

Singapore Airlines won't agree to a voluntary redundancies despite serious flaws in the compulsory selection process

At the consultation meeting on Monday, 21 September, ASU delegates and organisers pushed the company to do the right thing by employees and offer voluntary redundancies before forcing loyal employees out the door. Management says no, despite acknowledging their selection process 'isn't perfect'.

There are serious problems with the compulsory selection process chosen by the company. The process basically means your manager will pick who they want to be made redundant.

- **It's subjective:** the company will score employees using the normal performance review system. This is highly subjective measure that isn't appropriate for use when the stakes are so high. Is it fair that you could be made redundant because your manager thinks your customer service skills are 13 out of 15, but your colleague's skills are 14 out of 15?
- **It isn't transparent:** employees will only be allowed to see their score after they had been selected for redundancy and even then only if they ask for it. You will not be told where your score sits in relation to your colleagues.
- **It's final:** employees won't be given the opportunity to give feedback on their score or appeal the decision. This means your supervisor sets your score, and you can't do anything about it. Tough luck if your manager doesn't like you.

Singapore Airlines can do better. It should offer employees the opportunity to volunteer for redundancy. This is fair and reasonable. It means that only employees who want to leave will be made redundant. Isn't this the best way forward?

Management will be meeting with individual affected employees over the coming weeks. The ASU is encouraging all employees to raise these issues at that meeting.

Forward this email to your colleagues and encourage them to join the ASU at www.asu.asn.au/ASUJOIN

Speak to your organiser for more information:

Branch	Name	Contact Number
VIC-PS	Imogen Sturni	0433 339 656
NSW/ACT Services	Amanda Perkins	0428 882 454
WA	Yvonne Klaa	0417 969 767
SA/NT	Lesley Till	0497 555 875
QLD Together	Billy Colless	0419 761 320