

## BCC Workplace Survey Results

**In April of this year, Brisbane City Council staff were invited to participate in an ASU workplace survey to determine the most important issues facing them in 2012.**

### Issues of Importance to Members

82%	■ Job Security
29%	■ Workplace Change - Restructures
29%	■ Leave Entitlements/Flexible Conditions
24%	■ Cost of living/Pay Rises
12%	■ Workloads
12%	■ Staff Consultation
6%	■ Training Opportunities
6%	■ Equal Opportunity

In the current economic climate and faced with upcoming council elections, BCC staff overwhelmingly indicated that job security was the most important issue facing them in 2012.

With more than 500 jobs having been slashed in the past two years, BCC staff are quite rightly concerned for their ongoing employment.

Many of these job losses are a result of ill-conceived and poorly executed department restructures, which, not surprisingly, is second on the list of issues that most concern BCC staff. The resulting loss of operational experience to council has a serious effect on morale as staff are expected to do "more with less" to provide the same level of service to ratepayers

Of equal importance to staff is the ability to access flexible leave entitlements that allow workers to evenly balance their work and home commitments in family friendly work arrangements.

This has now become a significant issue across BCC as more and more of our members are reporting that they are being challenged when seeking to

confirm and continue ongoing Flexible Work arrangements. In some cases these arrangements have been in place for many years and whilst reviewed every six months, have continued to be available to members. Recently our members have been denied a continuation of their flexible work arrangements even though on some occasions they have been signed off by local supervisors and managers.

These restrictions are having a serious impact on members as some of them have to make new child care arrangements to enable them to attend work. BCC senior management and Employee Relations personnel deny that their has been a directive to managers and supervisors to curtail the opportunity for members to avail themselves of flexible work arrangements.

We believe these restrictions are a result of the staff cuts that came out of the 32 restructures that occurred across BCC and we will continue to challenge BCC's right to use restructures as a means of denying members rights they have under their Enterprise Agreement.

In many cases heavier workloads are imposed on staff as a result of these restructures and job cuts. A lack of staff consultation around these areas is of equal concern to council staff as issues of importance in 2012.

Whilst Job security was seen as a very high priority in the recent survey, many of our members indicated they are still constantly affected by steep rises in the cost of living and this will be an issue to be addressed in the upcoming Enterprise Agreement negotiations. Opportunities for promotion and workplace health and safety concerns are also issues of importance in a workplace climate where secure employment seems to be a thing of the past.

To address these issues your union has organised a strategic summit for BCC, Energy and Water Delegates to attend later this year. Delegates will be able to access union training leave to attend this summit, which is scheduled to be held on 26 July, 2012.

**More information about this summit will follow shortly.**



**DATE CLAIMER – BCC • ENERGY • WATER**

**Utilities 2012 Strategic Summit**  
**Thursday 26 July, 2012 - Brisbane**  
**Delegates, mark this date in your diary!**

### SURVEY PRIZE WINNER

Don Ballantyne (*pictured below*) was the winner of the accommodation voucher for the Watermark Hotel on the Gold Coast, kindly provided by Union Shopper for survey participants. **Well done Don!**



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