



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

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

In reply, please quote:

8 October 2018

Deputy Commissioner Jeff Loy
Deputy Commissioner – Metropolitan Field Operations
Level 14, 201 Elizabeth Street
Sydney NSW 2000

e: loy1jef@police.nsw.gov.au

Dear Deputy Commissioner,

Re: Rostering Dispute for GASOs at Nepean PAC

I refer to my previous letter on 26 February 2018 regarding “consultation on rostering changes for unsworn staff in amalgamated LACs”.

Since that time, the PSA has been participating in negotiations regarding GASO rosters at North Shore and Nepean PACs. In both cases, the GASOs at one of the former amalgamating LACs worked a flexible roster in the form of a 9-day fortnight and the GASOs at the other LAC worked an 8-day fortnight. The North Shore negotiations reached a successful resolution, following the trialling of both a 9-day fortnight and a modified 8-day fortnight.

A similar process has been attempted at Nepean, with less success. Following trialling of both 8-day and 9-day rosters, management declined to negotiate further and sought to impose a further 9-day trial. The PSA only agreed to this further trial on the basis that a further trial of a roster based on an 8-day cycle would also take place at the conclusion of that trial.

At the end of the 9-day trial, the Commander at Nepean indicated that he was not prepared to proceed with a further trial of an 8-day roster. Staff had put forward a roster which met the Command’s stated objectives. However, the Command changed some of the requirements and indicated that they did not believe that an 8-day roster could meet the revised requirements.

We feel that the Command has shown little interest in negotiating a roster with its staff and instead is intent on imposing its preferred model. However, the Flexible Rostering Guidelines require that any proposed new flexible roster be approved by an Implementation Committee consisting of representatives of the employer and the PSA. The PSA is unwilling to allow a roster to be imposed on our members at Nepean without meaningful negotiations, which in our view would entail trialling all possible rosters against objective benchmarks and then negotiating an outcome. Failing agreement, the Command will be working an unapproved roster.

We have discussed the matter with Ms David of Employee Relations, who has agreed to convene a meeting of the Implementation Committee as soon as possible. In the light of this, the PSA has agreed not to treat the rostering situation at Nepean as a breach of industrial obligations. However, we expressly reserve the right to take action in protest against management's high-handed approach.

This situation is quite unfortunate and has the potential to cause significant damage to the relationship between the PSA, its members and the Police Force. I would request that you intervene to allow the process of negotiating an ongoing roster at Nepean to resume.

I thank you for your attention and look forward to hearing from you at your earliest convenience.

Yours faithfully

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

Andrew Wright
for **STEWART LITTLE**
GENERAL SECRETARY