



PUBLIC PERSPECTIVE

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

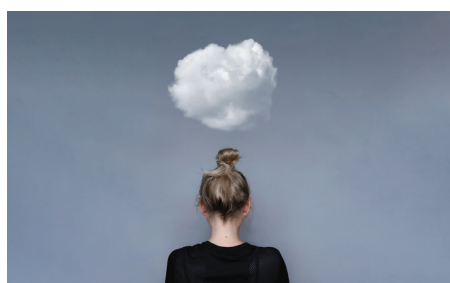
GOVERNMENT(S) HAVE A PAY ROLE

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UP COST OF LIVING
DOWN WAGES
the **PUBLIC
SECTOR
NEEDS A
PAY RISE**



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WOMEN EARN LESS AT EVERY AGE: WGEA

A “DECADE OF INACTION” IS TO BLAME FOR WOMEN CONTINUING TO EARN LESS THAN MEN IN EVERY AGE BRACKET.

ACTU President Michele O’Neil says this will continue “until we address the undervaluation and underpayment of women-dominated industries, including teaching, nursing, and care”.

Australia went backwards from 14th to 70th place on the global gender pay gap index.

The WGEA is urging employers to boost part-time workers’ access to management roles and implement gender-neutral leave policies, as gender pay gap research shows women make up less than half of the full-time workforce and are out-earned by men at every age.

Even though Australian women complete higher education and enter the labour market at a higher rate than men, new WGEA research says they are still substantially less likely to work full-time across all age groups and to reach the highest earning levels.

It also warns that millennial women aged 35 and under are currently reaching management at equal rates as men but will earn just 70% of that of male counterparts by the time they reach age 45 if the current trajectory continues.

The agency says the divergence occurs from age 35, when men are predominantly working full-time, and women are mainly working part-time or casually.

Michele O’Neil says unions are looking forward to working with the Albanese Government to include gender equity in the Fair Work Act, implement all remaining Respect@Work report recommendations, prohibit pay secrecy and roll out public reporting of pay gaps.

The ACTU says women are earning on average \$483.30 less per week than men “largely due to women shouldering the majority of care responsibilities” and making up 61% of workers reliant on award and minimum wages.

The WGEA put the overall gender pay gap at 14.2% in August last year.

GOVERNMENT(S) HAVE A PAY ROLE

GOVERNMENT(S) ARE THE NATION'S BIGGEST EMPLOYERS AND PLAY A DIRECT ROLE SETTING PAY FOR THEIR PUBLIC WORKFORCE BUT CONTINUE TAKING A CAUTIOUS APPROACH WITH CAPS ON OUTCOMES.



Under current rules, annual wage increases for Commonwealth public servants “can no longer exceed wage rises in the private sector”, and “agencies may negotiate a lower outcome” than private sector wage increases although the new Federal government has made solid commitments on genuine bargaining and real wage rises, tackling insecure work, and better workplace relations in the federal public sector to change this.

In each state, governments apply wage caps.

The NSW Government announced recently it will raise its 2.5% wage ceiling to 3% next financial year and up to 3.5% in 2023-24, in the face of incomes falling behind consumer price inflation and scheduled industrial action.

The revised caps would apply to deals struck after July 1 and would apply for the next two years.

In West Australia, under the state’s public sector wages policy, workers were offered a 2.5 per cent pay rise per year, plus either an additional 0.25 per cent each year or a \$1,000 sign-on bonus.

But unions say that is not enough, given annual inflation in WA hit 7.6 percent in the March quarter.

In Victoria, the wage cap was 2% when we were bargaining across the VPS in 2020 but has dropped to 1.5% since January and is woefully inadequate. A submission made by our State Government to the recent minimum wage adjustment case itself gives ammunition for an argument about remedial measures being needed to counter the rising costs and inflationary impacts on the workforce while current agreements still have two years to run.

The retention payment of \$3000 to health care workers was an immediate response from the Victorian Government and CPSU has argued for a wider catchment to receive similar assistance.

CPSU has stressed that this is no time for the Government to play favourites as everyone contributed to pandemic responses.

The Treasurer has confirmed that the wage cap would be reviewed before agreements were due for renegotiation.

