

Union report back to membership on Fair Work Commission 'interest-based consultative committee'

Members will recall that as part of the recent TAFE Enterprise Agreement negotiations, your union delegates pushed for and had TAFE Management agree to the establishment of an Interest-Based Consultation Committee (IBCC) to consult on matters of mutual importance during the life of the Agreement, including the application of EA clauses and TAFE policies relating to employee conditions, including:

- Job security, including: recruitment conversion of temporary, casual and contingent staff to permanency; and Higher duties
- Workloads
- Training, performance appraisal, professional development and progression opportunities.

This IBCC has commenced. It is being facilitated by the Fair Work Commission.

Report back on the IBCC 16 and 17 October

On 16 and 17 October the TAFE Delegates Council discussed and progressed these items:

Higher duties

- TAFE NSW will conduct a stocktake to identify all higher duties positions that are 'vacant', that is substantive position not held by anyone, and have been occupied for two or more years. The IBCC affirmed its commitment to merit selection and will review the approach to be taken at the November meeting.

Application of the enterprise agreement

- Acknowledged that the agreement was approved on 15 October 2019 and will operate on 22 October 2019.
- The pay increase will be processed on 31 October 2019 and will be backdated to first full pay period after 18 September 2019.
- Affirmed the importance of education about the application of the enterprise agreement and agreed that as the IBCC discusses and agrees on the interpretation in relation to specific provision, a factsheet will be agreed between TAFE NSW and CPSU and issued.
- Also identified areas of the enterprise agreement that has not been picked up including allowances, PPE, reclassification and annual leave.
- The first factsheet to be prepared will contain information on the taking of annual leave and payment of annual leave loading.

Working together, consultation and change

- Discussed how we can work better together to influence the achievement of the organisational goals - achieving shared interest while reconciling competing interests; how can we build awareness of the organisations new form and objectives; how can we build the commitment of managers at all levels of the organisation to the collaborative approach?
- Used the interest-based approach depicted below to identify the needs and concerns of stakeholders



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- Identified some options to take back to constituents that will allow us to take small steps towards more openness and early consultation

TAFE IBCC representatives will report back to the General Manager of People and Safety and Chief Strategy, People and Change Officer.

The next meeting of the IBCC is scheduled for 23-24 October 2019. The topic for discussion will be recruitment policy and the restructure placement process.

WHAT CAN YOU DO?

- Ask a colleague to join the CPSU
- Make the union strong by sharing this bulletin
- Attend CPSU-NSW Meetings at your worksite

Not a member? [Join today.](#)

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Unite we bargain, divided we beg!

Your CPSU NSW Delegates

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