

8 June 2018

## PSA Directs Work Bans in Security Management Unit in Response to Insulting Role Descriptions

NSW Police recently released a completely inadequate set of Role Descriptions for NSW Police Special Constables. The process required the production of new Role Descriptions to be followed by a formal evaluation of the pay scales relating to the positions. If the new Role Descriptions had correctly reflected the role of Special Constable, the PSA is in no doubt that a significant pay increase would have been the result of the evaluation. Instead the evaluation, based on “doctored” Role Descriptions, confirmed the current inadequate remuneration.

The Role Descriptions deliberately omit and undervalue key areas of the work of Special Constables. No mention at all is made of their police powers, LEPR compliance and duty to preserve the peace. Their requirement to make autonomous, split-second decisions regarding matters of life and death is reduced to “making decisions as to use of appointments with a minimum of supervision”.

The Role Descriptions are not only inadequate, they are insulting and potentially place Special Constables at risk of legal liability.

Over the past few months, delegates have been talking to members at all sites. Members want proper financial recognition of the vital role played by Special Constables. The time for talking is over – now it is time for action!

### PSA endorses Work Bans

The PSA endorses the following bans to be observed by all PSA members in NSW Police Security Management Unit. The bans are to

commence at all sites immediately and stay in place until directives otherwise are issued by the PSA.

1. No rotations between worksites
2. No concierge duties (visitors are still to be processed, issued passes, and searched where appropriate; however contacts within the building are responsible for meeting their visitors)
3. No daily CMF (for Field Supervisors, Senior Special Constables, or one-person posts)
4. No management functions for Field Supervisors or Senior Special Constables (such as Covering Overtime, Counselling Staff, Performance Management, Portfolios excluding WHS and related functions)
5. No P359 inspections
6. No AKRs

### You are protected when following bans

Members are advised that:

- » This industrial action has been approved by the General Secretary of the Public Service Association.
- » Any direction to perform work covered by these bans can and should be refused.
- » If members are approached to complete work covered by the PSA industrial bans, they should decline and refer their manager to this document.



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Make sure your colleagues are protected, too

Only union members are protected when taking industrial action or following work bans. Speak to your colleagues about joining the union today to make sure they are protected. New members can participate once they have joined online [HERE](#) or printed off and returned a membership form available [HERE](#).

The PSA will have no hesitation enforcing your collective rights in the Industrial Relations Commission.

Your Special Constables Advisory Group delegates are:

- » Dannie Abel
- » Tony Saraceno
- » Alex Muirhead
- » Glenn Smith

**If you are being harassed or pressured because of the bans, please immediately contact:**

**PSA Industrial Officer Andrew Wright on 0408 400 146 or [andrew.wright@psa.asn.au](mailto:andrew.wright@psa.asn.au)**

**The PSA is your voice in the workplace. Not a member? Sign up today!**

