

Year in Review

DECEMBER 2014

Courts

CPSU writes to the CEO of the County Court about the proposed



implementation of their IManage system in late January 2015, and the fact that members had not been consulted on the project or any proposal to implement it. The CEO indicates in response that the January deadline will be withdrawn and appropriate consultation with union members and staff will occur in the new year.

DEPI

CPSU writes to the Department about payments for employees who respond to the various emergencies covered by DEPI as there are currently two rates of payment resulting from the former DPI and DSE appendices in our VPS Workplace Determination.

CPSU provides the Department with our response to the proposed DEPI Drug and Alcohol policy on behalf of union members. Members overwhelmingly felt that the policy is very restrictive and does not place any trust in employees to use alcohol responsibly. CPSU also seeks a response from the Department about how a ban on alcohol during an employee's own time (non-paid) is a reasonable and lawful direction. DEPI responds that The Draft Drug and Alcohol policy consultation period has closed and the draft policy will be removed.

DEPI

The Department communicates to employees that "planned burn preparation works are considered NORMAL WORK, hence are NOT covered by the Emergency Work provisions of Appendix 6 of our VPS Workplace Determination". CPSU seeks clarification as to why the Department holds this view and the FEM Sub Branch Executive requests a meeting with the Department. FEM Branch Executive met Department representatives about the non-payment of section one allowances when an employee is deployed on a taskforce for planned-burn preparation. CPSU asserts that employees who are deployed on a taskforce should receive the payments in section 1 of Appendix 6 of our VPS Workplace Determination.

Victorian Building Authority

Correspondence was received from VBA proposing changes to the Compliance and Performance division and the Enquiries and Dispute Resolutions division.

ES & State Super

ES & State Super advises the union of the proposal to implement some changes to the work practices in the call centre (known internally as the Member Service Centre).

Consumer Affairs Victoria

CPSU received notification from CAV regarding changes to the current arrangements to staff operating out of the shop front. CAV also advised that there is an intention to streamline the PD's which have not been redrafted for some years, thus not accurately reflecting the current roles staff currently perform.

Premier & Cabinet

CPSU is advised that the Victorian Multicultural Commission restructure is to assist the organisation 'to realign its resources to better suit its processes and deliverables under the Multicultural Act 2011 'by creating four distinct teams based on the new teams function. The union are advised that there will be at least one job loss.



VicSES

VicSES advise of the change in reporting lines for Volunteer Support Officer Positions.

Health

The union received correspondence from DoH advising of the proposal to reorganise the Mental Health branch

TAC

New Roads Safety Minister Luke Donnellan visits TAC which coincides with an "in-principle" agreement being reached, which settled our bargaining dispute and members unanimously endorsed.



Corrections

CPSU is notified by DOJ that the 7/80 roster proposal for DPFC is deferred and further discussions will occur between the parties.

CPSU met with Corrections Victoria management and, after 12 months of negotiations, a MOU was been finalised on the Transition of Casual Prison Officers to Ongoing Employment.

DHHS

CPSU is notified regarding the implementation of a new structure for the new Department of Human Services, to come into effect as at 1st January 2015. The new Department brings together functions of the existing Department of Health, Department of Human Services, along with Sport and Recreation functions located within DTPLI.

DSDBI

The union is advised that the proposed restructure of the Indigenous Economic Development Unit will not be proceeding. CPSU fought against the job losses with this restructure since 6 October 2014. The rationale certainly wasn't clear and the proposal resulted in our member losing their job.

Shrine of Remembrance

Following a unanimous vote by members to provide in-principle support for the new Shrine of Remembrance Enterprise Agreement, a draft was submitted to the Department of Treasury and Finance for approval on Monday 22 December.

JANUARY 2015

DEPI

CPSU wrote to the Department about IMT payments for the accreditation of a “Sector Commander” which will replace the Operations Officer, level 2. The Department confirmed that those who have completed Sector Commander training in the last two years and have been assessed as competent have been awarded Operations Officer level 2 accreditation have received the relevant IMT payment.

DEDJTR

CPSU wrote to the Secretary of the newly-created Department of Economic Development, Jobs, Transport and Resources, Richard Bolt, in accordance with the new Government’s co-operative industrial relations commitments, calling for the establishment of a consultative committee to manage consultation and discussion of industrial relations issues related to Machinery of Government changes.

The Government agree to CPSU's request to establish a Consultative Committee to manage consultation throughout the Machinery of Government change process.

Premier & Cabinet

CPSU are advised by DPC of the proposal to create a new structure for the department. Change included the appointment of three new Deputy Secretaries and creating a new Executive Director for People, Cultural and Operations.

Victoria Legal Aid

CPSU receive correspondence from VLA announcing a change to the structure and operation of the Indictable Crime Team (ICT) and Sexual Offences Team (SOT) within the Criminal Law Program.

Police

Members in a number of workplaces are given conflicting advice by management about Higher Duties. The union sent out correspondence to members advising that whenever you are given advice from management that you are not sure about, to consult the Victorian Public Service Workplace Determination 2012, your workplace representative and/or CPSU.



Corrections - G4S

CPSU members and delegates express their willingness to begin bargaining for a new Enterprise Agreement, following the nominal expiry of the current Agreement on 31 December 2014. CPSU members are invited to submit any issues they would like to see addressed in the next Enterprise Agreement.

FEBRUARY 2015

Sheriff

A meeting between DOJR, CPSU and the Sheriff was called in response to an incident in South East Metro Region on Tuesday 21 January 2015.

CPSU members have reported an alarming increase in reportable incidents. Three (3) Provisional Improvement Notices (PINS) were issued by SSO Barratt following the 21st January incident alleging that the Department has failed to provide a safe workplace, failed to provide safe systems of work and failed to provide information, instruction, training and supervision to employees to enable them to work in a way that is safe. As a result a new Points of Agreement is reached, providing new operational procedures.

