agreement because many Associates and some Tipstaves roles at the County Court of Victoria and the Supreme Court of Victoria are on fixed term contracts rather than being permanently employed. As a result of CPSU raising these concerns CSV has agreed to change the employment status of most Associates and Tipstaves working in the above jurisdictions from fixed term to ongoing (permanent).

DEECA - CPSU holds a meeting for members who work in operational and non-operational fire roles and would like to discuss the recently identified errors with the additional super payments.

DFFH - Changes were proposed to the structure and operation of many areas of the department to achieve savings targets from the state budget. CPSU assists members with submitting alternative proposals and will meet with members to discuss recent developments, keep members informed, and determine next steps.

DJCS - CAV - CPSU is pleased to report that the dispute with IDSC management over the issue of branch Key Performance Indicators (KPIs) being included as mandatory individual PDP goals, has been satisfactorily resolved.

DJSIR - The Victorian Government required all departments across the public service to, in effect, reduce their spending. For most departments this has meant several Consultation on Change processes which has, in many cases, proposed job losses. CPSU made it clear to the department that the uncertainty is causing acute levels of anxiety among employees.



GRV - CPSU has received notice from Greyhound Racing Victoria on the commencement of formal consultation involving a restructure, but CPSU has serious concerns about the lack of information the notification contains, along with GRV issuing consultation timings that are not contained within our agreement.

HCC - CPSU has recently been advised of workplace issues at Health Complaints Commission (HCC) relating to workload and health and safety issues.

HEALTH - CPSU holds information sessions for members in relation to the upcoming restructure that is soon to be announced.

HOMES VIC - CPSU is advised that there will be a reduction of 26 FTE within Homes Victoria and that staff are having conversations with their managers about their position in the proposed new structure. CPSU has been actively campaigning both publicly and privately against the Victorian government's May budget announcement that would cut between 4,000 and 5,000 VPS jobs and has had significant influence in changing the government's position to using job matching, redeployments, and voluntary packages before considering forced terminations.



HOUSING - CPSU serves its claims for the Housing Officers Appendix of VPS Agreement 2024 which include; removal of the requirement for HCSOs to complete a Certificate III and/or Certificate IV in Customer Contact (Call Centre) before being able to progress within the HCSO structure, the Employer to continue to provide opportunities for Housing Call Centre employees to obtain these qualifications if they want to allow more opportunities for HCC staff to progress and to provide a senior HCSO role within HCC teams, lastly, the establishment of a joint DFFH/CPSU Housing Working Party to address workload and classification of Housing Call Centre employees.

LEAVE PLUS - Ongoing negotiations continue with Leave Plus and the position on wage increases and related conditions in receiving that wage increase. CPSU's bargaining team have been tirelessly working on members' behalf to ensure that our rights and wellbeing are upheld during these discussions. CPSU addresses a letter to the CEO.

PARLIAMENTARY - DPS has advised CPSU of a proposed change to the Tours and Customer Service Unit and members were encouraged to contact their CPSU Industrial Organiser.

PRISONS (PRIVATE) - CPSU tables our claims and went through each claim to allow G4S to ensure they understood what it is that is being asked for. The meeting was positive with each claim being understood with some discussion on certain points. CPSU's bargaining team will now merge each claim document into one bargaining document and begin the process of negotiating the claims. CPSU bargaining team will meet again with G4S next week to begin advocating the log of claims.

SERCO - CPSU continues to fight for members' rights about safety at work and supported by MRSCO representatives at the table to have pay that keeps up with the cost of living, be recognised as a shift worker and working in isolation, receive shift penalties that compensate for working 24/7 weekends, nights and public holidays and retain the rights already fought for and won.

TRANSPORT AND PLANNING - CPSU has received notice from DTP of their intention to close the Kew office and progressively relocate employees to Ringwood, Sunshine, and Melbourne CBD locations. CPSU advised members to submit their alternative proposals by October.

VICTORIAN BUILDING AUTHORITY

- CPSU asks members to complete a survey which includes a brief list of items that members would like to see included in your next EBA.

VICFORESTS - Members were alerted by CPSU that VicForests ceased to be a state business corporation and was declared a reorganising body by the Governor in Council leaving employees uncertain whether the Government's just transition package for Industry will also include them.

