



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

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15 May 2025

Mr Scott Jacques  
General Manager  
Clarence Correctional Centre  
SERCO ASPAC

**By email:** [Marcel.Jacques2@Serco-ap.com](mailto:Marcel.Jacques2@Serco-ap.com)

Dear Scott,

## **WITHOUT PREJUDICE**

I write to you on behalf of the Community and Public Sector Union (CPSU NSW) and refer to our ongoing negotiations for a new enterprise agreement for Correctional Case Officers at Clarence Correctional Centre.

In response to the Company's proposal of 30 April 2025, we wish to propose the following offer of settlement:

- 3.5% increase in the base hourly rate of pay backdated to 7 March 2025.
- a 3.5% increase in the base hourly rate of pay from 7 March 2026.
- an annual retention bonus of \$750 for CCO2 staff, in the form of a redeemable vouchers.
- an annual retention bonus of \$1000 for CCO3, in the form of redeemable vouchers.
- all other matters on which in-principle agreement has been reached, including in relation to overtime hourly rates.
- a nominal expiry date of 7 March 2027 and a commitment to commence bargaining at least 4 weeks prior to the nominal expiry.

Throughout bargaining we have consistently drawn attention to economic factors and relevant sectoral comparisons in framing our claims. To wit, we are mindful that inflation has risen by 3.3% on average over the last 5 years, and climbing as high as 7.8% more recently. Locally, the median house price in Grafton has risen by around 70% over the same period, and rental accommodation by about 60%.

Even while acknowledging recent improvements in the national economy, and inflation stabilising within the Reserve Bank's target range, cost of living pressures remain acute for average income households.

We have also emphasised the competitive pressures the Company faces in attracting and retaining great staff. The unemployment rate continues at historic lows and the labour market remains tight. In NSW, the public sector pay around 30% more for trained correctional staff, while the responsible agency faces huge staffing shortages. We agree a retention bonus is a step in the right direction, but more needs to be done.

The most recent Wage Price Index (March 2025) data show structural adjustments in private sector wages have risen by an annual average by 3.3%. That figure rises slightly to 3.4 % over the last 5 years. You will note our proposal is broadly in line with this trend and gives us confidence of responsible real wage growth over the next two years. If accepted we believe our package will go some small distance to ensuring the Company's competitive positioning, and improving the financial position of front-line correctional staff, without breaking the bank.

Finally, we acknowledge the closeness of the parties' positions and reiterate our genuine desire to conclude these negotiations in the collegial spirit in which they have been conducted.

We are available to meet with you at short notice to discuss this correspondence in more detail.

Once again, we thank you for your good faith efforts in this matter.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Thane Pearce', written over a horizontal line.

**Thane Pearce**  
Industrial Officer  
**PSA/CPSU**