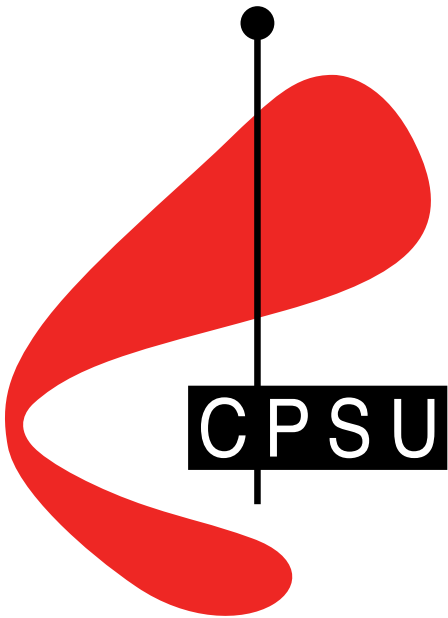


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PUBLIC PERSPECTIVE

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

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AI WORLD**

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A background image showing numerous sheets of paper, likely tax forms or legal documents, falling from the top of the frame. The papers are white and have some text on them, though it is not legible. They are scattered across the entire background, creating a sense of motion and abundance.

UNION WIN ON TAX TRANSPARENCY

PSI-MEMBER UNIONS IN AUSTRALIA HAVE FOUGHT BACK CORPORATE LOBBYISTS TO SECURE NEW LAWS WHICH REQUIRE LARGE MULTINATIONAL COMPANIES TO PUBLICLY DISCLOSE THEIR GLOBAL PROFITS AND TAX PAYMENTS.

Under the new legislation major companies operating in Australia will have to reveal their global tax structure and payments - opening up new avenues for workers around the world to expose tax dodging and bargain for higher wages.

“Tax avoidance by multinational corporations reduces the funding available for the essential public services that we all rely on. The CPSU welcomes this Bill as a step in the right direction.” Karen Batt (CPSU Victorian Branch Secretary).

The legislation, known as public country-by-country reporting (CBCR), represents the strongest corporate tax transparency measure in the world. It will ensure that the public can see which companies aren't paying their fair share, how much tax they are dodging, and which tax havens they use.

**“THIS SUCCESS
WOULD NOT
HAVE HAPPENED
WITHOUT UNIONS
LEADING THE FIGHT.**

This win highlights the power of global union solidarity. What is good for workers in Australia is good for workers in the global south, where unions will gain new possibilities to expose multinational tax dodgers, reveal hidden profits and bargain for higher wages.”

Daniel Bertossa
PSI General Secretary

Australia's union movement successfully pushed the Labor Party to include public CBCR in its platform while in opposition. After Labor formed government, unions maintained pressure, pushing back against intense lobbying from big corporations - including Meta - and interference from the Organisation for Economic Co-operation and Development (OECD).

Through PSI, unions from around the world reached out to Labor Prime Minister Albanese encouraging him not to back down. The passage of the new law represents a major step beyond the limited and flawed measures proposed by the OECD and the European Union.

A group of diverse hands, including those of Black, White, and Asian individuals, are shown from the wrist up, holding a large blue circle. The hands are positioned around the circle, with fingers interlaced or resting on the edge. The background is a blurred, light blue-grey color.

FLAVOUR OF THE WAY FORWARD ↘

FLEX WORK



FLEXIBLE WORK ARRANGEMENTS ARE NOW A STAPLE OF THE MODERN WORKFORCE – A DEVELOPMENT WELCOMED BY PUBLIC SECTOR WORKERS.

The pandemic reshaped how many people view work-life balance, driving a greater focus on flexibility and the ability to customise work schedules and locations to suit their needs.

The public service has been at the forefront of this shift, leading the way in adapting to the evolving employment landscape.

THE MOST RECENT VICTORIAN PUBLIC SECTOR COMMISSION WORKFORCE DATA REPORT FOUND 75 PER CENT OF EMPLOYEES FELT THEIR ORGANISATION SUPPORTS FLEXIBLE WORK AND HAVE FLEXIBLE WORK ARRANGEMENTS.

The report also revealed 24 per cent of public sector employees have flexible start and finish times; 20 per cent work part-time; and 32 per cent work from an alternative location such as home, a hub or shared work.

Other forms of flexible arrangements public sector workers use include job sharing, purchasing leave, shift swapping, study leave, using leave to work flexible hours, and working more hours over fewer days.

"We know that flexibility in the workplace helps more women and men stay connected to the workforce, and in turn, it means the whole society gets the benefit of the skills and talents of these workers" a spokeswoman for Jacinta Allan said.

A 2024 Workplace Gender Equality Agency report highlighted that flexible work arrangements not only enhance employee wellbeing but also open pathways for part-time workers to move into full-time roles.

The authors emphasised this shift promotes inclusivity and diversity, particularly benefiting women, who are twice as likely to work part-time.

A flexible work environment has proven to have advantages for organisations too.

While advancements in flexible work arrangements are a significant improvement on pre-pandemic days, the ACTU believes there are still "significant barriers" for those needing to access flexible work.

In a submission to the Secure Jobs, Better Pay Act review, the ACTU recommends giving workers a right to bring collective flexible work requests and disputes, expanding access to all with caring responsibilities, extending it to those citing reproductive health reasons, including menopause, and removing an "arbitrary" rule that employees can only make requests after a year of service.

It also argues employers' ability to refuse flexibility requests on reasonable business grounds is "too broad" and says they should instead have to "reasonably accommodate flexible working arrangements unless it causes them unjustifiable hardship".



Alternative

WAYS OF WORKING

CPSU REQUESTED A FOUR-DAY WORKWEEK TRIAL AS PART OF OUR VPS2024 BARGAINING CLAIMS - SEEKING TO CREATE PILOT PROGRAMS TO SCOPE AND TRIAL A REDUCED WORK WEEK ACROSS DIFFERENT VPS WORKSITES WITHIN THE LIFE OF THE NEW AGREEMENT.

Our feasibility claim was 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.

Under our new VPS Agreement 2024 and the Best Practice Employment Commitment (BPEC), we agreed as a result of our negotiations, to work in partnership with Government employers across the VPS on joint feasibility studies to explore alternative ways of working.



The parties have established a joint steering committee to oversee the study and will develop flexible models on how alternative models of work, could operate.

The Alternative Ways of Working Committee convened in November 2024 and there are equal numbers of representatives from CPSU and from government departments.

The study will commence in 2025 and run for a 12-month period across a range of government programs to ascertain the optimal outcome for employees and government service delivery.

An outcomes report will provide insight into how a new model of working arrangements could be implemented on a case-by-case basis.

The Committee will look at publicly available information about organisations who have trialled alternative working arrangements.

It will then examine any examples of alternative arrangements in Victorian Public Service (VPS) and in the broader sector.

Independent research may be conducted to ensure that questions the employer may have will be answered.

Recommendations will be drafted for government consideration of future use of alternative working arrangements.

It is our belief that reduced hours, or a reduced working week will help tackle many of the challenges public sector workers are facing in the current environment.

We all need to create sustainable workplaces that are ready to meet an increasing range of social, economic, and environmental challenges. Research has already shown us that across all sectors, workers want to retain the valuable benefits gained through flexible working practices adopted during and after the COVID pandemic.

Reduced hours or days represents an opportunity to continue to explore new ways of working that can enhance mental and physical well-being without sacrificing quality and productivity.

We also know from international trials that condensed working hours provide key benefits for workers.

**COMMON FINDINGS
ACROSS STUDIES
CONDUCTED IN IRELAND,
ICELAND AND THE UK
HAVE ALL FOUND THAT
WORKERS EXPERIENCED
IMPROVED LEVELS OF
HEALTH AND WELL-
BEING, REDUCED
ABSENCES RELATING TO
ILLNESS, OCCUPATIONAL
STRESS AND BURNOUT,
AND INCREASED JOB
SATISFACTION.**

Similarly, trials conducted in Australia, such as the recent trial undertaken by Medibank, have shown that sick leave, work-related stress and work/life conflict fell by two thirds.

Next year Departmental HR and IR Directors will be asking for examples of alternative/ flexible working arrangements in place now across their departments.





WORKPLACE SURVEILLANCE

THE EXPANSION OF AI FOR THE PURPOSE OF SURVEILLANCE HAS SIGNIFICANT IMPLICATIONS FOR WORKERS' EMPLOYMENT RIGHTS, THEIR RIGHTS TO EQUALITY, PRIVACY, AND THE CONFIDENTIALITY OF PERSONAL DATA, AS WELL AS THEIR PHYSICAL AND MENTAL HEALTH AND WELL-BEING AT WORK.

IN MANY WORKPLACES, FORMS OF SURVEILLANCE ARE VIEWED AS AN ACCEPTABLE SECURITY OR SAFETY PRECAUTION.

Whilst the purpose of AI is commonly described as increasing productivity and efficiency as part of an organisation's work processes, CPSU is concerned that technologies used for surveillance and monitoring are open to improper use by employers without a consistent policy framework in public sector workplaces.

To date there is no whole of government policy or guidance for public sector organisations in relation to the varied use of AI technologies in workplaces, including surveillance and monitoring of workers.

For this reason, many workers are unable to identify how AI technologies are being used and if monitoring or surveillance processes are in operation in their workplaces.

This presents a concerning lack of transparency and accountability on the part of employers and has implications for a range of issues impacting on the delivery of public services to the wider Victorian community.

CPSU believes that public sector employers must urgently address this lack of transparency around the use of AI.



IT IS CRUCIAL THAT WORKERS UNDERSTAND THE TYPES OF DATA COLLECTED BY SURVEILLANCE AND MONITORING TECHNOLOGIES, THE PURPOSE OF COLLECTION, THE POTENTIAL WAYS IN WHICH DATA MAY BE USED, HOW IT IS STORED AND HOW LONG IT IS RETAINED FOR.

48 per cent of respondents to CPSU's survey advised that privacy was the most pressing issue.

There is a strong feeling among workers that unless carefully regulated, using technology to make decisions about issues that affect the workforce could increase unfair treatment in the workplace and potentially set back a range of diversity and equity measures.

CPSU believes that consistent and common policy for the use of AI should also be guided by ethical frameworks to ensure that both workers' rights and quality of information provided to the Victorian community are not impacted by AI bias.

The Legislative Assembly Economy and Infrastructure Committee is examining the impacts workplace surveillance has on workers, the role of new technologies in the practice and the use and handling of data collected.

