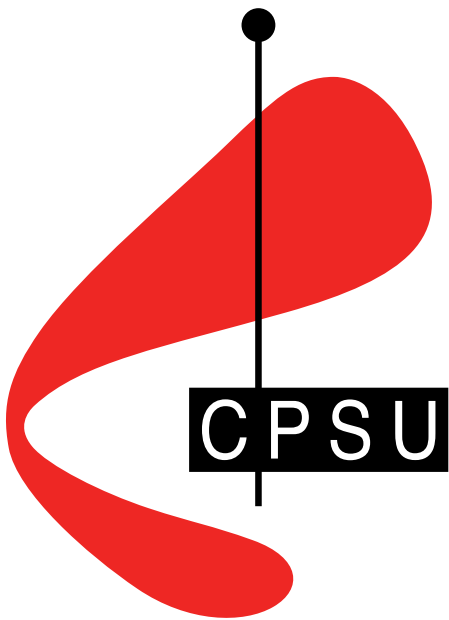


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PUBLIC PERSPECTIVE

A PUBLICATION OF THE COMMUNITY & PUBLIC SECTOR UNION
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QUALITY PUBLIC SERVICES ARE ESSENTIAL TO FIGHT AGAINST REACTIONARY POLITICS

ON WORLD PUBLIC SERVICES DAY, IT'S OUR DUTY TO REITERATE THAT PUBLIC SERVICES ARE THE BACKBONE OF OUR SOCIETIES. THEY BUILD SOCIAL COHESION AND SOLIDARITY, AND WHEN THEY ARE ADEQUATELY FUNDED AND PRIORITIZED, PEOPLE HAVE FAITH IN THE INSTITUTIONS OF GOVERNMENT.

But across the world, this faith is being undermined. Corporate interests capture government policy so they can get away with profiteering, privatisation, precarious work, tax dodging and corrupt practices, all at the expense of our frontline services.

Workers know the economy isn't working for them. This creates justifiable anger. It is up to our union movement to channel this anger into collective action that builds decent work and stronger public services which people can believe in and will defend.

Around the world the forces of the far right are rising, fuelled by economic insecurity and frustration. People are told to blame the poor, blame migrants, blame welfare and blame the government.

The voice of public service workers is vital in challenging these narratives. As unions we must connect these local frontline stories with the policy changes needed to improve things.

Across the world workers are standing up for public services and showing there is an alternative to division and fear. We can challenge forces that might look local or unique to our national circumstances- but are actually global and structural.

By making the voice of public service workers heard, we can capture the public imagination, challenge negative narratives and build our collective strength. Public services are our antidote to hate and division.

CPSU is an affiliate of the Global Union Federation - The Public Services International.



ARTIFICIAL INTELLIGENCE IN THE PUBLIC SECTOR

NAVIGATING RISKS AND EMBRACING OPPORTUNITIES

ARTIFICIAL INTELLIGENCE (AI) IS INCREASINGLY BECOMING A FIXTURE IN WORKPLACES ACROSS VARIOUS SECTORS, INCLUDING THE VICTORIAN PUBLIC SECTOR.

This technological wave promises to bring about significant changes, enhancing efficiency and decision-making processes. However, with these advancements come critical concerns that need careful management to ensure a fair and equitable work environment.

A recent survey conducted by CPSU Victoria sheds light on the current landscape of AI use within the Victorian public sector. According to the survey, approximately 37% of respondents confirmed the use of AI in their workplaces. These applications range from data analysis and customer service to policy research and surveillance.

YET, A NOTABLE 38% OF EMPLOYEES WERE UNSURE IF AI WAS BEING USED, HIGHLIGHTING A GAP IN AWARENESS AND COMMUNICATION.

The survey results paint a complex picture of AI's impact on the workforce. On one hand, AI offers clear benefits. For instance, many respondents acknowledged AI's potential to improve productivity and streamline mundane tasks, allowing employees to focus on more strategic activities.



This sentiment is echoed by 42% of survey participants who agree that AI enhances productivity and efficiency. Additionally, about 26% believe that AI can improve the quality of work.

However, these opportunities are tempered by significant risks and concerns. The most pressing issue is job security. A majority of respondents, around 61%, expressed fears that AI could threaten their jobs. This anxiety is not unfounded, as AI-driven automation could potentially replace various roles, particularly those involving repetitive and administrative tasks.

