



State of the union

Stephen Jones: CPSU National Secretary

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Introduction

In October 2008 Governing Council (GC) developed and endorsed our *Agenda for Change* - setting out the key outcomes we want to achieve over the next five years.

Agenda for Change is a clear statement of our objectives. But we will not be able to deliver on the Agenda without improving our capacity and density.

In April 2009, Governing Council gathered in Melbourne to put in place some of the concrete steps we needed to take to achieve our *Agenda for Change* goal.

These included:

- the introduction of a new and fairer tier structure
- a range of targeted recruitment initiatives
- extra support for delegates

As you will see from this report, there has been significant progress on the *Agenda for Change*. This *State of Union* report also contains information on the union's membership and finances.

Part 1: Agenda for Change

Despite the challenges presented by the toughest economic circumstances in many decades, we have not strayed from the task of building the kind of union that can turn our *Agenda for Change* into a reality. Here are a few milestones.

Role of unions and delegates

After a decade of anti-union rhetoric from the previous Government, we said that it was important that the new Labor Government make a positive statement about the role of delegates and unions in the workplace. At the Labor Party National Conference in July we won just such a statement in the party platform. (Ch 3.2)

Closing pay gaps

We said that we needed to address the alarming equity issues that had emerged in the APS and that we needed to align all current agreements to make this happen (Ch 4.2). We now have agreement with Government that all new APS CAs will expire in June 2011.

Jobs and services

We said that we needed to ensure that essential public sector jobs and services were not threatened by ongoing, arbitrary budget cuts (Ch 1.1). As a result of our Essential Services campaign, the Government removed its extra 2% efficiency dividend.

Superannuation

We said that we needed to secure the employer contribution to superannuation in industrial agreements as the first step in reforming our superannuation arrangements. (Ch 5.4) We have won agreement to do this.

Job security

We said we needed to review the use of outsourcing and contracting to ensure that this did not create a race to the bottom for wages and conditions (Ch 1.6). After negotiations with Government in July this year a new policy which included Fair Work Principles was announced by the Deputy Prime Minister. Importantly it says that the Government does not support contracting out which undermines the wages and conditions of Commonwealth public sector workers.

Maternity Leave

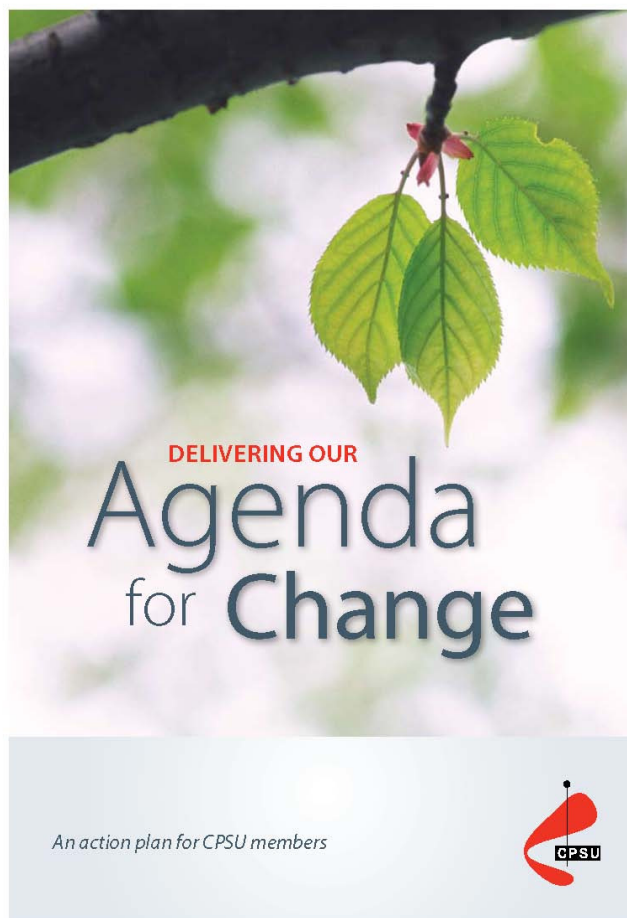
We said we needed to increase the amount of Paid Maternity Leave to 26 weeks (Ch 6.6) and this is now much closer to reality through bargaining (with 14 weeks the new standard) and the Government's budget announcement of a new scheme for 18 weeks at FMW from 2011.