This parliamentary inquiry held public hearings throughout September and in November and received 42 submissions from individuals and organisations including from the Victorian Trades Hall Council and the Community and Public Sector Union, where both submissions took an extensive look at the impacts of workplace surveillance on workers, including their health and wellbeing and overall workplace culture.

<https://www.parliament.vic.gov.au/4a3ac2/contentassets/>



DEC 23-DEC 24 YEAR IN REVIEW

During the year budget re-prioritisation initiatives arising from the 2023-2024 State Budget were notified to the union on the back of the savings targets imposed in the previous 2022-2023 budget, with significant restructure proposals from the Department of Education, Department of Jobs Skills Industry and Regions, Department of Health, Department of Family Fairness and Housing, Department of Justice and Community Safety, and Department of Transport and Planning being received. Industrial staff worked with delegates and members to review and respond to each of these proposals.

CPSU and ASU members overwhelmingly vote 'yes' to take protected action after their employer, the privately owned Serco Asia Pacific, refuse to negotiate further about matters relevant to mobile road safety camera operators and support staff in EBA negotiations. These include important items such as shift work classification and penalties, pay rises and increases to guaranteed hours. Actions commence late December, with work stoppages following over the Christmas holiday period, and continue for over one hundred days prior to a settlement finally being reached in March with our bargaining team able to secure a range of wins including award coverage for the first time. Ultimately a new agreement was finally approved by the FWC in June 2024.

Magistrates' Court members celebrate several wins after OHS concerns were raised about safety: 25 regional courts will be provided with 2 individual duress alarms, a security door has been fitted at Wangaratta court so members of the public can no longer access the back of registry or staff areas, and Seymour court will have security screens/barriers installed at its registry counter.

Arts Agencies will have a multi-employer single interest agreement this time as agency specific agreements will be consolidated into one single agreement due to the commonalities across all arts agencies' agreements, moving forward. CPSU has lobbied for this important improvement for years.

The announcement of the pending closure of Vic Forests occurs via a reveal in the Supreme Court instead of the Government making the announcement publicly. The closure will unfortunately happen over 12 months instead of what should have been several years of adjustment and retraining options. We hold local gatherings to discuss as we extend full solidarity to our members.

CPSU was also active in VTHC's campaign against changes to workers compensation laws however Labor negotiated with the Opposition to get the changes through the Parliament. The new laws significantly reduce circumstances where a WorkCover claim for a psychological injury will be accepted and introduce unscalable hurdles to be able to stay on support once your 130 weeks have expired.

Victorian public service bargaining kicked off in September 2023. By year's end the parties had reached a stalemate. In particular Government negotiators were hamstrung by the requirements of pay policy. The parties agreed to use an independent facilitator, former FWC Commissioner Julius Roe to progress bargaining. That assistance provided the means for the parties to reach agreement to maximise the outcomes within the policy framework. The parties were able to conclude a settlement by May 2024 with agreed changes to the enterprise agreement and policy initiatives via the VPS BPEC (Best Practice Employment Commitment).



At the end of the financial year reporting period the agreement had commenced the formal ballot process.

CPSU Vic Organiser Lisa Pearce was named Organiser of the Year at the triennial ACTU Congress in Adelaide, for her work organising and supporting delegates and members at SERCO.

Bargaining negotiations at Leave Plus (formerly Coinvest) identified a large number of fixed term roles. Following the union's intervention 56 of 60 fixed term roles were converted to ongoing secure jobs.

CPSU has been assisting members at Parks Victoria in regard to an underpayment of wages spanning some twenty years.

An early plan by the Government to give private investors access to data of Victoria's Births, Deaths and Marriages registry in DGS was abandoned after backlash from our 'keep our private info out of private hands' campaign. Hatched but now dispatched was the AGE's headline. BDM has been recording significant life events since 1853.

Government announces a new Infrastructure Development Authority VIDA and members working across the Major Road Projects which include North-East Link and West Gate Tunnel Projects, along with the Level Crossing Removal Authority, which includes Regional Rail Revival and Melbourne Airport Rail, as well as the Metro Tunnel Project and the Victorian Health Building Authority, get involved to discuss the effect of the machinery change.

Victoria Police Executive Command pause recruitment and the filling of vacancies across all areas of their Unsworn (VPS) at Victoria Police with the 'pause' impacting on vacancies not advertised as of 1 July. CPSU writes to Victoria Police to seek details and register our concerns about this 'freeze' being counterproductive as our roles are replaced at twice the price by Sworn Officers.

A campaign to end the use of non-disclosure agreements in workplace sexual harassment matters run by Victorian Trades Hall Council (VTHC) is supported by CPSU as we know that NDAs, confidentiality agreements, or non-disparagement agreements are used to silence victim-survivors, protect an employer's reputation, and allow offenders to hide and continue offending within the workplace. Due to the efforts of this campaign, the Victorian Government has committed to legislative reform and has opened formal consultation to the public.

CPSU becomes concerned that an agency wide edict on PDPs has been issued when it emerges attempts by some departments to impose pre-populated performance goals appears to bypass the crucial consultative process outlined in the Enterprise Agreement. We remind all members about the right to negotiate and agree on your progression criteria which should reflect your specific role, skills, and capabilities, not generic, pre-determined goals.

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

DECEMBER 2023

CSV - Court Services Victoria agrees to put in place a system that clearly designates responsibility for providing training to Associates and Tipstaff (and jurors) in emergency evacuation procedures after CPSU raised concerns that County Court Associates and Tipstaff, who go on circuit, are not provided with emergency evacuation training specific to the Magistrates Court.

Education - CPSU sends out a survey to get an overview of how much overtime people are typically working, and accrued time in lieu as the union bargains, as part of the DE appendix of the new VPS agreement, for VCAA employees at VPS5 and VPS6 to have access to paid overtime in the context of ongoing workload issues.

DGS - CPSU asks VPS5 and VPS6 members to come forward if they have been told they need to 'exceed expectations' to be eligible for progression, instead of 'achieving expectations.' After CPSU

successfully represented members who were initially told they had not met progression criteria because of this misapplication of terms and conditions of progression, CPSU is concerned this may be impacting other members too.

GRV - CPSU asks members in preparation for upcoming EBA negotiations to review a proposed Log of Claims.

Health - CPSU flags concerns about workloads increasing and a possible rise in contractors as a result of the Future Health Restructure. Members are also worried about the exec-led communication resulting in various levels of clarity across the department.

Housing staff will receive a lump sum back pay after CPSU successfully achieves a classification uplift. This comes after written submissions from the union and the department to an independent reviewer.

Serco - CPSU and ASU members overwhelmingly vote 'yes' to take protected action after Serco refused to negotiate further about matters relevant to EBA negotiations, such as shift work classification and penalties, pay rises and increases to guaranteed hours. Actions commence late December, with work stoppages following over the Christmas holiday period.

Transport & Planning - Member questions keep coming in and are being submitted to the Department after the announcement of a major restructure. Numerous meetings are held to assist members through the consultation process.

Victoria Police - Negotiations with Victoria Police continue, with CPSU asking for enhancement to working conditions such as trauma leave, wellbeing and drug testing allowance, shift work improvements and rosters to be posted at least 21 days in advance.

JANUARY 2024

Arts Agencies - Organisers and members at Nexus agencies NGV, Shrine, ACMI, SLV and Vic Screen are preparing Logs of Claims for the new Agreement. CPSU asks members for their input through a survey.

Cancer Council - Whilst negotiations with Cancer Council of Victoria continue, the union gathers information about how many staff are paid at benchmark and secondly how many staff have received a result of exceptional and above but are still not at benchmark.

CSV Courts - CPSU contacts all members who may have been impacted by the recent cyber-attack on video and/or audio recordings and transcription services at Court Services Victoria. The union meets with CSV senior management for a briefing on the security breach.

CPSU receives feedback about the Trainee Registrar Program at the Magistrates' Court and Children's Court as some trainees are not able to rotate across the various lists in time, meaning the program is taking longer to complete.

Magistrates' Court members celebrate several wins following OHS concerns: twenty-five regional courts will be provided with two individual duress alarms, a security door has been fitted at Wangaratta court so members of the public can no longer see the back of registry or staff areas, and Seymour court will have security screens/barriers installed at its registry counter.

MCV management's direction to not backfill a position or offer overtime pay when a VPS3 employee takes sick leave leads to concerns. CPSU fears that this may be an effort to save money at our members' expense, resulting in an increased workload for colleagues and possibly requiring them to work at a higher intensity.

Workload issues at CISP remain unsolved despite numerous meetings between CPSU, Magistrates Court Victoria and Court Services Victoria. CPSU seeks MCV to undertake a workload review, and CSV requests further information before making any decision.

Homes Vic - Former Fair Work Commissioner Julius Rowe has been brought in as an independent facilitator to negotiate the new agreement at Homes Victoria as the union and State Government remain far apart on core issues including the wage policy and terms and conditions of employment.

MRPV - Major Road Projects Victoria (MRPV) notifies CPSU of a major change proposal in the People and Capability Division.

Prisons (Public) - Union members commend the reinstatement of the carriage of batons in Hopkins prison after management initiated a ban on Emergency Response Group staff carrying batons while inside the prison. CPSU and delegates had the decision overturned as there are serious OHS concerns and management failed to consult with staff.

Serco - Protected actions continue while camera operator members at Serco are fighting for better pay and conditions. Over 1,500 camera hours have been lost due to the industrial action in December. CPSU wants to get back to the bargaining table for improved safety, fair wages and better enforceable conditions and Serco request a meeting with the union but state they refuse to move on any of the matters. CPSU is granted an extension of protected action for another 30 days.

CPSU Executive establishes a Financial Hardship support fund for members working at Serco who have lost pay due to protected industrial action.

The company lodges a dispute notification (section 240) in the Fair Work Commission to assist the parties reach an agreement. In their submission, Serco make statements CPSU strongly disagrees with. Protected actions continue, with a 24-hour stoppage on 31 January.

SESG - CPSU meets with Fair Work Commission and the Department regarding the SESG Change Process Dispute. The department and CPSU agree to work together on issues such as risk assessments, LOPs, operationalise the change and going through any roster changes in the appropriate space.

SLV - Members at the State Library are asked to fill out a survey in preparation of a Log of Claims before bargaining commences.

