

## Northcott offers settlement in Team Leader dispute

At the direction of the Fair Work Commission (FWC) the CPSU NSW and Northcott have met to discuss the prospect of a negotiated settlement in relation to dispute proceeding brought by the union in response to the company's plans to abolish the Team Leader classification. Click here to see our previous bulletin for further detail [HERE](#).

In the course of these discussion Northcott has offered a settlement proposal including the following key elements:

- Team Leaders will be offered Service Coordinator roles under the Northcott Enterprise Agreement or a redundancy package.
- Staff who accept a Service Coordinator role will be paid a salary of \$80,000 per annum.
- Future pay rises would be available to staff under the Enterprise Agreement once the equivalent salary point reached \$80, 000.
- Other increases, such as via the FWC Annual Wage Review decision would not be passed on.
- Salary packaging under the Northcott Enterprise Agreement would be made available to those who accept the Service Coordinator role.
- Staff accepting a Service Coordinator role would also receive payment for the out-of-pocket difference in the monetary value of annual leave.

Click [HERE](#) to view a detailed explanation of Northcott's offer.

### NEXT STEPS

The CPSU NSW has undertaken to conduct a ballot of members to determine whether to accept or reject Northcott's offer of a negotiated settlement.

Click here to cast your vote [HERE](#).

Should the offer be accepted by members, the CPSU NSW will write to Northcott and the FWC to finalise transitional arrangements.

Should the offer be rejected, the CPSU NSW will continue legal proceedings on behalf of members.

It is clear that the company's offer is less favourable than the terms of the copied state award (Community Living Award). It is however more beneficial than Northcott's original proposal and this should be borne in mind.

Lawyers have advised the CPSU NSW that we have reasonable prospects of success should we pursue the matter in court.

If you would like a PSA representative to a team meeting, please contact the Member Support Centre on 1300 772 679 or [membersupport@psa.asn.au](mailto:membersupport@psa.asn.au) with the date and time of your meeting. We will do our best to have a representative visit.

If you would like to become more involved with the CPSU NSW and your workplace, please contact your CPSU NSW Organiser or the Member Support Centre on 1300 772 679.

Ask your colleagues to stand with you by joining CPSU NSW today. They can JOIN ONLINE at [cpsunsw.org.au/join](https://cpsunsw.org.au/join).

**CPSU NSW – STRONGER TOGETHER!**

