

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.

Wages

Wages growth in Australia has stalled. Workers' incomes are falling behind the cost of living and inequality is growing. Even the governor of the Reserve Bank of Australia agrees that workers need to be getting higher wage increases.

Together delegates proposed seeking a flat dollar amount in the wages policy to start bridging the gap for the lowest paid government employees. The current wages policy, based only on a percentage increase, is contributing to the increase of inequality within society and within the public sector. A flat dollar pay increase will also reduce the gender pay gap within the Queensland public service.

With this in mind, 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%.

How strongly do you feel about **a wage rise that keeps up with the cost of living** and reduces wage inequality?

Mark here ◀ ○○○○○

Together members have already strongly endorsed this claim in a wages poll.

Superannuation

Superannuation is an important component of working conditions for public sector workers in Queensland. It is important that the system of employer contributions to superannuation is fair for everyone.

Employer Contribution to Super

In the current Superannuation scheme for public sector workers the employer contributes up to 12.75% provided the employee also contributes 5% of their salary. Union members have won these more beneficial entitlements, which are better than the current national superannuation legislation, the Superannuation Guarantee (SG), in which employers must contribute 9.5% of an employee's wage and there is no set amount that employees must contribute.

The Federal Government is making changes to the SG to lift it from 9% to 12% by 2020. (The current rate is 9.5%). There is a concern that public sector workers may lose the differential advantage of the current arrangements unless the percentage of the additional employer contribution under the QSUPER scheme is also increased.

Possible claims around THE EMPLOYER CONTRIBUTION are:

- Increasing employer contributions so that the current differential between employer contributions (12.75%) and the SGC (9.5%) is maintained, without any corresponding impact on wages.

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

Mark here ◀ ○○○○○

Would you support a claim of this nature? YES NO

Superannuation for Shift Workers

Together members who work shift work do not receive employer superannuation contributions on shift penalties, which make up a large part of their income, making it harder for shift workers to save for retirement.

Possible claim for SHIFT WORKERS:

- Including shift allowances as superannuable income

How strongly do you feel about a claim for **shift workers to receive super on their shift penalties?**

Mark here

Would you support a claim of this nature? YES NO

Superannuation for members with defined benefit accounts

Currently, workers who belong to the QSuper Defined Benefit scheme have contributions made to their account based on their salary as at 1 July each year and when they retire their final superannuation pay-out is calculated without considering any increase in their salary after 1 July of the previous year.

Possible claims around the DEFINED BENEFIT are:

- That superannuation contributions be adjusted immediately after changes to an employee's rate of pay
- Making the final pay-out for workers' in defined benefit schemes based on their final salary.

How strongly do you feel about a claim for **defined benefit accounts to be updated immediately instead of on 1 July?**

Mark here

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Superannuation for women

Universal superannuation is a vital part of a system designed to give Australians a decent standard of living in retirement. But for millions of women, superannuation is failing. In a significant research collaboration, Per Capita and the ASU (your national union) surveyed over 4,000 workers, complemented by a detailed analysis of the Household, Income and Labour Dynamics in Australia (HILDA) Survey.

This research found that the superannuation system is systematically biased against half the population. Women are simply not being assisted by super towards a reasonable standard of living in retirement. Women's superannuation balances at retirement are 47% lower than men's. As a result, women are far more likely to experience poverty in retirement in their old age. Superannuation is failing women. The following claims are based on the recommendations from this research.

Possible claims to GET SUPER WORKING FOR WOMEN:

- Payment of superannuation for all periods of unpaid parental leave
- Payment by the employer of an additional superannuation contribution where a workers superannuation is not on track to meet the Association of Superannuation Funds of Australia (ASFA) retirement standard by the age of 65.

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

One of the key recommendations for reducing the gender pay gap is to extend flexibility to all workers, so that men are more likely to take time out from work to care for children and other relatives and contribute more to other unpaid domestic work. Included in this must be a program of cultural change, increasing the acceptance of, and value of, part-time work for all workers.

