



YEAR IN REVIEW



This edition of Public Perspective provides a snap shot of the union's activities throughout the past year and is provided to accompany the union's audited accounts for the financial year 2003/2004.

The union has been involved in a plethora of activities as you will read, ranging from individual grievances and disputes through to the whole of Government issues such as the new public service Career [classification]

Structure and the new VPS Enterprise Bargaining Agreement. Both of these achievements in 2003/2004 are the culmination of up to 12 years of litigation, negotiation and in some cases industrial unrest.

CPSU has also negotiated over 15 Enterprise Bargaining Agreements through this period for members employed in the various statutory authorities like TAC, Rural Water Authorities, Super Funds and the Victorian WorkCover Authority; Higher Education; arts institutions like the State Library, Museum, NGV, and ACMI at Federation Square; and private sector agencies like Port Phillip Prison and Fulham Correctional Centre, and we embrace and continue to maintain the 22 federal awards

that cover all our Victorian members.

Other activities have included but not been limited to submissions to the various Government reviews and enquiries such as the Maxwell Report into the Occupational Health and Safety Act, the Public Sector Management and Employment Act, and the Police Regulation Act.

Officials, staff and members participated on various consultative committees at workplace, department and whole of Government level ensuring that the views of CPSU members are fed into the various Government processes for decision making.

Congratulations on another successful edition of PP.

KAREN BATT
Victorian Branch Secretary



the past three months alone and this is possibly the first time that CCS members have been so committed and united in attempting to secure improved conditions and recognition for the work they perform.

AMES EMPLOYMENT - STRUCTURE CHANGES & POSITION DESCRIPTIONS

CPSU commences discussions on the proposed new structure and its implication around workloads and role clarity with the Union raising concerns to ensure a reduction in current workloads for staff.

PRISON CLOSURE DATES UPDATED - WON WRON, BEECHWORTH & BENDIGO

Corrections Victoria advises CPSU that the expected closure dates for Won Wron, Beechworth and Bendigo have been updated. **BEECHWORTH** - Expected Closure - October 2004 to November 2004. 'New' Beechworth scheduled to finish construction in November 2004 and open in December 2004 - January 2005. **WON WRON** - Expected Closure - December 2004 to January 2005. Closure date is primarily linked to the opening of the new Beechworth Prison, but is likely to also depend on vacancy management issues (e.g. degree to which Won Wron muster can be sustained in months leading to closure). **BENDIGO** - Expected Closure - August 2005. Construction of the 300 bed Corrections Program Centre [CPC] is contractually scheduled to finish in June 2005; this provides a greater degree of certainty about Bendigo's closure date. Bendigo is expected to close within the first month of the CPC opening which is due in August 2005.

have an increase in their performance pay. CPSU workplace delegate Peter Cartledge who provided the background for our argument was thanked and knighted.

PV DIRECTIONS PLACE STAFF AT RISK - RETURN TO WORK & DISCRIMINATION

Parks Victoria issue a memo to all Rangers in charge and other supervisor's entitled "fire fighting duties" however CPSU advises members to not under any circumstance determine the capacity of any staff member to perform fire fighting or other duties based upon an injury suffered in the past. CPSU makes the point that workers who have an accepted WorkCover claim and are on a "return to work plan" (RTW) should only perform the specific duties that are detailed in the RTW plan, unless their medical practitioner determines otherwise and that workers with an accepted WorkCover claim that have returned to work in their pre-injury position performing normal duties should be treated no differently than any other worker. To not do so, may well breach the Disability Discrimination Act 1992(Cth) ("the DD Act").

JANUARY 2004

FIREFIGHTING

Temperatures rose on more than one front for VPS fire-fighters when a DPI/DSE memo was circulated indicating CPSU eligible employees were bound by the terms of the AWU Alcohol Policy. This was not true as CPSU were still in the process of negotiating our Enterprise Bargaining Agreement that would cover the terms and conditions of VPS fire-fighters and until such time as that was voted on the interim alcohol policy agreed early 2003 applies.

SHIFT CHANGES UNILATERALLY PROPOSED FOR SHERIFFS?