TAC

CPSU receives correspondence from TAC announcing a proposed structural change to the TAC’s Claims Legal team. The Consultation Pack was also provided to the union.

DHHS

CPSU appears at the Fair Work Commission twice in two days, in attempt to resolve disputes within Housing at DHHS Box Hill. Both conferences are brought about as a result of attempts by management to alter employment conditions for staff, and both have resulted in the union gaining consultative processes in which affected staff will get to have a real say.

Police

The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) is to undertake an Independent Review into Sex Discrimination and Sexual Harassment, including Predatory Behaviour, in Victoria Police in 2015 and is interested in the views of all personnel (police, public servants and protective services officers). This review is fully supported by CPSU.

Education

CPSU draws member attention to the advice from the Department of Education & Training regarding performance and development.

If a staff member is in danger of not meeting the requirements for salary progression, the principal must advise that staff member in writing that unless performance improves, salary progression will be denied.

Emergency Services

The State Government has announces a Parliamentary Inquiry into the CFA Training College at Fiskville. The Terms of Reference include studies of the pollution, contamination and unsafe activities, and the health impacts on employees, residents and visitors.

The Australasian Fire and Emergency Service Authorities Council (AFAC) have recently identified potential issues with the PROBAN treated PPC.

PTV

CPSU are advised by PTV of the intent to reorganise the Commercial Division organisational structure.

Goulburn Murray Water

Deputy President Greg Smith of the Fair Work Commission facilitated discussions in an effort to break the deadlock between the positions of Employee Representatives and Management during the Agreement negotiations. After 3 hours of shuttling between the parties, His Honour concluded the conference with a possible way forward. CPSU asks members for submissions to bring to the table for any possible productivity improvement we might use in the agreement to apportion to the wages quantum.

Museum

CPSU are notified by Museum Victoria of the intention to change the current Duty Manager system. The proposal is to change the way MV currently organises Duty Managers across the three main sites (excluding Moreland, IMAX and REB).

DELWP

The Department advise CPSU of the intent to migrate the grants management system from eGrants to the Global Enterprise Management System (GEMS).

DEDJTR

CPSU were forced to lodge a dispute with the Fair Work Commission over the Department’s refusal to consult regarding changes in the workplace.

Following the first joint CPSU/DEDJTR Consultative Committee meeting members raised their concern with CPSU regarding a department-wide email calling for Expressions of Interest for a 6 to 12 month secondment as a ‘Future Industries Sector Leader’.

DoJ

CPSU are notified by the Office of Liquor, Gaming and Racing of the proposal to replace the existing Liquor Policy and Gambling Policy teams with two teams with a combined liquor and gambling policy function.

Courts

CPSU are notified by the County Court of Victoria of the intention to introduce new document management processes through the eLodgement/Manage project.

MARCH 2015

Premier & Cabinet

CPSU commences discussions with the Office of the Premier concerning comprehensive terms and conditions of employment for all Ministerial staff working in both the Office of the Premier and Ministerial offices.

DELWP

Minister Neville commissions former Auditor-General Des Pearson to conduct an Independent Review into procurement initiatives and Grant allocations made by the former Office of Living Victoria (OLV). CPSU members who have information in relation to the matters under review are encouraged to make a submission to the Review.

DEDJTR

The Fair Work Ombudsman asks the formerly named Department of State Development and Business Innovation (DSDBI) to urgently review the way it engages workers after CPSU allegations about sham contracting exposed dubious labour engagement processes.

A fourteen month investigation by the FWO revealed DSDBI might be "misclassifying" employees as independent contractors and has identified a “heightened risk” that in seeking to achieve financial savings, the department may contravene the Fair Work Act.

CPSU and the Department met in Conference at Fair Work to resolve a dispute over the Department’s changes to the workplace. This dispute was about DEDJTR's proposal to establish six teams of “Future Industries Sector Leaders” to be staffed on the basis of secondments of six-to-twelve months duration. Members raised concerns that the Department circulated this proposal without any consultation.

The Department of Justice and Regulation advise CPSU of a staggered approach to the relocation of the Community works program and staff, including some CCS staff at Carlton moving to a new location at Thomastown.

Corrections

The Federal Circuit Court heard the case brought by Tony Raphael relating to lost wages during the Protected Industrial Action in 2014. The Court found that G4S had no right to deduct four hours pay from Tony and had contravened s.323 of the Fair Work Act. CPSU received notification that, whilst they don’t agree with the decision, G4S are going to repay all employees who had money deducted and that it will be in your next pay.

There is a delay in the opening of the Wellington Unit at Fulham Correctional Centre after CPSU OHS Officer Carl Marsich inspected the new unit on and raised some concerns with Management.

CPSU met with Jenny Hosking, General Manager of Offender Management Development Branch, to discuss concerns Prison Officers have raised about the Parole Application process. Officers had raised with CPSU, their concerns about how the additional workload will be managed, as well as concerns about personal responsibility around decision making and inadequate training.

G4S make a formal offer in bargaining for a new Agreement. CPSU request members take the time to read the offer and complete a survey on how to proceed.

Elections are held to fill positions for the newly established Local Group at Corella Place.

Museum

CPSU are notified by Museum Victoria that a modified staff structure has been developed for the Strategic Facilities Management department.

DHHS

CPP & CYF members who worked any overtime from 2012 to now received back payment for the underpayment in overtime payments after the cap on overtime payments was continued to be applied, regardless of success negotiation to have it removed, and did not flow these payments at actual salary to members.