SRO - The State Revenue Office expects a 20 percent increase in calls as a result of the unprecedented land tax cycle. The Office proposes a Land Tax Cycle Customer Response Plan and will offer communications training. CPSU offers support to any members volunteering to participate, to assist with any (rostering) concerns.

Transport and Planning - Member meetings are held about the major change proposal at the Department of Transport and Planning. Alternative proposals are being submitted.

VLA - Members at Legal Aid take a workload survey to better understand how workload is affecting staff and the work they do on behalf of our clients. The results will be used in the leadup to bargaining.



YEAR IN REVIEW

FEBRUARY 2024

Arts Agencies will get a multi-employer single interest agreement this time as agency specific agreements will be consolidated into one single agreement due to the commonalities across all arts agencies' agreements, moving forward. CPSU has lobbied for this important improvement for years.

CenITex members indicate they want security of their conditions within the Enterprise Agreement, as pay and entitlements around stand-by and overtime currently sit in policy and can be changed without consultation. Negotiating this claim for the new agreement would mean security of conditions.

The union meets members to talk about Cenitex's position on establishing an Appendix in the VPS Enterprise Agreement to cover Cenitex stand-by and overtime provisions.

Child Protection - CPSU seeks information from Child Protection staff (CPP6) about the average hours worked without pay to support the claim for the appendix of the new agreement to earn either time in lieu or overtime.

CSV Courts - CPSU expresses concerns regarding the reduction of OHS related roles from 12 to 8 in the proposed restructure of P&C and Finance and requests CSV to demonstrate there will not be an increase in workload arising from this.

DEECA - EBA negotiations continue for the appendix concerning FEM staff. There is some progress but there are still a number of key items CPSU would like to see some movement from management.

EPA - CPSU continues to negotiate the importance of outstanding claims with EPA, particularly in the context of staff retention. CPSU proposed a retention bonus paid to staff after 5 years' service, additional leave for staff that remain 4 or more years and travel allowances.

Prisons (Private) - Members at Port Phillip Prison can vote on a new agreement that includes a wage increase of 14.2% over a four-year period and benefits such as overtime on Christmas Day and improved redundancy benefits.

Serco - Protected actions at Serco continue with additional camera session pauses of up to 14 minutes during a session. Serco seeks assistance of FWC to help resolve the dispute and agrees to amended wording regarding increasing contracted hours, which unions are considering, and the employer is getting wage modelling on front loading the pay offer to address cost of living pressures. However outstanding matters still are shift work, shift penalties, phone allowance, and the right to take a performance or misconduct matter to the Fair Work Commission.

CPSU receives a revised wage offer which is a front-loaded offer with the same amount overall as the previous offer and does not include weekend penalties. Serco also declines FWC's suggestion to include misconduct and performance in the dispute settlement clause leaving employees vulnerable. As Serco refuses to move on any of these key matters, members continue with industrial action, including 48-hour stoppages.

CPSU expresses concerns regarding the lack of communication about a fire safety plan during the catastrophic and extreme fire warnings this month, while fire danger areas, road closures, heat, and cars unable to provide sufficient air conditioning and communication failures due to fire pose a real health and safety risk. The union asks Serco to share a plan and asks members to get themselves to a safe place and contact management if they feel at risk.

Transport & Planning - Consultation for the major restructure at DTP continues, with nearly sixty questions submitted by CPSU on behalf of members.

Victoria Police will back pay what they are owed after CPSU raises underpayment issues due the lack of 10-hour breaks between shifts for certain members and delays in timesheet approval. Further concerns are raised regarding the expectation of unpaid work being performed in some stations to be ready for handover before the shift commences.

Water SRW - 110 employees out of 164 eligible voters at Southern Rural Water vote in favour of the proposed enterprise agreement. The agreement is approved by FWC.



YEAR IN REVIEW

MARCH 2024

CSV Courts – We meet with management to progress our members' concerns about caseloads as defined in the Case Loads and Capacity Review Document, workload, and unfilled vacancies. Management maintains their position that a caseload of twenty clients 'at a time' for Case Managers is achievable on the grounds that most Case Managers currently hold a case load of twenty or less.

CPSU is advised of regular verbal abuse/aggressive behaviour by members of the public towards registry staff at Magistrates' Courts' registry counters across the state. We raise these concerns with management. We continue to press for the installation of security screens, AIRS not being fit for purpose and signage in public areas of courts advising members of the public that verbal abuse/aggressive behaviour will not be tolerated with CSV more broadly.

Members raise concerns about only having one employee on registry counters on the ground floor, level 2, and level 6 during court closure 1 - 2pm citing issues around workload and safety concerns. We raise this issue with management, and they commit to having at least two employees rostered on during this time.

Office of Public Prosecutions – We raise members' concerns about workload and working additional hours in unpaid overtime. The OPP requests we provide our view on what the objectives of 'Overtime Guidelines' should include.

Serco – Following industrial action management agrees that MRSCOs should be covered by the Miscellaneous Award 2020. Management agrees to come back to the bargaining table.

We learn that there have been several incidents where Nissan Pathfinders have lost power while being driven, which is a serious risk to safety for both MRSCOs and other road users. SERCO were aware of the fault and advised that 'the pathfinders don't do too well in the heat.' We call for urgent action by SERCO on this serious safety matter and ask members to contact us if they have had any issues.

We meet with SERCO to continue enterprise bargaining and discuss outstanding items of performance and misconduct, phones, and pay. Members continue to take industrial action.

We are able to progress matters at the bargaining table and seek member feedback about a potential in-principle agreement. After sustained pressure from CPSU members taking industrial action for almost one hundred days our CPSU bargaining team were able to secure a range of wins.

We ask members to vote for the potential SERCO offer to see where they stand.

VCAA – We survey members about the Workplace Consultation in order to create a collective response.

Vic Forests – We are surprised to hear the announcement of the closure of Vic Forests occurred via a reveal in the Supreme Court instead of the Government making the announcement publicly. The closure will unfortunately happen over 12 months instead of what should have been several years of adjustment and retraining options. We extend full solidarity to our Vic Forests members.

Victoria Police – We learn that members working as Property Officers were not aware of their right to be provided a uniform. We remind members of their rights to a uniform under the VPS EBA 2020 which includes a shirt, pants, outer garment, and shoes/boots.

VPS 2024 Bargaining – Our VPS Agreement remains in operation even after reaching its nominal expiry date as negotiations continue for the 2024 VPS Agreement replacement.

WIC – We learn about several serious concerns raised by members about excessive workloads, administrative burdens, flex time policies, health and safety issues, and more. Members pass a resolution that Conciliation Officers reduce caseloads from 10 to 8 per week for full-time staff. We remind members of the General Protections under the Fair Work Act 2009.

WorkCover – The Workplace Injury Rehabilitation and Compensation Amendment (WorkCover Scheme Modernisation) Act 2023 receives Royal Assent and commences. The new definition of 'mental injury' will significantly impact workers' ability to claim benefits and will result in the denial of legitimate claims and further stigmatisation of mental health in the workplace.

CPSU became a proud part-owner of **Co-Power**, an electricity cooperative which offers affordable and clean electricity to households across Australia.



YEAR IN REVIEW

APRIL 2024

CSV County Court - CPSU raises member concerns with management regarding the out of hours contact of Associates and Tipstaves by JSCs which is occurring on a regular basis. We understand this is in part due to failures to properly forward plan for leave coverage. The court advises us that in its opinion the out of hours contact from JSCs has reduced, however, our members advise to the contrary. We ask members to provide us with information about how regularly they have this contact, so we can continue to progress the matter.

Environment Protection Authority - EPA's CBD office will relocate from 200 Victoria Street Carlton to 664 Collins Street Docklands later in 2024. EPA sets up an Office Relocation Working Group CPSU is part of the group. The working group discusses the best ways to manage to relocation and develops some FAQs for staff.

National Heavy Vehicle Regulator - Our bargaining team meets with NHVR to continue enterprise bargaining. We tabled our claims which were informed

by our members. All parties are now reviewing submissions and preparing responses before next month's meeting.

Prisons (Private) - Port Phillip Prison members are canvassed about support to take protected action, and the response is overwhelmingly "yes." We prepare a Protected Action Ballot Order to formalise member views. The PABO is sent to prison staff to vote on. We encourage members to vote YES.

Serco - Members decide that they do not wish to continue to escalate industrial action. Members have achieved a range of wins. The proposed agreement goes out for consideration for members to vote yes or no.

CPSU continues to receive multiple complaints from members regarding incorrect pays, underpayments, late pays, incorrect leave balances, and non-payment of correct work cover entitlements. We encourage members to check their payslips and contact us if their pay is incorrect.

CPSU meets with Health and Safety Reps, SERCO and WorkSafe to escalate outstanding OHS matters regarding the renegotiation of Designated Working Groups (DWGs). Members and HSRs advised they want more HSRs and smaller Designated Work Groups (DWGs) to make it easier to raise and resolve OHS issues. SERCO failed to respond to our requests within the 14-day timeframe, so WorkSafe advised SERCO they needed to act immediately. Staff will now be asked about what size, composition,

geographical location/span the DWG will have, and also how many HSRs are wanted in each DWG.

State Trustees - The current State Trustees Limited Enterprise Agreement expires on 31 March 2025, with a provision to negotiate a new Agreement up to 10 months prior. We gather a Log of Claims in preparation of bargaining and ask members to complete a survey to that their voices heard.

Victoria Police - CPSU follows up with Victoria Police regarding PCOs not needing to apply to move from 2.1.8 to 2.2.1 for progression. It is confirmed that PCO's will not need to complete the soft barrier form when transitioning, provided they successfully meet their PPC requirements. We welcome this decision and ask this now to be extended through all VPS business units and commands.

CPSU receives notification from Victoria Police to revise reporting lines within the Road Policing Operations and Investigations Division, Road Policing Command.

VPS 2024 Enterprise Bargaining - Following more negotiations to settle the outstanding items, the respective negotiating teams recommend that a heads of agreement can be entered into for a four-year Agreement between Victoria and CPSU that locks in payment dates and condition improvements. The heads of agreement is signed which will deliver improved salaries and new conditions over the next four years.



YEAR IN REVIEW

MAY 2024

AMES - We call for members to nominate to participate in the Ames Australia Administrative Consultative Committee. This meeting happens every two months and it is where we work with management with, and on behalf of, members.

CSV Court Services Victoria – We are made aware that some members do not fully understand their overtime entitlements under the VPS Agreement and do not request to be paid overtime and will accept TIL instead of paid overtime. We advise members that when they are asked to complete overtime, they advise their team leader and seek written confirmation that in line with the Agreement they will not be working unpaid overtime.

