



PUBLIC PERSPECTIVE

A Publication of the Community & Public Sector Union / Victorian Branch www.cpsuvic.org

Pursuits & Professions

Passion and drive are two ingredients needed to achieve in life and the public service is full of focused people eager to make their community stronger, and some have expanded their energies to succeed in other life pursuits. We meet four members who have applied their enthusiasms outside their work perimeters and two who have been recognised for their work.

Compassion for others comes naturally to Danuta Kaska, who juggles working with charity and aid groups with her day job as a Forensic Scientist for the Victoria Police.

All her life she's watched her family assist new migrants from Poland and Europe settle in Australia, so by the time she entered high school at St Columba's in Essendon it didn't take long before she was drawn to volunteering with the Sisters of Charity.

Helping out in nursing homes, assisting at men's shelters, assisting with disabled children, and doing collections for Red Cross opened Danuta's eyes to needy causes and she developed a strong empathy and commitment to helping others where possible.

Managing her full-time job with her volunteer work keeps Danuta very busy, but she's not the type to spend her free time on a beach with a book. "I have always been a busy person, and I have been fortunate in the past that I have been granted unpaid leave to go to Thailand for a year, for example.

I don't have a family or partner so that means that I can spend my free time to do what I love, helping people less fortunate than myself," she says.

As a uni student, when most others her age were out partying, Danuta joined the St Vincent de Paul Society, helping out in local soup kitchens, visiting single mums and making visits to prisons.

Before long Danuta's compassionate heart led her to overseas causes. She has attended several international conferences on behalf of St Vincent de Paul, as well as worked in orphanages in Africa and Thailand with children affected by HIV/AIDS.

While Danuta has given volumes to needy causes, she believes she has gained so much. "When someone does volunteer work they give selflessly, not expecting anything in return, yet it is such a surprise to receive so much back, so much fulfilment," she explains. "The children in the orphanages just want someone to love them and yet they give so much back."

Danuta loves seeing the difference her efforts make. "My reward is seeing people flourish that didn't have an opportunity to do it before. The homeless people having a chance to get off the street and into accommodation, or getting a job.

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Woman of Action Danuta Kaska Forensic Scientist



Irish Eyes are Smiling

Gary Banks Student Support Services



Music, especially anything Irish-influenced, is in Gary Banks' bones. The 24-year public servant who now works for the Geelong Belarline Network Support Staff has been devoting his weekends and spare time to Irish music for over 30 years.

"I have a love of the country, the power of the music, the generosity and appreciation of the Irish people, and the history, and how it has such a strong influence in Australia's musical history," he explains of his passion for Irish sounds.

After a 15-year hiatus from playing live to raise a family, Gary has reignited his music interests in a big way. He's back performing live, writing his own music and he's just completed his first CD, *The Keeper* – and it's being met with popular acclaim.

In fact, Gary has just returned from the esteemed Clifden Arts Week in Ireland where he was invited to perform.

"It was fabulous," he says of the experience. "It is a very long-running and esteemed festival which this year had Seamus Heaney, the poet and Nobel Laureate as the featured artist.

"It was very humbling. I was at the festival three years ago and was playing at a private party where a lot of the festival's organising committee attended.

When the latest CD was completed early this year I sent it off to the committee members that I had met and an invitation followed."

Gary has travelled to Ireland several times to explore his interest in their music.

"I have always been drawn to the solo singer songwriters, someone whose lyrics perfectly fit the words," he explains.

"Without doubt the most significant artist for me is Ralph McTell, a gifted and moving performer who is writing as well now as when I first saw him in the Melbourne Town Hall in 1976.

He is a gifted guitarist and simply the nicest bloke that I have ever had the pleasure to meet."

Gary plans to keep himself busy with his music in the coming months, with plans to play festivals, including the Mt Beauty Music Festival and the National Folk Festival, both in April 2010, before heading back to Ireland.

"There is nothing better for a muso than to play for people who listen and are appreciative," he says.

Gary's album, *The Keeper*, is available at gigs or via his website: <http://www.myspace.com/garybanksmusic>



Woman of Action

From Page 1.

Seeing I can make a difference, even if it is only a small one.


"In Thailand and Africa I couldn't stop the kids from dying but at least I could show them some love before they did, so they knew they weren't alone."



An extremely motivated young lady, Danuta is passionate about social justice issues and is always willing to lend active support to a worthy cause.

Her next mission will see her head to East Timor to provide humanitarian aid setting up a banana plantation project to enable the local farmers to become more self sufficient.




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A Good Drop

Peter Dixon Project Manager DPI

It's a proposition most of us only dream of – retiring from a hard day's work, to relax with a fine drop of wine from your own private vineyard. And, no, the backdrop to this idealistic setting isn't romantic southern France, it's picturesque Hamilton in Victoria's south-west, and it's reality for Peter Dixon, a project manager for Farm Services Victoria.

Peter, a 29-year public servant, has worked with soils and geology all his life, and could see the 45-hectare patch of turf he and his wife, Glenys, owned on the outskirts of Hamilton was ripe for winegrowing.

