

North Coast TAFE CLEAR review

Dispute status

On 17 August, the PSA lodged a notice of dispute based on:

- External recruitment of positions that restrict current staff placement opportunities
- The duties of redundant positions
- Impact on position grading
- Lack of information on position numbers, gradings and locations in the proposal.

PSA (CPSU) delegates, members and industrial staff worked together to dispute these issues with NCTAFE.

The PSA was able to achieve:

- Initial extension of the consultation period
- Removal of the requirement for permanent staff to be appointed at the bottom level when obtaining positions via job matching or recruitment
- Commitment to pay severance for long term temporary staff

The PSA lodged a further dispute notice on 21 September and requested urgent resolution on the creation of positions with duties from multiple classifications.

In response, the Campus Infrastructure Services Officer position was withdrawn.

On 23 September NCTAFE advised that they had gained ministerial approval to proceed with the CLEAR restructure.

The PSA remains concerned at the vague information given to staff about the number, location and gradings of positions affected and will be taking further action over these unanswered questions. Your enterprise agreement allows any dispute which has not been resolved to be referred to Fair Work Australia for resolution by mediation and or conciliation and, if necessary arbitration.

Further, the PSA (CPSU) will seek to ensure that:

- permanent staff are placed into permanent positions before newly recruited staff are placed
- VRs are paid to recognise higher duties
- Severance payments to long term temporary staff recognise length of service in any role
- All permanent staff applying for contractual positions at a higher grade retain their permanency

What can you do?

Keep your union delegates and contacts up to date with your concerns. Further, if you require support from your union, please contact the Member Support Centre on 1300 772 679.

Your PSA (CPSU) delegates

Brook Down	Coffs Harbour
Sharon Cameron and Kim Spry	Port Macquarie
Peter Jarrett	Wollongbar

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