

EB DELIVERS ON KEY CAMPAIGN AIMS

LET'S SEAL THE 'YES' DEAL BY VOTING **YES**

Based on feedback from members, our key objective at the outset of our EB negotiations was to achieve a deal that would deliver significant improvements to the take home pay for all members, particularly those who work regularly on weekends and public holidays.

This has been achieved. This EB agreement ticks many boxes. We need one last tick from you.

- AN INCREASE OF 12% OF BASE SALARY OVER 4 YEARS, COMPOUNDING TO 12.5% OVER THIS PERIOD – WELL IN EXCESS OF THE CURRENT INFLATION RATE AND AVERAGE WAGES GROWTH IN AUSTRALIA**
- MASSIVE INCREASES TO PENALTY RATES FOR WORKING ON A WEEKEND AND ON KEY PUBLIC HOLIDAYS**
- INCREASED PAY AND PENALTY RATES BACK-PAID TO 1 DECEMBER 2015**
- INCREASE TO ALL ALLOWANCES THROUGHOUT THE LIFE OF THE AGREEMENT**
- INTRODUCTION OF NEW ALLOWANCES**
- NEW AND IMPROVED LEAVE ARRANGEMENTS**

ACHIEVED!



IT NEEDS ONE LAST TICK FROM YOU!

* The annualized Consumer Price Index to the end of the September 2015 quarter according to the Australian Bureau of Statistics is 1.5 per cent

SUBSTANTIAL BENEFITS FOR ALL MEMBERS. SEE INSIDE...



WHEN YOU VOTE ON THIS DEAL, PLEASE CONSIDER THE FOLLOWING...

After a lengthy and intense negotiation process to improve your pay and conditions of employment, The Police Association is pleased to report that we have reached an in-principle agreement that will yield a significant total pay outcome. This achievement comes by virtue of solid increases to your annual base pay and massive rises to penalty rates for working on weekend shifts and on key public holidays.

When you add other improvements to your terms and conditions of employment, we have no hesitation in commending this agreement to all members for your endorsement in a postal ballot to take place in the

New Year.

If endorsed, members will immediately reap the benefits by being back-paid all increases to your pay and weekend/public holiday penalty rates from 1 December 2015.

Ron Iddles OAM, APM
Secretary



Key elements of the agreement:

More take-home pay >

- On average, members will receive pay rises that compound to 3.13 percent per annum by the end of the agreement in November 2019 – currently more than double the annual inflation rate*. (This is in addition to incremental progression)
- This increase is also well above current average wage growth across the Australian economy#
- This salary outcome also compares favorably against pay outcomes in other emergency services and police jurisdictions across the country

Penalties

- Massive increase to penalty rates for working on a weekend (midnight Friday to midnight Sunday) or key public holidays (Christmas Day, Boxing Day, New Year's Day & Australia Day – penalties also apply for working on substitute days for these public holidays) – see examples to your right
- Members who work regular weekends will, in effect, receive real annual pay rises well in excess of the 3 percent annual increase to their base pay
- All increases to your penalty rates will be back-dated to 1 December 2015

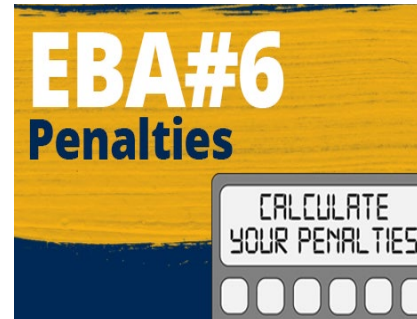
- This substantial achievement 'defies gravity', as it comes at a time when there is pressure from some sections of the community to diminish weekend penalty rates'

EXAMPLES

Please note that the increases cited below will continue to rise with the life of the agreement as penalty rates are paid as a percentage of your base salary.