Privacy and transparency also emerged as major concerns. Nearly half of the respondents (48%) worried about privacy issues associated with AI, while 42% highlighted the lack of transparency in AI use. These concerns are amplified by the fact that a considerable number of employees are using AI tools without formal approval or their employer's knowledge. Specifically, 22% of respondents admitted to using AI at work without informing their employer. This underscores the need for clear policies and guidelines to govern AI use in the workplace.

Bias in AI decision-making processes is another critical issue. Over 54% of survey participants are concerned about potential biases in AI systems. These biases can stem from the data used to train AI models, which may inadvertently perpetuate

existing inequalities and discrimination. Ensuring that AI systems are designed and implemented in a way that promotes fairness and equity is crucial.

To address these challenges, several steps can be taken. Firstly, developing comprehensive AI policies is essential. These policies should clearly outline how AI is to be used, ensuring transparency and protecting employees' privacy and job security. Furthermore, there should be a focus on educating and upskilling employees, helping them understand AI technologies and equipping them to work alongside these tools effectively.

Another important measure is the establishment of ethical guidelines for AI use. These guidelines should emphasize the importance of human oversight in AI decision-making processes and ensure that AI is used to complement rather than replace human roles. Regular audits and assessments can help monitor compliance with these guidelines and address any issues that arise.

Collaboration between public sector organizations, unions like CPSU Victoria, and other stakeholders is vital. By working together, they can develop and implement strategies that harness AI's benefits while mitigating its risks. This collaborative approach will help build a more transparent, fair, and equitable environment for all employees.

CPSU Victoria will also be vigilant in monitoring the use of AI, particularly concerning employee data. The union will ensure that the government, as an employer, does not overstep or misuse AI in ways that could be damaging to employees.

This includes preventing excessive surveillance, unauthorized data usage, and any actions that could undermine employees' privacy and job security. CPSU Victoria is committed to advocating for policies that protect workers' rights and ensure that AI is used ethically and responsibly.

In conclusion, while AI presents numerous opportunities for enhancing the Victorian public sector's efficiency and productivity, it also poses significant risks. Addressing these risks through clear policies, ethical guidelines, and continuous education is crucial for ensuring that AI's integration into the workplace is both beneficial and fair.

As we navigate this technological transformation, it is essential to keep the interests and well-being of public sector employees at the forefront, with CPSU Victoria actively safeguarding their rights.

At its recent Congress the ACTU endorsed a new industrial policy on AI with the focus on it being worker centric and giving unions a frame for negotiations on the roll out of AI in all its forms.

REDUCED WORKING HOUR TRIALS IN PS AGREEMENTS

WE ALL NEED TO CREATE SUSTAINABLE WORKPLACES THAT ARE READY TO MEET AN INCREASING RANGE OF SOCIAL, ECONOMIC, AND ENVIRONMENTAL CHALLENGES.

Research has 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 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 well-publicised trial undertaken by Medibank, have shown that sick leave, work-related stress and work/life conflict fell by two thirds.

RELEVANCE FOR PUBLIC SECTOR WORKERS

CPSU believes protecting the health and well-being of public sector workers is more crucial than ever given the current environment of fiscal constraints and workforce cuts taking place.

We know that many workers are working longer hours to manage increased workloads.

THE PEOPLE MATTER SURVEY (2021) FOUND THAT WORKLOAD WAS WITHIN THE TOP FIVE DRIVERS OF NEGATIVE WELLBEING FOR PUBLIC SECTOR WORKERS. 25% OF RESPONDENTS WHO INTENDED TO LEAVE THEIR ORGANISATION CITED EXCESSIVE WORKLOAD AS A CAUSE.

We know that mental health claims under WorkCover have increased significantly in recent years due to higher levels of occupational stress, burnout and vicarious trauma and are approximately three times more common than in the private sector.

And we know that flexibility is a key factor in improving levels of participation for women and from people from a range of marginalised backgrounds, who are often employed in lower grades across the service with lower levels of job satisfaction.

If we are to build and maintain a sustainable public sector that is fit for purpose and responsive to the needs of the community it serves, workers need to be supported to deliver their work in ways that protect and improve their current levels of health, well-being and satisfaction. Flexibility and the right to disconnect from the work environment is crucial in maintaining a responsive public sector into the future.

