# Fairness in setting terms and conditions

The question posed:

Now, let the inquiry know how much say you get over your wages and conditions.

For example: Were your working conditions offered to you on a “take it or leave it” basis when you started the job? Do you or your union have regular negotiations with your boss about your pay and other conditions? Do you feel you have a fair say? What changes would make this process fairer for you?

| Line | Location | State | Response |
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| 278 | Ainslie | ACT | Currently the latest negotiations for Commonwealth Government Agency Agreements are a fiasco dictated by a government minister who has no idea how the real world works. |
| 41 | Banks | ACT | No say over wages, though union does an amazing job in a difficult environment. we had an expansion of our services had some say but had to do the hours etc. but now downsizing due to new units opening, not run by Government. Very stressful and difficult time for the clients and the staff. |
| 293 | Banks | ACT | My pay conditions are negotiated by my union. |
| 305 | Calwell | ACT | The Unions have always been involved in pay discussions with Defence. Defence puts to a vote the pay and working conditions for employees and up till recently have been reasonable. I have always voted in favour of these decisions. |
| 231 | Garran | ACT | I have great trust in my union to negotiate my EBA on my behalf. I know that the government makes these negotiations tough and are always using delay tactics to make sure my pay rise is well behind when it ought to be paid. For example my last EBA resulted in my pay rise being delayed by over 12 months, as well as being below inflation. As a public servant I have always felt somewhat protected, although over the past 12 months I have begun to feel more threatened by the Abbott government. I have seen how private healthcare does not work in terms of providing a good quality service for the public. I am very concerned with this move toward private healthcare, attacking services to the poor and elderly whilst advantaging the wealthy. |
| 341 | Holder | ACT | We operate under an enterprise agreement with the CPSU as our conduit for negotiations. The Government is never on time with the negotiations they are always running late with commencement of negotiations and are even further behind in concluding the negotiations. Also as has been proven in the past and currently, the department cannot be trusted to stick by the spirit of an agreement and the wording of each and every clause needs to be worded in a way that is not open to interpretation. It is extremely unfortunate that this is the case as we always negotiate in good faith and have taken the department at their word on a number of occasions in the past only to be disappointed and slapped down by senior managers re-defining the terms of the agreement by interpretations that are not in the spirit of the agreement. Some Senior Managers seem to feel that the jobs belong to them and that they won’t agree to items that they are not in favour of even though those items have been in the agreement for a number of years and have passed through all of the checks and balances of review and tribunals without fail for 3 or four agreements. I would like to see the departments forced to be ready to negotiate their agreements in an even handed way prior to the expiration date of any current agreement so that agreements will be ready on time every time, or within a few weeks of expected expiration and commencement. Currently we are over a year nearly two years behind in our agreement and owed quite a substantial sum of money in back pay. |
| 73 | Isabella Plains | ACT | I have never been involved in fair negotiations. The only time I negotiated a very small pay rise I was then expected to work longer hours - resulting in less pay per hour. Expectations in terms of duties, availability and working hours need to be set out early and agreed to by the employer and potential staff member. If either party does not meet expectations discussions need to be entered into openly. |
| 143 | Kambah | ACT | In my most recent jobs (cleaning) I did have some say when the job went from Full Time to Part-time. The say was about which three days I would do. I started Monday, Wednesday and Thursday. After a month it was changed to M, W and F. |
| 335 | Monash | ACT | We have an effective union which negotiates with our employer. Our EBA is reviewed when it is about to expire. We are given opportunity to have our say. One of my colleagues is the ANF representative on our behalf. |
| 188 | Nicholls | ACT | Unemployment and Underemployment is the biggest issue that needs addressing NOW. |
| 270 | Page | ACT | Once successful in the interview, I was told that there were only part time positions available, even though I had applied and interviewed for a full time position. I was told that if I worked hard, did 'sufficient' overtime, and didn't cause problems, I would be offered a full time position when one became available, possibly within 3 years. My employer regularly breaches the EBA, and union efforts with Fair Work to enforce conditions have been met with contempt by my employer. In short, they have refused to accept the rulings by Fair Work, resulting in employee disquiet and an unwillingness from employees to help out the company 'when it needs it'. As a result, the employer is regularly unable to 'cover runs' when a driver is sick or unable to complete his work due to faults, accidents, etc. |
| 308 |  |  | Take it or leave it – that’s the way it is especially in rural areas where full-time work is very thin on the ground. Workers are not classified fairly on the work they do. Workers are classified and paid based on their relationship to management. This has not changed even with a change of management. Transparent identification of levels of responsibility and accountability would be a start. The union is a toothless tiger when it comes to negotiating with employers in this sector - it is hardly worthwhile paying the fees. |
| 45 | Arrawarra Headland | NSW | The NSW Teachers Federation has been as active as possible to retain our work conditions however an increased workload has not been met with a fair increased salary. |
| 100 | Avoca | NSW | We really have no choice when signing our employment contract, Its either take it or leave it as there are so many nurses out there and we don't stand together and they know this and act accordingly . The union is currently negotiating with my employer over a new enterprise agreement and whilst the union has been very proactive in seeking its members opinions about this, the company has made no effort at all to seek our views on what we want. Its only about what they want. |
| 413 | Balgowlah | NSW | I have had less than $2 increase in 7 years! The private sector does what it wants and do not follow the public award. There is definitively room for improvement!! Employer are not forthcoming with increases in wages and there is not much room to discuss it. Unions/ or individuals should be able to request a review on a yearly to 2nd yearly basis. |
| 233 | Ballina | NSW | At the moment, my employer has merged and we have been given an informal assurance that our conditions will remain the same, but are hearing that the company may renege on this. |
| 104 | Barden Ridge | NSW | Never have a fair say. I am not sure if my employer and the unions talk at all. |
| 313 | Bateau Bay | NSW | Nothing never even get access to basic facilities like water & toilets |
| 287 | Bellingen | NSW | Zero. The lowest common denominator. Take it or leave it. |
| 314 | Berry | NSW | My working conditions have significantly worsened since I started at TAFE 23 years ago. I work many more hours than I am paid for, as do the rest of my team, because we are so committed to our students and community. Over successive awards and agreements, our working hours have increased substantially; the demands on our time more onerous, not least due to an incredibly poor new record-keeping system. Negotiations with our employer are poor - we are often overlooked because of the greater "strength in numbers" of school teachers. It would seem clear that there is an agenda to not just increase privatisation of vocational education and training, but to dismantle TAFE. I am not addressing this policy issue here - just to say that the front-line workers are becoming the victims of this process, on a day-to-day basis. |
| 354 | Blaxland | NSW | My wages are guided by an award but as my tasks and skills have changed over time my position hasn't been regraded to reflect the changes. |
| 106 | Bondi | NSW | My union the teachers Federation do a good job of negotiating my pay and conditions but they are made to fight every step of the way to negotiate a fair deal. |
| 50 | Bossley Park | NSW | Since the takeover of the business in 2014, our wages in real term has nosedived, we want to improve productivity, we want to do the overtime and we are prepared for going the distance to make the company successful, however, we lost the overtime, and the morale is extremely low, we are treated not as human beings but numbers which can at the drop of a hat be terminated. Our union tries it's best to negotiate and come to a working agreement that would benefit all parties but it's terribly hard when management rejects all ideas and compromises. |
| 184 | Bowen Mountain | NSW | Before starting, I was able to negotiate wages and conditions that I found acceptable. |
| 14 | Camden South | NSW | Working in a profession that I love isn't enough if I'm not appropriately remunerated for the time that I work, on the days & shifts that I work. Many nurses I know say they will walk away from the profession if penalty rates are removed or reduced. |
| 98 | Campsie | NSW | We are under an EBA and the Australian Services Union negotiates with my employer for pay and conditions. I have no say as an individual. |
| 178 | Campsie | NSW | Asking for a pay rise would get me fired and replaced with someone willing to do it cheaper. As this is the only job I found after 21 months of job searching with no government assistance as I fall through the cracks of the safety net. I know this is the only job that is willing to hire a worker with limited mobility and mental acuity. |
| 206 | Canowindra | NSW | I have no complaints about my wages and conditions except for the lack of security and inequality being temporary brings. |
| 116 | Carey Bay | NSW | I fortunately am a self funded retiree. I worked as a supervisor in heavy industry and gave evidence for my employer in award hearings before the NSW Industrial Court. I was always satisfied that shift-work and week end work should attract significant extra pay. |
| 237 | Casula | NSW | Our department does not care whether your conditions are cut, or wages, or pay. They want to save money somehow, and this is the only way they know how to do that. We do have a union and we are relying on them to fight for us. It’s unfair how they can only offer negative outcome to our agreement, and nothing positive for any of us. |
| 55 | Caves Beach | NSW | Bullying from employers must stop. |
| 296 | Cessnock | NSW | We had no choice as to signing a new agreement as Administrators/Transport Drivers, we were given 24 hours to "Take it or leave it". Would be fairer if we had a new supervisor, after all we ended up with a new company. |
| 448 | Chatswood | NSW | If it was not for the unions we would be treated like donkeys. Nurses are seen as punching bags. When we complain about the workplace safety such as assaults and abuse from patients. We have been told " it's part of your job". Now that's from a senior manager. |
| 424 | Clothiers Creek | NSW | As nurses we don't get a say in our pay. |
| 53 | Coffs Harbour | NSW | Employers have 'employer associations', workers need unions to protect themselves against unscrupulous employers. |
| 219 | Como | NSW | i am a member of the TWU a powerful union is the only hope i have of getting a fair wage Gina Rinehart wants me to work for nothing so she can get richer (ha ha ha ) |
| 402 | Coonamble | NSW | We don't have any say! I feel like we fight for better pay rates but we take what is offered. |
| 165 | Croudace Bay | NSW | In our workplace we have just completed negotiations with our employer for a new enterprise agreement. I am very happy with the conditions laid out in the agreement. The fairness with which those conditions are applied in the workplace can at time be fairly subjective and based on a 'good' relationship with immediate supervisor. This has the potential for causing deterioration in harmonious working environment. |
| 212 | Diamond Beach | NSW | The union does have regular negotiations with the organisation in relation to all staff pay increase and conditions however, they don't represent the individual on these issues. I don't have a fair say in applying for increased grades. The only way to receive a grade increase is to apply for a higher graded position in the organisation or if you have a University Degree you seem to receive better pay conditions. |
| 317 | Dorrigo | NSW | I was never in a position to bargain over wages and conditions during my working life. I took what was on offer and simply did my job. My experience in work was that employers were usually not truthful about any aspect of my employment, and they would take advantage whenever they could. I simply don't trust them. |
| 241 | Earlwood | NSW | our working conditions have been constantly been reduced, our productivity has constantly been increased. There has been no pay rise since July 2013 and therefore a reduction in our living standards, and staff are worried that again we will suffer as well as our families. As the cost of living goes up we will feel more uncertainty and struggle more. Our conditions are being reduced and we will find it more and more difficult. |
| 343 | East Hills | NSW | I am very fortunate in that my employer does negotiate with my union CEPU NSW Postal & Telecommunications Branch |
| 275 | East Kurrajong | NSW | When I first started working for my last company in 1987, it was a government company with quite adequate conditions. Privatised a few years later, conditions have steadily deteriorated. At first these were traded for wage rises, however as time went by the loss of conditions seemed to be deemed by management a standard part of "bargaining", and we were left with the option of fighting hard to minimise the damage to conditions, with any minimal wage rise presented to us as a "gift" from management. As Union rights have been eroded and wages have failed to keep up with the cost of living, Union membership has dropped off, making it more and more difficult to raise any adequate bargaining power to combat the billions that Corporations make. Many co-workers have told me that they would like to be Union members, however they could not afford membership, even though it could be claimed back from tax: weekly budgets wouldn't allow the fees. At one stage a document was leaked from our company showing that they had an active agenda to force our real-wage down by deliberately keeping wage rises below the cost of living increase, regardless of any "productivity" negotiations. The most frustrating of all is that while intoning to workers that the company didn't have enough money to even keep us in line with CPI while posting profits in the billions, they would then give management percentage pay increases 4 to 5 times higher than ours. Today's companies are driving working conditions towards their ideal conditions, i.e. slavery. Workers wages and very health are sacrificed to give larger payouts to stock market investors. When Australian Workplace Agreements were introduced, I saw many workers offered jobs solely on the basis of accepting an AWA, even though this was illegal at the time. Any of these workers that I became aware of I would advise that they had an option, however one of them specifically stated that they feared for their long-term employment if they brought the illegality of it to light. Conditions and wages are a constant battle, regardless of whether they are written into an agreement. |
| 398 | Eastern Creek | NSW | Yes originally take it or leave it awa contracts. We got very bad treatment. Flexible hours came in under that. We are still in a situation where the boss can change you to any hours he wants 1 weeks’ notice, though now we have the place unionized we at least get decent pay rises. My wife works at the same company as a store person they changed her hours 12 to 8 pm previously she was 8 to 4 pm. I have to pick her up at the warehouse no transport at that time in an industrial area, so because of this for 4 years my 7 year old daughter has to come with me and as a result goes to bed 9.30 pm school nights, so someone in America can get better share dividends. Take the shift or leave was the option. It not ideal but we manage. |
| 164 | Enmore | NSW | There is a system by which wages and conditions are being gradually eroded in small increments. since I have started teaching the red tape and administration function in my role has increased steadily with responsibilities added and expectations increased. This has lead to the students suffering as a result of increased behind the scenes work, a higher emphasis on the this administration and less time available for them for preparation of learning experiences. |