The new weekend penalty rates mean that:

- A top-increment **Senior Sergeant** working on a Saturday night will earn **\$202.01 more** per shift than before this agreement.
- A top-increment **Sergeant** working on a Saturday night will earn **\$180.12 more** per shift than before this agreement.
- A top-increment **Leading Senior Constable** working on a Saturday night will earn **\$156.74 more** per shift than before this agreement.
- A top-increment **Constable** working on a Saturday night will earn **\$92.06 more** per shift than before this agreement.
- A **Transit PSO** member working a regular 10-hour Saturday shift will earn up to **\$92.06 more** per shift than before this agreement.



To find out what impact the new weekend and public holiday shift penalties will have on your overall pay outcome based on a typical fortnightly roster, go to our online Shift Penalty Calculator on our website – tpav.org.au

Overtime

- All members (except those in receipt of commuted overtime) who work more than 11 hours will be entitled to double time for all hours worked until they receive a clear 8-hour break from work

New leave entitlements

- Introduction of two extra days' leave to be taken following a member's involvement in a Critical Incident (Critical Incidents for this purpose are defined as those which necessitate members being subject to drug testing)

* The annualized Consumer Price Index to the end of the September 2015 quarter according to the Australian Bureau of Statistics is 1.5 per cent.

The annualised Wage Price Index to the end of September 2015 quarter according to the Australian Bureau of Statistics is 2.3 per cent.

- ✓ New Family Violence Leave of up to 10 days per annum plus additional leave if required and reasonable (This is in addition to your regular leave entitlements)
- ✓ New IVF leave – 35 hours for members undergoing IVF and 7.6 hours for members whose partner is undergoing IVF
- ✓ Deferred salary scheme, allowing members to have a year off every 5 years while earning 80% of their regular pay during this period
- ✓ Public holidays that fall within paid parental leave will be added to the period of leave (as is the case currently with Long Service Leave)
- ✓ Paid parental leave extended to permanent carers and foster parents
- ✓ Service while on paid leave or statutory unpaid leave (such as parental leave) will now count towards service time for the purpose of insitu-promotion

Commuted Overtime Payment

- ✓ Retained. Payment will rise in line with salary increases throughout the life of the agreement. A new two-tiered model will be introduced for members working temporarily in a position attracting this allowance

Allowances & Salary Structures

- ✓ Allowance for Inspectors required to be contactable after hours
- ✓ Introduction of MERC/REMI allowance
- ✓ PSC Covert Unit to receive the disturbance allowance
- ✓ Language allowance
- ✓ Care of Dog allowance consolidated
- ✓ MCIU salary structure to be aligned with forensic salary structure
- ✓ New salary structure for legally qualified prosecutors

Protections for Members

- ✓ Current OHS protections retained
- ✓ A review of all PMO decisions regarding fitness for work will go before a new panel, the composition of which will be determined with agreement by TPAV

Changes to Excess-Travel Provisions

- ✓ 24 km threshold has been removed
- ✓ Excess travel will apply when
 - (a) Members are required to travel more than 45 minutes from their usual place of work; or
 - (b) Where total travel time from a member's home exceeds 90 minutes

- ✓ Mobility arrangements will remain in that members can only be directed to work within their division at rank and same duties

Equipment Carriage

- ✓ Members required to work at alternative locations will have their equipment transported by Victoria Police.

If arrangements are not made by Victoria Police and a member is required to transport equipment privately, time spent doing this will equate to time worked

