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Classification Structure Dispute

As you will be well aware, your ASU Delegates have been working hard on the review of your classification structure which is required to be reviewed in accordance with your current Enterprise Agreement.

In the event there is an agreed outcome from this review, the agreed outcome would either be included in the current Agreement or included in the next Agreement that is now being negotiated.

One of the key elements of reviewing the classification structure is to understand exactly what all the roles are in the organisation and how they are described so they can be allocated into the structure. Since the commencement of this process, UCH management have refused to provide any position descriptions to your Delegates in order to fully assess the classification structure.

UCH management have held multiple sessions with staff to hear your views but they have not proceeded according to your Agreement, which requires them to provide the position descriptions and only insert a new classification structure or clause in the event it is agreed.

To date there has been no agreement reached around your classification structure and there are many anomalies outstanding, such as clinical coders, to be resolved. Some progress could be made with the simple provision of position descriptions.

As UCH management continue to refuse to supply position descriptions, your ASU Delegates have asked the union office to lodge a dispute notification with Fair Work Commission in accordance with your Agreement. The dispute asks the Commission for assistance to have UCH management provide your ASU Delegates with all position descriptions in your Agreement and to not proceed to include any changes in relation to the classification structure, either in the current Agreement or the next until it is agreed.

ASU Delegates will be in attendance at the Commission conciliation conference and as soon as a date has been set and the matter heard, the outcomes will be reported.

ASU Delegates, Elizabeth Barnes, Anne Stewart and Noeleen Blatchley need to hear your support – give them a call. Do you have an ASU Delegate in your workplace? If you don't have a local Delegate or are not sure, call your ASU team on 1800 177 244 today.