

## LACK OF CONSULTATION: Changes to time and attendance

The CPSU NSW was notified on 29 January 2019, via a letter dated 25 January 2019, that CPA would be rolling out a new time and attendance system. The new time and attendance system would involve removal of the sign-on sheets, to be replaced by signing in with your finger, what is known as biometric scanning.

In the letter received indicates this is currently being rolled out across the transferred group homes. CPA has not consulted with your union, the CPSU NSW, as is its obligations under the clause 65 of the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009* ('Copied State Award'). Nor has CPA, in its letter, indicated it is going to consult.

Consultation is more than notification of alterations. Whilst information sharing is an aspect, consultation requires CPA to allow staff and the CPSU NSW to provide feedback and have discussions around the proposed change prior to the decision being made.

Your union has written to CPA to remind it of its consultative obligations under your copied state awards. The CPSU NSW has notified that as it is in breach of these copied state awards we are in dispute until the matter can resolved. As we are in dispute, CPA should, in accordance with the Copied State Award, not proceed with the changes until we resolve the dispute.

The CPSU NSW met with CPA to discuss the implementation on 15 February 2019. We will provide further details later.

If you have any information or you find that CPA is proceeding with changes, please contact the union on 1300 772 679 or email [disabilityCPSUNSW@psa.asn.au](mailto:disabilityCPSUNSW@psa.asn.au)

For those who transferred to the community sector, it is now more important than ever that you be part of a Courageous, Powerful and Strong Union of Disability Workers.

You can contribute to becoming a strong Union of Disability Workers today by asking at least one colleague to JOIN the CPSU NSW by calling **1300 772 679** or JOIN ONLINE [HERE](#).

