



General Staff News

Community and Public Sector Union - We are the General Staff Union

18 February, 2004

Community and Public Sector Union

Unpaid overtime

The CPSU formally advises members against working back unless you claim your proper entitlements. General Staff engage in many hours of unpaid work, which is often misleadingly referred to as unpaid overtime. This occurs through members not being paid overtime or, losing accrued flex hours, or not having the extra hours worked count toward your accumulated flex count.

Rationale

Staff Cuts = members working for free

In recent years, UWS cut approximately 150 general staff positions out of UWS, which means that UWS expenditure on General Staff remained steady over recent years even when taking into account scheduled pay rises! By working back and not ensuring that you are either paid for that time, or that the time accumulates onto your flex, you are personally absorbing the cost of running the university.

General Staff are working for free as a result of staff cut backs. By continuing to do so you are sending the message to the university that staff cuts save money. If you claim overtime or take the time as flex then the university would be forced to recognise that staff cuts are an inefficient cost saving device.

Work Overload

Work overload is an occupational health and safety issue.

Many staff contact us about work overload. To help have this problem addressed, members must cease working for free and must start officially recording all of the hours worked. This is critical if we are going to get the university to recognise that staff work overload is a genuine issue.

The CPSU have a workload monitoring claim on the table for enterprise bargaining, but we need you to stop doing work

for free if that claim is going to be taken seriously.

Goodwill goes two ways

You are working for free. Whilst this should be recognised and commended by the university, we have to remember that the university has shown what they think of your goodwill through their recent pay offer of 16%.

And in case you start feeling sorry for UWS financially, consider some of these interesting financial facts taken from the university's own annual reports:

The top 10 UWS Executives were paid a combined \$2.174 million in 2002

That's 65 general staff positions at HEW level 3 or 52 General Staff positions at HEW level 5 at today's (ie not 2002) pay rates.

Jan Reid's Pay

2000: \$370,000

2001: \$450,000 (a payrise of over 21%)**

2002: \$480,000 (\$30,000 pay rise, or over 6%)

**The University recently rebutted our publishing of this information by saying that \$80,000 of this amount was paid as fringe benefits tax. The CPSU is interested in knowing the details and scope of the fringe benefits provided to the VC which would attract such a huge tax payment.

In 2002 UWS spent \$4.674 million on consultants!

That's 140 General Staff Hew Level 3 jobs, 113 General Staff Hew Level 5 jobs, 93 General Staff Hew Level 7 jobs.

To join the General Staff Union visit www.psa.labor.net.au/join

Should you have any enquiries please contact your local workplace delegate, or Organiser Daney Faddoul on 0400 491 005, Organiser Lorraine Fordham on 0419 268 234, or Industrial Officer Maria Cirillo on 0407 060 960.