CPSU is notified by DHHS of proposed changes to the structures within the newly established Department of Health and Human Services. DHHS advise that there will be no VPS job losses or reductions in full time equivalent positions as a direct result of the proposed changes.

CPSU requests clarification on the notice staff at Parkville Youth Justice were receiving when fixed term contracts were expiring, and not being renewed. There had been examples of only 8 days’ notice being given to members that contracts would not be renewed.

Victorian Building Authority

VBA members raised concerns that some employees engaged to perform similar roles were being paid far greater salaries than their colleagues doing the same job. It’s also believed that, in some instances, employees with the least amount of service are being paid the highest salaries.



CPSU makes a formal application to Fair Work Australia seeking an order for access to wage records, and members will be kept up to date on any progress.

CenITex

The new Government decides to take a look at the functions delivered by the public sector IT and Digital Government Branch of the Department of Premier and Cabinet. As a result the project to outsource CenITex to a private sector contractor is temporarily on hold.

VicSES

Vic SES advise of the proposal to implement an automated rostering system.

Southern Rural Water

The new Southern Rural Water Agreement is approved, meaning that back pay commencing from October last year will be sent out shortly.

APRIL 2015

Courts

CPSU met with representative of Courts Services Victoria regarding the County Court's intention to introduce a new document management process. At this meeting CPSU requested that training be provided to staff prior to any roll out of iManage process, in order to allow for staff to provide informed comment on the notification of change.

WorkSafe

CPSU made an FOI application for access to the EOS results for 2014. Under the leadership of Acting CEO Clare Amies, these results were provided to CPSU.

Parks

A dispute was lodged with the Fair Work Commission following Parks communication to staff that any rostered weekend employee required to work on Easter Sunday will not have this day counted toward their total number of weekend days required to work.

CPSU receive correspondence from Parks Victoria advising of consultation with the People and Culture team on a new proposed structure

DHHS

CPSU received advice that DHHS would undertake a short organisational review of its capability to inform its future organisational directions.

The South Australian coroner has released his inquest into the death of South Australian girl Chloe Valentine. Chloe's story is extremely sad but will be particularly so for those involved in the child protection system.

The coroner made 21 recommendations ranging from specific amendments to the SA Child Protection Act through to broad comments about the role of adoption in the child protection system.

There are many things in this report that can be instructive for other jurisdictions about their own child protection systems, including in Victoria.

DHHS advise the union of the proposal to move Residential Client Services Housing staff from Preston to Broadmeadows

Corrections

CPSU made enquiries of the Port Phillip Prison General Manager regarding a couple of occasions where there has been no payment for late lockdowns, as per the custom in these circumstances

Assurance was given that there had been no change to the practice and he would ensure that it was rectified and payments made.

CPSU formally rejected the G4S wage offer of 2.6% per year for 3 years and reaffirmed our position on transparency of the calculation of the annualised salaries.



G4S do not want to pursue any further discussions around the annualised salary calculations. CPSU therefore make an application to the Fair Work Commission seeking their assistance to find a solution that is acceptable to both sides.

DEDJTR

A number of members contacted CPSU to express their willingness to engage in the Review of DEDJTR Regional Service Delivery Model and Strategic Directions for Regional Policy, and also seeking assurances that this review would not lead to job losses in RDV.

CPSU made representations to the Minister seeking further clarification about the process, and also sought a commitment that no job losses would occur as a result of the review.

CPSU are notified by DEDKTR of the proposal to restructure the Strategy and Planning Group.

Goulburn Murray Water

CPSU received notification of an impending restructure of ICT and Customer Operations at Goulburn Murray Water.

GMW is notified of stop work action after attempts to find a settlement on a new Enterprise Agreement fail.

Union representatives met with GMW management at the Fair Work Commission where a new wage offer was made to try and find a solution to the enterprise agreement negotiation deadlock and avoid the proposed stop work action. CPSU delegates agreed on the outcome and the Unions indicated 'in principle' support and recommend the offer to members.

PTV

As a part of the Branch establishment process (and ahead of EBA negotiations) CPSU conducts a short issues survey. This survey aims to provide a snapshot of workplace issues for PTV members and will guide the actions and direction of the Branch Section.

The department releases its own Employer focussed management survey ahead of EBA negotiations.

Taxi Services Commission

CPSU writes to TSC HR to directly raise a number of member concerns, and seek clarification regarding significant cultural problems within the commission.

AMES

CPSU was inundated with calls from its members reporting of major change occurring within AMES, particularly the Employment area after 31 manager positions were advertised with a closing date of 21 April 2015. Claims are developed and members are asked to endorse them.

CPSU’s dispute with AMES management regarding consultation was heard in conference at the Fair Work Commission. AMES is told that they must consult with CPSU. As a result CPSU met with AMES management to commence the consultation process.



State Trustees

After months of negotiations regarding a huge wage anomaly discovered in salaries paid to employees performing similar roles across the organisation, STL withdraw their offer to rectify the anomaly.

CPSU is notified by STL of a proposal to restructure the Sales and Marketing Business Unit.

Vicforests

Members are asked to endorse CPSU’s claim for a new Agreement.

Education

DET communicated with all Principals and ES staff (including those SSSOs employed under the Schools Agreement) regarding the Education Support Staff Performance and Development Pilot 2015. DET and CPSU agreed that no ES employee will be forced to participate in this pilot, regardless of the wishes of your Principal.

MAY 2015

DHHS

CPSU have received correspondence from DHHS advising of the proposal to change the pre-existing Aboriginal Health Branch and Aboriginal Outcome Branch within the Mental Health, Wellbeing, Social Capital and Ageing Division.

The long running dispute with HCC Management over the contents of PPDs has been settled.