In Queensland, the Palaszczuk government is also under pressure after several years of 2.5% pay rises for state workers. In South Australia the rising cost of living will also create budget pressures with the government set to open wage negotiations with doctors, nurses, teachers, and other public servants in the next year.

The budget warns those salaries make up 40 per cent of general government spending and that wage increases would need to be modest, but Treasurer Stephen Mullighan said it was unrealistic to expect that the government could limit wage rises to 1.5 per cent each year when inflation was rising at 5 per cent.

In Tasmania, budget papers forecast public sector wages will rise by 2.5 per cent, seemingly ignoring the fact that Hobart’s inflation levels are expected to rise by more than double that next year.

The forecasts, if followed through, will mean a cut to the take-home pay of Tasmania’s many public servants in real terms, when it’s already difficult to recruit workers to staff services.

In a competitive national labour market, these decisions to suppress public sector wages also indirectly place downward pressure on private sector wages as businesses compete with the bureaucracy for workers.

WORKERS NOT GETTING FAIR SHARE

PROFITS AND PRODUCTIVITY ARE INCREASING ACCORDING TO RECENT NATIONAL ACCOUNTS DATA WITH THE GAP WIDENING COMPARED TO WAGE GROWTH FOR WORKERS.

In terms of buying power, workers are no better off today than they were about four or five years ago because the cost of living has risen at a faster pace than pay packets over the past year, real wages have fallen over that period.

Urgent action is needed to ensure that working people share in the wealth of the economy and in the recovery from the pandemic.

Productivity is growing at almost twice the average rate over the past decade and profits are increasing at more than 20 per cent, but labour share of GDP has hit an all-time low.

Productivity grew 2.8 per cent in the year to March, almost triple the average of about 1 per cent over the past decade.

Business profits doubled from last year to reach 21.6 per cent for the year to March, while labour share of national income fell to the lowest on record at 45.1 per cent.

The cost-of-living crisis continues and its imperative for the broader economy that workers receive a pay rise so that their wages do not go backwards.

“Perhaps the RBA will call for a cap on profits? Looking forward to economists and others calling out company profits for driving inflation as businesses pass on price rises and gouge to pump up profits. Or are workers to pay in price rises & wage cuts”?

Sally McManus - ACTU Secretary



HEALTH AND SAFETY A FUNDAMENTAL RIGHT - ILO

THE RIGHT TO A SAFE AND HEALTHY WORK ENVIRONMENT BECAME ENSHRINED INTO THE INTERNATIONAL LABOUR ORGANISATION'S FRAMEWORK OF FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK.

This principle now sits alongside the right of freedom of association and the right to collective bargaining, the elimination of forced labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

After years of campaigning by workers globally, the right to a healthy and safe workplace is adopted as a new fundamental right at this year's International Labour Conference in Geneva.

This is an incredible achievement, but more work needed to be done to improve occupational safety and health including the need for a shift in focus from just physical injury to a broader understanding which encompasses the importance of psychological safety at work and bringing an end to gender-based violence and sexual harassment, ACTU President Michele O'Neil's said in her speech at the annual conference.

In Australia 200 workers die at work each year with a further 5,000 workers affected from occupational diseases including asbestos related disease and silicosis.

It is estimated that in the Asia Pacific region there are more than 1.1 million deaths each year from work related trauma or disease with this number likely to be higher due to underreporting.

The adoption of a healthy and safe workplace as a fundamental right means we are finally taking seriously the responsibility to prevent tragedies occurring at work.

Health and safety at work goes beyond physical injuries and includes risks to workers' psychological health which has become the fastest growing injury type in Australia.

"Our work must include eliminating psychological risk factors including, high workloads, poor work support as well gendered violence and harassment if we want to continue making work safe and healthy."

"Our work isn't done until every worker comes home safe," Michele O'Neil said.





THE FAIR WORK ACT IS RIGGED AGAINST WORKERS AND IS ONE OF THE REASONS THAT WAGES GROWTH HAS BEEN SO LOW, DESPITE A 'TIGHT' LABOUR MARKET.



BURKE'S BID TO BALANCE BARGAINING

THE INSTITUTIONS THAT REGULATE THE LABOUR MARKET NO LONGER FUNCTIONED PROPERLY AND THERE IS NO REAL BARGAINING THAT OCCURS UNDER THE CURRENT WORKPLACE LAWS.

