



PUBLIC PERSPECTIVE

A Publication of the Community & Public Sector Union / Victorian Branch

www.cpsuvic.org

DECEMBER '07:

In-principle Agreement gets closer for **AMES** members as work towards a new Agreement that will deliver pay rises and improved conditions for employees in Sydney and Melbourne is finalised.

A number of concerns are raised with CPSU over the process to develop the Departmental Organisational Strategy with questions regarding the terms of reference and consultation at **DIIRD**.

The existing **ParksVictoria** EBA expires on December 6th and despite months of negotiations PV management is still to yet offer a package that will improve pay and conditions for the future while CPSU has been pursuing a number of provisions to benefit working families now and into the years ahead.

A review and endorsement process has taken place and CPSU has been asked to consider the eleven practice instructions which have been reviewed by 20 **youth justice (JJ)** workers across all regions, by members of the manual review reference group and DHS legal services branch before final endorsement and publication.

Discussions commence with **child protection** members about the rural after hours (**RAH**) Stand Alone model.

Negotiations for a new Agreement at the **Royal Botanic Gardens** ends as union members and RBG reach an in principle agreement on a range of improvements.

CPSU receives many calls and emails from **schools** who are struggling with the School Start Bonus process and the union says 'let's make it real time' by calling on our **SSOs** to fill in our survey about the processing issues.

CPSU is committed to ensuring our members are protected from bullying behaviour at work and launches an anti-bullying survey at the **State Library** after a number of members expressed their concerns of unreported bullying in their workplace.

The process of setting up a Consultative Committee at **OPP** to provide a forum through which members and officers and management can meet on a regular basis to deal with relevant changes, issues or concerns is begun.

CPSU meets with representatives of Industrial Relations Victoria in an attempt to reach in-principle agreement for **Ministerial staffers** by the end of this year to ensure that any possible delays in the effective date of future pay rises is minimised.

ScienceWorks members meet to discuss the on again, off again, unilateral 'announcement' of changes to opening hours, purportedly a later closing time of 5pm from Boxing Day this year.

YEAR IN REVIEW



ParksVictoria attempts to implement a unilateral change to hours by stealth after certain SW employees are directed to commence an hour later than their usual start time after PV justifies these directions as instructions coming from DSE as a result of fire rosters. Dr Chris Duffy, the Health and Safety representative for **DoE** Western Metropolitan Region, Allied Health workers, wins the prestigious Gayle Smith Award for his significant contribution to **OHS** in the workplace. **Union Summer's** 3 week internship with CPSU has launched a number of projects that have successfully built young member involvement in the union movement, and the program will again be run in 2008. The transition of some **Office of Children** staff into the new Department of Education and Early Childhood Development raises questions prior to expressions of interest being called.

JANUARY '08:

Prison Health Issues are again raised when the **PD** is called to a meeting with **CV** on condoms in Prisons and CPSU requests to reconvene a working party and also inquires about **CV's** stance on needle exchange in **Prisons**, to which CV Commissioner states that Victoria, along with all other Australian states, have rejected the suggestion.

With so many likely very hot days ahead of us, **heat**

is a hot topic in many members' workplaces and CPSU receives calls at this time of the year about the workplace environment and issues or guide to working in seasonal heat.

Changes to the recreational leave arrangements for **Sheriff's** accompanied by roster changes at the Bendigo Office leads to significant consternation as Officers argue that any changes to long-standing work arrangements will impact significantly on family life, and family responsibilities commitments and responsibilities, as well as other personal and recreational activities and commitments.

CPSU in conjunction with **SGE** Credit Union launches our tertiary scholarship program again this year, awarding \$750 per year to support those members and their families attempting a suitable tertiary course with a demonstrated need.

Work begins to develop a new Salary and Remuneration structure that provides Victorian **Legal Aid** members with benefits unavailable under the existing structure.

FEBRUARY:

The Pride March is on again and like last year when over 50 unionists from a variety of trade unions marched under the combined **UNION PRIDE** banner in support of GLBTI workers, this year's march will show that trade unions support the workplace rights of all Victorian workers.

SSOs start the school year with CPSU commencing negotiations for our new SSO Agreement.

University staff welcome the announcement that the former Howard Government's forced offering of AWA's to staff has ended.

Notification is received from DHS about a proposed restructure of the **Child Protection** Program in the North West Metropolitan Region.

Prime Minister Kevin Rudd announces a **national apology** will be delivered in Federal Parliament to the **stolen generations**.

Advice is provided to our **school** based members about stop work action being undertaken by Teachers under the Federal Workplace Relations Act as part of Enterprise Bargaining negotiations for their next Teacher Agreement.

