

10 August 2017

## Police Radio – work bans update

As members are aware, work bans began in VKG on Monday evening.

The PSA was not in a position to notify management in advance as this would have resulted in NSW Police seeking immediate orders in the Industrial Relations Commission to stop the action before it could begin.

We understand that this may have caused some confusion for members but unfortunately, we operate in an industrial environment that is stacked against workers and we must work within those constraints.

Whilst there had been meetings with the PSA prior to the implementation of 50/20 breaks, at no point did the PSA agree to any changes to more than 20 years of custom and practice.

In fact, in every meeting we indicated that we would take this to the Industrial Relations Commission if required, in order to protect members' rights.

Once the implementation was announced by VKG Management via email to staff on Friday night (27 July 2017 at 21:02), the PSA worked on implementing the industrial strategy, which includes the current work bans.

**All members taking part should be applauded for standing up for their workplace rights and conditions – not just for themselves but for all their colleagues as well.**

We have been made aware that some staff have been threatened with disciplinary action for taking part.

Just a reminder that, as outlined in the bulletin announcing the bans:

- **The PSA endorsed industrial action – there is no requirement for the union to notify management of industrial action in advance**

- This industrial action has been approved by the Assistant 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
- Only union members are protected when taking industrial action or following work bans. Speak to your colleagues about joining the union today to make sure they are protected.

Some members have reported being verbally told that participation would leave them open to 'Administrative Action'.

Industrial Officer Andrew Wright has spoken to Employee Relations and it has been confirmed that this is no longer the advice to VKG management.

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

**If you are being harassed or pressured because of the bans or you have any questions please immediately contact:**

**PSA Industrial Officer Andrew Wright on 0408 400 146 or [andrew.wright@psa.asn.au](mailto:andrew.wright@psa.asn.au)**

**PSA Organiser Roland Harris on 0438 402 503 or [rharris@psa.asn.au](mailto:rharris@psa.asn.au)**

**The PSA is your voice in the workplace. Not a member? Sign up today!**

