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## CPSU NSW LOG OF CLAIMS

The CPSU NSW serves the following claims on Serco Australia Pty Ltd (the Company) for a new Enterprise Agreement for all non-executive staff employed by the Company at Clarence Valley Correctional Centre:

### **General**

1. That all current employment conditions and remuneration arrangements for staff employed by the Company are maintained unless otherwise improved as a result of negotiations with the CPSU NSW.
2. That all employment conditions should be appropriately articulated within the Enterprise Agreement rather than Company policy or reference to legislative instrument.
3. That the Agreement includes a 'statement of ethical intent', including a commitment to transparency, equity and procedural fairness in all circumstances pertaining to the employment relationship.

### **Period of Operation and Remuneration**

4. That the parties make a new three-year Agreement, including annual pay increases of 8 per cent from the first full pay period on or after 3 March 2025, 3 March 2026, 3 March 2027.
5. That the Agreement provides for a \$2000 sign-on incentive bonus for full-time staff covered by the Agreement (pro-rata for part-time staff) and a \$500 sign-on incentive bonus for casual staff.

### **Overtime**

6. That the Agreement reinstates the base hourly rate of pay plus 100 per cent for all overtime hours worked after three hours, Monday to Saturday.

### **Rostering**

7. That the Agreement includes rostering guidelines to ensure all rostering decisions are undertaken in a way that is transparent, consistent, safe and equitable.

### **Uniforms**

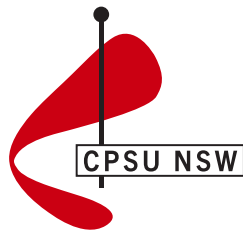
8. That the Agreement increases the uniform allowances and ensures staff are provided with durable clothing suitable for their roles (e.g., four shirts and four pants to cover a four-day consecutive roster).
9. That the first-response kit is upgraded so staff have either a leg carry or vest option and space to carry all required kit.

### **Higher Duties Allowance**

10. That higher-duties allowance shall be appropriately incentivised and paid to officers who undertake the responsibilities of a higher paid position.

### **Superannuation**

11. That the Agreement includes provision for superannuation to be paid to staff members on unpaid parental leave.



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### **Leave**

12. That the Agreement included an increase in annual leave from five to six weeks for full-time NES shift workers, with pro-rata arrangements for part-time employees.

### **Recognition of Service**

13. That the Agreement includes recognition of periods of prior casual employment with the Company for the purposes of determining long service leave and redundancy entitlements, in circumstance where the employee is subsequently employed on a permanent or fixed-term basis.

### **Professional Development**

14. That the Agreement includes a centrally administered fund to support staff professional development activities.

### **Union Rights**

15. That the Agreement enhances existing union rights to include access to office space, union access to all staff inductions, employee emails and internal mailing lists.

### **Other**

16. The CPSU NSW reserves the right to raise other matters throughout negotiations, revoke or otherwise revise our claims at any time.