

State of the Union

REPORT



stronger together

Contents

Our members are equal to the task	4
APS bargaining	6
Beyond the APS.....	8
Growth and delegates	10
Stories from the frontline.....	12
CPSU political plan.....	14
Making a difference.....	17
Representing members	18
CPSU values and contacts.....	19

Equal to the task

As we reflect on the momentous year we've had in 2011 and adopt our plans for 2012 and beyond, we can be proud of what we have achieved together.

Our success has been about working as a team, across workplaces, agencies and industries. It has been about working with members, delegates and our Governing Council – supported by CPSU staff and driven by the Executive I'm proud to lead. These achievements belong to all of us.

WE'VE DONE SOMETHING REMARKABLE

We knew that trying to bargain for 160,000 workers in 4000 APS workplaces at the same time – in a period of political and economic uncertainty – would be difficult and complex. We knew delivering fair outcomes would require our members working together and a major breakthrough in the union's capacity to campaign.

Taking on the *Better Way to Bargain* campaign across the APS – while continuing to represent members in the NTPS, ACT Government, telecommunications, CSIRO and broadcasting – meant we had to innovate like never before.

What we have achieved together is quite extraordinary. We have:

- taken on the negative industrial strategies of the Federal Government and the Australian Public Service Commission (APSC) – and turned them on their head
- enabled 120,000 employees to reject sub-standard agreements
- given employees who are eligible to vote for protected industrial action, the confidence to do so.

As we head towards settlement and focus on securing improved APS agreements, we're seeing movement in major agencies on key issues. We have already made progress on the critical areas identified by Governing Council. So far we have:

- delivered progress on pay equity in a number of agencies above the Government mechanism to lift agencies with pay rates in the bottom 5%
- repelled the APSC's agenda of widespread cuts to employment conditions
- secured improved conditions in some agencies, eg, paid maternity leave
- locked in 15.4% superannuation



Nadine Flood, CPSU National Secretary

- gained delegates' rights in our agreements until at least 30 June 2014
- delivered a new, service-wide redeployment mechanism.

Government has worked with us in areas such as superannuation, delegates' rights, pay equity for the bottom 5% and redeployment. But other gains are being hard fought – agency by agency and service-wide.

In 2012 we'll take our new capacity and turn it to running strong campaigns on the issues that matter most to our members. Bargaining is only one part of securing good jobs, essential services and support for the industries our members work in. We will drive strong campaigns that secure real improvements, from accessing personal and annual leave to funding for cultural institutions.

GROWING AND LED FROM THE WORKPLACE

In 2011, we've delivered the highest union recruitment in a decade, with 6725 members joining the union since January. Our capacity in 2011 has been incredible, with over 1000 delegates helping to pull off a complex jigsaw of union activity. We should be proud that we have conducted up to 3000 workplace meetings a month, made 3500 phone calls a week, conducted 78 simultaneous

“Our delegates have met the challenge we set – to lead the union from the workplace.”

negotiations and run ‘No’ campaigns across 75% of the APS. More than ever before delegates and members have worked across agencies and supported each other’s campaigns.

Our delegates have met the challenge we set – to lead the union from the workplace. Our delegates are building union communities in their workplaces. They are creating a union that reflects the workers they represent and is seen as a normal part of life at work. It’s a significant shift – from being a union of true believers, to making new believers out of a new generation of employees unfamiliar with unionism. The delegate and growth strategy we’ve driven in 2010-11 has underpinned this shift.

At the same time, we’ve taken some of these approaches to run strong campaigns right across our membership – in the ABC, Telstra, the NT and ACT Public Services, and in the CSIRO, where members took industrial action for the first time this year.

Our success in using a major challenge to drive a real change in our union is attracting interest across the union movement. In the same way we seek to learn from other unions, the ACTU has asked to do a case study on our 2010-11 strategies.

In 2012 we’ll take the next steps in our delegate and growth strategy, such as asking thousands of new workers in our industries to join the union.

LIFTING OUR PUBLIC & POLITICAL PROFILE

Our public profile has lifted significantly with increased media attention and engagement in workplace relations, government and union forums. Governing Councillors and delegates have worked with the Executive to build political relationships and get our agenda heard.

