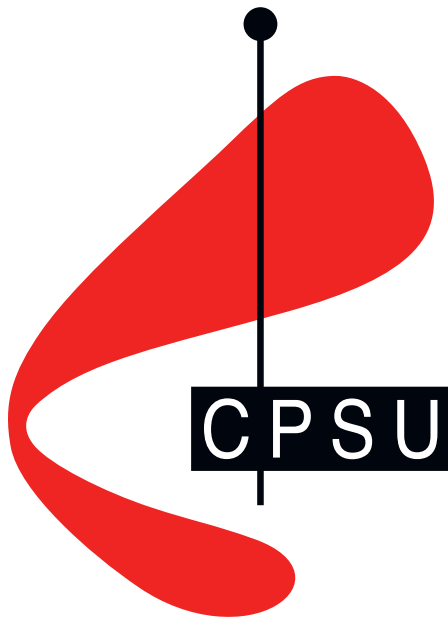


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PUBLIC PERSPECTIVE

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

**BATT
CELEBRATES
30 YEARS AS
SECRETARY**

PAGES 9-12



THE ROLE OF BIG CONSULTANTS IN GOVERNMENT

PAGES 6-7



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SUPER BOOST FOR WORKERS

A LONG-AWAITED SIGNIFICANT BOOST TO WORKERS CONDITIONS WILL SEE THE AMOUNT PAID BY EMPLOYERS INTO WORKERS’ SUPERANNUATION INCREASE FROM 10.5% - BY 0.5% TO 11% FROM 1ST JULY.

This is the next step on the path to reaching 12% guaranteed superannuation payments on 1 July 2025. It will result in workers having thousands more dollars in their retirement savings.

About 8.8 million Aussies will receive the boost to their retirement nest egg.

The super guarantee is the percentage of wages that employers must pay into their workers’ superannuation funds.

The typical worker will get an extra \$330 a year from the increase, according to calculations by Industry Super Australia.

At retirement, a 30-year-old on the median wage is expected to have an extra \$18,300.

Overall, the rise to 12 per cent is expected to deliver the typical 30-year-old worker an extra \$48,600 at retirement.

Workers aged between 40 and 49 will get the biggest immediate benefit, but younger workers will get the most in the long-term.

More than half of the nearly 9 million workers getting the increase are under 40, with workers in their 30s being the biggest age group to get a boost.

