

CPSU NSW further escalates unresolved restructure/mapping dispute

In our 8 March bulletin [HERE](#) we outlined the basis of the industrial dispute the union had raised with TAFE NSW.

The industrial dispute arose due to the great amount of feedback and discussion CPSU NSW industrial staff have had with members about the non-matching of their roles; TAFE NSW using out-of-date PDs in their mapping assessments, and the lack of transparency on the methodology TAFE NSW has used to determine employees' eligibility to be "mapped".

On 10 March TAFE NSW Management met with CPSU NSW staff and delegates in an effort to resolve the dispute.

We sought a more comprehensive understanding of the precise detail on the process or methodology for reviewing the accountabilities, responsibilities, role relationships and capabilities of "current" PDs which enables TAFE NSW to make an accurate determination as to an appropriate mapping outcome. For example, what metrics are utilised?

We further requested TAFE NSW undertake a review of all 938 PDs as part of both the organisational design and change for Student Services Branch (SSB) and Facilities Management & Logistics (FM&L), and update them in consultation with impacted staff – so each PD is accurate.

We argued TAFE NSW needed to adhere to both of these requests as required by Subclause 11.2.3 of the *TAFE Administrative, Support and Related Employees Enterprise Agreement 2019* which states that:

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;*
- (f) provided that TAFE NSW is not required to disclose confidential information the disclosure of which would be contrary to TAFE NSW's interests.*

TAFE NSW reiterated that it is confident its comparison of PDs has three phases with "sufficient impartiality" at each phase to determine similarities. For the CPSU NSW, though, the process remains opaque, potentially arbitrary and therefore open to error and/or misapplication, and as such the dispute remains unresolved.



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Upper TAFE NSW Management is now required to meet with CPSU NSW staff and delegates by Thursday 25 March – the final step prior to escalation to the Fair Work Commission.

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Not a member of the CPSU NSW?

Join the union [HERE](#).

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

Contact the CPSU NSW

Matthew Drake-Brockman Industrial Officer
mdrake-brockman@psa.asn.au

Shane Jobberns Organiser
sjobberns@psa.asn.au

Delegates

Southern Region

Wollongong

Regina Kimmich

regina.kimmich@tafensw.edu.au

Brad Cowie

brad.cowie1@tafensw.edu.au

Karline Lindsell

karline.lindsell@tafensw.edu.au

Leeton

Nicholas Wright

nicholas.wright61@tafensw.edu.au

Wagga Wagga

Dave Prowse

david.prowse1@tafensw.edu.au

West Region

Parkes

Leanne Riley Leanne.Riley2@tafensw.edu.au

Dubbo

Suzie McMartin

suzanne.mcmartin1@tafensw.edu.au

North Region

Gosford

Gale Iseppi Gale.Iseppi@tafensw.edu.au

Newcastle

Helen Crooks helen.crooks@tafensw.edu.au

Tighes Hill

Liz Garlick liz.garlick1@tafensw.edu.au

Hamilton

Stephen O'Brien stephen.obrien@tafensw.edu.au

Cessnock

Walter Upson walter.upson1@tafensw.edu.au

Coffs Harbour

Brook Down brook.down1@tafensw.edu.au



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Port Macquarie

Marc Fearby marc.fearby@tafensw.edu.au

Wollongbar

Paul Dennis paul.dennis6@tafensw.edu.au

Sydney Region

Ultimo

Simon Gray simon.gray@tafensw.edu.au

Jeff Bar-David

Jeffrey.Barr-David2@tafensw.edu.au

Janaka Biyanwila

sumithra.biyawwila@tafensw.edu.au

Frank Dunn

frank.dunn@tafensw.edu.au

St Leonards

Joe Harris joe.harris@tafensw.edu.au

Hornsby

Patrick Kiss patrick.l.kiss@tafensw.edu.au

Western Sydney Region

Campbelltown

Tracey Doyle TRACEY.DOYLE@tafensw.edu.au

Thomas Bank Tom.Bank@tafensw.edu.au

Richmond

Dannii Sabharwal

bhavna.sabharwal@tafensw.edu.au

Blue Mountains

Glenda Pryor glenda.pryor@tafensw.edu.au

Strathfield

Isabella Ramirra

isabella.ramirra1@tafensw.edu.au

TAFE Digital

Strathfield

Scott O'Brien scott.obrien26@tafensw.edu.au