We are seen as a union with something to say – a union that will take on the Government and Opposition when they get it wrong. But we are also prepared to work with employers to get it right. Finally, through our work with the Centre for Policy Development Public Sector Research Program we are ensuring other voices are part of the debate on the size and shape of the public sector.

Next year we’ll take this further. We plan to lead debate on the public sector and as part of the union movement, campaign for Government and employers to deliver secure jobs and decent superannuation, underpinned by stronger Fair Work laws.

FINANCIALLY SOUND & BUILDING CAPACITY

We are in our best financial position since the late 90s. We’ve built our internal capacity for delegate development, communications, industrial, research and political work. We have highly effective back of house operations and strong financial accountability which continues to drive our membership dollars further.

In 2012 we’ll introduce new delegate development programs, enhance the level of support delegates can get from the Members Service Centre, improve our IT systems and build better facilities in Canberra where so many of our delegates come in for national negotiations and consultations.

WE CAN BE OPTIMISTIC

There are significant challenges ahead. We face uncertain economic times, a changing political landscape and a continuing contest about industrial relations and the size and shape of the public sector.

At the same time, our workplaces and industries are being transformed by demographic and technological change.

It’s clear we can’t just keep doing what we are doing or go back to what we did in the past. We must continue to adapt and innovate. To win on the issues that matter to our members we will have to be at our best.

Our experience this year gives us great hope and optimism to take on what lies ahead. This year we have shown what we can do together. In 2012 we’ll build on these strong foundations to be a union that appeals to all employees, and is a powerful voice for our members and their industries.

Nadine Flood
CPSU National Secretary

APS bargaining

This year CPSU members and delegates in the Australian Public Service (APS) have met the challenge of negotiating more than 75 enterprise agreements simultaneously, in a tight timeframe.

At the same time CPSU members and delegates have resisted Australian Public Service Commission (APSC) plans to cut their conditions. All of this has happened in a difficult budgetary environment.

What we have achieved

As a result of the hard work of CPSU delegates and members in bargaining, we have secured key parts of our APS-wide claim.

PAY AND PAY EQUITY

We will make significant progress towards pay equity in the APS in a consistent and coordinated way. We will achieve substantial movement towards pay equity for some of the lowest paid employees in the APS, including employees at Geoscience Australia, Questacon, the Torres Strait Regional Authority and the Australian National Maritime Museum. This is the first step in our ongoing campaign to achieve pay equity.

PROTECTING EXISTING ENTITLEMENTS

Through the APS Bargaining Framework and the recommended terms and conditions, the APSC has unilaterally sought cuts to a range of conditions. This has included cuts to personal/carers leave, annual leave and arrangements for Executive Level staff working excess hours. APS employees have rejected proposed agreements with cuts to conditions, particularly in relation to personal/carers leave. The CPSU has protected existing entitlements for the overwhelming majority of APS employees.

SUPERANNUATION

At the conclusion of this round of bargaining most APS employees will have an employer superannuation contribution rate of 15.4% guaranteed in their enterprise agreement. This protects APS employees from any future change of Government policy in this area. In addition to this, a significant number of agencies have committed to pay employer superannuation contributions on periods of unpaid parental leave.

REDEPLOYMENT RIGHTS

As a result of the CPSU's campaign, the Government has introduced new requirements regarding redundancy and redeployment. For the first time in years, excess employees have the right to be redeployed to vacancies in other agencies.

SECURING DELEGATES' RIGHTS

CPSU delegates will have access to enforceable delegate rights in agreements. This includes the right to paid time meetings to provide information and seek feedback from employees, the right to reasonable use of agency facilities and the right to address new employees about the union. These rights will enable us to have delegates at the centre of the union and ensure delegates can perform their role regardless of the policy of the Government of the day.

IMPROVING ENTITLEMENTS

In many APS bargains we have improved existing entitlements. This is particularly apparent with paid parental leave entitlements, where 14 agencies have offered to move to or maintain paid parental leave beyond the minimum standard of 14 weeks.

IMPROVING DIVERSITY

As a result of the CPSU campaign, it is now a requirement that APS agreements contain provisions that promote diversity, and in particular Aboriginal and Torres Strait Islander employment. CPSU bargaining teams have followed this up in agency bargains with specific model clauses.





