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| Proposed VPS Enterprise Agreement 2020  |

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## Information for Aboriginal and Torres Strait Islander employees of Court Services Victoria

* Your employment wages and conditions with Court Services Victoria (CSV) are set by the Victorian Public Service Enterprise Agreement 2016.
* This agreement is due to be replaced by a new agreement - the proposed *Victorian Public Service Enterprise Agreement 2020* (New Agreement)
* All employees, including you, can vote on whether they support the Agreement or not.
* The New Agreement will operate until 20 March 2024
* This document summarises some main points about the Agreement and explains how voting will work.

#### Wage increases

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| **Date** | **Percentage increase** |
| 20 March 2020 | 1.50% |
| 1 December 2020 | 1.25% |
| 1 September 2021 | 1.50% |
| 1 June 2022 | 1.25% |
| 1 March 2023 | 1.50% |
| 1 December 2023 | 1.00% |

* The first wage increase will be backdated to 20 March 2020 and paid after the Agreement starts operating
* casual employees continue to receive a 25% loading. Casual employee wages increase in line with the general wage outcome

#### Leave and other supports for Aboriginal and Torres Strait Islander employees

* Compassionate leave:
	+ Up to 3 days compassionate leave where an immediate family or household member passes or becomes seriously ill
	+ PLUS compassionate leave can be granted by manager for other significant family or personal connections not covered by definition of immediate family (including aboriginal kinship connections)
	+ PLUS paid ceremonial leave of up to three days per year on the passing of an immediate family member or for other ceremonial obligations
* 1 days leave per year to participate in NAIDOC week activities and events (see also other leave and flexible work)
* Attendance at community meetings during work hours may be granted
* 10 days paid leave per year for elected members of First Peoples Assembly of Victoria
* 10 days paid leave per year for official functions for elected members of a not-for-profit community organisation or local government council
* Other paid or unpaid leave - may be granted (for example, for cultural or ceremonial purposes in addition to above entitlements, to allow employees to attend community consultative processes on country for Treaty negotiations or attend native title committee meetings).
* Flexible work arrangements - can be agreed to allow time for cultural or ceremonial activities
* Independent dispute resolution is available where a dispute about leave or entitlements arises. A representative of your choice can assist you with this process.

#### Other changes

* A lump sum mobility allowance paid on 1 July of each year (pro-rata for part time employees)
* Overtime rate to increase to VPS Grade 4.1.1 from 1 July 2020
* At least 10 hour breaks between periods of work required
* Changes to progression, parental leave and workplace mobility
* commitment to a whole of government approach to anti-bullying and inappropriate work behaviour

#### Further information

* You already have a copy of the New Agreement and a list of all the changes, or can access this at <https://www.courts.vic.gov.au/approval-proposed-enterprise-agreement>
* You can call KPI – Melissa Harrison (0437 892 624) or Robyn Young on (0400 838 004)
* You can call Kath at Industrial Relations Victoria (0437 783 397) or email vpsagreement2020@dpc.vic.gov.au
* You can call Stephen Walsh, the Aboriginal Liaison Officer at the Community and Public Sector Union (CPSU). The CPSU represented employees in bargaining (0477 600 401 or swalsh@cpsu.vic.gov.au).

#### Next steps

Employees can vote between 9am Monday 10 August to 5pm Friday 14 August. We encourage you to vote but voting is not compulsory.

A company called Aust ECo will be holding the vote.

You can vote by phone or online.

If CSV has your email address you will get an email from Aust ECo with voting instructions and a personal PIN number.

If CSV does not have your email address (or if you have any other problems) you must call 1800 224 420 during the voting period to get your voting instructions.