

Summary of the QPSU Council meeting **20 May 2009**

QPSU Council met on Wednesday 20 May 2009, immediately following the Annual General meeting. 166 delegates were in attendance, plus observers. Council met at the Brisbane Convention and Exhibition Centre, South Brisbane.

Recruitment and selection and promotion appeals

Councillors discussed recruitment and selection policy as currently exists in the public sector.

After extensive discussion, Council adopted a policy in relation to recruitment and selection that seeks to ensure maximum opportunities for workers within the public service to be fairly progressed, and for temporary or casual workers to gain greater employment security.

A copy of the policy, as moved by President Vivienne Doogan, is available on request.

The policy allows for departmental executives to recruit externally when it is determined that the relevant skills don't exist anywhere within the public sector.

Currently recruitment and selection in the public service does not take advantage of the capabilities that exist within the public sector. A flawed appointment process results in outside appointments that are not subject to appeal, while qualified personnel remain on temporary contracts or are employed casually.

The discussion by Council focused on a way of improving these processes so that all Queensland public sector workers can gain as much job security as possible during this time of severe financial difficulties for our employer.

Following from this Council discussed promotion appeal processes and adopted a motion calling for the reform of promotion appeals so that appeals can be made on merit as well as on process.

The policies are aimed at ensuring that recruiters do not ignore the skills pool that already exists within the public sector when filling vacancies.

State budget, employment security and core enterprise bargaining

Councillors discussed the state's budgetary situation, and the likelihood of attacks on temporary workers and employment security in the public sector that will follow budget cuts.

Council adopted a motion specifying that –

- The wages outcome secured in the 2008 Memorandum of Understanding should be maintained;
- In order to facilitate the state government's adherence to the wages offer MOU and the provision of employment security, and public services, QPSU members help identify potential areas of cost savings to management.

Delegates received a report on the activities over the Core Enterprise Bargaining Oversight committee, following the morning session where Council delegates had met in employment groups to discuss collective bargaining.

Councillors voted that, in view of the collective bargaining meetings and activity taking place over September, it would be advisable to postpone the scheduled August Council meeting.

New premises for QPSU Brisbane office

Council discussed office accommodation for the QPSU in Brisbane following on from the successful sale of the current location, 96 Albert Street, in conjunction with Queenslanders Credit Union, then the subsequent leasing back of the premises from the new ownership.

The General Secretary, speaking on behalf of the Treasurer who was absent, briefed council on Finance Committee's discussions around the process of finding new office accommodation in Brisbane.

Circumstances had changed since an earlier decision to seek ownership of a new premises – including a subsequent sale of 96 Albert Street, which has so far not proceeded, availability of suitable premises, and limited opportunity to refurbish the union's existing property at 32 Peel Street.

Council delegates were informed that Finance Committee had recommended the option of a lease arrangement for new office space on 27 Peel Street South Brisbane, in conjunction with a refurbishment of the Union's existing property at 32 Peel street.

After a discussion of the reasoning behind Finance Committee's proposal, Council delegates voted to seek a long-term lease for the QPSU's Brisbane office accommodation, to renovate the 32 Peel Street premises, and to invest \$6 million in a dedicated building investment fund for the purposes of that lease/refurbishment.

With Council's authorisation, the move of the Brisbane office to the Peel Street premises will take place over the next few months.

Report of the Fight4Jobs campaign

Following the state election on 21 March and the success of the Fight4Jobs campaign in avoiding the election of a hostile state government with a plan to strip billions of dollars from the state government budget, a review of the campaign was commissioned.

The review was conducted by social and market research firm Auspoll, and investigated all aspects of the campaign. The review included qualitative and quantitative research into the effectiveness and operations of the campaign and involved polling of members, as well as detailed discussions with union staff and activists, analysis of communications and media response to the campaign.

Auspoll's findings were reported to Union Council by Mr Tim Gartrell, CEO of Auspoll, and included detailed data on members' reactions to the campaign, and the impact that it had on voters during the state election.

Mr Gartrell characterised the campaign and its organisation as highly successful and urged the QPSU to build on the infrastructure that had been developed during this campaign to further its goals.

For information on the Auspoll report, contact the union office.

Secondment of the President

Council delegates discussed the secondment of QPSU President Vivienne Doogan to the QPSU office during the Core Enterprise Bargaining agreement.

Delegates overwhelmingly voted that the secondment of Ms. Doogan to the union office was an exercise in good governance that would ensure the proper running of the enterprise bargaining campaign and enable the President to fulfil her constitutional role and responsibilities.

New standing orders for Council

Councillors voted on a set of new standing orders, which were implemented immediately following their adoption.

The orders will be included in the Council minutes mailed to delegates.