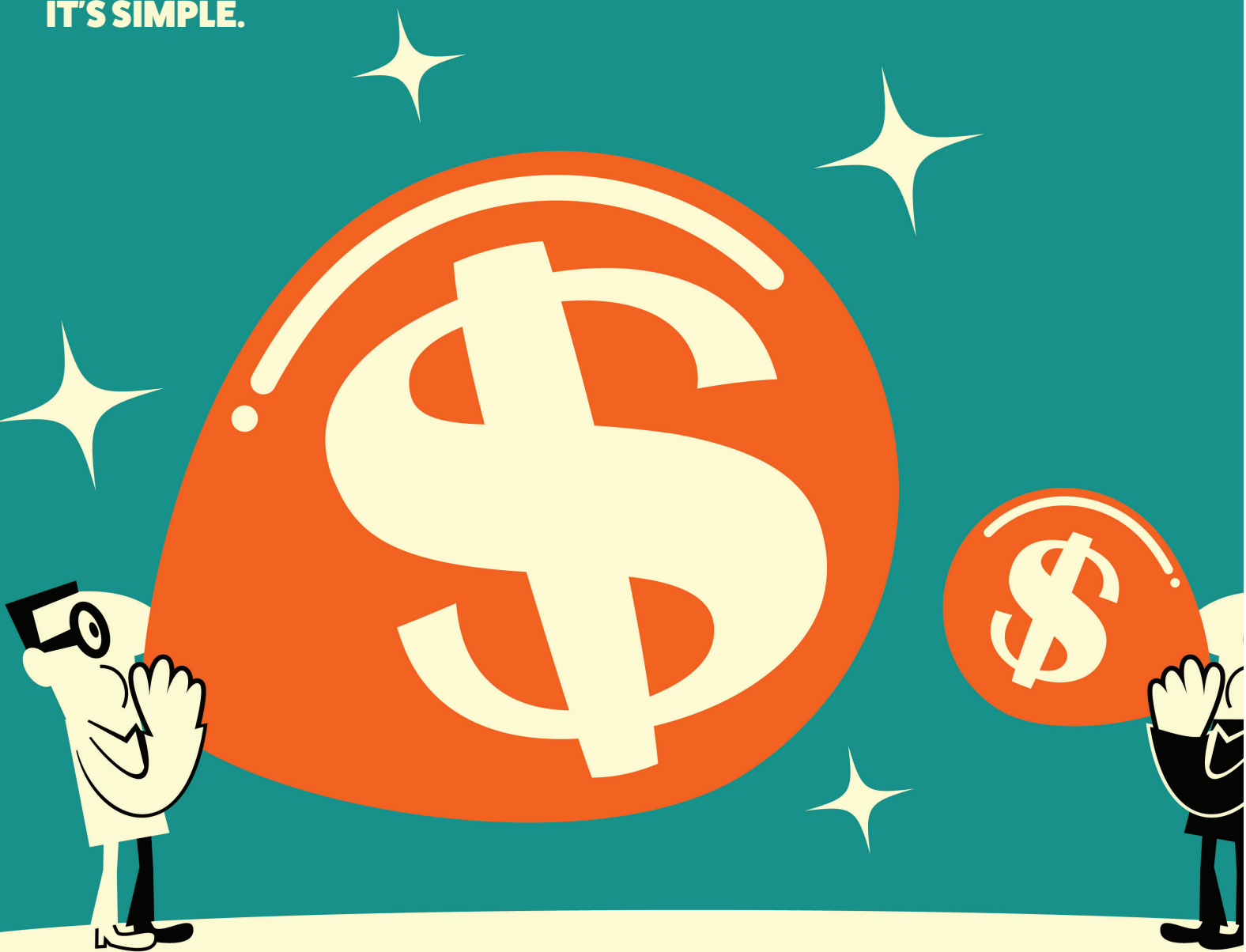
Age	People	Average SG increase per person
20-29	2,273,300	\$227
30-39	2,384,800	\$359
40-49	1,816,700	\$402
50-59	1,443,600	\$375
60-69	747,300	\$304
70+	106,600	\$213
All	8,772,200	\$330

Source: Industry Super Australia

SAME JOB SAME PAY TO FIGHT INEQUITIES

OUR CURRENT LAWS HAVE LOOPHOLES THAT HAVE BEEN USED BY BIG BUSINESS TO DEVISE NEW WAYS TO GET OUT OF PAYING PROPER WAGES AND ENTITLEMENTS.

IT'S SIMPLE.



The same job same pay measure has been proposed as a way to “address the limited circumstances in which host employers use labour hire to deliberately undercut the bargained wages and conditions set out in enterprise agreements made with their employees.”

People working alongside each other doing the same job, should get the same pay.

For example, Qantas has flight attendants on the same plane, doing the same job but being paid less than their colleagues because Qantas has gamed the system.

This is just not fair.

Currently, under the Fair Work Act, a labour hire worker and a directly engaged employee performing the same work for the same host employer may have terms and conditions of employment set by different instruments.

“However, there are more and more cases coming into the spotlight where businesses have two workforces working side by side, and they’re ostensibly doing the same work.”

But one workforce will be employed by the company itself under its enterprise agreement, and [the other] is procured through the labour hire company on different,

lower terms and conditions. Same job same pay is about saying: if you do the same work, perform the same job, have the same classification, then you should be paid the same.

It’s a way of dissuading businesses from seeking to structure their affairs in a way that undermines the applicable industrial instruments.

According to ABS data, labour hire workers represent around 2.3 per cent of employed people in Australia.

Most of these workers (81 per cent) worked full-time but were likely to earn less than a directly employed worker.

UNFAIR CONTRACTS/ EMPLOYEE AND EMPLOYEE LIKE/SHAM CONTRACTING.