Parks Victoria – An historical underpayment of Parks employees stemming back to 2004 becomes public. We know that PV intends to start making back underpayment from the last 7 years only. Instead of going back to 2004, which is when the problem initiated from. Although PV is meeting its legal obligations, the impacts of 20 years of lost wages on workers should not be underestimated.

We write to PV via our lawyers Maurice Blackburn regarding the underpayment of wages. Members have a lot of questions and concerns regarding the matter, particularly in relation to transparency of information, superannuation, and the missing wages of thirteen years' worth of work, some of which saw PV staff work through intense emergency campaigns which have a lasting impact on people on the front lines of emergencies. We seek to engage in a dialogue with PV to hopefully seek a better resolution to members' concerns.

Prisons (Private) - Port Phillip Prison members vote to take protected action. We meet with members to decide on next steps. Members begin industrial action by undertaking a range of indefinite bans of duties.

Serco – We meet with SERCO, WorkSafe, and employee representatives to negotiate new Designated Work Groups (DWGs) to better assist with employee representation on Health and Safety. There were only 4 DWGs established across the state with only 3 Health and Safety Representatives. We negotiate 12 DWGs with 1 HSR in each DWG, which is a massive improvement.

The Fair Work Commission raises concerns about whether the proposed **Serco Enterprise Agreement** meets the requirements of the Better Off Overall Test in comparison to the relevant award. We raised a number of issues during bargaining concerning the Better Off Overall Test and we have consistently maintained that this was a significant issue for our members. SERCO refused to address any concerns we raised prior to the Fair Work approval process, about Weekend Penalty Rates, Public Holiday Rates and Shift Worker Status.

VPS 2024 Enterprise Bargaining – CPSU Industrial Organisers reach out to their respective VPS workplaces to inform them on what has been negotiated in the VPS Agreement prior to voting on it.

JUNE 2024

Our largest Enterprise Agreement, the **Victorian Public Service Agreement**, came a step closer to reality in June with both explanatory materials and the finalised agreement being sent to more than 55,000 VPS staff for consideration. CPSU Vic Secretary Karen Batt led on-line briefings, attended by thousands of members with the details being provided on the advancements in entitlements and wages in the proposed Agreement.

CSV County Court - CPSU remains concerned the Court may be using gratuities payments rather than correctly classifying some Associates roles.

DJCS - The Department of Justice and Community Safety denies progression to non-executive staff employed as Grades 5 – 7 if their manager assesses them as having “ACHIEVED” their Progression goal despite our VPS Enterprise Agreement requiring that all eligible employees who are assessed by their manager as having “met” their Progression goals, are entitled to Progression (either a salary increase or a one-off payment).

Parliament - CPSU holds a survey with the purpose to understand the workplace issues that are important to members and how deeply felt they are across our union membership. This will inform the claims we are pursuing during negotiations.

Prisons (Private) - Members at **Port Phillip Prison** took industrial action for a fair deal, escalating from work bans to a stop work forcing G4S to improve its wages offer. Voting to accept the employer’s new offer to settle the dispute was quickly followed by a surprise announcement by the State Government that **Port Phillip Prison would close** at the end of 2025 which scuttled the possible deal as G4S withdrew their revised offer.

Prisons (Public) At the same time, in a move that shocked the local community, the government announced the closure of **Dhurringile Prison** within 8 weeks of the announcement.

VIDA SRLA - CPSU sends correspondence to SRLA CEO following our well attended mass meeting last week, highlighting the haphazard way offers of ongoing employment are being managed with fixed term employees.

CPSU Vic members were represented at the **triennial ACTU Congress** joining delegates from every industry and every union to determine policies, decide priorities and set the agenda for our collective union movement for the next three years. At Congress, the work of CPSU Industrial Organiser Lisa Pearce was celebrated with an Organiser of the Year Award.

17th June also marked the **139th anniversary of the 1st meeting of the Victorian Public Service Association** when one thousand civil servants from across the colony gathered in the Athenaeum Theatre in 1885 to establish our union CPSU Victoria.





Brave New AI World_

ARTIFICIAL INTELLIGENCE (AI) IS NO LONGER AN ABSTRACT CONCEPT—IT IS SHAPING THE WAY GOVERNMENTS OPERATE, INCLUDING HERE IN VICTORIA.

As the Victorian Government integrates AI into public services, it is critical to consider how this technology impacts the very people who deliver these services: public sector employees. For CPSU members, the conversation about AI is not just about efficiency or innovation - it's about respecting the knowledge, expertise, and rights of workers.

Public sector employees are not just implementers of policy; they are its stewards and their insights, creativity, and commitment form the backbone of effective governance.

These qualities must be preserved - not sidelined - in the push for technological advancement.

Understanding the Current Landscape

In 2024, CPSU surveyed members to better understand how AI is being used across the Victorian public sector and to gauge their views on its impact.

The survey revealed a wide range of experiences with some members reporting using AI tools to assist with routine tasks like data processing or scheduling, while others raised concerns about the lack of clarity around AI's role in decision-making.

Many noted a lack of coherent or explicit policy guidelines around AI use and expressed worries that AI could be seen as a replacement for staff and result in job losses.

A significant majority of respondents emphasised the need for greater transparency, ethical oversight, and comprehensive training. Many highlighted the risks of relying on AI without adequate safeguards, including errors, biases, and a potential loss of trust in public services.

This feedback has been central to our discussions with the government, ensuring that the voices of public sector employees remain at the heart of conversations about AI's future.

In our discussions with government we continue to stress that AI should be implemented to enhance, not replace, the skilled and dedicated employees who deliver critical public services.

AI and the Future of Public Sector Work

AI offers opportunities to improve efficiency and free up employees to focus on more complex and meaningful tasks. Tools powered by AI can reduce administrative burdens, streamline workflows, and assist with predictive analytics or resource allocation.

These are positive outcomes, but only if they are achieved with employees as active participants in the process.

The risks of poorly understood or misapplied AI however are significant.

A recent example illustrates this clearly: a child protection worker, under immense workload pressure and without sufficient training to understand the limitations of ChatGPT, used the tool to draft a court report.

ChatGPT, as a language model, generates responses by identifying patterns in language rather than ensuring factual accuracy.

While it can produce coherent and plausible-sounding outputs, it does not verify facts and may present its output with unwarranted confidence. In this case, ChatGPT presented incorrect conclusions in the report, which then influenced court proceedings.

This real example serves as a sobering reminder that AI tools must be used with care, and that proper training and critical human oversight are essential with its use.

Ensuring Employees Have a Voice

Through discussions with the Victorian Government, we've stressed that AI implementation cannot succeed without employee involvement at every stage.

Workers bring invaluable, practical knowledge to the table, and their insights are critical for identifying potential blind spots in new systems.

For instance, a child protection worker managing a caseload understands far better than any algorithm

the complexity of their clients' needs. Similarly, a procurement officer navigating supplier relationships and compliance requirements applies judgment and adaptability that no automated system can replicate.

Yet, all too often, decisions about AI are made in boardrooms or IT departments, with little input from the employees who will ultimately use these tools.

We are also concerned that government-imposed budget savings targets may encourage departments to view AI as a way to cut staff, rather than as a tool to enhance and improve the work of existing teams.

This will risk undermining the relationships, expertise, and trust that public sector employees bring to their roles.

Departments must prioritise using AI to empower staff, enabling them to focus on tasks requiring human insight, empathy, and critical thinking.



Treating AI as a cost-cutting measure not only diminishes the value of public service roles but jeopardises service quality.

Training: A Cornerstone for Safe AI Use

The ChatGPT example highlights the urgent need to train decision-makers on the capacities and limitations of AI.

AI is not a “magic pudding” capable of solving every problem. Decision-makers must understand its strengths in data processing and efficiency, but also its weaknesses, including the potential for errors, biases, and a lack of human nuance.

Without this foundational knowledge, AI may be misapplied, leading to serious consequences for those relying on government services. Proper training must begin with leadership and extend to all employees using these tools, ensuring decisions about AI integration are responsible, ethical, and aligned with realistic expectations.

CPSU has emphasised during discussions with the Victorian Government the need for widespread training on AI, focusing on:

1. **Understanding AI Limitations:** Recognizing AI’s potential for errors and bias, understanding its inability to verify facts, and the critical role of human oversight.
2. **Responsible Use of AI:** Training employees to critically evaluate AI outputs, identify when human intervention is required, and understand the privacy implications of using AI tools.
3. **Ethics and Accountability:** Establishing clear guidelines to ensure ethical use of AI, safeguarding sensitive information, and protecting workers from being unfairly blamed for technological failures.

We have stressed the importance of this training including clear guidance on the privacy risks of using AI tools, helping employees discern which tools are appropriate for handling sensitive or government data, and highlighting the limitations of certain systems.

The Victorian Government is responding to these priorities by rolling out new training courses aimed at equipping public sector employees with the skills needed to safely and effectively use AI. Additionally, the government is developing systems that will “sandbox” government data—ensuring that sensitive information is securely contained within controlled environments when processed by AI.

These steps represent important progress, but ongoing dialogue and updates will be essential to ensure these measures meet the evolving needs of the workforce.

Brave New AI World_

Protecting Jobs and Promoting Dignity



Our union is committed to ensuring AI implementation does not result in job losses. This is not about resisting progress but about recognising the essential value of public sector roles that require empathy, discretion, and human judgment.

Automation should be seen as an enabler, not a replacement.

We are advocating for investment in training and upskilling to help employees transition into new or augmented roles created by AI.

At the same time, we are calling for frameworks to ensure AI is used ethically and equitably, without undermining the professionalism and dignity of workers.

Addressing Surveillance Concerns

AI's integration into the workplace also raises significant concerns about surveillance and employee privacy.

AI-powered systems can monitor productivity, track movements, and analyse behaviours in ways that often go far beyond what is necessary or appropriate, creating a culture of distrust and placing undue pressure on employees.

CPSU has been actively involved in the Victorian Government's Surveillance at Work Inquiry, advocating for safeguards to ensure these technologies respect workers' privacy and dignity. We have emphasised that AI should not be a tool for micromanagement or excessive oversight but should be used to foster trust and collaboration in the workplace.

Protecting employees from intrusive surveillance is essential for a fair and equitable public sector.

A Future Built on Collaboration

As AI becomes more integrated into public sector work, collaboration with employees has never been more important.