MEMBER PRIORITIES

Prior to the commencement of work developing our new Agreement - the Victorian Public Service Enterprise Agreement 2024 – we canvassed our membership on a range of flexibility measures to determine our priorities for negotiations.

While salary increases were understandably the first priority for the majority of members given cost of living concerns, the issue that was ranked second most important in our members' top five priorities was the opportunity to work a four-day work week without any loss of pay.

INTERNATIONAL TRIALS

To prepare for discussions with the Victorian Government on the potential of trialling a four-day work week in the VPS, we reviewed examples of successful implementations across public sector workforces internationally.

ICELAND PUBLIC SECTOR TRIAL

The first jurisdiction to trial a reduction of hours across a five-day working week was Iceland in April 2017. A pilot project across four worksites reduced hours from 40 to 36 without a reduction in pay, and measures were determined to investigate how the reduced hours impacted the quality of service provided by the participating agencies in immigration, police and customs.

A further set of measures was developed for employee wellbeing and job satisfaction. Comparative studies were also set up with other workplaces that were not selected to participate in the pilot.

The outcomes of the pilot evaluated after six and twelve months showed that the reduction of hours had a positive impact on the daily wellbeing of employees, while no negative impacts were found across economic indicators that measured sick leave, productivity and quality. Employees surveyed on their experiences confirmed that mental and physical symptoms of stress and exhaustion had been reduced and job satisfaction improved.

In comparison, evaluation found at both the six and twelve-month marks at non-participating workplaces that workers there fared worse across the same indicators.

SCOTLAND PUBLIC SECTOR TRIAL

Another example of a public sector trial we are following closely is a twelve-month pilot currently underway in the UK. Commencing in October 2023, the South of Scotland Enterprise – the region's economic and community development agency – began piloting a reduced pattern of hours for staff at the same pay. A key element of the pilot is a fully inclusive approach to flexibility to learn how a reduced hours model could operate, for example, if employees prefer, they have the option of working five shorter days rather than four full days.

The trial forms part of a broader commitment to a Scottish Government four-day work week pilot, which is set to include a selection of other public sector bodies later this year.

VICTORIAN PUBLIC SERVICE TRIAL

Based on the importance of this issue to our members, and the evidence from trials that clearly illustrate the benefits of reduced working hours, CPSU commenced discussions with the Victorian Government on the feasibility of a similar trial within the Victorian Public Service.

As such, a trial or pilot of a four-day work week was a key component of our Claims that guided negotiations for our new 2024 Agreement.

CPSU proposed piloting a 30.4-hour work week arrangement across a range of working environments, including full-time and part-time workers, and in shift and rostered work environments.

The pilot would support existing Flexible Work principles, recognising that productivity comes in different forms and that work-life balance is necessary to maintain employee mental and physical wellbeing.

It would also recognise that exploring new and modern ways of working can help place employers at the forefront of modern employment standards and that these can be beneficial to employee and employer alike, without sacrificing quality and productivity.

As a result of our negotiations, CPSU and the Victorian Government have agreed to work in partnership on a joint feasibility study to explore alternative ways of working.

THE STUDY'S OBJECTIVE WILL BE TO INVESTIGATE WAYS OF:

- Enhancing employee health and wellbeing
- Supporting the Right to Disconnect provided for in the new Agreement
- Improving work life balance and reducing sickness absences, stress and burnout
- Improving job satisfaction, and attraction and retention of staff
- Addressing gender equality concerns, and supporting working parents and those with caring responsibilities
- Working towards a more sustainable work environment
- Having a positive impact on culture and employee engagement, which in turn leads to improved productivity and service quality
- The parties will establish a joint steering committee to oversee the study and will develop flexible models on how a four-day work week, or alternative models of work, could operate.

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, with a view to including this in the next Enterprise Agreement in 2028.

IT IS OUR BELIEF THAT REDUCED HOURS OR A SHORTER WORKING WEEK WILL HELP TACKLE MANY OF THE CHALLENGES PUBLIC SECTOR WORKERS ARE FACING IN THE CURRENT ENVIRONMENT.

It will also have positive effects across a range of measures relating to health, community, gender equality, the environment and the economy.

Furthermore, it could lead to increased productivity and a renewed commitment to delivering Government services to the people of Victoria.





