

## A slap in the face

The CPSU NSW has been negotiating with Serco for an Enterprise Agreement that covers all Correctional Case Officers employed at Clarence Correctional Centre.

The CPSU NSW wants an Enterprise Agreement primarily to increase your wages to a fair industry standard. You are currently employed on the *Federal Modern Award* rates – the bare minimum – which no other employer uses. This means you are the lowest-paid Correctional Officers in the country.

Serco has repeatedly stated it wants an Agreement to be able to attract and retain staff, as it recognises that the low salaries are a disincentive. It has also claimed regularly that it wants a deal made as quickly as possible, but has not matched this in its actions.

At least a month ago the CPSU NSW made its position on wages known. After looking at the industry across the country and analysing other Enterprise Agreements – a fair and equitable rate for your work would be \$32 per hour, not the current \$24.

After six months of negotiations, yesterday Serco finally responded with a counter-offer – a disappointing \$26.63 per hour.

THIS IS LESS than the Melbourne Custody Centre and Arthur Gorrie Correctional Centre who pay their workers \$32.99 and \$34.33 per hour respectively with penalties on top.

THIS IS LESS than what Serco pays year 3 Officers (which most of you will be by the expiry of the agreement) at its Acacia Prison (\$39.33 all-inclusive of penalties so approximately \$31.50 per hour base rate) and Southern Queensland Correctional Centre (\$41.54 all-inclusive so approximately \$33.00 per hour).

In fact, by our calculations \$26.63 would still mean you would be **THE LOWEST PAID CORRECTIONAL OFFICERS IN THE COUNTRY.**

Add this Serco's refusal to date to pay an allowance to ERT, no paid parental leave, inadequate personal leave and other conditions that they provide elsewhere and this offer is unacceptable.

It is not a reasonable offer. It is an insult.

The CPSU NSW has advised Serco it has no intention of recommending its members vote yes to such an offer if it is put to ballot. The offer is therefore doomed to fail from the outset.

The time has come to show Serco that you want what is fair. That you want the work you perform every day for the company recognised. That you want to be remunerated in accordance with your peers in both the company and the industry across Australia. And that you have had enough of their delays and spin.



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The CPSU NSW hoped this would not be necessary and that Serco's desire for an Agreement would make it see common sense, but enough is enough. A Protected Action Ballot Order application will be submitted to the Fair Work Commission this week. You will be asked to vote on whether or not you support taking industrial action to demonstrate to Serco that you are serious. We urge you to exercise this vote and support the industrial action when and if it occurs.

This is not the end. It is the start of the fight for what you deserve.