| 385 | Erina | NSW | no, very little say at all on anything. No, complaints are never dealt with Patients complain about the lack of staffing all the time. Nothing is done to assist staff to have better ratios or better care for the patients. My hospital discourage any relationship with unions, and discourage staff to be involved with unions. |
| 276 | Erskineville | NSW | Conditions were take it or leave it. Enterprise bargaining every 2 years. Despite huge and growing profits and increasing workloads our pay and conditions only keeping up with inflation. Staff bargaining reps should get a stipend. |
| 319 | Fairfield | NSW | In the last ten years I have gone through four settlements. Not in one settlement the Govt has come to the party within the time framework and provided what staff are entitled to. It has been a deliberate loss for all the staff as lead by the Govt on purpose where they have pocketed the staff money what the staff are legally entitled to. They have always pushed to settle the matter in a hush-hush situation and never have they compensated what staff is entitled to. Frustration at every single time. |
| 310 | Forestville | NSW | The conditions on site were hard won, with many historic battles. These battles have laid the foundation for our current harmony. |
| 430 | Glenbrook | NSW | nurses award is fair , however a 5th ot gets much more money than a nurse with 42 years experience and a nurse practitioner degree, what a joke does experience count for nil? |
| 141 | Glenmore Park | NSW | The unions do play a Big Part in the workplace, as they help the vulnerable with support when it comes to defending them by representing at times when things go off the rails so to speak. |
| 387 | Goulburn | NSW | We have an enterprise bargaining process that seems to work well although the manager constantly tries to evade or avoid her responsibilities in regard to it. We often need to seek the support of the union just to reinforce what should be standard practice. The broader university does not seem to be interested in engaging with staff about wages and conditions and consultation usually consists of human resources or the vice chancellor telling us what will occur rather than asking us for our contributions. I believe consultation should be a two way process in matters such as this. Staff need to be given all the relevant information and plenty of time to consider it. Processes for receiving staff feedback need to be open, transparent and unbiased. Procedural fairness needs to be applied to all workplace relations endeavours. |
| 214 | Guerilla Bay | NSW | When I started, it was pretty much a take it or leave thing but the system was basically fair. In later years, changes, including flextime, were implemented with some resistance from managers. I cannot laud flextime enough. It gave people dignity in the work place instead of having some little Hitler ruling the red line in the sign on book at precisely 8.30 even if there was a queue of people waiting to sign on. The biggest change required to improve productivity is to treat people like human beings and be prepared to negotiate in good faith. This is not the case in the public service where a union is trying to negotiate an enterprise agreement but the enterprise is not in a position to make decisions. Current government parameters exemplify the fact that negotiations are not undertaken in good faith. It is a take it or leave it. (Crash or crash through; you are on the train or under it; scenarios.) |
| 236 | Gunnedah | NSW | In my current situation it is very much 'Take it or leave it'. |
| 152 | Gymea | NSW | Our wages & conditions are the same for everyone in my job description. Workers who make a mistake are financially punished, otherwise everybody else does the same job with the same amount of responsibility. Those who wish to take on extra responsibility & duties can apply for higher level jobs & go through the recruitment process when these jobs are available if they want to earn more money. |
| 404 | Gymea | NSW | Pay is the standard NSW state award for nurses and midwives. We rely upon our union to negotiate a fair increase for our workload and responsibility. I believe this is in part why I pay my union fees. |
| 352 | Hamilton | NSW | I have no say over my working conditions and it is very much on a take it or leave it basis. Aged care will only be fair when staffing ratios match the ratios in palliative care. For example, when I have worked in a hospice, I have had responsibility for 10 patients but when I work in an aged care facility I can have three staff and eighty patients. How can you possibly expect me to deliver quality care in an aged care facility with these ridiculous ratios? |
| 260 | Hamilton North | NSW | We have a union (NUW) that negotiates an E.B.A. every 3 years. They tried to strip our conditions and we had to get protected action and strike for a week to get a payrise. My first strike ever and it made me feel the relationship with my manager is forever tarnished and my chances of progressing in the company has ceased. |
| 57 | Hobartville | NSW | I have very little say over my wages and conditions as this is usually 'bargained' in the Industrial Relations Court. Even my current role was 'bargained' by others with no input from myself. |
| 17 | Hornsby | NSW | My union had to negotiate pay and working conditions. Over time, pay parity fell. I have worked in industries where females were paid 3/4 of the pay males, who were doing the same job as females standing next to them, It was a long fight to get equal pay. Nothing much has changed. Female managers earn less than male managers. Equal pay should be made law for managers in the same industry. |
| 326 | Hornsby | NSW | Wages and conditions are stipulated by the public System Nurses and Midwives State Award, and there is essentially no say for individuals, unless there is a breach/repeated breaches, in which case, the Union is usually the best approach to an issue. It would be GREAT to have input in the way my eighty hour working fortnight is arranged - such as the option to work 10days/fortnight in eight hour shifts, 8days/fortnight in 10 hour shifts, or 7days/fortnight in one 8 hour and six 12 hour shifts. |
| 138 | Kandos | NSW | At start full time, now I’m part time yet still working over 38+ hours a week, rarely getting O/T. hardly ever get paid for fuel let alone use of my car! Job is/was take it or leave pretty much. Do not think I have had the tax cut either saying I’m being paid above award... yet I am on the incorrect award. |
| 34 | Kensington | NSW | I have almost no say in the wages I receive, these being negotiated by the union on our behalf every three years. It is frustrating to hear about 15% growth in profits and yet experience the reluctance to increase our salaries by 4%. Profit sharing would be a good idea and bonuses for all employees. |
| 300 | Kiama | NSW | My employer in various states is trying to reduce my hourly rate. Increase my working hours both overtly and covertly. Overtly by demanding longer contact hours on campus and covertly by implementing systems that either don’t work, require excessive time to complete basic tasks or constant repetition of the same task by multiple people. The implementation of these systems is commonly concurrent with the implementation of other drastic system changes which increases the level of work & stress involved. The employer consistently attempts to have a system of individualised employment contracting introduced which will force people into isolated negotiations which will profit the loud and aggressive negotiator who may or may not be a credible worker at the expense of those individuals who may be great workers but poor combatants. Restore and protect collective bargaining and the roll of the trade union. |
| 288 | Killara | NSW | adjustments to the MA000100 would make rosters and regular staff shifts more manageable. The 12 hrs between sleepovers is very restrictive so a household with 24hr care (where I work) needs 5-6 staff members where 3-4 support workers would be preferable (fewer changing dynamics). |
| 173 | Kingswood | NSW | Our working conditions were on a take it or leave it basis when we started the job, the unions do have regular negotiations with the bosses about our pay and conditions. No we don't have a fair say, which is totally wrong. To have a support member you can discuss any situation that involves work or working condition, work would be a better place to work and a happier work place. |
| 16 | Kooringal | NSW | I would be happy to not have a pay rise if I could keep all of my current conditions but in saying that, welfare recipients get a CPI increase twice a year, so why can't I? |
| 204 | Lake Heights | NSW | When I started work the agreement was a lot more fair and there seemed to be a lot more negotiation room. I feel that we are not being listened to in regards to this, and having to resort to industrial action to get our voices heard is another sign that we are not being listened to, and we are not happy with the offer from the government. We are pushed to our peak working capacity and beyond as it is, so making it more difficult, not improving the tools we have, and then being at risk of losing our basic pay and rights is like a big kick in the teeth. I would want to make this a more open process where the government actually considers what the employees (the people who keep everything going, and keep the customers served) want and what they believe is fair for the hard work we do. Every time a new agreement or anything comes up, it is a battle for staff to keep their rights and security, and management to cut costs, and find ways to push the existing staff to work harder and harder instead of considering employing more staff. |
| 367 | Lake Illawarra | NSW | Regular negotiations. These negotiations are done in consultation with our union. I am also proud to be a Union Delegate and represent members. |
| 307 | Lavington | NSW | Yes take it or leave it work conditions. Very disappointed with union rep, never comes near us - just says we have to negotiate ourselves. We have no say, we are at bottom of ladder. Our high end managers manipulate our (-inc Manager's) rosters so as to pay us the least amount as possible. Our manager and our staff need more flexibility to manage on our own. Our workplace is stressful, overworked, demands too high for No of staff working at any given time. |
| 13 | Legume | NSW | Non Union people should be on individual contracts with the company and not get the wages and conditions that the Union fights for, corporations make way too much money, cry poor and pay us like slaves. |
| 396 | Leichhardt | NSW | I would leave the industry if any of the penalty rates were removed. Shift work takes a tremendous toll on myself, my partner and my family & friends and some sort of compensation helps to justify working such anti social hours. Shift work also affects my sleeping and eating patterns, placing a significant strain on my physical and emotion wellbeing. |
| 70 | Leura | NSW | We are paid award rates and conditions with a few above award payments. As we are a not for profit organisation there is little flexibility to negotiate and pay above award wages and conditions. A current concern for workers in our sector is competitive tendering which will make it harder for small democratic workplaces such as ours to survive. I am aware that the large charities pay lower rates for the same positions and these organisations are winning most of the tenders and new funding sources form Govt. This is likely to lower wages and conditions in our sector. |
| 285 | Lilyfield | NSW | The boss and their managers had almost complete power in the situation. If my wife wanted to stand up for herself, she would be bullied and fired, and the union and Fair Work Australia did not guarantee to protect her, so she didn't do anything to get her rights, and thus she was underpaid by more than $5,000. |
| 378 | Lisarow | NSW | It seems decisions are made with no consultation with staff. |
| 370 | Lugarno | NSW | I am employed under an Enterprise Agreement which fixes my wages, conditions and has many processes for when issues arise. I belong to the union for a number of reasons and recognise that they do the re-negotiating of the agreement when it expires. I have input into these processes but there is no reward for outstanding performance. Fortunately my immediate manager does acknowledge my good work, but if I was younger and aspiring to further my career I would find it very frustrating being unable to achieve what I did in private industry. |
| 253 | Macquarie Hills | NSW | The union in my workplace seems quite strong and some of the conditions of my work, which are a major part of why I chose this career and this employer, are doubtless due to the strength of the union. |
| 213 | Maroubra | NSW | I have absolutely no say about my wages or conditions. If you are a union member within my workplace very soon after joining your position is restructured so either you are demoted or made redundant. |
| 371 | Maroubra | NSW | Regular open engagement with the workforce and forums empowering us to make change to how we do business would allow further scope for increased productivity. |
| 22 | Moama | NSW | I am paid penalties as I work from 12 am to 8 am and have worked these sorts of hours for the last 12 years. I believe strongly that if I am getting out of my bed 5 nights a week and having to sleep during the day (social life, health all suffer) I should be paid these rates |
| 443 | Moree | NSW | We have set wages under the Enterprise Agreement. Every couple of years the employees and our union can have input in the bargaining process when the EBA comes up for renewal. The pay difference between public and private facilities is grossly unfair. It is more than $5.00 per hour more in public. Management have rejected our request for our pay to be in line with employees in the public system. Working in Aged Care is both physically and mentally challenging. |
| 250 | Mortdale | NSW | My Union help set wages. Everybody needs an advocate. I am a low income earner. If I was paid less, then I could not survive. |
| 108 | Moss Vale | NSW | The union negotiate with my employer on my behalf. I have had one pay rise without having to strike, in 30 years. |
| 379 | Mount Annan | NSW | Yes every two years we negotiate a new EBA, which at the moment always needs to be resolved in fair work. |
| 347 | Mount Saint Thomas | NSW | Our company in recent enterprise agreement negotiations put the workforce in a sad frame of mind. We as workers are reasonable people. We understand that in tough times we are not going to get a huge pay rise. But it would also be nice if the company treated us with some respect and didn't try to strip all our conditions away. In such times. I feel that the enterprise bargaining system is flawed at present and companies are abusing the system and not bargaining in good faith. Recent industrial action and lockouts are proof of this. |
| 69 | Narara | NSW | Yes Union has regularly negotiating conditions and pay, |
| 33 | Narellan Vale | NSW | It is very much Catch 22. If workers are not paid a fair wage you can't expect them to be spending money particularly in the run up to Christmas. Blind Freddy can see a reduction in wages will slow the economy and result in industrial action by unions and then up goes the cost of living. |
| 115 | Narromine | NSW | Full time with no penalty rates paid even when working overtime. Job was explained that no one ever fired just will have to do jobs that will make you so uncomfortable that you will resign |
| 353 | Newtown | NSW | take it or leave it and union unable to change situation. one employer demoted us within faculty, so that they could pay us less, even though we were not acting in junior role and had significant responsibilities. As uni able to get away with this they rolled it out across the university. This should be illegal. |
| 205 | North Albury | NSW | My working conditions were excellent 25 years ago but the NSW state government and the Federal government are eroding our conditions with no incentive to be productive. |
| 447 | North Boambee Valley | NSW | We can say all we want but no one listens, we are trying to get a union branch started and that is the biggest effort I have known, because we are aged care we certainly don't get looked after. I haven’t seen a union rep for 20 years here except in the public hospital. This is very disappointing when i do support the union and we pay the same fees as the nurses in public hospitals that are getting $300 a week more in their wages. Aged Care nurses should be on the same wages as everyone else as we have to pay the same registration fees and union fees and have the same cpd points to achieve each year. |
| 9 | North Curl Curl | NSW | As a casual I have no bargaining power. I'm called in with little notice - 1-2 hours - and sometimes cancelled with even less notice for no reason. If I'm not available when called it takes longer for me to get another shift. I know that if I complain about anything I will not get called again. |