Safety and work

We said we needed a new fairer system of OH&S laws – and work is underway to review and rebuilding a new national system (Ch 8.2)

Workers Compensation

We said we wanted to reintroduce the Workers Compensation rights that were removed by the previous Government (Ch 8.7) and Labor has come some way in agreeing to meet this.

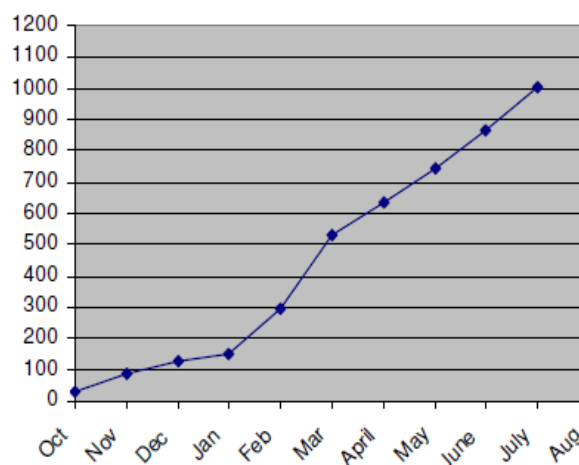


Part 2: Putting delegates at the centre

In 2008, GC set out a clear course to rebuild power in the workplace by providing more support for workplace delegates. Key steps so far include:

- electing more than 1000 new or renewed delegates in 12 months
- training more than 450 delegates
- holding regional delegates conferences in every State and Territory
- commencing discussions with Government to rationalise APS bargaining arrangements
- using the CPSU Delegates' Charter as a template to win back workplace rights in agencies including DEEWR and ABS
- securing a positive statement about the role of workplace delegates at ALP Conference
- developing support materials and launching the CPSU Delegates' web centre.

New and renewed delegates (since Oct 2008)



Part 3: Building workplace density

As agreed at the April GC, the union has been working on a number of initiatives designed to increase our density and membership.

New Starter Recruitment Group

The NSRG project team commenced in March 2009 and now includes a full-time lead organiser in Canberra and three organisers, located in Sydney, Melbourne and Canberra. Key outcomes for the NSRG include:

- recruiting 653 new members, including 88 graduate new starters
- identifying and training 30 activists in new starter recruitment skills
- securing formal induction access in 15 agencies including Centrelink, NTPS, ACTPS and DIAC and informal arrangements in other agencies.

Human Services Growth Campaign

The Human Services portfolio consists of Centrelink, Medicare, Child Support Agency, CRS Australia and Australian Hearing. Together they comprise 24% of the total APS workforce, and 36% of CPSU membership. The HSGC plan involves identifying, training and employing 50 active members for 12 weeks. The aim is to recruit 1,250 new members, shifting union density in Human Services from 36% to 40%. The campaign will start in South Queensland in October 2009, and will roll out around the country throughout 2010. Other steps so far include:

- circulation of a position description to active members in South Queensland
- identification of mentor organisers
- discussions underway to secure employer cooperation.



BUILDING
OUR CAPACITY
SECURING
OUR FUTURE



Part 4: An industry voice

Two years ago GC endorsed a proposal to ensure the CPSU had a credible voice within our industries. Since then we have built a new research capacity to enable us to speak with authority and confidence on the issues that matter to our members. Significant milestones include the Human Services Roundtable, and the 2008 *What Women Want* survey and working group. We have also continuing to engage in many important policy debates such as:

- the new Fair Work Bill
- public sector resources and the efficiency dividend
- whistle-blowing
- superannuation
- Freedom of Information
- maternity leave
- public broadcasting
- government procurement policy.



