



28 October 2022

Kristine Waite  
Senior People and Capability Specialist  
Serco Asia-Pacific

Via email: [kristine.waite@serco-ap.com](mailto:kristine.waite@serco-ap.com)  
[tony.voss@serco-ap.com](mailto:tony.voss@serco-ap.com)

Dear Kristine,

**Re: Clarence Correctional Centre (CLA) Enterprise Bargaining**

I write in reference to the above and in relation to the meeting held between the parties on 25 October 2022. As you are aware, Serco tabled a revised offer at this meeting, and requested that the CPSU NSW put this offer to members in order to seek feedback. The CPSU NSW did so at Serco's request, notwithstanding the tight timeframe, and subsequently let Serco know on the afternoon of 25 October 2022 that a large majority of members rejected the offer.

In good faith, the CPSU NSW subsequently surveyed the membership, both in member meetings and via an online survey, in order to provide a final counteroffer to Serco. The following was endorsed by the majority of employees (both members and non-members) at CLA:

<b>WAGE YEAR 1</b>	<b>OFFER:</b>	<b>BASE RATE</b>
CCO1		\$28.00
CCO2		\$29.00
CCO3		\$30.00
<b>WAGE</b>	<b>OFFER:</b>	<b>BASE</b>
CCO1		\$29.00
CCO2		\$30.00
CCO3		\$31.00

Additionally, the following was endorsed:

- That the EA have a 2-year term.
- That no penalties are affected or reduced (including overtime, weekend penalties and shift penalties).
- That all current CCO2s with 24 months service as a CCO2 automatically progress to CCO3 upon certification of the EA, and that those current CCO2s with less than 24 months service automatically progress when they hit the 2-year mark.

The union would like to meet next week to discuss the above counteroffer. Please let us know if you are willing to meet and, if so, when would be best.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Troy Wright', written in a cursive style.

**Troy Wright**  
**Branch Assistant Secretary**