Possible claims to IMPROVE GENDER EQUALITY:

- Extending workers' rights to flexible work arrangements to all workers in order to meet caring responsibilities, not just women;
- Extending workers' carers leave entitlements, in particular those caring for school age children, children with a disability or elderly family members to all workers, not just women;

How strongly do you feel about **claims for men to access leave and flexibility to help reduce the gender pay gap?**

Mark here

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

Continued over page...

Possible claims to IMPROVE GENDER EQUALITY (continued):

- Building on the government funded Paid Parental Leave (PPL) scheme, by improving employer provided paid parental leave entitlements; and extending them to all primary carers. Would you support a claim of this nature? YES NO

Employment security

Maintaining employment security and maximising permanent employment in all areas of the public sector is incredibly important. It is also important that existing jobs and services are not contracted out so that instead of permanent public sector workers there is someone making profit from your essential role in our community.

Together members won new legislation to improve conversion of temporary employees to permanent status on the basis of agreed criteria. While these were significant improvements that have led to many temporary Together members being made permanent – rates of temporary employment remain too high, and there are too many barriers to permanency for temporary members and those in higher duties roles or secondments.

Possible claims around EMPLOYMENT SECURITY are:

- | | |
|--|--|
| • After a period of two years, 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 two years, even if those roles were within a different Department or Agency, 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"/> |
| • Maximisation of permanent hours and conversion where you have a temporary part time role | 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. | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |
| • Redeployment across the sector should be the first option considered and exhausted by any Department prior to any consideration of redundancies, or other separations | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |
| • That any attempt to reduce the size of the workforce through natural attrition or redundancies or other measures must be accompanied by workload impact studies to be completed and reported to Consultative Committees prior to any decision to offer redundancies, not to fill vacancies, not to backfill staff on leave or secondment or to abolish vacant positions. | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |
| • There will be no contracting out or privatisation of jobs or services during the life of the Agreement | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |
| • That the Government commit to only using casual employment or agency (labour hire) staff when absolutely necessary and a recruitment process has been run for a public service officer to perform the role first with no success. | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |
| • Labour hire contractors may only be engaged at no less than the same take home pay as the public sector worker that they are replacing. | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |
| • That the Government commit that the use of external consultants will be minimised – for example, only in instances where appropriate workers cannot be recruited to the public service and that skills will be passed on with a view to 'skilling up' the public service. | Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/> |

How strongly do you feel about **employment security for permanent, temporary and higher duties members?**

Mark here ○○○○○

Career Paths, Classifications - General

Often members see the difference between their classification or career path opportunities as something that is unfair in their workplace compared to others.

The right to seek a JEMS review has been won in previous negotiations, however, this has not addressed issues around career progression in many areas. Also, ensuring that there are adequate opportunities for all workers to progress up the career path in their Agency is important. JEMS has not successfully valued public service roles and as a system is fundamentally flawed.

Possible claims around CAREER PATHS and CLASSIFICATIONS include:

- That the Government review the classification levels and the work undertaken across the Agencies covered by the Agreement to ensure equality of pay and work/responsibility with a whole of government standard.
- That this review of classification and position titles across Agencies is designed to ensure there is equity and no relative disadvantage.
- That the Government commit to access to higher duties in all centres and that higher duties opportunities are to be advertised and recruited to inter-regionally.
- That the Government commit to increased access to progression arrangements in all centres across the state, and at all levels.
- The Government is to report quarterly to the CCF and through Agencies to ACCs as to how career paths are improving and include quantitative data as to how many employees have progressed and their classification level.

How strongly do you feel about **fair career paths and classifications**?

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

Maintenance and improvement of allowances

Allowances paid to workers for undertaking special duties or working shift-work are very important conditions. There are also existing uniform and laundry allowances for some workers. Currently there are workers with extra unrecognised responsibility.