| 121 | North Narrabeen | NSW | We are constantly forced to face ever higher hurdles to jump...more productivity with less money. Our Department was not funded for a single wage increase in the Public Sector for 2 decades! Meanwhile all the tax dollars went to "here today, gone tomorrow" private contractor services and our patients can’t find and don't use! People can’t be counselled and cry more efficiently. Our work takes time. Sometimes the healing can’t be accelerated. Meanwhile we have task after extra task put in front of us to meet accountability and reporting requirements. It is way past the straw that broke the camel’s back! We are broken! Stop flogging us! Then, just when we start to get on top of the workload, we are faced with perpetual electronic system changes. New purchasing, recruitment, payroll, incident reporting, maintenance/repairs systems, staff management, rostering, emails, mandatory training and several statistics reporting systems to name just a few. Stop unnecessary changes! Each time you restructure, everything changes, from the letter heads to our clinical teams. It is such a waste and not helpful. This is not "progress," it is a constant drain on our actual clinical time, in which we are caring for people. We have to have meetings to put the new changes in place, training staff on new processes and so on. We are just worn down. Pay us fairly...My health is being destroyed through the stress of working in your system. The least you can do is pay us fairly! |
| 126 | North Nowra | NSW | Without a Union we would have no chance to negotiate our wages and conditions, as we are such a large workforce and therefore relatively expensive for government. |
| 160 | Nowra | NSW | We work our butts off to help our clients stay at home instead of in a nursing home, etc which would cost the government a lot of money. You try working in cockroach infested houses, maggots, cleaning dirty toilets, etc Let alone home life as well.... It's draining, tiring, can be emotional, stressful, etc Let alone the strain on our bodies to help the elderly & frail. We deserve better working conditions, more pay, more rights, etc You'll be elderly one day & want someone to help look after you & that's what we do every day!!!! |
| 381 | Nowra Hill | NSW | Did I have any say in my wages and conditions? As a casual teacher, none. And when I worked in pubs, none. With these jobs I've just taken what I can get and haven't felt able to negotiate for fear that the job would be given to someone else. Which it would have been. |
| 415 | Orange | NSW | Thank God for the Nurses Association I have been a member for 37 years and only once in all these years have I called on their help for my working conditions. I was employed under a state nurse aware and I was happy with that . But now the government wants to change that and bring in contracts. . The staff who are on contracts do what is specified and what they have to account for and nothing else. They focus on what they are accountable for their key performance indicators are met no matter what and everything else is left to the rest of us to manage. Person on contracts do not contribute like staff who are not on contracts. |
| 425 | Parramatta | NSW | After fighting for my rights of not being over worked, my manager and I came to an agreement. |
| 274 | Port Macquarie | NSW | Unfortunately we are covered by the Local Government State Award which is negotiated between the Unions and the Employers association and whilst we get an opportunity to present our views and suggestions to the employers association we are 1 of 152 councils covered by the award and our views are sometimes not in the majority. Wages have increased year on year despite the external financial environment and with a combination of wages and allowances we have almost priced ourselves out of the market. It is possible for us to engage staff via a labour hire firm at cheaper rates than employing directly. In addition we have many historical informal enterprise agreements that are far in excess of the award conditions and when we wish to return to award conditions we are unable to do so. |
| 298 | Queen Victoria Building | NSW | none. I either take it or leave it. |
| 190 | Randwick | NSW | We have had several pay rises over the last 5 years. We otherwise are not in a position to ask for personal pay rises. |
| 329 | Raymond Terrace | NSW | We get no say in terms of pay and work conditions and the union has to fight hard for a fair go for us. |
| 433 | Raymond Terrace | NSW | my position was offered as is- take it or leave it. There is no negotiating and to rise to CNS you must prove your worth annually. |
| 365 | Rhodes | NSW | Every working and tax-paying person that contributes to the running of society should be fairly compensated and recognised with a pay rise. It's unfair that those who work in the corporate get annual or periodic pay rise whereas nurses have to fight and justify why they deserve a pay rise. |
| 390 | Romarnie | NSW | we have a workplace agreement, negotiated last year. The Union showed management they needed to negotiate by collecting a large number of staff signatures wanting an agreement reached. Prior to this management offered a pay rise but no changes in conditions |
| 153 | Ryde | NSW | The union negotiated all working conditions, including pay. The union always consults with members during the whole pay claim process. I support this process. |
| 321 | Ryde | NSW | we need more benefits not less. We have traded enough away |
| 129 | Saumerez Ponds | NSW | I am in discussions in consultation with a Union representative. I feel I am in a vulnerable position, even with support. I know that some workplace conditions have been lost in the past, and it is difficult to re- introduce them, once management has achieved a reduction in release time for a position. The process that would make it fairer for me, is that there would be adherence to working conditions that all teaching employees receive. If I compare a casual teaching day with my present temporary 0.4 position, I feel that my casual day's employment follows proper working condition guidelines, whereas my temporary employment is not adhering to proper employment conditions. |
| 175 | Scone | NSW | As a member of a government agency, my wage agreement is not negotiated on an individual bases, but is governed by an award negotiated through the IRC between my employer and my union. |
| 96 | Seven Hills | NSW | In my last role, the union needed to intervene due to threats from management to terminate the nominated representatives of the employees. Unfortunately, management still refused to negotiate anything more than what they offered the first time but some conditions were improved. I have seen some terrible things in different workplaces that should have never happened. Management use hours, promotions and pay as tools to pit workers against workers. THIS MUST STOP! These should not be tools to cause disharmony and inequality in the workplace. |
| 191 | Somerton | NSW | we were told sign the EA or no job we were told we would get to vote on it but that never happened now we are waiting on a pay rise and hearing nothing from management our union is only small numbers so we have limited say and if we don't toe the line our overtime slowly gets less to you complain and they come up with some excuse why. |
| 434 | Springfield | NSW | I believe the nurses association is my representative at this level and pay is set at what is negotiated for nurses. I have in the pat not been that interested in the process but now feel I need to stand up make myself heard and not be so passive. |
| 435 | Springfield | NSW | Completely unfair. Because I am a senior I am classed as being to expensive though I can do the majority of the work in half the time. |
| 198 | Springwood | NSW | My conditions are good and have been above award. With the change from the SACS award to the Schads award this will be scaled back over the years to reflect the increase in wages after the equal pay campaign. |
| 408 | St Clair | NSW | My working conditions probably were offered to me on a 'take it or leave it basis" after 8 years, I really do not recall. There are no negotiations full stop in regard to pay and other conditions. We have no say. How unfair is that. Discussions about any process would make the workplace fairer for me. |
| 185 | St Marys | NSW | The changes I like to see is less senior management roles, less favouritism by senior management in awarding positions to their friends. It is important that we maintain our flexible working hours in state government so we can juggle work and family commitments. The PSA is doing a good job ensuring that our working conditions still stands. |
| 372 | Stuart Town | NSW | We need penalty rates to compensate staff especially nurses for working hours outside the norm, like nights and weekends. even if we raised rates of pay to equalise yearly take home pay, without penalty rates staff would not want to work the after hours shifts. we would see a big increase in sick leave and difficulty filling casual shifts. this would not be productive at all |
| 80 | Sydney | NSW | Working conditions are different depending on the school |
| 419 | Sydney | NSW | I have witnessed a culture of the NSW Nurses award is there, but we don't need to follow it until the staff speak up about it! "The award can be stretched and bent". |
| 340 | Tabulam | NSW | The unions of who I have been a part of over my working life have advocated to improve our conditions, when I first started nursing I lived in quarters, had to be in by 10 pm, received little in wages, now I am independent and am able to negotiates employment hours. |
| 130 | Tallong | NSW | We have less and less say over our working conditions. Every time that our pay is up for negotiation they offer us less and less (not enough pay to keep up with inflation) and try to take away conditions. Our union does a good job trying to negotiate for a fairer deal but our conditions have deteriorated as workloads have increased. We are drowning in paperwork, there is massive pressure to be accountable for the outcomes of the students but the conditions in the classroom make it extremely difficult to ensure that all students can progress equally. |
| 222 | Tolland | NSW | we are in a union and they support us well and we still have regular negotiations with our managers which don’t always have fair outcomes. Bosses should abide by awards and not manipulate rosters to avoid paying award conditions. |
| 342 | Toorooka | NSW | The Union does a wonderful job of negotiating wages and conditions on our behalf. However, as previously mentioned permanent positions for nurses with NSW Health are conditional of agreeing to a rotating roster which includes morning, afternoon and night shifts, weekends and public holidays. This means for someone like me there is no chance of a permanent position. This means I get no pay when I am ill, no paid holidays and no long service pay no matter how long I work in the same hospital. The argument is of course that my casual loading compensates for this but when I work on weekends I am only paid the weekend penalty rate, the same pay as the full time staff get, and yet their hours are counted towards their other entitlements. I am, because of my geographical location in the Macleay Valley, also subjected to periodic flooding which means I am unable to get to work at all. This has been the case for ten days so far this year. (1/3/15). When the big floods were on in Brisbane several years ago I was isolated for 3 weeks solid. I was here on the farm on my own, unable to get to work, and there were no compensation payments or holiday pay to fall back on. There is no Centrelink payment for this type of situation unless you are on Newstart. |
| 227 | Urunga | NSW | I work under an award that is over 10 years old and hasn't been reviewed in 5 years. Currently there is no will from either the union or the agency to review the award despite the majority of employees supporting a review. Why? Because each party is fearful of losing ground in the negotiations. The union is operating in a Coalition government environment (NSW & Federal) that is not conducive to negotiating successful work place agreements and the agency is scared of having to fall into line with standard arrangements with WHS, Fatigue management, recording work hours and paying for said work hours. The union attempts to have negotiations with the agency but the agency just plays games, what irritates me is the the amount of public money that is wasted on avoiding having discussions and genuinely attempting to resolve issues, it really is maladministration and continues to stifle the workplace. No I don't feel I have a fair say, any opinions, ideas or thoughts from employees are ignored and often ridiculed. Currently there is Joint Consultative Committee, the CEO of the agency does not attend so issues are steered away from the CEO's attention when they should be their priority. I would make it a requirement that the CEO attends the JCC. |
| 332 | Vacy | NSW | When I began work at my current location we only worked Mon-Fri. day work, with limited overtime available. But in the mid '80's the majority of maintenance were placed on 7 day rostered shift work (but since then all new starters are placed straight onto shift work). |
| 337 | Vauluse | NSW | Yes, employment in on a take it or leave it basis. We only have negotiations between the union and employers for EB and sometimes when there is an OH&S issue. Most employees don't belong to the union and feel intimidated. It would all be fairer if the employee was able to make an assessment of the employer which was anonymous and taken seriously. Also, they should apply for their jobs as we do theirs and it should take into account these assessments just as our students assessments of us are taken into account. Bonuses for all or bonuses for none would also stop this bottom line attitude. |
| 333 | Verona | NSW | I am a union delegate, and yes we have 4 x yearly union meetings with the management and the ASU, other than that, we only meet when the system fails. As addition to that Management tell the ASU what they want to hear. |
| 264 | Wagga Wagga | NSW | Fairness is defined as "a burden on all Australians and cannot exempt the few or the one" on the above can be taken to a court for a ruling, at a monies’ cost to the employer and unproductive to the business. |
| 295 | Wallsend | NSW | At the moment we need to stick together and need collective bargaining value in numbers to be the Baird government as they are only for themselves. |
| 325 | Warrawong | NSW | We are under the federal SCHADS award and our board has been very supportive in our fight for equity pay claim that has been happening for the last 10 years with us and our union ASU. |
| 187 | Waterfall | NSW | I was informed that we worked under an EBA and still do so. If the TWU had not been involved with the current EBA, we would have been still on 1% pay rise per year. We are now on 3% pay rise per year at present. We also do not get listen too. Without the TWU, we would never be listened too, period. |
| 146 | Wattamondara | NSW | I was injured and worked in a federal department and the help I had was none they wouldn't buy a suitable chair, they only made it look good on paper |
| 436 | Wattle Grove | NSW | My old NUM was the absolute best! She hired me on the basis that I was a student and took it into account when rostering. By far the best NUM, other successive NUMS have not been as accommodating, but that happens in this environment. |
| 112 | Wentworth Falls | NSW | Paid overtime doesn't exist nor does time-in-lieu. Pay is negotiated separately and unevenly. It's not based on merit or performance just some luck of when you joined. Some people work over weekends at sites without pay. |
| 401 | Wentworthville | NSW | Pretty much none. Once I worked for a retail company and asked for a pay rise. I was put under 3 months in depth scrutiny and then awarded a 50 cent and hour pay rise. no one else who worked there was game to try it. John Howard was prime minister at the time. |
| 323 | Whalan | NSW | No idea, but seems few cents pay rise every few years. |
| 239 | Wingham | NSW | I anyone were to join a union they would find their hours cut. It is a take it or leave it situation. The line manager had advised I would be getting a contract for regular work, but then senior management said they were not doing that any more. I have had no complaints about my work and have been told regularly that my work is valued as part of the team, but when you work 3 hours in a fortnight, you don't really feel like a part of the team. |
| 249 | Wollongong | NSW | Union negotiations. Award rates. Voting privileges. |
| 301 | Wollongong | NSW | When I commenced in this organisation, there was a fair and equitable bargaining process when negotiating workplace agreements. The employees were generally pleased with the outcome and were always willing to consider the offers made. The current process is vastly different with no genuine attempts being made by the employer to negotiate a fair agreement and any "offers" have been nothing short of insulting. If the employer were to display a more consultative approach and put forward REAL offers for consideration the process would appear to be a lot more genuine. |
| 172 | Woodburn | NSW | A part-time casual employee often feels the threat of fewer hours or being excluded from work opportunities. It is always a case of do what you are asked or you may not be offered work next time around. I've seen it happen to others, union or no union. |
| 411 | Woodburn | NSW | Wages limited by government legislation, even our super increases have been taken out of our minimum pay increase. No financial recognition of good performance, extra training/education or innovation or improving skills. No compensation for burgeoning workload. Only way to get pay increase in line with inflation or work value is to give away hard won conditions. |