DHHS management had sought to force all staff to adopt a third KPI for 2014/15, but a group of Union members had resisted. The dispute was listed at the Fair Work Commission, but agreement was reached before we got there when DHHS agree to retain the two KPIs for the staff members involved in the dispute.

CPSU have received correspondence from Secure Services advising of the proposed change to rosters for Malmsbury Youth Justice workers.

In an attempt to resolve our dispute over the Records Management Restructure, CPSU appears before the Fair Work Commission. At issue was that consultation had not been adequate, and members were seeking to make some further alterations to the structure.

Whilst the union were unable to get the Department to budge on some key issues, it was a constructive process, involving extensive discussions between CPSU, DHHS, and Deputy President Smith. At our recent member meeting it was agreed that we would not pursue the matter any further, and the restructure will proceed. This is due to be announced to staff today.

CPSU is looking for a representative from each regional office to participate in the establishment of a Working Party to examine and recommend changes to the way the RAHS operates across the state.

CPSU has received notification from DHHS of proposed changes to the rosters at Hurstbridge Farm.



National Gallery

The National Gallery of Victoria EA is due to be re-negotiated this year; therefore, CPSU conducts a survey of NGV employees asking what the main workplace issues are.

Victoria Police

Victoria Police has advised members that any reclassification will not be considered unless the budget is available from the unit or workplace you belong to. This disregards Victoria Police’s obligation under the Victorian Public Service Workplace Determination 2012 to pay members at the “on balance” level you are working.

CPSU advises members that would like assistance and representation in applying for reclassification to contact us.

CPSU has settled multiple claims for back payments after members were approved for upgrades but the date of commencement was delayed for different reasons. The members will receive payments of several thousand dollars each and applicable incremental increases to their pay after missing the cut off for their progression increments due to the delays.

The state government, as part of its pre-election commitments to CPSU and the public service, has directed departments to refer any redundancy to the Public Service Commissioner for review.



CPSU members at Victoria Police Forensic Services Division will establish a Branch Section.

Many CPSU members travel to workplaces that are not their usual places of work for many reasons, for example relieving when a person at that workplace is on extended leave. CPSU believes members have a claim for overtime, or time in lieu, if travel to a different workplace in your own time is performed. CPSU believes members have an entitlement to claim any travel time additional to your normal travel time to your usual workplace as time worked and asks members to contact the union.

Arts Centre

CPSU has received notification of a proposed restructure from Arts Centre Melbourne which will result in significant organisational change, with many areas affected.

CPSU has written to Arts Centre management seeking clarification and requesting further information about their Organisational Change proposal and after reviewing all information so far provided by Arts Centre Melbourne, CPSU is of the view that important information has not been provided. Further, many members have advised CPSU of their concerns regarding the process undertaken by Arts Centre management.

DELWP

CPSU have received correspondence from DELWP regarding the proposal to relocate 88 ISD positions from CBD locations to Attwood.

Parks Victoria

CPSU attended Fair Work about entitlements for Rostered Weekend Employees and the application of Clause 8.4 (rostered weekend employees) in our Parks Determination.

Parks Victoria were asserting that any RWA employee who was rostered to work on a weekend day that happened to be a public holiday, is not entitled to have the day count towards the weekend total, or receive a Rostered Day Off. Parks Victoria believed that this was double dipping as the public holiday attracted penalty rates. CPSU disputed this assertion and the Commissioner found for CPSU members.

The Fair Work Commission issued a recommendation relating to the dispute heard in conference on Monday 11th May. CPSU is awaiting confirmation from Parks Victoria that they will comply with the recommendations.

CPSU received an email confirmation that Parks Victoria will follow the Fair Work Commissions recommendation with regards to Rostered Weekend Employee's and Public Holidays that fall on a weekend.

Sheriffs

HSR's recently raised serious concerns with CPSU about ballistic protection for SO's whilst working alongside their VicPol counterparts on operations.



SSSO

DET is consulting with key stakeholders over what a future DET regional structure should look like.

CPSU's SSSO Branch Executive has examined this consultation paper closely, as any regional restructure will affect SSSOs. The unions response incorporates the views of the workforce, following over 70% of SSSOs completing CPSU's survey on SSSO models. Our goal is to determine a more sustainable and effective state-wide model for the delivery of Student Support Services to schools, vulnerable students and families.

WorkSafe

Worksafe have agreed to fully fund a 6 month secondment of a CPSU member, at level, to work jointly with the union and staff on the Relocation Deed.

VBA

CPSU has received notification from VBA of the decision to replace a number of obsolete business systems.

EPA

The Minister has established an independent Ministerial Advisory Committee (MAC) to conduct the Ministerial Advisory Committee Inquiry.

CPSU believes that the Inquiry provides an opportunity to ensure that the EPA is properly resourced to face the demands of a growing Victorian population.

JUNE 2015

Sustainability Victoria

CPSU has received notification from Sustainability Victoria of the proposals to transfer management of the Sustainability Fund to the Department of Environmental Land-use, Water and Planning (DELWP), and to transfer Keep Australia Beautiful (KABV).

Parks Victoria

CPSU has established a Fire and Emergency (FEM) Sub-Branch. The Sub-branch was set up by CPSU members who work at DELWP. A decision by the sub-branch executive to extend this invite to CPSU members from other agencies such as PV and VicForests.

CPSU has received correspondence from Parks Victoria advising of the proposal to relocate Tourism and Commercial Directorate staff based in regions to Bourke St.

The union have received correspondence from the Minister for Environment, Climate Change and Water after CPSU wrote to them seeking further clarification of the basis for the scope of the Inquiry.

DELWP

The department advise of the proposal to change the training program for Plan Registration Officers (PROs).

