



12 May 2025

NO WAGE INCREASES FOR 4 YEARS?

This is the potential outcome ONRSR management are proposing for your wages over the next 4 years.

The CPSU and employee bargaining reps met with ONRSR management on 1 May for the latest round of bargaining.

While there was some positive movement on a number of claims, ONRSR's position on wages is deeply concerning.

No guaranteed pay increases under ONRSR's proposal

Management has proposed a 4-year agreement with no guaranteed wage increases.

Instead, they want your pay rises to be entirely dependent on what Transport Ministers decide to allocate to ONRSR each year – with no minimum increases or link to CPI.

This means if Ministers freeze ONRSR funding, your wages could be frozen too – for four years.

By contrast, your current Agreement guarantees CPI or 1.5%, whichever is higher. It protects against inflation and ensures increases even in low-growth periods.

This new proposal removes that certainty and hands control of your wages to politicians who aren't accountable to you.

Enterprise agreements are meant to provide certainty for both workers and employers. ONRSR's proposal provides stability for them, and nothing for you.

This is a moment for ONRSR employees to stand together and say: **this is not fair.**

Workers shouldn't be left carrying the burden of a funding model that's out of our control. A fair agreement means wage certainty, not crossing our fingers every year.

Some progress on other claims

There are a few claims management has shown a willingness to support:

- Clarifying eligibility for overtime (but not removing the caps)
- Increasing allowances for duty officers and drug and alcohol officers
- Including public holidays in the eligibility period for higher duties allowance (but they've refused to reduce the 10-day minimum)
- Reducing the number of incremental levels in salary ranges
- Extending the first aid allowance to WHS and Mental Health reps
- Allowing annual leave at half pay (capped at 2 weeks) and for purchased leave to be taken in single days

These are positive steps, but they don't balance out a wage policy that could see you worse off for years.

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Flexitime under threat

Management has also proposed a major trade-off: removing your entitlement to flexitime.

While they've indicated some openness to discussing new flexibility provisions, there's been no agreement on your claims to improve flexible work options.

We're here to bargain for more flexibility, not less. We will continue to make that clear in future discussions.

Who represents you at bargaining?

At the last meeting, ONRSR management said they'd heard from some staff who opposed parts of the employee claim – but weren't able to provide any examples.

In a recent staff update, they suggested employees should raise concerns with Anne-Marie or Kas. With respect, Anne-Marie and Kas are employer bargaining reps – their role is to pursue outcomes from the employer's perspective.

If you have concerns or questions about any part of the employee claim, the right people to speak with are your CPSU delegate or one of the seven employee bargaining representatives – the people who are at the table to give you a voice.

We need to hear from you

If you're concerned about the wages proposal or anything else raised in bargaining, now is the time to speak up.

You can speak to a bargaining rep, email the CPSU at onrsr@spsf.asn.au or contact CPSU delegate Bianca at Bianca.Tuckwell@onrsr.com.au

If you're not yet a CPSU member and want to join, contact the union at onrsr@spsf.asn.au or speak to Bianca.

On behalf of:

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The CPSU SPSF is the national federation of state public sector unions across Australia, representing members from CPSU Tasmania, CPSU Victoria, PSA CPSU NSW, PSA SA, and CPSU/CSA WA in bargaining at ONRSR.