

POVB member bulletin

Benchmarking

Last week Natalie and Darren went to Glen Innes and Grafton for their initial benchmarking meetings.

The following was the proposal for the centres:

Glen Innes

Loss – 1 Governor

Loss – 2 Assistant Superintendents

Gain – 6 SCOs

Loss – 1 CO

No change to Overseer positions

Grafton

Gain – 1 Governor

Loss – 1 MOS

Gain – 3 SAS

Loss – 4 AS

Loss – 3 SCOs

Gain – 6 COs

No changes to Overseer positions

This week Darren, Jason and myself attended Long Bay MSPCs 1 -4 first benchmarking meeting. To say that it has a dramatic effect on the staffing of these locations is an understatement. The staffing changes are as follows:

MSPC 1-4

Loss – 2 MOS

Loss - 2 SAS

Loss – 11 AS

Loss – 36 SCOs

Gain -14 COs

Loss – 2 OS

CSNSW stated in the presentation that due to the fact that vacancies have not been filled over time then for the SCOs it will affect 13 SCOs. We will work with the SCOs of this location to get the best possible outcomes for them and we will work closely to look at all posts being deleted to assess through risk assessment if they should remain.

Future dates for benchmarking centres are as follows:

SPC – 25.10.17

Long Bay Hospital – 26.10.17

Dawn De Loas – 31.10.17

OMMPC – 01.11.17

Issues discussed at CSNSW benchmarking meeting (Monday 16.10.17):

- » Lack of Post Duties for Principals at MNC
- » Staffing MNC
- » Acting Up MNC and around the state
- » Roles and Responsibilities
- » Nepotism
- » Lack of jobs for SCOs effected by benchmarking in the metropolitan region
- » Vacancies around the state – CSNSW is yet to supply POVB with accurate figures



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- » SWWCC not being signed off 4 months after the completion of phase 1, causing confusion and anxiety to staff individually and as a whole
- » Extension COPPS review – One week for POVB to review CSNSW policy is unreasonable.

Cyclic rostering

Darren and Andrew Brown attended a meeting with CSNSW on Wednesday to discuss the business rules of cyclic rostering. They raised changes to the rules and they should be hopefully completed within a week. Once that has happened, POVB have stated that we want to put it out to the membership and each centre discuss the rules and bring back any issues to the Chairperson of the centre for the Delegates to Management meeting.

Conversion Overseers to Custodial

In the bulletin specifically for Overseers, I informed everyone that CSNSW have pulled the old policy and that there was no information put out to staff with the current changes.

CSNSW wrote back to PSA/POVB however and they did not put in sufficient information and we have requested that it be amended. Once that happens I will put out the communication.

John Morony

There is another meeting Tuesday 24.10.17 to discuss the roster for this centre and I am hoping to have a POVB union meeting to organise the sub branch out there on the same day.

It is getting closer to the opening of the centre under the new KDWJ award. PSA/POVB will work closely with the membership of this centre and the delegates through the transitional period.

Custodial Operations Policy and Procedures – Operational Procedures Manual

As many of you would be aware CSNSW is changing the OPM, stating they are simplifying it and making it user friendly. I am currently going through the new manual and comparing it to the old manual. I am looking at the delegation of roles and responsibilities and will list the issues and put them back to CSNSW. PSA asked for an extension as stated above and we now have until 10.11.17. Any issues found I will forward to the delegates present at the Delegates to Management Meeting on 14 and 15 November, 2017.

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