

AUSTRALIAN SERVICES UNION

Staff Allocation - What is going on?

Your Union has been in ongoing discussions with Mission Australia Human Resources since the announcement of the tenders set to see big changes in the provision of employment services and in your jobs and employment conditions. Here is a summary of the topics discussed;

Unions Area of Concern	Mission Australia's Response
What has Mission Australia won and lost	Mission has had an overall loss of only 2/3% of 'market share' however, Mission Australia has had significant cuts to their "geographical footprint" meaning some areas have lost significantly esp. rural and regional areas.
All positions to be changed significantly	Mission Australia has said that Job Services Australia (JSA) will require a new model of service provision meaning all positions will change. There will no longer be a clear division between 'complementary services' and 'job network'. The ASU has ongoing concerns about the significantly differing positions and the rights of workers in redeployment and redundancy.
All positions to be advertised internally regardless of loss/gain situation at worksite/region etc.	Mission Australia claims that given the changes this is the only fair way to do things. They say they require a mix of "skill-sets" in the new model. The ASU has ongoing concerns about this process.
Rights in terms of redeployment and redundancy/severance.	Mission Australia has said that they will identify what they think are reasonable jobs for workers who do not apply for positions or who are not successful in the positions that they do apply for – and if a reasonable offer is refused redundancy/severance will not be paid. The ASU has ongoing concerns about this process.
Some positions have been advertised externally prior to being offered internally.	Mission Australia has said that this has occurred only in the case where gains have been made and new people are required in areas where there are no staff to be redeployed. If this is the case – this matter is resolved. Please advise us if you have any information contrary to that provided.

Workers may be required by Mission Australia to travel 90 minutes to get to alternate positions

Mission Australia has said assessment will be made on a case-by-case basis and that if workers unreasonably refuse alternative employment that will not be given redundancy pay. **The ASU will advise and represent workers who are impacted on a case-by-case basis or collectively.**

This table may not represent the total of your concerns – if you are a Union Member and have other concerns about your circumstance, the situation of your co-workers or the processes as they proceed – please let us know.

What is still a concern?

Pay Rates - Mission Australia has distributed two tables outlining proposed pay rates. They say the pay rates have been “benchmarked against internal and external remuneration information to ensure that pay levels are set at competitive rates”. The tables provided roll your Annual Leave Loading and other “tools of the trade” entitlements into your annual rates and make them impossible to compare against Award rates. It remains unclear if some workers will receive less pay and has caused confusion. The ASU has requested details of the calculations (excluding the basic entitlement) Mission has simply said that they have used Award rates – we want to check the details.

Commercial Equivalent TER Range – The Union is very concerned that Mission Australia is making claims about what they say is the REAL value of your wages. Public Benevolent Institutions – Like Mission Australia – are allowed to package your wages. Calculating equivalent earnings in this way is NOT responsible and is misleading. You should disregard these comparisons.

Suitable Alternative Employment – What if you disagree with what is and is not suitable? You need to make sure you get what is fair and reasonable. If Mission Australia proposes that they have a suitable position for you and you don't agree – contact us.

Merit Selection – What happens in cases where there are more people than positions? If this has affected you – please contact us.

How does Enterprise Bargaining fit in?

Enterprise Bargaining will continue and you need to be organised and involved. Mission Australia has said that they are currently looking at the information they gained from their “consultations” and will then begin another round of “consultations”. We need to get and stay organised for bargaining.

What can you do?

- If you are not a member of your Union – join to make sure that you are treated fairly in the changes and to make sure you have representation if you dispute the process or are unclear about your rights.
- If you are in your Union and you have concerns call us and let us know about them. The only way we can take them to senior management is if you bring them to us.
- Get ready for bargaining – get involved – join your union – for more information contact emily@asu.org.au