

POVB bulletin – Casual to permanent

There has been recruitment for casual-to-permanent in several locations over the past couple of months. This has been in the areas of Wellington, Macquarie, Hunter, John Morony, Mary Wade and Silverwater Women's.

POVB/PSA is aware CSNSW is looking to recruit for MRRC and Long Bay Complex. There is concern out there that, due to benchmarking not being completed, there will not be enough positions for the current permanent staff.

The above locations are either new centres or centres that have been benchmarked. For some time, there has been no recruitment at this level due to POVB/PSA requesting, at the onset of benchmarking, that recruitment is ceased as well as promotion to higher ranks. It is clear the vacancies at the CO rank is becoming unworkable and at times creating unsafe environments in some locations.

Due to this, POVB/PSA wrote to CSNSW asking for the vacancies around the state and to meet to look at the issue holistically to get the best outcomes for all. As yet this has not taken place, and if need be, if not resolved we will take this to the Industrial Relations Commission.

At the above locations that have had recruitment, some issues have occurred that we would like to clear up.

» **Members have been informed in some locations that they must stay there for two years.**

POVB has clearly articulated to CSNSW that the reassignment at grade policy clearly states that when a person transfers to another location or starts at another location the requirement to remain at that centre is one year. If any member has an issue with this please contact one of the Executive and we will sort it out immediately.

» **If you are on probation, you cannot put your name down for a transfer until after one year at a centre or until the completion of your probationary period.**

This is not correct. You can put your name down on the transfer list as soon as you are made probationary. Your name may come up prior to the one-year mark, which means you cannot accept until after that milestone at your current centre. You will remain on the list where you are until the one year is up.

» **Can you wear one stripe whilst on probationary?**

POVB raised this issue at the CSNSW Benchmarking Reform meeting on Monday, 30 October 2017. We have some members allowed to wear the rank at one centre and then not at another centre. POVB has asked for consistency in this. There are no clear Business Rules for staff to know their entitlements or giving direction to Governors and MOSs in this issue. We have requested Business Rules and will update members when information becomes available.

We are hoping that there will be clear direction in the future to alleviate the above concerns.

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