

27 November 2017

## CPSU update – ONRSR to link incremental progression to performance assessment process

In response to union and employee representative requests for greater clarity on incremental salary progression decisions, the Office of the National Rail Safety Regulator (ONRSR) has proposed amending the enterprise agreement to link incremental progression to the agency's performance management and development framework.

Under ONRSR's proposal, employees who "exceed expectations" will be eligible for incremental advancement within their grade. Currently, ONRSR is only required to "consider" incremental advancement and staff have complained the existing system is too opaque and fails to recognise or reward quality performance.

While the CPSU argued that the benchmark for progression should be performance "at expectation", ONRSR rejected this proposing instead the higher standard as a condition of any agreement to vary the existing arrangements.

Managers will also be required to provide written feedback to their staff at the conclusion of the performance review process.

In other developments, ONRSR has:

- » agreed to increase the Duty Officer Allowance to \$17.30 per day and too link it to annual movements in CPI in accordance with the CPSU's claim
- » proposed changes to special leave to include leave for domestic violence; cultural, religious and ceremonial events; compassionate grounds and emergency situations
- » provided financial assistance to RSOs who require prescription safety glasses for work
- » provided more flexibility under the agency's travel, expenses and reimbursement policy for expenses incurred on travel to remote locations

- » proposed a new Trainee Rail Safety Officer classification, including automatic advancement to RSO 1 on successful completion of traineeship.

### Future annual increases remain contentious

Union and employee representatives have rejected ONRSR's initial offer of annual increases of two per cent or CPI (whichever is greater).

The CPSU and employee representatives are seeking a minimum three per cent annual increase over three years, which would keep pace with national movements in public sector salaries and maintain ONRSR's competitive position in the industry's labour market.

ONRSR has undertaken to respond when the parties meet again on 27 November 2017.

For further information on bargaining, or if you'd like to arrange a meeting or teleconference, contact our Senior Industrial Officer, Thane Pearce at [tpearce@psa.asn.au](mailto:tpearce@psa.asn.au) or Senior Organiser Lisa Nelson at [lnelson@psa.asn.au](mailto:lnelson@psa.asn.au).

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