



COMMUNITY AND PUBLIC  
SECTOR UNION

SPSF GROUP NSW BRANCH  
ABN 11 681 811 732

In Reply Please Quote AK:ndef CN 148738

15 July 2021

Mr Rod Smith  
Manager Industrial Relations Strategy  
People Capability and Transformation  
Water NSW  
7 Commercial Avenue  
Dubbo NSW 2830

By email: [rod.smith@waternsw.com.au](mailto:rod.smith@waternsw.com.au)

Dear Mr Smith,

The *Community and Public Sector Union* (CPSU NSW) writes in regards to the commencement date of the 2.5% wage increase of the *NSW Public Sector Wages Policy 2021* (Wages Policy).

The CPSU NSW, along with the other unions, are participating in the interest-based approach to bargaining so as to better identify and align the interests of all parties to achieve a fair and just Enterprise Agreement for WaterNSW and its staff.

The Wages Policy was amended in late June 2021, increasing the pay quantum from 1.5% to 2.5% (including superannuation) to be paid from the first full pay period on or after 1 July 2021. Over three hundred and fifty thousand NSW public sector employees will be receiving this pay increase from that date. Therefore, it is disappointing to learn that WaterNSW has been advised from NSWIR that the 2.5% should not be paid until bargaining has concluded or when a request to pay by way of administration has been approved.

If this were to occur, WaterNSW employees would be treated less favourably than their public sector colleagues. Delaying the start date of the 2.5% also puts at risk the interest based approach to bargaining (that all parties agree has to date been a very beneficial process) by limiting the parties the freedom to express interests and to explore options.

Accordingly, the CPSU NSW seeks that WaterNSW employees be treated equitably with all the NSW public sector (including State Owned Corporations), by being paid 2.5% (including superannuation) wage increase from the first full pay period on or after 1 July 2021. Please contact CPSU NSW Senior Organiser Anne Kennelly in relation to this matter at your earliest convenience at [akennelly@psa.asn.au](mailto:akennelly@psa.asn.au) or 0499 499504.

Yours sincerely,



Anne Kennelly  
**For Stewart Little**  
**State Branch Secretary**

cc: Monica Dos Santos, Australian Services Union  
Natalie Falvey, Professionals Australia  
Steve Banks, CEPU  
Brock Shelton, AWU

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