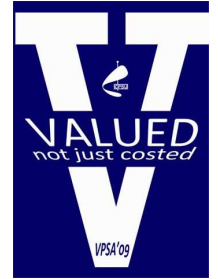




VPSA2009

Summary of Claims



Union Collective Agreement

Comprehensive Agreement with the option to retain all our pre-Work Choices provisions.

Consultation and Implementation of Change

Reinforce consultation requirements, and strengthen the requirement for the Employer to provide detailed information on expected productivity generated by proposed change.

Disputes and Grievances

Adopt internal grievance procedures enshrining natural justice. An agreed adjudicator will make decisions. The Industrial Relations Commission is empowered to settle disputes.

Workload

Include right to review. Ensure sufficient resources are provided to meet work demands.

Types of Employment

Ongoing Employment has primacy. Restrict the use of fixed term employment for a maximum of three years. Casual employees will receive a loading of 25%. A probationary period not exceeding 3 months may apply to new Employees.

Costs of Employment Related Legal Proceedings

Employer must meet the Employee's reasonable legal costs where performing duties.

Home Based Work

Option of home based work by agreement.

Discipline Process

Improved discipline process, which distinguishes between formal/informal processes.

Classifications and Salaries

True recognition of work value/ labour market by adjusting classification structure. Remove value range barriers. Progression paid to all employees regardless of their classification.

Salary Increases

9% per annum or a percentage increase equal to the increase applied to the "basic salary" under the Parliamentary Salaries and Superannuation Act 1968 each year.

Salary Packaging

Fringe benefit tax costs and any administrative cost paid by Employer not Employee.

Allowances – Work or Conditions

First Aid allowance, Higher Duties allowance for all work of a higher responsibility, Language allowance, and Stand-by and On-call allowance. All increased in line with salary increases.

Allowances – Reimbursement of Expenses

ATO rates for meals, vehicles, accommodation, incidental expenses. Disability payment for extended absences. Costs of Working With Children Checks to be met by the Employer.

Superannuation

Standard 15% Employer contribution. Salary sacrifice option, including to defined benefit schemes. Co-contribution option and Transition to retirement. Employee choice of fund.

Hours of Work

Ordinary Hours to average 70, to be worked over an average of no more than 10 days per fortnight. Ordinary hours do not include Saturdays, Sundays or Public Holidays.

Shift Work

No calculation cap on allowance payable. An additional allowance of 20% for afternoon and night shifts, and 40% for continuous night shift.

Overtime

No calculation cap to apply. Requirement to work overtime must be reasonable and is subject to OHS and work/life balance considerations. 150% for the first 3 hours, then 200% thereafter (Mon-Sat, except public holidays). 200% on Sunday. 250% on public holidays. Paid overtime, unless an employee seeks TIL, which should be accrued at the overtime rate.

Annual Leave

6 weeks per annum. Shift workers to accrue additional leave based on each Sunday worked. Additional leave paid for any shutdown period.

Purchased Leave

Up to 8 weeks per annum. Ability to purchase leave over 5 years to enable 1 year off.

Public Holidays.

Proclamation Day (recognising establishment of Commonwealth) in addition to PH standards. Additional day for Anzac Day falling on a Saturday or a Sunday in addition to PH standards.

Sick Leave

20 days cumulative sick leave per year with the option to introduce a sick leave bank.

Compassionate Leave

5 days per occasion.

Parental Leave

26 weeks paid leave for maternity, adoption, special maternity leave, and permanent care leave. 4 weeks paid leave for the partner of primary carer. Pre-natal leave. Right to request part time employment on return to work. Grandparent leave associated with the birth of a grandchild. Leave and payment will supplement any federally funded paid parental leave scheme.

Long Service Leave

3 months LSL with pay at 7 years, and pro-rata access after 5 years. Leave may be taken at half pay. Leave may be taken in single days.

Temporary Transfer between work locations

Introduction of a JobSwap Scheme, determine 'usual' place of work and ensure excess travel time is paid when the Employee works at an alternative location.

Permanent Relocation

Introduce a package of entitlements including: removal assistance, reimbursement of expenses such as stamp duty and legal fees, and a range of assistance to families.

Workers Compensation

Accident make-up pay of 52 weeks or an aggregate of 261 working days, or 1983 working hours. Right to return to the same or equivalent pre-injury position.

Occupational Health and Safety

Negotiate agreed process to determine DWG's, to elect HSRs and agreed training. Ensure that bullying and violence does not occur at work. Provide staff support and debriefing for critical incidents. Not take action against Employees exercising rights under s25 Occupational Health and Safety Act 2004.

KAREN BATT

CPSU Victorian Branch Secretary

October 2008