16 August 2018

Update on Benchmarking and Higher Duties

Senior Correctional Officer ROCI

As members should be aware the Executive put out a direction to all members that due the changes with Benchmarking, and the deletion of the Assistant Superintendent rank, Senior Correctional Officers will not perform duties that were performed by management positions. This direction was broadcast in April.

On Friday, 10 August 2018 a situation occurred at Shortland Correctional Centre with a Functional Manager attempting to push down responsibilities to Senior Correctional Officer. Members from Shortland rang the Executive and were instructed not to do the duties as it clearly shows on the SAS ROCI that the duties are for a Functional Manager – segregation revocations.

On Monday, 13 August 2018 the PSA were before the Industrial Relation Commission and Commissioner Murphy for a report back on Benchmarking. The PSA was represented by Nicole Jess, Chairperson POVB; David McCauley, Industrial Officer POVB; Michael Jaloussis, PSA Legal representative; Julie Bond, Senior Industrial Officer – Justice; Darren Wells, Chairperson COVB; Guy Simms, Chairperson CAG; and Kylie McKelvie, President PSA and representative Non-Custodial.

Prior to meeting, CSNSW approached David and Nicole in regards to the direction and the incident on 10 August 2018. It was pointed out by CSNSW that any ban on duties meant the consultation on all matters could not take place until a resolution to the ban has taken place. It was pointed out that the ban had been in place since April of this year and had not stopped any consultation process thus far.

The following was discussed with all parties:

- If COVB Functional Managers wish to push down their responsibilities to SCOs, then POVB will have no other option than to put in a submission saying, “If SCOs are being made to do the role and function of a Functional Manager then we can do them permanently with a salary increase.” This was not a welcome option for COVB.
- On the ROCI it clearly states the following:

  O/A – Overall accountable – this means overall accountability to ensure compliance and outcomes

  R – Responsible – this means owns the task and outcomes. Accountable for the task being completed to identified standards.

  C – Consulted – this means not directly responsible or accountable for task, however consulted with opportunity for input

  I – Informed – this means the person should be informed of task being completed.
- An allowance for Functional Managers who are on call on weekends.
- SCOs in small centres doing the role and functions of a Functional Manager due to their only being one Functional Manager and not compensated appropriately.
- SCOs doing greater responsibilities and roles and not being compensated appropriately.

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- The agreement that was reached at South Coast Correctional Centre that moving forward with all centres going into the final phase of benchmarking will meet with FMs and SCOs to discuss roles and responsibilities to nut out all issues prior to going live.
- Lack of communication in centres regarding Changes to issues such as Local Operating Procedures and Post Duties. There seems to be a push to go live in centres prior to all process being completed and staff knowing their requirements to the changes.
- Governor and Manager of Security award conditions – working two weekends. CSNSW not complying with this. Some Governors and Managers will continue to work two weekends as per the award.
- Concern for the Mental Health of all staff in CSNSW who have had to go through the multiple changes that CSNSW has implemented.
- A separate report back with Commissioner Murphy for Non-Custodial as it is difficult to address their issues with Benchmarking at the same time as custodial.

The outcomes that came out of the IRC meeting:

- PSA/POVB to lift the ban as per request by Commissioner Murphy.
- Meetings to be had in all centres, with Functional Managers and Senior Correctional Officer's, to discuss roles and functions for all ranks. CSNSW to get back to PSA on a timetable of these meetings.
- Commissioner Murphy advised POVB that to do a value added pay claim means that you have to do the tasks to prove the value. PSA to look at this and with the assistance of legal representatives work on a case.
- CSNSW to discuss further an allowance for Functional Managers who are on call.
- CSNSW to have further assistance in centres to address HR concerns and mental health of staff.
- CSNSW to encourage greater communication in centres prior to going live for all staff to be aware of requirements and changes due to benchmarking. Centres should not be going live until Local Operating Procedures and post duties are completed and communicated to staff. Communicated not just through a M drive but changes run through to look at all aspects and to try to alleviate problems that can be foreseen prior to going to live.
- Non-Custodial to have their own report back on the morning of 23 October 2018 and Custodial have theirs in the PM.

On Tuesday, 14 August 2018 the POVB Chairperson attended Shortland union meeting and addressed the concerns about roles and functions. The delegates and the Chairperson then met with COVB Executive Secretary Emma Barkley, the Acting MOS and Acting GM.

A meeting will be carried out in Shortland with FMs and SCOs to address roles and responsibilities. At the meeting yesterday several roles were discussed. It was stated again if SCOs

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are going to do all role that a Functional Manger does we can do a submission. It was encouraging to hear that FMs will not be pushing their duties onto SCOs at Shortland CC.

As of today, Wednesday, 15 August 2018, the PSA Executive will lift the ban that was published in April in regards to SAS and SOC ROCIs. All centres who have not had the meeting with FMs and SCOs, who have gone live and having issues, contact a member of the Executive and we will ask for a meeting at your centre. A representative from the POVB Executive will be present for these meetings.

Centres that are due to go live will have a meeting organised for FMs and SCOs to discuss roles for their centre. There will be a representative from the Executive present for these meetings. We encourage you to start to collate any roles or responsibilities that you think may be raised at the meeting for discussion and forward them to the POVB Executive. We also encourage members to look at the Custodial Operating Policies and Procedures as that is the governing document in regards to responsibilities.

Contact details

If anyone has any questions please contact one of the Executive:

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