

Latest News About Redundancies

Chubb management advised the ASU on Monday, 10th July, of their intention to make 15 positions redundant in the cash rooms between now and the middle of August, 2012. Meetings have been held with employees on Tuesday, 11 July, and a number of concerns were raised with the process.

The main concerns raised are:

- Chubb not doing everything they can to avoid losing any jobs (mitigating the adverse effects).
- Expressions of interest should be sought from employees before any one is made forcibly redundant.
- Fairness of the selection process to determine who will go should be based on skills not personalities subjective criteria.

The ASU has written to Chubb management (Wednesday, 12 July) raising these concerns and asking that management immediately cease proceeding with selection of employees to be made redundant and do the following:

- Provide an opportunity for all potentially affected employees to be advised that they have 48 hours in which to express an interest in being made redundant.
- The 48 hour period should commence from the time that the last advice has been received by employees and a notice placed clearly on the noticeboard.
- Every attempt should also be made to contact employees not attending the workplace during the 48 hour period.
- All potentially affected employees to be given a draft statement of what would be their entitlements in the event that they are made redundant in order for them to use the information as a part of their decision making process.
- Confirmation from Chubb that at the conclusion of the 48 hour period for expression of interest you will, before taking any further steps, advise

the Union of the number of employees who have expressed an interest and your intention to accept or reject those who apply.

- In the event that you receive more applications than positions that need to be made redundant, you will utilise only skills required as the basis for selection.

The Union has advised Chubb that if they fail to agree to the above terms, which are very reasonable considering the significant impact this process has on staff, then the Union will have no choice but to enter into dispute and seek the assistance of Fair Work Australia.

The announcement that positions will be made redundant is never an easy or pleasant process and there is no intention to make this process take any longer than is required.

However, it is important that Chubb ensure that they have taken every step to ensure that in the unfortunate circumstances that jobs will be lost, they have done everything they can to save jobs and that the selection of who would be made redundant be as fair and transparent as possible.

If you require further information regarding this bulletin, please call the union office on 1800 177 244 or phone Senior Organising Advocate, Jo Justo on 0449 520 337 or alternatively email: info@qld.asu.net.au