

TARGETING ABSENTEEISM

Recently a member provided the FSU Member Rights Centre with a copy of an 'Insurance Solutions Rating Table' QTR (July - SEPTEMBER 09). One of the KPI's was 'availability' of no less than 3 shifts or 95% for each quarter.

The FSU had serious concerns that these targets directly or indirectly discriminated against some employees.

This is because a person who has experienced illness or who is absent to care for a child or other family members (i.e. to meet family responsibilities) has less opportunity to meet targets than everybody else.

The Sex Discrimination Act makes it against the law for you to be treated unfairly because of family responsibilities. That is, to care for or support a dependent child or any other immediate family member who is in need of care or support. Similarly the disability Discrimination Act makes it against the law to treat someone differently or unfairly because of a disability or illness.

The FSU approached DI and discussed our concerns.

This week DI agreed to remove this 'availability' target from Quarter 2 (October 2009 - January 2010) and for any future targets. They have also committed to consult with the FSU



about STI's in the future.

If you have any concerns that your targets have been impacted because of legitimate absence(s) then contact the Member Rights Centre for advice or approach your manager / team leader directly.

Availability % Weighting = 20%	<95% or absent more than 3 shifts a quarter	N/A	N/A	N/A	95% or >, or absent 3 shifts or less a quarter
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DI Restructure - Your Rights cont...

job search period in which to find Suitable Alternative Employment; this can be extended by agreement.

Suitable Alternative Employment is clearly defined in the Agreement as a position that will not result in a reduction in salary, that the person has the skills to perform (or could, given some training and time) and is within reasonable commuting distance.

If as a last resort a person is made redundant they are entitled to pay based on years of service capped at 75 weeks.

If you have any questions about your entitlements during the 3 month job search period, or any aspect of redundancy (eg. not sure if a position is 'Suitable Alternative Employment', want to know more about flexible working arrangements or have concerns about increased workloads or changed responsibilities since the restructure) contact the FSU Member Rights Centre.

After the Restructure? Restructures are also very stressful for those who remain in their jobs. One of the great contributors to this stress is work intensification, at the same time people may be reluctant to challenge managers.

If you consider your targets or workload are unreasonable, there is something you can do. Talk to your FSU Rep or contact the MRC for advice.

The FSU Work Load Survey closes 1 October. To download the survey go to http://www.fsunion.org.au/Upload/IAG_Workload_survey.pdf

FLEXED not flicked at Hurstville

IAG members at Hurstville contacted the FSU Member Rights Centre after they were informed that any accrued flex time over 10 hours would be lost.

Staff met and a large number of people joined the FSU and agreed to work towards regaining their accrued flex. Members (many of them new) then formed a Reps Committee and surveyed their colleagues to see how they were affected by the decision.

The Reps then discussed the issue with local managers who ultimately agreed to reverse the decision and put in place better processes for the management of flex time.

People getting involved was essential to resolving the issue, 'having people join the FSU and become active made the whole process a lot easier' said FSU Organiser Stephen Povey.

If you have an issue in your workplace, contact the FSU Member Rights Centre on 1300 366 378 to discuss your options.

SIGN UP and WIN

WA Union Organiser Pam Nicholas worked for IAG for 14 years before joining the staff at the FSU in 2008. As a previous employee of IAG, Pam has a first hand understanding of the challenges facing staff in the Insurance Industry.

The FSU in WA is running a sign up and win competition at IAG, anybody who joins the FSU will receive two free movie tickets. Any existing member who signs up a colleague will go into a draw to win a \$50.00 Myer Gift card. The competition is open until November 10th. Remember FSU membership is tax deductible.



In South Australia and the Northern Territory join the FSU or introduce a colleague to the FSU any time in September to go into the drawer for an Apple IPOD. Members who introduce a colleague will also receive 2 free movie tickets.

A PIZZA DOESN'T MAKE FOR A MEAL WHEN YOU KNOW YOUR RIGHTS

Employees at CGU were provided with pizza instead of meal money when they worked on Victoria's Labour Day public holiday on the 9th March.

FSU reps at CGU were contacted by their colleagues to ask was there an entitlement to meal money if the company had provided pizzas? The answer was yes. Reps discussed the situation and in conjunction with FSU organiser Louise Miksza and others, raised the issue of non payment with management.

Under Clause 4.9 of the IAG Enterprise Agreement employees working on a public holiday are entitled to Meal Money where they are required to work more than four hours



overtime on a public holiday, and clause 4.15 of the IAG EA states that employees required to work on a non-national public holiday will be paid overtime.

After discussion CGU processed the meal allowances as a priority.

David Peers FSU NEC members and CGU employee said 'this is an entitlement under the Agreement, if you know your rights you will get the benefits'

The FSU and CGU are still in discussion in relation to other issues including designated overtime and taxi transport home, both entitlements under the IAG Agreement.

Pay Facts

17.3% The average pay gap between men and women (the gender gap) across all Australian industries.

27.7% The largest gap by industry sector is the Finance and Insurance industry.

ABS June 2009

IAG UNION NEWS WEBSITE

Check out our IAG dedicated pages on the FSU website for :

- Workload Survey.
- Full Pay@IAG survey results.
- Direct Links to the Hays and ABS websites.
- Recent FSU Updates relevant to IAG



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