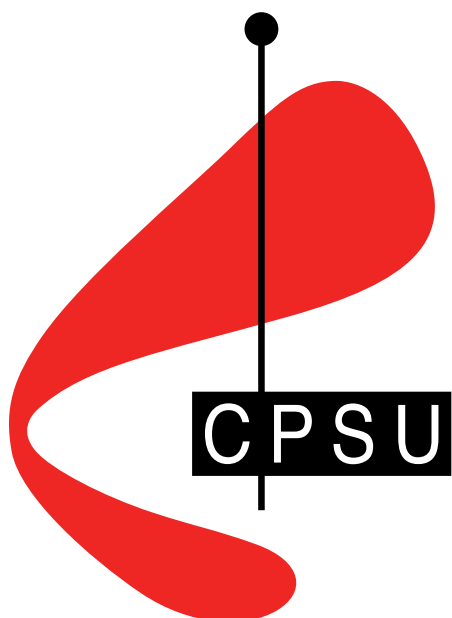




PUBLIC PERSPECTIVE

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MONOPOLY LAND ASSET SLICED

**OUR REAL COST
CAMPAIGN CAN
CLAIM SOME
SIGNIFICANT
SUCCESS AS FULL
SALE RULED OUT**

The Victorian Government is opting now to restrict the full sale of our Land Titles Office.

The Treasurer has announced areas including the Valuer-General, Surveyor-General, Land Information and Spatial Services, Government Land Advice and Coordination, and the Victorian Government Land Monitor will stay in public hands.

The commercialisation will be restricted to core registration and information services only; a move that limits the numbers of staff affected to less than 100.

A new Agreement negotiated by CPSU will provide strong protection for jobs and a voluntary opt-in with

a four year right of return, and payments for the affected staff that incorporate the two stage transition process.

The agreement also includes an employment guarantee plus service recognition.

The Agreement negotiated at least provides the necessary security and options for employees faced with a choice about their future employment if commercialisations of the registry functions proceed.

CPSU continues to strongly oppose the commercialisation of LUV functions and believes LUV should remain wholly in public hands, with the government investing in the new

technologies and then using the increased revenue opportunities to create more jobs for Victorians.

In commencing the privatisation of LUV through commercialisation, the State Government is putting the integrity of our land registry system at risk as future governments will come under pressure from the private provider to alter or add to their contracts to sustain or prop up their service operations.

The land titles and registry functions sit within Land Use Victoria within DELWP.

We've seen this all before.



NOTHING'S TRICKLING DOWN

FOR THE PAST 30 YEARS WE ALL HAVE HAD TO DEAL WITH POLITICAL PARTIES WHO HAVE FELT THAT THE WAY TO ECONOMIC PROSPERITY WAS TO OUTSOURCE, PRIVATISE AND DOWNSIZE THE PUBLIC SECTOR.

A fraud has been perpetrated on ordinary people.

It has been perpetuated on a person working for a Government service, and the community that uses a now privatised/corporatised service.

It has been done (and continues to be done), in the mistaken belief, that “trickle down” economics is good for everyone, from the highest paid to the lowest.

The mantra is, that all of us will share in the “spoils” of this economic miracle if we work hard and believe what is good for them is good for us all.

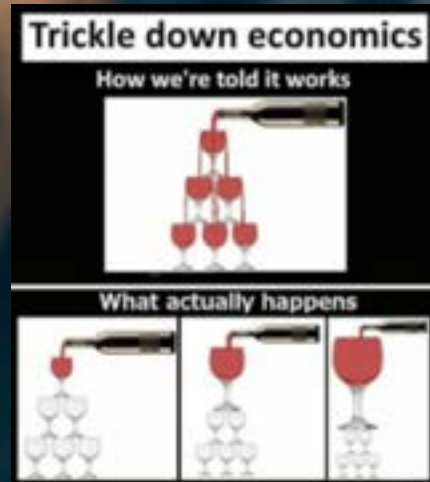
But no one ever looked behind the claims to see if it was real or a lie.

CPSU decided to look beyond the veil and what we found was a fraud.

Unions commissioned a People's Inquiry into Privatisation which held public hearings around Australia and brought its Report down last year.

