

Team Leaders: What are your rights?

It has come to the attention of the CPSU NSW that team leaders have been brought into a meeting at CPA to be told that their role is no longer possible as it is currently structured with 60/40 split of hands-on and administrative work. Rather, they need to do the work the way in which those under the CPA enterprise agreement do, that is 100 per cent administration. However, in order to do that they would need to apply to do the equivalent role under the CPA enterprise agreement.

If team leaders remain doing their role as it is currently they will be performance managed.

They cannot do this. You are entitled to your role as is for the two-year guarantee period, they are not able to restructure or change this position.

Further, if they are to performance manage you, they cannot performance manage you on anything other than your current role description and their expectations must be reasonable.

It would appear from the CPSU NSW perspective that CPA are essentially trying to make staff feel as though their livelihoods are threatened if they do not take on a house manager role.

If you are a team leader and have been called to any meeting where they are discussing your performance, or they want to call you to a meeting to discuss your performance please contact the Union on 1300 772 679 or at disabilityCPSUNSW@psa.asn.au.

Do not sign anything without getting advice!

All in this together

The last year has seen enormous change in your sector. New employers, different policies and more uncertainty about how things will be in the future.

Together union members have a stronger voice and more say about what happens at work.

That's why it's important for everyone to join the union. If your work mates haven't joined, have a chat with them about joining. They can **1300 772 679** or they have a look at our website and then join online.

The more members we have the stronger we will be.