VICSES - CPSU discusses the introduction of telematics and electronic logbooks, workload, occupational health & safety structures, and enterprise bargaining with members.



YEAR IN REVIEW

OCTOBER 2023

AMES - CPSU asks members to consider nominating themselves for participation in the AMES Australia Administrative Consultative Committee to play a crucial role in representing the interests of members.

COURTS - CPSU requests a discussion with members regarding the caseload and capacity report to provide feedback to management.

DEECA - CPSU received a high volume of member questions about the five separate restructures/change process happening across DEECA with delegates meeting with deputy secretaries from impacted Groups to seek answers to member questions.

DFFH - Following CPSU's request, the Department has agreed to extend the timeline for alternative proposals for two weeks. CPSU requests this extension to ensure members have all necessary information prior to submitting any alternative proposals.

DJCS - The department announces proposed changes and savings targets with CPSU addressing member concerns and emphasising our commitment to advocating for member rights.

The proposed restructuring of EMV and ERV within the Department of Justice and Community Safety results in possible job losses and significant changes to existing roles. CPSU advises members of the alternative proposal process and continues to provide support to members.

GOULBURN MURRAY WATER – CPSU makes representations about member concerns both formally and informally with management. Through these discussions CPSU gained commitment from GM Water that no employees will be worse off financially with income being reconciled at the end of each year if an employee is paid less than in 22/23, where any shortfall will be reimbursed to the employee. CPSU will continue to monitor the roster change to ensure GM Water upholds their commitments as per the discussions and will raise with management any further enquiries we receive from members.

HEALTH - CPSU has been engaging with members and delegates across the Department through the current Restructure consultation process underway. CPSU has met regularly with members since the proposal was sent through and a Work Party made up of representatives from the different DH

divisions has been assembled to ensure meaningful consultation.

CPSU has the preliminary meeting with DH with the primary focus of the meeting was setting the foundation for weekly meetings going forward, however a number of pressing issues were raised, including timelines, fixed term contract staff, out-of-hours and staff wellbeing.

HOMES VIC - Following CPSU's request, DFFH has agreed to extend the timeline for alternative proposals for a fortnight.

LEAVE PLUS – CPSU successfully reached an in-principle agreement with Leave Plus on the Enterprise Agreement. This achievement represents a significant step forward in securing better conditions and fair compensation for all of you. The in-principle agreement has been resoundingly approved with an overwhelming 94.7% of employees having shown their unwavering support in striking a new enterprise agreement by voting in favour.

OPP - CPSU provides OPP with our proposed tracked changes to the 'Workflow Guidelines for Social Workers' (VWAS guidelines) as agreed



at the members meeting in August. OPP sought further clarification regarding members' proposal that the number of complainants per file (rather than files) be counted when determining a Social Workers caseload number. CPSU takes this request on notice.

PRISONS (PUBLIC) - CPSU and delegates table the VPS EA Appendix claims for the new agreement and have had several meetings with management. As well as updating existing entitlements, the claim contains proposed measures that would strengthen secure employment and add new protections. CPSU is seeking to ensure conformity with the relevant acts such as long service leave, meal payments and others. As well as strengthening the consultation process, CPSU are seeking removal of the higher duties hours cap to bring into line with current practice.

CPSU highlights the growing lack of support for officer safety emerging within the senior echelons of the Department of Justice who as the Employer has four of its own agencies expensively tied up in a fight to block an improvement notice issued about safety for officers involving an incident at another officer post at the Remand Centre (MRC).

SERCO – In attempting to bypass the Union bargaining teams, SERCO put their pay and conditions offer to a vote. CPSU outlines SERCO's offer and urges members to vote no with a majority of voters voting NO to SERCO's inferior

offer while CPSU fights for a 17% pay rise over 3 years plus back pay.

TAC - CPSU hold a member meeting to discuss important matters concerning changes to the Hybrid Working Model, discuss member rights, pay, conditions, workplace concerns, suggestions, improvements, and alternative ideas.

TRUST FOR NATURE - TFN submits a proposed restructure affecting multiple positions and CPSU encourages members to get in touch with their organiser to discuss these changes and submit alternative proposals.

VICTORIA POLICE - Members of Vic Pol reach out regarding performance goal and targets and their rights.

