

**TAFE NSW Administrative,  
Support and Related Employees  
Enterprise Bargaining 2015**  
Meeting 5: 12 & 13 August 2015  
TAFE's response to feedback  
on its proposal



**TAFE**<sup>NSW</sup>

**TRANSFORMATION**

# TAFE NSW's response to feedback on its proposal



## TAFE NSW's response on feedback to its proposal

Maintaining and continuing positive and collaborative relationships with unions and staff is one of our goals for this round of enterprise bargaining.

With this in mind, we've listened to the feedback from staff and unions and now have what we believe is a fair and reasonable offer.

# Which parts of the offer have changed?



## HOURS OF WORK

No immediate change for current employees

For new positions

ORIGINAL PROPOSAL	IMPROVED PROPOSAL
37 hours per week	<b>36.25 hours</b> per week

### WHAT THIS MEANS FOR **EMPLOYEES**

- **7 hours and 15 minutes** per day, on average
- A common set of working hours for all new positions

# FLEXIBLE WORKING HOURS AGREEMENT

No immediate change for current employees

For new positions

## ORIGINAL PROPOSAL

Only day workers

## IMPROVED PROPOSAL

**All full time staff** (including shift workers)

### WHAT THIS MEANS FOR EMPLOYEES

- Now everyone has access to flex
- If a shift worker 'opts-in', they can have days off taken as approved flex
- Day and shift workers have access to up to 24 days off per annum flex
- Employees can gain approval to accrue time towards flex days, in advance
- Business unit hours will be set at the unit or section level
- Managers cannot unreasonably refuse employees taking flex
- Dispute mechanisms in place to resolve any issues

## OPENING HOURS AND BANDWIDTH

No immediate change for current employees

For new positions

ORIGINAL PROPOSAL	IMPROVED PROPOSAL
6am–9pm with shift loading for shift workers only	<b>overtime for day workers</b> and shift loading for shift workers finishing after 7pm, if directed/rostered

### WHAT THIS MEANS FOR EMPLOYEES

- TAFE NSW will be open 6am–9pm for customers when they need us
- If a day worker is directed to work after 7pm, overtime will be paid, or employees can elect to include this time as accrued time (flex)
- If a shift worker is rostered on a shift finishing after 7pm, shift penalties will be paid for the whole shift
- TAFE NSW respects a work-life balance, so opening hours can only be changed after staff consultation.

## BROKEN SHIFTS

No immediate change for current employees

For new positions

ORIGINAL PROPOSAL	IMPROVED PROPOSAL
Included	<b>Only if the employee agrees</b>

### WHAT THIS MEANS FOR **EMPLOYEES**

- Broken shifts would only be designed to work for the business and employees.
- We've clarified that shifts can only apply to employees by mutual agreement.
- Employees who work a broken shift receive an allowance.



# CONTEMPORARY CLASSIFICATION STRUCTURE

No immediate change for current employees

For new positions

ORIGINAL PROPOSAL	IMPROVED PROPOSAL
3 streams	2 streams
Library grades part of 10 level structure	<b>Library stream keeps current salary structure as their own stream</b>
Librarians Grade 4 & 5 not included	<b>Librarian Grade 4 &amp; 5 included</b>

## WHAT THIS MEANS FOR **EMPLOYEES**

The proposed streams are:

- Learning and Business Support
- Library

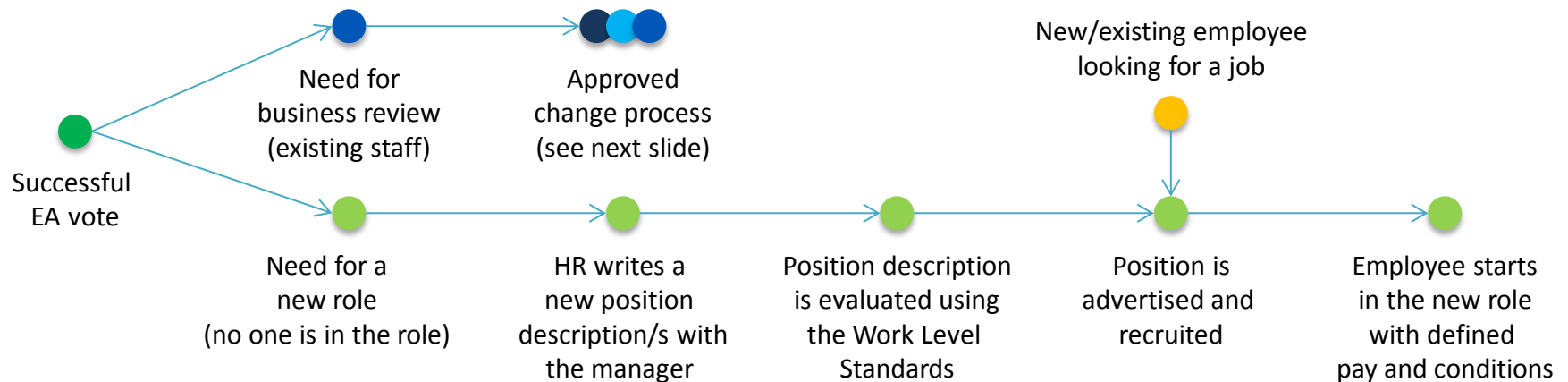
# IMPLEMENTATION

## The full process

ORIGINAL PROPOSAL	IMPROVED PROPOSAL
We described the criteria for who was eligible for implementation	<b>We want to show employees the implementation process</b>

