

# THE HON NATALIE HUTCHINS MP

## MINISTER FOR INDUSTRIAL RELATIONS

PAEC PRESENTATION

18 May 2016



Economic Development,  
Jobs, Transport  
and Resources

# THE PORTFOLIO

## Key responsibilities of the Minister for Industrial Relations:

- Industrial Relations legislation
- Public sector enterprise agreement negotiation
- Advocate for Victorian employers and employees
- Intervene in disputes to protect Victorian interests

# MAJOR ACHIEVEMENTS 2015/16

## Advocating Victoria's interests in private sector industrial relations

Four yearly modern awards review - penalty rates and family violence leave

Annual Wage Review 2015/16

Productivity Commission review of the workplace relations framework

## Reviews and inquiries

Inquiry into Labour Hire and Insecure Work

Long Service Leave Act Review

## A fresh and cooperative approach to public sector bargaining

Establishment of the **Central Bargaining Unit** to provide industrial relations advice and assist in bargaining negotiations.

Development of new draft **Public Sector Industrial Relations Policies**.

Re-establishment of the **public sector committee** to facilitate regular and constructive dialogue between unions and Government.

## Prevention of delays in public sector enterprise bargaining

A new agreement approval framework – **83 per cent** of agreements approved by my Department within four weeks.

**32 agreements** approved by Government; **52 agreements** currently under negotiation

Major agreements for **Victoria Police, Victorian Public Service and Nurses**  
Finalised bargaining associated with the **Ambulance Victoria Agreement**.

# BUDGET 2016-17

## Additional funding for the Central Bargaining Unit

- An additional **\$2 million** in funding in 2016/17 for the Central Bargaining Unit in Industrial Relations Victoria.
- The additional funding will enable the Government to expand the unit, delivering a cooperative and consistent approach to bargaining across the Victorian public sector.
- The additional funding is tied to a new quality measure:
  - Public sector agreements renewed and approved within current enterprise bargaining framework (target 100%).
- The enterprise bargaining framework for the Victorian public sector covers **154 agreements** and just over **262,000 public sector employees**.

## Quality and timeliness measures

- We have also retained both quality and timeliness measures relating to: Victorian representation in major IR cases and inquiries; and timely review and assessment of public sector enterprise bargaining costings and proposed agreements.
- We expect to meet or exceed the 2015-16 target for each of these measures.

# LOOKING FORWARD: KEY PUBLIC SECTOR IR PRIORITIES FOR 2016/17:

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Continue to advocate for Victorian employers and employees

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Increase the capacity of Central Bargaining Unit to facilitate a cooperative and consistent approach to bargaining across the public sector

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Major new agreements for teachers, public health sector workers, firefighters

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New public sector policies

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Amend the Referral Act to improve consistency in bargaining and expand the range of matters that can be included in enterprise agreements

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Ensure the enforceability of redundancy entitlements for public sector employees

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*Inquiry into Labour Hire and Insecure Work* response

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Long Service Leave Act review

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Parliamentary Committee review of portable long service leave response