Royal Botanic Gardens

The union receives correspondence from the Royal Botanic Gardens regarding the development of a pilot Horticultural Internship Program.



Corrections

CPSU received several reports from a number of Prisons that prison officers were receiving the results of their Hepatitis B test results by text message from admin staff within the prison. This is a breach of medical privacy and is unacceptable.

Workplace discussions that highlight significant concerns about changes to the current rostering system at Dhurringile Prison are brought to the attention of CPSU. Particularly around the rostering of a much higher number of 5 day shifts arrangements, which would affect take home pay.

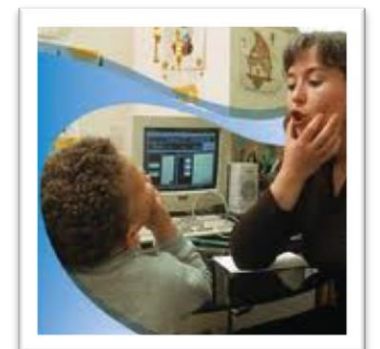
DEDJTR

CPSU has received correspondence from DEDJTR advising of the proposed relocation of positions from the Biosecurity and Agriculture Services and Biosecurity Operations branches.

The department also advises of the proposal to restructure the People and Workplace Services Division and to restructure the Strategic Communications Division.

Education

CPSU encourages all SSSOs to complete a survey on driver safety. The results will then be presented to the SSSO OHS Committee on 29 June for discussion with DET, as well as distributed to all CPSU members.



DoJ

CPSU has received correspondence from County Court Victoria advising of the proposal to implement new Additional Leave Policy and Judicial Staff Study Leave and Professional Development Policy.

Ministerials

A general meeting of Ministerial staff was to consider a proposed Ministerial staff Agreement to apply to our terms and conditions of employment.

WorkSafe

CPSU has received correspondence from VWA advising of proposed changes within the Health & Safety Unit. The proposed changes relate to the establishment of a construction team.

VBA

CPSU have now served our Claims on the Victorian Building Authority.

DEDJTR

CPSU has now received correspondence from DEDJTR advising of the proposed restructures in Economic Development, Employment and Innovation Group , Transport Group , Financial Management and Technology Services Group , Agriculture, Energy and Resources Group, Crisis and Emergency Management Division, Corporate Strategy and Governance Division, Cabinet and Ministerial Services Division, Legal and Legislation Division, Financial Management Division.

VicSES

CPSU has received correspondence from Vic SES advising of the proposal to redesign the State Operations Business Unit.

CenITex

The long-awaited review in to the future of CenITex has now been completed, and its recommendations have been accepted by the State Government.

The Government has agreed that Project Atlas will be discontinued, and CenITex will continue to deliver the secure processing and information management services it current provides in order to support the specialised business applications and requirements of Government departments and agencies.

As a result of these recommendations, the VPS jobs that would have been lost through outsourcing will remain in the VPS.



JULY '15

National Gallery

132 employees complete our National Gallery issues survey highlighting many work related issues with hours, casualisation, insecure work be amongst the top identified.

Corrections

Tensions escalate at the Metropolitan Remand Centre and result in a significant incident which continued through the night and into the early hours of the morning. Our first concern was for the safety of members with the union being informed by Corrections Victoria that all staff had been evacuated and accounted for, with a small number of minor injuries sustained.



An isolated incident at Port Phillip was also managed with no injuries. All prisons are locked down until such time as the situation is judged safe for operations to return to normal.

Victoria Police

CPSU members at Victoria Police Academy establish a Branch Section and meetings take place to establish the Committee, including endorsing nominations to the Committee whilst a workplace survey is opened to flush out issues of concern at work for members.

State Revenue Office

The 2014-15 PDPP begins and templates get distributed to State Revenue staff but there are a few things members need to be aware of before signing off. In order to progress through the structure an employee has to be assessed as meeting the 'progression criteria' outlined in the employee's individual performance plan.

The 'progression criteria' must be agreed between the employee and his/her manager at the start of the annual performance cycle. This is a very important component of the plan because if the 'progression criteria' is unachievable, and is not met, then progression may be denied.

DHHS

CPSU visits Preston DHHS to discuss the latest news in Child Protection and the ongoing issues of workload and OHS.

CPSU receives correspondence from DHHS advising the proposal to change the Rural After Hours Service (RAHS) in North Division and the current and proposed structures and staff presentation are provided for the consultation to commence.

AMES

Negotiations for a new Enterprise Agreement start at AMES as two hour weekly meetings are scheduled going forward and the union gives a presentation to management explaining the basis of our Claims and the parties are now discussing the claim in more detail. There are no agreed items at this stage.

Royal Botanic Gardens

CPSU receives correspondence from RBG advising the current PRS has been reviewed and refreshed to assist employees and Managers to capture clear and concise performance standards. Consultation commences in accordance with our Agreement.

WorkSafe

CPSU announces the appointment for 6 months of Ms Jane Harrison has received WorkSafe approval to undertake work with the Union around the negotiation of relocation, redeployment, and redundancy deed, and the subsequent transition of 400 positions to Geelong.

State Library

CPSU writes to the Acting CEO and the Minister for Creative Industries to advise that it is unacceptable that the dedicated and hard-working staff should not bear the brunt of a failed funding model and bad budget situation inherited from the former Government following news that the State Library of Victoria had decided to identify people for redundancy and not renew fixed term contracts.

State Trustees

STL withdraws its offer to address the significant wage disparities identified by CPSU when this offer was accepted in good faith by the union on the understanding that approximately 200 employees would receive an average increase of \$9,000 p.a. in three equal instalments. To further compound this disgraceful act of bad faith, executives grant themselves big bonuses (up to \$67,000) at the same time as denying employees a fair day's pay for a fair day's work.