CPSU became aware that a notification from Enforcement Management Unit to staff of proposed shift changes occurred without consultation about the proposed change and a series of e-mail exchanges followed before the matter was referred to Enterprise Bargaining.

CCs WORK BANS BITE - VPS ENTERPRISE BARGAINING

Community Corrections members work bans that had been implemented successfully across the state result in CCS Head Office staff completing reports and assessments, sometimes as little as two lines, in an attempt to maintain some level of service during the growing Enterprise Bargaining dispute. CCS membership increases to over 280 with many joining in



AMES EMPLOYMENT - PERFORMANCE PAY OUTCOME IMPROVED

Agreement is reached with AMES management to revise the performance pay system for the last performance pay round for Employment staff after CPSU stated that the system they were proposing disadvantaged sites with both specialist and generalist workloads. The new system will separate both workloads and pay 0.2% for each site performing in the specified categories. No site will be disadvantaged as a result of this change but 5 sites will



CHILD PROTECTION OUTCOMES PROJECT

DHS releases the Outcomes Project Discussion Paper and conducts briefings for employees while CPSU encourages CP staff to participate to ensure our views about the future directions of the Child Protection System are taken into account.

RECLASS INTERIM SETTLEMENT - CLERKS OF COURTS WIN IMMEDIATE UPGRADING

A MoU is reached between Mick Francis CEO Magistrates' Court and John Bennett Secretary Clerk of Courts &

Judicial Administration Branch Section of CPSU which will see the vast majority of Clerks of Court reclassified immediately with the payments backdated to 1 November 2003 and all industrial action suspended for a month to enable further negotiations to occur around finalising a new Clerks specific Career Structure.

ALLIED HEALTH CAREER STRUCTURE CLAIM DEVELOPED

CPSU seeks to negotiate a specific Career Structure



across departments for Allied Health members who are professionally qualified staff such as psychologists, social workers, speech pathologists, dieticians, guidance officers, audiologists: anyone who must be professionally qualified in health related disciplines in order to do their job and members are called on to endorse a claim by e-ballot.

VWA TRIES TO PRESS GANG INSPECTORS INTO ADVISORY SERVICE

All metropolitan inspectors are called together to discuss VWA's decision, without consultation, to require all to join a roster for the Advisory Service as members are reminded that when this was first raised in July 2002, CPSU informed VWA management that it would not accept members being press ganged into the Advisory Service.

SCIENTISTS PURSUE SPECIFIC CAREER STRUCTURE

The Order of the Australian Industrial Relations Commission introducing the new VPS Career Structure from 1 November 2003 provided for a separate review of career [classification] arrangements for Scientists and a meeting of CPSU members to discuss the Scientists Career [classification] Structure is held to discuss issues directly related to the professional standing of Scientists and developed a draft Career Structure containing minimum entry pay points for qualifications and introducing discipline specific descriptors.

VPS ENTERPRISE BARGAINING - GOV'T FIXED ON LOUSY WAGE OFFER WITHOUT BACKDATING

CPSU reports that its negotiators have continued to meet government representatives throughout January in discussions for a new Agreement to replace VPS Agreement 2001 and that the Government remains fixed on its pay offer of 2.25% p.a. prospectively [no backdating] and is requiring condition trade-offs or additional productivity to increase this offer by a further 0.75% p.a.

FEBRUARY 2004

TERTIARY SCHOLARSHIP PROGRAM SEEKS APPLICATIONS

CPSU in conjunction with SGE Credit Union continues its tertiary scholarship program to award \$750 per year to support those members and their families attempting a suitable tertiary course with a demonstrated need.

EMPLOYMENT PROGRAMS RESTRUCTURE

CPSU meets with Department for Victorian Communities and Employment Programs representatives to discuss the progress of the restructure of the Division to ensure staff find a position within the new structure or within DVC as a whole.

DE&T REDEPLOYEES MEET

All CPSU members at the Department of Education and Training who are still unplaced as a result of the Minister's restructure are invited to attend a meeting to discuss concerns and outstanding issues in preparation for a push to secure places.

SCHOOLS WELCOMED BACK FOR A NEW YEAR & A NEW SSO AGREEMENT

CPSU welcomes SSOs back to schools having developed and served a log of claims on the Department of Education and Training setting out our preferences for the new SSO Agreement.