The Victorian public sector is rich with skilled, experienced workers who are passionate about delivering high-quality services.

Engaging with them as partners in innovation ensures AI enhances their work, rather than undermining it.

For CPSU, the principles are clear: transparency, respect, and employee involvement.

These foundations of good governance must remain central as we navigate AI's challenges and opportunities.

**THROUGH ONGOING
DIALOGUE WITH THE
GOVERNMENT, WE WILL
CONTINUE TO ADVOCATE
FOR A PUBLIC SECTOR
THAT VALUES ITS WORKERS
AND EQUIPS THEM
TO DELIVER FOR ALL
VICTORIANS.**



YEAR IN REVIEW

JULY 2024

Voting on our new **VPS Agreement 2024** kicked off on 1 July, with union officials, staff and members gathering at large CBD workplaces each morning to provide voting information supporting a Yes vote. A huge turnout of nearly 40,000 PS workers voted and delivered a resounding YES, with 92.4% voting in favour of the Agreement.

CSV – Magistrates Courts - CPSU has previously raised members' concerns about OHS hazards associated with travel to regional courts including fatigue, wild-life strike, and potential traffic accidents.

DDFH advises of an upcoming **Child Protection** restructure and change process commencing late July with one of the stated goals to improve workloads for Child Protection staff. CPSU surveys members to understand the current workload issues in Child Protection with an emphasis on the administrative burden.

DDFH Housing - CPSU is advised that several staff were denied the opportunity to attain a Certificate III and IV in Customer Contact (**Housing Call Centre**) during the lifespan of our previous 2020 VPS Agreement, thus impacting pay and progression. CPSU representatives meet with HCC management to discuss this breach and have assured CPSU they will rectify the situation.

DGS - CPSU members begin campaigning to keep the **Registry of Births, Deaths, and Marriages** in public hands after information becomes public about the possible privatisation of Victorians personal information by the State Government. The campaign also includes a request to have the city customer interface reopened.

DJCS Youth Justice - CPSU takes decisive action considering the ongoing safety concerns for members working in our Youth Justice facilities. We want to emphasise that in our view it is utterly unacceptable for the Department, which holds the duty of care for employee health and safety, to appear relaxed about these serious issues. We have communicated this in no uncertain terms, and we are committed to holding the Department accountable and ensuring they take immediate, decisive action to improve safety conditions.

NHVR - Our CPSU bargaining representatives and management have met a further three times across May, June, and July since the last update on our enterprise bargaining with the **National Heavy Vehicle Regulator** but like a truck climbing a steep incline, progress has been painfully but necessarily slow. Bargaining is complicated by the foreseeable issue that the workforce is spread across many states.

Prisons (Public) - The Metropolitan Remand Centre (MRC) writes to CPSU to advise of a proposed roster change which affects To Be Placed Roles (TP) with some rosters to change from 12 hours to 10 hours under the proposal.

Serco - Our union has been working tirelessly to ensure that **MRSCO's** rights are protected and that fair processes are in place as we successfully enforce the implementation of an Expression of Interest (EOI) process for staff increasing contract hours, while the private company were trying to avoid the process. This is a huge win for all of us and a testament to the power of our collective efforts.

State Trustees - STL had previously denied reimbursement claims employees using their personal vehicles for work-related travel that has resulted in toll expenses. CPSU was actively collaborating with union members and now STL has agreed to reimburse these employees for toll expenses incurred during work-related travel.

Victorian Building Authority - Members overwhelmingly support our log with 98.3% supporting our claims. Thanks to all members for providing a mandate to our CPSU negotiating team to go confidently into bargaining with negotiations now officially underway.

Victoria Police - CPSU is informed that Executive Command has paused recruitment and the filling of vacancies across all areas of VPS at Victoria Police. The 'pause' will impact vacancies not advertised as of 1 July. CPSU writes to Victoria Police to seek details and register our concerns about this 'freeze' being counterproductive.



A prominent issue regarding progression is raised as employees who commenced employment on 3 July 2023 were being told they were being denied progression due to not commencing employment on 1 July 2023 (because it was a Saturday). CPSU viewed this interpretation of our VPS EA entitlement did not meet the intent of what formed the performance year and as a result CPSU contacted Victoria Police and Industrial Relations Victoria (IRV) advising employees should not be disadvantaged because the calendar year for performance commenced on a weekend. On reflection, IRV and Victoria Police agreed with CPSU that a commonsense approach needed to be applied.

A Christmas in July gathering is organised for our Victoria Police members working in Financial Services Division at Police HQ.

It comes to CPSU's attention that **Victoria Police** is using the term 'realignment' to implement significant changes within various business units. It is major change masquerading as realignment. This terminology appears to be a strategic move to circumvent obligations under our Victorian Public Service Enterprise Agreement change provisions and protections, which mandates thorough consultation with employees and CPSU regarding any major changes that significantly affect employees. This so-called 'realignment' includes altering roles, responsibilities, and potentially even the termination of positions without the proper and agreed-upon consultation processes. By rebranding these major changes, **Victoria Police** is undermining the protections and processes that we have fought hard to secure.

WorkSafe - Our current Victorian WorkCover Authority Enterprise Agreement which outlines our workplace entitlements, wage rates, and career structures, is set to expire on 30 November 2024 and CPSU issues a member survey to ascertain what is needed in that workplace to assist our claim development.

WIC - The Workplace Injury Commission (WIC) unilaterally implements severe restrictions on flex time accrual and usage, effectively removing our longstanding entitlements despite these being part of our Enterprise Agreement. CPSU representatives meet with WIC management to discuss the alarming changes to flex time arrangements. Despite our persistent efforts to engage in constructive dialogue, WIC's stance remains not just inflexible, but deeply concerning with its disregard for workers' rights and wellbeing.

AUGUST 2024

CSV Coroners Court - CPSU holds a virtual meeting with members to discuss the recent union meeting with management regarding ongoing workload issues, timely advertisement of vacant positions, and the power imbalance between court members and judicial officers.

DEECA – The **Bushfire and Forest Services Group** has initiated formal consultation with employees regarding major change proposals as CPSU receives an overview briefing about the proposed changes which involve, as BFSG state, *renewing our operating model so that we focus on our top and emerging delivery priorities within a clear budget envelope.*

DDFH Child Protection - CPSU Organisers hold in-person meetings with staff in Child Protection to discuss the upcoming major change proposal. During these meetings members have identified several common areas of concern across the state for groupings of staff.

DDFH Housing - CPSU writes to the Housing Minister about the State Government's proposal to demolish forty-four public housing towers across Melbourne after CPSU met with the Department on a regular basis since the plan was first announced in September 2023. The Department has advised CPSU they do not know what the State Government's plans are regarding housing staff and residents in the affected locations. CPSU requests a meeting with the Minister.

DGS – Our campaign to keep **Births, Deaths and Marriages** public accelerates with the launch of advertising and a public petition. The security of the records of our most significant, personal moments is under threat with the Victorian Government considering privatising the Registry of Births, Deaths, and Marriages. The publicly owned Registry and the people who work there are the custodians of our precious records.

They record every birth, every marriage, and every death, which occurs in our state and assist with recognition of relationships, name changes and gender affirmation.

DJCS Youth Justice - CPSU delivers OHS Training to members at the new Corrections facility **Cherry Creek**.

EMV – Our HSRs and Delegate from **Emergency Management Victoria** are recognised for their work at the EMV annual awards. The HSRs (Chris, Georgia, Mick) and CPSU Delegate (John) shared the award for Living our Values: Respect and Human Rights.

EPA - Members notice the following message at the top of this year's Performance Plan template: "For VPS 5 grades and above roles, the assessment criteria against the agreed goals will require "exceeding targets" to meet progression eligibility." CPSU immediately informs EPA management that this instruction was outside of the progression guidelines contained in the VPS Enterprise Agreement and would therefore constitute a breach. Due to CPSU intervention, the message is immediately removed with management also agreeing to remove the same requirement from their Remuneration procedure.

GMA - CPSU holds a members meeting to discuss the proposed Duty Officer role and staff safety at the **Game Management Authority**.

Prisons (Public) - CPSU Secretary Karen Batt attends Dhurringile Prison for the decommissioning ceremony.

Transport and Planning - SprayLine Road Services members are informed after CPSU receive notice from the Department of its intention to commence a review of the internal road maintenance provider model.



Victoria Police - CPSU is formally advised that there will be a pause in the roll out of Health and Wellbeing Hubs at Victoria Police following a recruitment freeze that has been announced for the VPS.

Our **Victorian Public Service Agreement** is certified by the Fair Work Commission, paving the way for a September pay boosts for all employees including a generous cost of living cash allowance payment.

VIDA – the Government announces a new **Infrastructure Development Authority** and members working across **Major Road Projects** which include **North East Link Project** and **West Gate Tunnel Project**, along with **Level Crossing Removals** which includes **Regional Rail Revival** and **Melbourne Airport Rail**, the **Metro Tunnel Project** and the **Victorian Health Building Authority** gather to discuss the effect of the machinery change.

SEPTEMBER 2024

Arts Agencies SLV - CPSU holds a members meeting at the **State Library Victoria** to discuss recent developments, including our meeting with management regarding workplace culture based on the issues members raised, SLV sharing the employee engagement survey results, and upcoming enterprise bargaining. We also took this opportunity to explore approaches to rebuild trust and cooperation and recalibrate our interactions for better outcomes with SLV.

CSV Magistrates' Court - MCV proposes to remove the COVID screens at magistrates' registry counters, and despite the requirement for MCV to consult with its affected employees about this removal under the OHS Act, to date it has not done so. The overwhelming feedback CPSU has received from members who work on registry counters across the state is that the screens provide an additional layer of security for them.

CSV Children's Court - CPSU holds a virtual meeting with Children's **Court Conference Convenors** to discuss the Court's feedback regarding members' concerns about workload and unfilled Conference Convenor vacancies.

CSV County Court - Some Associates have had their gratuity payments unilaterally reduced from 5% to 3% and CPSU advises that, if this has happened you should raise the matter with your JSC in the first instance to seek that the payment be reinstated to 5% and that the difference be back paid and to put this request in writing. If the request is declined, ask why the reduction was made, and why it will not be reinstated, and put the request in writing and seek a written response. If the court continues to refuse to reinstate the gratuity to contact the Union.



