

Queensland Services Union

Press Release

Secretary: David Smith

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**Attention: Industrial relations and social services reporters
Brisbane suburban and regional Qld media outlets**

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Endeavour announces more staff cuts *QIRC recommends “genuine” consultation with union Meeting between QSU and Endeavour this afternoon to discuss service and job cuts*

The Endeavour Foundation has this week announced another 14 job losses in essential service areas as part of its drive to eliminate an \$11 million deficit, the Queensland Services Union (QSU) said today.

QSU members at Endeavour were advised earlier this week of the decision to immediately disband the 14-member Specialist Services team and make its members redundant by the end of the month. The decision came out of the blue and without consultation with the QSU.

Members of this team are based in Cairns, Townsville, Rockhampton, Nambour, Toowoomba and Brisbane.

At an urgent hearing yesterday afternoon (21 October) the Queensland Industrial Relations Commission (QIRC) recommended that Endeavour engage in “genuine” consultation with the QSU on any planned redundancies. The QIRC also recommended Endeavour undertake a risk analysis to assess the occupational health and safety implications, for remaining staff, of disbanding the Specialist Services team.

The Specialist Services team provides support to other Endeavour staff members who require assistance with clients who have more challenging issues and behaviours such as multiple disabilities, autism or violent tendencies. Since its creation Endeavour’s WorkCover claims and premiums have reduced significantly and the welfare of clients and staff has improved.

These latest job losses follow Endeavour’s decision earlier this month to close 14 facilities, including 10 residential facilities and four Adult Training and Support Services (ATSSs). These facilities provide services for up to 150 intellectually disabled Queenslanders and employ about 70 staff.

QSU secretary, David Smith, said Endeavour seems hell bent on cutting costs at the moment without always recognising the full implications for staff and clients.

“QSU officials will meet with Endeavour management this afternoon to make the Union’s views about the conduct of this restructure clear. We are not unsympathetic to Endeavour’s financial situation, but some of it is of Endeavour’s own making and we are not going to let them make cuts without proper consultation and even consideration of alternatives,” Mr Smith said.

More

“Our members are not convinced the axing of this Specialist Support team is the only option available to Endeavour. If they still need to make savings there are other areas not providing direct client care or support, which could be looked at. That is what genuine consultation is about. When it comes to these matters, not all wisdom resides with management.

“Clearly we are potentially looking at significant job losses at Endeavour as it closes services over the next six months. This is in addition to the disruption to clients and their families caused by the closures.

“Therefore, it is important Endeavour works closely with all stakeholders during this difficult time. That is what the QIRC effectively recommended yesterday afternoon and that is what we will be seeking at this afternoon’s meeting.

“The Endeavour Foundation is a very important part of Queensland’s social infrastructure. It’s services are vital to thousands of Queenslanders. That’s why we must get this restructuring right and not rush into making decisions, which are not in the long-term interests of the organisation, its staff and clients.

“That will only happen if Endeavour consults properly with everyone involved and listens to sensible alternatives. I believe everyone is motivated by goodwill here, so let’s harness it for the good of Endeavour,” Mr Smith said.

As well as disbanding the 14-member Specialist Support team Endeavour plans to close the following residential facilities and ATSSs:

Residential (10)

Banyo	Carseldine	Coopers Plains (Two)
Corinda	Lawnton	Mount Isa
Nambour (Two)	Waterford	

Adult Training and Support Services (4)

Caloundra	Coopers Plains
Wacol	Yeerongpilly

This afternoon’s meeting between QSU and Endeavour officials is scheduled to start at 2.00pm. It is being held at Endeavour headquarters, Bowen Hills.

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