The Fair Work Act is rigged against workers and is one of the reasons that wages growth has been so low, despite a 'tight' labour market.

For CPSU members in Victoria, who bargain under federal industrial relations laws, the important choice at the recent election was how to help the union respond to cost-of-living pressures and improve wage outcomes within a balanced bargaining system.

Federal Labor has achieved majority government and will be able to realise its industrial relations agenda now to fix the bargaining limitations placed on unions, improve pay outcomes, re-balance Fair Work, increase the umpires' powers to redefine casual employment, make work more secure, and abolish the ABCC and ROC.

Labor is also in a good position with Greens, Jacqui Lambie Network senators, and former professional rugby union player David Pocock, to successfully legislate its changes.

CPSU has been creative in finding ways to deliver competitive outcomes despite wage restrictions however rising prices of everyday items must be addressed by governments committed to increasing our wages.

Total profits and wages index (March 2001 = 100)

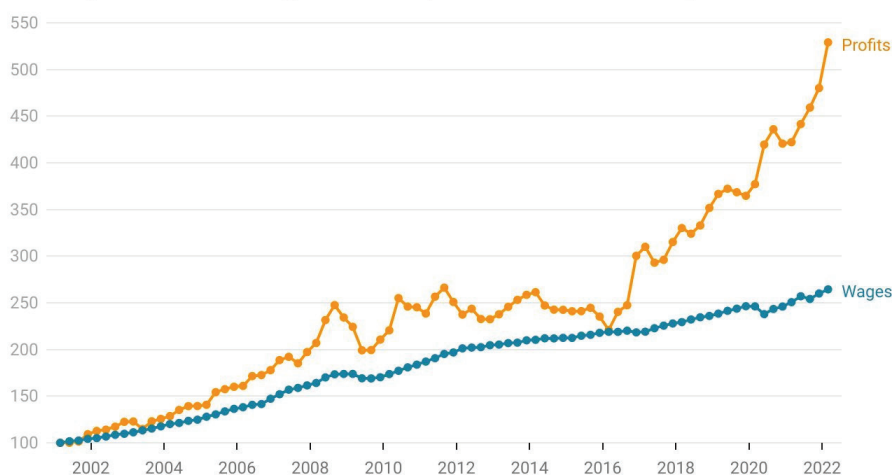


Chart: Greg Jericho • Source: ABS 5676.0, Tables 11 & 17 derived • Created with Datawrapper

The new Albanese Labor Government announced prior to the election it will “fix the stack” of the Fair Work Commission bench before returning to the convention of making half of new appointments from employer backgrounds and half from unions.

It needs a thorough overhaul and importantly new Federal industrial relations Minister Tony Burke has confirmed that Labor’s broader IR legislative changes, including bargaining reforms and measures to tackle wage theft, will be informed by its jobs summit in September when unions and employers will come together to discuss secure jobs, lifting wages, increasing productivity, and improving skills and training.

“The body of work we want to come from the jobs summit is how do we get enterprise bargaining again,” Mr Burke said.

“Historically, it’s the most effective way to get wages moving again with a productivity dividend.”

Business and unions agree the bargaining system is disappearing with fewer workers now than ever before covered by enterprise agreements but not surprisingly haven’t agreed on a solution.

The new Federal Government intends to introduce paid family and domestic violence leave legislation during Parliament’s first sitting period after Parliament returns on July 26.

More than eight million Australians will then have access to 10 days of paid family and domestic violence leave as the new government pledges to make workplace equality reforms a priority.

PRODUCTIVITY FROM WORKING SMARTER



Calls for shorter working hours without a reduction in pay have become increasingly louder across Europe, the UK and now New Zealand.

The leader in this debate has been Iceland.

In 2015 and 2017, in response to campaigns by local trade unions and civil society organisations, two major trials of a shorter working week were initiated by the Reykjavik City Council and the Icelandic National Government.

The trials saw workers in the pilot sites in Iceland, move from a 40-hour week on average to 35 or 36 hours without reduction in pay. Icelandic Government made the decision to trial this innovation in working hours as a response to concerns about poor work life balance of local public sector workers when compared to other Nordic neighbours.

Icelandic workers faced particularly long hours in marked contrast to Sweden, Norway, Denmark and Finland.