HATCHED BUT NOT DISPATCHED

CPSU members successfully campaigned to keep our Registry of Births, Deaths, and Marriages in public hands

DGS – Hatched but now dispatched is the Age's headline. An early plan to give private investors access to parts of Victoria's **Births, Deaths and Marriages** registry has been abandoned by the state government after backlash from our campaign. BDM has been recording significant life events since 1853.

DJSIR - Union members from Grades 5-7 at the **Department of Jobs, Skills, Industry and Regions** reported that they were being denied progression, because they had either not "exceeded expectations" or because their agreed goals were insufficiently difficult. CPSU raised this with DJSIR, making clear the provisions under the VPS Enterprise Agreement. DJSIR confirmed that no workers will have to exceed expectations, and progression will be based solely on whether they have met their goals.

Ministerial Staff - over the last few months we have been bargaining for a new Ministerial Staff Collective Agreement (CLC) and these talks with management have been constructive. An offer has been put forward and we hold an all-members meeting where the bargaining committee outlined the offer being proposed and how it does and does not acquit the claims that members endorsed as part of our log.

SRO - CPSU received correspondence from the **State Revenue Office** regarding the outcomes of their Time Standards Review for the Business Revenue & Customer Service Division and Land Revenue Services highlighting those requiring further review and used for measuring performance from the next possible reporting period.

Victoria Police - CPSU is provided with written evidence that Police is planning to outsource 'Equipment Issue' Functions in **Police Custody**. Not only is it a reckless move to waste taxpayers' dollars on expensive profiteer companies to perform core PCO functions, but Victoria Police have also failed to consult with CPSU and employees regarding the proposal and changes to rostering. CPSU writes to Victoria Police to express our dismay and disgust.

The annual **VTHC** HSR Conference is convened with ninety (90) CPSU **health and safety reps** attend the conference which aims to turbo-charge and fine tune OHS skills!

Water (Southern Rural Water) - CPSU receives a change proposal outlining the commencement of formal consultation over major change involving SRW's Ground Water and Rivers operations after a review identifies staff do not have the resources to do the work that they have to do and duplicate tasks are identified across applications and customer service.

ZOO – CPSU holds a members meeting to discuss the proposed Enterprise Agreement and answer any member questions.



YEAR IN REVIEW

OCTOBER 2024

CSV - CPSU understands a review is being undertaken to consider the possibility of a merger of the **Judicial Commission** and the **Judicial College** and members are invited to attend a meeting to discuss any concerns.

CSV Children's Court - CPSU holds a member only meeting to further discuss the proposal by ChCV that will result in 34 Conference Unit roles being made surplus. CPSU also understands that Children's Court matters will no longer be heard at Broadmeadows, Ringwood, Sunshine, Werribee, and Heidelberg magistrates' courts. Instead, these matters will be heard at Moorabbin, Broadmeadows, Dandenong and Melbourne Children's Courts. CPSU is concerned these changes may result in an increase in workload for registry staff at these court locations and we have written to Children's Court of Victoria seeking confirmation that this potential increase in workload will be properly resourced.

CSV Supreme Court - SCV is proposing to restructure its registries, which will result in twenty-two jobs being cut.

DFFH - Housing program staff employed as HSOs, FSOs, Team Leaders, Team Managers, and any other relevant Housing employee required to undertake field operations are entitled to a \$650 clothing allowance. CPSU has been advised that a considerable number of Housing members are yet to receive this payment.

DFFH Child Protection - CPSU acknowledges that the recent Major Change consultation process (CPOM Refresh) for Child Protection staff has been challenging and disruptive. Members submitted many Alternative Proposals that were well presented, thorough and evidence based. CPSU is disappointed by the number of proposals that were not adopted by DFFH through this process. CPSU has been holding discussions with DFFH to attempt to resolve some significant issues that have arisen out of the CPOM Refresh process.

DJCS - CPSU's lawyers Maurice Blackburn have now served a letter of demand on DJCS after 18 months of raising these concerns while DJCS continues filibustering and stone walling on Grade 5-7s progression underpayments. CPSU has been in dispute with DJCS over this non-payment since March last year because DJCS like other depts have applied language selectively (to avoid our VPS Agreement requirements) like 'demonstrate measures of excellence' to 'exceed expectations' to deny progression payments to Grade 5-7's staff ostensibly as a budget control feature.

OPA - CPSU understands the **Office of the Public Advocate** has found funds to purchase new couches for around the office, reception and the lunchroom, and new chairs for the office and some meeting rooms. This flies in the face of members having repeatedly called for an upgrade to 'Resolve' so they can work more efficiently for a long time.

Prisons (Private) - Port Phillip Prison members will soon be undertaking protected action again as part of our ongoing efforts to secure fair conditions and terms of employment for all members after countless negotiations, it has become clear that taking action is essential to achieving our objectives. This is a collective effort, and participation is crucial for its success.

Prisons (Public) - CPSU reminds all members that they are not required to pay out of pocket for fuel in departmental vehicles. It is the department's responsibility to cover all fuel costs for work-related travel. CPSU advises members that if they are asked to pay for fuel using personal funds, they have the right to say NO. They are asked to report issues to CPSU delegates if they feel pressured into paying for the fuel.

Serco - CPSU members reported disappointing outcomes with Court decisions involving ongoing threats of violence against operators online after receiving a 'fake apology' as part of a court outcome of violence against an **MRSCO**. Disappointed by the approach taken by the court the member raised the matter with CPSU. CPSU intervened with the support of the Chief Commissioner and a review of internal policy and practice regarding diversion matters to allow for Prosecutions visibility of compliance and allow appropriate submissions to be made prior to diversion along with actions being undertaken to ensure it is not repeated.



Congratulations were extended to Cameron Phillips, as the joint winner of our **Gayle Smith Health and Safety Representative of the Year award** for his outstanding contribution over several years, to improve health and safety of staff and members at the **SERCO**, Traffic Camera Services. Camerons efforts have made a significant impact, fostering a safer and more positive environment for everyone. His proactive approach, leadership, and genuine concern for the wellbeing of TCO colleagues truly set him apart, and this award is well-deserved.

Transport and Planning - CPSU understands DTP is commencing consultation within **Heritage Victoria** and State Planning major change proposals being imminent while no firm dates have been announced.

VEC - CPSU congratulates Katrina Kiernan-Walker as a joint winner of the 2024 Gayle Smith Commemorative Award, for her outstanding contribution in representing and strongly advocating for members on OH&S matters at the Victoria Electoral Commission. The Award recognises the outstanding work Katrina has done representing the designated work groups, in dealing with significant health and safety concerns and strong advocacy in difficult and sensitive circumstances for the benefit of the members at that workplace.

Victoria Police - CPSU launches a campaign to investigate the wage classification of Police Custody Officers (PCOs) and Supervising Police Custody Officers (SPCOs). We believe that the current classifications do not accurately reflect the responsibilities of these roles, and we aim to gather detailed evidence to strengthen our case for reclassification. This campaign will involve collecting information from all Police Stations that have PCOs and SPCOs to support our argument that these roles have been under classified.

VIDA – Members working in the Office of the Director General (ODG) at the **Victorian Infrastructure Delivery Authority** notify CPSU of a potential new operating model being developed without consultation, and a plan to use Fixed Term Employment for 6 years rather than converting staff to ongoing after 3 years in compliance with our VPS 2024 EA terms and conditions. CPSU is very keen to gather member feedback on these two critical issues and calls a member meeting after management release their Fixed Term Employment Policy which outlines initial fixed term appointments for a period of up to 3 years. The policy then goes on to say an additional maximum term contract of 3 years will be considered if appropriate however this contravenes the VPS 2024 Enterprise Agreement where it is clear an additional maximum 12 months

extension can be offered under certain circumstance, prior to the Employer being required to make an offer to the Employee of ongoing employment. After receiving legal advice, CPSU requests a meeting with VIDA, Industrial Relations Victoria (IRV) and Department of Transport and Planning (DTP) to discuss and address our concerns.

The announcement occurs that our own **G&C Mutual Bank (G&C)** and **Unity Bank (Unity)** will be joining forces after a member vote. Our members strong relationship over the last 60 years with initially the VPSA Credit Co-op, then named State Government Credit Union (SGE), through the strategic collaboration with SGE in NSW, and now being named an operating as G&C Mutual Bank, has provided stability unmatched in the member owned (mutual) banking sector with a full range of financial products available to members. Our G&C and Unity (formerly the Maritime Credit Union) have a similar long history of working together cooperatively and sharing resources to build a stronger and more sustainable mutual banking alternative.



YEAR IN REVIEW

NOVEMBER 2024

Art Agencies (SLV, ACMI, Vic Screen, Museums, NGV) - Over the past several weeks, CPSU has conducted four (4) significant meetings with the Arts Agencies and their appointed negotiator from lawyer firm Landers and Rogers. We remain committed to achieving the best possible outcomes for our members in order to maintain nexus arrangements with the successful VPS EA 24 outcome however we are encountering significant challenges as the involvement of a law firm, in our view has created additional complexity, introducing an inefficient communication barrier as all discussions must be filtered through legal representatives rather than allowing direct engagement with agency representatives present in meetings.

Cancer Council – Members are notified by CCV that they intend to put the proposed new EBA to a ballot of all employees. CPSU notifies members that they should be aware that CCV is doing this without agreement in principle with either CPSU or ANMF. CPSU has fought hard for its members over a period of twenty bargaining meetings since last

year to get the best outcome possible. We believe that what is on offer from CCV is significantly better than their initial offerings and the current EBA, however it is still not what CPSU would have liked as an outcome.

CSV Magistrates Court (MCV) - CPSU members inform us that **MCV** intends to remove the SIM cards from either the phone or computer of Officers in Charge of a Magistrates court, leaving only one SIM for one device, remove registry counter screens and computers, meaning members will have to carry their laptops to and from the registry counter multiple times a day, and cease using 'go-connect' which will likely impact on staff ability to easily access the internet when based at a regional court. CPSU is concerned that the removal of SIM cards may pose an OHS risk especially during bushfire season and the removal of computers and screens at registry counters will create an unnecessary and unreasonable burden, and potential safety risks.

CSV - Family Violence Practitioners employed at the **Magistrates' Court (MCV)** are directed to include a goal in their PDP that they see an average of four clients per sitting day. We are concerned this may not be achievable and may place our members health safety and wellbeing at unreasonable risk.