Youth Justice

CPSU visits Secure Welfare Services sites to talk about the pending VPS negotiations and how members can influence the process.

PTV

CPSU receives correspondence from PTV advising their intent to restructure and the department also provides the proposed Organisational Design information pack as consultation commences in accordance with our VPS Determination entitlements.

Arts Centre

CPSU writes to Arts Centre CEO, Claire Spencer, to advise that members have no confidence in the structure adopted in the Presenter Services (ticketing) area. Members also have ongoing concerns with Presenter Services (ticketing), People and Strategy group; and The Performing Arts Pillar as there is the potential for unintended flow-on impacts on these areas due to changing resources and repositioning of functions as a result of the restructure.



AUGUST 2015

DHHS

CPSU wrote to the Department to seek clarification on the expectations and sustainability associated with the proposed Rural After Hours Service (RAHS) roster. The department response was received and addresses some of the questions we put up for their consideration. CPSU will seek a meeting with management to discuss their response.

CPSU has received correspondence from DHHS advising of a proposed restructure of the Intake function in West Division. The proposed restructure sees an overall increase in the number of FTE positions in Intake, and some significant changes to the way the Intake function is performed.

DHHS advises that, following the consultation process, the South Division will now progress with the implementation of the proposed changes and fill the additional rural after hours service positions.

CPSU have received correspondence from DHHS advising that, following the consultation process, NEMA will now progress with the implementation of the proposed roster changes at Hurstbridge Farm.

DEDJTR

CPSU submitted all alternative proposals on behalf of members, regarding the Organisational Design Restructure, to the Department. Separately, CPSU also raised concerns about the number of fixed term contracts and the recruitment process that has been proposed by the Department.

TAC

CPSU have received correspondence from TAC announcing a proposed structural change to the TAC's Common Law teams.

DEDJTR

CPSU has now received confirmation from the Department of the recruitment process to apply post-enactment of the structure. the Department has provided the following commitments; If an unmatched ongoing employee applies for and receives a fixed-term position, their ongoing status will not be affected, and the Department will ensure that suitable employment is found prior to the conclusion of the fixed-term appointment; and A number of members have raised concerns regarding the recruitment process being open to all employees, rather than only unmatched staff in the first instance.

DELWP

CPSU has been advised by the Minister for Emergency Services that a review of Fire Services will occur.



Royal Botanic Gardens

CPSU has received correspondence from Royal Botanical Gardens advising of the creation of a new position of Co-ordinator, Marketing (Digital) and of the variation to the current position of Orchid Conservation Officer at Cranbourne Gardens.

Education

DET has written to CPSU advising of a proposed "Divisional Redesign and Restructure".

ES & State Super

ESSS has advised CPSU of the proposal to implement some change to the structure and work practices in the Member Engagement Division.

National Gallery

The results of the Workplace Survey have been analysed and key issues determined and identified.

Corrections

After several more meetings CPSU has received a very final offer for the Custody Centre Agreement Bargaining. The most significant change is that Court staff working overtime on the weekend and Casuals working Court shifts on a weekend would be paid penalty rates [with a catch for casuals].

SEPTEMBER 2015

DHHS

CPSU has received a reply to our letter detailing concerns about the proposed restructure in Intake in West Division. Disappointingly, the Department has declined to provide the statistics we requested, and has mostly disregarded our concerns.

CPSU recognises Nation Child Protection Week. Child Protection Week is an opportunity to recognise the important work of individuals and organisations who work with children, young people and their families.

CPSU has received correspondence from DHHS advising of a proposed restructure of the Intake function in South Division. The proposed restructure sees an overall increase in the number of FTE positions, and some significant changes to the way the Intake function is performed. Importantly, there are changes to roles and reporting lines that go beyond Intake.

The details of the NDIS Bilateral Agreement, including the workforce schedule (h) have been provided to CPSU.

CPSU receives a response from DHHS to our letter which outlined issues raised by members about the proposed changes to Divisional Services to consolidate Intake. In the response from DHHS, North Division has addressed some of the questions and queries members had put to CPSU. However some appear to have been misunderstood, or remain unclear.

CPSU has received correspondence from DHHS advising of a proposed restructure of the Intake function in East Division and the North Division.

CPSU has received correspondence from DHHS to advise that the restructure of South Division Office Services, Branch Administration, Child Protection Administration and Reception Services has been abandoned – a year after it commenced.

VicSES

CPSU and SES have agreed to hold a Fact Finding Workshop facilitated by former Fair Work Deputy President Greg Smith in order to achieve a fair outcome of the work value review.

Corrections

WorkSafe commit to commence an investigation into matters pertaining to the MRC riot, and the associated Health and Safety issues arising from it.

Former Victoria Police Deputy Commissioner Keiran Walshe has commenced a review on behalf of the Minister into the riot at MRC on 30th June.

The Casual Transition Process has finally been passed by Corrections. Corrections have stated that they will be ready by the end of September to begin interviewing eligible casual staff who have indicated their interest in obtaining an ongoing position.

CCS

The Department will contacts staff regarding a survey, formulated by KPMG, to complete about how you view your job and conditions associated with it.

DEDJTR

DEDJTR has advised CPSU of the proposal to restructure the sections of the Tourism Victoria Division, within the Economic Development, Employment & Innovation Group.

CPSU are advised of the intent to establish a new statutory authority, the Victorian Fisheries Authority.

CPSU have received correspondence from DEDJTR advising of the proposal to change the organisational structure of Earth Resources Regulation (ERR) branch within the Market Access and Regulation Division.

Parks Victoria

Parks Victoria made contact with CPSU in an attempt to resolve the consultation dispute which was to be heard in conference at the Fair Work Commission.

