



A•S•U

REDLAND SHIRE COUNCIL

Union Bulletin

News and information for members of the Australian Services Union
24 November 2004.

RECORDS MEMBERS CALL FOR THE ASSISTANCE OF THE ASU.....

The members in the Records Section of Council have called for the assistance of the ASU during the process of their area being restructured. The members have been told by management that they have to apply for the new positions and compete against any internal applicant. It is the ASU's position that these employees within this area would be suitably qualified to undertake these new roles and that RSC has an obligation to provide employment security. If management believe, at this point in time, that the employees are not up to the mark then they have to provide training as per EBA5.

The ASU met with the members late October and had previously been told by management that all employees were happy with the restructure. This was not the case as ASU Organiser, Andrew Matters, found out.

We subsequently advised the members to lodge an official grievance and work through the process to allow our members to truly have a say and assist them in arguing that they already have the right people for the jobs. The ASU would like to pose some questions to other employees in Council –

“How would you feel if you were told, under the banner of a restructure, you now had to apply for a similar role in Council and had to compete for that role with other internal applicants?”

“How would you feel if management stated that you did not meet the selection criteria of these new positions and had to become a floating redeployee in the organisation? Also, that after six months if management could not find you another position that you would become redundant?”

“How would you feel if management deemed in the selection process that no-one fit the roles and that these positions would now have to advertised externally?”

RSC management have an obligation to their current employees to ensure that the employment within RSC does not come under threat. The ASU has requested on three separate occasions to quarantine the new roles so that only those currently working in Records have the right to obtain them. This would allow for career path and make sure that these workers, just before the Christmas period, can feel sure that their jobs are safe and secure and RSC management are ensuring that employment security is at the forefront of everyone's mind. When you see the members from records just ask them how they feel about this situation.....

For further info contact ASU Organiser

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