

Public Service Association of New South Wales
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In reply please quote: **AB:ljm: A15/0801**

Mr Peter Duncan AM
Chief Executive
Roads and Maritime Services
Locked Bag 928
NORTH SYDNEY NSW 2059

Dear Mr Duncan,

Re: RMS Surveillance Officers and 8.5% loading

The Public Service Association of NSW (PSA) makes representations on behalf of members who are Surveillance Officers. These affected Surveillance Officers are directed to work 38 hours per week by Roads and Maritime Services (RMS). Our concerns specifically relate to these officers never being paid the 8.5% loading on their base salary, annual leave loading, overtime payments and long service leave on termination of employment. This is pursuant to clauses 21.1(b) and 23.2(f)(iii) of the *Roads and Maritime Services Consolidated Award 2014* and previous awards until the *Crown Employees (Roads and Traffic Authority of NSW Salaried Staff Conditions of Employment) Award 2001*.

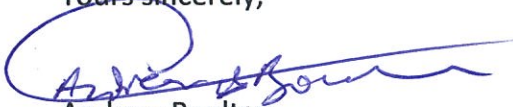
We have sighted emails sent from Ms Ann Adams, A/Snr Workplace Relations Consultant, Human Resources – Corporate to Surveillance Officers on 2 October 2015 (that attached a letter to Surveillance Officers and is enclosed with this letter), to Mr Shane Howes, Industrial Advocate, PSA on 6 October 2015 and to managers of Surveillance Officers on 13 October 2015. Each of the emails refer to these affected Surveillance Officers *have always been shift workers* and not entitled to the 8.5% loading. Ms Adams bases this on her interpretation of a 2001 agreement with the PSA. Our review of documents relating to the 2001 PSA – RTA agreement does not conclude the affected officers are shift workers. The PSA seeks from the RMS on what basis it has concluded the affected officers are shift workers?

The PSA has also been advised that some affected Surveillance Officers have been directed to work night shift at the relevant shift work penalty rate. Previously they would be paid at the relevant overtime rate. We seek that the status quo remains until this issue is resolved.

The PSA seeks to meet with you to resolve the issue. You can contact Andrew Boulton,

Industrial Advocate on 0407 894 930 or by email at aboulton@psa.asn.au to finalise a meeting within 7 days.

Yours sincerely,



Andrew Boulton
Industrial Advocate

October 2015

Cc: Mr Silven Simmons, Principal Manager Human Resources & Industrial Relations