



COMMUNITY AND PUBLIC
SECTOR UNION

SPSF GROUP NSW BRANCH
ABN 11 681 811 732

In Reply Please Quote AK:ndef CN124814

22 November 2019

Mr Julian Oliveux
Head of Workplace Relations
TAFE NSW
Mary Ann Street
ULTIMO NSW 2007

By email: julian.oliveux1@tafensw.edu.au

Dear Mr Oliveux,

Re: Dispute Notification-Failure to Consult

The Community and Public Sector Union (CPSU NSW) notifies TAFE NSW of the existence of a dispute under the *TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2019* (the Agreement).

This dispute is lodged under Clause 8 of the Agreement, specifically in relation to Clause 8.2.1 (a matter under this Agreement) and relates to Clause 11 (Consultation) of the Agreement.

It is the view of the CPSU-NSW that members in ICT, Facilities and Logistics, Student Services, and People and Safety have not been consulted about proposed changes to their teams.

On Thursday 21 November 2019, affected staff and CPSU-NSW organiser Shane Jobberns were advised by TAFE NSW that there will be changes to the above mentioned teams. Mr Jobberns was advised that there is to a consultation period of one week from 21 November 2019. He was also advised that there are to be significant job losses in order of approximately 91 permanent staff and 105 contingency staff. No change document was provided.

On Friday 22 November 2019, TAFE NSW representatives met CPSU-NSW representatives and provided two Draft Change Management Plans titled *TAFE NSW Corporate Group – November 2019* and *TAFE NSW Delivery Group (Non-Teaching) – November 2019*. It is the view of the CPSU-NSW that both Change Management Plans are inadequate, lacking in detail, and have unrealistic timeframes.

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The CPSU NSW is the Federal Counterpart of the Public Service Association of NSW. CPSU NSW members are also members of the PSA.

It should also be noted that the CPSU-NSW was advised that the Change Management Plans were signed off by the Minister on the afternoon of Wednesday 20 November 2019.

Specifically, the CPSU-NSW seeks that the provisions of Clause 11.2.3 be adhered to, as outlined below.

11.2.3. For the purposes of such discussion, TAFE NSW must provide in writing to the employees concerned and their representatives, if any, all relevant information about the changes including:

- (a) the nature of the changes proposed;*
- (b) the expected effects of the changes on employees;*
- (c) current and proposed organisational structure;*
- (d) current and proposed positions descriptions, where relevant;*
- (e) any other matters likely to affect employees;*

In order to resolve this dispute, the CPSU-NSW requests that TAFENSW meet with the CPSU-NSW within five working days as per Clause 8.6 of the Agreement to discuss this matter further, unless otherwise agreed. Whilst the dispute is being resolved the CPSU-NSW seeks that the provisions of Clause 8.11 be adhered to by TAFE NSW.

Please contact CPSU NSW A/Industrial Manager Anne Kennelly on akennelly@psa.asn.au in relation to this matter.

Yours sincerely,



Anne Kennelly
For Troy Wright
A/State Branch Secretary