### WHAT THIS MEANS FOR EMPLOYEES

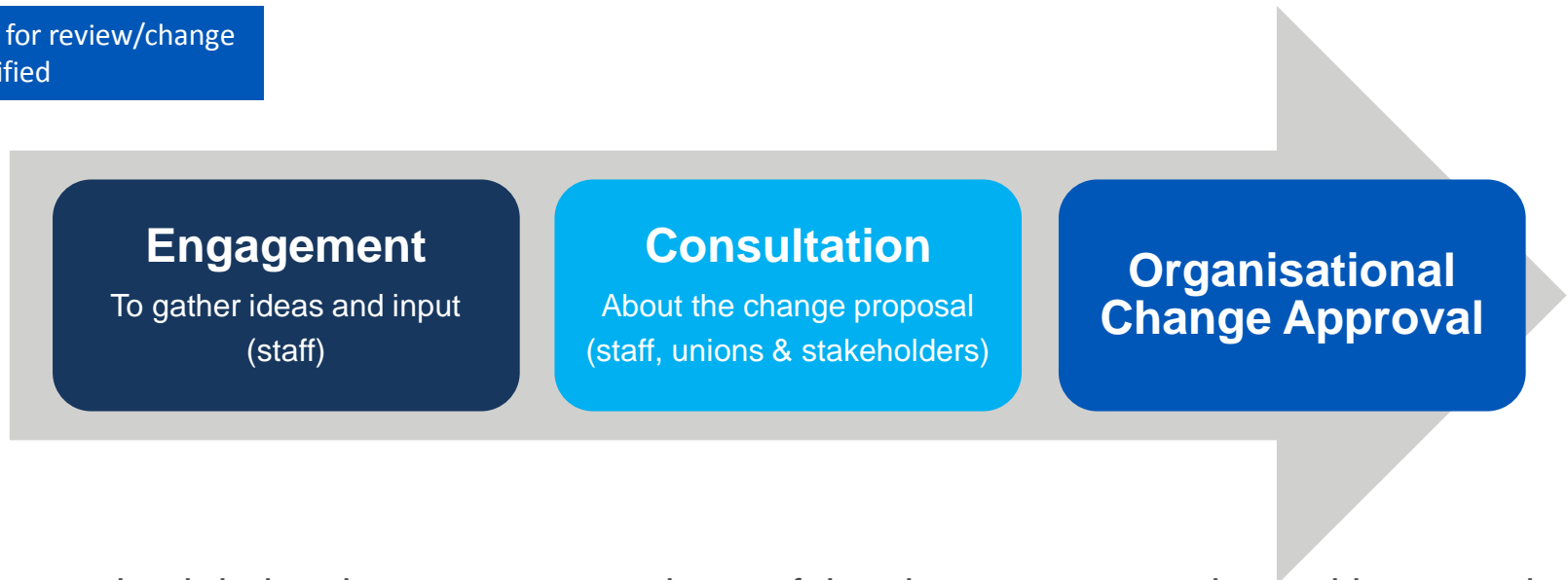
- We've visually mapped the implementation process to help employees understand when they may be affected (see below)



# THE CHANGE PROCESS

TAFE NSW will use its existing well established change process for business reviews – including move to the new Contemporary Classification Structure

Need for review/change identified



Input received during the engagement phase of the change process along with research, data and other information that informs the development of proposals for consultation.

Communication and consultation with unions and employees:

1. Advised prior to the commencement of the engagement
2. Advised prior to the commencement of and consultation and invited to give feedback
3. Thematic feedback provided to staff and unions following the consultation phase
4. Advised of approval of the organisational change outcomes and the implementation process.

# What parts of the offer haven't changed?



## THE OFFER

ORIGINAL & CURRENT PROPOSAL	WHAT THIS MEANS FOR EMPLOYEES
<b>Immediate 2.5% pay increase (backdated to July 2015) per year for two years</b>	<ul style="list-style-type: none"><li>• Immediate 2.5% salary increase per year for 2 years plus no change to current conditions (subject to a majority yes vote by 16 Sept 2015)</li></ul>
<b>Salary Spine Levels and Points</b>	<ul style="list-style-type: none"><li>• 10 Salary Levels, with 5 Increment Points in each level. Fixed percentages in between increments which is fairer</li></ul>
<b>Work Level Standards</b>	<ul style="list-style-type: none"><li>• Developed by an external party (Mercers) in consultation with the unions</li></ul>
<b>Implementation of new structure not immediate: by business reform and new/vacant positions</b>	<ul style="list-style-type: none"><li>• TAFE NSW will not commence any placement into the new structure until at least 1 January 2016 to ensure smooth transition</li></ul>