Possible claims around ALLOWANCES include:

- Any worker who is required to have a first-aid certificate should be paid the First Aid Allowance as a result of this requirement.
- That the current Directive relating to Motor Vehicle Allowances and the application of the Directive be reviewed to ensure that all employees expected to use their personal vehicle for work purposes be appropriately compensated and paid a kilometric allowance.
- Kilometric allowance should be increased as the relative cost of fuel is much higher now
- That all current allowances are to be increased annually by the percentage wage increase awarded or the CPI, whichever is greater.
- Qualifications Allowance shall be paid on attainment of the qualification, not paid only when 12 months at top increment completed.
- A claim has been proposed for an allowance and allocated time free from other duty for those undertaking additional roles outside their position description such as WHS, RRTW, fire safety, of \$60 per fortnight.
- Higher duties allowance paid on all forms of leave during or at the end of periods of higher duties

How strongly do you feel about **improving allowances**?

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

Would you support a claim of this nature? YES NO

On Call and Recall

On call rates are pegged to the PO3 hourly rate and have therefore increased when wages have increased but there has been no review of whether these rates are adequate compensation for the imposition of being on call.

Above the AO5 level staff are only able to claim TOIL and not overtime when they perform work when recalled.

Possible claims around ON CALL and RECALL include

- That there be a review of the on-call allowance to better recognise the imposition of holding oneself available for work – and it then be increased by the percentage wage increase or CPI, whichever is greater.
- Further, that a condition of on-call work be that workers are paid a minimum call-out of 2 hours paid per phone call. This should specifically include matters that are resolved on the phone without the need to return to an office.
- That all time worked on issues from home should be counted as additional paid work done by the employee.
- That all employees at all levels are remunerated with overtime for work performed on recall and not just TOIL.

How strongly do you feel about **improving on call and recall rates?**

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

Professional development and training

Professional development and training are essential elements in ensuring the Queensland public service continues to be able to deliver quality services to our community. It is also important for workers to feel up to date and valued at work.

Possible claims around PROFESSIONAL DEVELOPMENT and TRAINING are:

- Ensuring all workers have equal access to appropriate, quality professional development and training funds
- Professional development allowance for all workers
- Ensuring all workers have access to paid time off to attend training and professional development
- Ensuring all workers have access to the AQF additional payments at every increment level where the scheme currently applies
- Ensuring that the employer pays for any continuing professional development (CPD) that is required to maintain professional or discipline registration, as part of a workers employment.

How strongly do you feel about **improving access and remuneration for professional development and training?**

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

Workplace Consultation

A commitment from managers to ensuring workers have a say about changes at work is very important. There are many consultative committees under the current bargaining agreement. Some are more successful than others.

Making sure workers have a say at work needs to be the focus of these committees and processes.

Possible claims around CONSULTATION are:

- That Consultative Committees should continue as the minimum and standard form of consultation and the relevant decision maker/s be required to attend each and every committee meeting.
- No workers conditions will be changed without agreement

How strongly do you feel about **workplace consultation?**

Mark here ➡ ○○○○○

Would you support a claim of this nature? YES NO

Would you support a claim of this nature? YES NO

- Prior to any decision being made that may affect workers' employment, welfare, workload or job satisfaction workers will be consulted and clear benefits must be demonstrated in a business case.

Would you support a claim of this nature? YES NO

- Agreed standards to govern the provision of information as part of a consultation process.

Would you support a claim of this nature? YES NO

- Where any worker is to have their physical work location moved more than a reasonable distance from their existing work location those workers are entitled to consultation and compensation for the change in circumstances (e.g., for the additional cost of transport, childcare etc).

Would you support a claim of this nature? YES NO

- Genuine consultation whereby employees have the bona fide opportunity to influence the decision maker.

Would you support a claim of this nature? YES NO

Cultural Respect

The parties recognise the cultural diversity, rights, views and expectations of indigenous Queenslanders in the delivery of culturally appropriate services and that additional consultation may be required if changes to services are proposed to ensure there is a community benefit.

How strongly do you feel about **cultural respect and consultation?**

Mark here ○○○○○○

Would you support a claim of this nature? YES NO

Union and delegate rights

Without a strong local union voice workers are often at a loss for how to resolve disputes or who to turn to to make sure issues are raised. Having a strong union voice in the workplace helps to resolve issues more quickly and fairly for everyone involved.

