

## CPSU NSW bargaining update: Northcott floats pay cuts and extensive changes to employment conditions

Northcott has presented the CPSU NSW with a series of proposals that, if implemented, would result in extensive changes to the employment arrangements of transferred staff. Key to Northcott's agenda is a desire to reduce disability worker wages:

### Northcott's proposal

Wages	Conditions of Employment
<p><b>Reduce the wages for Disability Support Workers (DSW):</b></p> <ol style="list-style-type: none"> <li>1. DSWs level 4 and above will be paid at the rate of Support Worker 2.3;</li> <li>2. DSWs below level 4 will be paid at level 2.2.</li> </ol> <p>It is important to know this is only for the life of this Agreement. Northcott have already indicated this would require reassessment for the next Enterprise Agreement.</p>	<p><b>Abolish all copied State award conditions</b></p>
<p><b>Grandfathering wages until February – if the Agreement is not in place prior to February there will be no grandfathering.</b></p>	
<p><b>One off compensation payment</b></p>	
<p><b>Allowing transferred staff to salary package</b></p>	
<p><b>Changing all shift loadings/penalties/allowances to be in accordance with the current Northcott Enterprise Agreement.</b></p>	

In addition to a reduction in the base rate pay for transferred staff, Northcott wants to:

1. Reduce access to overtime
2. Reduce shift allowances
3. Pay already accrued leave at the lower proposed rate of pay
4. Remove the ADD hour shift loading
5. Reduce sick leave accrual
6. Remove the ability to accrue extra annual leave instead of receiving penalty rates
7. Abolish the minimum shift length for full time employees
8. Abolish special paid sick leave
9. Reduced access to paid parental leave as it will require extended length of service and will not be provided to temporary staff



## CPSU NSW bargaining update: Northcott floats pay cuts and extensive changes to employment conditions

10. Abolish access to extended leave entitlement for those employees who have not reached the accelerated accrual.

Click [HERE](#) for further details of Northcott's proposals.

### Will Salary Packaging offset lost pay and conditions?

The full extent of the loss of conditions and reduced pay under Northcott's proposal will not be offset by salary packing.

Transferred staff already have the ability under tax legislation to salary package NOW. Northcott made the decision to **NOT** give transferred staff access to salary packaging; whereas other providers have allowed transferred staff to salary package. You can only presume Northcott have not allowed transferred staff to salary package so it could be used as a bargaining chip during negotiations for a new enterprise agreement.

While we have only met with Northcott on two occasions, we have expressed concern at the scale and potential impact on transferred staff of their proposals.

Also of concern is Northcott's continued insistence to meet with bargaining representatives separately. This approach appears to be a divide-and-conquer tactic, undermining the principles of collective bargaining. The CPSU NSW continues to insist on collective meetings.

For us to get the best possible outcome, it is critical you get active, talk to your colleagues and ask your colleagues to join the CPSU NSW – we are stronger together. You can join at [www.cpsunsw.org.au/join](http://www.cpsunsw.org.au/join)

We would like to know what you think of Northcott's current proposal by clicking [HERE](#) and completing a short survey.

To arrange for an Organiser to attend your team meeting, contact member support at 1300 772 679 or email:

Tony Hay [thay@psa.asn.au](mailto:thay@psa.asn.au)

Ian Little [ilittle@psa.asn.au](mailto:ilittle@psa.asn.au)

Cora Sarmiento [csarmiento@psa.asn.au](mailto:csarmiento@psa.asn.au)

**UNITED WE BARGAIN, DIVIDED WE BEG!**