Over the last decade, employers have found many ways to game the system to pay workers less.

Workers like delivery riders have fewer rights than workers had 100 years ago.

IF THIS ISN’T FIXED, EVERY JOB COULD BE AFFECTED.

We need to update the laws to ensure all workers have the basic rights they deserve.

CASUALS, DEFINITION OF EMPLOYEE, SECURE JOBS.

So many jobs have become insecure. Many employers

have turned once reliable permanent jobs into insecure unreliable jobs.

Having no job security is bad for workers, their families and the community. It is bad for the economy.

CHANGES TO SEXUAL HARASSMENT LAWS.

It’s time to end sexual harassment at work and ensure employers take responsibility.

Rights for union delegates. This is a very simple change that restores rights taken away by Coalition Governments.

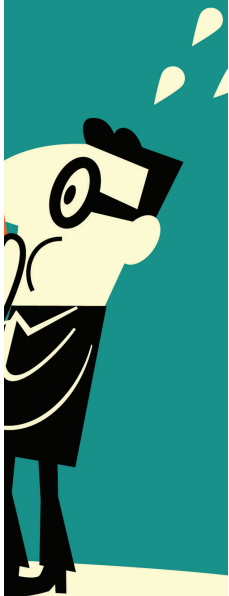
UNPAID VOLUNTEERS NEED BASIC SUPPORT AND THE SKILLS TO DO THEIR JOB.

This is good for both productivity and fairness. These are simple rights that are considered normal in countries around the world.

SAFETY NET.

Work and workplaces have changed. The laws have not kept up.

Having a strong safety net is critical and this is simply restoring what used to be normal in Australia – a strong safety net that ensures workers are not falling behind.





THE ROLE OF BIG CONSULTANTS IN GOVERNMENT

All over Australia there are people who write applications for public money, and they must be asking questions about a huge swindle that has been growing over the past two decades under our noses.

In one world, if successful, these grants are subject to staged payments dependent on evidence of progress. When they end, final reports are required, showing how funds were acquitted, and demonstrating outcomes.

But there is another world: the alternative universe of big consultancies doing government work.

A recent audit found that in 2021/22 close to \$21 billion was spent by the Australian Public Service on external contractors and consultants. In Victoria, Labor spent almost \$1 billion over their eight (8) years in government.

This is a world where very large sums of public money are paid to big consultants for sometimes very vague projects.

Outcomes are often unclear and unavailable for public scrutiny, and very large 'variations' to projects frequently follow initial allocations. In this world, consultants employed to deal with a problem often come up with solutions that require – surprise – more consultancies, or perhaps create opportunities for profit for their client list.

This is an opaque world of 'partnerships' without public accountability, and one where the big consultancies make large political donations.

According to the Centre for Public Integrity, the Big Four consultants PwC, KPMG, EY and Deloitte donated \$4.3 million over the past decade to the major parties.



Their 'investment' paid off big time with a 400% increase in federal business over the decade.

PwC was the biggest donor: \$2.1 million from July 2012 to June 2022.

These organisations rub shoulders with decision makers at expensive elite events and rotate through the revolving doors that connect the consulting and political worlds.

They live in a dense ecology of relationships that shape political decisions and capture the state.

They are paid a great deal and retire on very large ongoing income streams, and many politicians leaving parliament, join them.

**Successive
Australian
Governments have
drunk this cool aid
in very large gulps –
a \$21 billion gulp in
2021/22.**

They are milking profit from work that would be properly conducted by a robust public sector.

Procurement, outcomes, conflicts of interest and value for money are not properly scrutinised. They are a far cry from the kind of probity that ordinary Australians and smaller organisations are subject to.

Every Australian who has sweated over a grant for a modest sum, or who pays taxes and thinks they should get value for money, must be asking questions about a huge swindle that has been growing over the past two decades under our noses. A swindle that has been

fostered by governments of both political colours – and which pays significant sums into their election budgets.

Is it necessary to say that not all consultants are bad? I hope not.

