

Name _____

Workplace _____

Email _____

Feedback



How to complete this feedback form

Please consider the information provided below under each heading and mark how strongly you feel about the issue.

Filling in all the dots indicates you feel the issue is very important (eg: ●●●●●) Not filling any dots indicates you do not think this issue is important (eg: ○○○○○)

Next, mark whether or not you would support a claim in relation to this issue, such as the ones suggested. On the final page provide any further comment you wish or additional claims.

Preamble

This document forms the draft log of claims for Together members in respect of an agreement for employees of the Department of Child Safety, Youth & Women. This document is without prejudice and for further negotiation and discussion. Together members reserve the right to make further claims.

The 2015 Core Agreement is still being implemented through the CCF and ACC. Together also notes the significant discussion and ongoing reviews in relation to:

- Temporary employment and employment security, particularly in relation to the implementation of Directive 08/17
- The review of the Workload Management Guide for Child Safety Service Centres
- The Youth Justice Workforce Taskforce and Centre-specific discussions
- The impact on staff affected by the implementation of the National Disability Insurance Scheme

Reasonable Workloads

How strongly do you feel about **Reasonable Workloads**? Mark here ● ○○○○○

• A resourcing formula for staffing that takes into account not only population growth but staff wellbeing in terms of workloads across the department.

Would you support a claim of this nature? YES NO

• Capping caseloads for Child Safety Officers at the recommended level of 15 cases* per CSO at the maximum; however, acknowledging that 15 will be too many in the instance of complex or intensive cases. *one case being a child.

Would you support a claim of this nature? YES NO

• Once this maximum is reached, more CSOs must be recruited (Senior Team Leaders cannot 'hold' extra cases).

Would you support a claim of this nature? YES NO

• Expand the Workload Management Guide for Child Safety Service Centres to cover all roles within the department.

Would you support a claim of this nature? YES NO

• All base-grade vacancies to be filled within 2 weeks of the vacancy arising.

Would you support a claim of this nature? YES NO

Continued...

Reasonable Workloads (continued)

• All other vacancies to be filled within 4 weeks of the vacancy arising.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Backfilling of staff when officers are on leave for a period of greater than 3 days, regardless of the type of leave.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Introduction of a 'relief pool' in each district in order to facilitate backfilling.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Higher duties to be utilised to backfill roles as development opportunities for staff.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Each Service Centre to have a dedicated Transportation Officer.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Vacancy rate to be abolished.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Support Service cases must be counted as cases for the purpose of the WMG and maximum number of cases.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• 1 administration officer + 1 CSSO per Child Safety team at minimum.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

Employment Security

How strongly do you feel about **Employment Security**? Mark here ○○○○○

• After a period of 12 months, members performing 'higher duties' roles be appointed to those roles permanently if the role becomes substantively vacant or is 'ongoing'.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• After a period of 12 months, even if those roles were within a different department, temporary members will be appointed to permanent status for all their current hours.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Permanently appoint Restorative Justice staff to acknowledge the important outcomes the RJ program is achieving.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Permanently appoint of all existing temporary Child Safety Officers in recognition of high levels of workload demand, turn-over and backfilling potential.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Permanently fund and appoint Child Safety Regional Intake Service managers.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Permanently employ 130% of establishment figure.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• Where the employer has demonstrated a genuine temporary need, the term of the temporarily engagement should be linked to the temporary circumstance, e.g., backfilling of 12 months maternity leave should be for a 12 month engagement, and a 6 month project should be filled with a 6 month engagement and not rolling month to month engagements.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• There will be no redundancies or retrenchments during the life of this agreement including for long term temporary staff, with the exception of staff affected by the implementation of the NDIS who have chosen to pursue a voluntary redundancy.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

Career Paths & Classifications

How strongly do you feel about **Career Paths & Classifications** Mark here ○○○○○

• That the department review the classification levels and the work undertaken across the different parts of the agency to ensure equality of pay and work/responsibility with a whole of department standard, post-MOG.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• That this review of classification and position titles across the department is designed to ensure there is equity and no relative disadvantage.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
• That AO2 positions are reclassified to AO3 to reflect the value of the work undertaken by these positions.	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

