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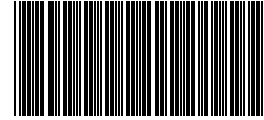
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**Industrial Relations
Commission**
of New South Wales

Email: irc_client_services@agd.nsw.gov.au
Website: <http://www.irc.justice.nsw.gov.au>

ABN: 50 445 584 171

Julie Bond
jbond@psa.asn.au



D0000QGT90

Your Ref:

4 August 2016

Appointment for Hearing

Matter No: 2016/00231305 Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales v Corrective Services NSW
Application by: Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales
Re: Industrial dispute, s130 notification

The matter is listed for Compulsory Conference on 09/08/2016 at 09:00 AM, Industrial Relations Commission of NSW, IRC Sydney Court 5.6 - Level 5 before Commissioner I Tabbaa

The parties who have entered an appearance will be advised if the date and place are altered. Any enquiries should be made to the List Clerk on (02) 9258 0866.

If there is no attendance by you or your agent, counsel or solicitor on the date specified in this appointment or as notified to you subsequently, the proceeding may be heard and order may be made in your absence.

If you do not appear at Court, this matter may be dealt with in your absence.

Listing Inquiries

Listing details for cases are:

- published on the internet at <http://searchcourtlis.lawlink.nsw.gov.au/scm/search> on the afternoon before the case is listed;
- available on notice boards in the foyer of the Court each morning.

Registrar

Form 4

Notification to Industrial Registrar of Industrial Dispute Pursuant to section 132

I.R.C. No. *16/231305*

1. Name: **Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales ("PSA")**

3:00 p.m.

Date *1 1 8 2016*

2. Address: **160 Clarence Street, Sydney NSW 2000**

1. Registering Officer

3. Capacity of notifier: **Registered Trade Union of Employees**

2. Manager, RCS

3. Panel *HEPROPOLITAN*

4. The question, dispute or difficulty concerns the following industrial matters:

- a) This dispute arises out of the announcement by the Minister Elliott that Corrective Services NSW will be subject of a "Benchmarking Process" and involves Corrective Services NSW (CSNSW) failure to establish an appropriate consultative process with the Association.
- b) Corrective Services NSW announced two Pilot Sites for "Benchmarking" being South Coast Correctional Centre (Nowra) and Mid North Coast Correctional Centre (Kempsey).
- c) Corrective Services have moved directly to consultation at a "Local Level" that is simply the implementation of the "Benchmark Model" at the two Pilot Locations.
- d) The Association has received no official communications detailing the proposed changes and rely only on three short sessions provided by the Commissioner where no actual details were provided and we say that these could only be described as a concept briefing session delivered by the "Benchmarking Team". Following commencement of what CSNSW considers consultation the Association is forced to rely on documents produced by the bid team and provided at the "Pilot Centres" that do not speak to the substantial industrial change alluded to in their verbal proposals (Annexure A).
- e) The Association have raised their concerns in the appropriate forum (Consultative Forum/Meetings) and had previously sort the assistance of the Commission in gaining information about "Benchmarking" IRC514/2015 with Benchmarking being specified in a letter to the Commission outlining concerns of members (Annexure B).
- f) The announcement and provision of limited information relating to the "Benchmarking" process for the Pilot Sites coupled with the reluctance or inability of the Benchmarking Team to answer questions arising in meetings held at the two Pilot Centres, has undermined the confidence of the full gambit of Public Service Membership within Corrective Services NSW.
- g) The disclosures although limited, give clear indication of reduced staffing levels, including Custodial numbers in a prison system experiencing some of the worst violence and overcrowding seen in 20 years. The presentations also show clearly that the CSNSW "benchmarking" exercise strives to reassign responsibilities and increase workloads, without providing detail of how this will be achieved.
- h) The Association seeks the urgent assistance of the Commission to conciliate on the following points;
 - a. Failure to consult at the appropriate level (Association) on proposed changes to Staff and Officer Numbers and the impact on existing employees.
 - b. Failure to consult at that level and provide details of proposed changed responsibilities and provide details of changes to role and function (position descriptions).