The evidence was overwhelming and in some cases just personally distressing.

The Report was damning.



Particularly evidence from NSW about the impact of the decision of the NSW Government to withdraw in total from any service delivery in disability services.

The Report gave the unions, who supported the Inquiry, some ideas about how we change the given norms that exist within Governments, within the ranks of the Senior Public Service.

The norms that support the Corporates that continue to advise Governments of the need to jettison service delivery in favour of contract managing others to do our work, often at a lower wage with less conditions affecting the quality of service delivery.

We know the current economic settings don't work. As the ACTU actively reviews their policies on privatisation, public services, worker capital infrastructure

investment trends and taxation with the recommendations of our People's Inquiry at the forefront.

Those new forms of privatisation that have emerged (such as Social Impact Bonds, Public Service Mutuals, commissioning and voucher systems) have been developed to hide from the public what Governments have been doing but know the public hate.

In fact, recent polling has shown that most people in Australia, when asked, actually oppose privatisation. Governments now know that and so hide what it is they are doing by using inclusive/ warm and fuzzy terms to hide the stark reality of their policy setting.

Just look at the emerging furore over the Liberal Party Conference resolution to privatise the ABC. Think what that furore would be like if it was about Child Protection. Some organisation making a profit

out of child abuse, this debate is currently being had by our Tasmanian Branch.

By having the ACTU adopt a broad, wide ranging policy in opposition, we start to be able to influence the national discussions that are occurring around policy settings for the next federal election.



TRUE STALWART, TRUE BELIEVER

OUR UNION LOST A TRUE STALWART WHEN HOWARD HUMFFRAY DIED ON 24TH APRIL LAST, AGED 93.

Howard joined the then Victorian Public Service Association (VPSA) in 1949 after entering the Public Service as an engineer in the Public Works Department.

He maintained a keen engagement with the union throughout his career. He served as a Professional Division delegate on the VPSA's

General Council and its later CPSU counterparts for many years and was awarded Life Membership of the union in 1978.

After retiring from the Public Works Department, he switched over to the Retired Officers' Division in 1985 and served as a Vice President of the RODs for much of the next 30 years, until declining health began to take its toll in the last year or two.

Howard had an interesting family background, with one ancestor being the only mounted policeman (of 4) to survive the Kelly Gang's ambush at Stringybark Creek.



Another ancestor being John Basson Humffray, activist and secretary of the Ballarat Reform League prior to the Eureka Stockade, who opposed the miners' resort to armed rebellion but continued to pursue their grievances with the governor and eventually entered the new parliament with Peter Lalor in the aftermath of the rebellion.

He became an early Minister for Mines, later chaired the 1863 Royal Commission on mining and finally had possibly the longest street in Ballarat named after him.

Representatives of the Union attended the funeral

This photograph was taken at Howard's funeral (11 May 2018):

left to right

Ian Thomas, Stan Cox, Karen Batt,
Fred Cullen and Howard (son)





CADETS GRADUATE

THE VERY FIRST GROUP OF
CADETS TO GO THROUGH
THE YOUTH CADETSHIP
SCHEME GRADUATED FROM
THE CERTIFICATE IV IN
GOVERNMENT COURSE.

The graduation was the culmination of a year of hard work for the cadets, who commenced their studies back in July 2017.

As part of the course, cadets studied topics such as public sector values, policy implementation and workplace safety, and developed their skills in communication, project work and service delivery, amongst others.

The course also involved an enterprise project, for which cadets each developed a proposal for a new system or resource to improve their workplaces.

These proposals were presented to their peers, managers and colleagues early in June, and were very well-received.

While completing their studies, the cadets have been working in participating VPS departments, gaining valuable experience that will lead to ongoing work opportunities.

Now that they have completed the Certificate IV in Government, this group of cadets has a further twelve months to consolidate their skills in their current roles, and to start looking ahead to future employment in the VPS, with the support of CPSU, Jobs Victoria and the participating departments and agencies.

In a ceremony at Parliament House, the cadets were awarded their certificates by Richard Bolt the Secretary of DEDJTR and Angela Hoare-Lippman Executive General Manager of Box Hill Institute.