CSV Children's Court - A response is provided to members' submission regarding the proposed changes at the Children's Court to end the Conciliation Conference Unit. To say that CPSU is unimpressed by the content of this response is an understatement given CSV has failed to respond to the first 24 questions in our submission and are proceeding with their proposal to axe the service and cost shift to the Federal government who fund defence legal services which will end up being cost counterproductive with trials extended and young people litigation stressed.

CSV Supreme Court – A significant win for our members as **SCV** confirm its proposed restructure with the retention of the Self Represented Litigant Coordinator roles and fewer roles being forced surplus than was originally proposed. We want to acknowledge the hard work and commitment of all members who ensured CPSU was able to generate compelling submissions and deliver these outcomes which are a positive outcome for members.

DJCS – As CPSU is about to commence legal action against the department regarding the way they are denying progression for those currently classified at Grades 5-7 it comes to our attention that notifications have been sent out to staff regarding the recommencement of the Nexus process recommending employees have plans in place by 31 December 2024. DJCS are requiring you to agree when you are signed in to Nexus the goals outlined in the PDP. DJCS are asking you to sign onto goals you did not agree on which is a breach of our VPS Agreement and does not help you progress into other areas or lift your skills to take on other roles internally or externally.

ESSSuper – The current Enterprise Agreement is due to end on December 2024 and members are advised that the agreement continues until replaced and bargaining has commenced as the Employer has issued the Notice of employee representational rights (NERR). EAs play a crucial role in shaping wages and working conditions for the duration of the Agreement.

Parks Victoria – With the announcement by the Minister of a leadership change and review of **PV** we know that members have many questions about what a review means in light of having been ‘reviewed’ all year through the savings imposed spearheading a program of redundancies. CPSU will be seeking further information from PV about the terms of reference for the review, which levels of the organisation are expected to be reviewed, seeking involvement in the process, and wanting to understand the impacts on the job security of the broader workforce.

Parliament – CPSU officers, including our Union delegates, are bargaining with the **Parliament of Victoria** management toward the next Parliamentary Officers Enterprise Agreement. Nego-

tiations started in September and our bargaining team is working towards a deadline in order to maintain nexus arrangements with the successful VPS EA 24 outcome.

Prisons (Private) – G4S threatens to potentially dock 100% of Port Phillip Prison members pay for 1 hour each day due to participation in our protected action ahead of a planned 12-hour upcoming stoppage. This threat relates to the late unlock and early lockdown. They have not made notification at this stage to do this but are attempting to frighten off their employees from pursuing a fair outcome leading into the closure of the prison.

SRO – An important online meeting is organised for **State Revenue Office** members to discuss the Time Standards Review and its impact on employees with the proposed changes. The review process has faced significant delays due to the employer’s failure to provide adequate and timely information from the outset. This lack of information provided has hindered our ability to thoroughly assess whether the proposed changes are fair and reasonable. SRO have used, in most cases, the average time standard based on data retrieved, this does not consider an employee’s experience and capabilities and may disadvantage some.

VCAA – CPSU is aware it has been a particularly challenging period for our members and staff in **Victorian Curriculum and Assessment Authority**. The work done at VCAA – to develop and deliver high quality tools of assessment and examination for students across the state – is important work and it is often done in a high-pressure environment. CPSU has been working with members and delegates to support VCAA staff and improve conditions at work. CPSU requested a workload review back in 2022 on behalf of members and we

continue to pursue this avenue provided by the VPS Enterprise Agreement to address heavy workload issues.

Victoria Police – Part of VicPol’s ‘saving money’ strategy has imposed a ‘VPS higher duties is not available for periods less than 4 weeks’ dictate. In some work areas, Police tried to interpret this direction so that people would perform the higher duties, but just not get paid for it.

VIDA – CPSU members employed across VIDA for complete our recent Fixed Term Employment Survey in vast numbers. With such an overwhelming response members have provided CPSU with valuable insights on the way VIDA applies fixed term contract employment. Members also indicated they would support CPSU by providing the evidence in the relevant jurisdiction in the event this matter escalates.

VLA - Victoria Legal Aid presents a collective offer for the proposed Enterprise Agreement and CPSU invites all members to attend an important Zoom meeting to discuss this offer which contains annual wage growth, an upfront lump sum payment (pro-rata for part-time staff), enhanced progression pay, paid seasonal leave between Boxing Day and New Year’s Day (starting December 2025), new reproductive and fertility leave, a new mobility allowance, increased standby allowance to match Victorian Public Service Enterprise Agreement, and higher duties allowance eligibility reduced from five consecutive days to one working week.

Water (Lower Murray Water) – LMW notifies CPSU of their intention to commence bargaining for the next Enterprise Agreement and at the same time issues the Notice of Employee Representational Rights to all employees as required under the Fair Work Act.



YEAR IN REVIEW

DECEMBER 2024

DEECA - We want to know what members think about how fixed term contracts are used in this Department and how they and they impact members. Our VPS Enterprise Agreement requires preference to be given to ongoing forms of employment over fixed term work however over the last 10 years the use of fixed term contracts at DEECA has increased from 4% to 21%.

STL - CPSU continues to advocate for fair and reasonable outcomes in the negotiation at **State Trustees** with a strong focus on improving wages and conditions while ensuring no one is left behind. While we acknowledge that STL is bound by the Government's Wages Policy, which presents challenges during bargaining however despite these constraints, CPSU has prioritised other critical aspects of the EA to secure meaningful improvements for members.

Transport and Planning - CPSU successfully achieves a pause in the proposed major restructure for members across Heritage Victoria. In a confirmation letter received, **DTP** agrees with the Union that as HV employees only recently joined the P&LS Group, they have not had the same level engagement opportunity as others, and therefore the implementation of change process will temporarily pause until the end of March 2025.

Victoria Police - CPSU uncovers that Police may be applying a process regarding extra hours worked that avoid their obligations to pay correct entitlements of Overtime and Time off in lieu after a member queried why they were not being paid overtime provisions and TOIL after they had found that Victoria Police had arbitrarily applied 'Flex' to extra hours worked in the 7am – 7pm span. While flexibility is allowed and encouraged, this is different when you work extra hours.

ZOO - The Fair Work Commission formally approves the Zoos Agreement which comes into effect. Zoos Victoria has confirmed that all outstanding payments relating to the new Agreement have been processed which includes a new patience in bargaining payment because of the delays.

HISTORIC TREATY NEGOTIATIONS BEGIN

THE COMMENCEMENT OF TREATY NEGOTIATIONS BETWEEN THE ELECTED FIRST PEOPLES' ASSEMBLY OF VICTORIA AND THE STATE GOVERNMENT LATE LAST YEAR MAY HELP DEMONSTRATE HOW A FULLY SELF-DETERMINED MODEL OF GOVERNANCE CAN IMPROVE THE LIVES OF A PEOPLE ON THE VERGE OF BEING FORGOTTEN ONCE AGAIN.

First Peoples' Assembly co-chair Ngarra Murray swaps gifts with Premier Jacinta Allan.



THE CHALLENGE TO OVERCOME ABORIGINAL COMMUNITIES' SCEPTICISM OVER ANY INTERACTION WITH GOVERNMENT REQUIRES GOOD FAITH SINCE 2023'S VOICE REFERENDUM.

190 years after the first permanent European settlement was established on the state's west coast at Portland, Victoria is offering what might be the last remaining way forward for a potential new chapter in Australia's reckoning with its First Peoples.

The Treaty process unfortunately unfolds against a backdrop of political tension.

Treaty was needed to help "reset the relationship between the state of Victoria and its First Peoples," the Premier said.

While the Victorian government has demonstrated a commitment to negotiations, the Victorian opposition has withdrawn its commitment to truth-telling and Treaty, trying to manufacture political capital in the dust of the defeat of that referendum.



"Our Elders' Dream Will Be A Reality For Our Children" Ngarra Murray

Governments around the world - be they in the United States, in Canada, in New Zealand - have had treaties with their First Peoples and it's been shown to drive better outcomes.

If the broader Victorian public come to know anything about process, they will come to know that at its heart lies a desire for healing.

Many in Victoria's Aboriginal communities see Treaty as an opportunity to address intergenerational trauma and reclaim control over their destinies.

The Assembly wants Treaty to ensure Indigenous communities across the state "will always have the freedom and power to come up with solutions at a local level".

Treaty is about striking a fairer deal. Treaty is not about blaming or shaming. It's not about finger pointing. And it's not about pulling us backwards - or apart.

It's about moving us forward, together.

Because although we can't erase our history, we can together be the authors of a better future.

Treaty is our chance. Our once in a generation opportunity.

"We'll be negotiating how to give First Nations people a proper say over their families and communities. And how we can lay the foundations for a better future - for all of us.

"Now, it's incumbent upon all of us to meet this moment, to seize the historic opportunity before us.

"Aboriginal people have come to this process with an open and courageous heart.

And today, I commit to you that we, the Victorian Government, will do the same."

Premier Jacinta Allan



GENDER PAY GAP CLOSING

**THE GENDER PAY GAP IN AUSTRALIA
IS AT ITS LOWEST POINT EVER.**

**WHEN THE ALBANESE LABOR GOVERNMENT CAME
TO OFFICE IN MAY 2022, A WOMAN WORKING FULL
TIME WAS EARNING \$260 LESS PER WEEK, OR 14.1%
LESS THAN A MAN ON AVERAGE.**

TODAY, THAT GAP HAS FALLEN TO \$231 OR 11.5%.



IN VICTORIA, \$105,022 IS THE MEDIAN SALARY OF NON-CASUAL VPS EMPLOYEES, INCLUDING EXECUTIVES, AND THE PUBLIC SERVICE GENDER PAY GAP IS 1.8% OR \$1,914 OF NON-CASUAL EMPLOYEES.

Over the entire life of the Coalition Government, from May 2013 to May 2022, the public sector gender pay gap across Australia had only narrowed 1.0 percentage point.

In total, the new Federal Government drove down the gender pay gap in the public sector by 2.2 percentage points to 9.9 per cent in the first two years after the election.

Since 2022, the gender pay gap has been closing at a rate of 1.3% per year.

And if we continue to progress as we are, it could close completely within nine years!

That's more than three times as fast as the average annual rate of decline under the previous Coalition governments.

In fact, if the previous slow rate of progress had continued, the average full-time working woman would be nearly \$1,900 a year worse off than they are now.

If we were still under the Coalition government, we'd be waiting 35 years to close the gap.

MEASURED ON AN HOURLY BASIS, THE GENDER PAY GAP ACTUALLY WORSENERD UNDER THE COALITION'S TIME IN OFFICE, GOING FROM 7.0 PERCENT TO 7.2 PERCENT.

