



MEAA and CPSU

SBS Bargaining Campaign

27 August 2008

SBS Agreement Negotiations #5



SBS REFUSES TO BUDGE

Members' "inflation and productivity" arguments rejected

In last week's Union report back meetings you told us that management's pay offer was not good enough and that you deserved a 5% pa increase for the next three years. On Monday when negotiations resumed, your Unions argued strongly for an increase in the pay offer but management appeared unfazed. We argued that:

- Productivity gains identified so far in this bargaining round are generous and should provide SBS with enough room to offer more pay.
- SBS have benefited significantly from productivity increases that have occurred over the last three years and that should be recognised. Staff are continually expected to do more with less. It is common that staff are not replaced when they leave the organisation and extra duties have been forced upon others, such as increasing the broadcast news bulletin to an hour.
- The increased cost of living (CPI) should be considered when determining pay offers.

When we asked "Are there any arguments that are inflation based or productivity based that we can put to shift your position?", management replied "No". According to them, inflation never has and will not be a consideration in determining pay rises.

Reasoning behind their pay offer

| Year 1 = 4% | Year 2 = 4.3% AND Year 3 = 4.2% |
|--|---|
| SBS have already fixed their budgets for the 2008/09 financial year, which means they won't go any higher than 4%. To them, this offer is "reasonable" and with the added possibility of a PMP bonus, SBS staff would be ahead. Ironic given that management have already recognised the flaws and unfairness created by the PMP system. | These figures are based on predictions dependant on how much funding SBS will receive by the Federal Government in 2010-2013 as well as other future financial revenue (eg. advertising). |

Replacement PMP

On the advice of your Unions, management's proposed performance system to replace PMPs – tentatively called *MyCareer@SBS* – will be put on the SBS intranet for staff to review. Already, your Unions have gained management's commitment to:

- **Remove the punitive clauses where staff could be demoted or have their salary decreased if they couldn't remedy unsatisfactory performance; and**
- **Duty Statements to be drafted in consultation with SBS staff and you're Unions.**

Where to from this?

It's now up to us as SBS staff to act together with your Unions to make management take us seriously. Show management that you're committed to making sure we get a decent pay rise by coming along to our meetings.

Sydney Report Back Meetings

Tuesday 2 September
1.30pm
Conference Room A

Thursday 4 September
1.00pm
Conference Room B

More information contact **Katie Nguyen** at katie.nguyen@alliance.org.au (MEAA)
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Join your Union

MEAA: Call 1300 65 65 13 or <https://www.alliance.org.au/join.htm>

CPSU: Call 1300 137 636 or <https://web.cpsu.org.au/join>