



Related Policies

Nil

Purpose

This policy outlines the actions a Principal should follow in cases where industrial action is undertaken at the school.

Policy

In cases of industrial action, Principals should follow the procedures outlined with this policy.

Definitions

An industrial action can be defined as a withdrawal from work by a group of employees which includes work bans and strikes.

Procedures

1. The Principal should inform parents of the possibility of strike/industrial action to be taken by an union and of the date of any proposed industrial action.
2. The Principal should not comment on the rights or wrongs of the strike or industrial action in any communication to the parents.
3. The Principal should inform the parents of the arrangements that will be made to ensure the supervision of students. It would be expected that schools, in the event of strike action, will remain open and arrangements will be made for the students to be taught and/or supervised.
4. It would be expected that the Principal will be at school during any strike period to take responsibility for teaching and/or supervising.
5. The Principal should send to the Catholic Education Office a facsimile of a list of staff participating in any industrial action together with details of the precise period of absence from duty or the nature of the industrial action. The facsimile should be sent to the CEO on each day on which industrial action occurs.
6. The Principal will inform staff in the case of strike action that:
 - they will not be paid for the time they are absent from duty. If staff are absent for less than a full day then a pro rata deduction will be made;
 - any staff member failing to report for work during a period of strike action will be assumed to be on strike;
 - any staff member who reports in sick on the day of the strike is expected to produce satisfactory evidence of sickness in accordance with the award;

Industrial Action

- any staff member who reports to work will be required to undertake the duties required by the Principal;
 - a part-time employee who is not required to work on the day of the strike is not on strike on that day;
 - no casual staff are to be employed to replace staff on strike. A casual teacher can replace a teacher undertaking other duties on the day for example taking students to a sporting event; and
 - part-time employees who normally do not work on the day of the strike should not be brought in to work on the day of the strike.
7. Points of clarification regarding procedures in relation to industrial action should be directed to the Principal Human Resources Officer: Employment Relations and Legal Issues.

References

Teachers Certified Agreement - Industrial Action

Forms

Nil

Approved by:	CEO Heads of Division
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