

Note: These are the individual and collective responses provided at the meetings. Not everyone agreed with them but they initiated great discussions

# CAREER PATHWAYS

## Short Term Solutions

- ◇ Progression based on skills and competency
- ◇ Mentoring program
- ◇ Professional/performance development assessment
- ◇ Succession plan/vision
- ◇ Embrace technology
- ◇ Identify succession plan
  - even sideways
  - value pathways
  - secondments
- ◇ Experience opportunities
  - temporary
  - nil or minimum cost

## Long Term Solutions

- ◇ Skills & Experience recognised eg. if someone's been acting in position for 12 months or more should become permanent if performing well
- ◇ Make it illegal to advertise positions at level
- ◇ Address budget affects manning in workloads
- ◇ Acknowledge need for knowledge transparency succession planning and make available positions to enable this
- ◇ An independent public Service
- ◇ Linear form of structure
  - develop respect
  - develop more involvement
  - involves all people
- ◇ Promote cross-agency opportunities
  - offer programs (jobs) that have experience in other agencies
- ◇ Progression – Responsibility without authority
- ◇ Make them accountable – independent recruitment body not aligned to public service
- ◇ Providing opportunity to act at higher levels
- ◇ Use the performance development plans to our advantage
- ◇ How to access and use job sites
- ◇ Take advantage of ANY opportunity to expand experience
- ◇ Training for CV and job interviews
- ◇ Secondment between agencies
- ◇ Revise award structure

# FUNDING AND RESOURCING

## Short Term Solutions

- ◊ Administrative support
- ◊ Delineated functions
- ◊ Responsibilities are given across levels, not hierarchical
- ◊ Productivity – Working in an environment which is conducive to efficiency/effectiveness
- ◊ Inequalities in car usage – personal use of cars – NO
- ◊ Evidence-based workloads
- ◊ Technology and WIFI
- ◊ Better personal facilities for staff – gym, childcare etc.
- ◊ Productivity based systems – Better you are treated the better you produce
- ◊ Be prepared to take industrial action
- ◊ Strongly respond to criticisms of the public sector
- ◊ Get public onside
- ◊ Speak up!
- ◊ Increase members in union to increase strength
- ◊ Secondment between agencies dependent on needs prior to filling positions permanently
- ◊ Actively contribute to budget savings measure – efficiencies
- ◊ Prevent end of year over-spending. No budget penalty for sections who save money.
- ◊ Take leave and entitlements
- ◊ Prevent privatisation

## Long Term Solutions

- ◊ Career progression which supports expertise
- ◊ Leave Provisions – Change leave levels from 4 weeks to 6 weeks
- ◊ Reduce political influence
- ◊ Stop corporate tax evasion
- ◊ Transparency to be encouraged rather than gagged
- ◊ Recruiting – Fixed Term/ permanent
- ◊ Maintain knowledge and skills not recruiting level 1 on mass when crisis point met
- ◊ Prevent privatisation
- ◊ Encourage agency budget saving for next budget period
- ◊ Review financial processes – Recurrent funding process wasteful
- ◊ Find a way to bridge bands – create bridge in awards so you can move to the next band without having to apply for your position
- ◊ Ensure casuals become full time and level up to L2 or L3

# PUBLIC SECTOR VOICE

## Short Term Solutions

- ◊ Strong voice to the community – Advertising
- ◊ Inform and educate ourselves so we can get our message out there
- ◊ Broader community engagement with external public sector units. Sports groups etc.
- ◊ Tell the public we are worth a pay rise because we're worth it for what we do
- ◊ Conversation on our principles – Remind public sector workers about what our principles are
- ◊ Unified approach – Strong union high density
- ◊ Share agency issues between agencies – Delegates briefing each other & sharing stories
- ◊ Educate that being quiet means not moving forward
- ◊ Saturate social media/letters to the editor with "private" citizens contributions pushing CPSU promotion
- ◊ Decrease staff turnover and short term contracts
- ◊ Increase union membership and voice
- ◊ Unions promote/defend public services
- ◊ Ban on privatisation/outsourcing
- ◊ Collecting RTI info : publicising

## Long Term Solutions

- ◊ Media campaign – positive stories – Hard working efforts of typical CPSU Members
- ◊ Proud to be Public to be highlighted and discussed
- ◊ Improved protection for whistle-blowers
- ◊ P S Commissioner to advocate for role of state sector to ensure integrity and compliance
- ◊ Cross agency communication at all levels – not just the very top
- ◊ Vote at next election to change the government
- ◊ Become a member of government for your area
- ◊ Ease restrictions on public services speaking out (whistle blower legislation?)