



Community and Public Sector Union, NSW Branch
Branch Secretary Stewart Little

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20 July 2021

Tony Voss
Operatons Director
Serco Justice

BY EMAIL: tony.voss@serco-ap.com

Dear Tony,

RE: Clarence Correctional Centre – Correctional Case Officers Enterprise Agreement

Whilst the CPSU NSW are yet to receive any official notification from Serco of the result, we understand that the enterprise agreement put to employees on Wednesday 15 July 2021 has been comprehensively rejected.

The CPSU NSW believes this result accurately reflects the tangible discontent among the relevant cohort both with their current terms and conditions of employment and those unilaterally proposed by the company.

On behalf of its members, the CPSU NSW now seeks to recommence the paused enterprise bargaining at the earliest mutually convenient opportunity. It is suggested that an appropriate starting point for these discussions would be the CPSU NSW correspondence of 2 July 2021 which identified all the relevant points of difference in the proposed industrial instrument.

You would be aware that the CPSU NSW currently has a Protected Action Ballot Order on foot and as such it would be in the mutual interest of all parties to forge an agreed outcome through negotiation to avert this potentially disruptive and publicly embarrassing outcome for Serco.

CPSU NSW representatives would be available for a meeting on any of the following dates:

- Thursday 29 July
- Friday 30 July
- Tuesday 3 August
- Wednesday 4 August
- Thursday 5 August

We would request that given the ongoing lockdown in both Sydney and Melbourne, and the travel restrictions for residents of the former, that video conferencing facilities be made available, which link into the boardroom at the centre. We also ask that given two of our delegates remain on permanent nightshift, an arrangement that curiously was to be

disbanded in the proposed agreement, any enterprise bargaining meeting commence no later than 9:00am.

Serco have repeatedly claimed, both prior to and during this recent ballot, that it wants a collective agreement covering Correctional Case Officers that remunerates them appropriately and solves the company's workforce development issues. Its decision to put an agreement to vote which was in the view of the CPSU NSW grossly inadequate and consequently not supported has been a time-consuming and unfortunate distraction from that goal. We hope moving forward Serco can match their rhetoric with actions and genuinely attempt to find middle ground that benefits not just itself but its employees as well.

We can be contacted by email on twright@psa.asn.au to arrange a meeting.

Yours sincerely

Troy Wright
Branch Assistant Secretary