

## WaterNSW Update: Joint Consultative Committee reportback

Every few months the CPSU NSW (and the other unions), meet with WaterNSW management to raise workplace issues that are of concern to our members. This forum is called the Joint Consultative Committee (JCC).

The JCC last met on 13 February 2020, and the following issues were on the agenda:

1. First Aid Kits in Cars
2. An update on the Business Systems & Information Restructure
3. Job Evaluations – it was reported that 33 job evaluations took place in WaterNSW since November 2019.
4. Draft Consultation Guidelines and Managing Excess Employees Policy, including an update on priority assessments as a result of a restructure, and the development.
5. Responding to threatening Behaviour, in particular communication between NRAR and WaterNSW. WaterNSW advised that there had been dialogue with NRAR on this, and advised on the following:
  - i. extract from the protocol that states each organisation commits to notifying the other should any circumstance relating to an increased safety risk (actual or potential) exist. These matters could be (but are not limited to):
    - Threats made to a staff member warning them to not enter the property of a customer;
    - Any aggressive or threatening behaviour by a customer towards a staff member of

- ii. Confidentiality of the protocol between NRAR and WaterNSW is imperative to:
  - Protect the individual's privacy
  - Not disrupt the integrity of the investigation
- iii. Risk workshops are being conducted within WaterNSW to properly assess all risks (actual and/or potential) to the safety of WaterNSW employees. These workshops will be conducted in accordance with the WaterNSW Risk Management Guidelines
  - CPSU representative asked how employees can expect to be notified when a risk has been identified by either WaterNSW or NRAR.
  - All notifications from NRAR will be communicated via email to the WaterNSW email address which is regularly monitored.
  - NRAR will advise the WaterNSW working group of all risks and will be communicated to the employees who conduct work in that specific area as a priority. This will not be a state-wide communication.an organisation.
6. Acting Arrangements
7. Sexual Harassment Policy
8. Diversity and Inclusion Policy
9. Health and drug tests for new recruits. WaterNSW management confirmed that there have been some minor changes to the pre-employment medical process:
  - For office workers, the blood test has been removed as it only tested for blood pressure and



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- cholesterol which has no impact on an employee's ability to complete a role.
- For field workers, the blood test will only test for Hepatitis A (water virus relevant to safety at work) and no longer tests for Hepatitis B (STI), blood pressure and cholesterol as they have no impact on an employee's ability to complete a role.

If you have any comments/questions or would like a copy of the JCC minutes, please contact either your CPSU NSW delegates or Industrial staff listed below.

### CPSU NSW MEMBERS Videoconference

The CPSU NSW would like to meet with members via videoconference late March/ early April. Further details will be broadcast to members soon.

### JOIN THE CPSU NSW

If you are not already a member of the CPSU NSW, now is the time to join. Reasons to be a member include that the CPSU NSW:

- ✓ Has a proven track record in the NSW public sector and State Owned Corporation in improving and protecting workplace rights. Including negotiating the WaterNSW Enterprise Agreement 2018 that determines your work conditions, pay rates and increases.
- ✓ We are the largest and strongest union in WaterNSW. The more members there are the stronger we all are.

- ✓ To be part of the CPUS NSW's enterprise bargaining process.
- ✓ Access to industrial advice and representation.

In addition, CPSU NSW Members have access to a range of benefits including:

- ✓ Union Shopper that gives CPSU NSW members discounts on a wide range of products and services from cars, whitegoods and computers to travel, wine and restaurants.
- ✓ Journey insurance, that is if you have an accident to and from work you will be covered.

A full range of services provided can be viewed here [cpsunsw.org.au/member-services](https://cpsunsw.org.au/member-services)

### WHAT CAN YOU DO?

1. Talk to your workmates about the CPSU NSW
2. Contact the CPSU NSW's Member Support Centre on 1300 772 679 to organise a members meeting
3. Share this Bulletin with other WaterNSW staff.
4. Join the CPSU NSW [HERE](#)

### CONTACT THE CPSU NSW

Anne Kennelly – [akennelly@psa.asn.au](mailto:akennelly@psa.asn.au)  
**Organisers**

Kirra Jackson – [kjackson@psa.asn.au](mailto:kjackson@psa.asn.au)



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### YOUR DELEGATES

#### Tamworth

Ben Hanks – [ben.hanks@waternsw.com.au](mailto:ben.hanks@waternsw.com.au)

#### Wollongbar

Diana Smith – [diana.smith@waternsw.com.au](mailto:diana.smith@waternsw.com.au)

#### West Wodonga

Julie Ledger – [julie.ledger@waternsw.com.au](mailto:julie.ledger@waternsw.com.au)

#### Newcastle (Fletcher)

Mark Hopper – [mark.hopper@waternsw.com.au](mailto:mark.hopper@waternsw.com.au)

#### Dubbo

Richard Wheatley –  
[richard.wheatley@waternsw.com.au](mailto:richard.wheatley@waternsw.com.au)

#### Leeton

Rob Skewes – [rob.skewes@waternsw.com.au](mailto:rob.skewes@waternsw.com.au)

#### Parramatta

Scott Butler – [scott.butler@waternsw.com.au](mailto:scott.butler@waternsw.com.au)

#### Singleton

Andrew Harrison –  
[andrew.harrison@waternsw.com.au](mailto:andrew.harrison@waternsw.com.au)