HUGE SPLASH AT FISHERIES

NOTHING BUT LOTS AND LOTS OF FISH

VICTORIA'S FISH STOCKING PROGRAM HAS GROWN SIGNIFICANTLY OVER THE PAST 10 YEARS, CULMINATING IN LAST SEASON'S MONUMENTAL RECORD OF 11.5 MILLION FISH!

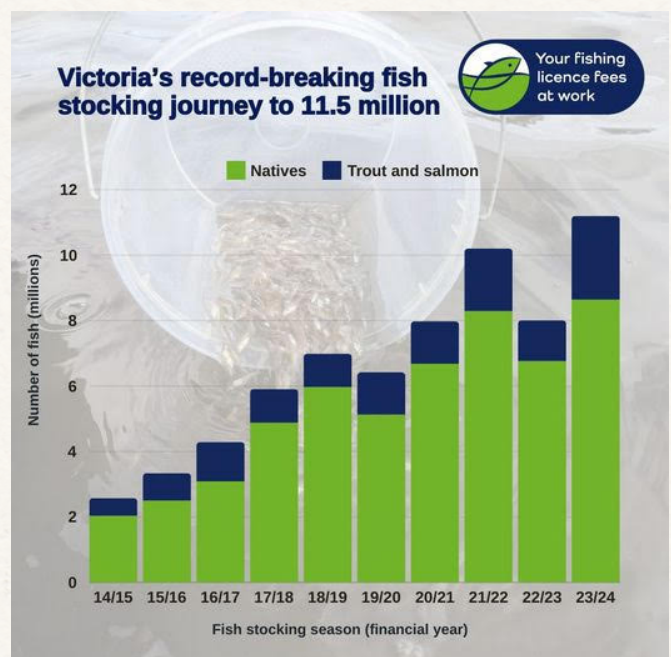
This isn't just a state record, but a national fish stocking record, with more than 29.5 million fish released into Victorian waters in the three years to July 2024.

That's a whopping 9.5 million natives, including Murray cod, yellas, Maccas, silvers, Aussie bass, trout cod, estuary perch and dusky flathead, along with 2 million trout and salmon.

Stocking helps threatened species populations recover, reduces the vulnerability of fisheries to changing climatic conditions, facilitates environmental recovery and improves existing fishing opportunities.

We've come a long way with our Snobs Creek Hatchery since the days when certain antagonists inside Treasury and the Department proposed its closure and sale.

Well done to our Fisho's!





AVIAN AVENGERS

'OUR AGVIC PUBLIC SERVICE HEROES'

Pictured above: CPSU delegate for AgVic Steven Field who was the field safety officer on the day.

IN ORDER TO PROTECT OUR FOOD SECURITY AGVIC EMPLOYEES RESPOND TO AN EMERGENCY OVER A NUMBER A MONTHS, SPENDING SIGNIFICANT TIME AWAY FROM THEIR HOMES AND FAMILIES DURING AN OUTBREAK.

AgVic employees do critical work, with the industry managing the outbreak, taking samples, cleaning and clearing the sites of infection to prevent the spread of the virus across the state.

AgVic staff respond to a range of emergencies in Victoria.

In recent years they have been deployed to varroa mite (bees) khapra beetle (imported grain pest, and Japanese encephalitis (prevention of pigs and horses becoming infected by mosquitos).

This work pulls in staff from across Victoria, this winter AgVic employees were working in windy, cold and wet conditions with one morning hitting a very cool -4 degrees.



Pictured: Long view of the mobile laboratory van and the AgVic forward command post.

CPSU visited the front line of the Avian flu emergency in mid-June.

Recently Agriculture Victoria was merged into what became DEECA.

In our negotiations for emergency provisions under Appendix 6 of the VPS 2024 EA CPSU was able to improve the emergency work payments and rights now available to AgVic staff including access to fatigue management provisions and IMT payments.



VPS RESCUERS FREE ENTANGLED HUMPBACK

AN 18-METRE FULL-SIZE ADULT HUMPBACK WHALE, TANGLED IN AROUND 200 METRES OF ROPE AND FISHING BUOYS, HAS BEEN FREED ALMOST A WEEK AFTER IT WAS FIRST SPOTTED OFF THE GIPPSLAND COAST.

It is believed the whale may have towed the fishing equipment which weighed around 800 kilograms, as well as 11 flotation buoys from Antarctica.

Our specialised whale disentanglement crews, including staff from DEECA, Victorian Fisheries Authority and Parks Victoria, attached a telemetry buoy to the whale on Friday, allowing them to track its location.