CPSU attended to member queries, highlighting an employer can have broad organisational goals set out by leadership to address service and

delivery, when it comes to individual KPIs and goals these need to be agreed to and cannot just be set without employee agreement and consultation.

CPSU members contact the office to advise their manager had changed their rosters without consultation, and as a result would have caused a loss to wages. CPSU organisers raise the breach of member rights with Victoria Police and members will now be compensated for the change in start and finish times to address any shortfall in wages from the roster change, maintain their BAU salary (including allowances) for the period of the change and be compensated for any extra travel.

Local management will be given extra training to ensure that VPS rights are upheld, including reclassification and back pay.





YEAR IN REVIEW

NOVEMBER 2023

COURTS - Court Services Victoria (CSV) advises CPSU of proposed changes regarding VOCAT and CPSU holds a virtual member meeting to discuss this proposal for a new administrative scheme Financial Assistance Scheme (FAS) to replace VOCAT.

CSV contacts CPSU to advise that the Courts Council recently approved CSV and all jurisdictions to commence discussions about the development of a 'shared services model' for People and Culture, Information, Communication and Technology (ICT) and Finance. About time!

Juries Victoria writes to CPSU to advise of proposed changes to the VPS-3 Circuit Jury Coordinator (CJC) position based in Shepparton.

CPSU meets with VCAT for an update on the CMS rollout with VCAT confirming that the 'go live' date for the new CMS in the Civil Claims List is early December and training will commence straight away for affected members. VCAT

also confirms it has appointed two VPS 2 staff on a temporary basis to assist with any increase in work arising from VCAT operating two systems; initially, CCL emails will arrive in both the Outlook inbox and the new CMS inbox, screening these 'double ups' out will be undertaken by the temporary roles. VCAT anticipates this issue will be resolved early and further noted registry work re: Injunctions may increase but this increase is being resourced. CMS will be rolled out to the Residential Tenancies List in 2024 but at this stage there is no set date for the roll-out.

CPSU meets regularly with the County Court to progress member issues including circuit court allowance, circuit accommodation costs, travel to circuit: and insufficient time away from work, inadequate rest/recouperation time, late circuit notifications, security issues, OHS issues, and PDP policy.

CPSU advises members that if they are classified VPS Grade 5 – 7 and were advised in this PDP round that they had to 'exceed the agreed standards' and did not achieve progression or Top of Grade of Value Range Payment to contact our Organiser.

CPSU meets regularly with senior management from MCV and Court Services Victoria (CSV) to progress our members' issues at work and has raised concerns about workload and fear consequences that may arise from reporting workload concerns.

Twenty new VCAT members are announced to address the Residential Tenancies (RT) and Planning backlogs.

CPSU raises our concern with VCAT that these appointments will result in an increase in workload for CPSU members. We understand the appointment of these VCAT members will take VCAT back to pre-pandemic Member numbers and the new members will start by January 2024.

CPSU requests VCAT provide evidence demonstrating the workload arising from these appointments will be properly resourced and will not increase workload pressures for our members; VCAT is formulating its response.



DEECA - CPSU receives a range of questions from members on the processes associated with current Workplace Change Project which form part of the government's imposed savings requirements and these have been consolidated into a single document and we note some questions and answers may be relevant to specific groups. There is some cross over between the answers in this document, and those provided in departmental FAQ documents. The department is considering Alternative Proposals and staff feedback on the proposed structures for the five impacted DEECA Groups, with final structures are expected to be communicated in the coming weeks.

DFFH - The final organisational structure for the department is released and all employees that submitted alternative proposals should have received considered reasons from DFFH if their proposal was not accepted. While DFFH has accepted some proposals put forward by CPSU members there were many proposals that were not accepted.

The state government's decision to impose savings requirements that eventually reduce the number of roles within DFFH will impact the services provided to the most vulnerable Victorians, increase workloads for remaining DFFH employees, while many talented staff members who have

dedicated their careers to serving the public will be forced out.

CPSU representatives from the Housing Call Centre and local housing offices commence bargaining with DFFH for the Housing Appendix items of our VPS Agreement 2024. Our claims amongst others include the establishment of a new Housing Working Party to review workload, operating model, and capability framework within housing, and for a mutually agreed independent person to conduct a formal workload review after 12 months if no consensus is reached.

