

SHOE ENTITLEMENTS P.T.O.'s

The CEPU State Office has been negotiating with Australia Post over the correct entitlements for the replacement/reissue of safety shoes for PTO's. After detailed research by the State office we can provide the following timeline for the changes to safety footwear;

- 2000 – The clothing manual was changed from 2 pairs of safety footwear per annum for drivers to fair wear and tear replacement following an initial issue of 2 pairs. However it seems for some time in NSW that drivers continued to receive 2 pairs per annum which may have been in excess of their entitlement.
- 2005 – Australia Post advises the CEPU nationally that drivers are required to wear safety shoes at all times whilst drivers are on duty and as a result of this direction the shoe allowance (shoe money) will no longer be paid. This direction came after Australian Industrial Relations Commission (AIRC) hearings and recommendations by Commissioner Foggo that shoe money was no longer payable to drivers.
- 2006 – Numerous exchanges of correspondence between the CEPU National Office and Australia Post Headquarters regarding footwear entitlements. The final result is what is in place now. That is drivers receive an initial 2 pairs of safety footwear and these are replaced on a fair wear and tear basis.

Given all of the above the State Office made representations to the Manager Transport regarding unacceptable delays in providing replacement footwear under the fair wear and tear basis. The response received states that fair wear and tear refers to safety footwear which has deteriorated to such an extent that is irreparable and does not present a positive public image or becomes unfit for purpose. The advice provided by the Manager Transport is as follows;

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"Employees who consider that their footwear is reaching that stage should bring it to the attention of their supervisor before it becomes unserviceable so replacement footwear can be ordered. Given that employees are issued with two pairs of footwear at all times they should always have at least one pair that can be worn on duty while a replacement pair is ordered."

Given the management advice the CEPU urges all members to inspect their safety footwear and if you feel it is reaching the stage where it needs replacement present it to your supervisor so that replacement footwear can be provided or ordered without delay.

The Manager Transport further states in his correspondence to the State Office the following;

"The expected delivery time from ordering is 5 days, although depending upon shoe availability this could be slightly longer. Given the range of styles of safety footwear available to staff it is not prudent to keep all stock/sizes on hand. There is a limited supply of stock on hand at the Sydney Transport Facility and indeed as of today (1 April 2010) that number is above 200 pairs and includes the most popular styles and sizes."

Member who experience problems in the ordering and/or supply of replacement safety footwear should write down the problem they are having forward it to the state office for follow up with management. We need specific details of problems to represent them to management. Hearsay is not sufficient.

Drivers Medicals:

Just to bring members up to date with the issue where drivers are required to undergo medical assessments required by the Occupational Health and Safety (Safety Standards) Regulations 1994. Members need to be advised that we are still in negotiations with management about how these regulations will be applied.

Whilst in principle we have no issue with the medicals themselves we do have issues with things such as when you get the assessment conducted, cost of the assessment and other issues identified by drivers.

Drivers are directed not to attend medical assessments in their own time until further notice from the CEPU.

Once the discussions are finalised we will report back to the members on the outcome.

Should you require any further information, please contact Branch Assistant Secretary Shane Murphy or Branch Officials Peter Chaloner, Gil Enzon, TK Ly, Nathan Metcher, Greg Rayner or Aaron Stockdale on (02) 9893 7822.

Yours faithfully,



JIM METCHER
BRANCH SECRETARY