SINCE THEN, IT HAS NEARLY HALVED UNDER THIS GOVERNMENT, SHRINKING TO JUST 4 PERCENT.

This progress has not happened by accident. It is a direct result of new work rights and wage reforms won by union members and introduced by the Albanese Government.

A NEW REPORT 'MINDING THE GAP' OUTLINES 20 REFORMS IN TOTAL, INCLUDING:

1. Significant annual increases to the minimum wage
2. Better pay and stronger bargaining laws in female-dominated occupations
3. Outlawing pay secrecy clauses
4. Improvements to company gender pay gap reporting

The Coalition have opposed nearly every single legislative reform over the last few years which has contributed to closing the gap – and they have already threatened to tear up some of them if they are re-elected.

WORKING WOMEN CANNOT AFFORD TO GO BACKWARDS.

Chart 7: Public sector full-time earnings gap

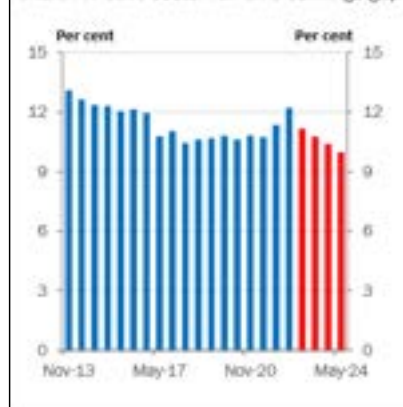


Chart 8: Private sector full-time earnings gap





IN OCTOBER 2024, I WAS FORTUNATE ENOUGH TO BE SPONSORED BY CPSU VICTORIA ON A STUDY TOUR OF THE UN IN GENEVA.

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

Our tour guide, Carlisle Richardson, a former ambassador for St. Kitts and Nevis to the UN, expertly navigated us through the meetings and provided valuable insights into the inner workings of the UN system.

One of the highlights of the trip was our meeting with the Hon. Melissa Parke, Executive Director at the International Campaign to Abolish Nuclear Weapons (ICAN), who provided us with an overview of how an NGO works alongside the UN.

Melissa was able to give us an in depth and very personal view of how the threat of nuclear weapons affects all areas of the UN.

We also had the opportunity to visit the World Federation of United Nations Associations (WFUNA), where we met with Aziel Philippos Goulandris, Secretary-General of WFUNA. He shared with us the organisation's efforts to promote the UN's values and goals, and we were impressed by his passion and dedication to the cause.

Another notable meeting was with Dorine van der Wal, Youth Engagement, Health and Multilateral Partnerships at the World Health Organisation (WHO). She discussed the organisation's work in promoting global health and well-being, and we were struck by the complexity and scope of the challenges they face.

We also had the chance to visit the United Nations Office at Geneva (UNOG), where we met with various staff members and learned about the organisation's work in areas such as human rights, disarmament, and sustainable development.

One of the most memorable experiences was our meeting with Dr Ruvendrini Menikdiwela, Assistant High Commissioner at the UN High Commission for Refugees (UNHCR).

She shared with us the challenges she faces in her role, including negotiating with governments and addressing the needs of refugees and asylum seekers. Her dedication and commitment to the cause were truly inspiring.

Throughout the trip, we were struck by the complexity and scope of the UN's work, as well as the dedication and passion of its staff.

Despite the challenges and flaws in the system, it was clear that the UN plays a vital role in promoting peace, cooperation, and human rights around the world.

I am grateful to have had the opportunity provided to me by CPSU Victoria to participate in this study tour and to have gained a deeper understanding of the UN's work. I highly recommend this experience to anyone interested in international relations and global issues.

Craig Harmer
DFFH Housing - Gippsland

VICTORIA'S ENERGY TRANSITION TO RENEWABLES



View the
**Victorian Greenhouse
Gas Emissions Report 2022**

THE LATEST VICTORIAN GREENHOUSE GAS REPORT IN PARLIAMENT SHOWS THAT VICTORIA HAS CUT EMISSIONS BY 31.3% - ALREADY WITHIN OUR 2025 TARGET WHICH IS TO REDUCE EMISSIONS BY 28-33%.

The transition of Victoria's energy system towards renewable technologies has made a major contribution to our emissions reductions to date.

Reducing our dependence on fossil gas will help slash emissions and power bills.

Victoria has cut emissions by almost a third since 2005.

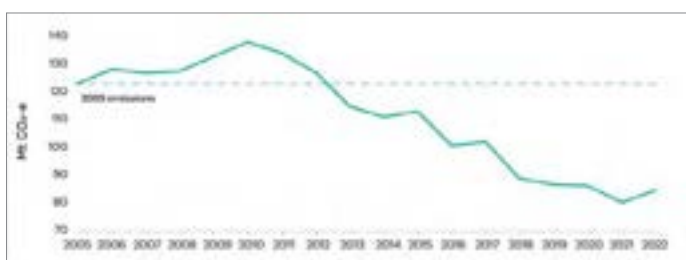
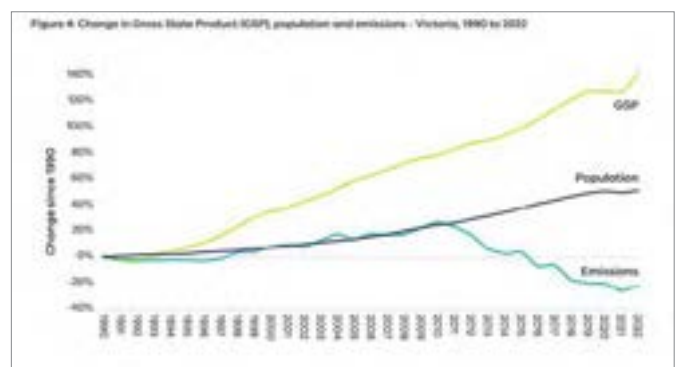


Figure 1: Victoria's total net emissions, 2005 to 2022

Victoria's population and economy are growing, yet emissions are falling and have been trending down since 2010. Meanwhile, between 1990 and 2022, Gross State Product (GSP) has increased by 141% and the population has increased by 51%. Victoria has continued to grow while reducing emissions.





CLIMATE ACTION & JUST TRANSITION

WITH RISING GREENHOUSE GAS EMISSIONS, CLIMATE CHANGE IS OCCURRING AT RATES MUCH FASTER THAN ANTICIPATED. ITS IMPACTS CAN BE DEVASTATING AND INCLUDE EXTREME AND CHANGING WEATHER PATTERNS AND RISING SEA LEVELS.

DOING NOTHING WILL END UP COSTING US A LOT MORE THAN IF WE TAKE ACTION NOW.



EVERY PERSON, IN EVERY COUNTRY IN EVERY CONTINENT WILL BE IMPACTED IN SOME SHAPE OR FORM BY CLIMATE CHANGE.

If left unchecked, climate change will undo a lot of the development progress made over the past years. It will also provoke mass migrations that will lead to instability and conflicts.

If left unchecked, climate change will cause average global temperatures to increase which will adversely affect every ecosystem.

Already, we are seeing how climate change can exacerbate storms and disasters, and threats such as food and water scarcity, which can lead to conflict.

To limit global warming to 1.5°C above pre-industrial levels, emissions must already be decreasing and need to be cut by almost half by 2030, just seven years away.

But we are drastically off track from this target.

The historic Paris Agreement provides an opportunity for countries to strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2 degrees Celsius and to pursue efforts to limit the temperature increase even further to 1.5 degrees Celsius.

A transition to a low-carbon economy presents opportunities for employment generation and social inclusion, but challenges are also involved.

A just transition means promoting environmentally sustainable economies in a way that is inclusive and gender-responsive, by creating decent work, by reducing inequalities and by leaving no one behind.

What does a Just Transition look like? It starts with practical solutions for workers and communities.

We need every conversation and every policy process about climate action to put just transitions at the centre. This is critical for environmental, sustainable and inclusive economies and societies.

AT THE CORE OF A JUST TRANSITION ARE FIVE (5) KEY POINTS:

1. Policies that are developed through social dialogue and based on labour rights,
2. Climate initiatives that are gender responsive,
3. Universal social protection and occupational health and safety policies to strengthen climate resilience,
4. Unlocking more and better jobs through sustainable businesses, skills development, and industrial and employment policies, and
5. Putting our money where our mouth is by financing a just transition.

ILO

<https://www.ilo.org/publications/flagship-reports/world-social-protection-report-2024-26-universal-social-protection-climate>



YEAR IN REVIEW

AGREEMENTS

AGREEMENTS APPROVED BY FAIR WORK COMMISSION:

- ✓ Cancer Council Victoria Enterprise Agreement 2024
- ✓ Development Victoria Enterprise Agreement 2024
- ✓ Serco Traffic Camera Services Enterprise Agreement 2023
- ✓ Southern Rural Water (SRW) Enterprise Agreement 2023
- ✓ Victorian Public Service Enterprise Agreement 2024
- ✓ Visit Victoria Enterprise Agreement 2023-2024
- ✓ Zoos Victoria Salaried Staff Agreement 2023

AGREEMENTS AGREED IN PRINCIPLE:

- ✓ HealthShare Victoria Enterprise Agreement
- ✓ Ministerial Staff Collective Agreement
- ✓ Victoria Legal Aid Enterprise Agreement
- ✓ Victoria State Emergency Service Agreement
- ✓ Victorian Building Authority Enterprise Agreement
- ✓ Victorian WorkCover Authority Enterprise Agreement
- ✓ Parliamentary Officers (Non-Executive Staff) Enterprise Agreement

AGREEMENTS UNDER NEGOTIATION AS AT 18/12/2024:

- ✓ Australian Centre for the Moving Image (ACMI) Enterprise Agreement
- ✓ Film Victoria Enterprise Agreement
- ✓ G4S Custodial Services Pty Ltd (Port Phillip Prison) Correctional Services Workplace Agreement
- ✓ Greyhound Racing Victoria (GRV) Employee Enterprise Agreement
- ✓ Museums Victoria Staff Enterprise Agreement
- ✓ Parliamentary Advisors (i.e. Non-government advisors – non-MinStaff Agreement)
- ✓ Shrine of Remembrance Enterprise Agreement
- ✓ State Library Victoria Enterprise Partnership Agreement
- ✓ The Council of Trustees of the National Gallery of Victoria Enterprise Agreement

BRING ON 2025!