

13 October 2017

Water NSW CPSU NSW enterprise bargaining update

Your CPSU NSW bargaining team met with Water NSW on 10-11 October to progress bargaining for the proposed Water NSW Enterprise Agreement. Please note: any proposal is subject to CPSU NSW members' endorsement. Your union must ensure that any changes to pay and conditions is accepted only on the endorsement of the membership. The details below are tentative in-principle agreement subject to members' approval.

Proposed changes to allowances

Allowances was discussed in length with the CPSU NSW providing Water NSW with members' responses to the survey and in conjunction with the other Unions.

| Allowance | CPSU NSW & other Unions' position | Water NSW Proposal | Status (subject to members endorsement) |
|---------------------------------|---|--|---|
| First Aid – Fire Wardens | No change | To remove, but have now agreed to keep | Agreed in-principle |
| Day meal allowance | No change, unless adequate equipment provided | Remove (WNSW have agreed to ensure adequate equipment provided) | Agreed in-principle |
| Higher Duties | Maintain + managers not delegating duties without HAD | Continue policy of no HDA, with limited approval for over 5 days (but keep clause) 30+ days through temporary appointment | Not agreed |
| Living in remote areas | Maintain, apply for all eligible | SWC don't have, previous had it built into salary Current recipients to keep, not for new employees | Not agreed – further feedback from members needed |
| Roster Allowance | Maintain unless concessions made | Remove and maintain shift/roster penalties | Not yet agreed |



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| On Call / Stand-by | Clarification for when in use. RDO still to be determined | \$20 per week day, \$100 per weekend day | Not yet agreed |
| Remote recreation allowance | Maintain, apply for all eligible | SWC don't have, previous had it built into salary Current recipients to keep, not for new employees | Not agreed, further feedback from members needed |
| Licenses | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |
| Uniform, EPA and laundry allowance | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |
| Home office | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |
| Damage to private vehicle | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |
| Staff exchange costs | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |
| Semi-official phone | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |
| Expense reimbursement | Maintain as part of expense reimbursement clause | Move to policy | Not agreed |



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| Relocation costs | Maintain, no forced transfer (CPSU to draft proposed clause) | Put into policy, no forced transfer. Discretionary application | Not agreed |
| Extended working away from home | Maintain, clarify use, consider general uplift in salary | Move to policy (or individual flexibility agreement) will draft proposed minimum | Not yet agreed |
| Language Allowance | No change | No change | Agreed in-principle |
| Fire-fighting | No change | No change | Agreed in-principle |
| Travel allowance | No change | No change | Agreed in-principle |
| Private vehicle | No change | No change | Agreed in-principle |
| Local Coordinator | Accept WNSW proposal | Grandparent until no longer used | Agreed in-principle |
| Camping Allowance | Not used, accept WNSW proposal | Remove | Agreed in-principle |
| Camping equipment | Not used, accept WNSW proposal | Remove | Agreed in-principle |
| Overseas travel | Not used, accept WNSW proposal | Remove | Agreed in-principle |
| Supervision allowance | Not used, accept WNSW proposal | Remove | Agreed in-principle |
| Garage and carport allowance | Not used, accept WNSW proposal | Remove | Agreed in-principle |
| Composite allowance (partial camping) | Not used, accept WNSW proposal | Remove | Agreed in-principle |
| Flying allowance | Not used, accept WNSW proposal | Remove | Agreed in-principle |