Good consultants must share the outrage of ordinary Australians at what we are seeing – and its contamination of their craft.

There is a role for deep expertise to fix public problems.

The public sector is not perfect (and it is certainly very lean after years of 'efficiency' dividends – while consultancies flourished). But to pay consultants extraordinary sums to craft core policy while failing to manage conflicts of interest or to transparently evaluate outcomes, and at the same time to allow them to curry political favour through donations: these are costly failures of governance.

We need new forms of control and accountability, and public sector management of the big consultancies if we are to put a stop to tax-payers like nurses, teachers, public service and retail workers – and all the community grant writers, so tightly held to account – from financing the super-profits of the captains of consultancy.

I hope our Senate Inquiry will continue to throw light on what has happened, what needs to change, and how we get there. It is certain: our parliament needs to act.

Barbara Pocock
Senator for South Australia

WHO'S HELD ACCOUNTABLE FOR PWC SCANDAL?

THAT THE BIG FOUR CONSULTANCIES HAVE BEEN "WORKING ON BOTH SIDES OF THE STREET" FOR DECADES IS NOT EXACTLY A STATE SECRET.

They have generated billions of dollars in fees in both consulting to governments and then using the information gleaned from doing so to sell even more expensive advice to big business - with a particular focus on avoiding corporate tax.

So, was it negligence, naivete or necessity?

How do you explain the disastrous decision of some of Australia's most senior public servants to retain PricewaterhouseCoopers for a project designed to crack down on corporate tax avoidance?

In an extraordinarily scathing report delivered last week, the Senate finance and public administration references committee found that PwC not only engaged in "calculated breach of trust" by breaching confidentiality obligations, but it also then engaged in a deliberate strategy over many years to cover up that breach and the plan by PwC personnel to monetise it.

While the partners of PwC are bearing the brunt of the fallout for their misuse of confidential information, there is a case to be made that those who hired the firm should also be held accountable.

Instead of assisting in the fight against multinational corporate tax avoidance, PwC's involvement undermined that fight at great cost to us all.

Australia's public service is governed by a set of statutory "values" imposing obligations on all public servants to act ethically and with integrity in discharging their duties.

Those values have been invoked to sack junior staff for anonymous tweets criticising government policy or to punish whistleblowers who embarrass senior bureaucrats.

The PwC scandal squarely raises the legality and ethics of hiring a contractor operating a business that is notorious for being riddled with conflicts of interest.

And so, when decision-makers at the ATO retained PwC, did they act ethically and with integrity?

Josh Bornstein

Principal Lawyer, National Head of Employment Law
Maurice Blackburn Lawyers





The Honourable
STEVE BRACKS AC

MESSAGE OF CONGRATULATIONS FOR
KAREN BATT
CELEBRATING 30 YEARS AS SECRETARY OF CPSU

Dear Karen

Congratulations on an outstanding 30-year career at the helm of the Community and Public Sector Union.

During my term as Premier, you were always an honourable, if at times formidable, advocate for your members.

I particularly commend you for your leadership and resilience during the attacks on our movement by the Kennett and Howard Governments.

Your support for women in the broader union movement has been transformative.

Thank you for your decades of service.

Wishing you many more!

With kind regards,

Yours sincerely

Hon Steve Bracks AC
July 2023

Old Treasury Building
20 Spring Street
Melbourne Vic 3000

Telephone: 61 3 9651 2223
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Email: info@stevebracks.com.au

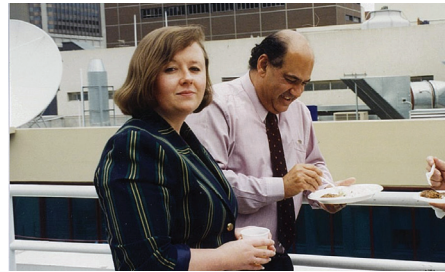
BATT CELEBRATES 30 YEARS AS SECRETARY

KAREN WAS ELECTED SECRETARY IN 1993,
THE FIRST ELECTED SECRETARY, AND
FIRST WOMAN TO BE ELECTED IN OUR
108-YEAR HISTORY AT THE TIME.

