

It pays to be union: Northcott confirms Team Leader back pay

Your CPSU NSW representatives and workplace delegates John Williams and Reden Quibuyen attended a Joint Consultative Committee (JCC) meeting on 21 April.

The following matters were discussed on behalf of CPSU NSW members:

Proposed Enterprise Agreement (EA) approval

The recently voted upon Enterprise Agreement (EA) is currently before the Fair Work Commission (FWC) for approval. As you would be aware, the CPSU NSW has objected to this approval on the basis that Northcott incorrectly excluded some casual staff from the ballot and failed to properly inform staff of the differences between their current employment conditions and those proposed under the proposed Agreement. The decision on approval is pending and an update to members will be provided once this is handed down.

Rostering issues

Northcott has begun the process of preparing new rosters that comply with the proposed new EA should it be approved. The CPSU NSW has reminded Northcott of the ongoing requirement for consultation to occur on any proposed roster changes. Members should raise any concerns they may have with Team Leaders in the first instance.

IT – Noggin and Multi Factor Authentication

Concerns have been raised by members about the introduction of Noggin and a perceived lack of training. Northcott has agreed to provide additional training on an individual basis should it be requested.

The expectation of staff to use personal devices for Multi Factor Authentication was also discussed. Possible alternative arrangements were explored and Northcott is to provide an update to the CPSU NSW shortly.

Team Leader back pay

Members would be aware that in February, the CPSU NSW was successful in bringing legal action against Northcott when Team Leaders were incorrectly reclassified and, as a result, inappropriately placed on reduced terms and conditions. Northcott initially advised that back pay would be finalised by April. Since then, Northcott has asserted the required calculations could not occur until any proposed EA was approved by the FWC. The CPSU NSW rejects this position and cannot understand why back pay should be delayed any longer than absolutely necessary. As a result of our representations, Northcott has now backed away from this position and affected members can expect to receive their back pay by 7 May. Any required leave balance adjustments will be made shortly thereafter.



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The next JCC is scheduled for 28 July.

If you have any concerns about the above or any other issues, please contact the CPSU NSW.

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