



A•S•U
Australian Services Union

Hayden comes to Brisbane...

On Thursday 30 October, ASU officials and delegates met with Hayden Stephens and HR representatives in Brisbane for a meeting about local issues. This purpose of the meeting was to discuss the large number of local issues caused by the poor integration of Conveyancing Works and TML.

Lawyers rate at TML

A small group of lawyers in Qld remain employed by TML, despite the fact they work under the Slater + Gordon brand. These lawyers are paid between \$15,000 to \$20,000 below what equivalent Slater & Gordon employees are paid. These lawyers take home pay used much higher (near S&G rates) because they received a significant TML bonus. However, that bonus scheme disappeared on 1 July 2014. These lawyers are working in personal injury, under the Slater + Gordon brand but don't receive S&G rates because they are classed as TML employees. We have raised this issue and management's response is that it must be bargained as part of the EBA. This is a disappointing response as this is a fundamental issue of fairness and equality and could be resolved simply by moving the employees over to S&G and on to fair pay rates.

Conveyancing Works

There are a range of issues and disagreements between management and the ASU about how Conveyancing paralegals are paid and how the short term incentive (STI) is administered. For example, we have recently discovered there are 3 paralegal levels - no-one can tell us what the difference in competencies are and why certain people are classed at different levels. The company has committed to provide more information about this so we can seek to fix the issues in the new Enterprise Agreements.

TML job matching issues

ASU Delegates Kylie Browne and Darryl Robinson have undertaken a huge task reviewing how management has matched TML positions to S&G positions. We're concerned that nobody from HR has actually spoken to employees about what they do. Management have agreed to conduct a review of the matching and put in place a process where individuals may appeal their Slater & Gordon job match. The ASU will actively monitor this review to ensure that people are appropriately classified.

PDR issues

There have been a large number of complaints about how the PDR has been administered in Qld. The two most common complaints were that people were given scores that were based on budget constraints rather than a merit based review of performance. The second complaint is that large number of people had their scores changed on moderation. Management admit there have been issues in Qld and agree the process needs to improve. However, they refused to discuss solutions, instead referring the matter to the EBA process and arguing that we would need to 'bargain' for any improvements.

Contact the ASU

Jo Justo is the ASU Organiser for Slater & Gordon CWQ. She can be contacted on 0449 520 337.

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