

Ref: 2012/293

### COMMISSIONER'S BULLETIN

#### Fair Work Australia Conciliation

On 9 October 2012 my office participated in a Fair Work Australian conciliation conference before Commissioner Gay with representatives from Community and Public Sector Union (CPSU), United Voice, Australian Nursing Federation (ANF), and Australian Metal Workers Union (AMWU). The unions had notified of a dispute alleging failure to consult properly as a result of changes arising from the Administrative Arrangements Order and recruitment restriction measures.

Commissioner Gay acknowledged that consultation processes had commenced and both parties were committed to finding ways of consulting effectively during a period of change across the NTPS. This includes the establishment of the NTPS Monitoring Committee to oversee broad consultation issues which will continue to facilitate consultation on significant matters across the sector.

During the conference the CPSU made claims that a number of agencies had failed to properly consult with staff and the union. An undertaking was given on my behalf to follow up those agencies to ensure they commence formal consultation with staff and the unions, including agencies where there is no change occurring.

I appreciate that change, especially substantial change in which not all of the details are settled can be an unsettling experience and that some employees may not have a sense of certainty about their jobs in the immediate future. However, I reiterate the Chief Minister's commitment of no forced redundancies during the life of the existing agreements and assure you that the management of change process will be managed within the letter and spirit of the agreement. My office will also be working closely with agencies to assist with potential surplus employees resulting from any agency restructuring.

I also invited the unions to assist in the consultation processes by providing agency CEOs and my office with relevant and timely information on problems they may experience as it comes to hand.

Should you have any further questions relating to consultation please contact your Agency HR unit in the first instance.



KEN SIMPSON

12 October 2012