

"Unified"? Enterprise Agreement 2017

The Enterprise Agreement is a collective agreement made between employees of WaterNSW and the employer.

CPSU NSW does not believe this is a generous and competitive offer as it cuts conditions, and provides contingent pay rises and unequal pay rises.

Specialist employees are not recognised, nor maintain parity with their profession.

WaterNSW employees **may** be eligible to receive a base salary increase of 1% to 2% year depending on performance.

2%

INCREASE

for SWC employees

0.35% for DPI &

0.1% for SCA from 1
July 2017

500+

EMPLOYEES

might receive a
base pay increase
of 2% in years 2 &
3 **based on
performance***

.1%-2%

MINIMUM

base pay increase
for employees over
three years*

UP TO A

3.6%

YEARLY BONUS

Unless they change the
targets due to budget
constraints, like they did
under SWC Agreement

** years 2 and 3 are dependent on performance with the base pay withheld for employees on performance improvement plans*

WATERNSW REFUSED TO GUARANTEE EMPLOYEES' SALARIES IN THE EA. HUNDREDS OF EMPLOYEES' BASE HOURLY RATE REDUCED WHEN MOVING FROM 35 to 36 HOURS A WEEK AND BASE PAY REDUCED IN TEAM TERMS WHEN COMPARED TO CPI.

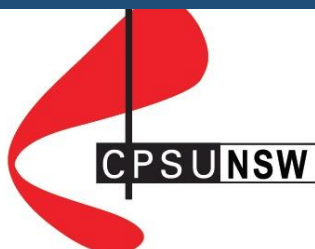
Key conditions and allowances are **reduced or removed** including:

- ☹ **Redundancy payments removed**, proposed to be in policy, with 3 months' retention period, **and is unenforceable, can be ignored**
- ☹ Long Service Leave **capped at 3 months**
- ☹ On-call allowance **slashed for SCA**
- ☹ Overtime **reduced** for DPI and SCA
- ✓ SCA sick leave **kept by Unions' demands** at 20 days and applied to all employees
- ✓ **CPSU NSW members protected** their west of line leave entitlements
- ✓ **Unions' demanded gender neutral** paid parental leave

In years 2 and 3, 3.6% bonus is optional, its targets are subject to change, and may be removed to meet budget pressures

Flexible work is subject to more managers 'approval' with CPSU NSW members reporting their **managers have already flagged standard hours for whole teams**

36 hours a week **for no extra pay**, unlike SWC employees who **were paid for the extra hour**



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