Child Protection staff express concerns about the calculations being used to determine the amount of an ASP. COPSU follows up after a recent email sent by DFFH to staff.

DJCS - Frustration builds around the Community Correctional Services (CCS) restructure with the Department's lack of transparency and cooperation on the proposed operational reform that will remove sixty-nine vital jobs from the system with changes to reporting and breach protocols.

Office of Public Prosecutions seeks to consult with CPSU on its draft Hybrid Guide so we circulate the tracked proposed change document and seek member feedback so we can put this back to OPP.

CPSU has visited many Youth Justice workplaces over the past few months, during this time members have raised concerns about workloads, and other issues. To help understand the full extent of this from everyone, we ask members to complete a survey to provide us with valuable information about your workplace. It may highlight other common issues that affect everyone, or workplace specific issues that only affect them.

DJSIR - After an initial round of member meetings by group, CPSU has since met with the Deputy Secretary of each impacted group to table the issues raised so far from the proposed re-organisation driven by Treasury savings imposts. These preliminary matters have also been raised with both the Secretary's office and the Treasurer's office. CPSU will soon set up further meetings for members to meet with the Deputy Secretary of each group. CPSU encourages all members to engage with the major change consultation process and to begin developing alternative proposals.

CPSU requests an extension of the timeline so that we could have a reasonable opportunity to consult with members and prepare a written response to the departments restructure proposal.

Our request was for the deadline for consultation to be extended into January 2024 given the union office closes over the holiday period and it was not feasible to prepare an alternative proposal by 18 November.

This request was not accepted by the Department, but it has instead amended the timeline to build in more time.

DOE – A call for nominations for CPSU delegates at Victorian Academy of Teaching and Leadership (VATL) is sent out.

DTP – CPSU receives notice from the Department of Transport and Planning (DTP) for the commencement of formal consultation over major change around their savings requirements from the government's imposed Treasury savings with just 26 days to go before Christmas. We field numerous enquiries from members highlighting the poor timing around DTP planning on commencing consultation over major change from the end of November with Christmas and the summer holidays so close.

HEALTH – CPSU continues to meet with the Department again about the proposed re-organisation driven by Treasury savings imposts and circulates notes from this meeting to members pointing out that although this list

only includes the specific responses from DH in the interests of practicality and brevity, this is not to say that our working party, or CPSU generally, necessarily support the Department's answers (or lack thereof) or believe their commitments until delivered.

We continually relay our member's experiences and frustrations to impress upon the Department they need to do better.

LEAVE PLUS – Fair Work approves the LeavePlus Enterprise Agreement (EA) after the Agreement received resounding support, with an impressive 94.7% of members voting in favour of the making of the EA. This achievement is a pivotal step forward in our ongoing pursuit of improved benefits and fair compensation for all.

SERCO – CPSU and ASU are back at the bargaining table after the Employer's catastrophic failure to bypass the bargaining reps as we try to resolve the following outstanding issues: Pay that keeps up with the cost of living (including back pay), Increases to contracted hours, parity and equality for shift work and decent shift allowances on weekends, isolation allowance, minimum staffing in OSC, phone allowance, working from home, and enforceable performance and misconduct processes to be included in

the EA. In the event that SERCO doesn't return to the table, or does not address our outstanding concerns, we give members notice that we may need to take action.

CPSU and ASU meet with SERCO yesterday to continue bargaining in good faith however both unions were extremely disappointed to find that not only had SERCO not come to the meeting to progress bargaining, but they continued to refuse to improve their pay offer despite its resultant overwhelming rejection at their ballot.

SRO – CPSU seeks expressions of interest to expand our delegate network at both the Melbourne and Ballarat offices.

STL – CPSU seeks expressions of interest to expand our delegate network at State Trustees Limited at Footscray, Dandenong, and Bendigo Offices.

Having delegates in your workplace can make a real difference to the working lives of members. Delegates are provided with training and support to do their role and given time during working hours to perform their duties.





VICTORIA POLICE - A potential underpayment of wages occurred when CPSU was alerted by a member who was a shift worker and had not received the required 10-hour break. As a result, the member was entitled to pay at overtime rates until such time that they got a 10-hour break and had contacted payroll about the matter but was told they were not entitled to the payment.

