

# Classification Working Group – we need more ASU members in the Group

The Maurice Blackburn Employees’ Agreement 2016 provides for a review of the classification structure in Appendix A of the Agreement. The review is conducted jointly by the Australian Services Union and Maurice Blackburn. We need ASU members to help with the review of classifications and participate in getting the best classifications that recognise the work you do. This process is now under way with the next meetings of the working group scheduled for 14 August 2018. However, we need more ASU members on the Group.

## How will the review proceed

Maurice Blackburn human resources and the ASU have been meeting to establish guidelines for the review. The guidelines set out the aims and scope of the classifications review. Here is what we have agreed:

### Aims

- Meet obligations under clause 58 of the Agreement;
- Enable easier pay gap analysis for similar classifications roles;
- Ensure employees are remunerated at least on par or above minimum salary relevant to their classification;
- Ensure employees can easily understand what classification pertains to their role and how they sit in comparison to others;
- Ensure clear understanding of how employees progress between classification levels; and
- Ensure how the classification relates to other key documents relevant to their role and progression.

### Resources

- Utilise the Working to Group to agree on scope, to use as a constant reference point and review mechanism and to act as the feedback mechanism; and
- Utilise the Working group in the translation phase to ensure we allocate employee to correct descriptor and to remedy any pay concerns.

to review the new classifications to ensure they properly reflect what you do. Clearly a representative group reflecting the range of occupations at Maurice Blackburn is required.

The group will also oversee the translation from current classifications to new classifications. This is an important task that needs your expertise, no one knows what work you do and the skills people have better than you.

## Our request to members

**So far we have only 2 ASU delegates sitting on the classification Working Group. But we need more! We need a group of at least 6 delegates which represent different classifications, different states and different regional areas.**

Please contact your state Organiser below ASAP if you want to provide your expertise in reviewing the proposed classifications.

Michael Rizzo, ASU National Industrial Officer, will now be joining the Working Group as the responsible union officer.

ASU Organiser	Branch	Contact
Emily Callachor	New South Wales	0417 420 924
Jeanine Orzani	QLD Services	0417 714 767
Daniel Bevis	QLD Together	0449 207 363
Andy Lewis	Victoria	0409 778 890
Erin Brooks	SA & NT	08 8363 1322
Rebecca Gillis	Western Australia	0417 969 502
Michael Rizzo	National Office	0418 513 843

## Your Input

Maurice Blackburn have engaged consultants Mercer (Australia) Pty Ltd to develop a new classification structure. The role for ASU members is quality control. The ASU is asking for members

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