A relatively short **Parliamentary Officers** Agreement is negotiated due to the need to align Parliament with



the expiry date of the Victorian Public Service Agreement as the Career (classification) Structures have similar pay rates.

The election notice is published as nominations for all CPSU Victorian Branch elected officials including delegates to the **Branch Council**.

CPSU receives a formal request from members to assist with OHS elections in **DEECD** which may eventually end a frustrating deadlock, when DEECD continues to hold out on giving information to the Union about the current training and incumbent status of their OHS reps.

As ever, there is plenty of work to be done in protecting the interests of union members at **VWA** and this year we have a big job ahead of us with the CA due to finish on 30 November 2008 and it is time to prepare the next.

The **Parks Victoria** EBA bargaining unit are meeting weekly in an attempt to progress negotiations with members pursuing an agreement that will provide entitlements and a career structure that are comparable to our colleagues throughout the Victorian Public Sector while securing pay and conditions and resources into the future, however several disagreements remain between the unions and PV management over these issues.

Rosters, Medications, Public Health Working Group (Condoms), Recreation Officers classification, the Incident at MAP (Health Reporting) and Officers Uniforms are all issues our **Prisons** Division State-wide Reps begin to tackle for the year.



CPSU is successful in obtaining funding from **WorkSafe** Victoria to build the capability of Health & Safety Representatives in the Department of **Human Services** (DHS) and an Organiser is appointed as the Health and Safety Representative Support Officer (HSR SO).

There are some disturbing statistics emerge out of the survey which had a high response from **State Library** staff about 'bullying' which was conducted in response to a high level of concern from members about the issue.

Negotiations for a new **Ministerial** Staff Collective Agreement conclude and members have the opportunity to vote on the proposed Agreement which will deliver pay rises for the next four years.

DSE propose to regroup their internal performance plans rating system however members are concerned that the proposed change might affect their ability to receive a progression payment and this would then breach the Exceptional Matters Order from the AIRC that established the progression arrangements in our VPSA 2006.

MARCH:

SSO Agreement negotiations are finally off and running with **DEECD** finally receiving approval from the State Government to commence negotiations despite CPSU having submitted our list of claims last year, but CPSU makes it clear that SSOs should not be disadvantaged by government delays!

Ahead of **International Women's Day** on March 8, a global study of sixty-three nations has revealed women across all industries and age groups are being paid on average 16% less than men.

The complaints process has been a matter of concern to the union and our **WorkCover** inspector members for some time and a meeting is held where concerns about the process for complaints against inspectors is discussed.

The **OPP** Workload Review Report is released as CPSU secures extra time for staff to access and read the Report to provide their feedback.

Our current **Members of State Parliament** Staff (MOSPS) Agreement expires on 30 June 2008 and negotiations for a new replacement Agreement commence.

DIIRD releases its Departmental Organisational Strategy with a proposal which includes a comprehensive organisational chart that is colour-coded to indicate all the proposed changes.

Notification of a review of the administrative and legal research support services provided to **VCAT** members is received.

Notification from **SRO** about a proposal involving changes within the Operations Division at their Ballarat site is received.

CPSU outlines our concerns and issues with **VicPol's** intention to develop the Improper Association policy. Notification from **DHS** about the work being undertaken by the **DCS** team in reviewing the effectiveness and long term viability of the current regional organisational structure is received.

DEECD representatives provide their negotiating position including; a desire to move to a common **SSO** progression date, as well as a desire to alter the classification structure to enable SSO1's greater progression opportunities.

In response to our dispute being listed before the Commission over **VicPol** intention to make all employees, upon commencement, complete either a "No Associations to Declare Form" or an "Association Assessment Report" as required under the Instruction, the union is advised that VicPol have engaged legal firm Minter Ellison to argue against a dispute settlement role for the Commission making the offer of a meeting in ESDs response letter rather hollow. A new rent model is the focus of a series of meetings between CPSU and a **Housing** working party of our Branch Section delegates who have met regularly with the Director of Housing Richard Deyell and his team to identify processes which could deliver reduced workloads.

The implementation date for completing a **VicPol** Improper Association notification is shifted back a month to the end of May with the Commission postponing commencement to enable the parties to move immediately into intensive negotiations about the Direction with the view to reaching agreement. A new Agreement between members & The **Royal Botanic Gardens** is voted on and signed off by all parties and awaits final approval from the Workplace Authority.

Allocations changes in SMR networks occur without



consultation affecting all our **DEECD Allied Health** members having been told that in term 2 their school allocations will change, and that a 'restructure' of their work is going to take place without any consultation.