What we're doing now

INDUSTRIAL CAMPAIGNING

We are pushing hard for a good result in all remaining bargains. This campaigning includes:

- **Workplace activism:** We have unprecedented levels of engagement and participation in our workplaces. A great example of this was our recent 'See Red' campaign days in DHS.
- **Running 'No' campaigns:** We have run successful 'No' campaigns for 121,000 employees. If necessary, we will run further 'No' campaigns where agencies are unwilling to improve their offer, such as Customs.
- **Taking industrial action:** Tens of thousands of APS employees are now able to take protected industrial action. This move to action has had a real impact. For example, in DIAC the protected action ballot increased the pressure on management to find an adequate settlement.
- **Using Fair Work Australia:** We have taken agencies representing 100,000 employees to Fair Work Australia to secure good faith bargaining.

POLITICAL CAMPAIGNING

We are also seeking to increase the political pressure on the Government to ensure CPSU members get a fair deal. This includes:

- **Ministerial meetings:** We have stepped up our engagement with the Special Minister of State and Portfolio Ministers, writing to Ministers and involving delegates in meetings with Ministers to discuss APS bargaining to put forward the views of our members.
- **Members of Parliament meetings:** We are undertaking a round of direct lobbying with Members of Parliament to brief them on our issues and concerns about bargaining. This kicked off with ATO and Defence delegates.

MAKING PROGRESS

We are starting to see movement from agencies. The in-principle agreement we have secured in DIAC represents the first major agency to achieve a pay outcome of 11%, well above the APSC's recommended 9%. Positive discussions about similar arrangements are underway in a number of other agencies.

We are also seeing a number of agencies withdrawing proposed cuts to conditions. Agencies, such as DAFF, Attorney-General's Department, IP Australia, Comcare and ACMA have withdrawn proposed cuts to existing sick leave entitlements after the union ran successful 'No' campaigns.

We need to keep up the pressure in all agency bargains to ensure we get a good outcome.

What we need to do next

Over the next year, it is important that we consider the lessons we have learnt from this round of bargaining and ensure these inform our ongoing approach to bargaining and industrial campaigns in the APS.

The CPSU's overarching goal to provide common wages, conditions and job security to employees in the APS will shape our approach to future APS bargaining. The next major round of APS bargaining will occur in 2014.

The CPSU must engage with Government over the next two years to find a way forward for APS bargaining. We must also plan for the possibility that we don't reach agreement with a Labor Government on all elements of the framework. At the same time we need to consider the possibility of having to bargain under a Coalition Government in 2014.

Beyond the APS

CPSU members who work outside the APS are also facing significant challenges. What follows is a snapshot of current campaigns.

Australian Capital Territory

In the ACT Public Service, we have finalised negotiations of pay and common terms and conditions for the ACTPS, which will now be put into effect through agency level agreements. Two of the new whole of the ACTPS conditions negotiated are salary sacrifice for public transport fares and subsidised childcare arrangements.

The CPSU has also taken an active role in consultation and planning around the implementation of ACTPS Hawke Review recommendations and the ACTPS reclassification and Single Salary Spine Review.

Northern Territory

In the Northern Territory Public Service (NTPS), we are campaigning to improve resourcing for payroll services. Backlogs and increasing workloads are creating pay problems for all public servants, teachers, police, fire-fighters and nurses.

Other issues include the impact of the new Department of Children and Families and changes arising from the Board of Inquiry into the NT Child Protection System, implementation of the new Public Sector Employment and Management Act.

Both **ACT** and **NT** Governments go to the polls in 2012. The CPSU will campaign on issues such as adequate funding to provide essential public services for the territory communities and alternatives to the efficiency dividend levied on both the ACT and NT public services.

Broadcasting

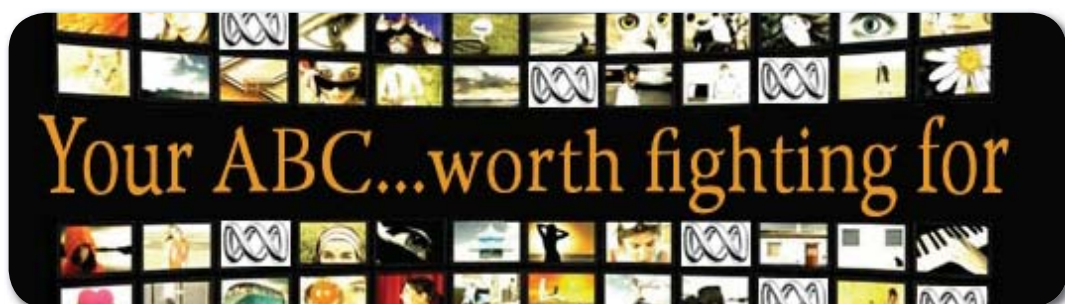
In the **ABC** we are campaigning to maintain internal television production – consistent with the ABC's Charter – and oppose outsourcing and program cuts. This campaign is set to continue into 2012. At the same time digital transformation of the ABC has led to significant changes and increases in the complexity of work for ABC staff, and we will continue to argue for this increase in work value to be recognised.