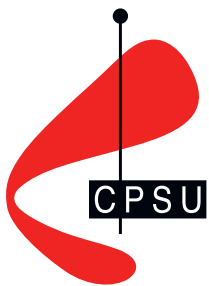
Karen's union involvement predates 1993 however having been 1st elected as the Statutory Authorities rep to VPSA State Council in 1989 and then became Senior VP in 1991.

Over 30 years as Secretary Karen has seen seven (7) Premiers, nine (9) Parliaments, won eight (8) Victorian union elections plus was elected our Federal Secretary in 2012 and again in 2016 and 2021.

Continued over Pages 10-12







CONGRATULATIONS ON YOUR ACHIEVEMENT KAREN - 30 YEARS.

Continued from Page 9

Karen is an ACTU Vice President and an executive member.

Karen was elected Trades Hall President 1995 – 1998 and was at the helm of the Victorian union response during the maritime dispute.

Karen was made a life member of our union in 2009.

Thank you for all the well wishes Karen received in acknowledgement of her 30 Years as Secretary.

The celebration held was just awesome, as are our members across the country who work so hard to deliver public services.

As is often reflected upon, we are costed but not always valued but she said she felt very valued and honored to have been here to advocate for better services on behalf of our members who are gagged by the code of conduct from speaking out and Karen says she will keep speaking out to protect jobs and communities who need strong public services.





PWC - WHO KNEW AND WHO SHOULD HAVE?

IN 2013, THE BRITISH PARLIAMENT'S PUBLIC ACCOUNTS COMMITTEE BEGAN INVESTIGATING THE ROLE OF THE BIG FOUR IN DEVELOPING NEW TAX RULES FOR GOVERNMENTS AND THEN SELLING THEIR KNOWLEDGE TO CORPORATE CLIENTS TO DEFEAT THOSE NEW RULES.

The British Treasury had seconded large numbers of staff from the big four to “provide tax technical input and commercial experience” about corporate profit shifting - also known as transfer pricing.

The committee singled out KPMG staff who had returned from their secondments to KPMG and prepared marketing brochures for corporate clients disclosing their government work.

The marketing brochures promoted advice on “defendable expense allocation” - otherwise known as tax avoidance strategy.

The following year, a US Senate committee published a report that accused major manufacturer, Caterpillar Inc. of shifting US\$8 billion in profits to Switzerland under a tax-avoidance strategy devised by PwC.

In February 2015, the UK parliamentary public accounts committee published its damning report entitled Tax avoidance: the role of large accountancy firms.

That report stated:

“We believe that PricewaterhouseCoopers’s activities represent nothing short of the promotion of tax avoidance on an industrial scale... Contrary to its denials, the tax arrangements PwC promotes, based on artificially diverting profits to Luxembourg through intra-company loans, bear all the characteristics of a mass-marketed tax avoidance scheme”.

The committee also found that PwC provided misleading evidence to it when it asserted that “we are not in the business of selling schemes” and “we do not mass-market tax products, we do not produce tax products, we do not promote tax products”.

All of this made no difference to Australian bureaucrats who continued to use PwC.

In 2016 PwC partner, Peter Collins was appointed to the Board of Taxation, an advisory body charged with “contributing a business and broader community perspective to improving the design of taxation laws”.

In that same year, an International Consortium of Investigative Journalists published the Panama Papers detailing the scale of multinational corporate tax avoidance across the globe.

That report and those that followed it have highlighted the role of the big four, who have or had offices in most global tax havens, in assisting multinational corporations to avoid corporate tax.

So, when the ATO retained PwC, did they act ethically and with integrity?



PWC SCANDAL RAMIFICATIONS TO GOVERNMENT'S OUTSOURCING ADVICE

THE SCANDAL SHOULD BE A WAKE-UP CALL TO ALL GOVERNMENTS ACROSS AUSTRALIA.

The use of consultants, such as PwC, is a legacy of the neoliberal push to cut public service numbers and replace with external for-profit consultants.