With the encouragement of a few friends, he decided to indulge his passion for viticulture and put seven hectares under vines.

That was in 1991, and he and Glenys have been producing quality vino from their Henty Estate property ever since.

In fact, their wines have captured the attention of renowned wine critic James Halliday, with their 2006 Shiraz earning 96 points in the James Halliday Wine Guide and being selected as one of the Top Hundred Wines for the year.

While Peter seems to 'have it all', working full time and operating a successful vineyard demands dedication, time and energy, good organisation and a strong partnership.

Glenys manages most of the vineyard op-

erations, while Peter assists on weekends and after-hours.

While they have learned to be as efficient as possible in managing the vineyards, their commitment to quality is unwavering.

They grow cool climate styles of wine to maximise top quality fruit, and observe traditional winemaking methods of gentle crushing and de-stemming, open fermenting, basket pressing and maturation in high quality French oak.

Dubbing himself a 'Francophile' both Peter and Glenys have spent a lot of time in the traditional wine growing regions of Europe to expand their knowledge of wine making.

"I have cycled around the majority of the wine growing regions of France, Germany and Italy," he says.

"I could easily retire to Pauillac, small town on the Gironde just up from Bordeaux and home to many Grand Cru vineyards.

The biggest lesson is that all the good producers put a phenomenal effort into growing top quality fruit." This effort has been recognised by noted wine reviewer James Halliday who named Peter's winery as one in the top 100 wineries in Australia recently.

Peter's wines are available in Melbourne, and in Sydney including on the wine list at Neil Perry's Rockpool Restaurant and Matt Moran's Aria

Restaurant and throughout regional Victoria.

Try Gill's Diner in Little Collins Street, the Kent Hotel in North Carlton and North Carlton Cellars and his best prices come direct through his website <http://www.henty-estate.com.au>.



Public Sector Strike in Ireland

Irish public service unions staged a 24-hour strike last month in protest against the government plans for more cuts to public sector pay.

Earlier this year public servants suffered a pay cut of around 7% and now the Government is prepared to do the same thing again.

This additional cut to wages will hit the family incomes of employees, destroy the delivery of public services, and withdraw vital cash from the local Irish economy.

Public sector unions are up for a fair and workable alternative but the Government isn't prepared to listen.

Unions agreed to avoid strike notice in regions where recent floods and bad weather had caused widespread hardship and genuine emergency situations.

Members of almost all public service unions affiliated to Irish Council of Trade Unions (ICTU) voted to strike including the AHCPS, ASTI, CPSU, IFUT, Impact, INO, INTO, POA, PSEU, SIPTU, TUI, Unite and all the craft unions meaning staff across education, health, local authorities and the civil service agreed to join the strike.

Visit <http://www.impact.ie/open24/pub/crisis/strike/whyon-strike.pdf> for Impact's "why we're on strike" flyer.



Community Backbone Pauline Studham Police Administration Officer

Pauline Studham is a woman who readily rolls her sleeves up and pitches in, and wouldn't have it any other way.

At the Wonthaggi police station for 33 years (longer than the age of some of the Officers), and has happily taken on several auxiliary roles for the betterment of the community.

Pauline has worked as a bail justice for 17 years and also played a key role in getting the original Blue light disco started in Wonthaggi back in 1983. She

and her husband continue to volunteer at the Bluelights and she is proud to see around 400 youths still attend the once-a-month events.

While community benefit is Pauline's primary motivation, she was delighted to be recognised for her work with a **Public Service Medal** earlier this year.

"I felt ever so proud," she says. "I just felt really appreciated and recognised for contribution.

It was just the most amazing thing."



Public Service Medal



The Public Service Medal is a circular nickel-silver medal ensigned with a Federation Star.

The front of the medal shows an inner circle with four planetary gears spaced equally around a sun gear.

It is surrounded by the words 'Public Service'. An outer circle shows 36 human figures symbolising a range of occupations and activities.

The back of the medal displays a wreath of mimosa surrounding the inscription 'For Outstanding Service'.

The 32 millimetre-wide ribbon features the national colours of green and gold in a vertical striped pattern.

The Public Service Medal was designed by Mr Stuart Devlin AO CMG.

Making it Fair

The recently released Report of the Inquiry into pay equity and increasing female participation in the workforce is comprehensive and makes recommendations that, if adopted, will restore the importance of the industrial system to advancing pay equity.

'The issue of continued gender wage inequality undermines fundamental values in our society which deems that discrimination is intolerable and unlawful. Failure to take measures to redress gender wage inequality ignores discrimination which not only results in Australia's economic loss but comes at a personal economic and social cost to women and their equal sharing of the benefits of our society'. CPSU-SPSF quoted page 60 of the Report.

The Report provides valuable information on the position of women in the workforce and makes sixty-three (63) recommendations.

Our input through submissions and appearances and our input into other submissions by the National Pay Equity Coalition and the Women's Electoral Lobby have made a great contribution to the Report and its recommendations.

