

Institute Managers bargaining report

The PSA and Teachers Federation met with the TAFE bargaining representatives on 23 September to discuss your next Enterprise Agreement. The negotiation process that TAFE is implementing is of serious concern to the PSA. However, what is of more concern is what is being proposed for the employment of Institute Managers.

TAFE NSW has demonstrated that they have a clear agenda, and are not willing to budge. The only concessions they appear willing to make is where the substance of their claim remains in force. This is 'consultation' for your new EA, instead of 'negotiation', over your conditions of employment where you vote to accept or reject what's offered.

TAFE NSW's claims for Institute Managers

TAFE wants the right to fire, at any time and for any reason.

Under the proposed agreement, TAFE Managers can have their employment terminated at any time, for any reason, without compensation, severance or redundancy.

The employment contracts for all new positions (including those subject to 'business review') will be offered only for a 'specified term'. These 'specified term' contracts will be able to be terminated **at any time, and for any reason**. Also, the remaining period of the contract will not be paid out. You may be entitled to a short notice period of say 2-4 weeks, but this will depend on the terms of your personal contract.

This effectively imports of the USA style of **Employment At Will** for Institute Managers. Every person will be on their own contract, and be able to have their **employment contract terminated by TAFE, at any time, for any (or no) reason**.

Time Off In Lieu to be removed from the agreement. TAFE claims that this is no longer needed, that weekly hours can be self-managed,

and locally negotiated. This leaves people vulnerable to bullying and favoritism as employees will have no right to take time off for time worked.

TAFE wants to also include **high performance management systems**. This will impact on your ability to renew your contracts (if you're not sacked for no reason). The performance targets will be set by your direct supervisor as well as centrally imposed targets (cut budgets by xxx dollars). How you perform in the performance management system will directly impact whether your contract is renewed or you secure a new contract in a new role. Or, you can get sacked for no reason.

The right of private practice that Institute Managers can apply for is being removed, including being able to negotiate for casual or part time teaching.

The **PSA (CPSU) cannot endorse or recommend this enterprise agreement** to any employee, public sector or private sector. Employment at will is extremely dangerous and encourages nepotism, favoritism, bullying and corruption.

When this goes out to a vote, the **PSA (CPSU) strongly urges you and your colleagues to VOTE NO.**

Give yourself the best chance to defeat TAFE's attempts to strip you and your colleagues of any future job security:

- *Share this email*
- *Discuss with your colleagues what TAFE is planning*
- *Lodge your objections with the TAFE bargaining team*
enterprisebargaining2015@tafensw.edu.au
and copy your union so we can support your objections bstephens@psa.asn.au
- *Vote NO to any proposed agreement that strips away all job security*
- *Ask your colleagues to Vote NO as well.*

Join the PSA

membership.psa.asn.au/join

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