



CHANGES IN OUR WORKPLACE

The Department of Housing is implementing changes to our workforce. The CPSU/CSA supports change when the rights of employees are respected and the changes result in a more effective and efficient public sector.



We have serious concerns that the rights of many employees at the Department of Housing are at risk. This document explains some of the processes that the Department must follow and what your rights actually are.

Some of our colleagues have been asked to give up their substantive position and thus their permanency without having had the possible consequences explained to them.

So, what are your rights?

We are all covered by the Public Sector Award. This Award outlines what rights and entitlements we have as employees. Clause 58 of the Award deals specifically with Notification of Change. It states in part:

(1) (a) Where an employer has made a definite decision to introduce major changes in production, programme, organisation, structure or technology that are likely to have significant effects on officers, the employer shall notify the officers who may be affected by the proposed changes and the Association – CPSU/CSA.

This notification MUST be in writing and given to both the officer AND the Union before a decision has been made about the proposed changes. This is important because you have the right to be consulted and any suggestions you may have about alternate proposals considered by the employer. This is outlined in Section 2 of Clause 58.

(2) (a) The employer shall discuss with the officers affected and the Association (CPSU/CSA), amongst other things, the introduction of the changes referred to in subclause (1) of this clause, the effects the changes are likely to have on officers, measures to avert or mitigate the adverse effects of such changes on officers and shall give prompt consideration to matters raised by the officers and/or the Association in relation to the changes.

There is also extensive industrial case law that establishes this consultation MUST be genuine, not merely perfunctory, and any decision made by the employer must follow the consultation, not precede it.

KNOW YOUR RIGHTS

There are other steps that the Department MUST follow in order to implement changes while respecting the rights of their employees.

Unfortunately, sometimes people waive their rights by signing new contracts or voluntarily give up their positions without consulting anyone other than management or an HR employee.

Are there changes happening in your workplace? If so you need to ask yourself these questions:

1. Am I a member of the Union? If not, **join now** there's a special offer on.
2. Has the Department notified myself & the CPSU/CSA in writing about the proposed change?
3. Have I been offered a meaningful opportunity to be consulted about the proposed change?
4. Have I signed or agreed to anything that may jeopardise my current job?
5. Have I contacted the CPSU/CSA and let them know that change is happening in my area?

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