The full report is available at www.aph.gov.au/house/committee/ewr/payequity/report.htm



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YEAR IN REVIEW

DECEMBER '08:

The **Working with Children Check Unit** is the first cab off the rank to be relocated under **DOJ** regionalisation policy with plans afoot to move the unit to Box Hill despite the majority of staff living in the North-Western metropolitan area.

Proposed changes to the Classification Structure at **VicHealth** see negotiations continue after a new six (6) month industrial agreement covering pay and conditions is settled.

Information Sessions throughout regional Victoria commence as **CPSU** seeks member input prior to negotiations commencing in **DSE for fire fighting conditions** that impact on all VPS employees in **DSE, DPI, Parks, and VicForests**.

CPSU has been advised by the **DOJ** of a proposal to create a new business unit, **Responsible Alcohol Victoria**, an initiative from Victoria's Alcohol Action Plan 2008 which will have responsibility for the coordination of alcohol policy.

The **Fair Work Bill** is introduced into **Federal Parliament** giving working Australians the fundamental right to collectively bargain for better wages and conditions.

Consumer Affairs Victoria proposes changes



to the **Licensing and Registration Branch** to reverse the original separation of two business units which were merged under one Executive level General Manager earlier in the year.

Housing officers confront the dilution of flexitime arrangements and increased workloads in the North West metropolitan region of **DHS**.

DHS proposes to implement changes to the **Corporate Services** unit in **Gippsland**

The new classification structure from the **SSO** Agreement receives overwhelming support and as such introduces the new **Education Support** staff nomenclature.

The continuing non appearance of **DEECD's** proposal regarding "**Strengthening Student Support**" despite earlier submissions from **SSSOs** and **CPSU** causes a loss of trust from members who are fed up with continuous excuses for inaction on this.

Goulburn Valley Trades & Labour Council hosts a marquee on Italian Plate Day for members from the district for the final bash of the year.

DPI fails to abide by the Expression of Interest (EOI) process agreed to in the Australian Industrial Relations Commission (AIRC) for the spill and fill processes conducted as part of the recent restructure.

A memo directing all **VicForests** staff to take any excess annual leave as a cost saving measure over the Christmas shut down falls foul unless leave was accrued during 2007 or before.

DHS/DEECD Early Childhood are asked to give **CPSU** their experiences of the integration after



members believe there remain unresolved issues including, IT support, mail not being delivered, Car access, Car park access, Car park stairwell access, Hours of work, Time in lieu, Slow operation of CRIS, and online journal access amongst many

A questionnaire is circulated throughout **VicPol** Region 5 as well as **LSD** employees after members express their concerns to **CPSU** of unreported bullying in their workplace.

Parks Victoria formally write to **CPSU** detailing proposed changes for **RIC's** across the state with over half of all **Ranger in Charge** positions to be upgraded with salary outcomes effective from 1st of July.

Electorate Officers receive a 4.5% pay rise because of our Agreement nexus with the Commonwealth Electorate Officers Agreement exceeding the government's wages policy position.

JANUARY '09:

ACFE members express concerns about proposed changes to their position descriptions perceiving a "dumbing down" of the current **Regional Educator Development** role to a generic "project officer" role.

Concerns about **workload** expectations are raised at **Plumbing Industry Commission** who respond "...there is no expectation placed on staff to work routinely beyond the spread of hours," however this is not the case, as many members speak out about feeling pressured to perform excessive hours, and are routinely unfavourably compared to staff who do perform large amounts of unpaid overtime.

In some **DSE** regions documents such as "business rules", management/preparedness plans and or regional "guidelines" signed off by Regional fire managers can confuse members about your rights and entitlements and **CPSU** clarifies Duty Officer **Standby** and **Overtime** entitlements.

DHS agree to real consultation with real time

lines involving the restructure of the **Corporate Services Unit in Gippsland** following a dispute listing in the Australian Industrial Relations Commission.

Our 2009 Calendar of **Health and Safety** Courses for OHS Reps and Duties is released as well as the program for **Industrial Training** for Workplace Reps and our New Members.

DoT and **CPSU** have finally reached agreement concerning the reimbursement of expenses incurred by **TSOs** whilst in the field.

DHS proposes a reorganisation of the **Information Services Branch** and plan to introduce the Efficient Technology Services initiative - required for a move to **CentTex** at a later date while the Union has raised issues regarding the implementation of the **Activity Recording System**.

The **State Coroner's Office** advises of a proposal to transfer two **Clinical Research Nurse** positions from the **VIFM**.

Negotiations get underway on **Appendix 8** which contain various entitlements that are specific

Australian Unions

Working for a better life.

ONLY to **DPI** employees including emergency and non-emergency rates and allowances and apply in addition to the entitlements negotiated in **VPSA2009**.

Working in Seasonal Heat guidelines are circulated with so many likely very hot days ahead of us, as work and heat stress become a hot topic in many members' workplaces and **CPSU** receives many calls at this time of the year about the workplace environment.



FEBRUARY:

DSE's Fit for Work **Business Rule** is listed for hearing in the **AIRC** meaning rostering arrangements proceed as planned.