The Youth Cadetship Scheme is a joint initiative between CPSU and Jobs Victoria (DEDJTR).

We wish the Cadets all the best.

CPSU WOMEN ARE WORTH 100%

SAME VALUE, SAME PAY

Thirty years of experimenting with trickle-down economics has failed to provide secure jobs, a living wage and fair pay rises for working people. For women, the situation is even worse. Because of our broken rules, women get paid less.



WORTH 100%

In June we launched our Worth 100% campaign, to help close the gender pay gap for women in the Victorian Public Service (VPS).

The gender pay gap is the difference between women's and men's earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like roles. (Australia's Workplace Gender Equality Agency, 2018).

It can be calculated in a number of ways and this sometimes leads to differences in the figures cited as "the gender pay gap".

As of February 2018, Australia's Workplace Gender Equality Agency (WGEA) calculated the national gender pay gap as 15.3%.

Despite being launched only a few months ago, we've had great support and participation from members who want to play an active role in closing the pay gap.

The campaign was established after it was announced in the State of Public Sector Report earlier this year that the gender pay gap in the Victorian Public Sector was 12 per cent in 2016/17.

This means that women earn on average \$10,197 less than their male counterparts with a median base salary of \$76,487 for females and \$86,684 for males. As part of our campaign we are asking members to become Gender Pay Equity Advocates.

CPSU is working with Advocates to support them in implementing the campaign in their workplaces.

CPSU will also work with Advocates to run workplace meetings as a means of spreading awareness of the gender pay gap and its causes, generating interest and involvement in the campaign amongst members, and recruiting new members to the Union.

Our broken rules entrench the gender pay gap; at the heart of this is the failure to adequately value the work women have traditionally done – both paid and unpaid.

Women are increasingly locked out of a secure retirement, women make up the majority of workers reliant on the minimum wage, women are more vulnerable to exploitative, casualised and insecure forms of work and due to deep-rooted social norms women face more disruptions over their working life by taking on the majority of the responsibility for caring for children, family members and/or ageing parents.

One of the core components of the Change the Rules campaign is to address gender equality.

We think women should be paid the same as men.

We think women should be offered the same opportunities as men.

We think it's time to close the gap.

There are a number of ways you can get active in your workplace to help close the gap.

Included in this edition of Public Perspective is a campaign poster and flyer.

CPSU is asking ALL members to join the campaign take a selfie with the poster and send it to media@cpsu.vic.org and we will share it on our Facebook page.

Not sure what the gap is or why it exists?

<http://www.worth100.org.au/>

We all need to campaign on and win systemic change for working women.



BUSINESSES FOR FAIR WAGES



Research released by the Centre for Future Work ahead of further cuts to penalty rates kicking in on July 1st showed the initial cut from last year coincided with thousands of full-time jobs being lost from the retail sector.

Weekend and public holiday penalty rates for staff in the retail, hospitality and pharmacy sectors will drop by 10-to-15%.

The analysis of ABS data has challenged the industry argument and that of the federal government, that a reduction in penalty rates would create more jobs and hours of employment.

Penalty rate cuts have so far not created extra full-time retail jobs with 50,000 full-time jobs shed in the year to May.

The analysis found the average weekly hours in both retail and hospitality had dipped from 29.3 to 28.1 across the industry.



For workers in this industry it's become a real wage cut and a threat to an already difficult decision about balancing spending time with family on Sundays but needing that money to pay the bills.

Now that penalty rates will be cut by a further 15 per cent, workers will now weigh up the cost of the family time sacrifices on Sundays and decide instead to leave the industry.

But it doesn't have to be this way. Employers don't have to take advantage and pocket these cuts to penalty rates.

They can do the right thing and keep paying their staff full, fair wages.

Australians want to back businesses that back their workers.

Penalty rates are vital to family budgets for the lowest-paid workers in fast food, hospitality, retail stores and pharmacies.

By supporting businesses that support fair pay, you're making sure your money goes to fair wages.

The issue is clearly not going away and the fight over fair pay will be a key battleground and point of difference when the federal election is held.