A proposal to restructure **Future Farming Systems Research** from 5 science platforms into 2 science platforms, and converge 14 sub platforms into 6 sub platforms, and centralize the business management functions in **DPI** is received.

Our current **TAC/VTF** Agreement expires in July and negotiations for a new replacement Agreement commence.

Notification from **DHS** about an initial proposal to make some changes to the structure of the Children Youth and Families (**CYF**) Division at 50 Lonsdale Street is received.

The Australian Electoral Commission declares the **election** of CPSU Branch Officials and Delegates to Branch Council returning **Karen Batt** as Secretary and her team for a record fifth term. Karen was first elected in 1993 and becomes the 3rd longest serving Secretary in the union's 123 year history.

APRIL:

CPSU representatives raise a number of concerns at the monthly Workplace Partnership Committee meetings, and through regular correspondence to the Department about the lack of detail being provided regarding the proposed **DIIRD** organisational structure.

Advice that **DSE's** Gippsland Region proposes to implement changes to the region creating the Biodiversity and Environmental planning business is received.

Union representatives are invited to join the Federal Government's **2020** ideas summit to talk about the many challenges going into the future, like restoring rights at work; removing barriers on entering and staying in the workforce; better family friendly work provisions; and the need for government and employers to invest in skills.

A meeting is convened to discuss the proposal featured in the media to turn **WORZ** into a Village Roadshow Amusement Park as CPSU members develop a strategy to deal with this issue and how this proposal will affect jobs.



In a last minute change of heart, and to avoid an appearance at the Australian Industrial Relations Commission, **DEECD** in Southern Metropolitan Region has agreed to consult with **SSSOs** in the Glen Eira Network about the restructure of their work. Working in **DEECD** is confirmed as no picnic when the latest data release from **WorkSafe** on **WorkCover** claims in the Education sector find that harassment, bullying and work pressure are taking a significant toll on education workers, with 19% of all claims citing work-related stress, anxiety or depression.

Meetings across Gippsland regarding **DHS's** proposal to centralise **regional payroll services** occur while our members in the metropolitan areas who are already operating under similar payroll structures flood the union with issues and concerns but despite these outstanding matters the Department is seeking to introduce centralised processes for regional employees.

The number of restructures and other changes that have been notified to **CPSU** continues to grow with at present at least 6 restructures or other changes underway in **WorkCover**.

The Chief Commissioner issues a message to all **Victoria Police** employees outlining the rework of the Improper Association policy following representations from **CPSU** and the Police Association including Australian Industrial Relations Commission sponsored discussions.

Nominations open for our **Prison** local groups with each site's to elect their local executive and local committees.

The **water** industry becomes a major priority for the nation's future as **CPSU** seeks to ensure that we are able to meet any national policy issues and the consequential industrial issues that may arise.

DSE advises that the proposal to make progression conditional on being assessed as having 'exceeded requirements' has been dropped.

CPSU is advised by **HACSU** (Health and Community Services Union) that state-wide industrial action has commenced in relation to disability enterprise bargaining negotiations with the State Government.

MAY:

Following lengthy negotiations, the draft proposed **Parks Victoria** Enterprise Bargaining Agreement is endorsed.

CPSU and **DoJ/CV** reach agreed terms of reference for the risk assessment of the requirements that have been recommended by Justice Bongiorno in relation to the **security escorts** being undertaken for the "alleged" terrorists' trial.

HSR's are a real asset to **DHS** our survey finds, with results showing a genuine interest in safety and care about their colleagues exists regardless of the many challenges members face while performing their role. **DHS** rectify the shift underpayments to **after hours child protection** members following our representations when these underpayments arose



when employees commenced work later than the rostered time to comply with the ten hour break but where not paid for the whole shift as required by our Victorian Public Service EBA.

Spatial analysis and research remains whole thanks to members in **SAR**, **Housing**, **Building** and **Climate Change**, and **BPHPF** who resist **DPCDs** recent workplace changes.

Changes to existing work practices at **COINVEST** in Membership Services that occurred without consultation are reviewed following representation from members.

CPSU is represented by **Indigenous Branch Section** Secretary Judy Thorne, and Convenor Stephen Walsh at the **ACTU Indigenous Conference** held in Adelaide. A proposal to provide payslips only to employees in **DHS** without access to computers or those on long leave is received.

A restructure within Marketing and Communication at **DPI** is proposed with four positions to be cut and a new team created called Advertising, Design and Publishing.

A proposal to restructure **Future Farming Systems Research** in **DPI** is received.

