



# CHILD SAFETY, YOUTH & WOMEN – COLLECTIVE BARGAINING OFFER: HAVE YOUR SAY!

CSYW staff will soon be asked to vote in a ballot on your collective agreement or EB. Together members, who fought hard for this EB, have previously given in-principle support. Keep an eye out for information from your Department about this ballot throughout March and April.

Here are the highlights of the proposed EB:

## **Workload Management**

- A joint working party between Together and the Department will create a Workload Management Policy, that:
  - o Is mandatory and its use will be enforced;
  - o Ensures that it is a managerial responsibility for reasonable workloads and it is not up to individual workers to raise concerns about unreasonable or unsafe workloads;
  - o Triggers a management response (and reporting) when workloads reach a certain limit for individuals and then teams;
  - o Will be expanded to cover all Child Safety service delivery areas;

- o Will ensure that there is transparency in regards to levels of caseloads on a CSSC basis, which will be reported to Together delegates and the union office.
- The triggers and benchmarks for Ongoing Intervention will be formulated before an employee ballot; other work groups will be done within 12 months from certification.
- Data from the use of the Workload Management Policy will inform the placement of new growth funding positions.
- Transport Officer positions will also be introduced, in consultation with Together.
- Additionally, Minister Farmer has committed to a Workforce Forum to report directly to the Minister on a six-monthly basis on matters of workload and other workforce issues, to deliver the best practicable outcomes for vulnerable children, consistent with safe and healthy work practice.

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## **Administration Officers – AO2s and AO3s**

- Commitments to reclassifying AO2 positions where AO3 level work is being undertaken in Child Safety Service Centres.
- Additional administrative officer positions at the AO2 and AO3 levels.
- The above processes will be done in consultation with Together.

### Workforce Redesign Joint Working Group

- This clause creates a joint working group with Together and the Department in order to ensure that the current workforce design (roles, teams) is appropriate, delivering for clients and recognising staff.
- It will look at interstate and other similar role comparisons, other relativities and research to inform outcomes.
- Recruitment and retention will be a significant focus of this joint working group.
- The joint working group will provide progress reports on a six-monthly basis.

## **PO2 Progression Process**

- A commitment to streamlining the application and assessment processes of PO2 progression, in consultation with Together.

## **Wages**

- A one-off \$1250 payment (pro rata for part-time and casual employees).
- Part of this offer is a commitment to continue arbitrating the annual wage increase matter in the Queensland Industrial Relations Commission.
- Our wages policy for arbitration is that CSYW & YJ members should be remunerated the same as your colleagues in other departments like Queensland Health.

## **Other matters**

- A commitment to review, in consultation with Together, the following policies:
  - o Recruitment and Selection;
  - o Flexible Work Arrangements;
  - o Hours of Work; and,
  - o Regional and Remote Incentives.
- Continuation of existing conditions; and,
- Flow on of relevant 'central' claims from the Core EB offer (such as support for employees with mental health concerns, commitments to maximisation of permanent employment, commitments around union encouragement and a number of other matters).

**Together members are the ones who make a difference in getting these outcomes.**

**If you're not already a member, you can join online at [www.together.org.au/join](http://www.together.org.au/join) – we are STRONGER TOGETHER.**

