

CPSU NSW Enterprise Bargaining Clarence Correctional Centre Salaries

You would recall that after months of delay, Serco provided a what they described as a non-negotiable offer in regard to wages on Tuesday 15 June 2021, a paltry \$26.63 per hour.

Serco asked to meet again on Friday 18 June, supposedly to justify this lowball offer, but grandiosely announced they had revised it and had a new one to make.....[drum roll please].....\$26.88.

Yes, after careful consideration of all the information provided to them by their Union as to why this first offer was completely unacceptable, how it was grossly below market rates and why it would be considered an insult by their employees, Serco thought they would increase it...by a whole 25 cents an hour.

Serco are attempting to embellish this measly offer in three ways. Firstly they talk about it in % terms. This ignores that they started you on the low modern award rate, which is not used by any other employer in the country. As they say, eleven percent of close to nothing is close to nothing.

Secondly, Serco have incorporated in their offer an incentive payment of \$1000. This is not unusual in itself, but then to use it to bump up the hourly rate is deceptive. This is one-off, it does nothing in the long term to improve your take-home pay, your allowances, your penalties or your superannuation.

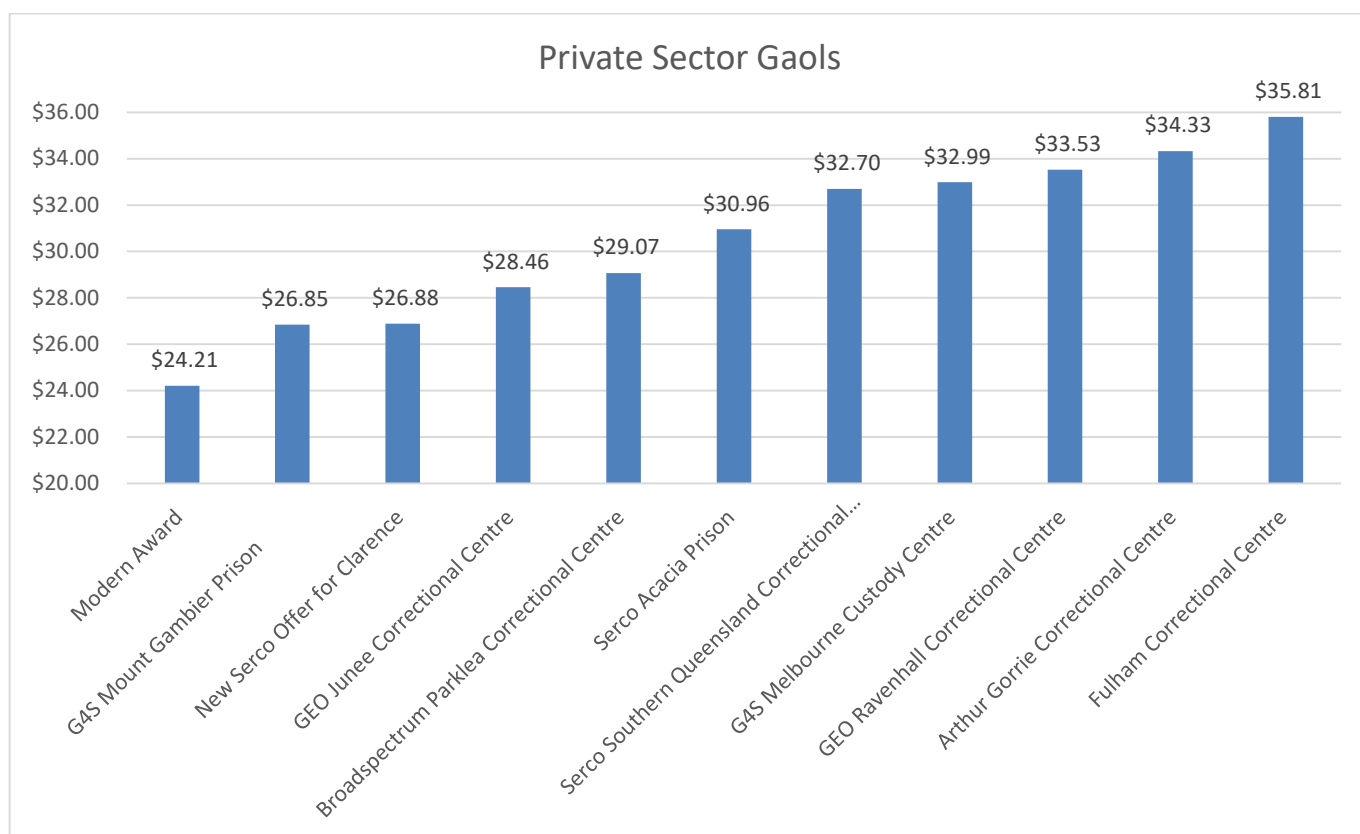
Finally, Serco are arguing that comparing your offer to other centres is unfair as many use “all-inclusive” salaries, that include compensation for shift allowances dsafand annual leave loading.

This is true, and the CPSU NSW has been very careful to deconstruct these rates into an hourly flat one like what you are being offered. Our methodology has not been challenged, and unlike the fuzzy math Serco is relying upon, we provided it to them and are happy to share our calculations with you [here](#)

It is why, as this graph demonstrates, we can say with confidence that even with this new revised offer Serco proposes you would become the second-lowest paid Correctional Officers in the country – and only 3 cents an hour more than the lowest.



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Members may ask why we concern ourselves with the salaries of other Centres. It is because they give us a fair idea of what your work is valued at by the market. But more importantly, they also tell us what Serco should have, and probably did, expect to pay you. That they are offering lower than the market average is reflective of either the estimation with which they consider you or gross profiteering. Or both.

Next Steps

The CPSU NSW has been advised, and witnessed it for itself, Serco's willingness to hand out industrial advice to members about how the Fair Work Commission operates. This is akin and as accurate as your Union handing out advice on how the goal should operate.

Here is how we anticipate the next few weeks will unfold, unless Serco see sense and make a new reasonable offer:



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- » The CPSU NSW is applying to the Fair Work Commission for a Protected Action Ballot Order (PABO).
- » If approved, which is more likely than not, then all members of the CPSU NSW will be asked to participate in an online ballot as to whether they support industrial action in the form of stoppages.
- » If the majority of members do so, then the order is made by the FWC.
- » CPSU NSW members then may then take industrial action upon notifying Serco in advance. Such action could include stop work meetings or withdrawal of labour.

You will notice the steps above are only for CPSU NSW members. There has never been a more important time for all staff to join their Union to have their say, so speak to your colleagues and urge them to do so.

Serco aren't listening. We have to make them do so with collective action.

Also if you have feedback or queries, please speak to your CPSU NSW delegates who are doing an incredible job representing your interests:

Tom Bloomquist

Tyson Franke

Tammy Priddle

Alex Paull

Know a non-member? Ask them to join the CPSU NSW [HERE](#)

Yours in Union

Troy Wright
Branch Assistant Secretary
CPSU NSW

