

## Enterprise Agreement Bargaining update

On 9 and 10 June 2021, the WaterNSW Bargaining Team, which includes your CPSU NSW representatives, met for one-and-a half days to share key information, share and explore interests and develop the bargaining agenda.

On the first day, the Bargaining Team heard from various speakers in relation to WaterNSW finances, our approach to climate change, the current Enterprise Agreement (EA) pay structure, NSW Wages Policy and Water Sector Reform. The second day, the Bargaining Team shared and explored their interests to develop a deeper understanding of the key areas to be considered during bargaining.

The information from the day-and-a-half of discussions was used to develop a Bargaining Plan which provides a roadmap for the remainder of the Interest Based Bargaining process. The Bargaining Plan includes the agreed ground rules, the interests expressed by the unions, employee bargaining representatives and management along with the proposed agenda for these discussions and timeframe for the process.

The Combined Union identified 10 key interests of members that are being sought to be met by the enterprise agreement as follows:

1. **Job security** Concerns about job loss, insecure work and standards of terms and condition - outsourcing and contracting, strong consultation arrangements, fair processes when change occurs, including role changes, employability
2. **Secure work** To provide certainty, positive morale, income security, health and wellbeing of employees, quality of life, ability to plan for the future, ability to come to work and focus on role free from stress, knowing that regardless of change employees are valued and will have ongoing opportunities
3. **Career development and succession planning** Given the ageing workforce this affects the retention of corporate knowledge
4. **Maintaining recognition of the value of work and the skills that are used** Sensitivity to individual impact of changes to specific provisions of the EA to maintain standard of living and quality of life
5. **Reward for skill and effort at work** A system that has integrity, is clear, transparent and understood, and is accepted by employees; recognition and valuing of professional and trade skills - the unique skills, qualifications and licences that are required at WaterNSW;
6. **Recognition of impact on families of employees working unsociable hours** For example, in incident management
7. **Flexible work arrangements (time, place)** To support employees to meet their own and families' needs and balance work and the rest of their lives
8. **Health and wellbeing** A productive life at work and in the rest of their lives; enjoy amenity of life at work e.g. accommodating places for eating lunch, access to toilets
9. **Respect and equity in treatment at work** This is taken very seriously
10. **EA is a modern document** Addressing contemporary issues and is implemented in a fair, consistent manner and with an appreciation of interests and through ongoing and collaborative dialogue, for example a role for employee voice in grading process

You can view the Bargaining Plan [HERE](#).



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The Bargaining Team is aiming to complete the process by the end of September 2021. The current EA will continue to apply after 1 July 2021, including progress pay increases relating to zones. Further information on when these increases will be processed will be provided in due course.

The Bargaining Team will be meeting weekly for three hours from 23 June to commence work on priority interests as planned in the agenda.

The CPSU NSW Bargaining Representatives are Senior Organiser, Anne Kennelly, and delegates Andrew Harrison and Scott Butler.

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### Contact the CPSU NSW

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