Career Paths & Classifications (continued)

<ul style="list-style-type: none"> • That entry-level Child Safety Support Officer roles should be AO4. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • That there be a minimum entry-level Caseworker and Child Safety Officer classification that reflects the value of the work undertaken by these positions, consistent with similar roles in other jurisdictions and in Queensland Health. This will be no less than the current PO3 classification. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • That the department commit to access to higher duties in all centres and that higher duties opportunities are to be advertised and recruited to inter-regionally. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • That the Government commit to increased access to progression arrangements in all centres across the state, and at all classifications. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Improve career paths for AO staff within service centres. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • For staff at the top of their classification increment, an annual 'bonus'. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Reinstate the CSSO to CSO bridging program or have time worked as a CSSO recognised as RPL for any course undertaken by a worker to become a CSO. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Increase the ability for staff to transfer to different roles across CSYW. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Improve and simplify the entry-level to secondary level progression scheme, with a view to ensuring equity and fairness of application. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

Workplace Health & Safety

How strongly do you feel about **Workplace Health & Safety?** Mark here

<ul style="list-style-type: none"> • More training regarding aggressive clients and dangerous situations (i.e. home visits). Non-violent crisis intervention training, conducted by SWIM to be reinstated. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • A commitment to a safe ratio of experienced staff to newer staff working the floor in Youth Detention Centres. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Increased ability for staff to transition to other areas of the department should they be injured or otherwise inhibited from performing their original role. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • The reintroduction of the Peer Support Network (with an associated allowance, training and supervision for Peer Support Officers). 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • A commitment to zero tolerance towards client aggression. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Vehicles attached to rural & remote centres to have two-way radios. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • Introduction of Welfare Officers for staff to assist with critical incidents and follow-up such as WorkCover. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> • A commitment to fund a research project into staff wellbeing and potential supports for staff specific for CSYW. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

Continued...

Recruitment & Retention

- Implement a department-wide standard that any temporary positions greater than 3 months should be advertised internally (within the work unit) for merit-based appointment.
- Implement a structured and resourced mentoring program for new CSOs and Youth Workers.

How strongly do you feel about **Recruitment & Retention?** Mark here ➡ ○○○○○

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Work/life balance and Hours of Work

- Utilising work from home in lieu of carers' leave when children or family members are sick and require the worker to care for them, but the worker is still able to work.
- Timesheets that can be used to accurately record hours of work.
- Workers to be able to accrue up to an hour of flex per day without managers' approval.
- Increase number of consecutive days staff can take off as accrued time to match the number of days' carry-over (5 days).
- In line with the department's focus on flexible working arrangements, improve access to FWAs within service centres, such as reintroducing the ability to work a 9-day fortnight.

How strongly do you feel about **Work/life balance & hours of work?** Mark here ➡ ○○○○○

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Bullying & Harassment

- Identifying ways that workers, including union delegates, either by themselves or as a group can effectively blow the whistle on bullying & harassment without retribution.
- Working in such a high pressure and high stress environment, workers are also reporting high rates of bullying and harassment. This is then contributing to burn out and lowering productivity for essential staff who are being bullied or harassed. Together members want to address bullying and harassment and see leadership from the Department and new approaches to stamp it out. This should be a collaborative process with union delegates and the department.
- Mandatory training regarding identifying, addressing and preventing bullying & harassment.

How strongly do you feel about **Bullying & Harassment?** Mark here ➡ ○○○○○

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Leave

- Increase bereavement leave and allow for automatic access to compassionate leave (rather than needing to apply for it), with a recognition that other cultural considerations may need to be applied.
- Give access to certain types of leave – for instance, bereavement leave and domestic & family violence leave – to a broader range of significant relationships (including extended family, friends, colleagues and clients) in the recognition of the importance of support networks.
- Improve the policy and procedure regarding all types of leave, in terms of confidentiality, treating staff with respect and supporting access, particularly in regards to Domestic & Family Violence leave and disclosure.

