

Salaried & Admin EA Update



COMBINED UNIONS E-BULLETIN FOR STA SENIOR SALARIED & ADMINISTRATIVE MEMBERS

1 February, 2012

Industrial Commission Approves New Award

Following a ballot of members late last year on whether to accept the STA offer of:

- Initial 2.5% wage increase
- A three year agreement retaining existing conditions
- The option to continue negotiations through the life of the agreement around employee-related cost savings, and wage increases above the 2.5%

Members overwhelmingly voted in favour of this offer to secure and have certainty around existing working conditions. The combined unions have ratified the members vote and agreed to the new award.

The wage increase contained in the agreement will operate from 1 January 2012, and STA has confirmed that it will advise employees as to when these payments will take effect.

The unions will now proceed with negotiations to advance the log of claims presented to STA during the initial EA negotiations.

Restructure Still in Dispute

As reported in the last EA Update, towards the end of last year the unions placed a number of issues in Dispute after receiving unsatisfactory responses on member concerns and enquiries relating to different aspects of the restructure process.

The first area of dispute regards the concerns that the process was unclear, members were poorly informed, and confusion around expressions of interest for voluntary redundancy and people not being appointed to their existing positions. This will remain in dispute until the unions receive clear indication of appointments, redundancies and other outcomes of the process.

The second related dispute is in relation to the union's request to have the restructure taken into account in the Award negotiations. The response from STA was that the restructure does not 'directly affect a relevant industrial instrument, work practices or other conditions of employment'. We are not disputing the STA prerogative to restructure, but rather the impact upon employees.

We have received a response from STA that we do not believe to be satisfactory. The combined unions will discuss appropriate responses to this situation. We ask all members to provide any examples of where they believe that they are being required to undertake additional duties as a result of the restructure. Ideally, if members can provide details of their previous position descriptions as well as any new requirements additional to these, would be useful.

Meetings will be organised with delegates in the next few weeks to discuss the ongoing negotiations around the Log of Claims and responses to the restructure.

For more information contact your union representative:

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