

CWU T&S WEEKLY BULLETIN NO 2025/37 – 12 OCTOBER 2025

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NBN LOSE APPEAL AGAINST OUR BULLYING WIN

A Full Bench of the Fair Work Commission has rejected the appeal by NBN of the Decision in *Re Camilleri*. This was a case we won on May this year when we represented our member. We repeat our earlier reports below The Full Bench rejected the arguments of NBN that the original decision was wrong. The Full Bench reviewed the decision and findings and held that permission to appeal was refused. See the [Appeal Decision](#).

REPRINT 18 MAY - NBN BULLYING CASE DECISION

In a [Decision](#) handed down this week, the FWC found that our member has been bullied at work. This followed a 3 day hearing over the past weeks. The full decision is publicly available on the FWC webpage at Application by Mr Adam Camilleri. [More](#)

REPRINT 18 MAY - NBN BULLYING KEY FINDING

We will highlight several important issues below. Extract from [Decision](#): [69] *I am satisfied that Mr Fitzpatrick has repeatedly behaved unreasonably towards Mr Camilleri while at work and that Mr Fitzpatrick's behaviour has created a risk to Mr Camilleri's health and safety.* [More](#)

REPRINT 18 MAY - NBN BULLYING: NOT ALL MATTERS PROVED

The FWC found two proven and expressed concern at other actions. The Commission noted that some of these were incidents where allegations were made but no action resulted. The Commission appeared concerned with that situation. [More](#)

NBN APPEAL EXTRACTS

[42] *Read as a whole, which in this matter involves the totality of the decision, and not simply the two instance of bullying found to exist, NBN and Mr Fitzpatrick were on notice of the case they had to meet.* [46] *Permission to appeal is refused.* [More](#)

TELSTRA CFW5 OPTICAL FIBRE WORK

We have written to Telstra again seeking clarification of their position. Our letter stated: *In these circumstances, it was incumbent on Telstra to conduct a proper review of all Optical Fibre staff against the current agreed CJDs, and to remedy any misclassification and underpayment.* [More](#)

THEY PROFIT, YOU PAY: SERVICE STREAM WALKS AWAY FROM FAIRNESS

Negotiations between the Union and Service Stream have now reached a critical impasse. Despite multiple rounds of bargaining and further attempts to shift their position, SSL continues to reject key claims that would deliver fair pay and conditions [More](#)

TELSTRA SUPER & AWARE SUPER SIGN BINDING MERGER AGREEMENT

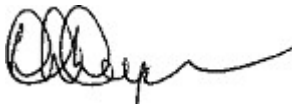
TelstraSuper and Aware Super have now entered into a binding Heads of Agreement to merge, with the transition expected to be completed via a Successor Fund Transfer by the end of the 2025/26 financial year [More](#)

NBN REST AFTER OVERTIME

The current position is summarised in our letter to NBN below: *The CWU therefore seeks NBNs agreement to amend the clauses to ensure all employees engaged in non-continuous overtime irrespective of the length of the overtime worked are entitled to a minimum 10-hour rest period before resuming ordinary duties.* [More](#)

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Yours faithfully,



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