



In reply please quote: TP:mb

PUBLIC SERVICE ASSOCIATION  
OF NEW SOUTH WALES

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

27 February 2019

Ms Rosemary Caruana  
Assistant Commissioner  
Community Corrections  
Corrective Services NSW  
GPO Box 31  
SYDNEY NSW 2001

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cc: [cathryn.hellams@justice.nsw.gov.au](mailto:cathryn.hellams@justice.nsw.gov.au)

Dear Ms Caruana,

**Re: Trainee Community Corrections Officer (TCCO)**

I write to you on behalf of the Public Service Association of NSW (the Association) and refer to the proposed introduction of a Trainee Community Corrections Officer role.

I note we have previously written to you in relation to this matter and have discussed the proposal during meetings of the Community Corrections Joint Consultative Committee. We would ask that you consider these submissions alongside the additional comments outlined below.

As we have previously indicated, we are not opposed to the establishment of a distinct Trainee Community Corrections Officer classification as a method of preparing new and inexperienced staff for the rigors of the role.

We do however object to combining a proposed lower graded trainee role with the existing CCO classification without a clearly defined understanding of the distinction between a trainee and a fully qualified officer.

As we have previously noted, all CCO recruits are already required to undertake substantial training during their first year of employment and are remunerated at Clerk Grade 5 rate on commencement.

Your proposal appears, as we have said, to place essentially (if not entirely) the same expectations on newly engaged "trainees" but pay them at a lower Clerk Grade 4 rate.

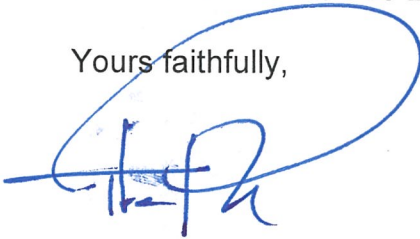
We suggest that either:

- The Trainee Correctional Officer (Clerk Grade 4) is established as a distinct classification; or
- Further consideration is given to distinguishing the difference in role responsibilities between a trainee and a fully qualified CCO.

We would be happy to discuss either option with your agency in greater detail. However, should your agency proceed, as flagged, with the establishment of the Trainee Community Corrections Officer role as is currently proposed, the Association will notify an industrial dispute with the NSW Industrial Relations Commission.

I thank you for your attention to this matter and look forward to your reply. I can be contacted on 0408 223 276.

Yours faithfully,



Thane Pearce  
for **STEWART LITTLE**  
**GENERAL SECRETARY**