How strongly do you feel about **union and delegate rights?**

Mark here ○○○○○○

Possible claims around UNION AND DELEGATE RIGHTS:

- Together delegates on Consultative Committees be given access to communicate with staff about consultative committees.

Would you support a claim of this nature? YES NO

- All workers will continue to have access to union delegates and union staff in the workplace during work hours

Would you support a claim of this nature? YES NO

- Provision of resources and facilities for union delegates in the workplace.

Would you support a claim of this nature? YES NO

- The employer to pay for a full time union delegate for each site or group of 300 members.

Would you support a claim of this nature? YES NO

- Union notice boards at each workplace.

Would you support a claim of this nature? YES NO

- Provision of a list of all staff employed by or for the entity, quarterly

Would you support a claim of this nature? YES NO

- The opportunity for an official or delegate to attend and address new staff at a face to face induction.

Would you support a claim of this nature? YES NO

- Active encouragement to join the union on engagement and provision of "new starter data" electronically – on a more regular basis – e.g., when they are employed.

Would you support a claim of this nature? YES NO

Reasonable Workloads

Excessive workload and resultant fatigue is a serious problem for many workers. Vacancies going unfilled, extra programs with no additional staffing and staff not being replaced when they are on leave leads to excessive workloads in many areas. So can adding new technology with no additional training. As an outcome of the Core '09 agreement, a new workload management guide was introduced to address workload issues. This guide has not been well utilised.

How strongly do you feel about **reasonable workloads?**

Mark here ○○○○○○

Possible claims around WORKLOAD include:

<ul style="list-style-type: none"> Review the implementation and effectiveness of the workload management guide 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> All base-grade vacancies to be filled within 2 weeks of the vacancy arising 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> 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"/>
<ul style="list-style-type: none"> 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"/>
<ul style="list-style-type: none"> Introduction of 'relief pools' in every Agency in order to facilitate backfilling. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> 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"/>

Work-life balance

The Queensland Government has some excellent policies about balancing work and life. However these arrangements are often not accessible due to local management attitudes or lack of awareness of these policies.

Possible claims around WORK/LIFE BALANCE INITIATIVES include:

<ul style="list-style-type: none"> Formal recognition of: <ul style="list-style-type: none"> Transition to retirement Career break Flexible working arrangements / work from home Smart work centres 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> Ongoing commitment by management to assisting workers to balance work and life 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> Managers to not unreasonably refuse requests by workers to access work/life initiatives 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> Right of appeal if refused. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

How strongly do you feel about **worklife balance**?

Mark here ○○○○○○

Hours of work

Ensuring that workers are paid, or compensated, for every hour you work for Queenslanders is very important. Working excessive hours can lead to stress, poor health outcomes and fatigue - which in turn can lead to lower productivity at work.

Possible claims around HOURS OF WORK are:

<ul style="list-style-type: none"> There shall be no loss of accrued hours for any worker. Should a worker not be able to take any of their accrued time for 12 months, the time, at the employees' choice, may be paid out or carried forward to the following year as TOIL. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> That managers cannot unreasonably refuse applications to take accrued time. Supervisors are responsible for ensuring that employees' workloads are properly managed and that they have the ability to take accrued time off. This should be proactively negotiated with the employee. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> The carry-over balance is to be increased to 10 working days per calendar month. 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>
<ul style="list-style-type: none"> Paid overtime available for every worker who is performing it, at their election (instead of TOIL) – remove the cap at AO(5.4) 	Would you support a claim of this nature? YES <input type="checkbox"/> NO <input type="checkbox"/>

How strongly do you feel about **fair hours of work**?

Mark here ○○○○○○

Regional, Rural and remote

Regional jobs and services are essential in our decentralised state. Public service positions continue to disappear to larger regional centres despite the State Government's commitment to regional Queensland in the current employment security provisions. There are also many additional costs and issues associated with working in a regional or remote location.