CPSU quickly intervened and advised payroll of the mistake and advised of the entitlement and within an hour the member had the matter resolved and will now be paid backpay for that entitlement.

CPSU is notified of a plan to realign reporting lines in the Physical Training Unit, Operational Safety Division, People Development Command at VicPol.

VIFM - CPSU calls for expressions of interest for workplace delegates from members working at VIFM - Mortuary and VIFM - Tissue Bank who are interested in playing an active role in improving the work lives of their colleagues.

VPS - The Government offers 3%, with costs increasing 5%-6% so with still many months to go ahead of the expiry of our current VPS Agreement in March next year, it looks like stormy waters lie ahead as the Government releases their proposals for change centred around their wages policy; that delivers a real wages cut, makes no mention of progressing a trial into a four day week, has no plan nor proposals about addressing gender pay equity, that does not even recognise that removing so many jobs across their departments

and agencies from the imposed savings targets is a productivity that requires compensation while workload for the remaining workforce is off the charts.

WORKSAFE - CPSU extends an invitation to a crucial member meeting convened to address deeply worrying and troubling workplace concerns about the targeting and treatment of our delegates along with the disconcerting and intimidating tactics being deployed by management to subvert our union organising, jeopardise fair and equitable treatment for members, which impinge on your fundamental human rights to freedom of association.

WHICH COUNTRIES HAVE EMBRACED THE CONCEPT?



GERMANY HAS BECOME THE LATEST TESTING GROUND FOR A FOUR-DAY WEEK WITH A NEW PILOT PROJECT BEING ANNOUNCED, ECHOING CALLS FROM TRADE UNIONS FOR A CHANGE.

CONVERSATIONS AROUND THE FOUR-DAY WORKWEEK WERE FIRST REIGNITED BY THE COVID-19 PANDEMIC, WITH WORKERS AND EMPLOYERS RETHINKING THE IMPORTANCE OF WORKPLACE FLEXIBILITY AND BENEFITS.

The idea is simple – employees would work four days a week while getting paid the same and earning the same benefits, but with the same workload.

Companies reducing their workweek would therefore operate with fewer meetings and more independent work.

Hailed as the future of employee productivity and work-life balance, advocates for the four-day workweek suggest that when implemented, absenteeism disappears, worker satisfaction increases, and so does productivity.

Belgium became the first country in Europe to legislate for a four-day week.

In February 2022, Belgian employees won the right to perform a full workweek in four days instead of the usual five without loss of salary.

The new law came into force on November 21 last year, allowing employees to decide whether to work four or five days a week.

But this does not mean they will be working less – they will simply condense their working hours into fewer days.

Portugal has become the latest European country to announce a trial. Following the success of other trial programmes on the continent, Portugal has taken the plunge and joined a growing list of countries dabbling with the concept of a four-day week.

As part of a government-funded pilot announced at the beginning of June, 39 private companies signed up to take part in the initiative in partnership with the non-profit advocacy group 4 Day Week Global.

Companies taking part are expected to follow the “100:80:100 model” – 100 per cent of the pay for 80 per cent of the time, in exchange for a commitment to maintaining at least one hundred per cent productivity.

In the UK, their trial has already been hailed as ‘extremely successful.’



Companies in the UK who ran a six-month trial of the four-day workweek are now planning to make the shorter workweek permanent.

Dozens of companies were involved in the six-month pilot programme – the biggest of its kind – which was launched in June 2022 to study the impact of shorter working hours on businesses’ productivity and the well-being of their workers, as well as the impact on the environment and gender equality.

SOME 61 UK COMPANIES AND MORE THAN 3,300 EMPLOYEES SIGNED UP FOR THE PROGRAMME, AND A LARGE MAJORITY – SOME 92 PER CENT – OF THE COMPANIES WHICH TOOK PART IN THE TRIAL DECIDED TO KEEP THE FOUR-DAY WEEK POLICY AFTER THE TRIAL PERIOD, HAILING THE PILOT AS A “MAJOR BREAKTHROUGH” EARLIER LAST YEAR.

As with the new Portugal trial, employees were expected to follow the “100:80:100 model”.

Similar programmes are set to start in the US and Ireland, with more planned for Canada, Australia, and New Zealand.

In Scotland, a government trial for civil servants is due to start this year while the Welsh government announced in May 2023 that it too was considering its own trial.