A proposal to restructure **DSE Regional Management**, so that the regions will no longer be run by Regional Directors and reporting lines will change so that the various service delivery areas will ultimately report through a **CBD** based manager is received.

A briefing with **DoJ** on **BDRP** refit for Charlotte at **Port Phillip Prison** and the reconfigurations to follow for

the 5 months of the building project occurs **CPSU** celebrates the contribution of our **Indigenous** members throughout Victoria during this years **Reconciliation Week** and encourages all members, Indigenous and Non-Indigenous, to participate in the process of Reconciliation.

Our claims log is endorsed by members for the next **TAC** Agreement while the Branch Council meeting takes the opportunity to celebrate the contribution of a number of outgoing members including **Alan Woodroffe** who has represented the interests of members for an amazing 16 years.

CPSU advises **DPI** member to request a workload review after the Department proposes remote supervision.

A proposal to review the Marketing and Communications Unit of **VCAT** for the Arts Centre's future requirements is received.

Changes to the hours of operation at the Victim Support Agency helpline is proposed with two part-time Helpline Officers to be rostered for this additional period and additional fixed term part-time staff to be recruited to cover the increased hours.

A meeting is held between **CPSU** and **GMW** management about a number of issues that have been raised by members in relation to the operation and interaction of **GMW**, **NVIRP**, **Future Flow**, and **Modernisation**.

A proposal this time to review the Education, Families and Young Audiences Unit at **VCAT** is received.

JUNE:

A review of the dimensions of work becomes a key debate in **SSO** Agreement negotiations as the current Award dimensions consign many **SSOs** to the **SSO1** classification without hope of promotion.

CPSU calls for our **public sector professional fire-fighters** to be practise caution and awareness of working alone policies and practices following a serious workplace accident involving a worker undertaking duties alone and being injured and stranded in the field for several hours.

DEECD's Office of Government and School Education proposes a restructure with the proposed changes to impact on the responsibilities of two divisions – Student Learning Programs and Student Wellbeing and Support.

A proposal to realign certain Financial Audit tasks into the Performance Audit Unit at **VAGO** is received.

A proposal to change the existing performance management work practices with all **DPCD** employees to move from either the **ExCEL@DPCD** or **PMPSePP** system to a common on-line system for performance management is received.

A proposed change to the uniform policy and allocation at **Parks Victoria** is received which relate to numerous uniform issues including the type and quality of sunglasses, quality and standard of uniform, and many more concerns.

Elections at **MAP**, **Marngoneet** and **MRC** are concluded and additional details are provided for **Courts**, **DPFC** and **Tarrengower** reps following local site elections for the Prison's Division.





A meeting to discuss the organisational redesign that has been flagged at **EPA** by management is called. A proposal to restructure its Corporate Services by **Ombudsman Victoria** is received.

A proposed code of conduct for **Electorate Officers** elicits many emails from members, while CPSU contacts the Speaker of the Legislative Assembly to express our concern about the lack of consultation on the Code, the absence of any rationale for its need, and the short time-frame proposed for its implementation.

With the spotlight this month on **Integration Aides** CPSU believes SSOs deserve the same deal teachers receive on leasing laptops; that is leasing for less than \$5 per fortnight after DEECD claims that laptops are not a tool of trade for SSOs.

There is never been a better time to put your hand up if you want to become a **Health and Safety Representative** (HSR) or a Deputy HSR with the third anniversary of the Victorian OHS Act being celebrated this month, which established a three year term for elected HSR's and Deputy HSR's.

A new **Prison at Ararat** as a 40 residential facility for serious sex offenders, 8 bed unit for detainees and 52 quick build beds for **Dhurringile** are disclosed as part of consultation with CV.

A decision to audit staff for fingerprint checks in **VicPol** initially causes confusion when understanding that the policy was introduced post 1996 but members confirm that the policy did not apply retrospectively and employment with Victoria Police prior to 1996 was advertised with the provision that prospective employees 'maybe subject to a security check which may include fingerprinting' etc.

CPSU receives the new **Transport Department's** proposed organisational structure.

JULY:

A proposal to restructure the positions of General Managers, Location Managers, Staff Development Managers and Business Service Managers within **Community Correctional Services** is received.

The recently released parliamentary report into **bushfires** and **public land management** identifies and addresses many of the recommendations raised in CPSU's submission to the enquiry.

Builders march into Ballarat **CCS** and began the 'refurbishment' despite the lack of a contingency plan for securing the building, client, and staff records, as staff were expected to just turn up on Monday and work in a bomb site that was hazardous and completely unsafe to both clients and staff.

