

Victorian Public Service Enterprise Agreement 2020

Summary of key proposed changes to your terms and conditions of employment

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Introduction

The Victorian Government and the Community Public Service Union (CPSU) have reached agreement on the terms for a proposed Victorian Public Service Enterprise Agreement 2020 (the Agreement). The Agreement, if it is approved by employees, will replace your existing terms and conditions of employment, detailed in the Victorian Public Service Enterprise Agreement 2016.

This documents highlights, at a high level, some of the key substantive changes which are proposed to your existing terms and conditions of employment. This document is not intended to detail all changes made in the proposed Agreement – for the full list of changes please see the detailed explanatory material distributed to all employees.

All employees are encouraged to familiarise themselves with the draft agreement and more detailed explanatory materials distributed to ensure they fully understand the proposed changes to your terms and conditions.

The following changes are proposed to your terms and conditions of employment:

Operation and Duration

The proposed agreement has a nominal expiry date of 20 March 2024. The salary and allowance increases will take effect from 20 March 2020 and be made as soon as reasonably practicable after the Agreement commences operation.

Salary and Allowance Increases

Salaries and monetary based allowances have been increased by a total of 8 per cent over the life of the Agreement as outlined in clause 30 of the proposed Agreement

Mobility payment and mobility provisions

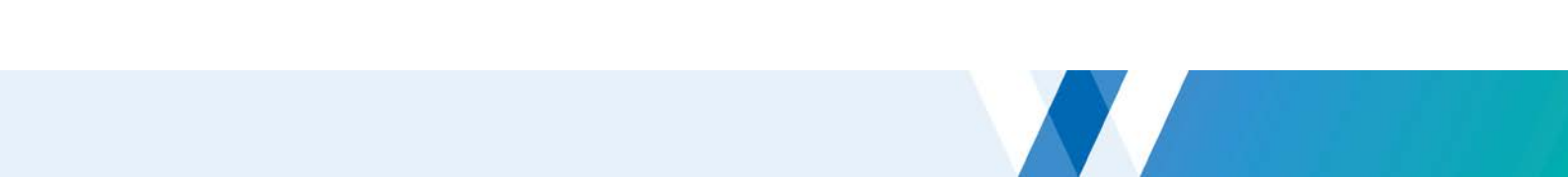
A new annual mobility payment will be paid to all Employees on 1 July as a lump sum payment effective from 1 July 2020 (clause 16). The mobility payment is paid in recognition of the commitment to the principles of mobility and a range of other mobility related amendments and insertions which include:

- a new provision regarding employer-initiated changes to usual place or places of work (clause 19)
- implementation of change processes to be commensurate with scale of change (clause 11)
- a new provision to insert agreed mobility principles, with the Agreement to be interpreted in accordance with these principles (clause 15).
- amending progression eligibility requirements which inhibited movement within the VPS at the same VPS level (clause 29).

Performance development and progression

The performance development framework has been redrafted to better reflect existing performance development processes and promote mobility across the service (clause 29).

A common 12 month rule for eligibility for progression will apply for new employees to the VPS and for certain promotions. Protections have been negotiated to cover particular circumstances. For



employees who remain in their role, and for many other employees, there will be no change from the current arrangements.

Gender equality

New provision operationalising the gender pay equity principles and establishing a review mechanism for claims of systematic gender equity issues (clause 28).

Parental leave

A new parental leave clause (clause 55) has been agreed and will include (amongst other changes):

- Increase primary caregiver parental leave entitlements from 14 to 16 weeks
- Increase secondary caregiver parental leave from 2 to 4 weeks plus an additional 12 weeks paid leave within the first 78 weeks after the child's birth where the secondary caregiver takes over the primary caregiver responsibilities
- Any progression increment lost during primary carer parental leave (up to 52 weeks) can be made up if assessed at next performance assessment after return to work as meeting progression (clause 29)
- Superannuation on paid and unpaid primary carer parental leave of up to 52 weeks, payable on return to work (clause 37)

Other leave arrangements

- All full-time equivalent Employees receive 15 days paid personal carers leave per annum irrespective of the length of their ordinary hours of work or shift. For most employees this is no change from the current arrangements. Other flexibilities to when and how leave can be taken have also been agreed (clause 51)
- Personal leave can be used for medical appointments and assistance animals, update additional evidence requirements and definition of registered practitioner (clause 51).
- Paid leave up to 10 days for members of First Peoples Assembly of Victoria (clause 61)
- Paid ceremonial leave of up to three days on death of immediate family or other ceremonial obligations for Aboriginal/Torres Strait Islander People (clause 60)
- Up to 20 days paid gender transition leave (clause 58)
- Enhanced leave to engage in voluntary community activities clause (clause 67)
- First 52 weeks of parental leave count as service for Long Service Leave, general redraft of clause for clarity (clause 62)
- Existing study leave arrangements have been re-written to simplify and clarify their operation (clause 69).
- Discretionary compassionate leave for other significant family or personal connection (clause 54).
- Discretionary 'other leave' (clause 70).

Shift work, hours of work and stand-by

The following changes are proposed to the provisions relating to shift-work, hours of work and stand-by:

- The night shift penalty rate will be increased from 15% - 20% effective from 1 July 2020 (clause 39).
- The minimum break between periods of ordinary duty, rostered periods of shift work and after a period of overtime or rostered standby will be increased from 8 to 10 hours (with 6 month transition period) (clause 40)
- Distinction in shift penalties between part time and full-time employees working equivalent full shifts to be removed (clause 39)

Overtime

The cap applied to the calculation of overtime for eligible employees will increase from the highest pay point in Grade 3 Value Range 1 to the lowest pay point in Grade 4 (clause 41).

Flexible work arrangements

- Consolidate existing arrangements in dedicated part of agreement (clause 8)
- Remove 12 month qualifying period for requests for FWAs (clause 10)
- Commitment to work with the CPSU on working from home arrangements which build on positive workplace changes arising from COVID (clause 22)

Probation

The probationary period will now be six months to align with the protections of the *Fair Work Act 2009*. The right to extend the probationary period will be removed (clause 18).

Secure employment

Secure employment protections have been retained and are now co-located with existing specific protections for casual and fixed term employees (clause 17).

Emergency Management

Minimum entitlements will now apply to employees participating in EMV Surge Capacity work in a State and Regional Control Centre (clause 72).

Agency Specific Arrangements

A range of changes to terms applying to specific workforce cohorts in agency specific appendices have been made. If an appendix applies to you, you can find further information in the more detailed explanatory materials distributed to you.