

Delegate Consultative Committee update: May

Your union delegates met with management on Tuesday 18 May for the Delegate Consultative Committee meeting.

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

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

KABA clock in locations

The 15-minute leeway for clocking on and off we negotiated last meeting seems to be working and has fixed lots of the issues with trying to get through the gatehouse in time. If you have any feedback, please let your delegates know.

Rosters and pay Issues

Don't forget 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 their responsibility to fix it.

Given the number of roster and ongoing pay issues, there will be a separate meeting with management to work through these issues.

Consistent application of illicit drug policy

There were some concerns from staff the policy on illicit drug use was not being applied consistently. Serco advised it has a total zero tolerance approach to staff taking illicit drugs, regardless of their position. If you advise Serco, or they discover, that you are or have taken illicit drugs your employment will be at risk

If you have concerns about this issue, or need advice, please talk to the CPSU NSW. CPSU NSW members and their families also have access to free residential drug and alcohol treatment service; just get in touch with your union.

Changes to post assignments

Your delegates raised concerns about favouritism and inconsistent approaches to post assignments and when posts are changed. Serco has refused to guarantee post assignments when staff accept overtime shifts and maintains it has the right to change post assignments due to operational requirements.



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There are concerns some post assignments are being changed due to managers' personal preferences or because of favouritism. This is unacceptable and posts should only be changed due to operational requirements. Serco will be raising this with Supervisors.

Firearm authorisations

There have been a number of incidents where there was not a member of staff on shift with a firearm authorisation. Serco have encouraged staff in Security and Ops to put their names forward for upcoming firearms courses.

Other issues

Other issues discussed included:

- Reviewing all key sets to ensure there is sufficient supply and they have the correct key/but down knives attached
- Ensuring radios are labelled properly and spare batteries so they are charged
- Reviewing the laptop and phone authorisation process at the gatehouse to make it easier
- A new process to ensure that staff in minimum get access to good quality staff meals.
- Inconsistencies with the RIT for some inmates
- If you are a salaried staff member you should be getting time in lieu for additional hours. If you are not, get in touch with delegates.