Scotland also pointed to Iceland and its strong results as a big reason for taking a chance with the four-day workweek.

Spain launched a pilot project in December 2022 after the small left-wing party Más País announced last year that the government had agreed to their request to launch a modest pilot programme of a four-day working week.

The pilot will help SMEs cut their working week by at least half a day, without reducing salaries.

The pilot is a test to see if productivity can be boosted and companies signing up can receive aid from a €10 million government fund.

continued pg 38

4-DAY WORK WEEK

WHICH COUNTRIES HAVE EMBRACED THE CONCEPT?

Between 2015 to 2019, Iceland conducted the world's largest pilot of a 35 to 36-hour workweek (cut down from the traditional 40 hours) without any calls for a commensurate cut in pay with 2,500 people taking part in the test phase.

The pilot was dubbed a success by researchers and Icelandic trade unions negotiated for a reduction in working hours.

THE STUDY ALSO LED TO A SIGNIFICANT CHANGE IN ICELAND, WITH 90 PER CENT OF THE WORKING POPULATION NOW HAVING REDUCED HOURS OR OTHER ACCOMMODATIONS.

Researchers found that worker stress and burnout lessened and there was an improvement in life-work balance. In other countries such as Japan, it is the larger companies that are venturing into this territory, following the Japanese government's announcement in 2021 of a plan to achieve a better work-life balance across the nation.

In 2019, tech giant Microsoft experimented with the model by offering employees three-day weekends for a month which boosted productivity by 40 per cent and resulted in more efficient work.



Meanwhile, in New Zealand, eighty-one employees working for the consumer goods giant Unilever are currently taking part in a year-long trial of a four-day workweek at full pay.

If the experiment turns out to be a success, it will be extended to other countries.

92 per cent of US workers are in favour of the shortened workweek, even if it means working longer hours, according to a survey by cloud-software vendor Qualtrics.

The employees surveyed cited improved mental health and increased productivity as the perceived benefits.

In Canada, research from global employment agency 'Indeed' found that 41 per cent of Canadian employers are considering alternative hybrid schedules and new work styles, following COVID-19.

Overall, the four-day workweek is slowly but surely gaining traction across the globe, but whether governments here will definitively adopt the idea is yet to be seen.

CPSU has requested a four-day workweek trial as part of our VPS2024 bargaining claims seeking to create pilot programs to scope and trial a 4-day work week across different VPS worksites within the life of the Agreement, based on the 100-80-100 model: 100% of pay, 80% work hours, 100% production and implement a facilitative clause to operationalise the 4-day work week post-pilot program.

MAKING MULTI- NATIONALS PAY THEIR FAIR SHARE

**TAX AVOIDANCE BY
MULTINATIONAL
CORPORATIONS REDUCES
THE FUNDING AVAILABLE
FOR THE ESSENTIAL
PUBLIC SERVICES THAT WE
ALL RELY ON AND MUCH
MORE NEEDS TO BE DONE
TO TACKLE TAX DODGING.**



Increasingly our members are facing tighter budgets which impact on the ability to meet the community's needs in many areas.

Australians need stronger laws and more transparency on multinationals tax affairs in order to raise the additional revenue needed for public investments that will create a better society and stronger economic future for all of us.

Australia can and should be a world leader on this.

Proposed new laws - the Bill is currently before a Senate committee - would require Australian public companies to disclose all subsidiaries, rather than just those in jurisdictions that could be regarded as 'tax havens' as an important step for greater transparency.

CPSU in its submission noted that the Government has delayed the introduction of country-by-country (CBC) reporting pending further consultation and this is disappointing.

**CPSU RECOMMENDED
THAT THE GOVERNMENT
PROCEED WITH PUBLIC
CBC REPORTING AND
ADOPT THE GLOBAL
REPORTING INITIATIVE
(GRI) STANDARD RATHER
THAN THE FLAWED
EUROPEAN UNION
STANDARD.**

The GRI has developed a tax standard for country-by-country reporting that is highly regarded internationally.

The standard is supported by large global corporations and some of the world's biggest investors.

A public country-by-country reporting standard would enhance transparency consistent with the goals of the Government's legislation.

Adoption of the GRI standards would remove one of the most important barriers to tackling corporate tax avoidance in Australia and globally.

