

E-BULLETIN **Postal**

#17 Friday, 26 September 2014



1. **Senate report slap in the face for Post**
2. **Letter to politicians on future of postal services**
3. **A decline of 5% is not the crisis that Post's CEO would like the community to believe it is**
4. **Australia Post looks at outsourcing and offshoring jobs**
5. **Comcare tells Post to review risk assessments for manual handling**
6. **Risks to Post workers from traffic management problems**
7. **Australia Post told to review its training to managers on WHS Act**
8. **PostConnect in South Australia is to be shut down**
9. **Swaps register information is wrong**
10. **New Award coverage for LPO workers**

1. Senate report slap in the face for Post

A Senate report calling for greater oversight of Australia Post's pricing practices and an independent inquiry into plans to reduce the organisation's Community Service Obligations is a slap in the face for Post. Mr Fahour has been actively seeking changes to the CSOs.

The Senate report handed down this week recommends a full independent inquiry into the effect of proposed changes to the Community Service Obligations on all stakeholders, including licensed post offices, the mailing industry, Australia Post workers and the community as a whole.

The report also recommends restoration of the ACCC oversight of price increases for bulk lodged mail and the monitoring of service standards, as is currently the case with Post's broader community service obligations.

There are 18 recommendations in the report.

The report confirms that greater oversight of Australia Post management is required to ensure that a significant public asset is not irreparably damaged, said Martin O'Nea, CWU Assistant Secretary.

2. Letter to politicians on future of postal services

Your National Office, in conjunction with our mail industry coalition of business and community groups, has written to all Federal Politicians to ensure the future of postal services.

Click [here](#) to view the letter.

3. A decline of 5% is not the crisis that Post's CEO would like the community to believe it is

Headlines tell us Australia Post is in dire straits and drastic action is needed. But there are gaps in the narrative being told by Australia Post chief executive Ahmed Fahour and his team.

Click [here](#) to view "The Saturday Paper" article.

4. Australia Post looks at outsourcing and offshoring jobs

Australia Post has notified the CWU that it proposes to go to the market to outsource jobs in *Information Digital & Technology (IDT)*. Australia Post will also look at offshoring jobs in *IDT*.

The proposal flagged by Australia Post last week involves a market evaluation of Post's *End User Computing (EUC)* service. Post advise that they have briefed employees on this matter.

Approximately 1200 people, mostly contractors, work in *IDT*. However, about 300 people are in *EUC* and of these 100 are Award employees and 30 contract managers.

This means the jobs of 100 Award employees and 30 contract managers could be outsourced and/or offshored early next year. For the people in Retail Technology Transformation this will be their second restructure in 12 months. Once again there was no mention of reducing the number of contractors.

The potential outsourcing/offshoring of jobs in *IDT* is in addition to the 900 jobs in management, administration and support areas that are already in the pipeline to be axed by senior management before June 2015.

Your CWU national office has formally requested consultation prior to any decision being made to outsource and/or offshore jobs. Post is resisting but we are pursuing the matter.

5. Comcare tells Post to review risk assessments for manual handling

Comcare has told Post to review its risk assessments for manual handling following a complaint from the CWU Vic Branch. Post has been told that it needs to implement practices in relation to van loading and unloading that avoids having to lift heavy items above shoulder height.

Really! Comcare had to tell Australia Post to avoid lifting above shoulder height. There is enough information in the public domain on how to minimise manual handling hazards. Loading and unloading vans involves repetitive and sustained manual handling. There should be no lifting above shoulder height.

In short, Comcare found that a number of manual handling hazards that are common to the duties of PTOs were risk assessed. But the risk controls are primarily 'administrative controls' with some mechanical aids e.g. trolleys when able.

Comcare also found that induction training for van and truck drivers provided little information on types of manual handling hazards associated with the duties undertaken. There was nothing specific on boxes of wine that weigh between 12- 14 kgs. But weight is only one factor that must be considered when assessing health and safety risks. The frequency of lifts and environment are also important factors.

Instructing workers to take care or to adopt 'perfect' behaviour particularly, when such instructions forms the larger part of the safe system of work ignores variations in the work system that can make the controls inoperative, such as pressure to meet a delivery schedule.

Basically, Comcare found there were no effective controls to protect workers from the manual handling hazards associated with reaching above shoulder height.

Post needs to redesign this work to make it properly safe rather than just add layers of administrative controls in an attempt to patch up holes in their work design.

6. Risks to Post workers from traffic management problems

Post workers were at risk due to traffic management arrangements at Australia Post Business Hub said Comcare.

An Improvement Notice issued by Comcare required Post to implement traffic management arrangements to ensure that the layout of the workplace and systems of work allow for PDO motorcycle traffic and forklift vehicles to operate at the workplace without the risks of forklifts and motorcycles colliding. Really!

Post has since installed a locked gate across the area which had allowed for PDOs to enter the forklift area.

Unfortunately this is not the only workplace where forklifts interact with traffic, usually pedestrian traffic. If risks from dangerous traffic management arrangements afflict your workplace contact your HSR and/or CWU Representative or CWU Branch.

7. Australia Post told to review its training to managers on WHS Act

Australia Post managers are not well informed regarding their roles and responsibilities under the Work Health and Safety Act. In particular, the requirements under Consultation, Representation and Participation and the requirements under the legislation regarding HSRs and Deputy HSRs This includes when the union conducts elections under the Act.