CPSU members with Minister Joe Ludwig at the Human Services Roundtable

Part 5: A political voice

The previous GC also endorsed the union taking steps to ensure that CPSU members have a political voice inside the decision-making forums from which we were previously excluded. Our direct engagement in these forums has enabled us to have some influence over issues crucial to our members including:

- removal of the 2% extra efficiency dividend
- positive ALP statements on the role of unions in the public sector and the role of workplace delegates
- ALP commitment to keep Medibank Private in public ownership
- commitment on workers' compensation arrangements during recess breaks
- commitment to ensure super can be protected by industrial agreements
- agreement on rationalising APS bargaining arrangements.



Stephen Jones speaking at the ALP National Conference

Part 6: Snapshot of CPSU finances

While the final 2008 - 2009 report is currently with the auditors, we are able to provide this brief financial overview. The next six months will be a period of considerable uncertainty for the CPSU's revenue. This is because we are moving from a revenue base of subscriptions plus levy to a new tier structure.

Last year

Between July 2006 and July 2009, the CPSU had the benefit of the *YR@W* levy which contributed around \$1.8 million to our annual revenue. This money was used to pay for our *YR@W* and *Essential Services* campaigns and additional staff. Over that same period we increased our annual general revenue from around \$20m to \$21.5m as a result of:

- improved collection and compliance (decreasing the number of unfinancial members and ensuring members pay the right rate for their salary)
- an annual CPI based increase to subs rates.

This delivered a total subscription revenue of around \$24.4m (gross) and \$24.1m net (after discounts and waivers etc).

This year

From 1 July this year the levy ceased, but we have put in place a new system of subscription rates. The new subs rates are based on the following:

- adjusting the subs rate by between 50 cents and \$1.20 a week and removing the YRAW levy
- improving compliance by requiring members to declare their actual salary.

For 2009 - 2010 we have put in place a conservative budget estimating subscription income of \$24.4m (\$24.1 net). This is the same revenue as the year before. On current trends we should exceed this estimate, but given the uncertainties involved in the tier translation, we have decided to take a conservative position.

Expenditure and new initiatives

On the expenditure side of things we have budgeted for a deficit for this financial year of \$1.12m funded from cash reserves. The largest component of expenses are employment related (salary and on costs) which is budgeted to increase by \$1.9m. The increase in salary and related expenditure is due to the growth initiatives (ACT Campaign Team and Human Services Campaign) together with allowances for staff wage increases.

Part 7: Tier compliance project

In March GC endorsed a series of proposals designed to help secure and rebuild the finances of the union. These decisions give us a significant shift in our resource base which will enable us to build more campaigning capacity. This process includes:

- introducing a new tier structure based on members' actual salary, rather than a salary range
- systematic contact with members to ensure people are paying at the correct level
- discontinuing the YRAW levy
- continuing to keep a firm hand on expenditure.

Since April we have collected actual salary data from 21758 members (39%) through

- 10,000 online updates and our 'update and win' competition (45.7%). This includes all new members since July
- 7,000 email returns (30%) This is a response rate of 31%
- 3,090 outbound calls (14.2%) This is a response rate of 56%
- 2,100 inbound calls (9.7%).

Part 8: Membership reports

Team snapshot – 30 June 09

Team	Recruitment	Cessations			Membership		
		Can	RRR	Cess	Growth	Member	% Unfin.
ACTGov	394	124	261	385	9	2592	0.42
BPIA	1481	506	1051	1557	-76	11325	0.43
COMSci	778	286	1204	1490	-712	6378	0.60
CS&E	1956	533	1042	1575	381	12389	0.35
NTGov	153	77	196	273	-120	1478	0.74
PHACS	2233	435	1415	1850	383	12362	0.40
T&R	1022	372	645	1017	5	8747	0.56
Unknown	1	3	21	24	-23	39	0.00
CSIRO	175	20	202	222	-47	3135	6.25
Total	8193	2356	6037	8393	-200	58445	1.21

Membership by Region (does not include CSIRO)

