

**From:** Pope, Jeff  
**Sent:** Thu, 26 Jul 2012 16:38:30 +1000  
**To:** Sheridan, Paul  
**Subject:** RE: CSD Review Update

Paul

Looks like good progress. Difficult to shift them but you are doing well. Agree that we hold the steering committee meeting next week, then talk tactics with Liz and Bridgette and see what is possible re Reg 21 etc. I think Reg 21 are possible if both Department Heads agree.

JP

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**From:** Sheridan, Paul  
**Sent:** Thursday, 19 July 2012 2:14 PM  
**To:** Pope, Jeff  
**Subject:** CSD Review Update

Jeff,

I separately met the *SDU and UCU personnel today* to update them on the Review.

I have informed them that we are proceeding with the MTIP aspect and that their PDs will be changed at a point in the coming months.

SDU were outwardly more accepting, the UCU not so. Stated they had briefed the Association and would fight it. I informed them that we had fruitful discussions with the PA and that our points regarding Health and wellbeing aspects were accepted although they wished more detail on the cases studies. I maintained that the PA accepted there were Health and Wellbeing risks in the philosophical sense.

I informed the UCU of this and they stated that "*it was not what they understood.*" I informed them that we would likely meet again with the PA and discuss the cases however we had to be sensitive and could not openly relate detail. Cruze - challenged this and maintained that if there were problems he would have already known about them. I advised them that unless we were given assurances that case studies would remain confidential we would not discuss them at the next meeting.

This highlights they (UCU) miss the point that the Health and Wellbeing aspect is wider than merely the supervisors themselves. I highlighted this and they reluctantly accept this, although they distance themselves from the SDU regarding risk.

Interestingly <sup>Magenta</sup> Officer asked if the Psychs had a view on MTIP. I informed him they were supportive in regards to the case studies however did not see it as the only tool for management to maintain a health and safe workplace.

Given we have a steering committee meeting scheduled for the first week of August I would like to suggest that we arrange a further meeting with the PA after that. It may be advantageous if you and I speak with Liz Cheligoy and Brigitte Santucci some days before that meeting though to ensure that we are on the same page regarding the negotiations.

In summary I think I have allayed some fears today that people would be transferred immediately. I flagged the Transition process as one we would have to do more work on, eg is there going to be Reg 21 at the conclusion or do members merely move to a vacancy. Could the rotation be worked into this process to place them etc etc.

For your consideration please.

Paul Sheridan.