CPSU attended a meeting at head office to discuss the ongoing weekend work review. At this meeting Parks Victoria stated that they do not need to consult with CPSU and will proceed to implement changes to Employees Rostered Weekend.



Education

CPSU representatives met with DET HR to put forward questions that had been received from members regarding the People and Productivity Division Restructure.

CPSU has been made aware that some SSS networks are requesting that staff submit their leave intentions for 2016 now or by end of term.

Following CPSU's SSSO campaign in the lead up to last year's State Election the union received significant commitments from Daniel Andrews. It was pleasing that DET stated that "wellbeing issues and the SSS service" was being raised as a high priority by numerous stakeholders.

CPSU has been notified by DET that they are undertaking a review of the Program for Students with Disabilities. As part of this review DET are surveying key stakeholders, including the SSSO workforce.

Victorian Public Service

The State Government and CPSU have now exchanged our claims to enable the negotiations to commence with Salary Progression, Pay, Workload, and management and staff relations, dominating the issues members raised.

CPSU also seeks input from members who are in occupation groups that are within the categories of a VPS Aligned Adaptive Structure to ascertain if there are any issues for our members with the aligning of the adaptive structures to VPS salaries.



Victoria Police

Members have contacted CPSU's office raising advice given to them when pursuing reclassification of their position. Victoria Police had provided advice to some members seeking reclassification of their positions which CPSU believed to be unreasonable.

EPA

CPSU asks members to complete a survey which will assist CPSU in preparing a submission to the EPA Inquiry on behalf of its members.

DELWP

CPSU has received correspondence from DELWP advising of the intent to realign the HR Services and Business Partnering structure within People and Culture Division.

Parliament

CPSU becomes aware that a "trial" to share a Business Support Officer position between the Parliamentary Estimates and Accounts Committee (PAEC) and the Scrutiny of Acts and Regulations Committee (SARC) was being undertaken, which included not filling a vacant desktop publisher/administrative position, without any consultation.

OCTOBER 2015

Parks Victoria

CPSU wants to hear from members who may have an increased number of employees to supervise as a result of the PFF intake for this season as the Minister announces an independent investigation into the escape of the planned burn undertaken at Lancefield on September 30. The investigation will be led by the Director of Western Australia's Office of Bushfire Risk Management (OBRM) Murray Carter.

CPSU invites members to contact the union regarding any submissions they would like CPSU to make.

Parks has advised CPSU of the proposal to change their motor vehicle procedures

The draft procedure will have an impact on which employees are eligible for commuter use of a red plate vehicle and the level of cost recovery associated with commuter use.

Parks are currently asking employees affected by the weekend work to attend meetings with your manager to discuss the proposed changes to Rostered Weekend Allocations.

Education

CPSU brings to our member attention the recent announcements from the State Government in relation to the Education State Funding initiatives and targets. The union are very excited by the possibilities and opportunities that this funding boost offers our members and the broader education community as a whole.

The Government has commissioned the National Centre for Education and Training in Addiction (NCETA) to conduct a review across all occupations in the VPS in order for you to indicate what training you believe is necessary to ensure your safety and those you work with in circumstances involving ice.

Premier Daniel Andrews and Deputy Premier (and Minister for Education), James Merlino, recently launched The Education State, following considerable consultation with stakeholders and the Victorian community.



As these initiatives include those in the areas of science and technology, CPSU is proposing to establish an Education State (Science and Technology) Working Party, comprised DET and Laboratory Technicians and Managers.

PTV

CPSU has received a response from PTV to the outstanding issues raised in the CPSU Alternative Proposal, and is aware that PTV has held a series of “staff sessions” to communicate the new Organisational Structure.

PTV contact CPSU in response to the unions letter raising various concerns with the Next Steps Restructure at PTV. PTV have offered to extend the EOI timeframe, and the timeframe for any grievances with the matching process.

National Gallery

CPSU recently conducted an extensive survey of issues within the NGV workplace.

In total 132 NGV employees completed the survey. The survey produced some really encouraging results, with 86% of respondents saying they felt supported by their colleagues, and overwhelmingly, respondents identified their colleagues, the collection and the interesting nature of the work as the best things about their job.

DHHS

The Government has commissioned the National Centre for Education and Training in Addiction (NCETA) to conduct a review across all occupations in the VPS in order for you to indicate what training you believe is necessary to ensure your safety and those you work with in circumstances involving ice. Members are advised to complete the survey.

Discussions between CPSU and DHHS are continuing around the proposed transition of staff from the Department to NDIA.

At this stage there is no clear information available about how many staff will be affected, which staff in particular will be affected, and when exactly it will happen.

CPSU has received correspondence from DHHS advising of proposed relocations within North Division. Under the proposal, Hume Moreland Individual Family Support Teams (IFS) will relocate to Fitzroy, and North East Metropolitan Area Agency Connections teams to Preston.

The Victorian Government has established the NDIS Cabinet Taskforce as part of the transition to the NDIS. Stemming from this, the Special Minister of State Gavin Jennings and the Minister for Housing, Disability and Ageing Martin Foley have invited CPSU to participate in the NDIS Implementation Taskforce.

CPSU met with AHCPES, to discuss concerns that have been raised by members in recent meetings and through correspondence and enquiry to CPSU. AHCPES Management was willing to discuss these issues concerning the trial of the incoming call screening, and roster start time. There are a number of projects underway, which are designed to “make things better and more meaningful.”

CPSU believes that DHHS is not using casual employment in the way it is intended. CPSU writes to the Department and made representations on behalf of a number of members and argued why we thought the department was errant in its decision to appoint staff in this way. An overwhelming majority of these casuals are employed in Child protection and Youth Justice.

