



Community and Public Sector Union, NSW Branch
Branch Secretary Stewart Little **President** Nicole Jess

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5 October 2022

Kristine Waite
Senior People and Capability Specialist
Serco Asia-Pacific

Via email: kristine.waite@serco-ap.com
tony.voss@serco-ap.com

Dear Kristine,

Re: Clarence Correctional Centre (CLA) Enterprise Bargaining

I write in reference to the above, the last meeting for which was held on 21 June 2022. As you are aware, the parties have been engaged in bargaining since 11 December 2020. In pursuit of our claim for a fair wage increase and to entrench within the proposed Enterprise Agreement conditions which ensure the safety of our members within the workplace, CPSU NSW members have commenced protected industrial action, and have notified Serco of an additional stoppage to commence at 6am on Monday 10 October 2022.

Notwithstanding the ongoing industrial action, the Community and Public Sector Union (SPSF Group) New South Wales Branch (**CPSU NSW**) is willing to meet with Serco in an attempt to reach agreement and to fulfil our obligations under s 228 of the *Fair Work Act 2009* (Cth) (**the Act**).

The vast majority of employees at CLA rejected the latest wage offer from Serco. It would be prudent, therefore, to outline what Serco employees are asking for in order to resolve the ongoing industrial dispute. CPSU NSW members have made it very clear that the following would be required in order to reach an in-principle agreement:

- An hourly rate of at least \$30.
- Provisions equivalent to the *Crown Employees (Safe Staffing Levels Department of Justice - Corrective Services NSW) Award* so as to safeguard employees against the dangers of severe understaffing.
- Amendments to the meal allowance provisions, such that employees are given the option of having a paid meal allowance or to be served a meal whilst on-site, whichever the employee prefers.
- An ERT allowance.
- An increase to the allocation of personal leave, as raised previously in our correspondence dated 2 July 2021.
- An increase to the allocation of parental leave, per the CPSU NSW's original log of claims.

Representatives from the CPSU NSW are available to meet this coming Thursday (6 October 2022) and Friday (7 October 2022). We seek confirmation that you are willing to meet with the CPSU NSW, and if so, what your availabilities are so that we can arrange a meeting prior to the end of the week.

Yours sincerely

A handwritten signature in black ink, appearing to read 'T. Wright', written in a cursive style.

Troy Wright
Branch Assistant Secretary