Negotiations are now underway for a new enterprise agreement in **SBS** and delegates are enthusiastically building the visibility of the union in the workplace.

In **commercial television**, we negotiated a new enterprise agreement in Network 10 with the Media, Entertainment & Arts Alliance (through the Commercial TV Guild), and won a consultation dispute in WIN Perth.

Next year we will look to extend agreements to areas where they do not currently exist, using the majority support provisions of the Fair Work Act which require employers to bargain if a majority of the workforce say they want this to happen.

A newly formed National Delegates Committee in Channel Seven is taking up issues of ongoing concern to members and Network Seven delegates have been attending union training over the past few weeks.





The science of solidarity.

CSIRO

Now that our enterprise agreement is finalised, we are working to build union communities in workplaces by approaching new starters to join the union and building sustainable local delegates groups.

Using new rights in the agreement we are focusing on training councillors and delegates.

CPSU members in CSIRO and other science agencies will also be part of the 'Respect The Science' campaign – a response to the misinformation being run against scientific evidence of human made climate change.

Telecommunications

In **Telstra**, we are building delegate networks in key sites in preparation for the recommencement of bargaining in 2012.

After a varied industrial relations history through the Howard years, **Sensis**, a Telstra subsidiary, is bargaining for a new agreement with unions for the first time in many years.

In **Primus**, a new agreement was struck this year, formalising the right to induction access.

Pfizer

A new agreement was finalised which contained 16% in pay increases over four years and access to delegate training.

Australia Post

In Australia Post, a consultative forum has been established in the call centre network, and we are dealing with the major 'Future Ready' restructure which is affecting our membership areas.

CSL

CSL members will be bargaining in 2012, providing a chance to build on the number of industrial wins we have had this year around redundancies, shift changes and income maintenance and redeployment when production shuts down.



Ann Curtis, CPSU delegate at CSL.

Growth and delegates

Over the past few years CPSU Governing Council has implemented a range of new policy measures designed to support delegates and invest in our capacity to grow the union. Throughout 2011, we are starting to see the benefits of this investment.

What we have achieved

In 2011 we have seen an unprecedented expansion in the ranks of our delegates and leaders and a boom in new membership. The breakthroughs are the result of a series of policy decisions by Governing Council over several years, designed to support delegates and grow the union.

Membership growth is off the charts. Since 1 January 2011, 6,725 new members have been recruited, the highest number in a decade.

Most encouraging of all, over 39% of new members say they joined because of a delegate or other CPSU member in the workplace – showing that delegates are taking the initiative.

At the same time, our focus on new starters and formal inductions continued to deliver strong outcomes, with 566 members joining thanks to the work of our new starter team.

Delegates have been the key to this success. So far this year we have seen:

- 670 new delegates
- 140 new deputy delegates
- 568 delegates attending training courses
- 60% of the 500 attendees at delegates conferences were there for the first time.

One of the most positive developments is the way delegates are helping out in campaigns outside their own agencies. Over the past few months 300 delegates have joined CPSU staff to make up to 3,500 outbound campaign calls per week.

