





**6. Recognition of Prior Learning, Red / Blue Books;**

CPSU is still waiting on a response from CV. CPSU will discuss with Director of Prisons at our next meeting. CPSU suggest qualifications should be recognised across all Public, Private and Interstate Prisons.

**7. Surge Beds;**

When CPSU received the Clause 9, agreement was reached that the affected locations would be involving the Local Groups in all discussions.

In most instances this has occurred, however, some locations have failed to meet their OH&S obligations. CPSU PD will contact DoJ OH&S unit to discuss.

Local Groups are reminded to monitor their staffing levels as their Prisons reached agreement on their rosters. PD has asked each location to complete a Staffing Appendix to the Agreed rosters which list the number of staff required to operate their roster.

PD would again ask each Location to complete the Staffing Appendix and are forwarding a copy to the PD for future reference. A copy of the document will be attached to the minutes sent to Local Groups.

**8. Northern Region ERG:**

CPSU has concerns that Beechworth does not have an active ERG. Director of Prisons has said that numbers in this area are adequate.

General Manager Nth Region has proposed that Dhuringile have 12 trained ERG and Beechworth have 4 Escort Officers, PD considers this to be unacceptable. Recommend that Local Group in Nth Region follow up with their GM and report back.

**9. Classification Inconsistencies / Variations;**

CPSU have asked for standardisation across the system and have raised this at the last High Level Consultation meeting. If any location believes they have positions that are paid or rated at a different level than at other locations ie; program Supervisors, Maintenance Officers, Fire Awareness Officers, Mail Officers etc. they are asked to advise the PD.

**10. Marngoneet;**

Local Group has had their first meeting with their new General Manager and has asked for staff and casual numbers. Marngoneet President B.McDonald advised he will be transferring to MRC in December and so has resigned his position as President of the Local Group.

The Prison Division would like to thank Bryan for his support and wish him well in his new position.

**11. Electronic Performance Plans.**

Beechworth and Dhuringile report that their EPP's have been locally prepopulated without agreement with staff or CPSU. Management are insisting that staff sign these EPPs. PD advises that additions and deletions can be recorded in a free text box for each of the capabilities on the secondary screens of the Knowledge and Skills and Personal Qualities sections.

Therefore it is possible for officers to make variations to both the Personal Qualities and the Knowledge and Skills on that secondary screen and to record additions / deletions in the comments box. PD advise to utilise this as some of the prepopulated capabilities, do not relate to Prison Officer rolls.

The process of reaching genuine agreement can be started by either the manager or the staff member.

Compromise is still possible with the provision of additions and deletions in the free text area. Staff is advised to make sure the Performance Plan is an agreement before signing off.

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## **12. Casuals,**

It was reported to the PD that some locations were inappropriately using Casual Officers. It was reported that Casuals were being placed in A/SPO roles and as this would be undermining the role and employment of permanent SPOs, PD consider this unacceptable. As this was only one example of the inappropriate use of Casuals reported, CPSU PD will question these practises at the next High Level Consultation meeting. Local Groups are asked to advise PD if they believe locations are using Casuals to undermine full time positions in contravention of the EBA2006.

## **Other Business;**

A query was raised as to why if a shift starts at noon and is completed at 8pm, there is a penalty paid and if the same shift is a 12 hour shift and starts at 8am and is completed at 8pm, no penalty is paid.

It is an anomaly due to the VPS agreement and CPSU is seeking clarification on shift penalties in the main claim, if we do not get this corrected in the main claim we will attempt to do so in the appendix

**Meeting Closed Next Meeting may not be held until February, depending on action of current items.**

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