CPSU made a submission to this inquiry into the Treasury Laws Amendment (Making Multinationals Pay Their Fair Share – Integrity and Transparency) Bill 2023 [Provisions].

IS THE PRIVATISED PRISON CONCEPT DONE?

JUST AS QUEENSLAND WAS THE FIRST JURISDICTION IN AUSTRALIA TO EMBRACE PRIVATE PRISONS, IT COULD BE LEADING A NATIONAL CHARGE AWAY FROM THEM.



Australian authorities once embraced privately operated prisons. But some state governments are taking back control.

Just outside Ipswich, in Queensland's south-east, stands the first privately operated prison in Australia - Borallon Correctional Centre.

Queensland's acting corrections minister says state and territory governments have an obligation to look after their own prisoners.

"THE DECISION TO TRANSITION ALL QUEENSLAND PRISONS TO PUBLIC OPERATION WAS BASED ON A CONVICTION THAT THE GOVERNMENT DELIVERING THESE CRITICAL SERVICES WAS THE ONLY WAY TO ENSURE ALL CORRECTIONAL CENTRES OPERATED AT THE HIGHEST STANDARDS, WHILST ENSURING THE SAFETY OF OUR OFFICERS ON THE FRONT LINE."

"This marketised approach, where prisons are operated by private, profit driven organisations, disconnects the state from direct responsibility for the delivery of privately operated prisons," Queensland's Crime and Corruption Commission (CCC) found back in 2018.

"This model creates challenges for the state in ensuring prisoners detained in privately operated facilities are treated humanely and have appropriate access to programs and services."

This year, New South Wales announced it would not renew the private contract for Junee prison, while Victoria took over healthcare from private operators in women's prisons.

Australia has done the same with Melaleuca prison, which leaves only one private prison in that state.

Victoria, NSW, South Australia, and Western Australia are the only Australian jurisdictions with private prisons.

By 2026, the number of private prisons could fall to seven.

Australia has one of the highest rates of prisoners held in private facilities in the world, with the majority of private prisons managed by companies that have had a long association with the facility, are on long-term and lucrative contracts, or both.

The three private operators responsible for multiple prisons in Australia are GEO Group, G4S and Serco with Victoria having the most private prisons of any Australian jurisdiction: Port Phillip (G4S), Fulham and Ravenhall (GEO).

The Port Phillip prison has been operated by G4S since it opened in 1997, and the current contract, worth \$1.8bn, does not expire until 2037.

Fulham and Ravenhall have both been operated by GEO since opening, and the US company holds contracts for their continuing operation that have more than a decade left to run. Questions however remain about their future ownership.

Victoria's Auditor General found that "serious incidents at both Port Phillip and Fulham have, in some instances, exposed weaknesses in how G4S and GEO manage safety and security risks".

Nino Bucci writes for Guardian Australia

ED NOTE: Ravenhall has not been immune from public gaze either with constant security breaches, including two prisoners scaling into a roof cavity forcing other inmates into isolation cells after their unit sustained mass damage last year.

Rumours are circulating to the closure of Beechworth and/or Tarrengower prisons, both publicly run.



EMERGENCY MANAGEMENT & CRISIS RESPONSE

THE ACCELERATION OF MAJOR CLIMATE EVENTS
RISKS OVERWHELMING OUR EMERGENCY SERVICES,
AND NATIONAL CAPACITY TO RESPOND EFFECTIVELY.

IN AUSTRALIA, WE ARE ALL TOO FAMILIAR
WITH THE DEVASTATING IMPACTS
NATURAL DISASTERS HAVE ON OUR
COMMUNITIES AND OUR WAY OF LIFE.

Our disaster management systems continue to be tested and stretched, as the frequency, intensity and concurrency of disaster events grows, due to climate change.

To ensure Australia is prepared the Government announced budget measures to help communities strengthen their resilience and preparedness in the face of more frequent and intense natural hazards and has held hearings and released a discussion paper.

CPSU appeared before the Inquiry and welcomed the departmental review into the alternatives to the deployment of Defence Forces for Natural Disasters whilst recognising their role as a last resort pointing out that the current model of relying on volunteers has shown to be increasing risks for communities.

