



Justice

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Mr Stewart Little
General Secretary
Public Service Association
GPO Box 3365
SYDNEY NSW 2001

Our Ref: AS/NF
Doc #: D17/125951/DJ

Attention: Ms Julie-Ann Bond

Dear Mr Little *Stewart*

WITHOUT PREJUDICE

As you are aware, the Department of Justice (Department) and the Public Service Association (PSA) have reached in-principle agreement concerning the terms of a new Flexible Working Hours Agreement (FWHA) for the whole of the Department.

The new Agreement will wholly replace the eleven (11) FWHAs which currently regulate the flexible working hours arrangements of employees within the Department.

The PSA, on behalf of employees within a number of business areas across the Department is seeking clarification on whether the affected employees' special existing arrangements will continue upon transition into the new FWHA.

The Department confirms that the following work arrangements will be preserved under the new FWHA, and at the PSA's request has provided separate letters of assurance:

- a) Community Corrections Officers within Corrective Services NSW (CSNSW) to maintain their 5-hour floating core time arrangements (separate letter referenced D17/017778/DJ).
- b) Employees in Births, Deaths and Marriages (BDM) within Justice Services who conduct ceremonies in the afternoons/evenings to maintain their existing overtime arrangements (separate letter referenced D17/017619/DJ).
- c) Employees in Offender Management and Programs (OM&P) within CSNSW to maintain their floating core time arrangements (separate letter referenced D17/026634/DJ).
- d) Sheriff's Officers within the Courts and Tribunal Services to retain their core time of 09:30am to 2:00pm (separate letter referenced D17/037795/DJ).
- e) Non-custodial shift workers in CSNSW to maintain their flexible working hours arrangements as described in Annexure "A" of the *Corrective Services Flexible Working Hours Agreement 1998* (separate letter referenced D17/017797/DJ and Local Agreement).

These work arrangements are summarised in the attached document.

The Department would only seek to alter the above preserved arrangements if it were demonstrated that they were not meeting operational needs, or other exceptional reasons allowed under the FWHA. This will be a process of advance notice, consultation and discussions separate to the FWHA negotiations.

Yours sincerely

Andrew Cappie-Wood
Secretary

12 OCT 2017