Opposition leader, Bill Shorten, has promised to restore penalty rates in the first 100 days of government and took aim at Malcolm Turnbull's values, promising that if elected he would reverse penalty rate cuts, which are estimated to affect 700,000 workers across Australia.

The Andrews government has also backed this and returned penalty rates to agencies where they had been stripped away by the Kennett government.

"Your penalty rates matter to me just as much as the prime minister's giveaway to the banks matters to him," Shorten said.

"That's where the other fellow and I are different."

HOW FULL ARE OUR JAILS ?

The surge in prisoner numbers is a threat to the health and safety of officers and ancillary staff working in the system.

All jurisdictions reported that the biggest impact on availability of beds was changes to sentencing laws, particularly Victoria and Tasmania where suspended sentences have been abolished, access to bail has been tightened and Tasmania reports that changes are going through Parliament now that will make access to remissions harder therefore further exacerbating the lack of available beds.

NSW: muster was 14,000 for a system built to house 11,000

VICTORIA: had a muster of 7,506 an increase of nearly 6% in 12 months with 2,595 unsentenced (on remand)

TASMANIA: report they are at capacity.

SOUTH AUSTRALIA: have 116 beds available but are overcrowded in women's and protection prisoner populations.

QUEENSLAND: figures not available before publication.

WESTERN AUSTRALIA: Western Australia: had total count of 6,902 with less than 100 beds available at two main prisons.

All jurisdictions reported that new builds are taking some of the pressure off but felt that it will be temporary as remand numbers are causing flow on management of available bed problems across the country.

Victoria's Ravenhall (GEO) has opened and has over 900 in its muster at the moment (capacity 1100) with another 700 bed maximum security prison announced for the Geelong / Lara precinct due to be built; this is in addition to the new Youth Detention Centre announced to deal with the other burgeoning prison population in the youth system.

Yet members in Victoria report that the site by site analysis of the lack of bed availability is such, that at Marngoneet they are using bunk beds in single cell units and have also installed bunks in cottages so prisoners prefer to remain in units because these are less crowded.

In Victoria at DPFC (women's prison) management are trying to handle the incompatible dual demand of increased prisoner numbers (increased surge beds by 25) with the need to cut operating costs by cutting staff numbers at posts.

NSW report that their Government has responded with an announcement for possibly the biggest prison in Australia to be built at Grafton, with a build bed muster of 1700 to be run by Serco. NSW have also initiated a program of "Rapid Build" prisons which could be described as "pop ups".

Initially only to house "model prisoners" but now taking more serious classified prisoners.

SA report that they have 48 beds offline at Yatala due to asbestos being discovered in protection.



PRISONERS IN BRISBANE WOMEN'S CORRECTIONAL CENTRE OFTEN HAVE TO "DOUBLE-UP,"

The Government have moved to put in an additional unit at Adelaide Remand (ARC) but it is felt that this will not be sufficient with another surge of prisoners requiring them to revert to using police cells yet again.

The female bed shortage has been "managed" by having Mt. Gambier (male/private) hold females and Port Augusta has changed a male unit to a female one to accommodate female prisoners.

Tasmania notes a commitment from their Government to build a new Northern Prison (but stage 1 won't open for 5 years) and it will have 270 beds for both males and females.

A new Remand prison has also been announced along with upgrades for existing women's and minimum security units.

W.A. report WANDOO returns as a Government run jail at end of June but proposed staffing levels unacceptable so WAPOU refuses to let it open as Corrections propose 80 prisoners with 4 staff so discussions are continuing W.A. where Government has announced staffing review across all prisons to reduce 75 EFT and have identified 50 positions that have been funded but not filled and these are the ones being cut.

W.A. running with 20% below optimum staffing profile and WAPOU is scheduled to meet with Treasury.

The challenge for CPSU members is to turn the spotlight on the management of the system that Governments continue to ignore. It's all very well to increase Police numbers and give them all the equipment and support they need but our corrections system is straining and it needs resourcing to the same level.

Let's break the habit of politicians campaigning on law and order for some, and ignoring it for others.

CPSU will call politicians out when they want to just lock them up and look away.



