

Ref: VB 09/06
22 January 2009

Attn Mr. Michael Woodhouse,
Excelior Senior Recruitment Consultant,
Level 3, 37-41 Prospect St,
Box Hill, Vic. 3128

By Facsimile: 03 9272 8190

Dear Mr. Woodhouse,

RE: Proposed meeting to discuss Excelior (000) Staff concerns.

I wish to bring to your attention several issues which are being raised by Excelior staff with our union. Over recent times, there has been a stark increase in complaints to the union from Excelior staff working at the Windsor Emergency Services centre (000). Broadly, these complaints fall into three categories. These are:

- 1) Disparity of pay and confusion over increment structures. There is also some confusion over what award is considered to be "the relevant award" in the agreement that covers these workers.
- 2) Local health and safety issues largely relating to renovation work which is being carried out at the Windsor site. There also seems to be no clarity amongst the staff about H&S representative structures and what lines of reporting are available to staff with H&S concerns.
- 3) Scheduling and hours of work. There has evidently been some change to long-standing arrangements with regards to shift scheduling and the process of 'shift-swapping'. This has caused a great deal of anxiety and financial hardship to many staff members.

In order to create a better understanding of the issues for all parties and to attempt to facilitate long term solutions to these matters, the union is seeking a meeting with Excelior management. Could you please advise of your availability to discuss these issues with us via the contact details below. I look forward to hearing from you soon. Regards,

Yours faithfully

LEN COOPER
Branch Secretary

Contact:

MARK WOODROFFE
Industrial Officer
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CEPU

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