

Date: 27 August 2014

Our ref: 151/7

Mr Ahmed Fahour
Managing Director
Australian Postal Corporation
111 Bourke Street
Melbourne VIC 3000

Dear Mr Fahour,

Contemplated Payroll Changes – Australia Post

I am writing to you with the support of the undersigned Branch Secretaries of our Union in relation to the contemplated payroll changes proposed by Australia Post that is presently subject to ongoing consideration at the national level.

The feedback from our members in terms of the contemplated payroll changes along with the concerning level of payroll irregularities incurred during present fortnightly pay periods is not only alarming but unsustainable in the eyes of our membership and the Branch Secretaries of their union – the CEPU.

On 20 August 2014, the CEPU NSW Postal and Telecommunications Branch Committee of Management has adopted the following decision at its meeting following the report provided to the meeting by the Branch Secretary Mr Jim Metcher:

AUSTRALIA POST – CONTEMPLATED PAYROLL CHANGES

"BCOM NOTES THE REPORT FROM THE BRANCH SECRETARY IN RELATION TO MEMBERSHIP FEEDBACK AGAINST THE CONTEMPLATED PAYROLL CHANGES BY AUSTRALIA POST.

BCOM RESOLVES FOR THE FOLLOWING POSITION TO BE ADOPTED BY THE BRANCH IN RELATION TO AUSTRALIA POST PAYROLL MATTERS OF IMPORTANCE AFFECTING THE NSW/ACT MEMBERSHIP:

- 1. PAYROLL CHANGES CONTEMPLATED BY AUSTRALIA POST IS TO BE OPPOSED BY THE NSW/ACT BRANCH WITHOUT THE APPROVAL OF THE MAJORITY OF EMPLOYEES COVERED BY THE AUSTRALIA POST ENTERPRISE AGREEMENT 2013 (THE AGREEMENT);*
- 2. CONSENT VARIATION TO SECTION 12.1 OF THE AGREEMENT BE PURSUED BY THE UNION FOR THE PURPOSE OF PRESERVING PRESENT FORTNIGHTLY PAY PERIODS UNLESS APPROVED OTHERWISE BY THE MAJORITY OF EMPLOYEES COVERED BY THE AGREEMENT;*
- 3. PAYROLL IRREGULARITIES TO BE ADDRESSED BY AUSTRALIA POST TO ENSURE EMPLOYEES ARE RECEIVING THEIR CORRECT PAY ENTITLEMENTS AND BEING PAID ON TIME;*

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4. ANY UNDERPAYMENT OF PAY ENTLEMENTS IS TO BE MADE GOOD AND DEPOSITED INTO THE EMPLOYEE NOMINATED BANK ACCOUNT WITHIN 24 HOURS OF BEING IDENTIFIED AND REPRESENTED BY THE EMPLOYEE OR THEIR UNION REPRESENTATIVE ;
5. ANY OVERPAYMENT CAUSED BY ADMINISTRATION ERROR OR IRREGULARITY BY AUSTRALIA POST AND/OR THEIR PAY SYSTEMS BE DEEMED UNRECOVERABLE APART FROM SICK LEAVE ABSENCE (WITHOUT AVAILABLE SICK LEAVE) BEING RECOVERED FROM THE VERY NEXT PAY PERIOD OF WHEN SICK LEAVE OCCURRED;
6. ALL OUTSTANDING 263 NSW/ACT FORMER PON EMPLOYEE OVERPAYMENTS IDENTIFIED FOR RECOVERY THAT ARE PRESENTLY PLACED ON HOLD DUE TO NSWACT BRANCH SECRETARY INTERVENTION BE WAIVED AND NON RECOVERABLE;

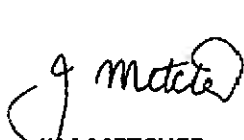
BCOM CALLS UPON THE NSW BRANCH SECRETARY TO SEEK A MEETING WITH THE CEO OF AUSTRALIA POST FOR THE PURPOSE OF FULLFILLING THE ABOVEMENTIONED POSITION ADOPTED BY THIS BCOM AND URGES OTHER BRANCH SECRETARIES TO DO LIKEWISE ALONGSIDE WITH THE NSW BRANCH SECRETARY ACCORDINGLY."

The undersigned Branch Secretaries are joining with the NSW Branch Secretary in requesting for urgent talks to be convened with you directly on this important matter that is strongly felt by employees at all levels across the nation.

Please note that the talks we intend to hold with you shall be consistent with the abovementioned decision adopted by the CEPU NSW Branch.

We would be pleased if you could confirm your earliest availability and willingness to meet or otherwise given the importance of this subject matter now requiring the intervention of the Branch Secretaries of the CEPU.

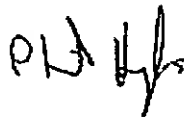
Yours faithfully,



JM METCHER
NSW/ACT
Secretary



**GRAHAM
LORRAINE**
SA/NT Secretary



PHIL HUGHES
QLD Secretary



BARRY MCVEE
WA Secretary



PETER MILLER
TAS Secretary