| 60 | Woy Woy | NSW | I say yes, there is a fair go.. but hey!! if not for the UNIONS, no way!! employers want to exploit...WHY? I say its greed and self interest..just like kings of the past.. they got dealt with by the people!!! and not as nice and civilised as today either !! learn from history !! |
| 19 | Bayview | NT | None. Set structured wage system, I have no complaints and feel well looked after financially |
| 39 | Casuarina | NT | Involvement via union support and voting as required, on NTPS EBA every 3 years. Equal opportunity for both sides (employer, + employees via union) to put their case ahead of a vote would make things fairer. At last EBA vote, the union was at a distinct disadvantage as they were unable to access the same information channels as the OCPE - so had limited access to putting their case. As a result the vote was unfair. |
| 201 | Herbert | NT | being able to go up levels making our career more satisfying (recruit to positions vacant) |
| 202 | Nhulunbuy | NT | As a public servant my wages and conditions are supposed to be negotiated in an Enterprise Bargaining Agreement. The last one expired in June 2014 and we are having our ninth meeting in a few days with no hope of signing off on a new agreement in the foreseeable future. It appears to me that tardiness is beneficial to my employer because it means that any wage increases are delayed. In my opinion new Enterprise Bargaining Agreements should be backdated to the date of expiry of the old one. |
| 336 | Tiwi | NT | Don't have any say in regards to wages and conditions |
| 412 | Acacia Ridge | QLD | The job I am in cover themselves give you only 20 hours per fortnight but do a virtue plan. Mine is 53 hours nowhere enough. |
| 377 | Albany Creek | QLD | Set wages rate, union unable to negotiate with government as offer is take it or leave it. There seems to be no consultation, much change but no listening to risk complaints. |
| 328 | Alliingham | QLD | I was employed under a union agreed EBA at the end the union renegotiated the next 4 yr EBA which the company stalled for 8 months on. There were serious WPHS issues raised during this process (safe drinking water onboard the vessels, shift time at the start and end of shift) without the union all this would have been swept under the rug. which is a shame from a company which has painted on its vessels Safety First. |
| 193 | Annerley | QLD | We have a non militant work force who have accepted worse deals than the previous EBA with a yes vote of over 80% for the first offer that management make to staff - without any further negotiation occurring and the union does very little to help achieve a different outcome. |
| 186 | Ashgrove | QLD | The only voice that seems to be heard by employers and governments is one that needs to be loud, and the only one effective enough to expedite favourable conditions for workers, is a union. The government has systematically been trying to erode the power and especially the legitimacy of unions, making potential members feel like they are joining some kind of militant or trouble-making organisation (I know I delayed joining one because I thought my fellow workers and especially management would frown upon this). Whereas they are in fact the only group that is advocating on behalf of workers like myself in tangible and real ways. I mounted a Comcare case against my employer that, were it not for the efforts of my union delegate, may have gone against me. Their involvement was instrumental in compiling crucial evidence for my case. If not unions who else is there to speak for me on my behalf - not my employer ( they seek to diminish my salary and conditions ), not the current government ( similar intention )? In an utopian world I should not need to have to speak with such force - we should all seek equity and fairness. |
| 318 | Ashgrove | QLD | The pay and conditions I work under are set by our current EBA agreements. |
| 18 | Ashmore | QLD | When applying for a job you ask the wages etc- the owner tells you. If you are lucky enough to be the chosen one-- then you agreed to the terms on the day of interview. |
| 8 | Balmoral Ridge | QLD | I wish for a positive and fair government who can see the value in fair work conditions that support all Australians. All the best benefits I have at work today were union provided. I would like to see wage rises and more jobs, extra support for single parents for after school care are important to me. |
| 43 | Biggenden | QLD | My wages and conditions have always been fair until I became an employee in transit. |
| 395 | Boondall | QLD | I get paid as per my award. |
| 181 | Brackenridge | QLD | wages are set, any issues are more likely to have action with union involvement, EB's are negotiated and signed off by the state government and at present current eb negotiations has been delayed by the previous government in qld....only with union support do nurses feel supported in relation to wages and conditions....as a nurse I am required to commit to 24k/ 7 shifts, there is some minimal negotiation at a management level. having a more permanent staff would help these negotiations in relation to conditions. |
| 113 | Bray Park | QLD | I just took what was offered. I was trying to recover from a workplace injury and my manager treated me like a whinging hypochondriac. E.g. I had to type for four hours without a break, after receiving 2 cortisone injections in my elbow. My workcover case manager didn't support me either. I believe that because of this I took 3 times longer to recover. I joined a union after this as I didn't want to be bullied again. |
| 383 | Brighton | QLD | Our Union is actively involved in the negotiation of Enterprise Bargaining Agreements but we are seeing more workers being employed as fixed term contractors on lesser conditions and whose employment terms sit outside of these agreements. |
| 25 | Brisbane | QLD | The only good jobs to be on are union jobs, all the rest are a take it or leave it basis, and because we are just a number to all these companies they don’t try and look after the guys, they just undercut other companies to get the work and expect experienced and qualified guys to work on a lower paid job classification and still use their experience and skills. |
| 420 | Brisbane | QLD | No we don’t have a fair go , if it wasn’t for the union we would never get a pay rise. |
| 356 | Browns Plains | QLD | The pay does not justify the sacrifices the real workers do, but the management is getting richer. |
| 445 | Bundaberg | QLD | Union involvement in the workplace has been severely restricted and conditions including pay have been stripped. In combination with managerial prerogative (see above) workers feel especially vulnerable, are subject to unfair perceptions and, as a result, unfair & inequitable decisions including opportunities for advancement and promotion. |
| 397 | Burleigh | QLD | From commencement date until August 2014, Our Employer, ourselves and our Unions, have negotiated for the conditions that currently have. For the last Six months, we were All told from our Employer, that our " entitlements " will not stand any further and there is "Nothing you can do about it" , which is Highly offensive and a form of Bullying. Management need to be reprimanded for the stress they have put Families through in recent times. |
| 427 | Burpengary | QLD | No negotiations took place at Enterprise Bargaining level but the managers who conducted the negotiations knew they had no say. Negotiations in the Arbitration era were between individuals who had the authority to speak. Enterprise Bargaining has been a disaster. Those who had a say never took part in negotiation and just acted a final arbiters of the negotiated settlement. AN Arbitration Commissioner could summon those with authority. Industrial Court Judges could jail recalcitrant employers and union officials as MR Justice Kerr showed in the Larrie O'Shea case. |
| 61 | Capalaba | QLD | My working conditions were hard one by striking for a better deal. Now I find they can be traded away by my employer threatening to reduce staff numbers and offering barely CPI wage increases, and unrealistic incentives that can never be attained whilst paying the upper level of Management hidden wage increases and bonuses. Make it condition to tell the public of what senior wage increases are and link them to the wage increases they set for their employees. As for me negotiating a wage raise via my Union I demand the right to strike at short notice and withhold my labour without prosecution. |
| 84 | Carina | QLD | I am represented [and also represent as both delegate and section councillor] by the CPSU in EBA negotiations. this process would be fairer if the government would negotiate with the APS as a whole: this would create huge savings in both time and productivity |
| 272 | Carina Heights | QLD | Absolutely none what so ever. The changes are presented to us - and it's either take it or hit the highway. |
| 125 | Carrara | QLD | Fortunately we have an eba in place which is negotiated by an employee team assisted by our union. The union gathers feedback from all members prior to the eba negotiations. |
| 230 | Carrara | QLD | It should be fair. I believe our pay is. There is however a major pay increase between the APS4 and APS 6 level, which I think should be higher for the APS5 levels. (not just 5 steps until you reach the top of the APS5) |
| 277 | Carrara | QLD | My current position is casual but the remuneration at present is fair as the company pays penalty rates. Take penalty rates away and the job wouldn't be worth it. |
| 220 | Coombabah | QLD | I was expected to answer work calls at all times after hours, with a basic wage of $25hr ... not paid for any after hours work. If I didn't answer my personal mobile after hours when my boss called he was really angry ... then he would play childish games and not talk to me for even as long as two weeks. He would flat out tell staff I don't pay overtime, and he didn't but expected you to do it. These are just a couple of the things he did, there are a lot more ... he knew it would be difficult to leave and find a job quickly on the Gold Coast. |
| 194 | Cornubia | QLD | My working conditions were offered to me on a 'take it or leave it' basis. My union does not have a fair say. Reintroduction of compulsory unionism would improve certainty for everyone and that would enhance stability. |
| 339 | Cornuiba | QLD | Being a dual tradesperson, my pay rate is the same no matter what the task is. I work with single tradespersons that cannot preform the tasks I can, and we are on the same wage. The company I work for only has a pay scale for advanced tradesperson, The criteria for this is two years post trade, and then it up to the discretion of the manager at the time if that worker is "worthy" of such a pay scale (67c). It comes down to the manager and the relationship you have with them, if you bring safety concerns to them, your seen as a problem maker, and this directly effects your ability to earn money as you will not considered for overtime or the advanced tradesperson benefit. |
| 54 | Crows Nest | QLD | I have no say over my wages or conditions. I am a casual worker like most of the workplace and can be dismissed immediately by my employer with no recourse. The trend in Australia is towards casual positions, leaving workers with very little job security. |
| 384 | Currmbin Valley | QLD | I am the union negotiator for our organisation in SE Qld. Employees are presented with an EA that is the terms and conditions under which they are employed.. The company does not meet with my team or employees to discuss the EA or redress EA issues during the life of the agreement. |
| 11 | Daisy Hill | QLD | I was told my hourly rate of $35. For that hour of contact time teaching I have to do hours of preparation, marking, paperwork and report writing. Also, I get held back after work to talk to parents who are our customers. None of that is paid. I don't get sick pay, holiday pay, etc. |
| 4 | Eight Mile Plains | QLD | The CPSU supports its members for a fair pay deal, currently the pay offers and reduction in entitlements has been an absolute insult to me and other staff. |
| 46 | Eumundi | QLD | Despite being a technical agency, this organisation values its technical staff lowly, whereas bureaucracy is seen as valuable. The government has drawn up a technical reward system but it is based on a bureaucratic model rather than technical achievements. I am internationally recognised as an expert in my field but within the organisation rewarded very poorly because the salary system has been designed to recognise bureaucracy not technical competence. |
| 145 | Gracemere | QLD | I work on a flat rate it doesn't matter if I work day shift or night shift, 20hrs or 100hrs a week, I get no accommodation or allowances for accommodation I got to provide my own accommodation which is out of pocket expense. |
| 47 | Helensvale | QLD | To provide for my family and to work I had no choice but to work in such a industry with no job security. Unions a now powerless to defend workers and try to stop such attacks on rights. Thanks to previous proper gander and attacks by Government and Business. What chance or rights has the Australian worker got or end with when they are attacked by government and business. |
| 266 | Herston | QLD | We have robust, constructive and appropriate workplace relationships where staff and their representatives are regularly consulted on workplace change. Under our Award staff representatives (including elected union delegates) have a formal role on consultative committees, workplace health and safety, appointments review committee and classification review committee. Staff representatives also have a formal role in grievance and dispute resolution. Staff unions are involved in negotiations to set terms and conditions and all Award/EBA staff get to vote on agreements before they are certified. |
| 154 | Highgate Hill | QLD | Regular negotiations. These negotiations are done in consultation with our Union. I am also proud to be a Union Delegate and represent members. |
| 280 | Highgate Hill | QLD | I'd love to see the EBA I normally work under be simplified and modernised, so both employers and employees have a better understanding of the minimum conditions set out in the document. |
| 26 | Holland Park | QLD | I have no say over my wages. I take out what the business can afford - usually about $80 per week. |
| 149 | Holloways Beach | QLD | Unions have negotiated fair pay conditions for nurses. Without unions our pay and work conditions would be far worse, and i would not have studied nursing as a result !!! |
| 423 | Inala | QLD | Government keeping out of union affairs. |
| 228 | Indooroopilly | QLD | Let's face it, employers need to treat their workers fairly. What can be fairer than a standard rate of pay and penalty rates when extra hours or unsociable hours are required to get the job done. Many workers have unsociable hours as par for the course (doctors, nurses, police, ambos, garbos and firies etc). Their rates of pay include penalty rates as standard. They have commitments for their salaries. They might not have elected to those professions without those pay rates. Introducing foreign workers who would work for less undermines our system - see above. |
| 359 | Ingham | QLD | My working condition were on a "take it or leave it " basis when I started this job which I find very rewarding work to do. Our union has strived to have regular negotiations with our Boss about pay and conditions and have been told by the Boss they will not negotiate. We workers should be paid the SACCs award like all other Disability Workers in QLD. |
| 247 | Kalynda Chase | QLD | We are under an EBA which is negotiated every couple of years between our unions and council. The unions usually inform employees once these negotiations are under way, to advise the progress. It would be nice if union members were consulted prior to these negotiations commencing to advise what is going to be in the log of claims. |
| 27 | Kawana | QLD | Fair pay for fair productive work. Sometimes the top positions are too greedy .... |