On Saturday morning, the crews caught up with the whale 24 kilometres off the coast of Marlo, in far East Gippsland.

The ropes and fishing buoys were wrapped around the whale, restricting its ability to swim.

Using smaller boats to get closer to the mammal, the rescue crews began the difficult task of removing the items from the whale.

“The whale was so tightly tangled in the ropes, and it wasn’t travelling very far, so we knew it was in real distress.”

Abandoned fishing gear is a global problem affecting entire ecosystems and directly impacting animals such as whales.

Humpbacks migrate up to 10,000km each year from the rich feeding grounds near Antarctica to the warmer waters of northern Australia where they calve and mate.



ROYAL BOTANIC GARDENS VICTORIA

It's filled with botanic marvels which obviously include its many PS staff, and now our city's beloved garden is getting the recognition it deserves.

Royal Botanic Gardens Victoria was named as the fourth best in the world. That's pretty bloomin' great.

And the hugely popular Lightscape is back so expect a reimagined 2.2km trail accompanied by stunning lakeside reflections, large-scale illuminated sculptures and other wonders, with more than 100,000 tiny lights on display.



MELBOURNE ZOO BABY PYGMY HIPPO 'OBI'

Baby pygmy hippo Obi, at just three weeks old, went for his first public swimming lesson recently sending our WORZ staff and visitors into wild celebrations

Obi is part of an international breeding programme and will eventually be matched with a female hippo to reproduce.

Pygmy hippos are endangered in the wild and it is thought there are around 2000 pygmy hippos in existence.



DUTTON'S DANGEROUS NUCLEAR FANTASY

THE COALITION HAS PROPOSED BUILDING SEVEN NUCLEAR POWER SITES COVERING FIVE STATES IF IT EVER WINS GOVERNMENT: QUEENSLAND, NEW SOUTH WALES, VICTORIA, SOUTH AUSTRALIA, AND WESTERN AUSTRALIA.

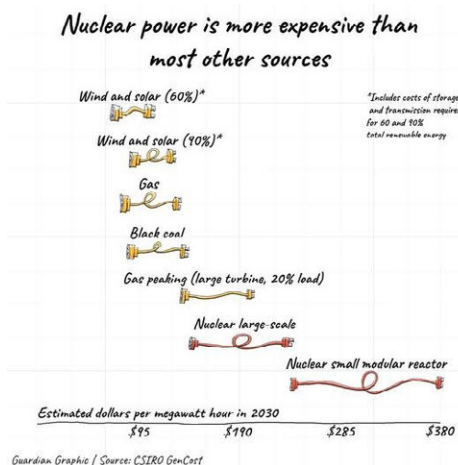
According to the CSIRO, nuclear power is at least twice as expensive as renewable energy, while the Clean Energy Council estimates it to be six times as expensive.

Australia has the most sun and wind per capita of any developed country and evidence shows renewables continue to be the single cheapest source of new power on the grid.

Opposition Leader Peter Dutton claims that the first sites would be operational between 2035 and 2037, significantly earlier than the 2040 timeframe experts believe is feasible, even with the assumption of no project delays.

The ACTU has condemned Dutton's election promise of building nuclear power plants as 'dangerous' and 'costly' for Australian workers.

DUTTON IS NOW PROMISING HIGHER POWER BILLS AND TAXES FOR AUSTRALIANS FAMILIES.



Dutton's proposal lacks key details of serious concern to workers, such as the handling and disposal of nuclear waste and the transportation of radioactive materials through Australian communities.

Nuclear waste lasts thousands of years and requires burial hundreds of metres below ground in concrete bunkers.

The ACTU warns that Dutton's proposal would derail Australia's path to cheaper and cleaner energy, including the hundreds of thousands of good new jobs to be created as part of the federal government's plan to transform Australia into a renewable energy superpower with the Future Made in Australia policy.

The Opposition has already opposed the internationally agreed emissions reduction targets, while failing to outline a 2030 emissions reduction target of its own before the election.

ROSTER JUSTICE

FOR SHIFT WORKERS



ABOUT ONE IN FIVE AUSSIES ARE EMPLOYED IN SHIFT WORK, AND FOR MANY THIS MEANS THEY'RE EXPOSED TO ROSTERS THAT CAN CHANGE FROM WEEK TO WEEK OR AT SHORT NOTICE.

