

# Put yourself in their shoes

School Employer uses new IR legislation  
to undermine teacher's rights by citing  
'operational reasons'.



The Howard Government must be held accountable for these laws.

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[www.ieu.org.au](http://www.ieu.org.au)  
[www.rightsatwork.com.au](http://www.rightsatwork.com.au)

WorkChoices legislation makes it legal for schools to tell experienced and competent teachers that "due to operational reasons" their position is now redundant and such a teacher has no right to challenge the school's decision. It is legal but it is not fair.

Unfortunately this is exactly what a school of standing in the Canberra community did just before the commencement of the 2007 school year to a senior member of the teaching staff.

The teacher, who held a senior promotion position at the school, was told that the position had been restructured over the holidays by the school management and that her position was redundant.

The teacher has no rights under the WorkChoices legislation to challenge the fairness of the decision.

Not only that but the federal government's industrial relations legislation means that the provision that used to exist in the award requiring the employer to consult with the union about restructuring and redundancy has been stripped out because it is prohibited.

Just because the school's actions are legal, it does not make them right.