CPSU conducts formal employee relations training for members and delegates employed at **Fulham Correctional Centre** in preparation for our EBA negotiations later this year.

The transition of **DEECD** from co-locations in **EMR** has been delayed as the Department struggles with the task they have been given as CPSU is told that transition will not be completed until January 2009. Following exhaustive negotiations and government approval processes **PV** employees commence voting on our new EBA.

In preparing for EBA negotiations CPSU Secretary Karen Batt commences a series of information sessions across the state about **VP SA'09** and the impact of federal Work Choices laws – how our existing conditions were won – our core conditions of employment – agency specific provisions, what other unions achieved, and how we can all work together for the best result for ALL.

Car parking at **RBG Melbourne** is now subject to Fringe Benefits Tax, as management decide to

pass this cost onto staff that use the car park. Changes to **SSSO** networks involving moving from an 11 network model to 8 within the Northern Metropolitan Region that commenced at the beginning of the 2008 school year involve changes to a minority of SSSOs.

A proposal to implement change within the Strategic Management Division of **DTF** to incorporate the **Chief Information Officer** function is received.

In preparation for our **VP SA'09** negotiations that will commence later this year CPSU conducts formal employee relations training for members and delegates and workplace contacts across **Gippsland**.

A government building is gutted by fire in **Colac** as CPSU's Regional Organiser visits to speak to members from all affected agencies about the fire and the issues arising in this workplace—

This is the time of year when **SSOs** have an opportunity to negotiate the sort of consultation with their leadership group that suits the conditions at their school as Principals must tick a box in a **DEECD** questionnaire saying whether or not they have agreed on procedures to consult with SSOs for the next 12 months.

As a result of discussions with CPSU, **EPA** management agree to modify the consultation process around the proposed organisational restructure.

CPSU writes to **VicPol's** PEP unit about changes to the performance appraisal system currently in place with our two biggest areas of concern being the capacity to assess behavior and/or attitude, and the 'commentary option'.

AUGUST:

Since there was no consultation on the pre-populated performance goals for **Sheriffs**, and pending further discussions, CPSU advises members not to progress their performance plans until such time that this matter is resolved through consultation. CPSU's position is that it is inappropriate to apply performance/ business targets



to levels below Grade 4 and that at all levels, goals must be agreed between the employer and the employee.

ALL our Schools across Victoria this week are celebrating the contribution and achievements made to their communities by **School Services Officers** with SSO National Recognition Week under the banner of SSOs - 'WORTH OUR WEIGHT IN GOLD'. 2008 marks the 8th National Recognition Week for SSOs sponsored by CPSU.

Reduced funding and regional job losses with 70 redundancies proposed across the state by the **Department of Primary Industries** who only just inform CPSU of a proposal to restructure DPI's workforce and facilities after the union discovers that DPI has also informed the media and regional papers will carry the news. Not surprisingly a media strategy is more important to DPI than securing the jobs of staff and the regional towns they support.

Consistent with a commitment made during the negotiations over the **RBG Agreement 2008**, management undertake to "...develop a system and appropriate payment for Designated On-call Officers..."

CPSU writes to **ZOO** CEO John Wills requesting consideration for payment of the 1% performance related element as part of the general increase prescribed for 16 July 2008 by the Zoos Victoria Salaried Officers Agreement.

CPSU is advised by **Corrections Victoria** of a proposed change to the structure of the **Sex Offender Programme**, where currently, clinical staff are divided





into two teams defined by the type of offender for whom they are responsible.

Five meetings are cancelled by **Parliamentary Services** and the parties are still waiting to commence **MOSPS** bargaining due to the failure of the State Government to give the Employer the go ahead even though our Agreement expired on 30th June 2008.

Progress is being made on a number of key issues in bargaining for our new **SSO** Agreement but CPSU is still unable to provide specifics unfortunately on the negotiations as there is no firm government offer on the table.

Lack of adequate resources with a high number of families with children at risk compound the difficult issues **Child Protection** staff are experiencing in the Southern region with members indicating they work unreasonable hours of overtime which is not always paid as they form a delegation to present data collected to senior management.

AMES finally receives the OK from the Workplace Authority on our new Agreement which means that members will receive pay rises in your pay tomorrow backdated to 5th February 2008.

Following a review of safety, security and risk management at the **Magistrates Court** of Victoria and the Victorian Administrative Tribunal (**VCAT**), new safety measures are to be introduced for the protection of staff at suburban Magistrates Courts.

