



CPSU NSW LOG OF CLAIMS CLARENCE CORRECTIONAL CENTRE ENTERPRISE BARGAINING 2021

The CPSU NSW serves the following claims on Serco on behalf of its members employed at Clarence Correctional Centre, with regard to enterprise bargaining towards a new enterprise agreement.

SALARY AND ALLOWANCES

1. A significant one-off increase to the current hourly base rate for Correctional Case Officers, uplifting them from that within the relevant Modern Award to be more reflective of the sector.
 2. In addition to (1), annual increases of 2.5% for the term of the Agreement
 3. The maintenance of shift and penalty rates and no annualised salary model.
 4. The introduction of a classification structure that includes additional ranks which recognise experience and service.
 5. An allowance of 10% for those employed in the Emergency Response Team in recognition of the both the additional training they have undertaken and the role they perform.
 6. Health and Fitness Team members to receive the trade allowance payable to other industries due to the prerequisite qualifications.
 7. Increased meal allowances set above the current Award rates which reflect the higher costs in sourcing meals in health settings.
 8. Employer-subsidised gym and fitness memberships
 9. A first aid allowance above minimum rates
 10. Allowances for specific duties such as drone pilot and EFT Leader in recognition of the additional training required
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11. Penalty rates for Correctional Supervisors

LEAVE

12. Increased provision of personal leave greater than the current ten day entitlement under the National Employment Standards
13. Paid parental leave
14. Paid Domestic Violence Leave
15. Trade Union training Leave

EMPLOYMENT RIGHTS

16. Rostering provisions that are fair and equitable. Also greater notice being provided to employees in the event of rostering change, longer and guaranteed minimum breaks between day and night shifts, and Union representation on a rostering committee that is responsible for collating feedback and addressing complaints.
17. Uniform allowance for upgraded equipment or representation on a committee that is consulted regarding procurement.

MECHANICAL AND PROCEDURAL PROVISIONS

18. An agreement with a nominal expiry date no more than 18 months after its commencement
19. Protection of Union delegates
20. That ongoing employment be recognised as the default means of employment, and that an optional mechanism for the conversion of casual officers be included upon satisfaction of an objective criteria.

21. A Consultative Committee between the Union and management, which includes among set agenda items staffing and WHS.

22. A Dispute Resolution procedure that enables the FWC to arbitrate disputes.

The CPSU NSW reserves the right to raise other matters during negotiations particularly in response to claims made by Serco.