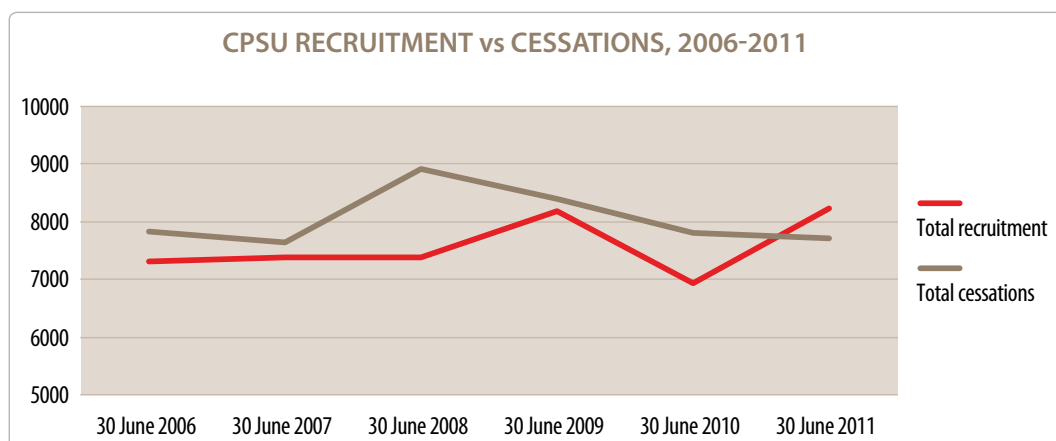
More and more delegates are leading campaign activity in workplaces – stepping up to run meetings and organise action.

Together, these developments represent a tremendous increase in our union's capacity to campaign on the issues that matter to our members.

A number of new and revitalised delegate networks have sprung up, including:

- Cultural Institutions Section
- Industry, Resources, Infrastructure and Communications Section
- new NTPS Section Councillors
- DHS Call Centre Network.

While all this was happening, CPSU bargaining teams have worked hard to lock in improved rights and facilities for delegates.





Puttin' on the blitz! Delegates in Sydney taking part in one of many outbound call sessions.

What we need to do next

How will we build union communities in workplaces with active delegate structures, and make union membership a normal part of life at work?

We need to build on creative approaches trialed in 2011. This means making sure the union is visible in the workplace and that all workplaces have trained delegates and sustainable delegate structures. We will need to provide more opportunities for delegates to be involved in campaigns across agencies and workplaces. And finally we need to continue to develop the role of organisers and the Members Service Centre to support honorary officials and workplace delegates.

How will we attract new (and relatively new) employees to join the CPSU through approaches based on the issues of concern to them?

We need to extend our new starter recruitment induction process to include Governing Councillors, Section Councillors and delegates. All new starters must be approached in the workplace about joining, whether they attend a formal induction or not.

How will we appeal to existing and new workers through strong campaigns on industrial, political and other issues that lead them to join our union?

Using the skills and knowledge we have built up through recent bargaining campaigns, we need to campaign around those workplace issues that directly affect members' lives such as workloads, occupational health and safety or rostering.

We also need to organise on issues that affect the industries our members work in. This may include agency-specific or cross-agency campaigns on issues such as:

- the efficiency dividend
- funding for cultural agencies
- cuts to ABC jobs and programming
- regional jobs
- secure employment
- increasing compulsory superannuation contributions across the workforce.

How will we ensure delegates are recognised and respected by their employer and have access to appropriate rights and facilities?

It is crucial that we make full use of the rights gained through bargaining in the APS and elsewhere to strengthen our delegate networks, organising capacity and presence in the workplace. We also need to entrench delegates' rights in enterprise agreements and support the ACTU campaign to extend delegates' rights under the Fair Work Act.

How will we provide training and development for delegates, Governing Councillors, Section Secretaries and Section Councillors?

Formal training and support from organisers is crucial if CPSU leaders are to develop the skills, knowledge and confidence they need to grow the union. This is why we are planning to review our core Delegate Training Program and roll out a major new program in 2012 focussing on:

- taking up workplace issues, representing members, consultation and implementing enterprise agreements
- bargaining and negotiation skills
- union leadership skills.

Stories from the frontline

Thanks to our investment in support and improved delegates' rights, our workplace leaders have taken on increased responsibility.

Over the past year we have seen unprecedented activity from our delegates including:

- leading bargaining teams
- driving workplace activities and campaigns
- working with delegates from other agencies in cross-agency campaigning activities
- leading protected industrial action campaigns.

NT SECTION COUNCIL

CPSU Section Councillors in the Northern Territory Public Service met with NT Chief Minister Paul Henderson recently. Our delegates had a refreshingly direct conversation with the Chief Minister, raising our issues in a firm and professional manner.

The Chief Minister responded by giving firm commitments to improving consultative arrangements, fixing a problematic payroll system and exploring ways of reducing short term contracts. The commitment to working with CPSU members to improve productivity, instead of the efficiency dividend approach, was a highlight.