Possible claims for WORKERS IN REGIONAL, RURAL AND REMOTE locations are:

- A restatement of the need for Cabinet approval before any position can be removed from a regional location. It is not acceptable that a position remains within a region, if a position is removed from a vulnerable regional centre and placed in a larger centre.

How strongly do you feel about **regional, rural and remote issues**?

Mark here ◀ ○○○○○○

Would you support a claim of this nature? YES NO

- The State Government shall actively look at placing more positions in vulnerable regional centres and create a Steering Committee to examine what work could be performed in regional centres. This would potentially deliver savings to Government due to the lower rental and accommodation costs.

Would you support a claim of this nature? YES NO

- Members in regional centres report hardship when family members or themselves require specialist medical treatment or specialist services and training. We seek additional leave for members in remote centres to attend medical appointments and educational/professional development opportunities.

Would you support a claim of this nature? YES NO

- Together seeks an allowance to supplement costs in towns affected by mining booms and other economic barriers like remoteness. Additional rent assistance should be provided when accommodation costs are rising.

Would you support a claim of this nature? YES NO

- Together seeks special consideration for member in remote and rural communities to access professional development opportunities. All member located in the same area as the 5 weeks leave should be afforded \$2000 in professional development.

Would you support a claim of this nature? YES NO

- Add Emerald and Roma to the list of approved centres for 5 weeks paid recreation leave as it takes a much longer time to travel from these centres.

Would you support a claim of this nature? YES NO

Fair treatment at work

Workers are often at their most vulnerable when under investigation in the workplace or subject to a formal process with risks for their ongoing employment. Members have raised concerns about the lack of transparency and fair processes currently being used to conduct workplace investigations, manage complaints, discipline employees, performance management and managing medical assessments and medical retirement matters.

There should be no secrets when managing dedicated staff, whether in regard to managing performance or where allegations and complaints are made against them. Current practices do not allow people enough access to support in these processes and rely on management "doing the right thing" rather than proper protection for workers' rights. Members have said they want these processes to be more transparent and fair for employees and agreed and published guidelines about how these processes work.

Possible claims around FAIR TREATMENT AT WORK are:

- Review of all discipline, workplace investigations and complaint management processes, timelines and penalties

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

Mark here ◀ ○○○○○○

Would you support a claim of this nature? YES NO

- A review of these areas in line with a review of the Public Service Act

Would you support a claim of this nature? YES NO

- A review and clarification of how performance management works

Would you support a claim of this nature? YES NO

Continued over page...

Bullying and harassment

Identifying ways that workers either by themselves, or as a group, can effectively blow the whistle on bullying and harassment.

How strongly do you feel about **more effective ways to combat workplace bullying and harassment?**

Mark here

No Disadvantage / no diminution of conditions

Union members have won improvements to conditions of employment and workplace rights in EBs, directives and other instruments. These rights have, in the past, been reduced or changed when they have sat outside of the agreement.

How strongly do you feel about **workers conditions being protected for the life of the agreement?**

Mark here

The agreement itself can help to protect these other entitlements.

- No individual employee will be disadvantaged in their average ordinary earnings or overall entitlements and conditions as a result of the introduction of this Agreement.
- There shall be no diminution of existing conditions for employees under this Agreement
- Unless inconsistent with the terms of this Agreement, the entitlement of employees covered by this Agreement as contained in awards, agreements, Ministerial Directives, or determinations made under the Public Service Act 2008 effective at the date this Agreement was made will not be reduced for the life of this Agreement.

OTHER ISSUES

Not every change that workers wish to see in this agreement has been canvassed on this list. These issues are ones that may impact on all public sector workers. Further issues may be specific to your Agency or occupation. Please take time to note down on your feedback form other points of concern you would like to raise or comments you would like to make about this upcoming bargaining round. Here you can also raise ideas for claims that might be specific to your Agency or occupation.

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

CORE EB 2018 — Claim Submission Form

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 **core@together.org.au**

You may be asked for further information once the Core EB Committee has reviewed your claim submission. The Core EB Committee is made up of delegates from across several different Departments and 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 24 or core@together.org.au.