

Serco Enterprise Bargaining Update

Your Union the CPSU NSW has met with Serco in respect to your proposed enterprise agreement twice in the last month, most recently on Friday 23 April 2021. This Bulletin serves to update members on the status of negotiations and the steps ahead.

A proposed agreement tabled

At the meeting of 26 March 2021, Serco tabled for the first time a proposed draft agreement in response to our Log of Claims. Unfortunately, the Agreement was very much a cut-and-paste version of other ones from within the Company and large parts of it bore either no practical use or were entirely irrelevant. The proposal for instance included an annualised salary which the Company has previously ruled out and once again assured us was not part of their proposal.

Movement in some areas

By the next meeting on Friday 23 April 2021 the CPSU NSW had the opportunity to properly analyse and provide feedback on half of the agreement. There were some immediate points where Serco agreed with the position of your Union including:

- » the two year term of an agreement;
- » the inclusion of disciplinary processes in the agreement;
- » the requirement for annual salary increases on 1 July each year of the agreement in addition to a one-off increase to the base hourly rate at its commencement;
- » minimum breaks of ten hours between shifts; and,

- » the need for a “regular nightshifts” allowance regardless of the Company’s stated intention of no longer rostering in this manner.

There remains a number of issues that will require further negotiation between the parties including but not limited to:

- » salaries;
- » allowances;
- » Natural Disaster Leave; and,
- » Paid Parental Leave

Correctional Supervisors

This remains an issue where your Union and Serco remain at loggerheads. The CPSU NSW is of the view, based on feedback from its members, that Correctional Supervisors should be included whereas the Company wants them to remain on individual contracts. The CPSU NSW is taking this to the Fair Work Commission in an attempt to resolve the scope of the agreement.

ERT Allowance

Based on the increased training, altered position responsibilities and what occurs in other Centres around Australia, the CPSU NSW is firmly of the view that an allowance for ERT Officers is appropriate. The Company are yet to commit to this proposal but we intend to pursue it

Next steps

Your Union and Serco are meeting again on Friday and at more regular intervals from here on. Once agreement at the bargaining table is reached (or even without it being achieved) all



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workers who would be covered by the agreement will have an opportunity to vote in favour or against accepting it. The CPSU NSW will continue to provide updates and advice on developments as the process reaches that point.

Know someone who is not a member?

Get them to join their union at
<https://www.cpsunsw.org.au/join>.