State	1 July 08	End March 09	End June 09	Net	% change since 1 July 08
ACT	12456	12791	12954	498	3.9%
FNQ	1552	1610	1644	92	5.7%
NSW	13628	13581	13505	-123	-0.9%
NT	2539	2462	2432	-107	-4.3%
SA	3266	3240	3234	-32	-1.0%
Sth QLD	5901	5919	5858	-43	-0.7%
TAS	1602	1629	1622	20	1.2%
VIC	10915	10723	10568	-347	-3.2%
WA	3545	3462	3445	-100	-2.9%
Unknown	58	45	48	-10	-22.2%
Total	55462	55462	55310	-152	-0.3%

Membership by Sector

Sector	Employees May 09	CPSU MBRs Dec 08	CPSU MBRs 30 June 09
APS	160001	41,853	42,345
Fed Stat Authority			3,878
Fed Parliament			231
Fed GBE			824
ACT Government	6500	2,650	2,591
NT Government	5800	1,500	1,481
Agency - ABC	3418	1,627	1,522
Agency - CSIRO	6423	3,187	3,135
Agency - Telstra	15500	2,237	1,975

Membership and Density Data

CPSU density in the APS by State 2009										Total
	ACT	NSW	NT	OS	QLD	SA	TAS	VIC	WA	
APS Employees	58,971	30,703	2,890	1,216	18,125	9,524	4,508	25,610	8,464	160,011
CPSU Dec	8,750	10,040	642		5,782	2,507	1,283	7,447	2,722	39,675
CPSU June	8,993	10,046	678		5857	2,519	1,292	7,474	2,710	39,569
Increase	243	6	36	0	75	12	9	27	-12	-106
Density	15.2%	32.7%	23.5%	0.0%	32.3%	26.4%	28.7%	29.2%	32.0%	24.7%

NB does not include transfer of Medicare from Statutory Authority to APS.

Top 10 APS Agencies						
Agency	Employees	Non SES	% of APS	Dec 08	June 09	Density
Centrelink	26,157	26,078	16.35%	10,303	10177	38.9%
ATO	24,423	24,151	15.26%	6,287	6320	25.9%
Defence	21,629	21,474	13.52%	2,556	2611	12.1%
DIAC	7,123	7,025	4.45%	2,110	2036	28.6%
Medicare	5,914	5,855	3.70%	2,144	2135	36.1%
Customs	6,285	6,232	3.93%	2,712	2680	42.6%
DAFF	5,115	5,027	3.20%	1,882	1936	37.8%
DOHA	5,470	5,327	3.42%	876	852	15.6%
DEEWR	6,143	5,938	3.84%	1,609	1578	25.7%
DHS / CSA / CRS	6,363	6,308	3.98%	2,150	2092	32.9%
Total	114,622	113,442	71.65%	32,629	32417	28.3%

Part 9: Support for Members 2008 – 2009 MSC and OBC snapshot

Queries by Team YTD	
ACTGov	622
BPIA	3616
COMSci	1818
CS&E	3990
NTGov	468
PHACS	3426
T&R	2549
Total	16489

Queries by Region YTD	
ACT	3272
FNQ	541
NSW	4537
NT	916
SA	846
Sth QLD	1781
TAS	179
VIC	3327
WA	1090
Total	16489

MSC OBU		
Winbacks	Joins	Total
834	234	1068
(MSC/OBU joins only systematically tracked since 030309)		

Industrial issues dealt with	
Application of Agreement	343
Breach of Code of Conduct	1443
Interpersonal workplace disputes	216
Category of Employment	534
Harassment	2276
Hours of work (including rostering)	451
Leave (including access to leave)	1766
Dispute over Management Initiative	3996
OH&S	320
Remuneration & Grading	1088
Separation (incl. RRR / dismissal)	972
Superannuation	76
Workers' Compensation	3008
Grand Total	16489

Outcome YTD	
Advice Provided	15428
Journey Cover Referral	10
Legal Referral	105
Matter Completed	565
Matter Ongoing	381
Grand Total	16489