

1 August 2019

TAFENSW's inappropriate use of contracted security guards

Earlier this week the CPSU NSW discovered TAFENSW was intending to transfer security guards who are currently engaged by external agencies ADT or A1 Security Solutions, to another agency, namely, Southern Cross Group (SCG).

While many of these security officers have been engaged by TAFE through an external agency for a number of years, the transfer announcement highlighted that TAFENSW was itself in contravention of the Public Service Commission's Contingent Workforce Management Guidelines.

From the union's perspective there is no doubt these guidelines apply to TAFENSW.

In particular, the guidelines state that government departments should avoid the inappropriate use of contingency staff such as engagement:

- On a long-term basis (as a guide, more than six months) or continually re-engaged
- To avoid undertaking recruitment action
- To avoid increases in the agency establishment head count
- Due to lack of workforce planning or recruitment action
- Due to reluctance to put a current contingent labour worker through an open merit based recruitment process.

The CPSU NSW believes the current arrangement of outsourced security guards shows TAFENSW is avoiding all of the above guidelines.

We have written to TAFENSW arguing it ceases its planned transition of outsourced security personnel from either ADT or A1 Security Solutions to SCG until

a meeting is held between the union and TAFENSW so we can get an understanding of how TAFENSW believes it is compliant with the guidelines. We argued that this group of security guards need to be offered employment within TAFENSW on a permanent basis so that they may enjoy the same conditions and entitlements as security guards employed by TAFE.

The following day TAFE met with the union. However, it couldn't demonstrate how it is compliant with the guidelines.

Predictably TAFE is storming ahead with the transition of outsourced security guards from ADT or A1 Security Solutions to SCG.

TAFENSW knows outsourcing results in fewer workers' rights (including pay and conditions) so it needs to treat its workers respectfully and conduct an open merit-based recruitment process and bring all external security officers in-house.

We have heard anecdotally that SCG pays below what TAFENSW pays its security guards who perform exactly the same work.

What pay and conditions will SCG actually be imposing on these outsourced staff?

If you have any credible information to this end, we would like to hear from you urgently. Your contact will be dealt with confidentially.

Please contact CPSU NSW Industrial Officer Matthew Drake-Brockman on mdrake-brockman@psa.asn.au or on 1300 772 679.