VPS ENTERPRISE BARGAINING - GOV'T LODGES TO TERMINATE BARGAINING PERIOD

CPSU updates members on Enterprise Bargaining developments having reported to members before Christmas our concerns about the way bargaining had been going with State Government representatives for a new service wide agreement. CPSU had detailed to members the government's secret strategy before Christmas and now advises that lawyers acting for the Government have applied to terminate the whole VPS bargaining period consistent with this strategy following the failure again of Corrections and the Department of Justice to respond in the Australian Industrial Relations Commission to CPSU's proposal to advance Career Structure negotiations for Prison Officers.

VPS CAREER STRUCTURE - OVER-GRADE REVIEW PROCESS COMMENCES

Over-Grade Reviews for members commence in departments and agencies arising from the implementation of the new VPS Career Structure and CPSU calls for delegates to provide an advocacy role available for union members as per the terms of the Exceptional Matters Order made by the Australian Industrial Relations Commission.

INSPECTOR STOOD DOWN - VWA ADVISORY SERVICE DISPUTE

VWA formally directs an Inspector to take up duty in the Advisory Service or be stood down without pay and the dispute proceeds to the Australian Industrial Relations Commission.

2.25% - IT'S JUST NOT ENOUGH - VPS ENTERPRISE BARGAINING CAMPAIGN HOTS UP

CPSU members have been taking protected industrial action to support claims since December, imposing a range of work bans right across the VPS. Because of the impact, the Government sought to terminate/suspend the bargaining period for all VPS employees using the industrial action in Prisons as their excuse. The application to terminate has now been withdrawn enabling negotiations to continue. CPSU members start telling the Government direct that a 2.25% p.a. increase is just not enough by sending an e-mail to the Premier, Treasurer and the Industrial Relations Minister from CPSU's website as another way to have a say.

MJJC MEMBERS APPLY OH&S ACT TO DEMAND MINIMUM STAFFING AT UNLOCK

CPSU advises MJJC members that agreement has been reached that minimum staffing is to be in place and OHS Reps have the power to direct NO unlock if levels are not maintained in Units.

GLASS PANEL BREAKAGE AT NEW NGV INTERNATIONAL

CPSU calls a meeting of all National Gallery staff to provide a report back on the OHS issues relating to the glass panel breakage that occurred following the re-opening of NGV International in St Kilda Road.

AIRC SAYS TRANSLATION THE KEY AS PRISON OFFICER SKILLS & EXPERIENCE TO BE REWARDED

The Australian Industrial Relations Commission hands down its decision on the Prison Officer Career [classification] Structure acknowledging the assistance by prison officers in lifting their industrial bans which enabled the arbitration to occur quickly. Commissioner Smith sets down principles in asking the parties to meet and confer about the translation of existing employees to the new arbitrate Career Structure.

ENVIRONMENTAL TOBACCO SMOKE - OHS IMPACTS IN PRISONS DISCUSSED

CPSU meets with Prison OHS Reps, WorkSafe Victoria, and the Corrections Office to discuss the Provisional Improvement Notices (PIN's) issued about Environmental Tobacco Smoke (ETS) and its OHS impacts on our members. The need for Corrections Victoria to take active measures in meeting the State Governments Smoke Free Workplace policy and ensure that the OHS implications from ETS are effectively addressed was strongly advocated by CPSU and our OHS Reps.

MARCH 2004

VPS ENTERPRISE BARGAINING - GOV'T GIVEN 72 HOURS TO CONCLUDE NEGOTIATIONS

CPSU calls a meeting of all CBD and inner metro based Victorian Public Service reps/contacts, delegates and interested members to receive a report back from the union's negotiators on the Victorian Public Service Enterprise Bargaining discussions and to discuss the options available to progress the union's claims.

HOUSING SPECIFIC CAREER STRUCTURE FIGHT CONTINUES

CPSU members continue fighting to retain a Housing Career Structure and resist the Department's unsatisfactory solution of rolling all Housing workers into the Victorian Public Service structure.

