

## Mapping/matching dispute lodged with TAFE Industrial Relations

Members need to be aware the CPSU NSW has notified TAFE that pursuant to Clause 8.5 of the *TAFE Commission Administrative, Support and Related Employees Enterprise Agreement 2019* (EA), the parties are now in dispute.

The dispute concerns the provision of relevant information pursuant to the EA consultation clauses 11.2.3 and 11.6.1.

Essentially, it is unclear the precise application of the methodology TAFE has used to determine employees' eligibility to be "mapped". The ultimate matching outcomes remain unclear to the CPSU NSW.

The parties will meet this week. If the matter does not resolve the CPSU NSW has the option of bringing the matter to the Fair Work Commission.

### What we need from members

Many employees' duties and responsibilities have morphed and changed over time, meaning the position description (PD) under which some staff were originally employed does not accurately reflect their current duties/tasks/responsibilities. This means you may not have been matched to a new role in the new structure, when you should have been. If you believe you should have been matched to a role in the new structure, then please follow the review page in your consultation letter and submit a PD addendum. If the outcome is not in your favour, then contact the CPSU NSW Member Support Centre on 1300 772 679.

The same principal as above applies to employees who have been undertaking higher-graded duties which should map to a role above their current grade. For example, there have been a number of TWL3 security officers who have been undertaking duties which should match to the new TWL4 Facilities/Security roles. However, TAFE did not recognise these higher-graded duties merely because they are not written down on the original, out-of-date PD. Clause 23 of the EA requires TAFE to conduct a review of employees' classification of work where this is in dispute. Last week we made a handful of such requests for review. The CPSU NSW will be overseeing the process for each review. Please get in touch for advice.

It is wholly unfair that affected staff who are not matched to a role at steps 1/2 will need to compete with the rest of TAFE as per the current Step 3 of the Change Management Plans (CMP) for both SSB and FM&L.

Impacted, non-matched staff should not have to face the additional stressor of having to compete with other staff whose jobs are not affected. As such TAFE needs to hear your feedback. So we suggest strongly that impacted/non-matched members follow the feedback page and submit to TAFE that it needs to insert an additional step in the placement process (section 10.2 of the CMP) so that they have the



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opportunity to apply for and be recruited into any unfilled roles from steps 1/2, prior to it being opened up to all of TAFE.

### Not a member of the CPSU NSW?

Join the union [HERE](#).

Join the Rebuild Our TAFE campaign [HERE](#).

### Contact the CPSU NSW

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