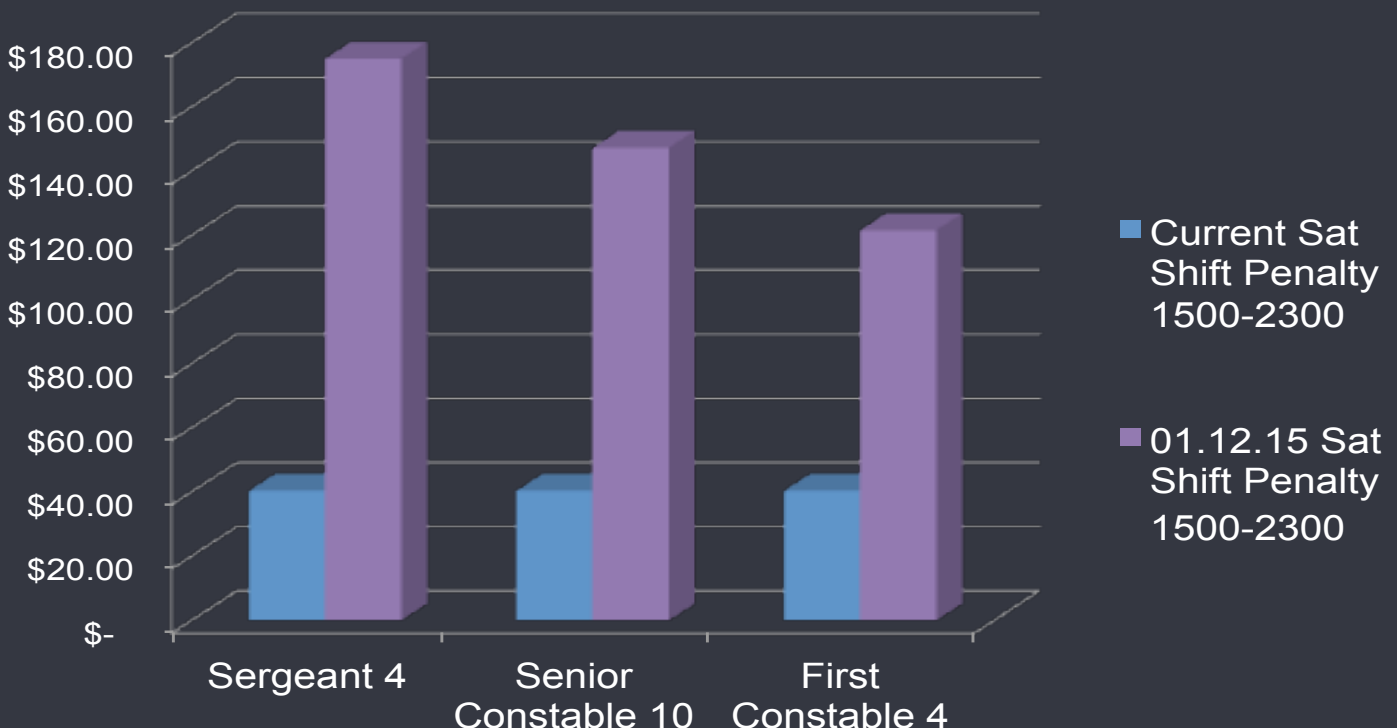
Equity / Flexibility provisions

- ✓ Rights of part-time members to request fixed patterns of work
- ✓ Part-time members may request shifts less than 8 hours but not less than 4 hours
- ✓ Lactation breaks and rooms to be provided

Rostering

- ✓ Two consecutive rest days on at least 15 occasions per year (excluding recreation leave) will be mandated

PENALTY EXAMPLES FOR A SATURDAY AFTERNOON SHIFT



NEW SALARY STRUCTURE

The table below sets out all pay rates and increases during each stage of the proposed agreement.