IN-PRINCIPLE HEADS OF AGREEMENT REACHED - VPS ENTERPRISE BARGAINING SUCCESS

CPSU and the State Government agree to finalise a VPS wide Union Agreement and a Heads of Agreement detailing the settlement principles is tabled before the Australian Industrial Relations Commission providing for pay rises and condition improvements commencing on 1st March 2004 for a period of 43 months expiring on 1 October 2007. The proposed Agreement standardises and improves conditions of employment into a single document eliminates the 40 or more industrial instruments and 600 odd different conditions that pervade the Victorian Public Service from the Kennett era.



LETTER CONFIRMS SHERIFFS AFTERNOON SHIFTS TO RECOMMENCE

Representatives from EMU and DoJ provide a written commitment CPSU that afternoon shifts will recommence enabling CPSU to recommend that members prepare for a return to full duties.

YARD DUTY CONFUSION FOR UNSUSPECTING SSOs

CPSU receives large numbers of calls from SSOs concerning Yard Duty particularly SSOs being directed to undertake student supervision on yard duty, even though this task is not covered in any duty statement for any SSO position, and is a teacher responsibility.



IWD GATHERING CELEBRATES NEW VPS AGREEMENT

CPSU Women's Network members gather to celebrate International Women's Day and to hear Union Branch Secretary Karen Batt announce the achievement of a Heads of Agreement for the new VPS Agreement detailing improvements to parental leave provisions, increasing the amount of leave available for maternity, adoption, and permanent care leave, as well as provision for up to 7 years unpaid family leave. Carers Leave has been doubled from 5 to 10 days per annum for the whole VPS, standardising the arrangement that already existed in many departments/agencies.

AEC OPENS NOMINATIONS FOR CPSU ELECTION OF OFFICIALS AND BRANCH COUNCILLORS

Nominations are called by the Australian Electoral Commission for all CPSU Official and Branch Councillor positions for the next four years.

STATE TRUSTEES BAULK AT ESTATE PLANNING TEAM SAFETY FEARS

CPSU Estate Planning Team members raise concerns relating to safe systems of work, the provision of training, and the risk of exposure to unacceptable behaviour by clients. WorkSafe were asked to visit the workplace and as a result several improvement notices were issued by the Inspector. STL initiate around the same time a restructure of the Estate Planning Team and embark on a 'spill and fill' that could see potentially ALL staff in the Team missing out on positions.



DVC FIXED TERM CONVERSION CRACKDOWN - HIGHEST PROPORTION ON INSECURE CONTRACTS

With more than 20% of the employees at DVC are on fixed term contracts, discussions commence between CPSU and the Department on the number of fixed term employees that DVC employs, the process of converting employees to ongoing employment, and the circumstances in which fixed term appointments can be used to fill vacancies.

WORKERS' MEMORIAL DAY 2004 IS CELEBRATED TO PRESS POINT HOME

The joint themes for this year's Workers' Memorial Day are 'Safe & Healthy Work for All' and 'Make Employers Accountable' with Australia as a whole having a very poor record when compared with similar industrialised countries. In 1999 for every 70 workers that were killed at work in Australia, 53 were killed in the USA and 14 were killed in the UK. In Australia every year more than 440 workers are killed just doing their jobs, which mean more than 8 deaths per week.

MAY 2004

VICNET OFFLINE AS SLV TARGETS UNIONISTS IN JOB CULL

CPSU State Library Victoria members walked off the job and commenced a campaign to protest cuts to jobs and services after management's decision to sack 30 workers from VICNET, which will end some services to the Victorian community.

TRANSLATION - AIRC DECISION - BIG WINS FOR PRISON OFFICERS

The Australian Industrial Relations Commission hands down its decision on the translation arrangements for prison officers moving over to the new COG Career Structure delivering a 'years of experience' formula for COG 2a prison officers, which sets increment points for each two years of service, including service with private operators.

AEC ANNOUNCES CPSU VICTORIAN BRANCH ELECTION RESULTS

The Australian Electoral Commission declares the election results for the Branch announcing that Karen Batt has been returned as Union Secretary and Jim Walton as Assistant Secretary along with 42 delegates to the Branch Council.

CPSU @ VICPOL - 1000 MEMBERS STRONG

The number of CPSU members at Victoria Police grows to over 1000, and continues to increase meaning more than half of the workforce is unionised, much higher than the national rates of union density across all workplaces.