The result is a complex web of competing obligations.

Fulfilling obligations when competing to make a profit for the company and its shareholders and providing Governments with professional frank and fearless advice.

The two cannot co-exist.

The scandal involving PwC so strongly demonstrates this.

Governments at all levels should take heed and invest these scarce public resources to rebuild public service capability.

Governments must ensure a return to honest and frank advice where the policy is foremost, not the profit.



OUR FORGOTTEN FORESTERS

163 FAMILIES HAVE BEEN LEFT IN LIMBO.

VicForests staff are not able to move on with life decisions while the State Government obfuscates about the organisation's future with their mental health and well-being being impacted from this extended uncertainty.

What do they tell their families, partners, children?

The bulk of VicForests staff are based in regional Victoria where they are part of the fabric of their communities as volunteers with sports clubs, schools, kinders, the CFA, VicSES, and a host of other localised community groups.

As members of Forest Fire Management Vic they have been on the front line protecting their communities in events such as the 2019-2020 Black Summer and 2009 Black Saturday bushfires.

VicForests staff are highly trained as foresters and ecologists, having completed a broad range of qualifications and decades of experience in Victorian native forests developing harvesting strategies, conducting ecological surveys, regeneration and building strong relationships with their communities.

CPSU is hosting gatherings for our members and their guests across the regions to come together as a union community affected by the announcement on native timber harvesting and to discuss the impacts this has on their ongoing work and the local impacts in their rural communities.



VOICE IS AN AFFIRMATIVE ACTION MEASURE AND THAT'S WHY WE NEED IT.

**Australia's now 122-year-old
constitution still doesn't recognise
our first Australians, Aboriginal and
Torres Strait Islander people.**

It's time it did.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE HAVE ASKED THAT THE FORM OF RECOGNITION COME THROUGH A VOICE TO PARLIAMENT, WHICH WILL GIVE ADVICE ON LAWS AND POLICIES THAT AFFECT INDIGENOUS PEOPLE.

The Voice is an affirmative action measure as it is intended to recognise the special role of Aboriginal and Torres Strait Australians in our history and the unique and distressing reality for far too many within that community: chronic disadvantage.

Voice would establish a consultative body of Indigenous representatives who have the right to consult with government about policies that may impact the Indigenous community.

It is intended that such a consultation process will improve the effectiveness of policies and mitigate the disadvantages suffered by the community.

Recognising that inequalities currently suffered by Australia's Indigenous population – in life expectancy, health, education, income and rates of incarceration – exist.

Time to move past some of the most disturbing parts of our history.

To end the pretence that Aboriginal Australians were not treated as non-citizens for many decades, were not deprived of the vote, were not separated from their families, and were not subjected to massacres and violence.

It also time to eliminate from our minds the special legal doctrine that was created and used until 1992 – called “terra

nullius” – which pretended that Aboriginal Australians were not occupying the land when white settlers colonised it and took it away from them.

The No campaign tells us to forget about all of it and pretend it never happened or mattered.

Our history shows that Australia divided Indigenous Australians because of their race.

The legacy of that history and policies that haven't worked is that the Indigenous community does not enjoy equality of opportunity or outcome with non-Indigenous Australians.

There is not a single non-Indigenous Australian clamouring for equal opportunity of life expectancy with Indigenous Australians.

If politicians respond to protracted inequality experienced by different groups by continuing to treat them as equals, they perpetuate that inequality.

The Voice provides a critical opportunity to confer constitutional recognition on Australia's First Peoples and establish a modest consultative mechanism that seeks to close the gap in measures that divide us by race.

Australia is having a conversation about the Voice referendum being held later this year.

It's about whether we should change the Constitution to recognise the First Peoples of Australia by establishing an Aboriginal and Torres Strait Islander Voice.

The Constitution outlines the rules by which Australia is governed, and can only be changed through a referendum.

Why is the Voice referendum happening?

Australia has been talking about recognising First Nations peoples in the Constitution for more than a decade.