	PRE AGREEMENT		NEW AGREEMENT				
	Increment	Current	1 Dec 2015	1 Jul 2016	1 Dec 2017	1 Jul 2018	1 Jul 2019
Commander		\$170,296	\$172,850	\$175,011	\$179,824	\$184,769	\$191,698
Superintendent	8	\$166,957	\$169,461	\$171,580	\$176,298	\$181,146	\$187,939
	7	\$164,463	\$166,930	\$169,017	\$173,665	\$178,440	\$185,132
	6	\$161,408	\$163,829	\$165,877	\$170,439	\$175,126	\$181,693
	5	\$158,120	\$160,492	\$162,498	\$166,967	\$171,558	\$177,992
	4	\$155,018	\$157,343	\$159,310	\$163,691	\$168,193	\$174,500
	3	\$151,695	\$153,970	\$155,895	\$160,182	\$164,587	\$170,759
	2	\$145,166	\$147,343	\$149,185	\$153,288	\$157,503	\$163,410
	1	\$142,317	\$144,452	\$146,257	\$150,279	\$154,412	\$160,203
Inspector	6	\$139,839	\$141,937	\$143,711	\$147,663	\$151,724	\$157,413
	5	\$136,325	\$138,370	\$140,099	\$143,952	\$147,911	\$153,458
	4	\$133,652	\$135,657	\$137,352	\$141,130	\$145,011	\$150,449
	3	\$131,030	\$132,995	\$134,658	\$138,361	\$142,166	\$147,497
	2	\$128,461	\$130,388	\$132,018	\$135,648	\$139,379	\$144,605
	1	\$125,941	\$127,830	\$129,428	\$132,987	\$136,644	\$141,769
Senior Sergeant	6	\$113,235	\$114,934	\$116,370	\$119,570	\$122,859	\$127,466
	5	\$112,118	\$113,800	\$115,222	\$118,391	\$121,647	\$126,208
	4	\$110,679	\$112,339	\$113,743	\$116,871	\$120,085	\$124,589
	3	\$109,240	\$110,879	\$112,265	\$115,352	\$118,524	\$122,969
	2	\$107,802	\$109,419	\$110,787	\$113,833	\$116,964	\$121,350
	1	\$106,363	\$107,958	\$109,308	\$112,314	\$115,403	\$119,730
Sergeant	6	\$103,451	\$105,003	\$106,315	\$109,239	\$112,243	\$116,452
	5	\$100,908	\$102,422	\$103,702	\$106,554	\$109,484	\$113,590
	4	\$99,415	\$100,906	\$102,168	\$104,977	\$107,864	\$111,909
	3	\$97,919	\$99,388	\$100,630	\$103,397	\$106,241	\$110,225
	2	\$96,425	\$97,871	\$99,095	\$101,820	\$104,620	\$108,543
	1	\$94,929	\$96,353	\$97,557	\$100,240	\$102,997	\$106,859
Leading Senior Constable (LSC)	16	\$92,998	\$94,393	\$95,573	\$98,201	\$100,902	\$104,685
	15	\$91,342	\$92,712	\$93,871	\$96,452	\$99,105	\$102,821
	14	\$89,551	\$90,894	\$92,030	\$94,561	\$97,162	\$100,805
	13	\$88,664	\$89,994	\$91,119	\$93,625	\$96,199	\$99,807
Senior Constable	12	\$87,786	\$89,103	\$90,217	\$92,698	\$95,247	\$98,818
	11	\$85,712	\$86,998	\$88,085	\$90,507	\$92,996	\$96,484
	10	\$83,639	\$84,894	\$85,955	\$88,319	\$90,747	\$94,150
	9	\$81,935	\$83,164	\$84,204	\$86,519	\$88,898	\$92,232
	8	\$80,179	\$81,382	\$82,399	\$84,665	\$86,993	\$90,255
	7	\$78,424	\$79,600	\$80,595	\$82,812	\$85,089	\$88,280
	6	\$77,258	\$78,417	\$79,397	\$81,581	\$83,824	\$86,967
	5	\$75,758	\$76,894	\$77,856	\$79,997	\$82,196	\$85,279
First Constable	4	\$69,056	\$70,092	\$70,968	\$72,920	\$74,925	\$77,735
	3	\$66,717	\$67,718	\$68,564	\$70,450	\$72,387	\$75,102
Constable	2	\$64,378	\$65,344	\$66,160	\$67,980	\$69,849	\$72,469
	1	\$62,039	\$62,970	\$63,757	\$65,510	\$67,312	\$69,836

continued >

NEW SALARY STRUCTURE



The table below sets out all pay rates and increases during each stage of the proposed agreement.

