



RECOMMENDATION

Fair Work Act 2009

s.739 - Application to deal with a dispute

Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia

v

Australian Postal Corporation

(C2014/5248)

COMMISSIONER ROE

MELBOURNE, 11 JULY 2014

Alleged dispute about any matters arising under the enterprise agreement and the NES;[s186(6)].

This dispute was subject to a conciliation conference at the Fair Work Commission (FWC) on 11 July 2014. The parties agreed to accept the following FWC recommendation:

1. There are benefits to be gained from changes to the payroll system to pay penalties at the same time as normal base pay. In this instance the objective of consultation is to seek to minimise any negative impacts on employees of the proposed change to the payroll system and also to ensure that any change is effectively communicated. It is important that there be adequate time for communication of the proposed change before the implementation date.
2. In the light of point 1 there should be a two week period for further consultation between the CEPU and Australia Post. During that period parties may communicate to employees about the broad nature of the proposed change and seek feedback but should emphasise that consultation about the details has not been finalised and that there will be further communication when the details has been finalised. During this period the parties will not make speculative or alarmist comment. Further focus groups will not be conducted during the two week period. At the end of the two week period Australia Post will finalise the details of its proposed change to payroll and will commence communication of that change. The CEPU will be consulted about the communication process.
3. The two week further consultation period will include the following steps:
 - a. Australia Post will provide the CEPU with some initial information on the focus groups conducted including the location, nature of participants, matters raised, and issues raised in feedback by 16 July 2014.

- b. The CEPU will provide Australia Post with its proposals to minimise negative impacts of the change and any requests for further information by 17 July 2014.
- c. Australia Post and the CEPU will hold a further meeting of the type which occurred on 6 May and 10 June at which Australia Post will respond to the CEPU proposals and the issues will be further discussed.
- d. A conference will be held at the FWC to consider any outstanding issues at **10am** on **Friday 25 July 2014**.



COMMISSIONER