| 410 | Kelso | QLD | Employment statistics reveal that the companies that hire on a "take it or leave it " basis always have a high turn over of workers , have difficulties in getting good staff and refuse to train staff for their business. They also have a higher claim rate on workers compensation because of their reluctance to provide for safe work conditions and the appropriate personal protective equipment because the management believes that safety is the responsibility of the workers and management has no "duty of care" to anyone except the bottom line of the business The rise of enterprise bargaining agreements saw an increase in constructive consultation with management which revealed in statistics and increase in productivity, profitability, reduced industrial action, a reduction in safety issue that resulted in many companies involved with enterprise bargaining agreements, reaching a zero harm status This consultation and communication process has shown statistically that companies that involve such processes are better placed to meet changes in the environment in which they operate There is still management (a number of foreign employed managers on exorbitant salaries from virtual slave condition countries) who believe that workers should have " no say" in agreements made and who are to blame for comp[any loss of business and profits and who promote a "take it or leave it" attitude to answers to problems that if a consultative and communication approach was used would have prevented such a result for the business ( In point--Qantas, Telstra, and other big name foreign controlled businesses who continually berate worker wages and conditions) Changes to the employment and management policies have to be made to meet the challenges of the problems of tomorrow as the old ideas that "the boss knows best of what is good for the workers and the business" is of a era long past. Flexibility is a term that is now the catch cry of modern management but in the real world, it is just an excuse for poor management ability. Generally when a call for flexibility is made, it is because managers have been ignorant of what is happening and have not actively sought solutions until it is too late to act. Workers will adapt and promote change when the effects will affect their job security and incomes and it needs a government policy that allows this change to be effected quickly and easily without penalty of the very people who have to make the change work This country has an amazing ability to make changes and adapt to challenges but it has to be recognized by the commission that no changes are possible unless the whole community is involved so that all can accept responsibility for the decisions and work as a "TEAM" Currently ,this country is being subjected to a barrage of statements from foreign companies and own treasury ,that the wage rate is too high, the conditions are too generous and the workers have it too good. While this appears to be so, it has to be remembered that these statements are from people who resist social health , education, safety and standards in their own countries and are endeavouring to lower this countries standards to theirs sole for a profit result. |
| 418 | Kelso | QLD | The DECA was already in place when I joined Defence. I also became a member of the CPSU on my commencement. I believe the DECA as it is now is a fair document and it is worrying to consider what it may be reduced to when entitlements that have been fought for in previous negotiations are removed to put into legislation or removed to fund other arrangements |
| 262 | Keperra | QLD | I feel that I have no say whatsoever about pay or conditions. I took this job after a protracted term of unemployment and felt thankful to have a job at all. I don't know what could make the process fairer. |
| 299 | Kirwan | QLD | I have been working in this Dept. in one position or another for over 26 years, during which I have been through a few negotiations for conditions and pay. What I can tell you from my experiences is, I work a lot harder these days and feel I am pushed to the brink almost every day. However I don't feel I am getting rewarded for my loyalty and work ethics. I attend all possible meetings that I can on work and pay conditions and I wish I could say that I feel my voice is getting heard, but when I see the what is being offered (pay rise and change in conditions) in the past 4 years, I can only think that I am putting too much blood, sweat and tears into my job for no reward or recognition. |
| 394 | Leichhardt | QLD | We have an EBA. I did pay union fees however due to total lack of concern for my predicament I was ignored. Therefore when the government decided to take away payments to unions from pays I elected to not sign up. Every problem I have had I have fought on my own accord. Did the research and fought my own battles and have succeed every time. |
| 200 | Malanda | QLD | we are offered no say in our conditions. We are told if we don't like it there's plenty of others who'll do the work and there are. If you complain about things at work they drop your hours back and they can do that because we're part-time. |
| 215 | Maryborough | QLD | It has become a 'take it or leave it' environment. This is the bottom line in negotiations. The reason given is always economics yet big business are increasingly making huge profits and the worker is expected to give away their conditions and essentially work for less. This is a win lose situation. Unions are necessary to counter these issues. The more Unions are weakened the more wages and conditions deteriorate. |
| 169 | Mcdowall | QLD | I honestly don't believe anyone now feels they have any control over their situation We now pay the price of too many years of stripping rights from employees and now as a society wearing those costs in social breakdown |
| 373 | Mcdowall | QLD | The hospital I am employed by is very inflexible. New management changed the length of shifts, the flexibility of hours and decline to employ part-time workers on most occasions. They will not offer the same rates of pay or conditions as the public system. |
| 21 | Moranbah | QLD | My union is not involved in the negotiations for my wages. I have no say in the wages paid to me. They are set and negotiated with the employer, usually on a take it or leave it basis. The only say I have in it is if I want the work or not. Some weeks I work for a quarter of what I do on another week depending where the work is available. |
| 218 | Mt Gravatt East | QLD | there is no review in place for wage rises and she works a 40 hour week 4 days in the week one tea break a day and one lunch break a day, and when a public holiday falls she is told to take it as her day off. has never been payed holiday loading, she is a full time employee and when the dentist has to go away she is not payed for that time he is gone. |
| 189 | Mudgeeraba | QLD | We are paid to the award. |
| 442 | North Bundaberg | QLD | Our union regularly negotiates with our bosses. |
| 388 | North Cairns | QLD | The nature of our business is that we are spread all over the country and the world, it is hard for us to maintain communications with our industry colleagues. The Union is our only common ground but it is continuously frustrated by legislation to limit its power and stifle its voice. Marine officers are not trying to stop the shipping quite the opposite we are trying to increase the amount of involvement Australians have in our industry. Australian Marine Officers are of a very high standard and we need to have them operating our ships with our cargos through our barrier reef and waterways. |
| 234 | Oakenden | QLD | Upon starting with my employer in Sept 2009 we were at the time offered individual contracts, so you either excepted what was offered or you didn't. I became a CFMEU delegate on site and had been involved in the 2010 EBA negotiations as an employee representative. I was also involved in the 2014 EBA negotiations when I was Retrenched. I feel that the right to arbitration through Fair Work Australia in the Agreement should be a mandatory clause. Without this clause it is very hard to have a case herd in fairness unless all parties agree to Arbitration. |
| 58 | Oxley | QLD | Although the university has a union, I am not involved with them at all. The union does negotiate the EA with the university Chancellor, but this is a very long and drawn out process. I feel the terms and conditions of the position were certainly presented to me on a 'take it or leave it' basis as the contract was not negotiable and also I was in a semi-desperate position in taking the job as I had been trying to secure a full-time permanent position with the university for nearly 3 years, which my employers knew. |
| 268 | Portsmith | QLD | We actually don't get any say. There are words and noise made about "consultation" but that is just a sop and really is just smoke and mirrors. Considering the latest pay offer, pushed by someone on over $600k a year who accepted a 27% pay rise over 3 years, it smacks of hypocrisy, patronisation and just plain distain for the workforce. |
| 292 | Redland Bay | QLD | We are negotiating our new Eba and the conditions and wages they want to pay are far below what we are currently getting. So you think this is fair and productive? NO Also would the politicians like their salaries and conditions eroded, I don't think so!! We all have commitments, if we are getting less we will not be able to spend and keep the economy going. We will in the end need government support, and I don't think that is what they want. Eroding wages erodes living standards. |
| 405 | Redland Bay | QLD | No say, thankfully we have a union. |
| 441 | Rochedale South | QLD | Management in my opinion should look upon all workers as an asset rather than as a liability. A cost to the business, yes, but a potential positive advertisement for the organisation. As mentioned previously constant dialogue, listening with action taken is important for the continued well being of an organisation. My grandson is not in a union so it is up to him to discuss wages, benefits and services with his managers. He has discussed recently his continued promotion and has received a positive response. |
| 330 | Sadliers Crossing | QLD | The QTU has been very effective advocate for teachers in Queensland since I started in this profession. Recent legislation, passed in Qld under the Newman government, strips all sorts of hard-fought conditions from our industrial awards and makes them policies under the discretion of the minister. I hope that the new Paluszczuk government will replace that legislation before our next EB period begins. |
| 389 | Sandgate | QLD | I don't believe Aussie workers should have conditions any less than those offered to politicians. I hate wage indexation as it is, everyone knows pollie pay percentage indexation gives them a much higher increase whether they do a good job or not. Most sane Aussie bosses would rather collectively bargain - it is so much less work. As a pensioner, there IS no negotiation. The gov't gives what it feels we deserve. Yet all pensioners are also taxpayers, sponged off by greedy politicians. And this gov't has the nerve to call US bludgers! |
| 103 | Springwood | QLD | As a temp or contractor, I don't believe there is anything fair regarding the setting of terms and conditions in the workplace these days. Everything is on a "take it or leave it" basis. Last week in a workplace, I heard the owner saying that staff who had been employed to work out of the Brisbane office should not expect that situation to remain and that unless they agreed to work on a fly-in / fly-out roster working on site for 3 weeks then returning home for 1 week, then they could be let go and the company would employ others who were prepared to fly-in and fly-out. In other words he was changing the whole basis of employment. With unemployment so high and it being so difficult to find alternative employment, people are being placed in a no-win situation. |
| 263 | Stafford | QLD | I get zero say at all. |
| 163 | Stretton | QLD | In my industry, which is Architecture, I feel as though when you are starting out and in the early years of your career, you have very few rights and little input into your conditions and pay negotiation. This needs to be addressed and fixed immediately, or I fear the interest and commitment to this profession will increasingly decline in generations, if not in a few years to come. |
| 76 | Sunnybank Hills | QLD | Most casual jobs such as the one offered to me were simply "take or leave". There's absolutely no chance of negotiation however my boss is amazing in the fact that she pays above award wages whereas 45% of workers in Hospitality are paid just the award wage. So I was just extremely lucky that my boss values higher wages. |
| 351 | Sunshine Beach | QLD | The hospitality industry is a law unto itself long hours, split shifts, no breaks really hard work in often poor conditions, heat, sharps, spills, dangerous old equipment, accidents often come out of shear exhaustion |
| 369 | Tarragindi | QLD | We are employed on Award plus EBA conditions with negotiations through our Union reps. This has, overall, been a positive experience and resulted in generally good employment conditions. Recent changes to industrial relations laws and rules in the State system have seriously threatened this situation and, unless changed will result in considerably less ability for employees to influence results. This may revert soon to the previous situation but I and many others are concerned that Federal laws and rules may jeopardise the situation again if the needs of employees are not given sufficient weight. |
| 400 | Tewantin | QLD | Our union tries extremely hard to keep its members informed, but the government has restricted access between the workers and the union, making it very difficult to contribute regular thoughts and ideas on working conditions and pay. |
| 156 | Tin Can Bay | QLD | Generally (when employed) I work on a union negotiated agreement, this benefits all employees, union members or not. For this reason I am a financial union member. This is best as it maintains a fair system for all. |
| 417 | Townsville | QLD | More committees with nurses that work on the floor would be better practice. They offer a view that is often more patient centred. |
| 252 | Urangan | QLD | Wages and Conditions were good in about 50% of all Companies,,, The other 50% did not give what was first offered. They were Take it or leave it...On many occasions we did not find out until after the 3 month period or first Pay. |
| 88 | Wakerley | QLD | In a time when our unemployment rate is at its highest . I am perplexed as to why people like Hancock prospecting and Fortescue metals are hell bent on introducing foreign workforces at a reduced wages and conditions. To only benefit their bottom line. |
| 348 | Warwick | QLD | Management do act in a way that they are a rule to themselves when it come to the federal labour laws and OHS laws. There been a long history of low union membership at my workplace and Manager have taken advantage of it. They have been active in anti union campaign towards the National Union of Workers at work. This year we have enterprise negotiations and the company doing everything to control it. We need better protection by the Unions at work. |
| 256 | Withcott | QLD | The award in which we work under is set by the government, the unions along with members have to negotiate every 3 years with government officials on our behalf for our wages and every enterprise bargain agreement is always beaten down by the government, they are forever trying to strip back what has been fought for, for years. Prime example is what the Abbott govt. is trying to do to penalty rates. This is the only incentive for workers to do these terrible hours. I just hope one day Tony Abbott is in hospital and it's a weekend and no one wants to look after him on a weekend, if he tries to touch penalty rates. Most people working these hours are the lowliest paid people, meanwhile fat cats still sit in the offices of Qld health, don't work weekends and still get around 4 or 5 times the wage of a lowly paid person on penalty rates on a weekend working after hours. Union presence was stripped away from Queensland hospitals under the Newman government, that's why he's gone, Tony's next I hope!!Hopefully the conditions we had before the Newman government came into being will be restored. |
| 36 | Wollongabba | QLD | Even in a relatively well-unionised workforce of the public service, I and my colleagues feel vulnerable. Any changes that can affect our job security, career progress, working conditions and pay can and do happen without us having a right to information or consultation. |
| 248 | Wolvi | QLD | None at all - the CWA and award that this company has was passed with no staff involvement to my knowledge |
| 357 | Wyreema | QLD | Normally the sda union negotiate working conditions on a 3 year agreement |
| 361 | Yeerongpilly | QLD | I had to move from my role in a job at which I was highly competent and qualified, and about which I felt passionate, due to a refusal of hospital management to accommodate some health issues and allow me to cease doing the 10.30pm to 7.15am shift, even though I offered to take over hard to fill Friday and Saturday evening shifts on a permanent basis. I was not allowed to negotiate at all. Nor was I permitted to transfer to another job within the same hospital. I was forced to either do night shift or resign, in spite of my well-demonstrated competence and loyalty to my employer. |
| 49 | Enfield | SA | the company and the union negotiate a national eba. we are happy with the result. |
| 38 | Hawthorn | SA | My job offers little by way of negotiation. I have been denied days off to support the deaths of loved ones. I have been told that working with the union would see me have no career progression. Our employer refuses to support staff in negotiations and always takes the least amount possible approach |
| 315 | Huntfield Heights | SA | Take it or leave it upon starting. Things improved over the years as employer saw value in workers being onside. Eba negotiations only |
| 414 | Macclesfield | SA | Wages are set by our EBA, negotiated through our union. |
| 273 | Modbury Heights | SA | Recent conditions have changed from 2-shift (early/late) to 3-shift (24 hour roster). For a 6 day roster, where we previously spent 3 days on late shift (50%) we now spend 4 days: 2 evening, 2 night (66% total). There has been NO change in pay or conditions, in spite of the increased incidence of fatigue. All protests have been met with "You agreed to shift when you signed your original contract". The change in shift format is ignored by management. |
