

Water NSW enterprise bargaining update

Updates to Conditions after negotiations on 16 November. These discussions were held by teleconference from 1pm to 4pm. Last minute changes agreed to by Water NSW affect members differently.

Issue	Former SWC	Former DPI
Redundancy	THE RATES OF REDUNDANCY ARE MAINTAINED , including incentive payments. Voluntary Redundancy, 4 weeks' notice (plus 1 if over 44) 3 weeks severance per year of service, maximum 39 weeks Incentive Payment of 8 weeks pay for 3+ years service	
Retention Period & Redundancy changes	REDUNDANCY WILL STILL BE ENFORCEABLE , but enforceable through being included in the Agreement by reference. (where as currently it is set out in the EA) Redundancy may be subject to changes if <i>whole public service</i> redundancy payments are changed by Government 12-month retention period will be reduced to 3 months.	The MEE currently applies to former DPI employees and <u>is not currently enforceable</u> through the Fair Work Commission IT WILL NOW BECOME ENFORCEABLE , as it will be included in the Agreement by reference.
Long Service Leave	WNSW WITHDREW THEIR CLAIM to be able to force employees into taking their long service leave when they have 3 or more months accrued. Long Service Leave – maintained	
Hours of Work	NO CHANGE. Keeping 36 hours per week	LOST 35 HR WEEK , to move to 36 hours a week with no extra pay
Annual Leave Loading	RETAINED , and paid in December each year and pro-rata when leaving employment	
Overtime Monday to Friday	No change Monday to Friday, all overtime only a time and half (1.5).	Lost double time after first 2 hours Monday to Friday, all overtime only a time and half (1.5).
Overtime, Saturday, Sunday and PH	No Change Sat, first 2 hours 1.5, then double time Sun, double time Public Holidays, double time + half	
TOIL	NO CHANGE an hour off for each hour worked	REDUCED TOIL no longer accrued at overtime rates
Total remuneration protected in Agreement	CURRENTLY IN SWC AGREEMENT , will now be maintained after the CPSU requested	NEW , helps to guarantee employees' salaries will not be reduced



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Base Salary	NEW Many SWC employees have base salary plus superable allowances / transition payments. Base salary to be defined in EA, and to include all ongoing payments	NEW Base salary to be defined in EA, and to include all ongoing payments
Casual Leave Loading	INCREASE from 23.33% to 25%	
Parental Leave	NEW Will apply to the Primary Carer, regardless of gender Adoption Leave will also be available for Surrogacy situations	
Sick Leave	INCREASED From 15 days to 20 days per year	
Remote Living Allowance	NO CHANGE, DIDN'T APPLY	GRAND-PARENTED For current employees only, and not for new employees
Reimbursement of Expenses	NO CHANGE, WAS IN POLICY	REDUCED Now moved to policy, with generic reference in Agreement
Local Holidays	NO CHANGE, WASN'T THERE	REDUCED Local Holidays will be removed.
Discipline and Misconduct	Minor Changes WNSW will separate Misconduct Clause from Performance Management to be clearer. Union will review the draft clause.	NEW Will have enforceable procedures in the Agreement to manage misconduct and poor performance
ABOVE Points 521+	NO CHANGE , the 520 limit is already in place	WILL AFFECT Some former DPI Water employees. Regardless of any new contract, these employees will continue to have the Crown Employees CofE Award and pay rises by the Fair Work Commission in the future

Further information will be provided to members, before a vote of all CPSU NSW members regarding whether to accept or reject this offer. The CPSU NSW will campaign yes or no based on what members' collectively decide.

