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School Crossing Supervisors Award Negotiations

27 June 2022

I refer to the PSA log of claims and recent discussions between Transport for NSW (**Transport**) and the PSA and AWU (**the Unions**) regarding the renewal of the Roads and Maritime Services School Crossing Supervisors Award 2019 (**SCS Award**).

I would like to thank the Unions and employee representatives for the professional engagement and contributions to the SCS Award negotiations. This letter sets out the offer of Transport for New South Wales (Transport) for a varied Road and Maritimes School Crossing Supervisors Award 2019. The following variations, amendments and inclusions arranged by category constitute the offer.

Transport's Proposal

1. Duration

A variation of the SCS Award extending the nominal expiry date to 30 June 2024

2. Wages and allowances

In accordance with approved sector bargaining parameters Transport offers the following increases to remuneration for employees covered by the Awards:

- a 3.0 per cent increase to remuneration (being a 2.53 per cent increase to salaries and salary related allowances and a 0.5 per cent increase for superannuation purposes) from the first full pay period on or after 1 July 2022, and

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- a 3.0 per cent increase to remuneration (being a 2.53 per cent increase to salaries and salary related allowances and a 0.5 per cent increase for superannuation purposes) from the first full pay period on or after 1 July 2023; and
- an additional 0.5 per cent for FY2023-24 where a substantial employee contribution has been made to productivity enhancing reforms and the parties reach agreement on these reforms.

3. Enhancements to Inclusion and Diversity and Employee Support

Transport recognises that inclusion and diversity is critical to attracting and retaining a high performing and diverse workforce and will continue to promote this as part of the 2022 SCS renewal. Transport is proposing enhancements to parental leave, support for people experiencing domestic and family violence and modernisation of language in the Awards to support inclusiveness. The proposed Award, which is enclosed with this letter, includes new or amended draft clauses to provide for these enhancements.

3.1 Parental support

Transport proposes to vary the current Award provisions to include the entitlements set out in *M2021-12 Paid Parental Leave* and *M2021-11 Paid Leave in the Event of a Miscarriage or Pre-Term Birth*. The enhanced entitlements reflect Transport's commitments to helping families to better balance work and family life, and enabling both parents to be involved in raising children by enshrining these arrangements in the Award.

3.2 Domestic and Family Violence Support

Transport proposes to vary the SCS Award to include provisions on Domestic Violence Leave to ensure the provisions reflect the *M2018-03-Support for Employees Experiencing Domestic and Family Violence* and aligning to leading practice as much as possible including a new definition and principles for prevention and response.

3.3 Administrative amendments to modernise language and promote inclusion and diversity

The Transport Discrimination and Sexual Harassment Prevent Unit has proposed a small number of amendments to modernise the language in the Award and promote a more inclusive workplace. The proposed variations are administrative in nature and will not change the substance of the provisions.

4. Remaining claims outlined in Unions' log

As discussed in our negotiation meetings, as a Government Sector agency, Transport is bound by the NSW Government Public Sector Wages Policy. Under this policy, items which involves additional employee related cost cannot be accommodated without financial offset. Accordingly, Transport is unable to progress claims involving additional cost.

With respect to items discussed at our negotiation meetings, please see responses as follows:

Safety Clothing and Equipment

We understand that the main items the Unions were seeking to be added to clause 17 (Safety Clothing and Equipment) were sunglasses and long trousers. As discussed during the negotiations, the parties agree that clause 17 is not intended to provide an exhaustive list of safety clothing and equipment provided to employees. Accordingly Transport proposes to make an amendment to sub-clause 17.1 to reflect that intention. That is 17.1 will read "*SCSs will be provided with safety clothing equipment as required, including: etc.*"

Union Leave

We understand that the Unions have requested the inclusion of a clause on Union Leave for their members. While we are happy to explore this during future negotiations, we are unable to accommodate this claim before 30 June 2022. We note that Union Leave is currently provided in Transport Procedures and is available to staff covered under the SCS Award.

Relocation of work location

We understand that the Unions are seeking to engage with Transport regarding reasonable distance for relocation of school supervisors. We confirm the commitment made at our meetings that Transport is amenable to have discussions with Union and employee representatives on this matter during the life of the Award.

Next steps

Thank you for the time you have invested in negotiations on renewal of the SCS Award.

A draft SCS Award which incorporates the amendments as outlined in 1, 2 and 3 above will be provided to the Unions, with changes shown in mark-up. The proposed Award also contains minor revision, corrections and updates which do not alter the substance of the clauses. We are happy to dedicate time to review and finalise the drafting. It is



noted that any drafting to include the components of this offer in the new Award will require review and approval by Public Sector Employee Relations.

The proposed salary increases and changes to Award provisions set out in this letter are offered on the basis that the Unions consent to a variation to the SCS Award extending the nominal expiry date to 30 June 2024.

Please provide your response to this offer to Alison Phan, Senior Manager Employee Relations by close of business on 30 June 2022.

Yours sincerely

A handwritten signature in black ink, appearing to be "MD", written over a faint circular stamp.

Marg Dornan
Executive Director, Business Partnering