UNION DAY IN TELSTRA TOWNSVILLE

In May this year, CPSU delegates at Telstra Townsville decided they wanted to challenge management's negative attitude toward the union. So members organised a 'union day' to show solidarity and build a more positive profile. By wearing CPSU T-shirts and badges, members sent a loud and clear message to management. The event also gained two new delegates and four new members.



Take me to your leader... CPSU members protesting at Parliament House.



SEEING RED IN DHS

The Department of Human Services (DHS) bargaining campaign has been a great example of delegate leadership and creativity. A national day of action held on 1 July featured a fantastic variety of workplace activity around our theme of lemons and cherries and the colour red. Images from the day show just how much effort members and delegates put in to make sure DHS management got the message.

APS BARGAINING

The APS-wide bargaining campaign has provided a great opportunity for delegates to work together, share ideas and support one another.

For example, our systematic program of after hours phone calls to members at critical times in the campaign has been well supported by delegates.

Feedback from delegates indicates they find it rewarding and valuable speaking with members, particularly outside their own agencies.

TAKING THE FIGHT TO THE APSC

Around 200 members and delegates came together at the Australian Public Service Commission (APSC) head office in Canberra in August to deliver 17,000 of our 'Genuine Negotiations' postcards. CPSU bargaining teams from AHL, DHS and DoHA also attended and got a huge cheer from the crowd.

Dressed in red and chanting 'No Gary, No', delegates and members made a huge impression. Using oversized postcards, delegates made their point in front of a large media contingent.



'This deal doesn't stack up,' Tax Office members say.

THE 'ROLL' OF DELEGATES

While attending a CPSU delegates course in Perth, Carla Howells from the ATO and Randall Clark from DoHA were sharing ideas for new campaign activities.

They came up with the novel idea of using toilet rolls to express how they felt about the substandard agreements.

Building on the idea, Carla encouraged Northbridge Tax members to bring in toilet rolls and display them on their desk. Members reported that it was a great way to start conversations with non-members.

On the last day of the activity, everyone brought their toilet rolls down to the front of the building and constructed a massive loo paper pyramid. It was a powerful and public display, which showed management exactly how staff felt about the proposed agreement. Following the activity, the toilet rolls were donated to a local homeless shelter.

A STRONG UNION IS YOUR BEST DEFENCE

Our delegates at HMAS Albatross in Nowra led the charge for industrial action in the Department of Defence.

HMAS Albatross delegate Greg Young, in Air Traffic Control, suggested we invite local media along to their stop work action – not anticipating we would end up with our own little media frenzy.

The story was the second item on local TV news, featured on the front page of the *South Coast Register* and got coverage on three local radio stations. A news helicopter was even dispatched to cover the action.

Our delegates and members all put on a great display of solidarity, wearing red T-shirts, handing out red raspberry lollies and displaying 'wages are going down' placards.

All the delegates at Albatross stepped up that day – including four newly elected delegates. The event set a great example for our other delegates around the state to follow.



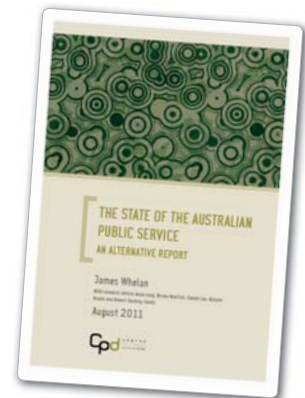
CPSU political plan

The CPSU's political activities are one element of our broader industrial and organising strategy to achieve positive outcomes for our members. Our influence is also shaped by the broader political and economic environment we operate in, our relationship with other unions and community groups, and our membership and resource levels.

What we have achieved

Key political and public activities in 2011 include:

- direct political lobbying of 65 Ministers, Parliamentary Secretaries, Members of Parliament and Senators, including ALP, Greens and Independent members and multiple meetings with Ministerial office staff
- making submissions to 21 Government inquiries on Commonwealth and Territory public sector, broadcasting and telecommunications issues
- appearing before the Joint Standing Committee on Electoral Matters and the House of Representatives Standing Committee on Education and Employment
- engaging with the ALP as an affiliated union with increased CPSU representation in ALP forums such as the ALP National Conference
- attending Australian Labor Advisory Council meetings
- using a media strategy, research and lobbying to lead public debate on public sector spending, jobs, the efficiency dividend and the negative impact of the Coalition's proposed job losses on essential services
- working with the Centre for Policy Development Public Sector Research on the efficiency dividend and *The Alternative State of the Service Report* – which focuses on identifying attitudes to public service and public sector resourcing.