TAC members settle into the new **Geelong** premises and a general meeting to discuss issues members wish to raise including workloads, new premises etc is organised.

CPSU begins work on a proposal in conjunction with **AMES** relating to members **Career Structure**.

VicForests agree to recommence negotiations after the first effort ended in stalemate, with the Union seeking a comprehensive Agreement in line with our wider objectives, providing pay rises and progression systems with full family friendly entitlements whereas **VicForests** appear intent on re-inventing the wheel by pushing for a limited agreement with only performance based pay increases.

Snobs Creek members affected by the **DPI** restructure are still battling strong in their campaign to oppose their forced relocation to **Queenscliff**.

CPSU acknowledges the outstanding work, and dedication and commitment shown by all during the Black Saturday bushfires which engulf much of the State and all of us are deeply saddened by the tragic loss of life with our **professional fire-fighters** and **support staff** again distinguishing themselves in difficult circumstances.

The upcoming Enterprise Partnership Agreement at the **State Library of Victoria** is the focus for a meeting to review and vote on our proposed List of **Claims** with a number of agreements to be negotiated during 2009 which have a direct nexus with our **Victorian Public Service Agreement** and this is the case with the **State Library**.

CPSU members of the **Classification Review** Consultative Committee at **AMES** prepare a back-



ground document responding to the views circulated by the CEO.

WorkSafe upholds our **CRU** North West improvement notices against **DHS** due to the lack of adequate processes to deal with difficult clients.

GWM Water members unanimously formally endorse the varied 2006 (2009) **EBA** for ballot and registration with the Agreement essentially being a "without pain" "no trade off" arrangement including 12% over three years, retention and in cases, extension of the standby provisions, allowances and leave arrangements.

KIT consultants settle seven (7) month battle with **DPI** and win on proposal to centralise and relocate Library Services.

Courts and Tribunals Unit in **DoJ** advise of two proposals for change with one involving Tribunals Programs and Strategy Branch to realign the Programs and Strategy Branch by amalgamating two of the branches constituent teams, Coordination and Development and **Koori** Programs and Initiatives and the second involving the Tribunals Branch devolving the administration function from a centralised unit.

Upwards of **8,000 CPSU** members across multiple agencies are involved in the **fire fighting** and recovery efforts.

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

Parliament makes a Without Prejudice offer on a new Classification structure for **Electorate Officers** (Members of State Parliament staff).



MARCH:

Consumer Affairs Victoria advises **CPSU** of its **Regionalisation** proposal involving the establishment of eight (8) regional offices and the relocation of staff.

The **Gippsland** Trades and Labour Council hosts its 2009 **Labour Day** Dinner at Moe Racing Club.

CPSU and **Workforce Victoria**, the State Government's bargaining agency, have been meeting regularly since the middle of November last year to begin negotiations of our next **Victorian Public Service Agreement**.

The **Geelong** Trades and Labour Council hosts its 2009 Labour Day Dinner at Geelong West Town Hall.

VLA members begin wondering "what Agreement?" as **VLA** was given our claims back in December in anticipation that negotiations would commence by the time the current agreement expires and the current Agreement expired last week. **CPSU** however has had no response from **VLA**, except that it's evidently still awaiting **DTF** approval although **DTF** tell us they have already signed off. Ahhh Government as an Employer.

Two proposed changes, both arising, **OPI** assert, from the new **Police Integrity Act**, 2008 evidently mean the Director can authorise staff members to carry defensive equipment and firearms the second proposal is the introduction of alcohol and other drug testing as a result of carrying defensive equipment and firearms.

CPSU is about to enter into negotiations with **NGV** regarding the next **Enterprise Bargaining Agreement** and a draft log of claims is circulated seeking member feedback prior to its formal endorsement.

The **VicHealth** Agreement ballot finally gets underway. **CPSU** finished negotiations on a new agreement in October 2008 however the approval of the agreement going to ballot had been held up in the Victorian Government approval processes yet again.

TAC members raise issues with delegates regarding aspects of their entitlements particularly in relation to Workload, Hours, Overtime and Leave following the move to the new **Geelong** premises.

AMES desire to reduce its staff levels prompts a critical meeting following the Federal Government's decision to change its **work assistance providers** as **CPSU** is told that the discussions will be centred on NSW.

The Business Function Realignment at **PROV** prompts member's concerns who seek clarification on the rationale for the proposed change and how each change, including changes to position titles, would support and achieve the intended benefits of the proposal.

The Victorian **Bushfires Royal Commission** calls for written submissions from any interested persons or organisations in relation to their terms of reference into the Black Saturday fires.

Community Correctional Services proposes to trial the regionalisation of its Community Work programs over four months in the North Metro and Hume regions.

DEECD proposes to redesign the Roles of the **Koorie Support Workforce** and releases a discussion paper that reshapes the current structure which will be expanded by up to 27 positions over the next 3 years.

DoJ proposes to expand the **Responsible Alcohol Victoria** (RAV) unit.

