

THE HON. MATTHEW GUY MP

Leader of the Opposition
Leader of the Liberal Party
State Member for Bulleen

Level 1, 157 Spring Street
Melbourne Victoria 3000
t. 03 9651 6719 f. 03 9651 8987
matthew.guy@parliament.vic.gov.au

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Ms Karen Batt
Victorian Branch Secretary
SPSF Group
Community and Public Sector Union
Level 4, 128 Exhibition Street
MELBOURNE VIC 3001
Email: kbatt@cpsuvic.org

Dear Ms Batt,

Thank you for your letter of 18 September 2018, seeking the Liberal Nationals' response to various questions, for placing on the CPSU's Election 2018 website.

We are pleased to respond to the questions you have raised as follows:

1. What is your party's policy on the development of in-house capability within the VPS and the provision of education and training program for employees to enhance that capability?

The Liberal Nationals support a strong, capable and apolitical VPS, and we support the provision of programs to enhance both the individual capabilities of employees and the overall capability of the Victorian Public Service.

2. Would your party commit to negotiating an agreement to convert long term casual and fixed term employees to ongoing employment?

The Liberal Nationals are open to negotiating an agreement for long term casual and fixed term staff to convert to ongoing employment. The terms and scope of the agreement will depend in part on the organisational needs of various parts of the VPS, and on the wishes and preferences of the employees involved.

3. What is your party's position on establishing Gender Equality policies and Equal Pay Principles for the Victorian Public Sector?

The Liberal Nationals strongly support gender equality and equal pay for employees regardless of gender.



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4. Will your party commit to a program of no redundancies in the public sector?

The focus of the Liberal Nationals is on strengthening and extending the provision of front line services for Victorians. Rather than making employees redundant, this may indeed involve expanding employee numbers, particularly in front-line service delivery areas.

5. Will your party commit to establishing a Union Encouragement Agreement similar to the Queensland Government?

The Liberal Nationals believe that the decision to join or not to join a union is one for individual employees, and we support the right of VPS employees to choose to join or not to join a union.

6. Will your party commit to retaining the Mental Health and Wellbeing Charter and agreeing to roll it out across the sector, including committing to a comprehensive bullying prevention strategy?

The Liberal Nationals intend to retain the Mental Health and Wellbeing Charter and on coming to government, will examine whether or not to extend its coverage. We are strongly opposed to workplace bullying, as indeed to bullying in any context. On coming to government, we will consult with the Victorian Public Sector Commission, the CPSU and other stakeholders about possible measures to strengthen anti-bullying protections within the Victorian public sector.

7. What is your party's position on privatisation and outsourcing of public sector jobs and services?

Unlike the Labor Party, the Liberal Nationals will not engage in anti-privatisation rhetoric and then proceed to privatise entities such as the Land Titles Office with inadequate consideration of the implications for delivery of services or the jobs of VPS employees.

8. What is your party's policy in relation to improvement of Aboriginal employment outcomes and promotion of cultural awareness and safety?

The Liberal Nationals support the improvement of Aboriginal employment outcomes and the promotion of cultural awareness and respectful behaviour by and for all employees. The Liberal Nationals' policy is to support the current VPS target of increasing Aboriginal participation in the Victorian Public Sector to 2 per cent.

9. What is your party's approach to enterprise bargaining in the public sector?

The Liberal Nationals believe that public sector employees are one of the community's greatest assets. State governments are service delivery organisations, and the success of state governments in delivering the services the community is seeking depends on the skills and dedication of its workforce.

The Liberal Nationals consider that the Victorian public sector is fortunate to have many outstanding people in its workforce at all levels, from frontline police, nurses and teachers through to senior public servants, who serve the community with enormous dedication and professionalism, often working very long hours.

Accordingly, the Liberal Nationals support the negotiation of enterprise bargaining agreements that provide fair and reasonable wages and conditions to Victoria's public sector employees, with work practices that allow people to do their jobs in the best possible way and provide the best possible services for clients, customers and the community, and which avoid unreasonable workload demands.

A Liberal Nationals Government will welcome the opportunity to work constructively on issues of mutual interest with the CPSU and with all unions representing Victorian public sector employees.

Yours sincerely,



Matthew Guy MP
Leader of the Opposition
Leader of the Liberal Party



Peter Walsh MP
Leader of the Nationals