APRIL 2004

POOL JOBS TO BE SACRIFICED

Unfortunately this was not an April Fool's joke as CPSU receives confirmation from Joint Services Department that eleven positions from the Members of State Parliament staff pool will be abolished in retaliation for pay rises awarded under the Link State Electorate Officers receive flowing from their Federal counterparts.

APPEALS PROCESS AGREED - RECLASS APPLICATIONS AND OVER GRADE REVIEWS

CPSU and the State Government reach agreement on the processes to be undertaken for members to lodge an application for reclassification or to appeal an over-grade review decision with tripartite panels being established within departments and agencies with an independent person to chair, together with a CPSU representative and a departmental nominee.

ANZAC DAY 2004 - SUBSTITUTION HOLIDAY REJECTED

The Australian Industrial Relations Commission refuses an application by unions to vary awards to provide for the substitute day for Anzac Day, which this year fell on a Sunday after the application was opposed by the State Government and Employers. The AIRC full bench refused to accept there is a national standard on making substitute days when Anzac Day falls on weekends despite Victoria and Tasmania being the only States to not recognise ANZAC Day on April 26 for this year.

TCO BACK PAY FLOWS WITH INTEREST

CPSU members from Tenix receive their back pay entitlement, in relation to work performed while employed by Victoria Police that also incorporates penalty interest rates for a significant period.

TENIX OPPOSES CPSU RULES COVERAGE - AIRC PROGRESS REPORT

CPSU and Tenix resume discussions in the Australian Industrial Relations Commission after Tenix objects to CPSU rules coverage application of its workforce. The respective unions, ASU and CPSU, have long agreed to joint coverage of the workforce.

BALLOT OPENS - VPS AGREEMENT 2004

The Victorian Electoral Commission [VEC] begins mailing ballot papers out to more than 25,500 state government employees who now have the opportunity to vote to receive significant pay rises and support the reunification of conditions of employment Service wide. All VPS, CAFW, HCS, HSO, COG, VGSO and former PAO classified employees are covered by this new single union Agreement and benefit from its pay rises and improvements to conditions of employment.

MU ENTERPRISE BARGAINING DRAGS ON

CPSU provides an update on Enterprise Bargaining and about how the unions had been disappointed with the counter offers so far put by Melbourne University management. Despite several months of negotiations there are major concerns from the Unions that although the University has made some genuine movement, progress is extremely slow and that there seems unwillingness for the University to agree to pay increases that are in line with the majority of other Universities.



LU NEWSIS IMPLEMENTATION

The University provides a long awaited impact statement to CPSU regarding the implementation of the Callista-based NEWSIS student information system with the paper outlining the processes and rationale for choosing this system as well as outlining the impact of its introduction, which is proposed to occur in July.

ADOPTION LEAVE ENTITLEMENT IMPROVED

After further representations by CPSU members the adoption leave entitlement available under the new Victorian Public Service Agreement 2004 is improved when the Government undertakes, through administrative action by Departmental Secretaries and Agency Heads, to provide the same period of paid adoption leave as is provided for paid maternity leave under the Agreement. As a result the paid leave component of both maternity leave and adoption leave will increase to 13 weeks from 1 March 2004 and then to 14 weeks from 1 March 2005.





MU MEMBERS WALK TO PROTEST LOUSY OFFER
More than 350 union members from the CPSU, NTEU and Trades unions walk off the job in response to the University's inability to meet the expectations of the unions, which were to agree to a minimum guaranteed 15% wages and improved parental leave of 36 weeks.

JUNE 2004

SALARY ON APPOINTMENT – DVC HR EXCELS WITH ADVICE

Employee and management frustration builds as the contracted HR specialists [sic] give the wrong advice again by circulating information that all new DVC employees must be appointed at the bottom of their Grade/Value Range contrasting the requirements set out in the Australian Industrial Relations Commission's Exceptional Matters Order [EMO]. Suffice to say that there was no 'requirement' for DVC to place all new appointees at the bottom of the Value Range of their Grade underlying the value for money being attained by maintaining this contracted service.