The **State Government** announces that they intend to alter their **public sector wages** position of 3.25% downwards to 2.5% for all new public sector Agreements reached after 4 May 2009.

CPSU's State Government Division across 3 states scoops the pool of **Union Awards** at the recent **ACTU** presentations winning **Delegate, Organiser, and Workplace Campaign** of the Year.

APRIL:

Electorate Officer negotiations reach a critical point following the Government's decision to revise its pay policy so members can just opt to preserve the Commonwealth Electorate staff pay nexus and keep the current 10 level classification structure without changes or seek to re-negotiate within the revised timelines.

Evidently **STL** is to be relocated but who knew and to where until an obscure government backbencher asks a Dorothy in the Legislative Council and the Treasurer names the locations in Parliament. Seems proper industrial courtesy's and practises can be abandoned when your in parish pump mode.

DSE remain focused on very minor entitlement adjustments and the shuffling of existing provisions, and have refused to entertain any of our attempts to progress our **fire** claims even through compromise.

Negotiations continue with the Department of **Justice** about the **Sheriff's Office** entitlements' Appendix (Part 6 Appendix 4) of the Victorian Public Service Agreement.

Justice continues its regionalisation plans, and has advised **CPSU** that it will now implement its regional management model including plans to relocate the **Working with Children Check Unit**, and continuing discussions around its plans for regional Justice Centres.

CPSU attend the Melbourne **SRO** office for a workplace discussion about the current Victorian Public Service Agreement negotiations and the impending proposed shared services amalgamation.





DPI advises of a proposal to re-align the current **Farm Services Victoria Horticulture Team**.

DPCD advises of a proposal to install a new IT system, e-Docs.

The **'FairPay4FairWork'** campaign website is launched as the Government's decision to reduce its centrally funded pay component from 3.25% p.a. to 2.5% p.a. cuts \$100M per year forcing cash strapped service delivery Agencies to consider cutting jobs and therefore vital public services in order to survive.

DSE advises of a proposal to implement changes affecting **Land and Fire** staff in the Central Region.

ESO's receive an additional 2.71% increase to their pay under our new **Schools** Agreement and this new pay rise, combined with the pay rise last September means that **Education Support Staff** have received an impressive 7.61% increase in just 7 months.

Workers Memorial Day is held to mourn the dead and fight for the living with commemoration ceremony march for improved **OHS** standards.

A meeting to discuss the Government's **Shared Services** Policy which will see Carpooling, Library Services, & Facilities and Accommodation Services move to **DTF** is held.

WorkSafe, contrary to the Government's stated position, is attempting to retrench or make staff redundant and intends to get rid of up to eleven (11) staff (in HR speak "reducing 4.6 FTEs") in the **Premium Division**, in part by spilling and filling positions.

MAY:

VLA and **CPSU** reach agreement on our future pay and conditions and it took a government deadline and a possible change to pay policy to get **VLA** moving.

CPSU and the State Government sign a new **Heads of Agreement** delivering pay increases and condition improvements to 32,000 departmental and state agency employees with the new HoA also incorporating the Government's commitment on jobs as part of our **Victorian**

Public Service Agreement 2009 outcomes.

The signing of the historic Heads of Agreement between **CPSU** and the State Government also includes negotiated improvements in **Appendix 9** of VPSA'09 on new **Fire and Emergency** provisions with major improvements around the fire allowances and the **IMT** allowances.

Negotiations will commence shortly on the next Agreement between **ESSSuper** and **CPSU** as the current Agreement expires in September.

CPSU negotiates improvements to specific items contained in **DPI's Appendix 8** which are incorporated into the new Heads of Agreement as part of our **Victorian Public Service Agreement** 2009.

The **Ombudsman** brings down a report into a single dysfunctional Council recommends sacking **Electorate Officers** who are Councillors due to a perceived twin "duty".

CPSU negotiates improvements to specific items contained in **EPA's Appendix 6** which are incorporated into the Heads of Agreement as part of our **Victorian Public Service Agreement** 2009.

CPSU negotiates improvements to **VCGR** and **Sheriff's** specific items contained in **DoJ's Appendix 4** which are incorporated into the Heads of Agreement as part of our **Victorian Public Service Agreement** 2009.

WorkSafe releases their annual Employee Opinion Survey (**EOS**) as members express their frustration at this survey as often it appears that the results fail to drive constructive or effective change within.

DPI advises that the **FeedTest Service** no longer fits within their five year investment strategy and that this service is better provided by commercial entities and will be privatised.

Unions launched a national campaign to ensure workers have the highest standard in **OHS** laws across the country as discussion about the harmonisation of laws commence at COAG.

In the recent **State Services Authority's** report (people matter survey) over one-third of respondents

reported having witnessed **harassment** or **bullying** at work and 21 per cent had personally experienced harassment or bullying within the 12 months prior to the survey.

The Government's reduction to its wages policy from 3.25% to 2.5% means that the negotiations conclude quickly to lock in the higher quantum leaving a number of translation issues that need to be addressed in the first six months of the new **Electorate Officers** Agreement.