CPSU has received correspondence from DHHS advising of proposed relocations within East Division. Under the proposal, Outer East Metropolitan Area Local Connections and Disability Client Services teams will relocate to Ringwood.

DELWP

The Minister has announced an independent investigation into the escape of the planned burn undertaken at Lancefield on September 30. The investigation will be led by the Director of Western Australia’s Office of Bushfire Risk Management (OBRM) Murray Carter.

CPSU invites members to contact the union regarding any submissions they would like CPSU to make.

DELWP has advised CPSU of the proposal to restructure the Hume Regional Planning Services (RPS) team.

Film Victoria

CPSU has received correspondence from Film Victoria advising of a proposal to change one position within the Communications and Marketing team.

Vicforests

VicForests bargaining concluded. Management and the non-union bargaining reps have reached in-principle agreement. CPSU does not agree with the current offer.

CPSU has received correspondence from VicForests advising of the proposal to restructure East Gippsland.

Southern Rural Water

CPSU has been invited to represent members interests in the development of a new drugs and alcohol impairment policy.



Corrections

CPSU recently requested to examine the Notice of Representational Rights to ensure that they had been issued correctly as any error in them will see any agreement reached be rejected by the Fair Work Commission.

Unfortunately the notices for both the Custody Centre and Prisoner Transport are invalid due to an error that G4S made when issuing the notice of representational rights to you.

DELWP

DELWP has advised CPSU of a proposed Realignment of the Procurement Branch.

WorkSafe

CPSU wishes to congratulate Tara Seddon, one of our HSR's at Victoria Police Forensic Services Centre (Macleod), on her nomination and short listing for WorkSafe Health and Safety Representative of the year.

NOVEMBER 2015

Parks Victoria

CPSU has received correspondence, and a change proposal, from Parks Victoria advising of the intent to restructure the Environment and Visitor Planning Directorate.

CPSU strongly disagree with Parks Victoria's cuts to weekend work. Our members will be negatively impacted through a reduced salary severely impacting on family budgets. Our Parks and Reserves will suffer when Parks Victoria staff are no longer able to patrol them.

Corrections

CPSU meets with Port Phillip Management in order to better understand a number of outstanding issues. There is now an agreement to pay the late lockdown non-payment.

The General Manager sent all staff a notice to say that an extra day would be credited to your leave balances for Grand Final Eve public holiday. The company is now going to renege on that commitment.

Many Officers have raised a concern regarding the number of hours they are rostered in a year exceeding the 1976 hours stipulated in the agreement.

A proposal for a modified crib roster has been distributed without the appropriate consultation taking place with CPSU and affected staff.

On Tuesday the PPP General Manager sent out an "Amended Staff Notice" that retracts the commitment given to operational staff Wednesday 2nd September 2015 that compensation, by way of an additional day leave in lieu, would be granted for the new public holiday.

CPSU immediately notifies the Fair Work Commission of a dispute to try and reverse this decision and a date has been set of Tuesday 12th January 2016 for a conference.

Ministerials

In Principle agreement has been reached following discussions between CPSU's bargaining group and PPO. The meeting of ministerial staff at Treasury Theatre has endorsed overwhelmingly the proposed Agreement 84 - 26. The Agreement will now be made available for individual signature and the entitlements and pay increases will apply.

DEDJTR

CPSU has received correspondence from DEDJTR advising of the proposal to relocate four positions from the Biosecurity Branch with the Market Access and Regulation Division.

DHHS

CPSU has written to the Principal Commissioner asking for the CCYP restructure to be deferred.

The union has argued, given that a new Principal Commissioner will be appointed in the near future, it would presumptuous for this restructure to proceed.

CPSU has been advised that the Commissioner has personally sought a deferment of the restructure until the new Principal Commissioner has been installed.

The union received a response and plans from East Division management in relation to the proposed relocations of OEMA Local Connections and DCS teams to the Ringwood office.

CPSU and DHHS have entered a partnership to understand and address the nature and prevalence of bullying in the department. The recent survey showed high prevalence of particular forms of bullying behaviour.

Fair Work hears our Intake dispute on Friday morning and as a consequence of the conciliation process, the Commissioner recommended that senior management visit the affected sites and speak directly with staff.

EPA

CPSU has made a comprehensive submission to the EPA inquiry on behalf of members including 40 wide-ranging recommendations on broad topics. The most common theme incorporated into the submission was one of staff under workload stress from job and budget cuts, working hard to achieve outcomes they believe in, without appropriate support and recognition.

Education

DET wrote to CPSU late last Friday to advise that networks should observe "status quo" until the outcome of a review into the SSS management model.

Goulburn Murray Water

GMW advise of the finalisation of the fleet review, and the proposed new fleet management procedure.

DEDJTR

CPSU have received correspondence from DEDJTR advising of the proposal to change the organisational structure of People and Workplace Services.

AHPRA

CPSU has received correspondence from AHPRA advising of the proposal to restructure the Victorian legal team.

Say NO to Violence

Wednesday 25th November is the International Day for the Elimination of Violence Against Women, and our members are involved in lots of activities and campaigns supporting the elimination of Violence that we want to share with you.

CPSU members are proud of our values – we want to see the end of violence against anyone, we want fair and respectful workplaces and communities.

CPSU is especially proud of the work so many of our dedicated members do in working to prevent, and dealing with the consequences of family violence.

People's Climate March

Hundreds of thousands of Australians march to be part of the international solidarity for action on climate change for a transition to renewable energy, for secure job creation, for clean air, for a healthy environment and a safe climate.

On the eve of world leaders meeting in Paris for the United Nations climate summit, Australian Unions gathered in Australian cities and towns to walk alongside millions of people in hundreds of major cities around the world.

