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## UFA OF A AVIATION BRANCH



# BRANCH NEWSLETTER

### **NEW WORK PERFORMANCE FRAMEWORK [Your Union Recommending Non-participation Until Proper and Genuine Consultation With Your Union]**

Clause 5.9 of the *Airservices Australia [Aviation Rescue and Firefighting] Enterprise Agreement 2013 – 2017* provides that your work performance will be formally reviewed annually and that ARFF will consult with you and seek your active participation in this process.

In the latter part of 2014 it was determined that the current work performance project needed review.

On the 18<sup>th</sup> May 2015 your Union received a letter from Airservices inviting our participation on the Internal Reference Group formed for the review. The Branch Secretary was the nominated representative. Your Union mistakenly believed this signaled the commencement of the review. The reality was something entirely different.

Your Union was subsequently advised that a meeting of the IRG via teleconference would take place on 4<sup>th</sup> June. Documentation relating to the meeting was only sent late on 3<sup>rd</sup> June. This left no time for your Committee of Management to meet and consider the documentation and form a position and response to the documents. ON the teleconference our Branch Secretary correctly concluded that the review project was not just commencing but was much further down the track and well on the road to being completed. The Branch Secretary stated at the teleconference that it was not possible for your Union to properly comment on what was being discussed as it was obvious that meetings had already occurred to which your Union had not been invited. It is unreasonable to ask your Union to comment on any concerns or questions it has on behalf of members when it had not been involved before the teleconference on 4<sup>th</sup> June and not had any opportunity to consult with members and for your Branch Committee of Management to form an informed position on the proposal for a new work performance framework. The Branch Secretary was told that he would be provided with documentation relating to what had occurred prior to 4<sup>th</sup> June.

On 5<sup>th</sup> June the documentation was provided and revealed the following:

- The project plan provided for the development of a Union Engagement/Consultation Plan in November 2014 and Union Engagement from December 2014 through to the end of June 2015
- In **ARFF Work Performance Project** – Summary it is noted under **Issues/Risks** that
  - *"From this point the union needs to be more closely involved in the design process – from a consultation point of view. Therefore we need to schedule regular meeting with them as well as involve their staff rep in the Internal reference group"*

**There was not any consultation with or involvement of your Union in the Internal Reference Group [IRG] until 4<sup>th</sup> June 2015 following an invitation on the 18<sup>th</sup> May to your Union to nominate a representative for the IRG.**

The letter of 18<sup>th</sup> May inviting a Union rep for the IRG also stated that:

*"Airservices will consult about the introduction of any changes that may have an impact prior to any final decision being made to adopt and implement any recommendations made by the review."*

This statement does not fit with the following revealed in other documentation provided to the Branch Secretary on 5<sup>th</sup> June.

- In a memo from the MNO to Aviation Fire and Rescue Regional Managers
 

*"and most immediately ensure the completion of WPAs using the new Form and Process provided by the Work Performance Project Team and Internal Reference Group by 31 August 2015."*
- *Completion of new WPA Form Design: 5<sup>th</sup> June 2015*
- *Commence the roll out to stations: 17<sup>th</sup> June 2015*
- *Completion of new WPAs: 31 August 2015*

**All of this does not fit with that statement that Airservices will consult about the introduction of any changes that may have an impact prior to any final decision being made to adopt and implement any recommendations made by the review. The above dot points indicate that a number of final decisions have already been made before consultation with your Union has begun or ended.**

On the basis of all of the above there is a question about the genuineness of the invitation to your Union to nominate a representative to the Internal Reference Group and consultation with your Union. Your Union has not had reasonable and proper opportunity to consult with its members and consequently your Committee of Management has not had the opportunity to consider members' comments and feedback and to respond to what is being proposed in an informed way.

Accordingly, your Union is recommending that members do not participate in any new work performance framework until there has been proper and genuine consultation with

your Union. Clause 5.9 of the Enterprise Agreement provides that "*we will consult with you and seek your participation in this process.*

Authorised by Henry Lawrence, Branch Secretary, UFU of A, Aviation Branch