

## **Know your Rights: Consultation**

THE Member Advice and Support Team says...

“Know your right to be consulted! You need to know what’s going on, and your input makes for better decisions. It doesn’t matter what’s happening – your manager calling you in to have a quick chat about adding tasks to your role or the Agency briefing your area about a restructure – you have the right under your Award to know all the details and give feedback before any decision is made.”

“It’s important to realise that a lot of managers might be unaware of this requirement and will present their information in a way that makes it seem like the decision is made and you’re not able to have a say.” Here's what you can do

### **Ask questions like**

- How do we give feedback into this?
- When does consultation start?
- Which stage of consultation in the Award are we up to?
- Are you only seeking feedback to formulate ideas or are you asking for input on a final proposal?

### **Take notes!**

"Take notes of the answers you get too. These are critical to ensure you as workplace leaders and your colleagues are genuinely involved in workplace change."