DSE & DPI FORESTRY FUTURE FINALLY OUTLINED

CPSU meets representatives from DSE, DPI, and VicForests to finally go over the proposed VicForests structure as for the first time in over 3 years details for VicForests and DSE Forestry is provided revealing that VicForests will employ 135 staff, with DSE employing 30 in Forest Stewardship roles and 40 in Fire Roles. see next week.

93.3% VOTE YES - VPS AGREEMENT 2004 - OVERWHELMING SUPPORT FOR NEW AGREEMENT

A substantial turnout [10,599 or 40%] of government employees voted overwhelmingly [9,860 YES Votes] to support CPSU's Agreement with the Government to cover ALL VPS, CAFW, HCS, HSO, COG, VGSO and former PAO classified staff employed across the 10 Departments and their Agencies.

REVIEW OF ANNUALISED SALARIES - EMERGENCY MANAGEMENT AND SECURITY UNIT

CPSU meets with DE&T to discuss the annualised salaries arrangements applying to Incident Response Officers and Incident Response Coordinators within the Emergency Management and Security Unit arising from Victorian Public Service Agreement 2004 - Appendix 5 which established a working party to review their application.

AIRC ISSUES STATEMENT ON PROGRESSION & BONUSES - VPS CAREER STRUCTURE

The Australian Industrial Relations Commission [AIRC] issues a Statement on the VPS Career Structure about progression criteria and the varying application of performance standards across the employing agencies; as well as the one off bonus payment applicable to those employees who upon translation to the new structure find themselves at the top of a Grade or Value Range confirming their operation.

PARTY POOL DISPUTE RESOLVED

CPSU held urgent discussions with the Government in relation to the proposed abolition of party pool positions and negotiated a position that as long as volunteers for the equivalent of 3 positions were received, there would be no forced redundancies. Those that were interested in taking a VDP elected to do so with the benefit of the enhanced redundancy package and the dispute has now been amicably resolved improving significantly on the earlier proposal when Government were calling for 7.3 volunteers to take departure packages and if there were not enough volunteers then they would seek to target employees for redundancy at a reduced package.

HAPPY PAY DAY AS VICTORIAN PUBLIC SERVICE AGREEMENT MONEY FLOWS

Victorian Public Service staff receive the first 3% pay increase backdated to 1 March 2004 arising from CPSU's negotiated Victorian Public Service Agreement 2004 with the increase and its back pay amounting to hundreds of extra dollars for employees.

OMBUDSMAN'S OFFICE'S NEW RESOURCES SPARKS MEETING

CPSU meets with the Ombudsman to discuss the direction of the Office and the potential impact on employees

arising from the changed funding arrangements and additional responsibilities of the Office.

PARLIAMENTARY OFFICERS VOTE TO RECEIVE VPS AGREEMENT PARITY

A Memorandum of Understanding applying the Victorian Public Service (VPS) Career Structure at the Parliament of Victoria is signed and an in-principle agreement, subject to CPSU members' endorsement, is reached and approved with Government.

CAFws - PROGRESSION PAYMENTS

CPSU takes this issue up with the Department and OWD, and confirms that the union is still pursuing a separate and appropriate structure for CAFW members as per our claim while progression payments will be made and backdated to 1 July 2004, and that the negotiated or arbitrated progression will apply as an interim step.

JULY 2004

4 OCCUPATIONAL SPECIFIC CAREER STRUCTURE ARBITRATIONS NEAR COMPLETION

CPSU is before the Australian Industrial Relations Commission advocating for new Career Structures for Community Corrections Officers, Fishery Officers, Clerks of Court, and Sheriffs with both CPSU and Department management witnesses in the box providing evidence only leaving closing submissions to be made by the parties before a decision will hopefully shortly come.

OH&S ACT REVIEW

Final submissions to the Maxwell Review into Victoria's OH&S legislation have been forwarded to the Government for consideration as the Victorian Trades Hall Council establishes a website to campaign for worker improvements to the legislation.