In 2017, Aboriginal and Torres Strait Islander people from across the country came together. They considered all the options for recognition. They wrote the Uluru Statement from the Heart, which called for a Voice for First Nations peoples to be added to the Constitution.

In 2022, the Australian Government agreed to have a referendum to let Australians decide whether to establish the Voice in the Constitution.

How would the Voice work?

The Voice would be an independent and permanent advisory body.

It would give advice to the Australian Parliament and Government on matters that affect the lives of Aboriginal and Torres Strait Islander peoples.

Do I need to vote?

Voting in the referendum is compulsory for all eligible Australian citizens aged 18 years and over.

Get informed.
Voice.gov.au

Australian Government

LANDMARK LAWS ON TAX TRANSPARENCY

BREAKING NEWS

OECD pressed Labor to drop plan to require multinationals pay tax

Taxation Agreement and No Fides
Jack, 2021 - 5:30pm
Save Share

The OECD helped persuade Australia to [water down a law](#) that would have required thousands of multinationals to publicly say where they pay tax.

Two people familiar with the discussions told the *Financial Times* that the Paris-based organisation pressured the Albanese government to drop a crucial part of a new finance bill that would have required some multinationals to publicly disclose their country-by-country tax bills.



Mathias Cormann is OECD Secretary-General





The Australian government is showing global leadership by introducing public country-by-country reporting for multinationals.

This move will increase transparency and accountability and shine a bright light on where and how multinationals shift profits to avoid the obligation to help fund essential public services and infrastructure around the world.

Exposure of current practices will encourage an end to abusive tax schemes everywhere. The introduction of public country-by-country reporting (CbCR) will mark a world first in corporate transparency. While the legislation announced will apply in Australia, the impacts will be global and ground-breaking.

“ Public CbCR will require large multinationals, operating in Australia, to report key information about basic finances; including earnings, profits, losses, number of staff and taxes paid (or not) for every country where they operate across the globe.

This means that everyone, everywhere, will have access to the same information on how multinationals arrange tax affairs, including governments in the Global South, shareholders, journalists, workers and campaigners.

It marks the beginning of the end for the corporate secrecy which obscures massive tax dodging by multinationals.

CICTAR, the global trade union and civil society tax avoidance research arm, is confident that the government will pass this landmark legislation, for implementation beginning 1 July, which will begin to level the playing field for all businesses that already pay a fair share and contribute to the communities where profits are generated.

CICTAR has worked with allies in Australia, and across the world, to expose how global corporations shift profits to avoid tax obligations where income is genuinely earned.

Our work has helped to shift the narrative on tax in Australia and our engagement with the Australian Labor Party (ALP) in opposition and contributions to government consultations since the election have encouraged and shaped this legislation.

cictar.org

What Is CICTAR?

CICTAR was formed by a group of unions, including CPSU, and civil society organizations, who believe that workers and their communities need more and better information about the tax arrangements of multinational corporations.

While corporations have the resources to invest in research and lobbying, trade unions, civil society, workers, and the community often do not.

CICTAR acts as an expert resource for these groups. We conduct research into tax avoidance, corruption, and corporate structures.





**MAKE
WORKCOVER
WORK
FOR ALL OF US**

WE ARE UNION

THE VICTORIAN GOVERNMENT'S PROPOSED CHANGES TO THE WORKCOVER LEGISLATION, SPECIFICALLY REGARDING THE CRITERIA FOR MENTAL INJURY CLAIMS, HAVE RAISED MANY CONCERNS.

These changes, which require the injury to be predominantly caused by employment through traumatic events with clinically significant outcomes, are anticipated to have a significant impact on the number of claims lodged and accepted.

Our info flyer explores the consequences of these draconian changes, highlighting the financial and emotional costs for workers and the need for a more supportive approach to mental injury claims.

SIGN OUR MEGAPHONE PETITION
and join thousands of other union members
opposing these draconian changes.

Stand together to stop these insidious attacks
on injured workers.

To learn more **VIEW OUR
INFORMATION** flyer here



**SIGN OUR MEGAPHONE
PETITION** and join thousands
of other union members opposing
these draconian changes.

