

Ms Karen Batt  
Victorian Branch Secretary  
Community and Public Sector Union Victoria  
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MELBOURNE VIC 3001

By Email: [kbatt@cpsuvic.vic.org](mailto:kbatt@cpsuvic.vic.org)

30 October 2018

Dear Ms Batt 

**Re: 2018 Victorian State Election Policies**

Thank you for your letter of 18 September 2018.

I would like to take this opportunity to thank you personally for your diligent and relentless representation of your members over the last four years.

It has been through the exceptional professionalism and commitment of your members that our Labor Government has been able to deliver on our ambitious agenda. Labor remains committed to working closely and constructively with the CPSU to continue to deliver for the Victorian community.

Our Labor Government recognises the value of a skilled public service and we are committed to the development of in-house capability within the VPS, including through education and training. To ensure the ongoing development of staff, our Government has provided \$450,000 from the Public Sector Innovation Fund to trial micro-credentialing. This will give staff access to customised learning models in key areas of capability, along with appropriate accreditation and recognition of their professional achievements.

Labor is committed to promoting and facilitating secure employment and job security in the Victorian public sector. To this end, a re-elected Labor Government will audit the current use of fixed-term and casual employment in the public service, with a view to understanding the drivers of the use of fixed-term and casual employment and the impact on secure jobs. The CPSU will be closely involved in the audit process.

It will be from this informed position that we will, in consultation with unions including the CPSU, develop a strategy to maximise the use of ongoing and secure employment, including through proper consideration of a process for employee conversion to ongoing employment. We will have more to say on measures to improve job security of VPS workers in the lead up to the State Election.

Consistent with our commitment to secure employment, job security and the provisions of the VPS Enterprise Agreement, Labor is committed to redeploying surplus employees and only using redundancy as an action of last resort.

Our Labor Government has and always will recognise and respect the rights of workers to join their union and this is reflected in the enterprise agreements we have negotiated with unions and workers, which prohibit discrimination and recognise the role of unions.

Our Government values the contribution that women make to the public service. To support improved gender equality, we have removed the current 12 month qualifying period for accessing paid parental leave entitlements and have doubled the secondary caregiver parental leave entitlement from two to four weeks.

A re-elected Labor Government won't stop there.

We are committed to introducing a Gender Equality Bill to ensure that the gender pay gap in the Victorian Public Sector is eliminated. The Gender Equality Bill will require the Victorian Public Sector and local government to establish and transparently report on Gender Equality Action Plans, which will identify and require annual reporting on strategies to promote workplace gender equality. Strategies to eliminate the pay gap will need to reflect the gender pay equity principles developed by the Equal Workplaces Advisory Council.

It is also the right of every worker to be safe at work. In 2016, our Labor Government developed the Mental Health and Wellbeing Charter for the Victorian Public Sector. The Charter commits every government department to ensuring support for physical and mental health across the sector.

Labor is committed to investing in a Victorian Public Sector which supports the delivery of first class services that benefit the whole Victorian community. We have enjoyed a strong partnership with the CPSU over the past four years, resulting in improved services and improved employment outcomes. Under a re-elected Labor Government we will continue to build on this partnership including through bargaining respectfully and in good faith for fair enterprise agreements across the public sector.

To that end, Labor remains committed to achieving a level playing field in bargaining for all public sector workers through reintroducing and passing the Fair Work (Commonwealth Powers) Amendment Bill.

Labor is committed to improvement of Aboriginal employment outcomes, and the promotion of cultural awareness and safety in the workplace. This year we met our target of increasing the proportion of Aboriginal staff in the state's public service to 1 per cent after a 48 per cent rise between 2015 and 2017. We are committed to meeting our new target of 2 per cent by 2022 as set under Barring Djinang, the five-year Aboriginal Employment Strategy for the Victorian public sector.

A re-elected Labor Government will build on these important reforms through the creation of a Victorian Fair Jobs Code to ensure Victorian businesses applying for Government contracts or significant industry grants are rewarded for doing the right thing. The Code will include requirements regarding workplace equity and diversity.

I look forward to continuing the respectful and productive relationship with you and your membership and to continuing to deliver outcomes for all Victorians.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Daniel Andrews', is written over the typed name and title.

**HON DANIEL ANDREWS MP**  
Premier of Victoria  
Leader of the State Parliamentary Labor Party