It's a pain point felt by workers whether casual, part-time or permanent, and across industries including health, retail, hospitality, mining, tourism, emergency services and many more.

Not knowing when, for how long, or even if they'll be working in the week ahead means workers have very little control over how they plan their lives.

THE PUSH FOR ROSTER JUSTICE

The ACTU has recently called for roster justice to highlight the effect unfair work schedules can have on employees and argued workers should be able to bring rostering disputes to the Fair Work Commission.

“Roster justice is an issue many working parents face when it comes to juggling work and family life,” ACTU president Michele O’Neil said.

“Employer groups want to have the power to force workers to turn up at any point they want, regardless of the disruption that causes to their lives.

“Last-minute changes to rostering discriminate against workers with caring responsibilities and freezes them out of industries where that is common practice.”

The unpredictability of work rosters can have debilitating effects on an employee’s work-life balance.

WHAT EXACTLY IS ROSTER JUSTICE?

Roster justice means creating a system where rostered workers have some control over their life the same way a regular 9-5 employee would, CPSU industrial officer Lisa Pearce said.

“What we’re seeing now is roster injustice, based on the premise that employers are more and more saying the needs of the business come first, therefore the planning of your life comes second,” Pearce said.

“CPSU represent many shift workers like mobile traffic camera operators.

“Their employer, Serco, contracts them for a minimum of 18 hours a week and their roster continuously changes, so they are unable to get a second job.

“At 18 hours a week, they can actually qualify for Centrelink as well, the wage is so low.”

HOW CAN WORK ROSTERING BE IMPROVED?

CPSU believes it would not be difficult for employers to manage their rostering system in a way that gives workers certainty over when they will be required.

“Most businesses know when their peaks and troughs are,” Lisa Pearce said. “If we think about hospitality – we know nearly everyone is going to be expected to work over a long weekend, so you would be planning out your shifts accordingly with your employees. And from there, you’re able to fill the gaps.”

Pearce says it’s good business practice to have roster committees involving employee and management representatives to develop a work schedule that can best accommodate everyone.

“It’s when you have that really good handshake type of approach to rostering and how people come together, is when things work really well,” Pearce said.

“Nothing’s ever perfect, but at least then what we’ve got is something closer to being perfect.”

CLAIRE BURKE

www.thenewdaily.com.au



OUR ORGANISER WINS ACTU AWARD

THE POWER OF COLLECTIVE ACTION AND ACTIVISM DEMONSTRATED IN THE SUCCESSFUL CAMPAIGN AT SERCO TRAFFIC CAMERA SERVICES HAS BEEN RECOGNISED WITH AN ACTU AWARD.

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.

Through strategic organisation of delegate activists, unwavering determination of members, and a commitment to a David and Goliath battle, 190 workers took on the multinational SERCO.

They achieved remarkable victories, including significant pay increases, increases to contracted hours, the right to be covered by the Miscellaneous Award, and invaluable rights of procedural fairness and natural justice.

At the heart of the campaign's success lay the formation of a robust activist network.

With three key delegates, Kelly, Joanne, and Mark, Lisa led a campaign to recruit regional activists to build our base. This was an important step as every traffic camera officer works in isolation in a 24/7 environment.

The only way the union could reach new starters, non-members, and members to get them to join and be active was a combination of side of the road conversations, local What's App Groups, pub conversations and kitchen table meetings.



CONGRATULATIONS LISA ON YOUR WELL- DESERVED AWARD AND CONGRATULATIONS TO CPSU VIC ACTIVISTS AT SERCO.

The regional activist network grew our delegate base from 3-10 activists. Lisa trained and mentored them to recruit and build strength in each of their regions and achieved this in 3 months. The training was done through mentoring and group support as staff couldn't be released from work to attend formal training.

Within 6 months, we grew the membership from 78 to 190 members, out of 200 staff.



The mobilisation of this activist network was not merely about rallying behind a set of demands but also about fostering a culture of empowerment and solidarity among workers.

We inoculated members against what would be a hostile campaign from SERCO, where bully boy tactics were employed against workers, often with aggressive standover behaviour to intimidate workers to stop taking action.

Lisa made sure that every member had a support network to fight against these hostilities, building resilience and solidarity.

Recognising the inherent power asymmetry between workers and management, the campaign embraced industrial action to disrupt business as usual, amplify demands, and compel meaningful engagement from stakeholders.

