

4 August 2021

WaterNSW Enterprise Agreement
Bargaining Committee Members

Dear Bargaining Committee Member

This letter provides confirmation of WaterNSW's position in relation to the NSW Public Sector Wages Policy, payments to be made to employees, and our intention to continue Enterprise Agreement (EA) negotiations.

Background

The *WaterNSW Enterprise Agreement 2018* passed its nominal expiry date on 30 June 2021. WaterNSW issued a Notice of Representational Rights (NERR) on 11 February 2021 and commenced Enterprise Agreement bargaining on 19 May 2021, using the Interest Based Bargaining (IBB) approach. This process has resulted in constructive discussions which are anticipated to continue.

On 21 June 2021, the NSW Government announced changes to Wages Policy to allow for an increase of up to 2.04% to salary and salary related allowances and a 0.5 percentage point increase to superannuation for the 2021/2022 financial year. WaterNSW applied the 0.5% increase to the superannuation guarantee from 1 July 2021.

Commitments

WaterNSW is committed to the following, all of which can be achieved with the *WaterNSW Enterprise Agreement 2018* remaining in force, while we continue to negotiate for a replacement:

1. Increasing employee remuneration in accordance with the NSW Government Wages Policy. That is, an increase comprising 2.04% to salary and salary related allowances and 0.5% superannuation, effective from the first full pay period on or after 1 July 2021. Backpay owed

to employees will be paid on 18 August 2021. This administrative pay increase will be brought into the Enterprise Agreement once it is agreed, so the administrative pay increase will appear to be added to the enterprise agreement pay levels.

2. Bargaining continue in accordance with the Bargaining Plan subject to there being no additional employee related expenses for the financial year 2021/22. The interests and agenda contained in the bargaining plan will continue to be pursued and we would hope to reach agreement for an EA by 30 September 2021.
3. WaterNSW considers that real progress has been made in relation to:
 - a. Consultation and change – a draft clause has been prepared and is currently being considered by the parties
 - b. *WaterNSW Remote Working Guidelines* – these are to be referenced in the EA. This Guidelines document includes options and support for various approaches to where people perform work
 - c. Job Security – this has been discussed and clauses are being drafted
 - d. Flexibility – this has been discussed and clauses are being drafted
 - e. Clarity about how on-call/incident response payments are made – further discussion will be conducted and clauses will be drafted.
4. WaterNSW will provide a copy of this letter to all our people and educate employees and leaders on these commitments and what it means for them.

I thank you for your ongoing efforts and commitment to the Enterprise Agreement process.

Yours sincerely,

A handwritten signature in blue ink, consisting of a stylized 'A' and 'G' intertwined.

Andrew George
a/Chief Executive Officer