VicPol advise that the current Victorian **regional boundaries** are to be reviewed to make them consistent with other Government Agencies, specifically the Emergency Service Organisations.

The merger of **Early Childhood Services** with Education delivers extra workload issues resulting from the computer program **CRIS** and its interface with **DEECD's** programs.

The private use of E-Tags arising from a **tool of trade** vehicle at **WorkSafe** ends up in a dispute when no agreement is reached on proposed changes

Nominations are opened for our Bi-annual elections for **Prisons'** Division State-Wide Executive positions.

Snobs Creek Science Research members affected by the **DPI** restructure have reached a resolution point after opposing the relocation of fresh water science from Snobs Creek to Queenscliff.



Variable Time Employment is considered under a limited introduction as an information session is conducted about our proposed new Agreement at **Parliament House**

Negotiations reach a stalemate at **VicForests** as they persist in pursuing their substandard Kennett style offer while members express their strong preference to retain our current arrangements in which conditions at **VF** match those of the broader **Victorian Public Service**.

PROV advise that they intend to close the site on Mondays and Saturdays whilst the impending building rectification works at the **North Melbourne** site are in train.





JUNE:

A meeting of affected **Electorate Officers** is held to discuss the Government's intention to adopt the **Ombudsman's** recommendations in full and introduce legislation to amend the **Local Government Act** to prohibit elected councillors from being employed by Federal and State Members of Parliament during their Council term.

A Workplace Organising Committee is formed to deal with the relocation issue and other workplace issues at **State Trustees**.

DHS propose to move 20 Disability Client Services (**DCS**) staff from Glenroy to Footscray, as part of the North and West Relocation Proposal.

Office of Police Integrity advises it is reviewing **SSU** systems and security practices around the handling of intelligence information.

Just when you think you've heard it all in industrial relations **VicForests** state they can't afford **CPSU's** claim but claim their offer is better for their employees.

The final version of the **Grampians Wimmera Mallee Water** Agreement is circulated for member

approval as a variation to the current EBA for 12% over 34 months.

DOJ's advises they desire to introduce **corporate attire** for its **Justice customer service officers** however suggest that corporate uniform will form a part of the progression criteria.

CPSU and **VICSES** negotiate the Victorian State Emergency Services Agreement 2009 with the parties agreeing to Hours of Work and Related Matters.

A **Provisional Improvement Notice (PIN)** is issued by staff Health and Safety Representatives in relation to the front reception desk at the new **Berwick Justice Centre**.

The **Victorian Public Service Agreement 2009** receives overwhelming support with a record 13,385 votes returned representing a 40.3% participation rate delivering an overwhelming yes vote of 95%.

Sheriffs Operations advises of a proposal for positional and structural change in the Office of the Deputy Sheriff.

CPSU conducts an indicative e-poll about the proposed new Career Structure for **AMES** members and the features which include no overlapping bands, with soft barriers that allow more scope for progression and flexibility, with each grade to have a set of agreed descriptors is supported by members.





JULY:

NAIDOC week recognises the contribution that our indigenous members make and **CPSU** has worked hard to create conditions in our agreements to facilitate members' participation in a range of cultural and ceremonial events.

CPSU and **Parliament Victoria** reach agreement on all but one issue, variable time employment.

DOT rejects **CPSU** claims for compensation for the loss of car parking due to **VTD's** CBD relocation.

Negotiations between **CPSU** and **VicForests** management reach a stalemate due to **VicForests** insistence on marching to their Kennett era drum while the rest of the PS, including colleagues in **DSE**, **DPI** and **Parks Victoria** receive the pay rises recently supported by 95% of the State Government workforce.

Concerns at **Berwick Justice Centre** around the inadequacy of the reception desk to minimise risks to health and safety for staff was vindicated by **WorkSafe** when they upheld the **Improvement Notice** and required **DoJ** to comply with modifications within 14 days.

Happy Pay Day is celebrated at **121 Exhibition St**, with chocolates to celebrate the pay increase and to highlight the success of the union, and its delegates in im-



proving wages and conditions for public sector employees.

CPSU writes to the **Ombudsman** regarding the review being conducting into "allegations" or "complaints" in relation to the **child protection system**.

Corrections Victoria now intends conducting five yearly **IBR's** (police checks) on all staff.

AUGUST:

CPSU is successful in obtaining funding from **WorkSafe** to build the capability of **Health & Safety**

Representatives in the **DHS**.

CPSU attends a briefing with Government Ministers on the **Bushfires Royal Commission Interim Report** and among the recommendations are a number which may directly affect members.

The amendment to the **Local Government Act**, which would result in many **electorate officers** being forced to choose between their employment and their Council positions, is introduced into **Parliament**.

DHS implements a risk management strategy in



relation to the unallocated cases in the **child protection** system but do not fund extra staff to manage the workload.

A rally is held at **Geelong Trades Hall** and members are invited to attend and stand up against watering down **Victorian OHS Laws**.

Health functions are split from **DHS** creating the new **Department of Health (DoH)** while the community service aspects of DHS remain meaning almost 1000 **Head office staff from Rural and Regional and Metropolitan Health and Aged care Services and Mental Health and Drugs** will be transferred to **DoH**.

