



The Public Service Association of NSW serves the following claims on Police NSW for variation of the *Crown Employees (NSW Police Force Special Constables) (Security) Award 2012*.

General

1. All existing conditions of employment will be maintained unless otherwise improved as a result of negotiations with the PSA.
2. The Award will reflect the specialist nature of the work performed by Special Constables and their technical skills and expertise.
3. Except as provided by the above clauses and this log of claims generally, the *Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009* will otherwise apply to Special Constables.

Wages and allowances

4. The rates of pay payable to Special Constables should be commensurate to that paid to Sheriff's Officers under the *Crown Employees (Sheriff's Officers) Award 2007*, which would result in the following scale:

Position	Common Salary Point	Per annum
Probationary Special Constable (12 months)	36	\$53,642
Special Constable 1 st year	46	\$58,657
Special Constable 2 nd year	49	\$60,411
Special Constable 3 rd year	52	\$62,097
Special Constable 4 th year	55	\$63,801
Senior Special Constable 1 st year	58	\$65,608
Senior Special Constable 2 nd year	61	\$67,586
Senior Special Constable 3 rd year	64	\$69,696
Senior Special Constable 4 th year	67	\$71,839
Special Constable (Field) Supervisor 1 st year	75	\$77,448
Special Constable (Field) Supervisor 2 nd year	78	\$79,891
Special Constable (Field) Supervisor 3 rd year	82	\$83,022
Special Constable (Field) Supervisor 4 th year	85	\$85,455

5. Consistent with clause 3 of this log of claims, all allowances payable under the *Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award*

2009 will apply to Special Constables, except as far as where existing allowances payable to Special Constables are greater, such as those relating to weekend and nightshift penalties.

6. All rates of pay and allowances payable under the Award will be varied in accordance with any subsequent variation to the *Crown Employees (Public Sector- Salaries) Award*.
7. Special Constables will have access to the Police Blue Ribbon Insurance Scheme, payable by a contribution of 1.8% deduction from salary by way of salary sacrifice. The cost of this contribution is to be off-set by a further one-off pay increase of 1%.
8. An extra duties allowance to be paid when undertaking specialist roles, payable at the next grade of pay.

Rail Passes

9. Rail passes will be supplied to all Special Constables for travel to and from work as well as between core posts. Travel between non regular or temporary posts will incur a travel allowance as outlined in the *Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009*.

Hours of work and shifts

10. Consistent with clause 3 of this log of claims, Special Constables are to work 35 hours a week, averaged over a 6 week settlement period.
11. The duties and work of Special Constables is to include:
 - a. Rostered shifts of 12 hours duration from 0600hrs to 1800hrs or 1800hrs to 0600hrs.
 - b. If required under a localised agreement, the starting times and length of shift may vary but all leave and entitlements will still be calculated as on a 12 hour shift.
 - c. A Special Constable will not be rostered on more than 2.5 weekends per settlement period.
12. For the avoidance of doubt, the Award is to have clear wording that there is a minimum 10 hour break between rostered shifts.
13. Public Holidays clause to be updated, restructured and improved to include payment of 12 hours pay or 12 hours added to recreation leave entitlement when an employee's Rest Day or Rostered Leave Day falls on a Public Holiday (or substitute).

Overtime

14. For the avoidance of doubt, the Award will have clear wording that Employees will receive a minimum of 4 hours payment when they are required to perform overtime on a day that they are not otherwise rostered.

Leave

15. Consistent with clause 3 of this log of claims, all leave entitlements under the *Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009* will apply to Special Constables, except as far as where leave entitlements are greater or as provided below.
16. Full-time Special Constables shall receive 240 hours recreation leave a year.
17. Sick Leave clause to be updated, restructured and improved, including but not limited to:
 - a. 180 hours sick leave a year for full time employees (pro-rata for part time employees).
 - b. New Employees will be granted 60 hours upon being appointed, and 120 hours after 4 months service.

Uniform

18. Uniform Clause to be updated, restructured and improved, including but not limited to:
 - a. All Special Constables will be supplied with the same quantity of initial issue uniform as per a Constable of the NSW Police Force.
 - b. All Special Constables will be provided with a suitable full-length locker at a reasonably convenient location.
 - c. All Special Constables as part of the initial uniform issue will be supplied with a Police-approved kit bag with wheels (no logo).
 - d. All new or upgraded uniform and equipment supplied to operational police to be made available to Special Constables at the same time as the initial Police roll out.
 - e. NSW Police Dress is to apply to Special Constables.

Promotion / Higher duties / other roles / EOLs

19. The promotion clause will be updated, restructured and improved, including but not limited to:
 - a. Extra duties allowances can only be achieved after completing 2 years of service.
 - b. Before being promoted to a higher rank, 1 year of service on each incremental level must be achieved.
 - c. A Special Constable cannot progress more than 1 rank with each promotion.
20. All internal Police applicants for Special Constable roles will need to pass the same recruitment process as an external applicant.

Training

21. All Special Constables will be required to meet a minimum level of competency each year in Defensive Tactics (including firearms).
22. Each year, Special Constables will be required to complete components of Mandatory Continuing Police Education relevant to their employment, as agreed to between the PSA and Police NSW.

Miscellaneous

23. The PSA reserves the right to raise other matters throughout negotiations that are of benefit to PSA members.
24. All terms and conditions of employment contained in the Award will be in plain English and all unnecessary duplication and ambiguity will be removed.