| 209 | Morphett Vale | SA | We have been through a major EBA negotiation and have come out the other side, a lot wiser than better off. Bosses and government need to listen to the workers and their families.... |
| 364 | Morphett Vale | SA | No working conditions offered. My union do not have regular meetings at all with management. We had negotiations for an enterprise bargain agreement but we called the union to help with this and it got cancelled. Management said there would be more meetings so we knew how the process was going but there were no more meetings. |
| 166 | Newton | SA | In working with agencies - none whatsoever. We are offered work on a take it or leave it basis. Translation is a bit different, some agencies ask us to quote, but once again, unless we give them low quotes, we generally don't get work. There are insufficient members in the union locally to do anything. The union is new in SA. |
| 30 | Oakden | SA | I believe that most Australian employers are quite prepared to pay workers as much as they deserve. It is the overseas multinationals that lose sight of the value of the worker and pay their CEOs often in the millions! What for? Just think of the hard work and loyalty that would be displayed by the workers if those excessive remunerations were shared with the workers! |
| 254 | Parkside | SA | The ANMF bargains for us |
| 449 | Port Pirie | SA | Our union is in constant negotiations for pay increases and improvement in conditions in the form of an Enterprise Agreement. One is due soon |
| 83 | Sailsbury Park | SA | Take it or leave it , we don't have a fair say , about anything. If the workers were able to be part of the EBA negotiations not just this is what we have vote yes or no. By the way this is the best we could get don't lose it . National office is trying but some state officials' have opposed members participation , for whatever reason. |
| 267 | West Richmond | SA | The majority of counsellors in schools in SA are paid at Coordinator level, and despite the 2012 Enterprise Agreement which says all counsellors should be at Band 2 Coordinator rate, a few schools are not complying with this Agreement. |
| 324 | Crabtree | TAS | The government is promoting continuing education but why bother when the industry won't pay you for it. I did cert 3 in aged care then cert 4. I can only get paid at cert 3 level because that's the basic requirement. |
| 107 | Goodwood | TAS | our union is trying to negotiate our 1.5 six monthly pay rise but the company keeps knocking it back and will not accept any of our other conditions .to be fair think it should be an outside body that makes the decisions |
| 259 | Howrah | TAS | The last group of people I saw being employed were on the basis of enterprise bargaining, and the bargaining was all on the side of the employer. The conditions were unworkable from a young persons point of view. It was on the basis of 20hr per week minimum but the company could call you in for anything up to 36 hours. Can you imagine trying to pay a mortgage on a 20hr pay. And they couldn't get another job to fill up the shortfall because they "could" be called on to work in addition to the 20 hours. If you see that as fair, well, there's no point me saying any more. Cause it means I'm dealing with a half wit. |
| 362 | Kingston | TAS | Each time wages and conditions for nurses are re-negotiated by the ANF there is a struggle to maintain prior conditions and staff allocation ratios. The government is always trying to erode hard won past gains. |
| 312 | Launceston | TAS | In my work environment as both an employee and a manager (employee) there were always opportunities for employees to be offered wage increases (incentives) to either stay either with us or to reflect their value to the business. Every employee appreciates what their true value is to the business if the business costings and situation are always known to them and if their potential to the business is shown to them. If you place the employees family and their personal welfare first, then you have the best situation available to you for increasing productivity and a powerful dedicated commitment from them. People need to know that they are truly valued rather than being taken advantage of and treated like they are simply a commodity. Unions have never been an enemy to either me or the business as my employees have always been able to come directly to management and to be listened to, without fear of being ill treated, that their concerns and interests would be responded to with the utmost respect. Unions have always been treated with respect and the workers have always had the right to present their opinions about union issues relating to them. From my own past I learnt that the union was an important resource for finding out much information and also for receiving necessary support when necessary. Going to war with either the unions or the employee is a sign of complete business ineptitude. Management should be able to have their heads around every aspect of running and maintaining a business rather than trying to find scapegoats for incompetence. |
| 7 | Lindisfarne | TAS | We get no real say in our wages and have not received a pay rise in love me with lnflation for over 5 years |
| 258 | Pelverata | TAS | I am in a union and as far as I know we all get the award rate plus penalties. |
| 311 |  | TAS | Negotiations occur collectively in negotiating and renegotiating the relevant Awards and Agreements. People have a fair say via Union representation |
| 179 | Primrose Sands | TAS | we have agreements but these are getting more unfair as the years progress , taking away hard earned conditions. unachievable goals so the pay increase and/or bonus is unreachable |
| 132 | Trevallyn | TAS | I feel our workplace was tricked into affecting new nurses to accept unpaid meal breaks by running a vote on EBA when a lot of staff had already left for Christmas break and it was so hectic a lot of staff forgot to vote. So now we enter the year with some staff who do not have the same conditions as the rest of us. I feel this is unfair. So many staff do unpaid overtime to support colleagues or just to finish their work and know they have completed all their task. |
| 42 | Warrane | TAS | I have no say over my working conditions. Prior to the amalgamation there was empathy, compassion and understanding, this is now gone, replaced by statistics, cuts and more cuts - to wages, conditions etc., everything |
| 102 |  | VIC | Our union do a good job in negotiating our working conditions for our EBA, however, they have a very low membership basis. Accordingly management can get away with some atrocious conditions, like making some staff members work 18 hour shifts to save a dollar. |
| 232 | Albert Park | VIC | Negotiations on wage thru the union but more and more I work with colleagues on contract and they can be 2 or 3 different contracts making it difficult to negotiate. All to be working under same agreement, management uses contracts to divide their employees |
| 316 | Ararat | VIC | EBA negotiated every three years, with a union rep. Sometimes rolling over our conditions, but have had one pay rise reduced significantly because we refused to give up a condition of our work hours. |
| 304 | Bairnsdale | VIC | Basically it was a take it or leave it proposition. The union in our organisation is very low profile and I feel that it having the union negotiate our pay and conditions is not encouraged. I would prefer to see a more active union movement here and for staff to feel empowered. It would be great if HR would demonstrate their acceptance and acknowledgment of the right of staff to engage with their respective unions if they so wish and for open and honest dialogue to occur. Currently we feel as if it is a 'divide and conquer' mindset when it comes to negotiating our pay. |
| 56 | Ballarat | VIC | Another issue that impacts on many of the academics at my university is the unfair expectations put on them by management. Management expect the academics to work under a crushing workload. Many do not leave the campus until past 7pm week nights and have to work long hours on weekends marking papers. I know this from my own personal experience working as a lecturer for 5 years. |
| 59 | Balwyn North | VIC | The job I was offered and accepted was not the job I was finished up doing. My conditions of service are bound by an agreement that I am not able to vary. I have no input into my pay & conditions other than when Agreement negotiations take place for the whole Dept. |
| 208 | Bayswater North | VIC | Wages are determined entirely by senior management. Incremental pay rises are set across the board based on store performance. If the store performs poorly, general pay rises are reduced. Individual pay rises are based on promotion, which is offered only to those selected, and on positive annual performance appraisals. My last annual performance appraisal was four years ago. My last individual pay rise was twenty five cents an hour, after gaining "expert" status. It was not passed on to me until after I learned I was eligible for it, and it was not back dated to when I was promoted from "grade 2" to "grade 3" The pay rise procedure would be much fairer if the performance appraisals were performed each year, and were based on actual performance as opposed to management "expectation". Store performance should remain a part of the annual pay rise, but it should be made more open so that employees actually know what performance areas actually affect store performance. In short, communication down from management to employees needs to be made more transparent and effective and employees given realistic opportunities to avail themselves of the programs that are available |
| 20 | Box Hill North | VIC | I am fed up with the threats to our career pathways and actual redundancies, for cheaper labour. I do not agree that registered nurses should be replaced with enrolled nurses. I would hate to have any illness in the current work place climate. This is not a fair go or respect shown to all professions in Australia. |
| 170 | Box Hill North | VIC | After over 3 years, the non- teaching staff finally negotiated a new EBA. We still receive lower pay than other Librarians in other sectors but it is better than what it was. The Union worked long and hard with my employer and then with the State Government. |
| 291 | Box Hill South | VIC | Working condition are never offered. You get what you are given. It is a job in a world where jobs are becoming more scarce. I once tried to join a union only to be looked down by colleagues to which I did not join so I would not be subjected to workplace bullying. Also joining a union is expensive. I have never been able to negotiate with a boss or have a "fair" say. Employers need to be more accountable of workers rights especially female employers that get under looked, under paid and promoted last. |
| 284 | Brunswick | VIC | On salary levels and increases, I was happy as I was the best performer in my team. Others had to fight harder to ensure that their pay was able to meet their needs. Fortunately we did not have to work shifts as public transport was poor after standard hours or on weekends. |
| 110 | Burwood | VIC | Member of union, union negotiates on our behalf. |
| 192 | Camberwell | VIC | I currently work in Local Government where my conditions are excellent. However I am reminded every day of the politics of self interest rampant in the Australian management culture. The waste and misappropriation of resources is scandalous. |
| 338 | Carnegie | VIC | Working conditions are tightly regimented throughout the different levels in the organisation. No flexibility is available for existing arrangements. The management, association representatives and workforce representatives work through an Enterprise Agreement each year which is put to a vote. There are numerous opportunities for input into the process which is very fair however there is no scope for flexibility as the organisational structure does not allow for it. |
| 148 | Castlemaine | VIC | My working conditions were explained on a take it or leave it basis when I started this position. I have very little say about working conditions. However, because I am a casual, I can choose to decline taking up extra shifts if I don't want to. |
| 245 | Clifton Springs | VIC | Employees do not have a say in our working conditions, and I am unaware of any union negotiations with my employer. Conditions and wages for community agency employees are so inadequate that it is difficult to retain employees for long. It is also very difficult to accrue long service leave as it is necessary to change jobs so frequently due to contracts ending. |
| 327 | Coburg | VIC | There is no negotiation with the pay rate I am currently on. It is set. It is above minimum wage, which makes me feel loyal to the place and willing to put in extra when necessary. I feel I work at a fair place, however if the weekend rate was the same as the during the week rate, I would feel less happy about working weekends. |
| 101 | Coburg North | VIC | We do an EBA every second year in which we fight for better rights at work, by being part of the union I feel that I have a better chance of having more rights at work, even though I am employed only on a casual basis and I may only be offered 10 hours work a week which they still cannot guarantee me. |
| 386 | Coolaroo | VIC | In my current work role I feel I have reasonable wages and conditions but this is because of our union. Without my union I would be seriously concerned with my ability to maintain and enhance my wages, conditions and address any general workplace issues. I believe that it is a fundamental right to be able to be a part of a union and have a union to act on my behalf. I believe unions have the ability to enhance productivity by supporting their members and ensuring adequate conditions and remuneration. I am concerned that there appears to be an attempt to undermine unions and therefore undermine workers and productivity and would hope the productivity commission recognises the importance and value of unions to workers. |
| 62 | Croydon | VIC | No say. |
| 360 | Croydon | VIC | My working conditions were not negotiable when I began, as far as I knew. I have since negotiated hours, as needed, when family circumstances changed. I would like to have the power to influence my pay level but I doubt this is negotiable. |
| 128 | Elwood | VIC | I receive low wages and are one of the lucky ones where I work hrs that give me wages that are almost enough. Others at work do two jobs to get by, some work 13 day fortnights. |
| 246 | Elwood | VIC | The AEU is trying its best, but the prevailing regulation means that local agreements are toothless. In my 7 years of teaching, my classes have grown by up to 10 more kids in each class - hours and hours more work every week if I'm doing my job well and reading drafts and taking care in marking papers. Our agreement states that principals will "aim" for class sizes under 25. Bad faith on the part of the last Victorian government has further eroded our conditions in our last negotiation. |
| 251 | Elwood | VIC | Luckily the AEU does a wonderful job of negotiating with the government regarding our pay and conditions. We do not agree with performance pay, as it is unfair to measure a teacher's success based on the academic achievements of their students. Children come from a variety of backgrounds, some from fractious or dysfunctional homes, and basing teachers' salaries on the school results of these children is grossly unfair and illogical. The fact we have to pay for our own computer, a necessary piece of equipment in our profession, from our own salary beggars belief. I cannot think of any other profession where an employee must pay for a vital piece of equipment. |
| 409 | Epsom | VIC | The union has been instrumental to my working and pay conditions. In the past negotiations on my behalf between the Union and my boss have entitled me to have better pay conditions |
| 221 | Fairfield | VIC | I was offered my job as is - the pay was on an award scale and I was told that there is no room in the award for increased pay beyond that of an AO4 role. I tried to negotiate a reclassification of my job in order to get a raise (which took eight months) when my duties changed only to be told that it was still an AO4 role. I then tried to ask for 48/52 or a reduction of my time fraction to .9 in order to support my work related study and was refused this both times. My award has not had an annual increase since December 2012. I do not have a fair say and we - either myself or my union - do not have capacity to change my current working conditions. |
| 77 | Ferntree Gully | VIC | Our site is the second lowest paid site in all of Australia. Trying to negotiate wages during EBA negotiations is like trying to pull teeth. We are about to put forward a case to the company as we have skill levels and some of our workers are being disadvantaged in the sense that they are required to do duties of a higher skill for a lesser wage. Workers are being asked to take on 2-3 duties as a way to save cost for the company. I feel that the company needs to listen to its workers, communicate with its workers and each other. wages need to move with the cost of living. |
