

To whom it may concern:

I am a Public Service Officer (APS3) who has worked in DHS-Medicare for 8 years.

Over the last three years, we have been offered many forms of the same Enterprise Bargaining Agreements which strips many of our rights and threatens to turn much of the previous agreement into legislation which we are afraid will be re written at any stage. Why would anyone agree to signing a document that does not guarantee conditions for the next 3 years?

In the meantime, we have lost our right to earn flex hours and take a flex day once every while. This means when I need to see the dentist or take a day off work I am forced into using my annual leave. Once upon a time I could build up my flex time and plan to take a day off in advance. Leave is currently approved over two months in advance. Many of us are forced into taking sick leave if something happens (suddenly) and we require time off work (to leave the office). Also, there is no incentive to stay back and complete work, staff are now forced into clock watching to make sure they get out on time.

As far as our pay is concerned, we haven't had a pay rise in 3 years. What is offered does not compensate for the fact we are still on the same pay levels as in 2013 and the small offer over the three years of 2.2% is barely registerable compared to the increased cost of living.

All around us agencies and many politicians are bargaining for increases in the 15-20% range. Public Transport, Government etc. Our conditions have not improved, staffing levels are at their lowest and we are now forced to perform daily tasks at work that many of us earned the right to leave (such as dealing with the public on phone lines) whilst trying to balance our work at hand in the department.

I used to be proud working in an organisation that prided itself on good service and had happy staff who were well looked after with incentives to work and perform. Now, our levels of service are out of hand, we are dealing with constant complaints from the public and being threatened by management to perform on many level with our hands in too many pies. "Master of many trades, Jack of none". It is no wonder the public are unhappy with our services, delivery times etc.

Lastly, I would just like to say that working for the Government has become a great disappointment. I have never worked in an organisation where morale is so low. We deal with computers and technology that is inefficient to complete the tasks we perform at a level we are capable of performing, we deal with unhappy customers and a management that is threatening us to produce more and more work for less and less.

I used to think the public sector was bad. Our management continues to say they recognise all that we have been through and how things will improve, but at this point, over the last couple of years, working here and in these conditions has really hit rock bottom for myself and many of my colleagues. Not to mention the constant "fight" to have some sort of fair agreement put into place!

The current offer made by DHS is unacceptable and unfair. We deserve better and to be treated as the responsible, hard working and trustworthy people they employed. I would implore you to help us obtain a mutual agreement that is fair for both sides. Would you accept anything less than you deserve?

Sincerely,

Andrew Parr

DHS Medicare