OECD figures showed that Iceland had the least number of hours per week for leisure and personal care languishing closer to other countries such as Japan, Chile, and Mexico yet these long work hours were not contributing to greater productivity.

Fatigue and other pressures from the excessive overtime being worked would see work slip, further exacerbating the issue at the expense of personal and family time.

The trials agreed on were at a diverse number and type of workplaces such as Child protection, Police stations, social service providers, hospitals as well as general 9-5 office work locations.

The scale of the trials combined with the diversity and locations gave the Iceland Government and the Reykjavik City Council a wealth of data that was both quantitative and qualitative to enable real evidence to be captured to show the efficacy of the proposal to reduce the working hours.

Importantly, despite concerns of employers in the private sector and some scepticism amongst managers in the public sector, productivity and service provision remained the same or improved across most of the trial workplaces.

Worker wellbeing increased across a range of indicators, from perceived stress and burnout to a healthier and better-balanced life.

Between 2019 and 2021, the outcome from these trials was the agreement of employers and unions to insert the 4-day working week into most employment contracts.

So successful has this been that by June 2021, 86% of Iceland's working population are now in employment arrangements that have either moved them to shorter working hours or have facilitative clauses to permit that move during the life of the contract.

Is this something Victoria could consider?

The ongoing Covid pandemic has accelerated new ways to work including from home or in a hybrid arrangement.

The lesson for all from a policy and an industrial perspective has been that the pandemic has fuelled the rapid transition to remote work and the unexpected increases in free time as workers no longer must undertake their previous long commutes.

Victoria should take up the initiative and agree to establish a joint workplace pilot so we can take the lessons from Iceland (and soon to be those from UK and NZ) and develop our own trial across the VPS and wider sector to move to a progressive and productive reduction in working hours with no loss of pay.

Let's hope, in this election year, the Andrews Government is up for the discussion.

KAREN BATT

Victorian Branch Secretary/Federal Secretary



FOUR-DAY WEEK CAN WORK

A FOUR-DAY WORKING WEEK GIVES TIME BACK TO PEOPLE, WHICH CAN REDUCE WORK-INDUCED STRESS AND RELATED CONSEQUENCES, WHILE THE WORK-LIFE BALANCE ADVANTAGES MEAN THE PUBLIC SECTOR WOULD FIND IT EASIER TO RETAIN TALENT AND OFFSET COSTS OF EMPLOYMENT.

COVID-19 has highlighted the importance of supporting workers to work safely and as flexibly as possible.

Work and productivity continued as modern contemporary work practices moved away from traditional time-based record keeping of attendance while transitioning to a model which is more outcomes focussed, says the ACT Government in its submission to their Legislative Assembly's inquiry into the working week.

This form of worker-oriented initiative is likely to spark enhanced loyalty, engagement, commitment, and focus. Time off and work life balance is often reported as being much more sought after by workers, especially in the professions.

Acting on the assumption that a four-day work week "refers to a reduction in the duration of the working week from five days to four days with a commensurate reduction in total hours worked per week, without a loss in pay (i.e., five days' pay is received for four days work)" the ACT Government says that such a four-day working week "would come at a cost and be challenging to implement" but "would without question establish Canberra as one of the most progressive cities in the world".

"It would also be an attractive proposition for high quality talent, including for many professional streams in the ACTPS which are projected to be in high demand in the years to come."

UK WORKERS BEGIN FOUR- DAY WEEK TRIAL



WITH WORK CHANGED FOREVER BY THE PANDEMIC, FIRMS SAY A SHORTER WEEK COULD HELP ATTRACT AND RETAIN STAFF.

As workers at seventy UK companies start a four-day week for the next six months with no loss of pay the initiative will be the world's biggest trial of the new working pattern.

The research comes after Covid led many people and companies to re-examine their working patterns, with a marked rise in hybrid and flexible practices.

The pilot will examine how varying employment patterns might work at a broad range of companies with the participation of 3,000 workers making this trial larger than a previous pilot in Iceland that included more than 2,500 workers.

Researchers will work with each participating organisation to measure the impact on productivity in the business and the wellbeing of its workers, as well as the impact on the environment and gender equality.

Government-backed four-day week trials are also due to begin later this year in Spain and Scotland.