| 105 | Footscray | VIC | I have no say over terms and conditions, in a personal sense. The agreement I am under enables me to ensure the employer considers external obligations such as study. |
| 158 | Frankston North | VIC | I'm with the union and they have regular negotiations with my employer about pay and other conditions and make sure the staff have a fair say. |
| 216 | Frankston South | VIC | In theory, there are opportunities to negotiate some aspects of our own work setting. However, there is often a limited capacity of our school administration to be able to be fair or responsive due to finite and typically quite inadequate resourcing. |
| 217 | Frankston South | VIC | We have very little if any say over our pay and working conditions, it is very much a 'take it or leave it' Unions should be actively involved in the bargaining process. |
| 114 | Gladstone Park | VIC | I did not have any say in regard to working condition, pay, safety, shift work, it was" take it or leave it" Our Union will have negotiations with Department through EBA every 3 years. |
| 94 | Glen Iris | VIC | Jobs are always take it or leave it basis. |
| 93 | Gowanbrae | VIC | I work under an EBA but the company would rather pay millions of dollars to a legal firm to find continuous loop-holes then to pay their hard-working employees a decent pay-rise. The company profit keeps going up EVERY YEAR via double-digit growth and every time they announce huge PROFITS, it’s like a FUNERAL and the DOOM and the sky is going to fall in SOB STORY starts.. whilst they keep giving their boards and other so-called executives, bonuses of extreme proportions! |
| 334 | Great Western | VIC | I have been involved in EA discussion for many years with some being quite hardline as far as the company has been concerned. While on other occasions there has been a compromise from both sides. |
| 133 | Greensborough | VIC | We don’t get any say even the eba is useless. |
| 438 | Grovedale | VIC | I get no say in my pay conditions. It is not ever discussed and the environment of the not for profit organisation is that if you don't want the job we will give it to someone else. There is no recognition of additional hours I work. Time in lieu accumulation is discouraged. It seems okay it is ok if you work additional hours but not to accumulate because it is not affordable. The contractors are able to work long hours and are paid in full for their work. Their hourly rate is 5 times my hourly rate. Employees are not allowed to work overtime for pay. So pressures to work long hours with no payment have become common place. My role is getting changed frequently under the emphasis that I am addressing needs as they arise. This is destabilising and impacts on my health and wellbeing. Work that I could be doing is outsourced to contractors and I don't get a choice. Workers conditions are on the decline as employers seems to have license to do what they like. The employer has the financial means to be able to manipulate circumstances to force their employees into position of disadvantage and force them to leave the organisation with less than what they are entitled to. |
| 269 | Heidelberg West | VIC | My working conditions were offered to me on a 'take it or leave it' basis. I had to take it because I need to eat. My work is very physically demanding. All of the old guys that are still around have ruined their backs. I work from 6:40am - 3:10 pm for 5 days a week for a measly $750. I was told by the recruitment firm I'd have a good chance of being made permanent if I lasted for 14 weeks. I've lasted over twice that time but am still a casual. I've never taken a sick day. |
| 244 | Hillside | VIC | we have a eba but they do not adhere to it |
| 140 | Ivanhoe | VIC | My wages and conditions are set out in an agency agreement. There is not much room to move given that the bargaining framework is set before negotiations can begin. It is really what can be traded off for a wage increase, and even then for a long time public sector wages have not met cost of living increases. I think there is a big problem with inexperienced employees or those who don't understand the process and what rights they are being asked to give up potentially ending up with a huge gap between what they end up with compared to others in similar occupations. It then makes it very difficult to progress. What employees are told thy have to accept is totally different to senior managers who are perceived to get looked after, and the ones who struggle are the ones who are constantly asked to sacrifice to improve the budget bottom line. The current round of enterprise bargaining is a disaster. Federal public servants mostly haven't had a wage rise for about two years due to the difficult bargaining situation, and there is nothing that can be done to help those whose real wages are going backwards compared with cost of living expenses. |
| 428 | Keilorpark | VIC | Highly involved with EBA negotiating better wages and conditions with the AMIEU. |
| 35 | Langwarrin | VIC | My working conditions were offered on a take it or leave it basis when I started. I was happy to get the job. I am part of a union and their regular negotiations gets me pay increases and good conditions. Apart from the union I get no say. I wish the union wasn't so bent towards the ALP. It would make it fairer to me if I could get the rich and big business taxed much more. My conditions are excellent which is probably not sustainable unless you tax the rich and big business much more. It would be fairer if big business would not post a huge profit one week and then sack workers the following week. That might need legislation. I realise I might be banging my head against a brick wall because Liberal governments do not tax big business much. |
| 265 | Lara | VIC | My working conditions are based on the contracting indusrtry award, but only when it suits management. I have not had a pay rise in the last 2 years. |
| 117 | Leopold | VIC | I had to be placed on an EBA at the time, but they often tried to have me come across to a workplace contract with an ADO (agreed day off) instead of a set RDO. I stayed on the EBA because I never trusted them. They were so disjointed, that I would get a letter saying I had too many RDO hours up, but I wasn't allowed to lock in an RDO day to use them. I even asked for a Friday, as the others had Mondays. |
| 44 | Lovely Banks | VIC | I was told I had control of the kitchen, when the supervisor started claiming my ideas for his, or didn't like suggestions, control was taken away. |
| 81 | Lynbrook | VIC | At commencement of my employment with this large employer on a green-fields site, I, as well as others realized that many of the benefits and conditions submitted at our recruitment were non existent. Many workers left over the following twelve months after starting and those that remained were compelled to collectively bargain for the conditions and pay via union membership and enterprise negotiations. These were never ever conducted on a fair and just basis and always resulted in some form of industrial action to settle negotiations. |
| 67 | Maddingley | VIC | None |
| 68 | Melbourne | VIC | We all worked overtime e and it was well known that if we left on time everyday that it would be noticed and asked why this was the case. The way that we were expected to work extra days for warehouse sales etc but the day in lieu compensation was never applied correctly. |
| 320 | Melbourne | VIC | The public service frequently employs staff with more capability than that offered by position, where the only opportunity for career progression is into management positions where non-management skills are neither recognised nor utilised. There needs to be greater recognition of skilled employees with better opportunities to reward them financially without requiring them to manage staff. |
| 309 | Melton West | VIC | We got negotiate on EBA and in many clauses we did not have choice even though committee disagreed with most of the EBA they punished casual workers threw cutting back on there hours even though some casuals has been working in same jobs for over 8 years. They did not proceed to full time however on average they worked over 40 hours per week. |
| 226 | Mernda | VIC | Our working conditions and wages are a disgrace. Our 'current' EBA expired in 2007! We have gotten a 1% increase several years ago and a recent 2% increase. That is it...for the last 7 years. We are 17% behind the average wages of Scientists in other pathology services. We have attempted to negotiate a new EBA many times over the last 7 years. The CEO makes a show of coming to the meetings with the same offer (small pay increase for losing our current benefits) They have been told over and over that they can't do that, both by the union and the FWC. 7 years later, they are still offering the same thing. The last 'negotiation' consisted of one meeting in which we submitted our offer and were told they would not agree with our offer and we had nothing further to discuss! End of negotiations. We have worked with the FWC for so long, we are on a first name basis with the whole Commission. They are as frustrated as we are BUT since they have NO power to actually make a ruling on anything, we are still where we were 7 years ago. The FWC needs more power to make binding rulings. We deserve, not only a new EBA but back pay for the whole time this employer has been jerking us around. Even if we eventually get a new EBA...imagine the money they have saved by not even keeping our wages increasing to keep up with the cost of living. The current rules only work for reasonable employers. |
| 426 | Moe | VIC | Our union have been negotiating with my employer for a couple of years now since our EBA expired. Our employer has not listened to the needs of staff. Twice the employers EBA offer has been voted down by staff (union and non-union members) due to inferior pay and conditions. Our employer continues to offer reduced conditions, rather than listen to staff who work in a very high stress field (mental health) and wish to have our current conditions retained. Our union worked very hard to gain the conditions won in the last EBA. The process would be made fairer if our employer actually listened to staff. |
| 393 | Montrose | VIC | At the time of my last employment it was definitely a 'take it or leave it' situation. The Union did their best, but with open voting and bosses watching no one could say anything for fear of being sacked. They worked people into the ground, speeding up the machines and pitting worker against worker, because they could. I hope things have improved and that work choices never comes back in any shape or form. |
| 306 | Moonee Ponds | VIC | Conditions as per award rates. |
| 207 | Mordialloc | VIC | I rely entirely on my union to argue for my pay and conditions. As a low level employee I have absolutely no effective way of negotiating with my employer on anything approaching a level playing field. They would make an offer and I would only have the choice of accepting it or leaving my position- where is the equity in this? Only by dint of numbers can employees at my level have realistic negotiation. This is why unions are an essential component of the workplace. |
| 399 | Mount Evelyn | VIC | Our union has fought hard for the gains we have made, nationally and state based. We are paid under award conditions, but unfortunately recently lost our above award payments, and this will inevitably reflect in an inability to attract and retain good staff. |
| 71 | Murrumbeena | VIC | In reality the employment relationships are unequal. Employers have access to lawyers and accountants who are expert in commercial and contract law. Much is said about unions however, the business community also has its owns unions known as 'Lobby groups." Business unions, though they would not use this term have considerable more resources and access to high level politicians, legal action and funding. Include in this group, the Australian Chamber of Commerce and Industry, the Australian Industry Group, the Minerals Council of Australia. Strong union participation and rights are essential to ensure employee protections and they need access. In my company it is impossible to negotiate for additional income. Negotiations are undertaken with the company by the union as EBA's expire. Individual contract arrangements can be unfair as there are disadvantages. Some may have the confidence to negotiate and better knowledge than others. Some hard workers may undersell themselves as they have not the ability to represent themselves. This can lead to unfairness and inconsistency in the economy. |
| 74 | Newport | VIC | On several occasions when I enquired about the hourly rate for some casual work with this hire firm I was told by the manager that she did not know how much it was going to be. I originally enquired via email (no response) and then in a brief training session I asked about the pay and was told she had no idea. This casual job is a very much take it or leave it proposition and I have observed that there is a code of silence around discussing working conditions, pay etc. I believe workers are concerned that if they talk frankly with fellow casual workers they may be informed to management and lose any further casual work. We are casual workers and find it difficult to join a union as we do not know when further casual work may be offered. Also it is hard for unions to take on casuals as our pay is so low, it would not be a viable proposition for them. It is hard to say what changes could happen for casual in this hire firm, as we are so powerless and we all know if we speak up we may not be hired again. We usually only get together for training and it would be hard to collective to make our situation improve. It is a trust and safety issue for all. |
| 355 | Northcote | VIC | There is a Single Enterprise Agreement in operation, negotiated by the Union (ASU) and management. Negotiations are regular, open and constructive. No problems or improvements to suggest, but the current benign state of affairs is down to the Union having maintained vigilance. In my experience, this is very necessary in community-based, non-profit organisations. Good working conditions are not due to magnanimous management. |
| 440 | Pakenham | VIC | Fairness is not something I link to my current work place. Since I've been at a few different hospitals I have different experiences to call upon. The best manager was one who was flexible. They allowed staff to have paid days for education needs. If there was a crisis with family they organized leave to be taken. When there was conflict among the staff to the point that someone wanted to resign they rang around and helped negotiate another place for them to work. This is what an excellent manager is. My currently management refuses everything. One recent example was a nurse who wanted extra time off without pay to have an extended honeymoon, she was told NO and if you want the time then resign. Another example is that management reduced out ratio of 1:4 at night time to 1:6. when we questioned this and say it be dangerous to the patients, we were told. If you don't agree we'll make it 1:8. How's that for fair negotiation? |
| 223 | Preston | VIC | I started as a day worker and was successful in getting a shift role approx 5 years later. I wanted to learn more skills, improve my product knowledge & service delivery and get more exposure to all of our clients the business serviced. This also came with a higher salary due to the penalty rates as we work all days, including xmas day/Easter, all public holidays & 24hour - so including graveyard shifts on these days. The GFC was making it difficult to meet my mortgage repayments so this was a great opportunity for me and I love having time off during the day to achieve tasks/appointments/errands as my workplace is not flexible with these arrangements. As a new mngt team has been put in place, the attitude is very much "if you don't like it leave" and "you get paid much more than the day workers so don't complain" which actually isn't true with the incentives being paid out as cash bonuses for some consultants in areas where the program is biased. This is a very medieval attitude & a more progressive & pro-active view and openness towards your workers would assist the business substantially. Our Union is constantly raising issues from our complaints with mngt due to their total disregard of our working conditions and agreements. I think there is much discrimination and bullying towards my specific area because we are willing to stand up for our working rights and speak out. Mngt should be conducting themselves in a fair and respectful manner as we are & expected to know the agreements with your workforce and be willing to discuss things in good faith. |
| 32 | Seaford | VIC | We must sign a 12 month contract.... take it or leave it is how it works. Union cannot help, all to hard for them, because we have no award. |
| 52 | Seaford | VIC | For 7 years I have been raising issues regarding the time and the intellectual demands due to the complexity and nature of teaching effectively online. In 7 years not one concern I have raised has been meaningfully dealt with, nor one concession granted. This is despite my participating on workload committees/panels at both Faculty and University level over 6 of these years all involving many additional hours of preparation of documents etc. I have experienced many broken promises and commitments in regard to workload change over this period. |
