



THE
PROFESSIONAL
STAFF UNION



Hunter TAFE Update February 2014

Enterprise Agreement Matters

On January the 14th the new Administrative, Support and Related Employees Enterprise Agreement was approved.

Pay Rise: A payrise of 2.27 % will be forthcoming with backpay from November 1.

On December 17th 2013 the PSA won against the Government in the Industrial Relations Commission re the inclusion of the Superannuation Component in the 2.5% payrise. The Government has challenged this decision.

Reclassification: During bargaining for the Enterprise Agreement TAFE advised of their intent to review the classification structure for administration and support staff. We want your input into the development of a new classification structure and will soon hold consultative meetings.

Work Health & Safety

WorkCover NSW has issued Hunter TAFE an improvement notice following the investigation into the death of a staff member. Improvements in their reporting and follow up and care of staff are required. To meet the terms of the improvement notice TAFE must comply with the Work Health and Safety Act 2011 and provisions under Fair Work Act 2009 for reporting of Bullying. This will see the development of a new **Dignity and Respect in the Workplace Charter**. As advised via a members email a draft charter has been circulated.

A consultative meeting is scheduled with unions and ER representatives to discuss Hunter TAFE implementation which will include the development of Consultation, Awareness, and Training and Reporting mechanisms.

A Remembrance plaque for our member David Wilkins GA/Toolstore was unveiled on Thursday 30th January. David's widow and colleagues attended the unveiling of the plaque erected on his workshop in Building B at Cessnock campus to recognise his commitment to the students and the Cessnock community"

LMBR

SAP HR and Payroll

Due to the inadequacies and inflexibility of the system Hunter payroll staff have to do many manual workarounds. All these issues are being logged and reported to the industrial staff for discussions at the LMBR consultative meetings.

Some members have advised that payroll deductions into their Superannuation accounts are not correctly recorded and that monies have not been transferred. **Please check your superannuation account!** This issue has been referred to Sydney for resolution as more than our Institute is affected. TAFE made the commitment that no member would be financially disadvantaged when SAP payroll was implemented. We will hold them to that commitment.

FACS leave check your balance- did you go backwards? - We believe an incorrect interpretation of the Enterprise Agreement has created this issue. Please advise your delegates ASAP for assistance.

SALM- Introduction of the new Student Administration & Learning Management system scheduled for this February has been postponed. To discuss the implementation and the mitigation of impact on campus services staff this issue has been placed on the ICC agenda. See the dates below

Restructures

The **CSE** and **T&H** reviews are finalised with a reduction in delivery and sadly a loss of many excellent staff, teaching and non-teaching. We wish them well and hope they received a decent send-off!

The **INR** review will see a reduction in Metal Fabrication and Welding courses at Belmont, Glendale, Singleton and Gosford with cuts in staff numbers in teaching and casual class support. With the transfer of classes to Cessnock we will argue for the retention of appropriate class support to ensure quality educational support and maintenance of tools and equipment.

We will monitor the impact on campus team leaders and their staff with the proposed management of classes at Gosford and Belmont by one head teacher.

The outcome of the **Business and Computing** Review is the loss of teaching expertise and permanent positions in Accounting, Law and Real Estate.

Institute Management review will be implemented 17th February. The CPSU welcomes Phil Cox's advice:

"It is expected that recruitment for all permanent vacant positions in the new structure will be finalised by 30 April 2014."

and will seek the same commitment for the next staffing restructure which will impact on many of our members.

The Institute is calling this **review** the **100 day Transition Plan**.

It is important that you consider the changes and outcomes that will benefit staff and support the educational delivery and provide feedback via your union or HIT established mechanisms. The CPSU will submit member's feedback and will recommend promotional opportunities, permanency, and appropriate staffing numbers as an initial position.

This is your opportunity to address those operational issues which hinder your day to day duties.

State Wide Action

Your union is fighting to reduce the impact of cuts to TAFE and are working with Unions NSW to promote the impact of bad political decisions. We will join the NSW Greens on their SAVE TAFE campaign and will visit regions early in term 1 A public forum is planned for Feb 13th 5.30pm at the Newcastle Community Arts centre

Have your input into the Parliamentary inquiry into TAFE. Find out more information at

http://stoptafecuts.com.au/files/1513/8924/0393/General_information.pdf

and visit the CPSU **Save our TAFE** Campaign website ourtafe.org.au

What's happening in the rest of the Public Sector?

The Public Sector Employment Management Act was repealed last year. The replacement Government Sector Employment (GSE) Act 2013 will be implemented in Government agencies via the GSE Rules from February 24 2014. Following PSA advocacy the Rules place an increased emphasis on merit selection.

Our colleagues in other government departments and state owned corporations are undergoing significant restructures with the loss of expertise via lost positions. As a union will be defending the work of the public sector and their vital role to the community.

Visit the PSA website and CPSU page for more information www.psa.asn.au

PSA Internal Restructure

To improve service for members PSA/CPSU is changing its internal structure from a Department focus to one that will be more proactive, strategic and better staffed to fight the never ending attacks from the state government and allow us to meet new obligations for Better Union Governance under federal law. New directors of Organising & Campaigns, Industrial, Communications, and Industry, Strategy & Policy have been recruited. A Members Service Centre, (MSC), is being established and will be operational in March. The MSC will be manned by industrial staff who will take your phone call and address or redirect your issues to industrial teams. This will free organisers for workplace visits, membership organising and growth.

Meeting dates for your info

Your representatives meet regularly with other unions, delegates from other TAFE Institutes, Hunter TAFE senior and HR staff. Please submit agenda items or issues to your delegates/contacts. We are keen to hear from you.

ICC: Institute Consultative Committee meetings are the forum for strategic and institute wide issues. The schedule for this year is: Feb 27th at Maitland, May 14th at Belmont, August 19th at Wyong, and November 17th at Hamilton.

CPSU/ ER Industrial meetings: last Thursday of the month.

JCC: Joint Consultative Committee- Meeting with TAFE/DEC IR and CPSU/PSA industrial staff and delegates to resolve state wide issues.

TAFE/DEC Delegates Council: CPSU delegates from each Institute meet once a term to discuss state wide issues and to advise and contribute to the development of the union actions and position.

Hunter Workgroup

Chair: Stephen O'Brien,
Secretary: Andy Ruddell
Assist Secretary: Katrina Carty

Workplace delegates

Cessnock: Walter Upson
Kurri Kurri: Dave Mason
Newcastle: Andy Ruddell
Hunter St: Stephen O'Brien
Wyong: Mark Coleman

Contacts and activists

Gosford: Fiona Daniel
Belmont: Murray Brydon
Newcastle: John Shaw
Tool store contact: Steven Miller
Women's Contact: Katrina Carty

Institute Consultative Committee ICC delegates are:

Dave Mason, Stephen O'Brien and Andy Ruddell with alternates Walter Upson

TAFE Delegates Council representatives are:

Stephen O'Brien, Andy Ruddell