OUR ENERGY OWNED

Australia's energy is comprised of transmission towers, substations, poles, wires, and pipes, which supply gas and electricity to almost every household and business in the country.

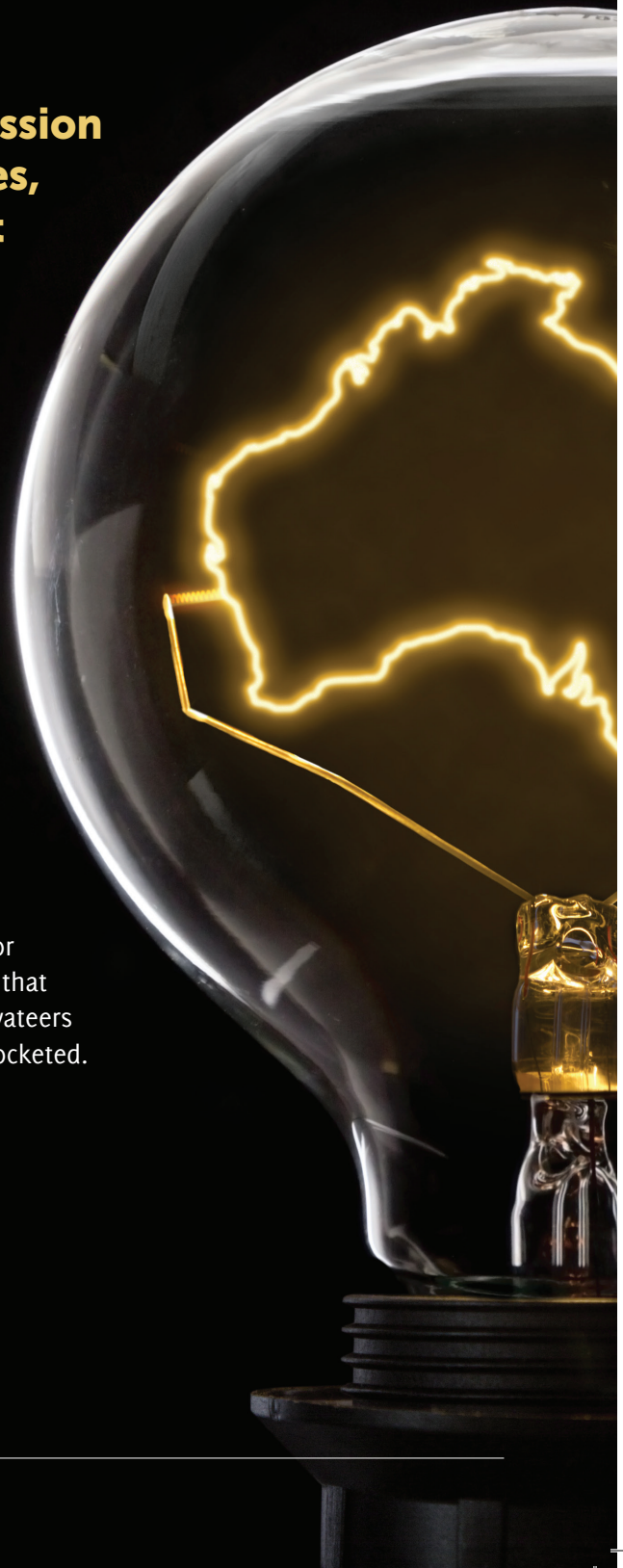
This infrastructure is owned and managed by a mix of private and government-owned organisations which are responsible for the reliability of Australia's energy supplies.

The electricity grid on the east coast (which forms the National Electricity Market) is one of the largest interconnected electricity networks in the world with the networks in Western Australia and the Northern Territory being isolated from the rest of the country.

The east coast grid was built for and around the giant coal-fired plants, with gas-fired generators supplementing their baseload power with peaking plants.

The grid wasn't designed for the influx of renewable energy that now accounts for around a third and recently more than 60 per cent of the energy in the grid.

The unprecedented decision by the Australian Energy Market Operator last month to suspend the spot market for wholesale electricity and take control of the generation sector just highlighted the distortion that handing market control to privateers delivers after spot prices skyrocketed.



SHOULD BE BY US.



Gas-fired generators, and some coal-fired plants deliberately withdrew from the market, creating a shortfall of supply to distort the price.

