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Ref: SLD 25/26

**CWU T&S WEEKLY BULLETIN NO 2025/19 – 25 MAY 2025**  
[**CWU T&S Branch cwu.asn.au**](https://cwu.asn.au/)  
**You're never alone when you're a union member**  
[**Click here to join CWU TS Branch**](https://cwuvic.org.au/database/cepu/cepu303.htm)

**NBN BULLYING CASE DECISION**  
In a Decision handed down 2 weeks ago, the FWC found that our member has been bullied at work. The full decision is on the FWC webpage at [Application by Mr Adam Camilleri](https://www.fwc.gov.au/document-search/view/1/aHR0cHM6Ly9zYXNyY2RhdGFwcmRhdWVhYS5ibG9iLmNvcmUud2luZG93cy5uZXQvZGVjaXNpb25zLzIwMjUvMDUvUFI3ODczMzk1NDk4NzI0NmIzOGJmYmJhLWFiMjAtNGQ5Ny04ZTg4LTA1OTlkNTY5NGE5YTQzNTc3YzIzLTUzOTEtNGVkMy1iMTc1LWRjOGUzZDc0OWZiMi5wZGY1?sid=&q=) . There are several lessons in the case. We deal with two more this week. More next week.

**NBN BULLYING: NATURAL JUSTICE NEEDED**  
The importance of proper notice of a meeting, the provision of any available material, the right to have a support person and the right to genuine consideration of any response arose. Extract: *[19]…. It would have been appropriate for Mr Camilleri to be provided with proper notice of the meeting and an opportunity to bring a support person to the meeting.*  [**More**](https://cwuvic.org.au/database/nswnew/bull2519.htm)

**NBN BULLYING: SOD CASE NOTED**  
The dispute was not argued in the bullying case, as that is a matter to be determined in our Court application. It was referred to in the proceedings as it provided context to some situations. The FWC stated: *[78] … Mr Camilleri is perfectly entitled to do this and is protected from adverse action.*  [**More**](https://cwuvic.org.au/database/nswnew/bull2519.htm)

**TZV SUPPORT STAFF EBA**  
This week we will have our first meeting with TZV to negotiate a new Support Staff EBA. Our committee members are working on the Log of claims. We intend to publish the log asap and seek comment.  [**More**](https://cwuvic.org.au/database/nswnew/bull2519.htm)

**MECS REVIEW**  
We met with Nicole Ashworth this week to respond to the proposal by TZV to change the MECS structure. We are setting up a small working party to deal with these matters….. Secondly, it was agreed that implementation would not occur until these issues have been mainly addressed. So for the moment, nothing will be implemented.  [**More**](https://cwuvic.org.au/database/nswnew/bull2519.htm)

**TZV REDUNDANCY PACKAGE**  
We have received a number of questions about the redundancy policy. We have a [CWU ESTA Redundancy Page](https://cwuvic.org.au/database/esta/tzv049.htm). First, there is agreement that the redundancies in TZV are Targeted Separation Packages (TSP). Second, we are seeking clarification of the method of calculation.  [**More**](https://cwuvic.org.au/database/nswnew/bull2519.htm)

**TZV REDUNDANCY - TSP**  
The following is our view on the TSP policy). **The TSP comprises:** 4w of pay plus 1 additional week pay if over 45, plus 2w pay per each year of service up to a max of 10y (i.e. 20w) Under a separate heading, **Notice - Requirements of the FW Act.** The required minimum period of notice as provided in the NES is:..  [**More**](https://cwuvic.org.au/database/nswnew/bull2519.htm)

Yours faithfully,



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