



**Collieries'
Staff and Officials
Association**

Peabody Staff work collectively to protect jobs

7 September 2015

When Staff at Peabody's North Goonyella Mine were told recently that a number of positions at the Mine were to be made redundant, they naturally expected that the process would be fair, open and transparent. When their employer refused to fully inform Staff about the number of positions to go, and announced they were planning to implement a process that would see Staff whose roles were not redundant forced to compete with other Staff at the site for their own jobs, Staff were disappointed. Staff decided that they needed to collectively challenge the process and demanded Peabody consult with them about the proposed job cuts and process.

Staff held meetings across all shifts and together compiled their questions and concerns, not only about the unfair process, but also for the ongoing safety of Staff and the Mine going forward, if the company proceeded with its new proposed structure.

After many discussions with Peabody management and after taking their complaint to the Fair Work Commission, Staff won significant changes to the process, including a full risk assessment of the new staffing levels. The assessment confirmed Staff's safety concerns and saw Peabody concede and retain a number of extra positions that will ensure the ongoing safety of the Mine.

Peabody also backed down on the unfair process, which would have seen Deputies competing for their own jobs. In the end, Peabody agreed to only consider and appoint only current Deputies into continuing Deputy roles.

If your site announces a restructure, it is important that you contact the Association as soon as possible and make sure Staff have a voice in the process. Your Mine is obligated to consult with Staff and their Union on all major changes.

Improving safety, salaries and work lives.

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