

Weekly changes to rosters

Some weeks ago an issue arose in the south of the state at some TAFE campuses concerning roster changes.

The CPSU NSW understands some Regional South members were having their rosters abruptly changed without consultation. These abrupt changes affect the personal lives of our members.

Accordingly, your union wrote to TAFE management expressing the need for meetings with affected staff and also that while there are 70+ employees who may be affected, only a handful would require a meeting, however it must be offered and the opportunity presented in accordance with the rules as agreed in the EA.

Basically, TAFENSW needs to consult and reach a mutual agreement with employees before implementing changes which includes rosters.

We wrote:

We believe that a factor in what has been driving these weekly changes is budgetary considerations. Which is fine but the CPSU PSA cannot accept that management can avoid the clear requirements of the EA, particularly Clause 11.5 and 11.6 need to be observed. This could be facilitated by brief one-on-one weekly meetings with each employee.

Following our written representations, TAFE management met with Albury rostered staff and it was agreed that when a change in roster was needed that management would contact the affected employee/s and discuss the change. In cases where sufficient time (seven days) wasn't available then the staff member would not be forced to agree to the roster change. The employee is entitled to agree or not to the change.

Consultation will be continuing around the rest of Region South for rostered staff.

This is a win for members.

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