CPSU delegation to Parliament House, September 2011.

BACK ROW:
Kristin van Barneveld,
Marian Payne, John Bastin,
Greg Miller

FRONT: Stacey Harris,
Nadine Flood, Kerry Edsall,
Judy Fogarty.



What we need to do next

Consistent with our broader industrial and organising strategies, the CPSU's political activities will continue to focus on:

- public sector funding and protecting jobs
- pay equity in the Australian Public Service
- secure employment
- better superannuation
- action on climate change
- further reforms to the Fair Work Act.

With the Federal and Territory Governments continuing to face tough economic times, there will be increasing pressure on public sector jobs and services.

The Federal Coalition has already outlined plans to cut at least 12,000 APS positions, and increase the efficiency dividend, if it wins office.

In this environment it is crucial that the CPSU steps up our public and political campaigning in support of proper funding, quality services and decent jobs.

Over the next year we will continue our program of parliamentary liaison, research and lobbying activities.

We will also maintain our close relationship with the Centre for Policy Development as it leads progressive debates on issues such as measuring, improving and establishing real efficiency in the public sector.

At the same time we will continue to build our media profile on public sector and workplace issues including jobs, funding, the efficiency dividend and protecting workplace rights.

This profile building will involve investigating new ways to engage our members, and the general public including increased use of social media.

Working with the ACTU

DELIVERING SECURE EMPLOYMENT

In 2012 the CPSU and other unions will take part in a national ACTU campaign around insecure work.

What is insecure work?

It is casual or non-ongoing work that does not provide job security or many of the other rights and entitlements that permanent employees enjoy. Based on Australian Bureau of Statistics figures, the ACTU estimates that only 60% of workers are employed in an ongoing job (either full or part time), and one-in-five workers – or 2.1 million people – are employed on a casual basis. About 55% of casuals have been in their current job for more than a year and 15% for more than five years.

Why are we campaigning around this issue?

Secure work is part of having a good and fair society where all workers, regardless of their method of employment, enjoy rights at work.

This is a positive campaign we can use to protect the gains of the Fair Work Act from the Coalition's aggressive industrial relations policy, which includes the reintroduction of individual contracts and the removal of unfair dismissal protections.

What about the public sector?

The shift toward insecure work is not just happening in the private sector. At 30 June 2010, 8.3% of employees in the APS were 'non ongoing'. We are increasingly seeing the use of labour hire employees in workplaces such as Centrelink call centres and ATO Operations, where only 65% of staff are ongoing.

What have we done in our sector?

In Centrelink we used community concern about regional employment to push for the creation of more ongoing positions in regional call centres. In the telecommunications sector we organised groups of labour hire workers and successfully pushed for award coverage in contract call centres to provide minimum rights for employees.



ACTU Secretary Ged Kearney, centre front, in Hobart with CSIRO scientists.

CLIMATE CHANGE

Governing Council first considered the issue of global warming in 2007. We took steps to support CPSU members working on climate change and its impacts by seeking increased funding for critical scientific, economic and social research.

The level of community debate around this issue has increased dramatically following the Government's recent carbon tax decision.

Through the *Respect the Science* campaign, the CPSU is supporting members working on climate change in agencies such as Treasury and Climate Change and Energy Efficiency, the CSIRO and the Bureau of Meteorology.

With other unions, the CPSU supports the ACTU's campaign to educate Australians about the economic and environmental benefits of moving to a low pollution economy and promote union involvement to protect the interests of workers in that process.

Action on climate change should include:

- a sustainable industry policy that ensures jobs are protected, including those in manufacturing and export industries;
- support for creation of new jobs through investment in renewable energy sources and clean energy industries; and
- assistance to ensure households are not worse off as a result of the introduction of a carbon price, in particular low and middle income households.

SUPERANNUATION

Working with other unions and the ACTU, the CPSU will also be part of the push for better super across the workforce through lifting the Superannuation Guarantee Levy from 9 to 12%.

