Prosper with a Proper Roster

The CPSU NSW has heard you loud and clear about the issues concerning your rostering arrangements. When raised with management three weeks ago, we were advised that a set roster almost did not exist as areas were being opened up and staff being drawn on to supervise those newly operational posts. Approximately two weeks ago a new roster was released, and we have subsequently been notified by many of you regarding issues that are arising, particularly that the daily dispatch which alters starting times and posts is often not completed until the day before. It is also evident that there is a significant amount of overtime available, which is resultant from inadequate staffing numbers and which we are pursuing separately, but this will also impact upon rostering and particularly minimum breaks between consecutive shifts.

Serco management have advised us that the rostering principles, which they refer to as 'business rules', that they have adopted to underpin the roster are in line with the relevant modern award and we are still seeking clarification on this point. In the interim however we are keen to hear from you regarding any issues of non-compliance with the award detailed below or general hardship that you can identify in the roster that you would seek for us to rectify or clarify.

Rostering is however another example of why you need an enterprise agreement. Compare what the modern award provisions are to those of Serco's Acacia Prison in Western Australia on this point:

	Corrections and Detention (Private Sector) Award 2020	*Serco CPSU Acacia Prison General Enterprise Agreement 2019*
Applicable to	Clarence Correctional Centre	Acacia Prison (WA)
Ordinary hours	Average 38 hours over a cycle of not more than 8 weeks	7 x 12 hour shifts = 84 hour fortnight OR 168 hours over four consecutive weeks
Minimum break	At least 8 hours between successive ordinary time shifts	At least 10 hours break between successive ordinary shifts
Minimum long breaks	Dependent upon length of roster cycle – TBC	As per award

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Maximum work between breaks	Not more than 48 ordinary hours (not OT) between long breaks	As per award
Meal breaks	1 X 30 minutes unpaid	2 X 30 minutes paid per 10 hour shift
Notice of change to roster	Silent	Minimum 48 hours

Enterprise bargaining will be the method by which your rostering arrangements will improve. Three steps you can take today to make this happen:

1. Complete a 'pledge card' indicating your support for enterprise bargaining to commence. Available through CPSU organisers visiting the Centre in the Mess Hall every week.

2. Join the CPSU NSW at https://cpsunsw.org.au/join/

3. Speak to your colleagues about the importance of enterprise bargaining and joining the CPSU NSW

4. Contact the CPSU NSW's Member Support Centre on 1300 772 679

5. Or visit our office at 2/12 Prince Street, Grafton.