



ENDEAVOUR UPDATE

Union Bulletin

News and information for members of the Australian Services Union

27 October 2004

Residential Certified Agreement Update/Restructures and Redundancies/Future of Unfunded Residentials and ATSSs

ENDEAVOUR RESIDENTIAL AGREEMENT NO. 2 GOES TO BALLOT

The proposed Endeavour Residential Agreement No.2 has been circulated to all Residential staff. Members will have 14 days to review the document and attend information sessions held by Endeavour and the unions. All employees will be issued with a ballot paper and have the opportunity to vote on the EBA, from 8 November and closing at 12 pm on the 22 November 2004.

If the agreement is accepted by the majority of staff, it is expected the payment of your new conditions will commence on the pay period following 13 December 2004. The transition period will be from December 2004 – February 2005 to allow for appropriate consultation to occur locally regarding changes to rosters. Overtime payment will not occur during the transition period, however, all other increases including penalties and allowances will be paid.

As the EBA is now in its final form, the QSU has notified Endeavour that all work bans in place will cease as at 29 October 2004. The EBA has addressed the majority of our log of claims, including:

Wage increases: 3% per annum or Safety Net Adjustment, whichever is the greater (payable each September).

Payment for hours worked: Agreement to use a range of frameworks, including 4 on and 3 off or 3 on and 4 off over a 14 day period or 7 on and 7 off over a 14 day period, as a guideline. Payment for 9.5 hours Monday to Friday with a 6.5 hour break per day and payment for all hours worked on Saturday and Sunday i.e. 16 hours per day. Each roster will be determined locally.

Penalty rates: Monday to Friday from 9 pm – 7 am (excluding sleepovers) at penalty rates of an additional 15% per hour.

Saturday rate to be time and a half (50%) and **Sunday** rate to be time and three quarters (75%).

Sleepover Allowance: Increase to \$42 per sleepover (maximum of 8 hrs) with the ability to have an awake allowance if significant duties required eg. take client to hospital.

Overtime: Hours worked beyond 76 hours per fortnight to be paid at overtime rates i.e. the first 3 hours at time and a half and double time thereafter.

Removal of unpaid training days and emergency days: Any training or work carried out in the duty free period will be paid at ordinary rates or can be added to annual leave balance.

The introduction of a new classification structure: All existing level 2 employees will become level 3 employees upon the certification of the agreement. There will be a new additional pay point for a 'supervising support worker': one person on each shift will be responsible for communications (replaces 'supervisor' position). Level 4 has been retained from the existing agreement. Level 5 was not included.

Retrospectivity: The agreed proposed classification structure and reimbursement for unpaid training and emergency days to be back paid to the expiry date of the existing agreement i.e. November 2003.

Transition period to allow for implementation of the above: 3 month period from certification of the agreement to the 28 February 2005

A big thanks to our hard working delegates who have attended various meetings. The 'in principle' agreement meets most of our claims and is a huge step forward. All Residential staff are urged to vote 'yes'.

	<u>Delegate</u>	<u>Residential</u>	<u>Phone No.</u>	<u>Fax No.</u>
South East	Rick Walker	Southport	5532 4992	5532 4992
Brisbane Met	Pat O'Brien	Waterford West	3805 3933	3805 3933
Coastal North	Darryl Devenny	Saxby House	5495 5636	5495 5636
South West	Margaret Moloney	Waminda	4636 3081	4636 3081
Wide Bay	Judy Ayriss	Stan Lohse House	4153 3819	4153 4095
Rockhampton	Glenn Nelson	Ron McCamley House	4926 2786	4928 0030
Mackay	Peter Sturzaker	Mackay	4942 1998	4942 9437

The QSU's contact centre, QSU Connect, has fielded a large number of calls over the past month in relation to the progress of the EBA. Any delay in distributing the document to Residential staff lay with Endeavour and the extensive restructures presently being pursued.

QSU TAKES FIGHT FOR SS TEAM JOBS TO THE QIRC

Following 20 staff retrenchments and services closures in the last month, Endeavour has now disbanded the Specialist Support Team of 14 staff. The decision, announced on the 19th of October, was to take effect on the 22nd of October. According to the Board, Endeavour's decision was made to balance the budget and create a small surplus.

The QSU lodged a dispute notice and at a conference the Queensland Industrial Relations Commission (QIRC) recommended that reasonable consultation take place.

Union members from the North Coast and North Queensland, who were shocked by the lack of consultation, provided numerous statements to the QIRC about the negative impacts of the decision. According to members, one of the major implications arising from the cuts is the removal of positive behavioural support to clients and the related health and safety issues.

The QIRC outlined 5 recommendations that emphasise the obligation by Endeavour to carry out genuine consultation. Negotiations between Endeavour and the QSU will continue and Endeavour has now undertaken to award preferred consultant status to SS Team workers when outsourcing the "new" consultancies, and to give preferences (subject to skills matching) for any future vacancies. It is also agreed that Endeavour, in consultation with the Union, will undertake an assessment of the impact on remaining employees with emphasis on preventing threats to safe work systems.

Endeavour intends a lot more "restructuring" in coming months. There's a strong and immediate reason for any worksite not yet organised, to join the union and elect a delegate. It will be important that all union members maintain their union networks and encourage all other staff to join the union on an urgent basis.

STAFF AT "UNFUNDED" RESIDENTIALS AND ATSSs TO BE REDEPLOYED

Meanwhile, in Brisbane Metro, North Coast and Mt Isa, Endeavour and the QSU have been consulting for some time on the significant effects of the decision by the Board to discontinue service delivery to 15 services unless more DSQ funding is allocated. DSQ has substantially increased its recurrent funding to Endeavour again this year and it has agreed to fund the 11 Residential and 4 ATSSs on a month-to-month basis while arrangements are made for all clients.

While this potentially effects some 70 staff, Endeavour has undertaken to try to redeploy all permanent staff thus preventing job losses. To this end, no new permanent staff have been appointed for some time and permanent staff will receive first consideration when vacancies arise during the coming months. It will also be important to look after temporary staff too.

In this area, Endeavour is more mindful of its obligations and has undertaken to avoid redundancies, (either voluntary or involuntary) wherever possible. No dates have been set for any closures. The situation will be reviewed in early December with regular consultative discussions between the Union and Endeavour due to continue.

For further information contact ASU Connect on: 3844 5300.