- c. Define the process to be applied to officers and other employees affected by the "Benchmarking" process.
 - d. Have CSNSW place on hold all recruitment and appointment to roles at grades higher than and including Senior Correctional Officer Rank.
 - e. Have CSNSW place on hold all conversion of Casual Correctional Officers to the Ongoing Employment Role.
 - f. Stay the "Pilot Benchmarking" and implementation pending, the resolution of all matters arising through consultation.
 - g. Provide Risk Assessment Documentation that supports the concept that reduced staffing "maintains or increases safety of Staff and inmates"
5. The award, agreement or determination which applies to the employees, etc is:
- Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009
 - Crown Employees (Correctional Officers, Department of Corrective Services) Award
 - Crown Employees (Correctional Officers, Department of Attorney General and Justice) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres
 - Crown Employees (Safe Staffing Levels Department of Attorney General and Justice - Corrective Services NSW) Award
 - Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009
 - Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009
 - Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007
 - Crown Employees (Psychologists) Award
6. The person to contact on behalf of the notifier is:

Steven McMahon

Organiser | Public Service Association of NSW | 160 Clarence Street | Sydney NSW 2000
Phone: (02) 9220 0928 | Fax: (02) 9262 1623 | Mobile: 0418 251 790
Email: smcmahon@psa.asn.au

Julie-Ann Bond

Senior Industrial Advocate | Public Service Association, NSW | 160 Clarence St, Sydney NSW
Phone: 1300 772 679 Email: jbond@psa.asn.au

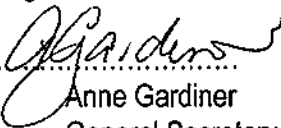
7. The other persons affected by or involved in this question, dispute or difficulty are:

Mr Ian Peters, Director,
Public Sector Industrial Relations, For the Secretary of the Treasury,
52 Martin Place, Sydney, 2000; Phone: 9228 5927

Corrective Services NSW
Henry Deane Building
20 Lee Street
SYDNEY NSW 2000

Contact: Mr Joe DEGABRIELE, Senior HR Manager Industrial Relations
Level 5
20 Lee Street, Sydney
(02) 8346 1157
0475 971 053

Date: 1 August 2016

Signed:.....
Full Name: Anne Gardiner

General Secretary | NSW Public Service Association and Professional Officers
Association Amalgamated Union of NSW
Notifier

To the Industrial Registrar,
Sydney.

Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS - CUSTODIAL CORRECTIONS

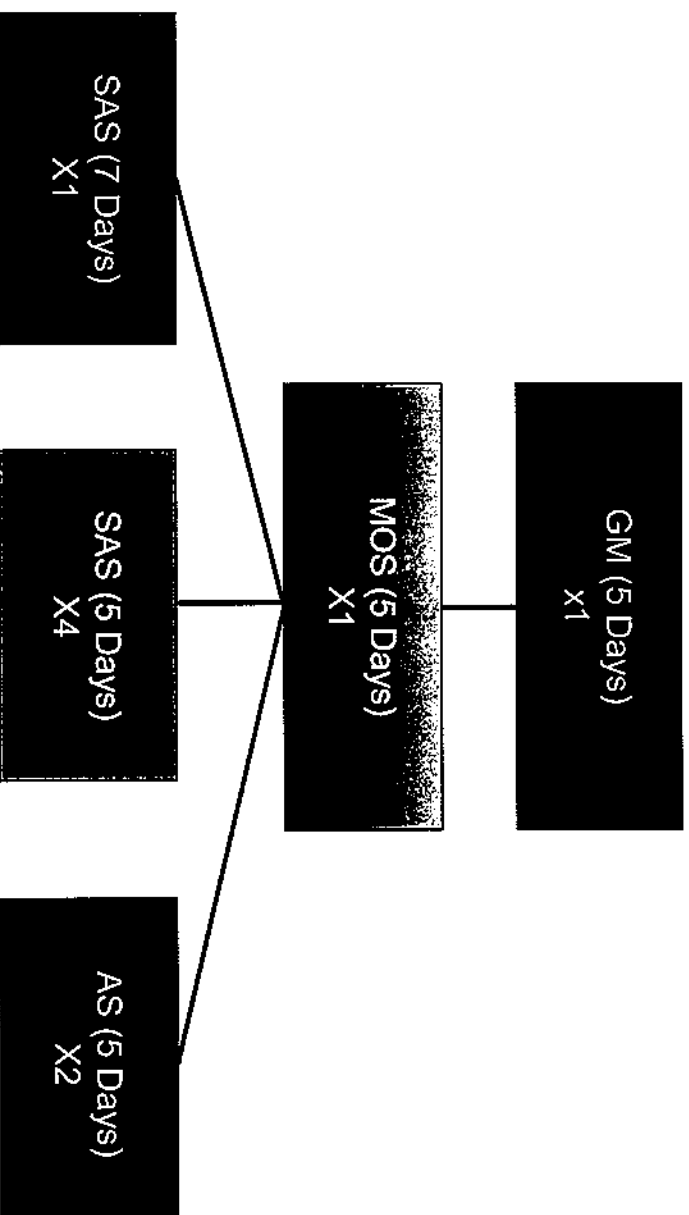
ROLE	Current FTE (as at July 2015)	Moderated DRAFT BM FTE	DIFFERENCE
GM	1	1	0
MOS	1	1	0
SAS	4	5	1
AS	7	2	-5
SCO	34	23	-11
CO	80	83	3
TOTAL	127	115	-12



Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS – MANAGEMENT STRUCTURE





Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS- OSP

	CURRENT FTE (as at July 2015)	MODERATED (DRAFT) BM FTE	DIFFERENCE
SCCC			
MOSP/MGR	1	1	0
Snr Psych	1	1	0
Psych	7	7	0
Snr SAPO	2	2	0
SAPO	12	10	-2
Aboriginal Mentor/ Elder	1	1	0
TOTAL OSP	24	22	-2



Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS- CSI

	CURRENT FTE (as at July 2015)	MODERATED (DRAFT) BM FTE	DIFFERENCE
SCCC Management- Industry	4	4	0
Facility Maintenance	8	8	0
Industry	27	24	-3
TOTAL INDUSTRY	39	36	-3



Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS- TOTAL SCCC

	CURRENT FTE (as at July 2015)	MODERATED (DRAFT) BM FTE	DIFFERENCE
TOTAL CUSTODIAL	127	115	-12
TOTAL INDUSTRY			
	39	36	-3
TOTAL OSP			
	24	22	-2
TOTAL SCCC	190	173	-17



Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

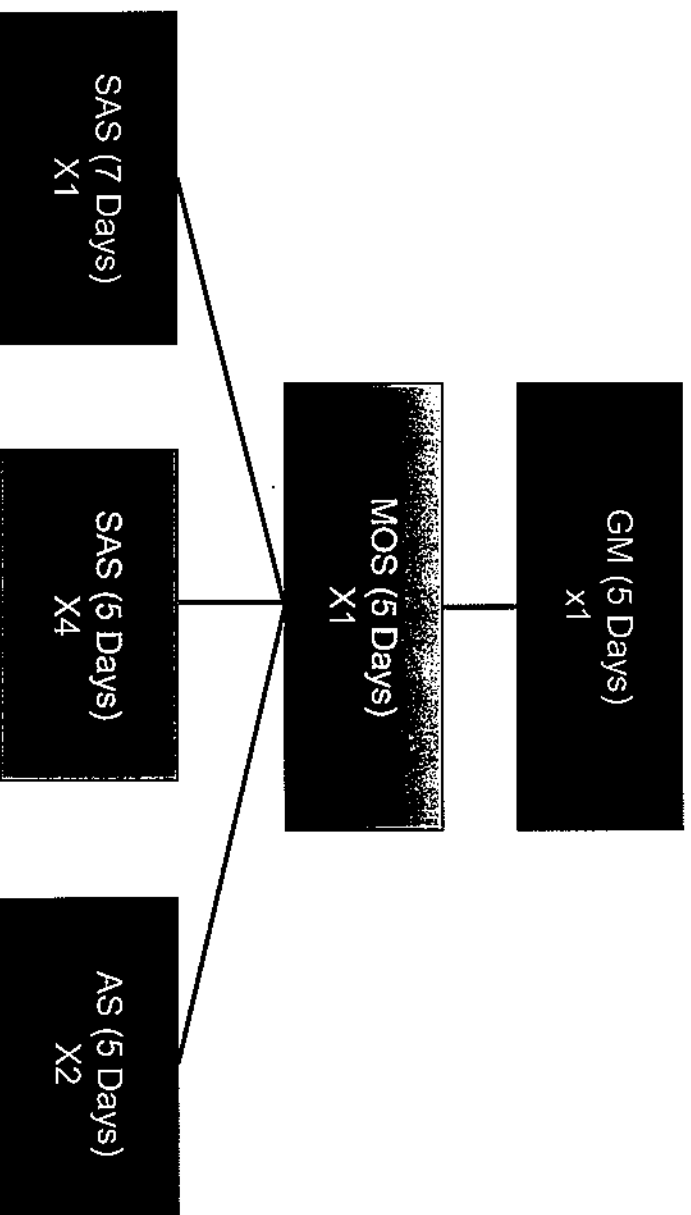
DRAFT BENCHMARKS - CUSTODIAL CORRECTIONS

ROLE	Current FTE (as at July 2015)	Moderated DRAFT BM FTE	DIFFERENCE
GM	1	1	0
MOS	1	1	0
SAS	3	5	2
AS	7	2	-5
SCO	31	24	-7
CO	77	84	7
TOTAL	120	117	-3

Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS – MANAGEMENT STRUCTURE





Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS- OSP

ROLE	CURRENT FTE (as at July 2015)	MODERATED	
		(DRAFT) BM FTE	DIFFERENCE
MOSP/MGR	1	1	0
Snr Psych	0	0	0
Psych	3	3	0
Snr SAPO	2	2	0
SAPO	11	10	-1
Aboriginal Mentor/ Elder	1	1	0
TOTAL OSP	20	19	-1



Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS- CSI

ROLE	MODERATED		
	CURRENT FTE (as at July 2015)	BM FTE (DRAFT)	DIFFERENCE
Management- Industry	4	4	0
Senior Overseer	7	7	0
Overseer	23	22	-1
TOTAL INDUSTRY	34	33	-1



Benchmarking Phases

Phase 2: Moderation of Desktop Benchmarks

DRAFT BENCHMARKS- TOTAL MNCCC

	CURRENT FTE (as at July 2015)	MODERATED (DRAFT) BM FTE	DIFFERENCE
TOTAL CUSTODIAL	120	117	-3
TOTAL OSP	20	19	-1
TOTAL INDUSTRY	34	33	-1
TOTAL MNCCC	174	169	-5

Public Service Association of New South Wales
General Secretary: Anne Gardiner ♦ President: Sue Walsh
160 Clarence Street, Sydney
GPO Box 3365, Sydney NSW 2001

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E-mail: psa@psa.asn.au
Internet: www.psa.asn.au
ABN: 83 717 214 309



In reply please quote: *JAB:ndefA15/0740*

1 August 2016

Commissioner Tabbaa
NSW Industrial Relations Commission
47 Bridge Street
SYDNEY NSW 2000

Dear Commissioner Tabbaa,

Re: IRC 514 of 2015

The Association writes to you in regards to IRC 514 of 2015.

As per the recommendations made on Friday 31 July 2015 the Association wishes to table the following grievances.

The grievances as submitted by the Association are done so in good faith with the aim that through the assistance of President of the Industrial Relations Commission, Corrective Services NSW will commit to working towards resolving these matters.

State Wide Issues

- Benchmarking
- Staffing levels across all centres
- Training
- No Smoking as from 10 August 2015
- Current Change Management Plans for all Centres

Dawn De Loas

- Lock down meal breaks staff received no meal breaks away from their posts
- Management plans P28
- Staffing levels we are currently 15 staff under, vacancies are filled by casuals
- Update information on inmate classification B class and C class.
- Staff on C watch can't be called for the next day's shift.
- Written segregation cells staff to monitor RITS
- Rostered Staff not being called in on C watch for vacant shifts

Silverwater

- Better consultation with the VORS throughout the day
- More camera cells in location especially remand
- Benchmarking
- Standardising process for changes to management plans
- RIT protocols, better communication
- All centres to hold assault committees when officers assaulted and standardise
- Show projections for CSNSW opening and closing of centres
- IRM's putting more information and details, statistics realistic and search module
- OSU clerks and centres become officers operating adhoc
- One Award
- Update management plans should be standardise annexures should be included
- Transfer list to be cleaned up
- Casual to perm policy needs to be completed

Surry Hills

- Relevant emergency training as staff not trained
- Cessation of casuals, more to perm officers
- Every position to be offered radio and we have no duress alarms
- Consistent roster support

Outer Metro

- Current dispute regarding temp opening of Penrith and Parramatta courts.
- Extended to 8 months no end in sight members lost jobs due to the closure of Campbelltown etc. Shifts running on overtime little care for staff outside of these locations.
- There are no clinics in the operation and a duty of care issue for staff.
- Members feel court cells can be used better by moving to a 24 hours basis receiving prisoners from servicing courts both in person and. AVL remand. Better utilisation of amber laurel to a short term remand.

Long Bay

- Finish officers amenities
- PPE to be brought up to standard (Goulbourn is the bench mark as per previous motion).
- Training and ongoing (hands on training)
- Segregation beds and yards
- IAT coverage permanent increase in staffing C and B watch as well
- Ratio of inexperience staff in any one area across the complex
- Inmate assessment cells RIT officer to be posted on monitor.
- Officer in addition to normal staffing profile
- Yards in LHB 2 to be halved

Batemans Bay

- Tasers in court locations
- Ballistic vests on regional trucks
- CS gas masks and foggers in trucks
- Stab vest overt and covert
- Taser shields in court locations
- Training (range shoots more consistent at least once in a 12 month period)

Dubbo

- No glock shoots in 3 years and 4 staff need conversion
- Standardisation of weapons training and weapons issue
- 12 hour shifts
- Court Escort Security not involved in any riot response training
- Does not have shower staff facilities should there be an incident such as blood spill
- Review regional SOG west review staffing profile now that Kirkconnell is fully operational
- Staff establishment breakdown by all centre locations

Kempsey

- Principal and Chiefs RDO.
- The GM's and MOS not on the Kempsey and Dillwynia Award and not working 5/7 s per the Award and both getting the Public Holidays off.

Should you wish to discuss further please do not hesitate to contact me on 0408 410 744 or email jbond@psa.asn.au.

Yours sincerely,



Julie Bond
Senior Industrial Advocate