

**CPSU NSW ENTERPRISE BARGAINING SUBMISSION  
CLARENCE CORRECTIONAL CENTRE  
SALARIES**

This submission serves to detail the thinking and calculations behind the CPSU NSW submissions that:

1. Serco's offer of \$26.63 made on Tuesday 15 June 2021 is grossly unreasonable; and
2. The fair and appropriate level of remuneration for Correctional Case Officers is \$32.00 per hour

**AGREED FACTS**

1. Correctional Case Officers employed at Serco's Clarence Correctional Centre are currently paid the rate prescribed by the *Corrections and Detention (Private Sector) Award 2020* of \$24.21 per hour.
2. Serco has proposed increasing this by 10% to \$26.63 per hour in the new agreement.
3. Correctional Case Officers current receive shift allowances both currently and in the proposed future as follows:
  - (a) 150% for Saturdays
  - (b) 200% for Sundays
  - (c) 250% for Public Holidays
4. On Serco's rostering estimations, employees will work 26 Saturdays, 26 Sundays and 5 Public Holidays per year.
5. All shifts are for eleven hours.

**ASSUMPTIONS**

1. Whilst there is also a night shift allowance, this is too small (115%) and too irregular to have an impact upon calculations.
2. The most applicable comparator rate in other agreements is the CO3 – meaning the employee has two years of qualified service, a benchmark the majority of employees will have achieved during the term of the proposed agreement.

## **DISAGGREGATING ANNUALISED RATES BASED ON SERCO PRACTICE**

Much discussion has been had on how to fairly compare apples to apples, and not aggregated hourly rates to the non-aggregated one (ie subject to shift penalties) that Serco proposes.

Before disassembling these annualised rates at other centres, it is necessary to determine what percentage then contain as compensation for these penalties, based on Serco's proposed rostering practices.

- At the proposed \$26.63 p/hour, an eleven-hour shift would pay \$292.93, the 77 hour working week would pay \$2050.51, an annual salary of 26 fortnights of \$53313.26.
- At 150% a Saturday shift would pay \$439.34, an additional \$146.41
- At 200% a Sunday shift would pay \$585.86, an additional \$292.93
- Shift penalties for a fortnight would then be \$439.34, or \$11422.84 per annum
- At 250% a public holiday would pay \$732.32, an additional \$439.39
- At 5 Holidays worked per year, public holidays shift allowances would be an additional \$2197.00 per annum
- Annual leave loading would be \$2050.51 X 2.5 divided by 17.5% = \$897.08
- Therefore the total amount of additions that would be paid to Serco wages that would be bound in an annualised model would be 11422.84 + 2197.00 + 897.08 = \$14516.92
- This is an additional 27% of the base rate of \$53313.26

## **SALARY COMPARISONS**

There is one adjustment to the salary comparison table provided at the meeting of Tuesday 15 June and attached below.

The formula to convert an annual salary into an annualised all-inclusive hourly rate is:

$$x \times 12/313 = (\text{fortnightly})/76$$

The CO1 hourly rate for Parklea is a typo and should be \$32.89 (annualised).

OPERATOR	CENTRE	STATE	AGREEMENT	METRO/REGIONAL	SECURITY LEVEL	HOURLY RATE
Broadspectrum	Parklea	NSW	<i>Parklea Correctional Centre – Correctional Officers Greenfields Enterprise Agreement 2019</i>	Metropolitan	Maximum & Minimum	CO1 - \$32.89 CO2 - \$34.62 CO3 - \$36.93
GEO	Junee	NSW	<i>Junee Correctional Centre – Correctional Officers – 2018 Enterprise Agreement</i>	Regional	Medium & Minimum	CO1 - \$32.20 CO2 - \$33.90 CO3 - \$36.15
G4S	Mount Gambier	SA	<i>G4S Custodial Services (Mount Gambier Prison) Enterprise Agreement 2017</i>	Regional	Medium & Low	CO1 - \$31.99 CO2 - \$34.10 ACO - \$34.60
GEO	Ravenhall	VIC	<i>Ravenhall Correctional Centre Enterprise Agreement 2017</i>	Metropolitan	Medium	CO1 - \$40.18 CO2 - \$42.58
GEO	Fulham	VIC	<i>Fulham Correctional Centre Enterprise Agreement</i>	Regional	Medium	CO1 - \$42.93 CO2 - \$45.49
G4S	Melbourne	VIC	<i>Melbourne Custody Centre Enterprise Agreement 2018</i>	Metropolitan	Maximum/Remand	MCC Officer - \$32.99
Serco	Acacia	WA	<i>Serco CPSU Acacia Prison General Enterprise Agreement 2019</i>	Metropolitan	Medium	CMCO Yr 1 – \$36.38 CMCO Yr 2 – \$37.85 CMCO Yr 3 – \$39.33 CMCO Yr 4 - \$40.80
Serco	Southern Queensland	QLD	<i>Serco Southern Queensland Correctional Centre Agreement 2019-2021</i>	Regional	Maximum, Medium & Minimum	Level 1 - \$36.61 Level 2 – \$40.47 Level 3 - \$41.54 Level 4 - \$42.78
GEO	Arthur Gorrie	QLD	<i>Arthur Gorrie Correctional Centre Corrective Services Certified Agreement 2017</i>	Metropolitan	High	CSO Level 1 – \$30.89 CSO Level 2 - \$34.33

To disaggregate these annual rates to the Serco equivalent the following formula was applied (Rate/127) X 100

Consequently the relevant comparator hourly rate for each Correctional Centre, from lowest paid to highest is as follows:

CENTRE	RELEVANT CLASSIFICATION	AGGREGATED RATE	NON-AGGREGATED RATE
Mount Gambier Prison	CO2	\$34.10	\$26.85
Junee Correctional Centre	CO3	\$36.15	\$28.46
Parklea Correctional Centre	CO3	\$36.93	\$29.07
Acacia Prison	CMCO 3	\$39.33	\$30.96
Southern Queensland Correctional Centre	Level 3	\$41.54	\$32.70
Melbourne Custody Centre	MCC Officer	N/A	\$32.99
Ravenhall Correctional Centre	CO2	\$42.58	\$33.53
Arthur Gorrie Correctional Centre	CSO Level 2	N/A	\$34.33
Fulham Correctional Centre	CO2	\$45.49	\$35.81

## CONCLUSIONS

The national industry average hourly rate is \$31.63.

The CPSU NSW are seeking \$32.00 per hour in recognition of the higher level work complexity performed at Clarence Correctional Centre.

The proposal by Serco of \$26.63 per hour if accepted would mean Correctional Case Officers at Clarence Correctional Centre would be the **lowest paid in the country**.

Troy Wright  
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