VOLUNTEERS ARE AN AGEING COHORT AND SOME LACK THE ESSENTIAL QUALIFICATIONS IN ORDER TO EFFECTIVELY STAFF A COMBAT AGENCY IN ALL OPERATIONS, AND FINANCIALLY CANNOT GIVE UP THEIR INCOME IN ORDER TO FIGHT FIRES OR SUPPORT PEOPLE IN FLOODS AND STORMS.

Volunteer support often insist on a volunteer command structure that sees relatively inexperienced individuals being advised on how to deploy personnel and manage emergencies by multiple experienced officers, thus duplicating structures and reducing operability on the ground.



Our submission also emphasised that land management has been undertaken for tens of thousands of years across our nation by the first people.

Cold burning, flood mitigation, and other environmental practices have been part of the culture of first nations people and in several states, partnerships have been made to co-manage areas through Aboriginal Ranger programs, to involve First Nations in fire risk mitigation and emergency management.

CPSU called for the Commonwealth Government to expand and coordinate our National Aerial Fleet because when utilising aerial vehicles at an emergency, there can be numerous vehicles in the same airspace, hostile environmental conditions, and also conflicting safety scope and perspectives between ground

crew at the incident and the flight base. Funding for state government budgets was another point made because it has been declining over the last three decades as a percentage of the economy.

This has seen the relative size of the emergency management and land management budget decline, despite greater areas of land management under National Parks, Crown Lands and State Forests, and an ever-increasing area of residential encroachment adjacent to our natural environment increasing the risk.

The Commonwealth needs to improve the emergency management skills of Commonwealth and State public servants by improving workplace conditions, and increasing allowances and support for these workers who have considerable experiences to deliver in major events.

Our own State Control Centre which operates on a 24/7 basis, and has about 50 employees working out of it, is a key component of Victoria's disaster management.



During emergency periods, that workforce can be scaled up to as many as 250 people with thousands of additional capability provided by public sector employees from a multitude of state agencies including the cross departmental fire response authority FFMVic along with volunteer organisations like CFA and VICSES.



YEAR IN REVIEW

AGREEMENTS

THE FOLLOWING AGREEMENTS WERE APPROVED BY THE FAIR WORK COMMISSION

- ✓ Australian Council for Educational Research Limited Enterprise Agreement 2023 - 2025
- ✓ Development Victoria Enterprise Agreement 2023
- ✓ ESSSuper Enterprise Agreement 2023-2024
- ✓ Fulham Correctional Centre Enterprise Agreement 2023
- ✓ G4S Custodial Services Pty Ltd Victorian Prisoner Transport Services Enterprise Agreement 2021
- ✓ GRV Employee Enterprise Agreement 2023-2024
- ✓ LeavePlus Enterprise Agreement 2023

THE FOLLOWING AGREEMENTS WERE UNDER NEGOTIATION AS AT 18/12/2023.

- ✓ Cancer Council of Victoria Certified Agreement No. 5/2002
- ✓ G4S Custodial Services Pty Ltd (Port Phillip Prison) Correctional Services Workplace Agreement 2021
- ✓ GWMWater Enterprise Agreement 2022
- ✓ HealthShare Victoria Enterprise Agreement 2022
- ✓ Serco Traffic Camera Services Employment Agreement 2020
- ✓ Southern Rural Water (SRW) Enterprise Agreement 2022
- ✓ Victorian Public Service Enterprise Agreement 2020
- ✓ Visit Victoria Enterprise Agreement 2019

UNION DETAILS

- During the reporting period the union received 86 notifications of change from various employers.
- The Entitlements and Compliance team dealt with approximately 3600 enquires including by phone and email and between 1 July 2022 and 30 June 2023, we opened 732 industrial cases and closed 733.
- The union dealt with 30 WorkCover cases and referred 95 cases to Union Assist at VTHC.
- Industrial Organisers held 1,916 meetings (an average of over 5 per day), covering 634 separate worksites, with over 9,632 members and non-members attending.
- New members recruited in 2023 was '4,091'.
- The number of full-time equivalents employees at 30 June 2023 was 57.8 (2022: 62.25) as membership numbers varied due to retirements and Hotel Quarantine services being wound up as Victoria began a post Covid period.
- CPSU seconded several additional staff to assist with the workload.
- The number of CPSU financial members at the end of June 2023 is 14,542 and the Retired Officers total is 348.

BRING ON 2024!