



13 July 2021

Why you should reject this offer - Part 2 - Allowances

The CPSU NSW is strongly urging all members to vote NO to the proposed enterprise agreement Serco have offered for your acceptance from Wednesday 14 July 2021.

It's not a good offer. It's not a fair offer. And if we stand together it won't be their final offer.

This Bulletin is the second in a series that details the failings of Serco's offer, and where they are trying to short change you. You can see the other Bulletin on leave provisions [HERE](#)

Emergency Response Team

CPSU NSW members when surveyed strongly supported an allowance for the ERT in recognition of the increased training, risks and responsibilities the role.

This was communicated to Serco during bargaining, but no real discussions were undertaken before Serco rushed to get this skeleton of an agreement which they want out to ballot for your acceptance.

Serco have not offered an allowance in their proposal.

What is even more galling is that this is not unprecedented. Such an allowance is paid at some of their other operations – Acacia Prison and even Immigration Centres.

Serco may not think you deserve an allowance. You can show them you believe you do by voting NO.

Health and Fitness, Dog handling and Drone piloting

These were other specialist areas that our members identified were deserved of an allowance in recognition of the skills, training or responsibilities these roles carry.

The claims for these allowances were not negotiated before Serco moved ahead with their offer.

The CPSU NSW knows that same or similar allowances are paid by Serco elsewhere. Those workers are considered valuable enough to have their work remunerated....why not you at Clarence?!

Permanent Nightshift

Whilst strictly a loading and not an allowance, this is an interesting and potentially problematic exclusion from the agreement as Serco proposes.

Clarence has only coped in terms of balancing the roster by a core groups of your peers who have been willing to fill unattractive roster lines and work nightshifts on a permanent basis. They have only been incentivised to do so because Serco has been utilising this increased loading of 30 per cent.

Now Serco wants to remove the loading, and by doing so will remove the incentive and the roster pressure will fall on everyone.

Another example of Serco not listening to anyone but their shareholders.

Conclusion

Allowances, or lack thereof, in the proposed agreement are another example of where Serco are offering the bare minimum.

And they are another example of why you should vote NO to this weak offer.

The CPSU NSW says you deserve a fair go from Serco.

Lets reject this paltry offer, return to the bargaining table backed by industrial action, and get you a better deal at work.

VIDEO - Vote NO to the proposed EBA

Vote NO to the proposed EBA - to get back to the bargaining table to make sure workers at the Clarence Correctional Centre are given a fair go! - [see video](#)



Podcast - Vote No

How does Serco make a profit at Clarence Correction Centre?

Listen to the [podcast to get an insight](#)



Sign up your colleagues

You can support the work of the PSA and your local delegates by asking your colleagues to **JOIN** their union.