



A•S•U

Australian Services Union

2020 EBA SURVEY

SERCO TCS

LOG OF CLAIMS SURVEY

On the 31st of December SERCO finally issued the bargaining notices, meaning we will now be bargaining for a new EBA.

This is the result of ASU members sticking together, signing up their fellow co-workers, and putting pressure on Serco to come to the bargaining table via the majority support petition.

The next step is completing our bargaining surveys before the first negotiating meeting. These surveys are the way in which we determine the ASU's log of claims. Ultimately the bargaining position of the ASU will be determined you, our members

As a union representing members at SERCO, ASU will only be pursuing claims and changes on behalf of its members. Non members are welcome to complete this survey to provide their views on the Enterprise Agreement and issues within your workplace.

Make sure you return the survey to your Organiser John Weber before 1 February 2020. You can contact him at jweber@asupsvic.org, or 0448 510 562.

Please complete your personal details below

Name

Number

Email Address



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Please answer the following questions about the future EBA.

PAY

What pay rise per year would allow you to keep up with the cost of living?

2.5%

3%

4%

4% +

ENDING EMPLOYMENT

Currently SERCO can terminate an employee without notice. Where an employee is alleged to have engaged in misconduct, serious misconduct or breaches of employee's terms or conditions of employment.

Would you prefer that the employee will be given the opportunity of procedural fairness and due process, access to a representative or support person before a decision is made about termination?

Yes No

REDUNDANCY

Currently SERCO can just make people redundant by changing job descriptions with little employee input. Would you like to have a process that ensures that employees rights regarding health and safety, workload and job security are taken into account before people can be retrenched?

Yes No



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Would you like the redundancy severance payments increased to ensure those impacted have more financial security while looking for a job?

Yes No

If so, increased by how much?

2 weeks

4 weeks

8 weeks

CHANGE OF SERVICE PROVIDER

If there is a change of service provider, the employee reserves the right to take a redundancy payment if they do not wish to work for the new host employer

Yes No

If the pay/terms and conditions of the new employer are better off over all the employee reserves the right to adopt those new conditions.

Yes No

CLASSIFICATIONS, RENUMERATION AND RELATED MATTERS

PERFORMANCE INCREMENTS

Do you want more opportunity to progress through increments to be recognised for your skills and performance?

Yes No



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Role responsibilities, success profiles

Do you want to ensure that roles, positions and success profiles and classifications to be written into the agreement and cannot be changed without agreement from employees and their unions?

Yes No

BONUS PAYMENT

Do you want the appraisal process for bonus payments, including the bonus payment amount, to be agreed upon and included in the EBA so that process can not change and can be mediated in case of a dispute?

Yes No

HIGHER DUTIES

Do you want higher duties to be paid regardless of you doing consecutive days?

Yes No

ALLOWANCES

To be increased to 5% of a person's pay and the inclusion of a uniform allowance?

Yes No

TRAINING AND TRAVEL

Where the company requires employees to travel from their normal place of work the working day will commence from the normal place of work, not from when the employee arrives at training. If the employee uses their own vehicle the company will reimburse mileage.

Yes No



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SATURDAY, SUNDAY AND PUBLIC HOLIDAYS

Employees performing duties outside of Monday to Friday will receive Saturday, Sunday and Public holiday penalties:

Yes No

FAMILY VIOLENCE LEAVE

ASU proposes paid family violence leave for people experiencing family violence

Yes No

PARENTAL LEAVE

The “primary/secondary caregiver” titles should be removed, and all employees at SERCO should have access to the same amount of paid parental leave regardless of gender, on a flexible basis.

Yes No

ASU proposes to increase adoption leave up to 26 weeks and include foster carers within the scope

Yes No

DEFENCE FORCE LEAVE

Currently SERCO do not have a defence force reserves leave provision. ASU proposes SERCO provide paid leave to attend all related obligations.

Yes No

GENDER TRANSITION LEAVE

Currently SERCO do not have a gender transition leave provision. Should SERCO provide paid leave for people transitioning and their support person/family member to attend appointments when required?

Yes No



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CONSULTATION AND ORGANISATIONAL CHANGE

Currently SERCO are not required to consult with staff before a decision is made regarding change. Do you want SERCO to consult with employees and their unions before they decide and allow them to have a genuine opportunity to provide a different outcome?

Yes No

EMPLOYEE REPRESENTATION

SERCO will recognise union delegates in the workplace and work to nurture relationships to resolve issues at the local level. This relationship will acknowledge the need for paid training, meetings and forums to ensure that employees interests are represented

Yes No

ROSTERS

Rosters cannot be changed without employee agreement and should require genuine consultation with employees before they are published.

Yes No

Are there any other issues we haven't mentioned that you think ASU should try to address during bargaining?

