

# PSA (CPSU) ISSUES FOR

# BARGAINING

TAFE NSW EDUCATION SUPPORT STAFF  
ENTERPRISE AGREEMENT 2015

For discussion at the Enterprise Bargaining Meeting for Administrative, Support and Related Employees  
10 October 2015

---

- Improve Job Security (and protect redundancy)
- Stability in employment while increasing flexibility in how work is performed
- To be respected and valued as key contributors to TAFE's future
- To ensure staff can hold managers accountable when making decisions that impact on them
- Become smarter about delivering services, without the need to cut wages & conditions
- No reduction in salary or conditions generally
- External contractors not to have pay/conditions that is less than TAFE employees

# Key Values

---

- 2.5% should be paid while negotiations for the streamlined Agreement is conducted
- The 2.5% should include back pay to July 2015 the date the rest of the NSW Government Services received their pay rise
- Penalty rates, overtime rates and access, and shift work related allowances, may be streamlined but not fundamentally reduced

# Salary

---

- Able to be clearly and concisely communicated
- All relevant information for the changes proposed must be presented in a change plan, rather than through multiple 'presentations'
- Provide that employee contributions are considered, and TAFE provides feedback which is recognised, taken into account and genuinely responded
- Better access to alternative positions across TAFE and within the Department for employees facing possible redundancy
- Access to training and professional development for employees, particular when facing potential redundancy

# Consultation Improvements

---

- Employees must know from the start how they fit into the new structure
- Employees must have access to PSA delegates/members, who have been trained and have working knowledge of the new system, and can provide independent advice and support
- PSA delegates need to, on a regular basis, be able to review and assess that the classification system is operating fairly both across different types of jobs and across Institutions

# Classification – Requires Confidence

---

- Employees must not lose income as a result of moving across to the new classification
- The Salary Spine is to be based on current work value, not an arbitrary figure
- Employees must not increase their weekly hours
- Employees must not unfairly have their span of hours increased, resulting in less penalty rates, less overtime

# Classification – No Disadvantage

---

- Flexibility must be designed appropriately for the types of employment in use
- Flex-time must operate compatibly with overtime, flex-time being employee driven and overtime being employer driven
- Flex-time must not result in loss of shift penalties or loss of overtime (when directed)
- Split Shifts must not be expanded to categories of roles outside of individually agreed circumstances

# Flexibility

---

- The incorporation of allowances into wages must only occur through agreement, and by increasing salary above 2.5%
- Amalgamating allowances to be more streamlined can occur where the access is not reduced
- Where specific allowances are removed without compensation, the Agreement should expressly prohibit that work from being performed by TAFE employees (eg asbestos removal)

# Allowance Consolidation

---



- Part Year Employment must be limited to specific purposes, only where genuinely required and limited to new positions and natural attrition
- PSA(CPSU) cannot accept Part Year Employment becoming increasingly the norm and must be closely monitored by the PSA(CPSU) & TAFE
- There must be strong protections against expanding Part Year Employment outside of express agreement between TAFE and the PSA(CPSU)
- Must be able to meet the Better Off Overall Test, particularly for the lower paid staff
- Additional compensation (allowance, loading or similar) must be considered in developing Part Year employment

# Part Year Employment

---

- Must be for a specified, fixed term and must not be able to be terminated early (outside of misconduct or poor performance)
- The use of temporary positions must be limited to specific circumstances as agreed between TAFE NSW and the PSA(CPSU)
- Severance payments must be available for 'long term temporary' employees
- Access to conversion for temporary employees to permanent where their position is (or becomes) demonstrably ongoing

# Temporary Employment

---