There are many CPSU members who currently receive just 9% superannuation, including:

- all new NT Public Service staff since 1999
- all new ACT Public Service staff since 2007
- CSL
- Telstra
- private sector broadcasting
- telecommunications companies
- Medibank Private
- temporary and labour hire staff working in the public sector.

Making a difference

As well as campaigning for better pay and conditions and rights at work, the CPSU is committed to making a difference on a range of broader social issues.

NATSIC – a united voice

To provide a united voice for Aboriginal and Torres Strait Islander members, delegates, activists and workers the CPSU established the National Aboriginal and Torres Strait Islander Cabinet (NATSIC).

NATSIC’s great work this year included supporting our Aboriginal and Torres Strait Islander members in Aboriginal Hostels Limited (AHL) and the Torres Strait Regional Authority (TSRA) as they campaign for pay equity. The good news is we have made real progress on this issue in both agencies.

Key NATSIC objectives for the next year include:

- campaigning to increase employment for Aboriginal and Torres Strait Islander people in the Commonwealth and Territory public sectors and large private sector organisations
- pushing the Federal Government to address funding issues for Aboriginal and Torres Strait Islander dominated agencies so they can fix pay inequities
- continuing to highlight the fact that APS agencies with the highest proportion of Aboriginal and Torres Strait Islander staff, such as AHL, are likely to have the lowest pay rates

- campaigning to ensure adequate ongoing funding for the important work of the Australian Institute of Aboriginal and Torres Strait Islander Studies
- seeking a commitment in the ALP Platform to increase the number of Aboriginal and Torres Strait Islander people employed in the public sector, above the Council of Australian Government (COAG) minimum target of 2.7% by 2015, to 3.5% by 2018.

Women’s Working Group

The recent round of APS bargaining has provided an opportunity to push forward on a range of important advances for CPSU women including new lactation provisions in some agreements and the extension of the entitlement to superannuation being paid on periods of unpaid parental leave.

In the coming months Governing Council Women’s Working Group will be working on:

- investigating the effect of permanent part-time work on careers, particularly access to training, transfers and promotions
- monitoring the implementation of pilot enterprise agreement clauses on domestic violence and assessing the views of CPSU members.



Members from Aboriginal Hostels Limited make their point.

Representing members

Members Service Centre

Augmenting the great work of CPSU workplace delegates and field organisers, are the hard-working men and women of the Members Service Centre.

Since January 2011 they have:

- taken more than 12,500 industrial calls
- handled 3,100 individual queries and grievances including 240 Code of Conduct issues, 690 workers compensation / return to work issues and 780 performance related issues
- provided advice and support to 650+ delegates on a wide range of issues such as bullying/ harassment, leave access and hours
- attended more than 275 phone hookups with members and management
- signed up 541 members
- made more than 8,000 outbound calls
- saved 530 members who were planning to cancel their membership
- maintained unfinanciality at 0.3% of membership.

Getting the facts

Behind the great work of CPSU delegates and organisers is the dedicated team of full time professionals in the Political, Industrial, Research and Legal Unit (PIRL).

PIRL has the responsibility for political and parliamentary issues, and industrial representation including bargaining, research and policy and legal issues.

PIRL is the largest team of senior staff in the CPSU, providing specialist support to organising teams and the Members Service Centre.

Currently, PIRL's team of bargaining advocates are playing a crucial role supporting delegates and bargaining teams across the APS.

Securing our finances

The CPSU ran a modest surplus of \$581,785 for the financial year ending 30 June 2011. This outcome was the result of effective financial management, careful budgeting and achieving member financiality of 99.97%.

We increased our cash reserves by \$710,000 to \$11.8m and our total equity increased by \$578,000 to \$23.2m.

Each year we report to Fair Work Australia (FWA) in accordance with the Fair Work (Registered Organisations) Act 2009. Our lodgements have passed all FWA and audit processes.



CPSU values

We believe every worker deserves:

- dignity and respect
- a safe and sustainable workplace
- decent pay and conditions
- rights at work
- a balanced working life.

Contact us

To find out more, get in touch, keep up to date or for more information, please contact us:

 **1300 137 636**

 **1300 137 646**

 **cpsu.org.au**

 **members@cpsu.org.au**

 **facebook.com/CPSUnion**

 **twitter.com/CPSUnion**



stronger together