The privatisation of electricity generation, distribution and retail has proven to be a failed experiment that has resulted in rising electricity prices, critical job losses in regional areas, and diminished government capacity to invest directly in clean energy production.

The first electricity privatisations were in Victoria between 1995 and 1997, then South Australia in 1999 and then NSW from 2008. Gas networks have a long history with the origins of gas distribution networks date back some 150 years to networks like the Gas and Fuel Corporation of Victoria.

Australia's gas distribution networks in South Australia, Victoria, Western Australia, and Queensland were privatised by their respective state governments in 1993, 1997, 2000 and 2006.

The main gas networks across NSW, Tasmania and the ACT were all privately developed.

- Australia's electricity and gas network businesses are held in public and private ownership.
- 100 per cent privately owned electricity networks: Victoria, South Australia
- 100 per cent government owned electricity networks: Tasmania, Western Australia, Northern Territory and Queensland
- In NSW, one electricity network is privately owned, two are 50.4 per cent privately owned and one is fully government owned. The ACT's electricity network is a joint public and privately owned entity.
- Australia's gas distribution providers are all privately owned, except for the ACT's, which is half government owned.

“

Energy companies need to be, where necessary and appropriate, restructured and reclaimed to the public sector to allow for such democratic involvement of those affected with public oversight, including greater workers' participation.

Australia is one of the top three gas producers in the world and most of that gas is sold under long term contracts at prices linked to an oil price that is extremely volatile.

The new Federal government could impose a gas reservation scheme.

It could also do as the UK has done and impose a windfall tax.

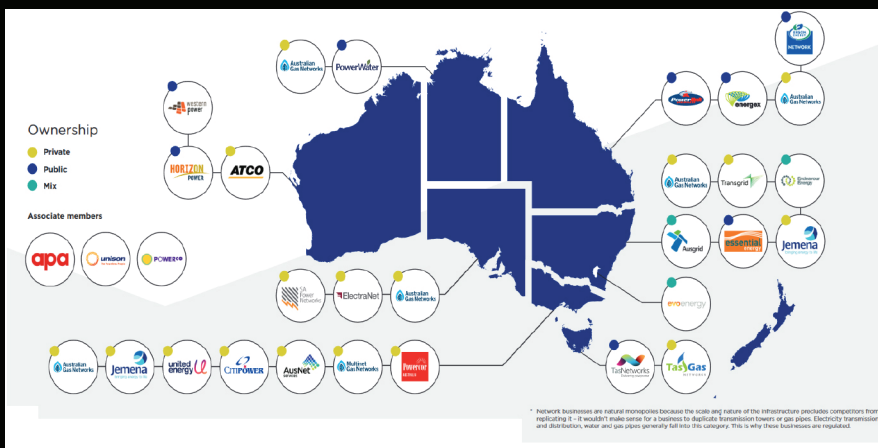
More than a decade of neglect, political impasses and the internal wrangling and consequent inertia within the Coalition government have now come home to roost.

Electricity is an essential service, and we should be talking about how we get power back in public hands again as we shift our generation to renewables. Energy markets should serve the needs of the Australian community, not deliver profits to a few large companies.

Australia's domestic energy needs should be prioritised over the needs of export markets or private investors.

Energy companies need to be, where necessary and appropriate, restructured and reclaimed to the public sector to allow for such democratic involvement of those affected with public oversight, including greater workers' participation.

Australians must democratise the energy market and rebuild publicly owned capability in the generation of our future renewable energy and storage.





AUSTRALIAN HONOUR FOR CPSU'S PERICA

MARK PERICA, CPSU'S OWN SENIOR LEGAL OFFICER HAS BEEN AWARDED THE MEMBER OF THE ORDER OF AUSTRALIA (AM), FOR HIS IMPORTANT SERVICE TO INDUSTRIAL RELATIONS, AND TO LAW.

Mark's contribution over twenty years to industrial relations is extensive and driven by a desire for an equal, fair, and safe working environment for all workers.

His list of accomplishments is impressive including holding directorships in industry super funds and community organisations as well as being a representative in the industrial relations reform working group at the Australian Council of Trade Unions.

Mark appears and acts for our 80,000 members who work in various state public services.