CPSU Branch Section Elections are held at **EPA. Museum Victoria** extends opening hours to meet public demand for the touring exhibition **A Day in Pompeii**.

SEPTEMBER:

DPCD proposes to establish a NEW **Local Government Investigations and Compliance Inspectorate**.

CPSU Victorian Branch Council formally endorses the Constitution that **TAC** members voted for officially bringing into existence our **CPSU TAC Branch**.

DHS proposes another strategic framework to address unallocated **child protection** cases however there's still no more resources!

CPSU delegates meet with the **VicPol Regional Boundaries Project Team** to ensure that each and every employee retains their **VicPol** employment.

DHS attempts to insist that workers' claiming **WorkCover** must complete a **DINMA** form and/or provide a **DINMA** number **prior** to claims being processed.

CPSU takes the **Department of Parliamentary Services** to **Fair Work Australia** over the lack of consultation regarding the government's Local Government Amendment (Conflicting Duties) legislation.

A Performance Management System is launched at **Transport** which seems far more complex and onerous than the current system under our **Victorian Public Service Agreement**.

The Victorian **State Emergency Service Authority** 2006 Agreement is varied and extended and approved by **FWA**.

OCTOBER:

Negotiations continue around the new **Zoos Victoria** Salaried Staff Agreement between **CPSU** reps and Management.

CPSU Members are invited by **GVTL** who hold a dinner to celebrate the contribution of two long standing **Goulburn Valley** unionists and present 2 Life Memberships.

DSE notifies **CPSU** of a proposal to increase car parking fees Box Hill from \$25 per fortnight, to \$43 per fortnight.



CPSU Members are invited by the **SWTLC** who hold the **William McLean Memorial Dinner** to present the **Bob McLure Award** to a local unionist for their contribution this year.

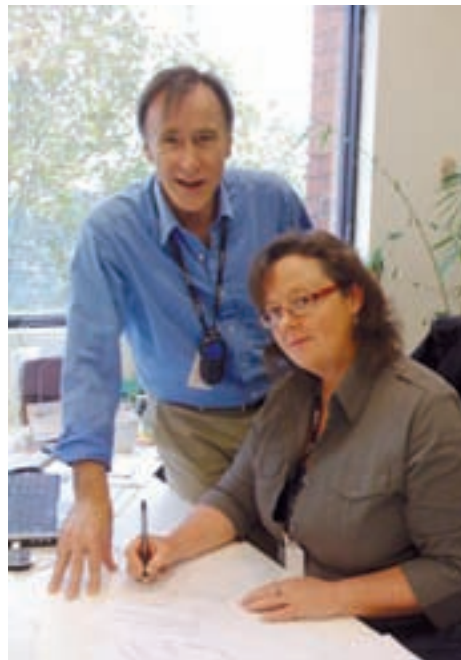
Elections for our **Indigenous Branch Section Committee** are conducted.

A proposal is received from the **Department of Justice** to establish a new business unit- People, Safety and Workplace Relations (PSWR).

Voting commences for the new **Museum Victoria** and **National Gallery Victoria** nexus Agreements.

Discussions are held with **DEECD** regarding the plans to create learning programs that will support the new **Koorie Education** structure.

CPSU is advised by the **Legal and Equity Division (DOJ)** of a proposal to change the reporting arrangements of the Human Rights Unit within this division to take effect from January 1, 2010.



NOVEMBER:

CPSU seeks an extension for completion of plans after concerns about the new Performance Management System at **Transport** are expressed and this is confirmed.

CPSU receives a response from **DEECD** to members' feedback regarding the proposal to change the staffing in the Victorian **School Sports Unit**.

ACFE states clearly that there is currently no intention on their part to further restructure the workplace.

DoT is advised that the 'opt out' provision they're promoting for progression payments is not available under the **Victorian Public Service Agreement**.

VCGR advises of a proposal to regionalise the Program and Services Advisor (**PASA**) functions.

The new **Department of Health** announces its new organisational structure with more changes to follow.

VicPol have been discovered paying **higher duties** only at the base of the Grade and not at the Value Range.

DPI notifies about a proposal to move the **Werribee Chemistry Lab** to the EPA Lab in **Macleod**.

CV advises of a proposal to close the Greensborough **Community Correctional Service** office in the NW metropolitan region.

The design of front counter screens at **Justice Centres** continues to be contentious and is still in the process of resolution through **WorkSafe**.

CPSU & **ESSSuper** complete negotiations for a new agreement and it's now recommended to all staff.

The Loddon Roster, Industry Managers, ESOTAC, Escort Matrix, Escort of ESO offender, Support for Officers under suspension, DI Prisoner Medication, Police Checks, Tasers, Classification Issues, Performance Development Plans, COG 4s, Progression and Clinical Services continue to be the issues discussed within our **Prison** Division's group representing all 14 sites.

La Trobe University and the NTEU, **CPSU** and LHMU, reach in principle agreement for a new collective agreement that provides a 1.6% pay increase over four years with payments backdated to July and August.