A campaign to protect injured workers is launched as the **Accident Compensation Act** review conducted by Peter Hanks QC is expected to provide the Minister for WorkCover Tim Holding with his recommendations which if accepted will significantly disadvantage injured workers including CPSU members who get injured at work.

The Federal Government initiates a process to review **OHS laws** across Australia and CPSU believes that the Federal Government's review must deliver the highest standard of protection for workers as the ACTU, VTHC and CPSU provide submissions as part of the process and an online petition for members to sign and express support is launched.

CPSU writes to Howard Ronaldson, **DIIRD** Secretary

seeking action as the Department has been undergoing organisational change for a considerable length of time, and there is still no clear indication of which vacant positions are to be filled, and what positions are regarded as 'core' for the purpose of replacing staff who resign/retire.

Fingerprinting becomes a mandatory requirement for employment at **VicPol**.

A proposal to amalgamate shared services across the public sector into a new entity known as '**CenITex**' is announced.

Despite all the agreements to work together that were reached at last year's series of meetings with Commissioner Smith from the Australian Industrial Relations Commission there's been little improvement at **WorkCover** with issues dragging on for months

without timely responses, consultation on the original proposal then a refusal to consult on the "revised after consultation" proposal and no consultation on some "policy" changes which may have a big impact on members so at CPSU's request the parties are having another meeting with Commissioner Smith, scheduled for mid September.

CPSU believes that **DEECD** have sent costings for the **SSO** Agreement to Cabinet to be approved, so a pay offer can finally be made.

Visits to all public **prison** sites are conducted to present a talk containing background information about our upcoming EBA negotiations as well as what's happening with Award Modernisation and its impact on Correctional Officers in our hybrid system





SEPTEMBER:

DOJ formally writes to advise CPSU of their worst kept secret which is a proposed move to implement a Departmental **regionalisation model** that will impact on staff severely and attempt to use the 'Implementation of Change' provision in our Victorian Public Service Agreement to push ahead with major structural change to avoid negotiating productivities / compensation as identified in the Government's PS wages policy with our EBA (VPSA06) only 6 months from expiry.

A proposed change to the organisational structure within the Funding Health and Information Policy Branch of **DHS** is received.

A major component in preparing to re-negotiate our future pay and conditions will be the fire and emergency provisions detailed in appendix 8 and 9 of our current Victorian Public Service Agreement 2006. These provisions affect all members in **DSE** and **DPI** as well as members employed in **Parks Victoria** and **VicForests**.

Upcoming **VLA** Enterprise Bargaining Agreement negotiations see members complete our claim ideas worksheet to have a say about their pay.



CPSU requests further information concerning the proposed position descriptions of all members affected by the **DPI spill-and-fill** with union officials meeting with DPI Secretary Richard Bolt to state that changes to position descriptions constitute a likely effect upon employee working conditions and responsibilities; they are indeed part of the consultative process. CPSU commences the **VPSA'09** preparation for the new bargaining round by engaging members across Victoria



to ascertain the scope of the items and issues they believe need to be addressed about pay and entitlements. The consultation process for the changes to the structure of **SSSOs** in schools from Strengthening Student Support is to be lengthy to give all **SSSOs** the opportunity to feedback their thoughts on **DEECD's** proposal. Departmental Secretary Richard Bolt refused to guarantee no job losses as a result of his restructure which, as CPSU has already told **DPI**, is in contradiction with the Premier's recent assurances to CPSU and the community that Labor's election savings policy will not result in any public sector job cuts. A proposed restructure to the **FL&M** Division within **DOT**, sees members submit lengthy feedback to the Department with most suggestions being incorporated. **DHS** Management refuse to offer any reasonable alternative remedy to address the **OHS** issues raised

from **Child Protection** HSR's representing offices in Cheltenham, Dandenong, Frankston and Footscray from the lack of adequate resources and high number of families with children at risk and PINs are issued **PV** claim that the initiatives they agreed to in our new Agreement are now too expensive, so they will therefore not be backfilling vacated positions.

The current dispute between CPSU members and **VicPol** regarding the new performance system goes before the Australian Industrial Relations Commission. School holiday fun is provided via **Gippsland Trades and Labour Council** and all its affiliated unions through sponsorship of a Family Race Day hosted by Moe Racing Club.

A proposal to introduce compulsory **fitness and/or medical testing** for all staff who perform a fire/emergency role in **DSE** in time for the 2008/09 fire season is received despite our Victorian Public Service Agreement 2006, stating that fitness and medical testing are voluntary, and those who participate are entitled to a higher stand-by allowance in another agency try on prior to negotiations commencing in **VPSA'09**.