	PRE AGREEMENT		NEW AGREEMENT				
	Increment	Current	1 Dec 2015	1 Jul 2016	1 Dec 2017	1 Jul 2018	1 Jul 2019
Recruit		\$45,159	\$45,836	\$46,409	\$47,686	\$48,997	\$50,834
Reservist		\$63,610	\$64,564	\$65,371	\$67,169	\$69,016	\$71,604
PSO Snr Sup	2	\$85,195	\$86,473	\$87,554	\$89,962	\$92,436	\$95,902
	1	\$84,295	\$85,559	\$86,629	\$89,011	\$91,459	\$94,889
PSO Sup	4	\$80,760	\$81,971	\$82,996	\$85,278	\$87,624	\$90,909
	3	\$80,116	\$81,318	\$82,334	\$84,598	\$86,925	\$90,185
	2	\$79,473	\$80,665	\$81,673	\$83,919	\$86,227	\$89,461
PSO Snr	1	\$77,914	\$79,083	\$80,071	\$82,273	\$84,536	\$87,706
	4	\$70,139	\$71,191	\$72,081	\$74,063	\$76,100	\$78,954
	3	\$69,109	\$70,146	\$71,022	\$72,976	\$74,982	\$77,794
PSO 1st class	2	\$66,922	\$67,926	\$68,775	\$70,666	\$72,610	\$75,332
	1	\$65,633	\$66,617	\$67,450	\$69,305	\$71,211	\$73,881
	6	\$63,528	\$64,481	\$65,287	\$67,082	\$68,927	\$71,512
PSO	5	\$61,774	\$62,701	\$63,484	\$65,230	\$67,024	\$69,537
	4	\$61,086	\$62,002	\$62,777	\$64,504	\$66,278	\$68,763
	3	\$59,886	\$60,784	\$61,544	\$63,237	\$64,976	\$67,412
	2	\$58,713	\$59,594	\$60,339	\$61,998	\$63,703	\$66,092
	1	\$57,204	\$58,062	\$58,788	\$60,405	\$62,066	\$64,393



To track how your personal salary will rise during the period of the proposed agreement, go to our online Pay Calculator on our website tpav.org.au

WHAT HAPPENS NEXT?

A ballot will be conducted by Victoria Police to enable members to formally vote on the proposed agreement.

It is probable this will take place from 14 January 2016. In order to ensure that you have the opportunity to vote, please notify Victoria Police of any change of address details.

A 'Yes' vote will ensure that members receive all the benefits of this proposed agreement from 1 December 2015.

This can't happen unless the majority of members vote 'Yes' to this agreement.

We encourage you to view the proposed agreement in its entirety on our website – tpav.org.au

What happens if members vote 'No' to this deal?

This pay offer will be withdrawn and we will start from scratch, delaying any increases to pay and weekend penalties indefinitely.

PROBABLE BALLOT TIMELINE

1. It is the employer's responsibility under the Fair Work Act to conduct the ballot (not like the protected action ballot). Victoria Police has arranged for the Victorian Electoral Commission to conduct a secret ballot.
2. Victoria Police will publish the Agreement in the week beginning Monday, 21 December 2015. The Fair Work Act requires the employer to make the Agreement public and available for perusal 7 days prior to the ballot being conducted.
3. The ballot opens 14 January 2016.
The ballot closes 29 January 2016.
4. Application to Fair Work for approval of the Agreement by Victoria Police in week beginning 1 February 2016.
Neither the employer nor the Association determine timelines for FWC approval.
Members should ensure their address details with Victoria Police are up to date.
5. The new rates and back pay cannot be paid until the agreement is approved by FWC. The Agreement provides that salary and shift penalties will be back-paid to 1 December 2015.

LET'S SEAL THE DEAL 'YES' BY VOTING