The decision to embark on 100 days of industrial action was not taken lightly.

SERCO used poverty wages as a weapon.

Many of the members worked in regional communities where there was no other work. Despite this, through their collective determination union members disrupted over 10,800 hours' worth of profit for the company.

This prolonged display of solidarity and resilience sent a clear message to management: workers were prepared to endure hardship and take on one of the biggest companies in the world and sacrifice themselves to secure their rights for the future.

The sustained pressure exerted by industrial action forced management to confront the urgency of workers' demands, resulting in substantive dialogue and negotiation.

Beyond the material gains, perhaps the most enduring legacy of the campaign was the transformation of workplace culture and dynamics at SERCO.

The campaign represented a triumph of the human spirit, as workers reclaimed agency, dignity, and power in the face of one of the world's biggest multinationals.

As a beacon of hope and inspiration, the campaign at SERCO serves as a powerful reminder of the enduring relevance and potency of grassroots organising and collective struggle in the ongoing fight for workers' rights and social justice.



GENDER EQUALITY UPLIFTS IN VPS AGREEMENT

A NEW REPRODUCTIVE HEALTH LEAVE CLAUSE PROVIDING FIVE DAYS NON-CUMULATIVE PAID LEAVE FOR FULL-TIME EMPLOYEES, PRO-RATA FOR PART-TIME EMPLOYEES WILL BE INCLUDED IN THE NEW VICTORIAN PUBLIC SERVICE AGREEMENT 2024.

Workers can use the leave when they are unable to work because of a reproductive health reason, or when they are receiving treatment for endometriosis or poly cystic ovary syndrome, menopause or menstruation, complications associated with a pregnancy, or if they are receiving fertility treatment.

Along with extending Superannuation payments on parental leave to 104 weeks, allowing for shift workers on Primary Caregiver or Additional Secondary Caregiver Parental Leave to continue to receive shift penalties meaning payment calculations to the primary carer reflect actual pay, and removing the eligibility service period to access paid Parental Leave, these new and improved entitlements will help reduce pay gap across Government.

5 out of every 6 state government workers under the new deal directly deliver vital services to Victorians and 3 out of every 5 of these workers are women.

Thousands of state government workers in child protection, school student support, public housing, police forensic and fingerprints, our courts, CenITex specialists, corrections, public land fire fighters, primary industry scientists, fishery officers, as well as family violence prevention employees, are amongst dozens of highly feminised workforce classifications to benefit from a raft of new and extended entitlements focused on achieving gender equity and reducing the pay gap across Government.

THESE INCLUDE:

- extending paid leave entitlements to recognise employee's health around reproductive rights, menstruation, and menopause,
- extending superannuation payments on parental leave to 104 weeks
- allowing for shift workers on Primary Caregiver or Additional Secondary Caregiver Parental Leave to continue to receive shift penalties they would have received had they not been on leave meaning payment calculations to the primary carer reflect actual pay,
- removing the eligibility service period to access paid Parental Leave,
- explore alternative ways of working through feasibility trials,
- improved processes to support flexible and hybrid work in the public service with increased requirements for Employers to give genuine consideration to flexible work requests made by any employee and provide reasons if requests cannot be approved.
- an agreed mechanism to compensate additional unpaid hours for Grade 5 and above (or equivalent) employees,
- new fixed term and casual conversion arrangements, as well as
- extending top of grade performance payments.



United Nations Association of Australia

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A TRIP TO
GENEVA**

WITH UNAA THIS YEAR

**OCTOBER 20-26
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UNITED NATIONS STUDY TOURS 2024:

Recruit@Work Campaign - Win a trip to Geneva with UNAA

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WINNERS



Aaron Crump
Works at the Department of Government Services



Katrina Kiernan-Walker
Works at the Victorian Electoral Commission

We Undertook the Geneva UN Study Tour with UNAA – You Can Too

Sign a Colleague to come join CPSU for a chance at a once in a lifetime experience and Win a study tour of the UN to Geneva.

Just Recruit a Colleague from May 1st to September 20th this year

Members who sign 5 or more colleagues up during the competition period have a chance to win a trip to Geneva in October 2024 with UN

See Competition Terms and Conditions on-line

cpsuvic.org/geneva



OUR MEMBERSHIP MAKES US STRONG.
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