



Australia Post TECHNICAL Members Edition

Your new Fair Work Agreement

A snapshot of the Agreement

- Pay – pay increases of up to 10% over three years including 2% already paid in August and 2% due in December 2010.
- Full-time jobs – full time jobs recognised as a preferred employment arrangement with the CEPU and Post to work on job redesign projects to maximise full-time employment.
- Job security – greater focus on retraining, redeployment and voluntary redundancy when dealing with positions surplus to requirements.
- Shift penalty rates – protections for existing employees.
- Health and safety – a new national OH&S agreement will increase the focus on workplace safety.
- Management of sick and injured workers – New procedures to focus on family doctors and the safe return to work of sick and injured workers
- Flexible work arrangements – requests for flexible work arrangements will be accommodated where possible, including transitioning to retirement or caring for a child or elderly relative.
- Uniforms – employees to have a greater say under a national review of uniforms and protective clothing.
- Dispute resolution – dispute resolution procedures streamlined and strengthened, providing for conciliation, mediation and arbitration.

Where to from here

Soon you will receive the Australia Post Fair Work Agreement 2010 (FWA) from Australia Post. The CEPU will be available to explain the detail of the FWA make sure it is approved and certified so all Australia post employees can enjoy the benefits it will deliver.

Australia Post's national safety performance deteriorates

Australia Post's national safety performance as measured by Australia Post's National lost time injury frequency rate (LTIFR) has deteriorated by 18% when compared with the previous year. Fortunately the incidence of more severe injuries as measured by the LTIFR5 (5 days or more) has remained approximately steady since June 2004.

The increase in the national safety level was due mainly to an increased incidence of sprain and strain type injuries (also known as manual handling type injuries) associated with Commercial operations and Mail and Parcel processing operations. The increase in the incidence of manual handling type injuries in follows a period of improved performance observed over many years.

Injuries associated with motorcycle crashes remained steady at last year's level (motorcycle-related crashes LTIs = 147, down one from 148). A report of national motorcycle safety performance showed that, for the twelve months ending December 2009, performance improved with a 13% reduction in the number of all injuries and LTIs.

Transport also recorded improved performance with a decrease in LTIFR from 11.3 to 9.9.

The reported deterioration in OHS performance begs the question, why the increase in manual handling injuries? Staffing shortages in the mails area means that there are less people to do the work thereby putting employees under much greater pressure to do more, potentially causing to injury. Meanwhile in the parcels area volumes have increased significantly without any corresponding increase in staffing numbers, again putting employees under enormous to do more with less staff.

In the commercial area there are a lot more parcels being picked up at Postshops creating pressures on storage and movement of parcels from back office to front counters along with the perception that there is a lesser emphasis on OHS issues in the commercial area hence the potential for injury.

If you have a view on why manual handling injuries have increased in recent times please let the CEPU know via the email address at the end of this bulletin or talk with your CEPU workplace delegate or organiser.

Adverse action claim against Post before the court

The CEPU's adverse action claim against Australia Post is still proceeding in the Federal Magistrates Court. We are claiming payment for overtime at SWLF, SPF and DLC when Christmas arrangements were cancelled for union members in December.

The union is also claiming payment for sick leave without a certificate when Post refused payment during the period of industrial action. Further we are seeking penalties for an alleged breach of the Fair Work Act. Our evidence has been filed and now Post must file its evidence in reply. The hearing date is 26 October 2010.

Non-payment of overtime and meal allowance not on says CEPU.

The CEPU has lodged a claim in Fair Work Australia to fix an underpayment during our industrial action.

The issue arose when members went on strike part way through a shift. In this case, pre shift overtime had been worked and a meal allowance was payable. Post alleged that the overtime was converted to single time and no meal allowance was payable. Following Fair Work intervention, Post agreed to pay the time at overtime rates, and to pay the meal allowance.

The union understands that this occurred in Brisbane, Hobart, Launceston, Newcastle and some NSW transport hubs. If you have not been paid the correct monies by now, please contact your Branch. We are now considering lodging a claim in the Court seeking a penalty.

Gold Coast relocation dispute fixed

A dispute at the Gold Coast where technicians were to be relocated some 60km away at Underwood has been resolved following assistance from Fair Work Australia.

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We welcome your comments and contributions – send us an email and let us know what you think.

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