

## Delegate Consultative Committee update

Your union delegates have had their first Delegates Consultative Committee meeting with local management. These meeting will be happening monthly and are designed to ensure your issues are raised directly with management and to try and get a local resolution.

If you have any issue you want to put on the table, please contact one of your local delegates:

- Tom Bloomquist
- Tyson Franke
- Alex Paull
- Tammy Priddle
- Sasha Vasilieff

### KABA clock in locations

Members have raised issues with the new location of the KABA clock being in the armoury. This means many members are caught up in security, particularly during rush hour in the mornings. This has led to some members being docked silly amounts, such as two minutes, from their pay.

The CPSU NSW asked for the KABA clock to be moved to the atrium before security to fix this problem. Management has stated there is no connection point in this area and this solution would take a long time to implement. Management also raised concerns about the lack of security in buildings one and two, particularly when they are not staffed.

As a compromise we have agreed to implement a 15-minute leeway for clocking on and off. This means if you clock on or off up to 15 minutes early or late you will simply be paid for your scheduled shift time. This will be reviewed over the next few months to see if it is working and we welcome your feedback.

### Rosters

Delegates raised issues with rosters being changed with very little notice, including staff being asked to work on days they were rostered off. It is important for members to know their rights.

If you have not been given more than 48 hours' notice, you do not have to accept a change to your rostered shift. This includes changing the day you were rostered or start and finish times.

You are not required to organise a shift swap, either. Just let Rostering know you don't agree with the shift change and it is its responsibility to fix it.

This does not apply to changes to the post you are assigned to: management can change this at any time due to operational requirements. However, if you are assigned to a new post that ordinarily requires a longer shift, you do not have to agree to work the longer hours if you don't want to. The only reason you



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might be required to stay back after your rostered shift is in extraordinary circumstances, such as an incident you need to write a report on.

### Unpaid overtime

The CPSU NSW has been pushing for Serco to properly apply the rules for payment of overtime. Many members have been told that if they have taken leave in a fortnight then these leave hours won't be counted for calculating overtime. This is simply wrong. All hours of leave must be counted when calculating overtime.

Management has now agreed to properly apply these rules in the future. Your union is demanding that Serco undertakes an audit to ensure that previous underpayments are repaid but management has not agreed to do this yet.

If you think you were underpaid, get in touch with payroll.

### Emergency leave

Serco advised that there was no leave entitlement for those who could not get to work due to the recent flooding.

### Other issues

We discussed a number of other issues. including the need for more batteries for radios, higher staffing levels in Minimum, issues with meal quality and distribution, keys not being available, name tags, evidence required for carers' leave, new paving for buggy parking and turning. and implementing a new electronic process for checking people in who are authorised for phones and laptops.