"I owe this award to our members and the elected officials of the CPSU."

"A career highlight has been representing Australian workers in international forums, such as the International Labour Organisation, which he described as "the peak and a real privilege".

"Representing any worker, at any time, is a privilege but to represent Australian workers at an international forum is amazing," Mark said.

"I have made interventions in cases involving slavery in Thailand, physical harassment of trade unionists in Cambodia and Belarus, and child sex trafficking in Afghanistan."

He also assisted the Fijian Trade Union Congress in Fiji during their struggles when the parliament was dissolved in a coup in 2006.

"It's great to collaborate with all these amazing people in different countries on international matters."

"When they rang to say would you accept it, I just about dropped the phone."

"I couldn't believe it, it's not something I expected."

"I still don't know who nominated me."

Well deserved we say. Congratulations Mark.

VICARIOUS TRAUMA OUR PROJECT FOCUS

Workers' mental health is clearly an occupational health and safety concern with the impact of work on our mental health receiving significant attention in recent years.

The Royal Commission into Victoria's Mental Health System highlighted the importance of establishing mentally healthy workplaces with COVID-19 then bringing the issue even further into public consciousness.

Victorian WorkCover data shows that on average, compensation claims for mental injury are more than twice as expensive as claims for physical injuries, and people take longer to return to work.

Back in May 2021, the Victorian Government announced their commitment to introduce OHS regulations addressing psychological health in the workplace.

These regulations reinforce that protecting workers' mental health and safety is the Employer's responsibility.

Vicarious trauma is a significant issue for anybody whose work involves seeing, hearing, or reading about details of other people's trauma.

Prevention must address the cause of vicarious trauma—the work itself.

Data shows that mental health at work is a significant issue in the VPS.

The People Matter Survey showed an 18% rise in adverse mental health in the VPS workforce.

In September this year, CPSU will launch an on-line tool and website guiding VPS employers and workers on the prevention of vicarious trauma.

The on-line help will be guided by findings from the Vicarious Trauma Prevention and Awareness Toolkit project.

Working with funding from WorkSafe Victoria's WorkWell Mental Health Improvement Fund, CPSU has collaborated with six sites across DJCS and DFFH to pilot actions that help prevent or lessen the risk of vicarious trauma.

Early indications show that targeting aspects of the work can cause positive change.

The project's website will be housed on the Victorian Public Sector Commission's digital platform.

Once launched, it will provide a pro-active guide for VPS employers and employees on the prevention of vicarious trauma.



Despite making up less than 10% of the total Victorian workforce, VPS workers account for 34% of all mental injury claims made to WorkCover.

Become a CPSU Health & Safety Representative

BECAUSE UNIONS MAKE WORKPLACES SAFER

CPSU HSRs have the strongest chance of making improvements in your workplace. They get OHS issues addressed promptly by ensuring that both union and OHS activities are coordinated. For this to continue, we need to ensure that union members are elected as your HSRs.

HSRs can play an important role in identifying hazards, assessing risks and developing practical solutions. They help to create and maintain a safer workplace for everyone. To be effective as a HSR you should be willing to learn, be approachable and able to listen to concerns and consult with all members and employers on OHS matters.

What is a Health and Safety Representative?

A HSR is a worker who has been elected by the members of their Designated Work Group (DWG) to assist members on health and safety matters in the workplace, including systems of work, psychological health and hazards and risks.

What does a HSR do?

The elected HSR has a crucial role to play when it comes to achieving healthy and safe workplaces. They attempt to resolve any issue concerning OHS within their DWG, and inspect their workplace when necessary to deal with

incidents or immediate risks. Above all, the role is one of representation for meeting workplace health and safety duties, not one of responsibility (which lies with the employer).

How will CPSU support you?

Union HSRs have the support of both their fellow union members, HSRs in the workplace, and CPSU Industrial Organisers. CPSU's Health and Safety Unit is always available to offer support and advice to HSRs. CPSU will keep you up to date with current OHS resources and materials, along with our OHS training which is tailored towards public sector employment.

FURTHER OH&S INFORMATION?

Contact CPSU OHS Unit
on 03 9639 1822.

BECOME A UNION TRAINED HSR

Contact CPSU about our training
schedule on 03 9639 1822
or visit www.cpsuvic.org/courses/ohs

