

Update: WaterNSW Enterprise Bargaining

As advised in our 17 March bulletin the CPSU NSW, along with the combined unions, expressed an interest in the Interest Based Bargaining (IBB) approach to this round of bargaining. That Bulletin also advised the results of the CPSU NSW's Bargaining survey. This bulletin can be read [HERE](#).

IBB is different to traditional/positional bargaining. It is more collaborative, consensus-seeking, focusing on the underlying interests of the parties rather than the traditional adversarial approach that focuses on positions/log of claims from all parties. The Fair Work Commission explains more [HERE](#).

On 19 and 20 May the first step in the IBB approach to bargaining occurred with training conducted by CoSolve, which will be facilitating the process. CoSolve is an organisation independent of WaterNSW and the union, consisting of former Fair Work Deputy President Anna Booth and former academic Craig McMillan. All parties involved in bargaining participated in the training, which involved identifying the parties' interests and exploring the external and internal factors that will impact this round.

What are the CPSU NSW interests?

The union's key interests have been identified through consulting members through our bargaining survey and subsequent Teams meeting. Those key interests are:

1. Job security
2. Maintenance of travel allowance
3. Increase in employer-funder super
4. Wage increase
5. Ability to continue to work remotely
6. Allowance for remote working.

Those interests will be systemically worked though explored during the IBB process. By far, CPSU NSW members have indicated that job security is a key interest that will be focused on early during bargaining. However, the union is receptive to further input from members throughout bargaining and understands and expects that interests may evolve.

Internal/external factors influencing bargaining

Some of the important factors influencing bargaining include the unknowns associated with Water Reform, the [NSW Government Wages Policy](#) and WaterNSW's revenue/budget. To add to the complexity of the Wages Policy issue the CPSU NSW/PSA is challenging this through the courts. You can read about the challenge [HERE](#).



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Bargaining meetings

The first bargaining meetings will occur on 9 and 10 June and will be weekly thereafter. On the first day, the combined unions have asked for a series of briefings so that we can better understand WaterNSW's positions.

CPSU NSW bargaining representatives

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Please feel free to contact us if you have any questions or suggestions.

CPSU NSW members' meeting

All members are invited to a meeting via Teams on Friday 28 May at 12.30pm.

Click [HERE](#) to join the meeting

Know someone who is not a member of the CPSU NSW?

Ask them to join the CPSU NSW [HERE](#).

Follow the CPSU NSW on Facebook [HERE](#).

Stand with us today!

Contact the CPSU NSW

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