



RMS Award Negotiations Continue

Your RMS Award - Update

There have been a number of developments in the process for negotiating a new RMS Award. The new award will incorporate the *Crown Employees Roads and Traffic Authority of New South Wales Salaried Staff Award* which covers all PSA members in RMS except those working as School Crossing Supervisors, along with the *Inspector Vehicle Regulations Industrial Agreement* and other Maritime Agreements.

Award Variation – Protecting Your 2.5% Increase

Following consultation with the RMS Departmental Committee of delegates there was agreement that the PSA lodge an award variation to protect the 2.5% pay rise and any backpay while we continue negotiations. This action was taken to ensure members did not miss out on pay while negotiations were ongoing.

While this industrial process was undertaken in the NSW Industrial Relations Commission to ensure the pay increase, PSA staff visited many worksites seeking input into the log of claims through the RMS *Listening Meetings*. We also sought volunteers to be part of the *Award Steering Committee* so that members would have continued input throughout the negotiations. This feedback was used to develop our joint log of claims with the combined RMS Salaried Unions.

Since the one year variation, or 'rollover', of the *Crown Employees Roads and Traffic Authority of New South Wales Salaried Staff Award* in June last year, the negotiations have continued steadily. Significant progress has been made with some important clauses renegotiated for the betterment of members, while existing conditions have been protected.

Award Negotiations - where we are at now!

The PSA, along with your elected delegate representatives, have advanced the log of claims substantially during negotiations. Further feedback from the RMS Award Steering Committee was incorporated along the way.

Great Outcomes for Members

There have been some advantageous clauses which we have negotiated, such as an \$8 weekly allowance for all RMS salaried staff who are *required to wear a uniform*, a clause stating that Direct Permanent Employment is the preferred option for employing staff in RMS and protecting the allowance of \$103 on top of hours worked 'on call' by moving it into the award. *These clauses are still the subject of ongoing negotiations and are provided on a "without prejudice" basis.*

PSA Continues to Fight for Protections and Increased Conditions

The PSA and combined Unions are continuing to negotiate for further protections to be included in the award. Contentious clauses include the RMS proposal to remove the Grievance annexure from the award and place it in policy which can be changed on a whim and pushing for a substantial dispute resolution clause.

The combined Unions have also attempted to address the issue of the overuse of temporary employment by seeking the inclusion of a clause which allows for a genuine review of any temporary

position after 12 months (24 if covering a maternity leave absence) to determine whether a permanent position should be created.

RMS Refuses to Include a Fair and Just Consultation Clause in the Award

The PSA and combined Unions have proposed including a genuine Consultation Clause in the RMS Award. This clause enforces more genuine consultation and would provide better protections for members through organisational change or restructure. RMS refuse to include this and instead wish to put in place a clause which waters down consultation, relies on management prerogative and provision of information instead of genuine consultation with staff and representatives.

Where to from Here?

While negotiations will continue, there will most likely be a point that the ongoing contentious issues and clauses will be referred to the NSW Industrial Relations Commission for conciliation and/or arbitration. Conciliation is an assisted court process that is overseen by a judge or commissioner. Arbitration is a more formal process that has fully binding outcomes. As this is likely, dates have been scheduled for April 2014. In the meantime, we will be continuing to seek members input throughout this process and will be updating you again in the coming weeks.

How Can I Have Input and Have My Views Heard?

There are many ways you can get involved. These include:

1. Be part of the RMS Award Steering Committee – contact us via email at rms@psa.asn.au to join.
2. Speak with your local PSA delegate about what matters to you.
3. Take part in our online survey which will be sent to members in February/March.
4. Organise or attend a PSA meeting in your workplace - contact us via email at rms@psa.asn.au to schedule a meeting.

PSA Representatives and Staff

Ian Lambert, Industrial Officer	9220 0955	Peter Kelly, Organiser	9220 0932
		Siobhan Callinan, Organiser	9220 0929
Wayne O'Mara	Delegate North Sydney	Bart McKenzie, Organiser	9220 0929
Peter McGlynn	Delegate IVRs and Dubbo	Ian Braithwaite, Organiser	
Kim Webb	Delegate Motor Registries	Sydney/Newcastle (IVRs)	9220 0900

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