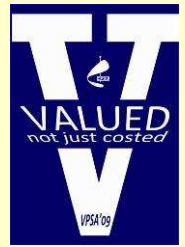




# VPSA'09

## About Our Pay



### *VPSA '09 – Heads of Agreement Signed with Gov't*

CPSU and the State Government have today given in-principle endorsement to a new Heads of Agreement delivering pay increases and condition improvements to 32,000 departmental and state agency employees.

The new HoA also incorporates the Government's commitment on jobs as part of our Victorian Public Service Agreement 2009 negotiation outcomes.

#### **Duration:**

Extend and vary comprehensive 2006 Agreement to 30/6/11 with new Agreement to run from 1/7/09-30/6/11.

This preserves all otherwise Work Choices “prohibited content” Next EBA to be effective from 1/7/2011.

#### **Payments:**

1. 0.8% bonus effective from HoA lodgement
2. a 2% pay increase on 1/7/09,
3. with another 1.25% on 1/2/10 and
4. a further 3.25% on 1/10/10.

All progression dates protected (1/7 in each year) in addition to general EBA wage adjustments.

#### **Agreed Matters:**

##### VPS Grade 1:

- abolish first 4 increments new base current grade 1.5. All staff affected reclassified to new base.

##### Red Circled:

- To cease after this progression round.

##### Shift Allowance:

- Remove salary cap and offer cash out of 5th week on agreement.

##### Structural Review:

- VPS, VPS Aligned and non aligned classifications, performance standards, descriptors and progression to be reviewed and translation on agreed new structures no later that 1/7/11. These adjustments to be in addition to above increases.

*continued*

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### Jobs Commitment:

- as per commitment contained in the Ministers Press release issued on 27/3 includes no retrenchments obligation for life of Agreement.

### Matters for life of agreement (or as concluded):

- discipline/misconduct procedures,
- parental leave,
- sick leave bank and
- review of job swap scheme

### All agency specific schedules as negotiated including.

- **DoJ** - CV, Clerks, Sheriffs, OPA, VIFM, VCAT, VCGR, Magistrates, County, Supreme, CAV, Koorie JJ
- **DEECD** - ESM, VCAA
- **EPA** -
- **DHS** - CP, JJ, Housing, Call Centre, SMA, Cottage, Hurstbridge
- **DPI** -
- **DSE** - Fire Conditions
- **MTO's** -
- **VicPol** - Forensic
- **Transport** - VTD
- **OPI**

The HoA also provides a further 3 months period to conclude negotiations involving another 5,000 government employees in agencies with a nexus arrangement in place with our VPSA'09 Career (classification) Structure(s) including;

1. **ACMI**
2. **FilmVic**
3. **Museum**
4. **State Library**
5. **National Gallery**
6. **Growth Areas Authority**
7. **Parliament**
8. **VIT**
9. **PS Nurses (ANF)**
10. **SES**
11. **VicForests** (Employer disputes nexus status - negotiations continuing)



The HoA with the proposed new varied and extended Victorian Public Service Agreement will be provided to all employees later this month who will then have the opportunity to vote on its endorsement prior to the end of this financial year.

Congratulations to all involved.

**KAREN BATT**  
***CPSU Victorian Branch Secretary***

**JIM WALTON**  
***CPSU Victorian Assistant Branch Secretary***

***4 May 2009***