CPSU staff grow a moustache for **MOVEMBER** and there's one week to go thank god...

VITAL STATS:

- Operating surplus 08/09 financial year of \$237,541. (\$148,188 in 07/08: \$464,976 in 06/07).
- 1,358 new members recruited this year slightly down from 1,398 last year. (1,234 in 2007).
- A net growth of 4,222 members (representing a 50.5% increase) since 1 July 2000.
- 31 Enterprise Bargaining Agreements negotiated for members this year. (8 in 2008: 12 in 2007).
- 578 applications from members for representation were received this year. (609 in 2008: 503 in 2007).
- 242 implementation of change advice letters received from agencies this year. (297 in 2008: 294 in 2007).
- CPSU has 78 EBA's, 15,000 members and 4,230 worksites across Victoria and NSW.

FAIR PAY FOR FAIR WORK
BETTER SERVICES NOT FUNDING CUTS

Small-town Hero

Tom Wills Justice Projects and Regional Engagement Manager

As a kid, Tom Wills and his family moved around small towns a lot as his dad was a bank manager. The experience helped shape in Tom a sound understanding of the complexities surrounding small communities – an insight he now draws upon regularly in his position of manager for projects and regional engagement for Loddon Mallee Department of Justice.

Tom appreciates the issues facing small towns – isolation and a lack of resources – and understands the social implications often associated.

Although not part of his prescribed role, when the community of Robinvale in Victoria's north was experiencing a spike in graffiti and anti-social behaviour, born largely out of boredom among the youth, Tom set about initiating a project to help the community tackle the issue.

"Robinvale is a fairly complex community in the sense the population is about 4500 and there are something like 42 different nationalities and a lot of kids with not much to do.

Boredom, disenfranchisement, manifested itself in behaviours around graffiti," he explains.

Taking a two-pronged approach, he applied for some funding to equip the community to remove the graffiti themselves, as well as developed programs to provide the local youth with more constructive ways to focus their energy.

Though Tom is quick to note the program was the result of many dedicated



people, his efforts were recognised recently with a Public Service Medal.

While delighted by the award, Tom is mostly appreciative that it represents appreciation from his peers.

"Probably more important to me was the nomination, because it was a nomination by peers and colleagues, and that was more important to me than the actual award," he says.

PURSUIITS & PROFESSIONS



John Brumby Premier of Victoria

Olive and sheep farming in Central Victoria who enjoys being on the farm, planting trees, pruning olives and repairing fences.



Ted Baillieu Opposition Leader

Ocean Swimmer and founder of the Pier to Perignon swim organized by the Portsea Surf Life Saving Club.



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Children to Cherish

Eve Gardiner Dental Therapist

When dental therapist Eve Gardiner was approached to visit Romania in early 2000 to provide dental care to the local orphans, the decision was clear – she had to go.

Like many Australians, she'd been horrified by the appalling images of Romanian state-run orphanages revealed to the western media following the collapse of dictator Nicolae Ceausescu's regime in late 1989.

But it was more than that.

Eva was born to Hungarian parents who came from an area of Hungary that was claimed by Romania after World War II.

Further, she felt connected to the plight of the orphans as she herself was an orphan, raised by her Hungarian grandmother after her parents died when she was three months old.

"I was first approached by a friend of ours, who had met a couple who had started rescuing children off the streets back in 1989 and into their home.

From that they built a wonderful orphanage and a school for disabled children.

My friend had been over there to teach first aid. He came back and said to me their greatest need is dental because they can't get dental work for their children.

They do have dentists over there but they won't touch these children because they're not considered worthwhile in society," explains Eve, a 30-year CPSU member who now works for Plenty Valley Community Health.

Though travelling to Romania to work with orphans first appeared absurd, once committed to it, Eve was able to arrange a lot of equip-



ment and materials, donated by Australian companies and organisations, and ship them to Romania.

Her first trip was for three weeks and by the end she knew she had to return.

With her husband, two then-teenage sons, and a colleague, electrical technician Phil Ferrie, she went back a year later committed to working for three months.

In the first two weeks they had their

clinic up and seeing patients, with Eve's son pitching in as a dental nurse.

They worked hard and long hours, but at the end of the three months they handed responsibility for running the orphanage, and Eve is proud to say the clinic continues to provide dental treatment to orphans and disadvantaged children in Oradea, Romania, and employs a couple of local dentists.

When 1,000 colonial public servants crammed into the Athenaeum Hall in Collins Street on 18 June 1885 to form the Victorian Public Service Association they had no idea that through 2 world wars, a depression, 44 Parliaments, 47 Premiers, and over a million restructures and Departmental name changes that CPSU would be turning 125.



Write to;

KAREN BATT State Secretary CPSU
P.O. BOX 4355 Richmond East VIC 3121

with your best memory about your working days in the Service whether funny or sad, it might be a memorable event, it might be a win within the system, about some memorable colleague. Whatever you know – CPSU wants to record your memories as part of our 125th Birthday Celebration.



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