

## POVB member update

### Benchmarking

Dave and Darren were at Mannus and Cooma last week for their benchmarking meeting. Their presentations were as follows:

#### Cooma

- » Gain 2 SCOs
- » Gain 2 COs

#### Mannus

- » Gain 2 SCOs
- » Loss 4 COs

We will work closely with the delegates and members of each location through the process and the risk assessments.

We have the following locations to be benchmarked and their dates:

- » Dillwynia – 20/09/2017
- » Emu Plains – 26/09/2017
- » Grafton – 10/10/2017
- » Glen Innes – 11/10/2017
- » MSPC – 19/10/2017
- » Long Bay Hospital – 25/10/2017
- » Special Purpose Centre – 26/10/2017
- » Dawn De Loas – 31/10/2017
- » Outer Metropolitan Multipurpose Centre – 1/11/2017

South Coast CC was in dispute with its figure of 117 and this has been finalised and all parties are happy with the outcome.

Staffing numbers have been increased and the staff they received for the extra beds will be remaining. I wish to personally thank Liz and Graeme Reid who never stopped fighting worked tirelessly for the membership down there. I know there were other members integral in the fight also and I thank them too.

### Cyclic rostering

Jason, Darren and Andrew Brown are attending a meeting this Wednesday for cyclic rostering and also roles and responsibilities of SCOs. Information will be distributed after this meeting for members to disseminate and then get back to us with any issues.

### John Morony

There have been several meetings at JM about HR issues. JM had a work ban in place – acting up due to dissatisfaction with HR information being issued. However, this ban has been lifted and dialogue has improved. It looks like all members will have a positive outcome from their preferences for placement. I have written to CSNSW asking for right of return to the complex if anyone does not get their first preference. CSNSW has not been adverse to this option however we are hoping that this will not have to happen.

There will be another meeting this Tuesday, which Jason will be attending, and we will know more from that meeting.

### Consultative meeting

We met with CSNSW on Wednesday and many issues were raised.



21 August 2017

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When minutes are completed I will disseminate them. The main issues that were raised were:

**Assault committees:** This has been an ongoing issue. Many of you may remember when there was an assault committee held every two months and looked at assaults on staff. We are not looking at that but each centre hold a committee after a staff member is assaulted. This is to look at correct paperwork, alerts, management of the inmate, welfare of staff member and if police were called if required etc.

**Debriefing after use of force:** It was raised that most centres are not having debriefs after use of force. Staff are being asked about EAPS and the process is to generalised. Debriefs should be happening to discuss how things could be done differently, such as the right equipment, correct response and improvements.

**RIT policy:** It was noted the PSA has written to CSNSW about the RIT policy and to date we have had no response from the Department. CSNSW has stated it is coming. If the response is not acceptable, we will be looking at putting the issue before the IRC.

**Back pay – casuals H/E:** CSNSW have completed an analysis and payment should be getting completed in the near future. We will continue to chase this issue up.

### Individual issues

PSA/POVB have been successful in getting an officer from South Coast reinstated.

There has been a permanent demotion lowered to only two years.

If you are not in the legal fund, two dollars a week is sound security for you if or when it is needed. If you know of anyone, who is not a union member I encourage you to push the reasons why staff should be a member. Disciplinary are on the increase and if someone is not a member, it can be a very lonely fight.

Also, everyone needs to know that if you were not a member at the time of the incident, PSA/POVB cannot assist. You cannot join the union after an incident or when you get a show cause letter and think that you are entitled to representation.

### Contact details

If anyone has any questions please contact one of the executive:

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