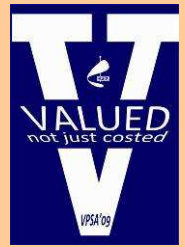




VPSA'09

About Your Pay



VPSA'09 - What we want – What the Gov't says!

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

The talks, in reality, have been underway about six weeks given the Christmas / New Year holidays. This has also now been complicated by the state fire emergency and the obvious focus of the public service on this.

Nevertheless the union negotiators have worked through our claims leading up to the nominal expiry of **our current agreement** and the government has put forward many matters of its own.

These discussions continue, just as the entitlements in our current agreement continue, but the framework of the government's position is clear. The government wages policy position is 3.25% per annum from October 2009 and this may be compounded, we are told, by the effects on the State Budget of recent events.

In essence, the Government has **rejected** any improvement to the quantum of leave available whether family, hours of work, long service or annual leave.

Improvements to conditions including **superannuation** are entirely **rejected** if there is any cost to the Employer or if it would set a precedent.

The Government has rejected CPSU arguments to update the **Career** (classification) **Structures** despite one third of employees being squashed against barriers. Specific classification structures are to be dealt with in the Agency appendix negotiations which are underway.

There have been discussions on some changes to the margins of existing entitlements that do matter and these are detailed below;

- ***Offer to enable annual leave at half pay for twice the period.***
- ***Offer to substitute public holidays that fall during parental leave.***
- ***Offer to enable flexibility of 44 - 51/52 at any period.***
- ***Offer to improve long service leave recognition and to allow any mix of fraction and payment.***

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What we want – What the Gov't says! (continued.)

Government's Claims.

The items the government is seeking from employees have been tabled meeting by meeting and their demands on the public service include;

- ***Removing the requirement for the “overwhelming majority” to progress and increase the qualifying period for new employees to receive a progression increment from 3 to 6 months.***
- ***Higher duties allowance to apply only after 15 days.***
- ***Remove the provisions relating to “red circled” persons from the previous general classification translation.***
- ***Increase the cap on fixed term employment from 3 years.***
- ***Amend the Implementation of Change clause by including the words “major” and “significant” and amending the timeframes to include “employees”.***
- ***Move to daily accrual of annual leave – remove the block assignment of days which occurs in some departments i.e. the twenty day allocation in January would be phased out.***

The government does not accept that the three hundred or so change notifications and constant restructures CPSU has been advised of and implemented over the life of the current agreement constitute any productivity outcomes to be taken into account when framing pay increases for the **VPSA'09** negotiations.

CPSU believes that, amendments to the Public Administration Act, Council of Australian Government initiatives, these never ending change notifications, the continuing productivity/dividend efficiency saving, and our commitment to public administration and public service provide ample argument for a decent pay rise and improvements to conditions.

Victoria needs to value existing staff and retain their expertise.
Victoria needs to ensure it is in the best position to recruit required staff.

For a detailed update on where things are at and what can be done please contact your CPSU Organiser and arrange a workplace meeting NOW.

Click here to view/print CPSU claims;

http://www.cpsu.org/public_docs/VPSA09-ClaimSummary.pdf

http://www.cpsu.org/public_docs/VPSA09-logofclaims.pdf

http://www.cpsu.org/public_docs/VPSA09-AppendicesClaimFINAL.pdf

http://www.cpsu.org/public_docs/VPSA09-Income-Protection-Claim-outline.pdf

Please distribute this bulletin and ask your colleagues to join CPSU to have their voice heard. Speak to a colleague today about the benefits of CPSU membership and have them contribute to our successes rather than just enjoying the benefits.

KAREN BATT
CPSU Victorian Branch Secretary

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