How strongly do you feel about improving **Leave arrangements?** Mark here ➡ ○○○○○

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Improving gender equity through flexibility for all workers

How strongly do you feel about **improving gender equality through flexibility for all workers?** Mark here ○○○○○

- Increase paid spousal leave to equal paid maternity leave.

Would you support a claim of this nature? YES NO

- Separate carers' leave from sick leave, allowing for an additional 10 days of paid carers' leave.

Would you support a claim of this nature? YES NO

- Extending workers' carers leave entitlements to cover those caring for school age children, children and family members with a disability or mental health conditions (whether permanent or temporary) and elderly family members to all workers.

Would you support a claim of this nature? YES NO

Allowances

How strongly do you feel about improving **allowances?** Mark here ○○○○○

- Allowance of \$10 per day for experienced staff who mentor new CSOs and Youth Workers.

Would you support a claim of this nature? YES NO

- Provide the option for travel allowances to be paid upfront.

Would you support a claim of this nature? YES NO

- CSOs and CSSOs to have an allowance of \$500 per year to cover out-of-pocket costs for client-related purchases (i.e. lunch purchased for children).

Would you support a claim of this nature? YES NO

- Travel and accommodation for relevant Industry forums to be paid by department.

Would you support a claim of this nature? YES NO

- Include shift allowances as superannuable income.

Would you support a claim of this nature? YES NO

- Qualifications allowance should be paid on attainment of the qualification - not paid only when 12 months at top increment completed.

Would you support a claim of this nature? YES NO

Regional, Rural & Remote

How strongly do you feel about **Regional, Rural & Remote issues?** Mark here ○○○○○

- Allowance for workers to travel to visit families at least once per year (for workers who have transferred or relocated to a RRR area).

Would you support a claim of this nature? YES NO

- No time limit on subsidised housing, and reinstatement of the original RRR incentive package.

Would you support a claim of this nature? YES NO

Fair treatment at work

How strongly do you feel about being **fairly treated at work?** Mark here ○○○○○

- A commitment from the department to adhere to any recommendations that may come from a review of discipline, workplace investigations, complaints management processes and performance management.

Would you support a claim of this nature? YES NO

Wages

How strongly do you feel about **wages?** Mark here ○○○○○

Together members have endorsed a claim for an annual wage increase of \$50 per week, or at least 3.5%, whichever is greater. The current government wages policy is 2.5%.

Supplementary Claims

Not every change that workers wish to see in this agreement has been canvassed in-depth on this list, including the below. The below conditions of employment are important aspects of collective bargaining - if you would like more detail regarding these claims, please refer to the Core EB draft log of claims on the Together website.

SUPERANNUATION – How strongly do you feel about maintaining the more beneficial super arrangements that public sector workers have won?

Mark here ○○○○○

ON CALL AND RECALL – How strongly do you feel about improving on call and recall rates?

Mark here ○○○○○

PROFESSIONAL DEVELOPMENT & TRAINING – How strongly do you feel about improving access and remuneration for professional development and training?

Mark here ○○○○○

WORKPLACE CONSULTATION – How strongly do you feel about improving workplace consultation?

Mark here ○○○○○

CULTURAL RESPECT – How strongly do you feel about cultural respect and consultation?

Mark here ○○○○○

UNION AND DELEGATE RIGHTS – How strongly do you feel about union and delegate rights?

Mark here ○○○○○

NO DISADVANTAGE/NO DIMINUTION OF CONDITIONS – How strongly do you feel about workers' conditions being protected for the life of the agreement?

Mark here ○○○○○

Please scan and return your form to csyw@together.org.au

Child Safety, Youth and Women EB 2018 — Claim Submission

Claim/Issue

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Background explanation

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Contact Details

Name

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Email

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Phone

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Job Title

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Please return your form to **csyw@together.org.au**

You may be asked for further information once the Child Safety, Youth and Women EB Committee has reviewed your claim submission. The Child Safety, Youth and Women EB Committee is made up of delegates from across the Department and several different occupations. They meet monthly so responses may not be immediate. For more information or to get in touch with your organiser please contact us on 1800 177 244 or csyw@together.org.au.