NETWORKING OHS IN THE PUBLIC SECTOR

CPSU hosts our OHS Reps Conference with delegates and members with an interest in Health and Safety attending to discuss the theme of Networking OHS in the Public Sector. The Hon. Rob Hulls MP Minister for WorkCover attended, launching our Gayle Smith Award for OHS Rep of the Year; and Karen Batt, CPSU State Secretary, John Merritt, Executive Director WorkSafe Victoria and Andrea Shaw, OH&S Specialist Consultant on psychosocial hazards providing key presentations. Leigh Hubbard, Trades Hall Council Secretary opened the conference.

MINISTERIAL CHAUFFEURS - VPS AGREEMENT 2004

CPSU meets with Industrial Relations Victoria to talk about the overtime provisions and practices for Drivers.

STL - NEW WAGES OFFER DEFIES BELIEVE AS ENTERPRISE BARGAINING FALTERS

State Trustees Management put 1.6% on the table as a new wages offer guaranteeing industrial dispute with members determined to set aside the former performance based, highest paid get the windfall system, for parity with Victorian Public Service employees.

FIXED TERM CONVERSION - CPSU WINS COMMITMENT FROM AMES

AMES agrees to convert all fixed term staff with over 3 years service to ongoing employment granting access to greater protections including redundancy and redeployment in the event that they become in excess.

NEW PUBLIC ADMINISTRATION LEGISLATION PROPOSED

The Department of Premier and Cabinet advises CPSU that the Government is considering new Public Administration legislation to replace the Public Sector Management & Employment Act [PSMEA] and is keen to discuss the draft proposals with our membership. CPSU which has been campaigning for these changes over many years encourages members to participate in the consultation, and have questions answered about this new initiative.

GAYLE SMITH OHS AWARD LAUNCHED

Gayle Smith, a public servant and CPSU member who was deeply committed to health and safety and the importance

of being a workers' representative, whether as a workplace delegate, or a health and safety representative. Sadly Gayle passed away recently after a battle with cancer and to honour Gayle's life, and to encourage other CPSU members to further their involvement in health and safety and worker representation, CPSU sponsors an annual award in her name.

SSO AGREEMENT CAMPAIGN LAUNCHED – MEMBERS SIGN UP AS TORCH BEARERS

The campaign to improve wages and conditions for the state's 15,000 School Services Officers is launched at Westgarth Primary School with 40 SSOs from the Merri cluster in attendance to lend their support. CPSU calls for members to sign up as Torch Bearers, establishing a network of CPSU ambassadors in state schools. The Torch Bearer passes a regular EB update bulletin called The Torch around their school, keeping their colleagues up to date with developments.



AUGUST 2004

REGISTER YOUR EVENTS NOW - CPSU SSO NATIONAL RECOGNITION WEEK LAUNCHED

It's time to again to celebrate CPSU National Recognition Week for School Support Staff which is now in its fourth year, growing in popularity and has become a regular feature of the school calendar. The theme of this year's recognition week is Respect, Recognition, Rights.

ACMI – 'SEE FOR YOURSELF MINISTER' CAMPAIGN TO SAVE SERVICES

With more than forty staff having departed ACMI since it opened its doors two years ago, ACMI now faces another round of job cuts as the previous leadership and the Board fail to monitor and regulate its financial health.

DE&T MEMBERS GATHER TO COMMEMORATE JOB CUTS 12 MONTHS ON

CPSU hosts a BBQ to acknowledge the 1st anniversary of the announcement to devastate the Department of Education and Training by slashing jobs through a contrived restructure.

HOUSING PERFORMANCE CYCLE – PES / PPD

As the HWS is still in dispute, CPSU awaits written confirmation from DHS regarding the PES/PPD. DHS indicates they will pay the equivalent dollar value increment being offered to VPS classified employees on the same salary as an interim arrangement. This pay rise should apply to the 'overwhelming' majority of employees earning between \$27K and \$60K. DHS has indicated it wishes to move all Housing workers onto their PPD system.

CONFUSION SURROUNDS CONSULTANT & REVIEW OF LEGAL SERVICES ACROSS DOI

Press reports and public comment from the Department start to indicate that in respect of the engagement of a consultant, restructuring is proposed with a consultant's engagement raising questions about the impact on the roles, functions and responsibilities of, at least, the lawyers across the Department of Infrastructure. CPSU receives the consultant's terms of reference for the Review and prepares members for a future restructure.