| 303 | Seaford | VIC | None |
| 229 | Shelbourne | VIC | We negotiate an EBA through our union with the entire hospital group (within the state). The public sector EBA is always first to be negotiated so we get offered what the public sector is offered (nothing more) and because private sector bargaining is much more fragmented we get less in terms of patient to nurse ratios (no ratios), conflict resolution (not detailed enough), disciplinary hearings (not detailed enough). In all our secondary conditions are less favourable that the public sector EBA |
| 290 | Skye | VIC | Our wages are set each year according to our performance, however, during our EBA they took away our right to double time and a half on public holidays, replacing it with time and a half and a day off in lieu. We don't want to lose our time and a half for weekends and holidays also as most of us do overtime to make ends meet. If you take our penalty rates from us you will add to the class of the working poor. |
| 302 | South Yarra | VIC | The pay is unfair in that as a better teacher you get the same pay as a an underperforming one. Some feed back should come from students and these should impact on some teachers improving themselves. The Union is run by mainly Primary Teachers and the y do not have to achieve to the same level in their studies or tested/examined etc. I feel the correction and reports for Secondary is much more onerous than that of the Primary Sector as is the preparation. I teach 5 Senior VCE classes of 25 students(in each) and that is a huge workload! |
| 29 | Sping Gully | VIC | Issues currently causing great distress is the government insistence that in the any new APS agreement a lot of terms and conditions previously present in an agreement form are being pushed into policy. Policy can be changed, given new interpretation, and removed with out fair consultation . I fear this will degrade the my rights and conditions and my workplace will be more aggressive in ignoring and destroying workplace conditions. |
| 51 | Springvale South | VIC | Need fair say |
| 180 | St Kilda West | VIC | When I started work in 1955, there was a 'jobs for life' climate with heavy emphasis on company loyalty, particularly in the finance sector. Promotion was less dependent on ability than on one's length of service, gender, sexuality, marital status and/or family/religious background. With promotions came financial privileges that were not available to customers or lower ranked employees. People 'on the fringes of society' languished on the bottom rung for decades. The best of them stayed sane by pursuing creative hobbies and seized every opportunity to improve the range and quality of their work skills by pursuing company sponsored and/or company approved courses and by chivvying management to move them from department to department over the medium to long term, typically in ten year stints but often longer in practice. |
| 119 | Sunbury | VIC | My employer (the federal government) will not negotiate effectively with the union or us. They have set unrealistic goals for us yet, the politicians don't abide by their rules. The negotiation are not fair. |
| 147 | Sunbury | VIC | None even if I work under an EBA. Although I do prefer to work under an EBA as they set a fairer bench mark for most employees I think they also bring certainty to companies. But as a female in a non traditional role the biggest contributor to me being paid the same or closely to my male colleges is if we are working under an EBA. And while I still tend to be underpaid it does tend to be a fairer system than salary where I have lost as much as $20,000.00 a year as well as other important conditions. |
| 235 | Tarneit | VIC | No. Management is always having upper hand. They behave ridiculously |
| 331 | Upper Ferntree Gully | VIC | We have an EBA and negotiations occur every 3 years. As in many industries we are at a point where we are unable to give up anymore conditions to receive a reasonable pay rise to maintain our living standards. |
| 279 | Vermont | VIC | In theory we have an Enterprise Bargaining Agreement and supposedly a consultation process. In practice most disputes are lost when taken to the "Bosses Court", i.e. Fair Work Commission, and consultation is HR collecting feedback only for management to ignore it and enforce changes. |
| 282 | Vermont South | VIC | I don't have an option not to work public holidays which means I miss valuable family time. My salary is within the pay-band for the type of work I do and there is an option to meet stretch targets to generate bonuses. These are performance based. |
| 150 | Wantirna South | VIC | My Union and I have had many talks and discussions with the management but it has fallen on deaf ears. Even though the roster is already stress fatigued and difficult to work with, management still do company swaps which further frustrates our conditions . My management seem to feel that staff who have got the energy to respond and make useful suggestions back to management are a risk to their own positions and therefore we have now become victims to further harassment and opportunity for fining any issues to be taken to task with their HR and set up for future dismissal. Unfortunate but the fact remains that giving the power of reducing/removing penalty rates gives the employer the upper hand to do what they will with staff. |
| 97 | Warneet | VIC | If there is a union for our industry, it is useless. We work more than normal hours for minimum wage. We have no choice but to work these hours. Salary employees need to work weekends and public holidays to 'absorb wages'. If casuals don't work hours rostered, they won't have any hours next week. That's the way it always has been and unless something is done, always will be. |
| 31 | Warrenheip | VIC | My wages are set by Govt Dept, I am member of AEU and have some input into the agreements reached. |
| 374 | Warsonia | VIC | currently my workplace is negotiating a new MBA. The AEU has regular negotiations about pay and conditions. The suggestion that productivity can be increased in education by teachers taking more students in classes or undertaking more face to face teaching is shortsighted as both activities reduce teacher effectiveness. |
| 281 | Waurn Ponds | VIC | I was fortunate in that I was on unionised sites and benefited greatly as a result of union bargaining skills. The sites I worked on allowed input to claims put to Management during such negotiations. A very different position my Daughter had to endure, she worked in the hospitality industry, as did many of her friends, with most not even on the official books and getting no penalty rates or benefits, designated in law. If any challenge to what was happening, should be raised individuals never received a call for work again, and those left reminded of such. The real concern I have for the young apart from the lack of rights is a lack of safety training and incident reporting. I believe that the normal spread of hours currently is fair and those hours over should attract penalties to reward individuals who sacrifice their family, volunteer work etc, to assist their employer achieve whatever extra work targets they demand. Nothing in our society has changed that would justify reducing the substantial sums, of extra money paid as penalty rates. If our society had in fact changed so much, we would be looking at all sections and levels of society operating 24 hours of the day each and every day of the year and I do not see that happening. I personally believe it is an ideological issue that has conservative Governments attacking any benefit working people have achieved previously and should be left alone. |
| 10 | West Footscray | VIC | It was a take it or leave it as it was set in the award back then and the EBA now. Better communications from our union would improve this as we would be able to have a say. As it is our department almost never hears from the union, and I am not even sure who my rep is? |
| 111 | West Preston | VIC | I am retired but when I worked I received good wages due to strong and militant union protection |
| 123 | Whorouly | VIC | We are serviced by the cfmeu Forestry division and whilst we are well represented by the union I always fear for the temps and casuals being manipulated and cast asunder when it’s convenient. You don't build healthy communities by hanging doubt about job security over people’s heads. |
| 322 | Williams Landing | VIC | Enterprise bargaining has worked well in the past, but in more recent times has been excruciatingly slow and bypassed in the last round with a direct appeal to all staff when management team were unprepared to negotiate on some issues. |
| 344 | Wodonga | VIC | most EBA negotiations are forced through as companies put fear campaigns into workers so they feel there’s only one choice take poor deals or be made redundant this will destroy Australia as it is know our parents and their parents would be ashamed. |
| 289 | Woodend | VIC | I definitely don't have a fair say. The workplace culture is still set up as though one parent is at home full time and asking for flexible arrangements is made really awkward. When you do get them, you can forget career progression. |
| 350 | Yarraville | VIC | There will always be a point where seniority and 'power' will have the upper hand, and there is plenty of evidence that this is not always the way to better outcomes. Group representation through unions or other organised bodies should be encouraged in all cases. |
| 283 | Aubin Grove | WA | The rate was set but I am in my union and happy with the negotiations they make on our behalf |
| 24 | Baldivis | WA | trying to discuss things with the management about issues gets ignored asking for an extra person to assist with the night crew doesn’t go anywhere. |
| 82 | Bassendean | WA | United Voice negotiates on behalf of its members each time our agreement is up for renewal, each time the government of the day argue they can't afford any reasonable increase though won't recognize the cost of living increases they put on all of us and so the negotiations are drawn out and insulting especially when hearing of big pay rises to politicians. |
| 224 | Bertram | WA | When an employer sees I am on a single elbow crutch for a workers' compensation accident, I am immediately discriminated out of the recruitment process. |
| 437 | Bibra Lake | WA | Conditions are set and ANF is the union. |
| 345 | Bulgarra | WA | Offshore companies have been using overseas Masters and Mates using 247 visa personnel instead of local people. HR people come and go and the companies attitude is long term employees have no rights. |
| 240 | Floreat | WA | All PCBU's set their own favourable conditions to maximise their own or their shareholders profits. A decent minimum wage is all that stops a great percentage of workers from exploitation. Recent mumblings to reduce or axe the minimum wage are a cynical move by business groups to save profits without having to transition in line with changing market conditions. |
| 349 | Forrestfield | WA | I get no say over my wages and conditions. It is very much a "take it or leave it" basis. I am continually asked and expected to do things that breach fundamental safety standards. A collective bargaining process would improve my situation, but my fellow workmates feel too intimidated to join a union. |
| 257 | Leschenault | WA | I had been seeking 25 hours per week but was offered the fifteen and a half and it was suggested I take it as if I did not someone else would. I was informed that I could do additional hours when they were available and that permanent part-timers were given preference for these hours over casuals. The union collectively negotiates working conditions and pay rises and do their very best for us and I am satisfied with their efforts. |
| 155 | Maida Vale | WA | I am on a Fair Work contract, I really don't understand how it can be called "fair" at all! I cannot negotiate, my performance is often judged by persons that have no idea of what I do and don't know me from a bar of soap! By they, I am referring to Human Resources department. The underlying agenda of all Flexibility Agreement (FA) performance reviews in the company I work for appears to be to erode the real value of people's income. I have suggested to management that performance reviews need to be 360 deg, that is managers should have their performance graded by those that report to them, but they won't have any of that. In my contract, and its the same for most others, is a clause that reads "you shall work any extra hours necessary without payment in order for you to fulfil your employment obligations.” I call this the "slavery clause" |
| 37 | Morley | WA | My latter years were as a GM in a company with an employee EBA in place. This was negotiated on a regular basis and having been on both sides of the ledger I can conclude that with both sides having respect this type of agreement can be mutually beneficial. Both employee and employer can move forward with productivity being the main game. If employees understand that a company is healthy as a result of their efforts rewards should flow to both parties. In addition the work place environment for health and safety takes a prominent position. |
| 243 | Nannup | WA | Being a Registered Nurse we have a union that negotiates for us with the government. Therefore I have little say over my wages or terms of employment except through my union. My union regularly contacts me and ask me for my opinion and feedback and we are also free to contact the union should we have any concerns or queries. I do however, have concerns for employees that are not, or do not have a strong union to look after their interests. |
| 294 | Perth | WA | I had an excellent relationship with the Owner but an irrational relationship with the regional manager. I was treated very well because in my estimate, I made money directly and allowed invoices to be sent for payment, very direct and obvious. My colleague on the other hand was and is treated like despicably on both a personal and professional level. |
| 182 | Rockingham | WA | in this instant my union signed and eba agreement. I’m concerned the government want to introduce individual agreements that are inferior. |
| 65 | Samson | WA | Regular enterprise bargaining negotiations. I have a say through union and staff representation. |
| 446 | Scarborough | WA | Last job offer take it or leave it very fair conditions l think not locked in for three years |
| 23 | South Perth | WA | Currently it is a fair salary with a yearly increment, but the executive managers are looking for ways to reduce costs, including paying people at a level below or saying that they can't afford to keep the position running. |
| 255 | South Perth | WA | I have no choice regarding my employment conditions. I was offered employment on a take it or no job basis. I have not even been advised of key features of the EBA and despite being required to be given a weeks notice of any change to my roster, I have very really had that much notice in my years in the industry. |
| 450 | Spearwood | WA | While working for this company i had to fight for wage increases. I have not had a pay increase for the past five years, Even though new members of staff received more and had other enticements such as a car. Every time I asked for a raise I was fobbed off, even though I knew the new members of staff were being paid more, and told they could not afford it. Conditions were take it or leave it. you are just a number and they will get someone to work for less if they want. Most people on the floor were being paid only 16.00 an hour, under stressful conditions. One person was placed in a position which they knew he was unable to complete in their time limits and sacked, even though this was not his original job or job description. |
| 127 | Sunset Beach | WA | I feel that my workplace is generally a really good one. I like working there and my current bosses are always supportive and open to new ideas, so I'm very lucky. |
| 375 | Waggrakine | WA | Terms and conditions in new enterprise agreements are usually set to suit government policy of the day. They do not always reflect the value of the work and, more importantly, they often entail a loss of conditions for meagre pay rises. |
| 90 | Warnbro | WA | When I applied for my last job, I was offered a flat rate with no penalties whatsoever. I was informed that I was being offered the job on the basis that I accepted the pay rate or no job. This is a tactic used by companies who will try and get the best possible candidate and pay them below the industry standard wage. |
| 118 | Warnbro | WA | I have zero say over my wages. I have actually recently found out that I am receiving the same pay rate as someone who is a permanent staff member, which is disheartening when agency nurses are supposed to get that little bit extra. |
| 225 | Waroona | WA | Work under an Eba which we have to fight for conditions. Wording in Eba is scrutinised by lawyers and we end up with a loss in conditions. Big business make great profit share it with workers so everyone profits. |
| 6 | Yangebup | WA | I do not get any say over my wage increases. |
| 136 | Yangebup | WA | My working conditions were offered on a reasonably fair basis. I feel the current balance between employer and employee outcomes are reasonably fair and appropriate. I would not support any weakening of the rights and abilities of employees to negotiate wages and conditions. |