



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

General Secretary Stewart Little
President Kylie McKelvie
ABN 83 717 214 309

In reply please quote: AW:mb

14 December 2017

Ms Nadia Napoletano
Acting Manager Employee Relations
NSW Police Force
1 Charles Street
PARRAMATTA NSW 2135

Email: napo1nad@police.nsw.gov.au
cc. Supt Martin Hayston: hays2mar@police.nsw.gov.au

Dear Nadia,

Re: Staffing and breaks for Special Constables (Security)

I refer to my letter of 28 September 2017, in which I raised the fact Special Constables (Security) do not receive a paid 20 minute crib break as required in the Parameters for Flexible Rostering Guidelines, which are stated to apply to both Administrative and Ministerial employees. The matter was discussed at a meeting held with your office on 27 October 2017. At the time I advised that the PSA was still determining which way to proceed with the issue.

We have now had the opportunity to consider the matter and our position is as follows:

- Special Constables (Security) do not have the right to a meal break free of duty. They eat their meals at post. However, they are entitled at least not to be engaged in customer service during their meal.
- They do have a right to a 20 minute crib break which entitles them to leave their post.
- They also have a right to be relieved in order to visit the lavatory.
- The combination of these three issues results in a need for staff to be available to relieve colleagues for meals, crib breaks and visits to the lavatory.

- Since the introduction of Overwatch, there have not been sufficient staff to provide such relief.
- The PSA supports Overwatch, while strongly insisting that Overwatch duties be worked two out. This issue is subject to separate discussions.
- While Seniors and Field Supervisors have been used to plug the gaps, this is not acceptable as a long term solution.
- Accordingly, we are of the view that an additional Special Constable should be rostered at the two sites currently performing Overwatch, in order to provide relief for meals, crib breaks and lavatory breaks.

I advised Superintendent Hayston of our position at the JCC yesterday and indicated that our strong preference was to deal with the staffing, breaks and relief issues by negotiation. Nevertheless, should our members continue to be denied their breaks, with no sign of a resolution, we will have to consider notifying an industrial dispute.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'A Wright', written in a cursive style.

Andrew Wright
for **STEWART LITTLE**
GENERAL SECRETARY