The State Government finally releases the **Hanks report** into Victoria's **Accident Compensation system** and the timing of its release on Grand Final eve isn't the only embarrassment for Labor as the report contains many regressive recommendations that will make life harder for injured workers.

ACFE approach CPSU with the intention of establishing a **JCC** to provide a regular forum for CPSU organisers, members and **ACFE/DPCD** management to discuss issues of concern and ways of proactively developing **ACFE**.

DOT proposes to temporarily relocate three **VTD** teams to relieve the workspace shortages and desk sharing issues at Blackwood Street.

OCTOBER:

A proposal to restructure the Community Programs – **Housing** Team in **DHS** is received.

Notification of the impending closure of **AMES** Auburn site is received.

A special briefing is held in the Storey Hall Auditorium at RMIT of all union workplace and health and safety reps about the current review of the **Accident Compensation laws** and the regressive

recommendations that will make life harder for injured workers if adopted by the State Government.

CPSU lodges a dispute in the Australian Industrial Relations Commission over the recently announced **DPI** restructure after an attempt to push through change is exposed as **DPI** claims that CPSU had in fact agreed to implement change in several affected sites and projects.

Advice of a further proposed changes to the hours of operation of the **VSA** Helpline is received with a proposal that hours be extended from 8 am to 11 pm., Monday to Friday, excluding public holidays and this will be an extra seven hours per day and two part-time and/or casual staff will be rostered for the extra period.

Snob's Creek members hold a very successful community meeting about the recent announcement to restructure **DPI's** facilities which would see 11 staff



either relocated to Queenscliff or redeployed within the public service having an undeniably detrimental impact upon members and their families who would be uprooted from their local community.

The last **salary increase** arising from our **VPSA'06** is due and delivers hundreds of extra dollars for ALL VPS employees and is in addition to progression payments under the VPS Career Structure.

Proposed staff cuts at **La Trobe University** arise when the University Executive decide that it needs to cut costs to remain functional and it wants to do that, if possible, without forced redundancies.

Notification from **DHS Child Protection** to advise they want to implement a new position which is that of a NW Region Principal Practitioner is received.

Through the recommendations of Commissioner Smith, **DPI** and **CPSU** agree to a vacancy management process (including a "matching" process) and a grievance process as well as paid time release of up to two days for those members contributing to the restructure alternative proposal. **CPSU** receives notification from the Director of Public Health Branch of a proposal to reorganize **DHS** work units including a restructure of the Communicable Disease Prevention and Control Unit and the Office of the Director.

After many months of intense negotiations, **CPSU** and the other unions have just reached an in-principle agreement with **DEECD** on the pay and conditions to apply to **Education Support staff** until April 2012. **CPSU** is advised by **DEECD** that Victorian **KODE** schools will be closing and seeks an urgent meeting with senior management to find out what is actually proposed.

VicHealth members are urged to vote yes for their new proposed Agreement which will vary and extend the current Agreement and nominally expire in June 2009

The proposed move to Docklands, the problem of



inconsistent performance management, as well as out of date position descriptions is raised with the **Plumbing Industry Commission**.

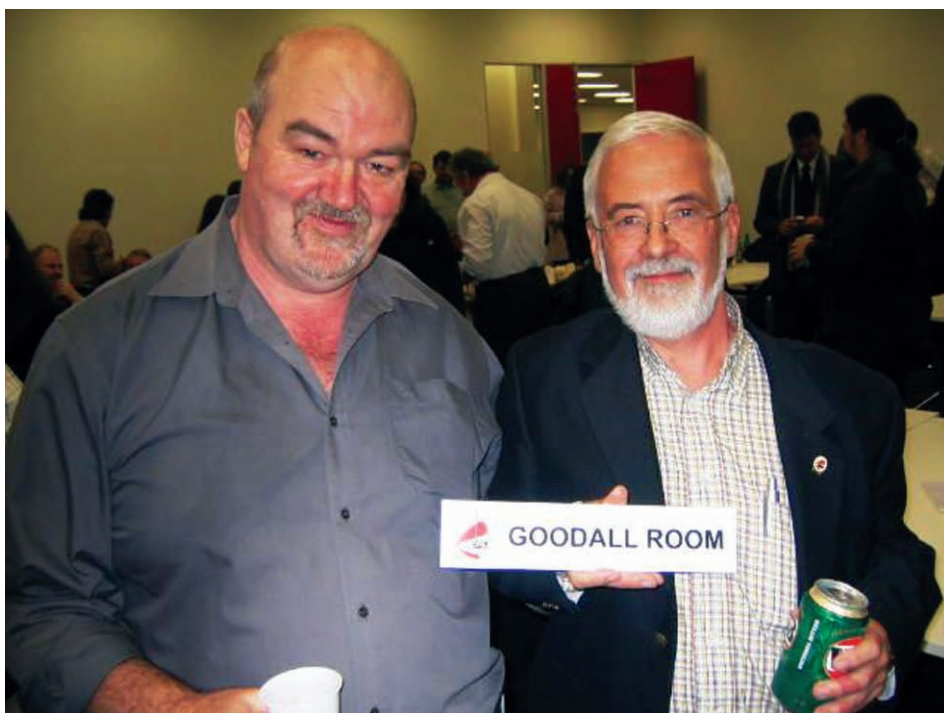
Not satisfied with proposing a real wage cut in their pay offer, **VWA** management is also seeking to have any increase, and any other improved conditions, paid for by trade-offs in any new Agreement. Suffice to say a wide gap exists between our claims and **WorkCover's** offer.

