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TZV – CASUAL CLOTHES DECISION

Commissioner Panopoulos handed down the decision on Friday, finding that TZV can direct staff to wear uniforms on week-ends. The Commission had determined that two questions needed to be addressed. They were:

'Does the Commission have jurisdiction to hear a dispute about the days on which employees covered by the Triple Zero Victoria Operations Enterprise Agreement 2024 are required to wear uniforms?'

If yes Can these employees be required to wear the uniform on weekends?'

TZV initially argued that there was no jurisdiction, but conceded that there was jurisdiction after they were required to put up their case.

This left the second question. *Can these employees be required to wear the uniform on weekends?'*

That may sound like a simple question, and the answer would obviously be Yes. But the issue was more complex than it first appears. Ultimately the Commission appears to back "Management Prerogative" over the Agreement terms and history. We will be considering calls for an appeal.

TZV – CASUAL CLOTHES DECISION - EXTRACTS

See the [Full Decision here](#). Here some relevant extracts

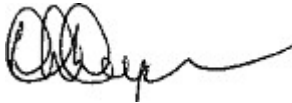
[59] The Respondent completed the consultation process,7 thus complying with the requirement in the Agreement to consult. There is nothing in the Agreement that removes their discretion to change the days and circumstances on which casual clothes may be worn. It is what the Agreement has facilitated in clause 65.2. The purpose of the changes the Respondent wants to make to the Proposed CR Protocols, is to remove the designated days for the wearing of casual clothes – such as currently exists in the Current CR Protocols. The discretion to permit the wearing of casual clothes remains, albeit on an ad hoc basis for 'special occasions'.

[More](#)

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Yours faithfully,

A handwritten signature in black ink, appearing to read 'Dan Dwyer', with a long horizontal flourish extending to the right.

DAN DWYER

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