

TAFENSW continues with its exploitative use of contracted security officers

Just under a fortnight ago CPSU NSW got wind of the fact TAFENSW was in the process of transferring all security guards who are engaged by external agencies such as ADT and A1 Security Solutions, to another agency, namely, Southern Cross Group (SCG).

We wrote to and met with TAFENSW and pressed the argument that outsourcing results in fewer workers' rights (including pay and conditions) – and we called on the organisation to treat its workers respectfully and conduct an open merit-based recruitment process and bring all external security officers in-house.

Despite our representations TAFENSW continues to push ahead with its plans for the wide-scale transfer of outsourced security officers to the one company – SCG.

Where to next?

Since our 1 August bulletin, members from across the state have furnished us with a lot of useful information.

The CPSU NSW has no intention of backing down on the need for TAFENSW to recognise and apply workers' rights equally within its organisation.

Yesterday we wrote to TAFENSW Management advising:

1. *We've got the facts and figures that the TAFE's transfer of existing outsourced security personnel to Southern Cross Group (SCG) equates to a significant reduction in wages for many of those*

- transferees. Some contracted staff are set to lose hundreds of dollars per fortnight.*
2. *We also have the facts and figures that SCG pays significantly less than what TAFENSW pays existing security officers on the current EA.*
3. *With respect, Clause 8 does apply because TAFE is making a decision about major changes ... that is likely to have significant effects on employees. i.e. it will have significant effect on TAFE Security Officers, General Assistants, caretaker, gardeners. As you know this is the ongoing experience at North Coast campuses. Contractors were brought in to do 'ancillary services', such as GA duties at the expense of jobs for TAFE staff. Unfilled roles stay unfilled, duties passed onto remaining staff. So these are likely significant effects on employees (i.e. existing TAFENSW Security Officers, General Assistants, caretakers, gardeners) and it is understandably a deep concern for CPSU NSW.*

Unresolved dispute

Per Clause 8.7 the dispute remains unresolved. I am referring the matter to the highest level within TAFENSW in an attempt to meet to resolve it before we further escalate to the FWC.

It is requested in line with said clause a meeting be organised within five working days, please.



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Agenda items

Items we need resolution on at the meeting:

- a. *Why is TAFE paying the contracted SCG staff substantially less, it is clear it has a responsibility to protect the safety and security of TAFENSW. Underpaying outsourced staff undermines this safety and security.*
- b. *Outsourced personnel do not take ownership or pride in their work. They are being underpaid so what incentive is there for said outsourced staff to build a rapport with the organisation? Why put faith in the organisation when it deliberately underpays you? Why would they bother understanding the intricacies of the organisation? Why does TAFE fail to realise and appreciate this?*
- c. *Is TAFE aware that the contractor it has engaged, namely SCG – did not even provide details to any of the interviewees on what they would be paid if successful? Does TAFE condone this disrespectful and appalling behaviour?*
- d. *TAFE needs to explain to the membership and the wider public why it is deliberately risking the health and welfare of staff and students of this public organisation.*
- e. *Outsourced security staff are pressured to not have lunch breaks by their employer. Outsourced security staff are pressured to toe the line – if they don't they will not be given more shifts. Does the TAFENSW Executive face the same insecurity each time they come to work? Does TAFE condone these behaviours?*

- f. *TAFENSW is obligated to bring security in house. When will it advertise new jobs in house?*

CPSU NSW's message to the TAFENSW Executive is if they want to ignore this growing problem we intend to bring it to the media for the public to decide upon whether outsourcing of security personnel, which results in the slashing of wages and entitlements for TAFE staff, and risks the health and welfare of staff and students, is in the best interests of the community which it serves.

It was said time and again by TAFENSW at the IBB sessions that staff are valued. Therefore, it is incumbent upon TAFE to now illustrate this with action.

Otherwise, it will be considered by your employees as nothing more than weasel words. Or to put it in plain English - complete bullshit.

We are now awaiting TAFENSW to respond with a proposed meeting date, which needs to take place by Monday 19 August.

We welcome any credible information you may want to share with us on this outsourcing exploit.

Again, all contact will be treated fully confidentially.

Please email mdrake-brockman@psa.asn.au.