CPSU writes to Premier John Brumby with an outline of the claims and issues union members seek to negotiate into our next **Victorian Public Service Agreement** due in early 2009. **CPSU** will now be conducting preliminary meetings with **Workforce Victoria**, the State Government's lead organisation for the bargaining.

A **Prisons' Division Training Conference** is held for Local Group representatives from every Prison in Victoria both public and private and is addressed by the Hon Bob Cameron MP State Minister for Corrections and Jan Shuard A/Commissioner for Corrections.

In line with advice received from the Police Association and pending the outcome of the ombudsman's enquiry into their complaint, **CPSU** informs **VicPol** members that while we regard the Instruction as unreasonable, it is a mandatory requirement and therefore they should comply with the Instruction. The State Government lodges writs in the Federal Court





seeking unspecified damages for illegal industrial action against 35 of our expert **forensic scientists** who are employed by VicPol at the State Forensic Science Centre in Macleod after pursuing health and safety remedies to ongoing bullying and harassment.

DPI agrees with the Expression of Interest Process for Spill-and-Fill procedures circulated by CPSU to members and confirmed following last Friday's conference in the Australian Industrial Relations Commission.

The **Essential Services Commission** undertakes a review of the administrative and personal assistant needs of the Commission and recommends a reduction in the numbers of FTE staff, changes to administrative support roles and other changes to processes.

CPSU is working on a new classification structure in the next 2 months that will incorporate the 1% performance pay in a new incremental salary structure for **AMES** employees which is derived from the non-executive career structure for the Victorian Public Service and will be comprised of six separate grade levels.



NOVEMBER:

Off and Racing for all **Museum** staff this Cup Week as meetings are held to develop our claims in preparation to bargain for our new Union Collective Agreement (the SPA or EBA).

CPSU meets with Departmental representatives from **CV/ DoJ** to commence the consultation process involved in the review of the current **Corrections Regulations** after CV advise of the need to review the regulations from the sunset provisions and from the application of the regulations to take into account both the Human Rights Charter and some emerging issues in the prisons, such as smoking, computer use etc.

Advice is received about a proposal to integrate the Corporate Services, Desktop Support and Web Communications for Mental Health and Drugs, Metropolitan Health and Aged Care Services, and Rural and Regional Health and Aged Care Services at **DHS 50 Lonsdale Street**.

Negotiations at **Fulham** for their EBA commence as CPSU seeks the right to represent our members at **GSL Transport** for their EBA as Management are denying us right of entry.

Victorian Unions host our **annual race day** at **Cranbourne** to complete a tough year and this year it's combined with a Xmas party for families with amusement rides for the kids.

DEECD puts our Agreement to a vote at schools which is welcome news to **SSOs** who have been awaiting the first instalment of their much anticipated pay rises.

Our **Parliamentary Officers** Agreement is due to expire early next year and a meeting is held to consider our log of claims with the Government offering to retain the nexus between the pay and classification outcomes of Public Servants and Parliament staff.

VITAL STATS:

- CPSU has 70 EBA's, 15,000 members and 4,400 worksites across Victoria and NSW.
- 1,398 new members recruited this year up from 1,234 new members last year.
- A net growth of 4,579 members (representing a 57% increase) since 1 January 2000.
- 8 Enterprise Bargaining Agreements negotiated for members this year. (12 in 2007).
- 609 applications for representation from members were received this year. (503 in 2007)
- 297 implementation of change advice letters received from agencies this year. (294 in 2007)
- Operating surplus for the 07/08 financial year of \$148,188 (30 June 2007: surplus of \$464,976).