LABOR HIRE LAWS PASS

VICTORIAN WORKERS ARE SAFER AND MORE SECURE IN THEIR WORK AFTER NEW LABOUR HIRE LAWS PASSED THE STATE PARLIAMENT WITH GOVERNMENT, GREENS, ALONG WITH CROSSBENCHERS FIONA PATTEN AND RACHEL CARLING-JENKINS SUPPORT.

The Liberal and National Party members along with Shooters Party MP's opposed the laws.

The vote means that Victoria is the third state to introduce labour hire licensing laws, joining Queensland and South Australia.

To obtain a licence, providers will be required to pass "a fit and proper person test" and show compliance with workplace laws, labour hire laws, and minimum accommodation standards.

Licensed providers will be listed on a public register and "rogue operators" will be liable for civil and criminal penalties.

The reforms will address widespread exploitation and abuse in labour hire

by establishing a licensing system and investigative authority for the industry, with criminal and civil penalties for breaches of the law.

The new laws follow a Parliamentary Inquiry into the labour hire industry headed by Professor Anthony Forsyth, from RMIT University's Graduate School of Business and Law.

The Inquiry heard from hundreds of working Victorians on their experiences of insecurity, poor health and safety, and exploitation under labour hire arrangements.

Professor Forsyth said the laws are a "necessary measure to eradicate rogue operators from the sector."

Victorian Trades Hall Secretary Luke Hilakari said, "Victorian workers are standing a little taller today, because our State Parliament has heard our voice on this issue."

"Dodgy labour hire companies have been exploiting working people for profit without proper oversight. These new laws will put a stop to that," he said.

Widespread labour hire misuse was rife throughout the public service with Departmental workers retrenched and replaced in their thousands by insecure workers engaged on an hourly

basis.

Freedom of information requests revealed ten thousand plus people were engaged for more than two million hours at a cost of nearly \$200 million in 2012-13 alone under the previous State Government (see chart) across all public sector agencies.

'More transparency in Departmental employment will be a major outcome following the introduction of these new laws,' CPSU Secretary Karen Batt said.

"No longer will Governments be able to avoid public scrutiny and capitalise their agency spending to hide the costs of engaging in this form of insecure work," she said.

Luke Hilakari said, "it is a credit to the Andrews Government that the voices of Victorian workers were heard on issues such as this."

The legislation amends the Public Administration Act 2004 to establish a Labour Hire Licensing Authority and an Office of Labour Hire Licensing Commissioner.



NEW LAWS FOR THREATENING EMERGENCY WORKERS

PROPOSED CHANGES ON A RANGE OF LEGISLATIVE REFORMS TO ENSURE CPSU MEMBERS ARE KEPT SAFE AT WORK

CPSU has been working with the State Government and other public sector unions on legislation that moves a number of offences against emergency workers, custodial officers, and youth justice workers into the most serious category under the Crimes Act.

An offender must be given a custodial sentence if convicted of these offences.

There is also a tightening of the circumstances where “special reasons” can be argued to limit the application of minimum sentences.

In addition, legislation has been introduced making it a crime to intimate and harass (including by making threats to the families of) Prison Officers, Youth Justice Officers and Police Custody Officers amongst other emergency worker professions including VicSES and DELWP employees.

CPSU participates on the Government’s Emergency Worker Harm Reference Group which is considering a range of responses to addressing the issue of violence at work.

This may include further legislative reform, media campaigns, and reviewing procedures and policies to ensure that violence at work is never acceptable.

There have been a number of recent examples of CPSU members being targeted, threatened, harassed and intimidated specifically because of the job they do.

It will also be the first time family members of law enforcement officers would have specific protections enshrined in the law.

We are hopeful that the measures announced will protect our members and their families.

Choose Your Employer in 2018

1992

Jeff Kennett

Cuts

15000

Public Sector
jobs



2010

Ted Ballieu

Cuts

4200

Public Sector
jobs



2018

**Matthew
Guy**



"I don't envisage going on some wild spree eliminating people"
Matthew Guy - May 2018

Can Matthew Guy be Trusted on PS Jobs?

**If You Want to Know what Vic Libs will do in the Future
Just Look at What They Did in the Past?**