

POVB member update

Benchmarking

Last week Darren and I attended the initial meeting under benchmarking for Emu Plains and Dillwynia. The following are the outcomes from that meeting:

Dillwynia:

- » Deletion of MOS
- » Increase in Principals x 4
- » Deletion of Chiefs x 6
- » Deletion of SCO's x 6
- » No change to CO
- » Deletion of OS x 1

Emu Plains:

- » Deletion of SAS x 1
- » Deletion of AS x 5
- » Increase in SCO x 2
- » Increase in CO x 4
- » Deletion of SOS x 1
- » Deletion of OS x 1

The POVb Executive will liaise with both centres as they proceed through the three-month phase of the consultation process. I want to add that the increase in SCOs and COs do not necessarily mean the centre will get extra posts; it may mean they are for the acting-up component.

The following centres will have their initial meetings this month:

Grafton CC:	10 October 2017
Glen Innes CC:	11 October 2017
MSPC Centres:	19 October 2017
Long Bay Hospital 1 and 2:	25 October 2017
SPC:	26 October 2017
Dawn De Loas CC:	31 October 2017

Outer Metro

Multipurpose Centre: 1 November 2017

The POVb Executive has raised concerns with CSNSW over the deletion of SCO positions in the future, as we feel there are not enough positions for SCOs to go to in the metropolitan area. We will be seeking redundancies for staff. We have also asked for a meeting as we will have new builds completed in 2020 – MRRC and Dillwynia and to get rid of experience and expertise now is a flawed process when we will need that experience in 2020.

There has been contact with the chairperson Gavin Hughes of Mid North Coast CC and on the weekend they moved to the benchmarking staffing structure. This meant there was only one SAS on each day of the weekend. I am told it created many issues with only one executive due to the amount of issues they had at the centre.

Gavin will list those issues. They will be raised at the Benchmarking CSNSW reform Consultation meeting on 16 October. If there is no resolution to the issues we will place it before the IRC.



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OPM – COPPS

CSNSW has reviewed the Operations Procedures Manual which is now being called COPPS – Custodial Operations Policy and Procedures. CSNSW has forwarded part of the new manual to PSA and we are in the process of going through it. All branches of PSA Corrections will go through it and offer feedback. If there are any issues and the issues cannot be resolved between both parties we will have to go before the IRC.

Delegates-to-management meeting

The delegates-to-management meeting has been approved by CSNSW for two days – CSNSW will not be meeting with the delegates. The dates are 14 and 15 November. The request for the delegates detached duties have been submitted. If any centres have agenda items they want listed for the meeting can they send them to Secretary Natalie Howes and myself please. This includes motions.

Uniform committee meeting

Natalie attended a uniform committee meeting last week and out of that meeting is the following:

- » Natalie will be trialling a new pair of pants which will have two pockets – one on each leg and the waist will stretch to accommodate two sizes. The material is also tear resistant.
- » New shirts have been approved which have more give in them and are five centimetres longer.
- » New caps have been approved. These are meant to fade less compared to the current ones.

- » The new alpine jackets are now in stock and can be purchased. Yes, it is a little late but we will have them for next winter.
- » The current approved pants will now have a more generous fit and the waist is higher for women.

Deaths in custody

CSNSW have recently had two deaths in custody. One at Tamworth CC and one at MRRC. I have been in contact with each of the centres and the staff involved. The deaths will go before the Coronial Inquiry.

These inquiries can be very daunting. Previously CSNSW has stated to staff that they can support them up until any of their evidence could be detrimental to the Crown. Under the legal fund cost for legal representation is met. These costs can range from anywhere from \$10,000.00 to \$30,000.00 for individuals. These costs are covered under the legal fund due to the fact that police charges can be laid from Coronial Inquiries. For this reason, we encourage staff to be members of PSA/POVB and the legal fund. The POVB executive will continue to liaise with the members from each centre to support them through this process.

Vacancies

PSA/POVB has written to Mr Kevin Corcoran in regards to a meeting to address vacancies around the state. We have done this as it is getting dangerous in some centres. We have heard that sub branches are being told they cannot fill the vacancies due to the POVB executive stopping



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them. This is incorrect. What we have requested is a list of all the vacancies around the state. We want a holistic approach, not one area filling the vacancies one way and another area filling them another way.

The previous chairperson approved a policy "Assignment to ongoing Custodial Correctional Officer" which was not put out to the full executive, Dave McCauley was not aware of the policy nor was anyone in PSA. This policy states they can do recruitment one of three ways. Previously CSNSW would activate transfer lists first then casuals to permanent. Now under this policy CSNSW can do the following:

Method 1. At grade, lateral reassignment for classifications where, the generic and structured nature of the work enables lateral reassignment from the "Re-assignment List" of eligible ongoing employees who have nominated themselves for a reassignment to that location.

Method 2. Appointment of internal eligible casuals, including those engaged in temporary work from the "ready for assignment mobility pool".

Method 3. External candidates, the "ready to engage pool" of applicants who are not yet employees but have been previously assessed as suitable and are awaiting an offer of employment.

This means people that have been on a transfer list for years to a location can be overlooked. We will be seeking urgent consultation with CSNSW over this policy and the filling of vacancies around the state.

This policy is also lacking in information, what we are finding is there is no business rules to assist transparency in all processes. We are finding, and have stated to CSNSW, that casuals are getting picked by lists devised by Governors. Over the past couple of months, we have also found that casuals who have applied for permanency in locations like Macquarie, Wellington and Hunter region have applied but there has been limited communication to the outcomes of the process. What we are asking for is a fair, equal and transparent approach for all members. If you have any issue with applying for roles please contact us. We will liaise the outcomes from this issue when they evolve.

Nicole Jess
POVB Chairperson

Contact Details:

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