



# GA6 Claim

Endorsed by CPSU/CSA Council  
28 August 2013



3 year  
Agreement



4%, 4% & 4%  
Salary Increases



No trade-offs in  
conditions of employment.

## + The CPSU/CSA proposes changes to conditions as follows:

### Contracting out & privatisation

Privatisation and contracting out of public services is a threat to both your job security and the ongoing delivery of quality public services to our community. Our claim for GA6 seeks your employer's commitment not to privatise or offer contracts of service for jobs that are currently performed by public sector workers, and for your Union to be notified, participate in consultation, and able to provide an assessment of proposals to contract out new functions for consideration.

### Workload management

Excessive workloads can burn you out and, if you're spread too thin, the service you work hard to deliver can suffer. Our claim for GA6 seeks for your employer to provide your Union with timely access to, and enable the collection of, workload indicator data to help us tackle this stressful workplace problem.

### Domestic/family violence leave

Staying in employment is critical to reducing the effects of domestic and family violence. By supporting those experiencing violence to remain in paid employment, workplaces can assist employees on their pathway out of violence and keep the whole workplace safer. That's why our GA6 claim seeks to introduce domestic and family violence clauses which enable paid access to leave to attend urgent matters such as going to court for a protection order, flexible working arrangements, and confidentiality and safety measures.

### Anti-bullying measure

Workplace bullying hurts. It can impact your health and affect your ability to do your job. Our GA6 claim will seek proper acknowledgment by your employer of your right to operate in an environment free from workplace bullying and their responsibility to investigate complaints promptly, confidentially and impartially.

### Little changes can make a big difference...

Our GA6 Claim also seeks to amend a number of existing clauses to make your work life better:

- Expand Annual Leave Travel Concessions to locations other than Geraldton and Perth and enable them to be used for dependents who don't live with you to travel to see you where you live and work.
- Provide for a special payment to be made to you in between pay days if you've been underpaid without requiring you to demonstrate financial hardship.
- Allow you to repay over-payments at rate of 5% per pay to avoid financial stress.
- Take your accrued leave with you if you move your employment from the Australian Defence Force to the WA state public service.
- Require your employer to participate in clear consultation with you and your Union on proposed organisational changes.
- Have your purchased leave re-credited if you're ill or injured during the period of leave.
- Remove your employer's capacity to make you submit to a medical examination and provide a medical report from a doctor nominated by your boss.
- Be paid parental leave at a rate that is not adversely affected due to modified duties and/ or transfer to a safe job as a result of your pregnancy.
- Expand bereavement leave entitlements to take interstate travel requirements into account.
- Require a comprehensive compliance review to be undertaken annually of all contract for service/ labour hire arrangements across the public sector.



**SAVE  
OUR  
SERVICES**

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