

# Fair Work Agreement 2010: A snapshot

**Pay** – pay increases of up to 10 per cent over three years, including 2% already paid in August and 2% due in December 2010.

**Full-time jobs** – full-time jobs recognised as a preferred employment arrangement, the parties will work on job redesign projects to make this a reality.

**Job security** – greater focus on retraining, redeployment and voluntary redundancy when managing positions surplus to requirements.

**Shift penalty rates** – protected for existing employees.

**Health and safety** – a new national OH&S agreement will increase the focus on workplace safety.

**Management of sick and injured workers** – new procedures to focus on family doctors and the safe return to work of sick and injured employees.

**Flexible work arrangements** – requests for flexible work arrangements will be accommodated where possible, including transitioning to retirement or caring for a child or elderly relative.

**Uniforms** – employees to have a greater say under a national review of uniforms and protective clothing.

**Dispute resolution** – dispute resolution procedures streamlined and strengthened, providing for conciliation, mediation and arbitration.



## What does it mean for you?



“ This is a good agreement for employees and for the business, it gives us certainty going into the future. ” Joanne – admin



“ I'm pleased we'll have better avenues for resolving disputes quickly and fairly. ” John – transport



“ Many posties rely on shift penalty rates to get by – this agreement protects our penalty rates. ” AI – delivery



“ There'll be more opportunities for training in new and emerging areas of Australia Post's business, that's exciting. ” Maureen – retail

# A framework for the future

Like postal services around the world, Australia Post must change in order to survive.

Letter volumes are in sharp decline with the rise of email and other electronic communications, while opportunities open up in other sectors.

The Fair Work Agreement 2010 has been negotiated by Australia Post and the unions representing postal workers to provide certainty and security during this time of change.

We've focused on achieving outcomes that will work for you and your family into the future; like prioritising full-time work, enhancing training pathways into emerging business areas and protecting the conditions and entitlements you rely on, like shift penalties.

At the same time, we've taken this opportunity to rebuild workplace morale and turn around an organisational culture that was eating away at employees' sense of dignity and respect.

We've strengthened dispute resolution processes to make sure your grievances are heard and solved; we've made sure injury management processes are overhauled so that injured workers can be treated by their family doctor and returned safely to work; and we've won a commitment that workers and their unions will be consulted on all significant workplace changes from uniforms to job design.

**The CEPU has a proud history of standing up for postal workers. In this case, we believe the Fair Work Agreement 2010 is the best possible outcome for protecting postal workers' jobs into the future.**

The CEPU Divisional Executive has endorsed the proposed Fair Work Agreement, we urge you to endorse it with your vote too.



## What's next?

To become a reality, the Australia Post Fair Work Agreement needs your support.

The major unions representing Australia Post workers, the CEPU and the CPSU, have endorsed the agreement in-principle and recommend members vote 'yes' in the upcoming AEC ballot.



## Need more information?

Your Union is ready to answer your questions about the Australia Post Fair Work Agreement.

- Talk to your Authorised Union Representative
- Look for the latest information on [www.cepuconnects.org](http://www.cepuconnects.org)
- Send your question to [fairwork2010@cepu.org](mailto:fairwork2010@cepu.org)
- Call your state branch on **1800 102 360**



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**"More full-time jobs and better job security ... that gives me peace of mind."** Maria, processing

## Understanding your new Fair Work Agreement

