



MaxNetwork employment & training agreement update

On 21 May and 22 May, ASU Officials, employee representatives and management held a second meeting to progress negotiations about the content of the new Enterprise Agreement's at MaxNetwork. We are negotiating two new agreements – the Employment & Training Agreement to cover staff in Employment, Training and Immigration, and the Health Agreement to cover Health Professionals. This Bulletin provides an update about where each issue is at in negotiation for a new Employment & Training Agreement.

Key issues

Health & Safety

We have achieved positive progress on this issue. Management have agreed in principle to establish a Workplace Health & Safety committee that includes local representation from each office to ensure that safety issues in the workplace (such as a lack of emergency exits in many offices) can be addressed.

Workload and stress

Management continue to refuse to discuss the issue of caseloads as they believe it to be a management issue. They deny that staff work excessive overtime and argue that it is unusual for staff to work beyond the 9am to 5pm. ASU members tell us that staff regularly work extra time to get their jobs done because caseloads are too large. In many cases this means people come in at 7am and/or stay late. Management deny this is, in the case, and describe those staff working extra hours as the exception.

Wage rates and bonuses

The ASU is concerned that the wages rates offered are low. In most cases they are set at the legal minimum and below the pay rates of competitors. In addition, management are refusing to consider including the bonus scheme in the agreement. Management want the flexibility to be able to regularly review and change the bonus structure. This is exactly what we are concerned about – the bonus targets can be changed at any time

and you can't rely on getting a bonus, no matter how hard you work.

Management have offered a 3% wage increase per year but that would be reduced if the Government legislates for increases to Superannuation.

Wage offer

- Customer Service Officer - 37,760 – 40,369
- Employment Consultants - \$42,756 - \$49,523
- Team Leader – 50,772 - \$53,154
- Administrative Officer - \$37500 - \$50,000
- Business Manager - \$62,142 - \$73,557
- Trainer - \$61,814
- IT - \$50,000 - \$60,000
- Project Officer \$60,000

More information

For more information, please get in touch with the relevant contact below.

Branch	Contact	Phone
VIC PS	Andy Lewis	0409 778 890
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EMPLOYMENT & TRAINING AGREEMENT

Management's response to the ASU log of claims

ASU Claim	MaxNetwork Respons
1. The terms and conditions offered under the MaxNetwork Pty Ltd Collective Agreement 2009 should be maintained under the new Enterprise Agreements, unless improved	To be determined
2. The principle of equal pay for equal work must be applied across the organisation. The same pay rates and conditions must be offered to employees who perform comparable work	Agree
3. Increase wages to reflect current market rates, and a yearly wage increase of 5%	Reject
4. Increase Superannuation to 12%	Reject
5. Penalty rates paid for work on weekends, public holidays and shift work	Reject
6. Paid overtime, including payment for time spent travelling between offices for work	Reject paid overtime for those on annualised salaries, but agree to include discretionary payment for time spent travelling
7. Introduce annual leave loading of 17.5% as per the Modern Awards	Reject , they argue compensation for this is included in the proposed wages
8. A consistent higher duties clause across both agreements that applies higher duties payments after 5 days or more	Not relevant (issue that affects the Health Agreement)
9. Improve access to company cars or improve the car allowance where personal cars are used for work purposes	Reject inclusion in the agreement but committed to undertake a tools of trade review
10. Improve the bonus structure, including introducing more realistic targets and include the entitlement to bonuses in the EBA	Reject
12. Maintain and improve access to Time Off In Lieu or introduce Rostered Days Off	Reject RDO's
13. Introduce a clause that requires part time workers receive a minimum number of hours per week	Reject
14. Introduce a clause that requires employees are engaged or paid for a minimum number of hours for any work on public holidays and on call work	Agree to 4 hours minimum where staff are recalled on public holidays and weekends
15. Consistent, minimum engagement of 3 hours for casual employees	Agree
16. Maintain current option to purchase more leave	Agree

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17. Introduce Domestic Violence Leave	To be discussed further
18. Improve parental leave for both primary and secondary carer	Agree to provide primary carer leave as a 12 week block but refuse to provide secondary carer leave. Company proposes to remove MaxNetwork scheme when the Abbott scheme is introduced
19. Address the high levels of stress in the workplace	Reject - committed to undertake a review of caseloads but refuse to include any measures in the agreement
20. Health professionals to be limited to 5 sessions with clients per day	Reject
21. Improve safety in the workplace, including access to emergency exits	Agree in principle to introduce a Workplace Health and Safety committee that includes local representation
22. Improve access to breaks and maintain option for employees to take a 30 minute lunch break if they choose	Reject – management do not believe there is a problem with people working through their breaks
23. Improve training and provide more opportunities for professional development	Not relevant (issue raised by Health staff). Please contact your ASU organiser if you believe this is an issue for Employment & Training staff
24. Include any entitlements Professional Development Funds (such as the \$2000 available to Health Professionals) in the EBA	Not relevant (issue raised by Health staff)
25. Training or professional development to take place on paid time (i.e. overtime should be paid where training occurs outside work hours)	Not relevant (issue raised by Health staff)
26. Improve consultation and communication	To be discussed further
27. Improve the classification structure, including providing clear career progression, recognition of qualifications and experience	Reject – management refuse to improve the wages in the classification structure