

We are taking action for **restrictions on rolling restructures.**



We need an Enterprise Agreement that will restrict restructures.

Our EA proposal demands:

- that no individual be subjected to an organisational change process more than once during the life of the Agreement
- protection for staff from forced redundancies

Restricting restructures means that roles, organisations, relationships are able to grow, be tested and implemented without the fear of change with little to no warning.

Restricting restructures develops:

Stability

Enhanced job security means you have less anxiety and more ability to focus on your work and life goals: researchers can focus on their research, and teachers are able to give a structured education.

Clarity

Needless restructures create confusion and tend to increase workloads: an end to rolling restructures would mean clear responsibilities and stable workloads for all.

Collegiality

Knowing that you are safe and respected in your employment means that teams have greater cohesion and continuity.

Restricting restructures shows a trust in workers and a confidence in the way we work. Respect goes both ways and we are demanding that the University respect our right to safety and security.

