

9 October 2018

## NSW Police – PSA directs work bans in response to imposed 9-day roster

Since the merger of St. Marys and Penrith Local Area Commands into Nepean Police Area Command, there has been an ongoing discussion between the PSA and NSW Police about the roster for GASO members.

Whilst an initial agreement saw both an 8-day and a 9-day fortnight roster trialled, members have since been required to work 9-day fortnights.

The trial has become an underhanded attempt to force through a roster that members have not agreed to and do not support.

The implementation of new rosters is governed by the Parameters for Flexible Rostering. Clauses 6 and 7 cover the process for implementing new rosters:

*6. An Implementation Committee consisting of officers of the Public Service Association of New South Wales and representatives of the management of the Police Service shall be formed for the purpose of implementing and overseeing flexible rostering.*

*7. No flexible rostering proposal shall be implemented without the approval of the Implementation Committee.*

The roster starting this week has not been presented to the Implementation Committee and the Implementation Committee certainly has not approved its implementation.

### PSA endorses work bans

In response, the PSA endorses the following ban to be observed by all PSA members who work as GASOs at Nepean PAC:

**No criminal history checks are to be performed**

This ban commences on Thursday 11 October and remains in place until directives otherwise are issued by the PSA. Further bans may be added if the matter is not adequately addressed.

### You are protected when following bans.

Members are advised that:

- » This industrial action has been approved by the General Secretary of the Public Service Association
- » Any direction to perform work covered by these bans can and should be refused
- » If members are approached to complete work covered by the PSA industrial bans, they should decline and refer their manager to this document
- » There are strong penalties for any individual who victimises or intimidates union members taking part in industrial action.

Only PSA members are protected when taking industrial action or following work bans.

The PSA will have no hesitation enforcing your collective rights in the Industrial Relations Commission.

The PSA has also written to Deputy Commissioner Jeff Loy outlining concerns with the process and seeking a resolution that is fairer to members.

A copy of the letter is [HERE](#).

If you are being harassed or pressured because of the bans, please immediately contact:

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