



## Prisons' Division Meeting Thursday the 12<sup>th</sup> of February 2009

### Present;

Mark Nestor	P.D. President	Ararat
Christine Kells	I.O.	CPSU
Jayne Poulton		D.P.F.C.
Rosemaree van Dorssen		Barwon
Charlie Allen		SESG
ED hocking		Loddon
Chris Coutts		Loddon
John Milne		M.R.C.
Steve Ryan		M.A.P.
Gary Greaves	P.D. Secretary	Barwon

### Apologies;

Colin Rosewarne	P.D. Vice Pres	P.P.P.
Rob Taylor		P.P.P.

Mark Nestor opened the meeting.

#### 1. EBA Negotiations;

Negotiations are continuing with the main claim.

The Prisons Division has also had a number of meetings with DOJ to discuss the C.V appendices. DOJ have noted the claim and whilst they are considering all items put forward from corrections, a final response will not be given until all DOJ agencies have submitted and discussed their claims.

A brief outline of claims discussed for the appendices with the department to date are as follows.

- Dog handlers allowance (due to the additional time required to care for a dog outside of working hours and the removal of the previously allocated time during working hours).
- SESG allowance (similar lines to the ERG allowance for the duties undertaken). **DOJ requested a list of additional duties that are required of this group since last agreement.**
- SESG standby allowance (as a number of members are required to be on standby 24/7 as per job description). CPSU are also looking into what maybe considered as a breach of the EB.
- ERG increase in allowance and a change of allowance to a % rate (to cover additional duties that have evolved since allowance was implemented, training) **DOJ questioned the rationale to pay a % rate from a fixed rate and if there were any other additional duties. Commissioner Smith's ruling states that the fixed allowance would properly compensate at any level for the skill held and used. DOJ requested information on how the skill base of these employees has increased.**
- Fire arms allowance (due to additional responsibilities and risks identified when required to carry such as part of their duties).
- B.A. allowance (due to skills required). **DOJ were concerned that this amounted to an overall wage increase.**
- Over muster allowance (if muster exceeds the agreed capacities an allowance has been sought for all employees at location). **DOJ have requested that we supply a sliding scale for the allowance.**

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- Change to shift allowance ( due to the inequity of some 12 hour shifts not receiving a shift allowance we have sought this to be rectified by: if the majority of hours fall within the shift work description of the EB the appropriate penalty will be paid)
- Training allowance (for officers who are required to facilitate training and classified as cog2a. The payment sought in line with the descriptors would be that of cog2b for the entire shift)
- Continuous night shift allowance (due to the personal impact on an employee that is required to work consecutive night shifts).
- A cap on the number of caseloads (IMP files) that are allocated to any employee at one time. CPSU are seeking a maximum number of 10 with a penalty payment on the employer / compensation for employees if this number is exceeded.

It would be appreciated if members could assist with any information to substantiate the claim. Information should be forwarded to Mark Nestor, Gary Greaves and Christine Kells.

2. MRC; Inquiry was made as to the VPS structure in EB negotiations. CPSU are arguing for structural adjustment.

3. Loddon; Roster negotiations do not appear to be progressing, CPSU IO will attend meeting with Loddon Management.

4. Assessments; it is understood that Loddon Management have said assessment must be above average to progress, PD said this has already been settled with DoJ HR and that you are required to meet criteria only as per Commissioners ruling to progress. It was also reported that management have said they intend to look at refusing to accept legally valid Doctors certificates if the Doctor has back dated such, PD to follow up.

#### 5. Ongoing Items from 2008

Loddon Roster	
Courts Roster	
Operations Manager Classification	
Red / Blue book – Prior Learning	PD has a meeting on recognised prior learning on the 17 <sup>th</sup> February.
SESG Tactical Firearm Review	
SESG Permanent Escort Group	
Relocation SESG Intel Industries	
Cell Extraction Data – Protocols	
ESOTAC	
Additional Beds OHS	
Prisoner Medication Interim Guide Lines	
Disbanding of ERG in Northern Region with out clause 9	
Use of Casuals in Higher Duties ie; (1 day)	

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Higher Duty acting up with no clear time line & no advertisement
Industry Safety Induction
OH&S Steering Committee
Master Plan
TASERS

6. SESG; have asked PD to follow up the decision on the dedicated escort group management have as yet not responded to SESG and the number of staff used on high security escorts, matrix to be reviewed. Also SESG uniform, SESG would prefer to have to have to maintain one operational uniform.

7. DPFC; Report management intention of removing local staff in contravention of local staff agreement. After further discussion the DPFC Local Group President tendered her resignation. DPFC Vice President will now assume the President roll.

Meeting Closed

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