Comcare has told Post to review its training to managers in the Transport hub and other management representatives following a Comcare investigation into HSR elections at Bayswater Business Hub.

Comcare has also recommended that *AP, in conjunction with the union, ensures all workers in the workplace have adequate training and understanding re their rights and responsibilities in relation to WHS consultation issue resolution and representation including conduct of HSR and DHSR elections.*

Your CWU National Office is following up with Post.

8. PostConnect in South Australia is to be shut down

PostConnect (e-letters) in South Australia is to be shut down. PostConnect went through a restructure a few years back. Now 7 more jobs will be axed. These are not part of the 900 job cuts. They are in addition to them.

The work will be re-distributed to Vic and WA. About half the workers in PostConnect in SA want to keep working for Post. They have expressed interest in job swaps with people in the Adelaide Mail Centre (AMC) who have indicated that they want a redundancy package. This should not be a problem.

But the nice talk about the Swaps Register at the national level doesn't match with what is happening on the ground. PostConnect people who are classified under the SPO structure are told they cannot swap with mail officers at AMC because they are under a different classification. The fact is that both are involved in production work. So why would Post reject such swaps when minimal training is involved?

The union has raised the matter with Australia Post nationally.

Meanwhile Post is loading everyone else up in PostConnect with more work. The people in SA had work to do. That work still exists. Only now there are now insufficient people to do the work. Worker stress will increase and not just at PostConnect.

9. Swaps register information is wrong

The information on the Swaps Register being put forward by Post is wrong. The possibility of a successful swap does not depend on *classification, skill level and the timing of the match up for both employees* as put forward by Post. The CWU also rejects that *retraining and relocation*, if minimal costs are involved, are not available to employees.

This matter has been raised by the CWU National Office. Post has agreed to remove the words "without any further training the Swaps Register and we are awaiting their reply on the other issues.

10. New Award coverage for LPO workers

The Postal Services Industry Award is now terminated and has no further application.

Members who perform retail-related tasks are now covered by the General Retail Industry Award 2010. Any employees engaged in delivery of mail are likely to be covered by the Road Transport and Distribution Award 2010.

The most important changes that affect members as a result of the changed Award coverage are as follows:

- The **casual loading** increases from 20% to 25% (an effective pay increase for casuals of 5%).
- A **minimum call-out** of 3 hours for casual employees.
- All employees must be assigned one of the **classification levels in the Award**. There are 8 levels in the General Retail Award. A Postal Service Officer Level 1 (old Award) may be a Retail Employee Level 1 or 2 (under new Award). It would depend on tasks performed, level of skill and supervision.
- The **minimum rates of pay** under the General Retail Award are as follows:

Award Classification/Adults:	Weekly Wage:	Hourly Wage (rounded up):
Retail Employee Level 1	\$703.90	\$18.53
Retail Employee Level 2	\$720.70	\$18.97
Retail Employee Level 3	\$731.90	\$19.27
Retail Employee Level 4	\$746.20	\$19.64
Retail Employee Level 5	\$776.90	\$20.45
Retail Employee Level 6	\$788.20	\$20.75
Retail Employee Level 7	\$827.60	\$21.78
Retail Employee Level 8	\$861.30	\$22.67
- The following **penalty rates** apply under the General Retail Award:
 - Evening penalty rate** – Monday to Friday: An additional 25% (i.e. 'time and a quarter') applies to all work performed after 6pm. This does not apply to casual employees.
 - Public holiday penalty rate:** A rate of double time and a half applies to work on public days.
 - Saturday penalty rate:** A rate of time and a quarter applies to work on Saturdays. Casuals working on a Saturday receive an additional loading of 10% instead of the Saturday penalty rate.
 - Sunday penalty rate:** A rate of double time applies to work on Sundays. Casuals working on a Sunday receive an additional loading of 100% (i.e. 'double time').
- **Part-time employees** must have an agreement in writing which sets out the agreed hours and days of work and scheduled breaks. The minimum daily engagement is 3 hours.
- The following **additional allowances** apply to employees covered by this Award:
 - Transport:** for use of own motor vehicle = 78¢ per kilometre.

Clothing: a laundry allowance of \$6.25 per week is payable where the full-time employee is required to maintain special clothing provided by the employer. For part-time and casual employees, \$1.25 per shift is payable per shift.

Meals: \$16.99 is paid where overtime work exceeds one hour and the employee has not been given 24 hours' notice. If this overtime exceeds four hours, a further meal allowance of \$15.38 is payable.

The CWU National Office intends to discuss the matter of classification with POAAL and hopefully achieve a clear classification and wage position. We are preparing to make an application to FWC for a low pay determination to create one instrument to cover LPOs.

**We welcome your comments and contributions –
send us an email and let us know what you think via a different classification.
Check out our webpage at www.cwu.org.au**



Download our CWU phone app



Level 9, 365 Queen Street, Melbourne Vic 3000 (Australia)

[cwu.org.au](http://www.cwu.org.au)

P (03) 9001 9920

F (03) 9642 0333

E cwu@cwu.org.au

ABN 22 401 014 998 A Division of CEPU

Dan Dwyer Divisional Secretary

Martin O'Nea Divisional Assistant Secretary (Postal)