

# Points of concern

## Safety Concerns

Correctional Officers work face-to-face with prisoners and often in tense and difficult circumstances. QPSU members want better systems in place to protect them from aggressive or violent behaviour.

Possible claims around safety include:

- ensuring adequate staffing levels to cover shift operations particularly at low security facilities
- ensuring staff performing external escorts have access to transport vehicles
- eliminating single officer escorts from low security facilities
- eliminating gender balance problems, particularly on night shift
- consistent practices ensuring compliance with fatigue breaks and sleeping facilities for night shifts

## Roster practices

Staff working under a roster system need ways to ensure an adequate work/life balance, and to prevent health and safety problems arising.

Possible claims around rostering include:

- ensuring adequate staffing levels to reduce reliance on roster variations
- greater clarity around terms such as 'rostered post', 'roster variation', 'major or substantial change to working arrangements' for the purpose of introducing new/flexible shift arrangements
- limiting the use of roster variations for operational reasons so not to effect duty days
- creating an expression of interest process for roster rotations

## Workplace consultation

Groups of workers as a union should have a say about what happens at work. This is why we campaign to make sure workers are consulted about changes in their area. Workers are often in the best position to provide ideas and suggestions about how the delivery of services in their area can be improved and union delegates should be consulted about any change process to facilitate this feedback.

Possible claims around workplace consultation are:

- Requirement that affected workers be consulted before a restructure
- No changes to be made to existing conditions without agreement of staff
- agreed terms and guidelines around capacity utilization

## Recruitment and selection, and career progression

Members often report problems with feeling that they were not fairly considered for promotional opportunities, and that managers have the final say. QPSU members want fair and simple ways to access higher duties and promotions. They also believe in maximising the employment of permanent staff.

Possible claims around recruitment and selection, and career progression are:

- Expedite conversion of temporary or casual staff to permanent vacancies
- Correctional supervisor position to have a mandatory Cert IV in Correctional Practices
- Acting Correctional Supervisors positions to be filled via a formal selection process and require the Cert IV Entry level classification to be based on skills and prior experience
- define the certificate and diploma requirements being applied to trade instructors for progression
- higher duties to be paid per shift worked at a higher level
- allow court staff to progress to secure facility work if desired

### **Sick leave**

QPSU members have identified ways to improve the overall health and well-being of correctional officers by improving entitlements around sick leave.

Possible claims around sick leave are:

- establish a sick leave bank
- Abolish loss of shift allowance during sick leave
- Health subsidy or support program for continuous shift workers

### **Allowances and penalties**

Allowances and penalties paid to correctional workers are a significant part of our overall salary.

Possible claims around allowances and penalties include:

- Allowances for special skills duties or 'value-add' roles such as WH & S Reps, Workplace Assessor & Trainer, Workplace Mediation, Radiations Safety Officer, Court Duties.
- Transport & Escort Staff: allowance for driving peak traffic conditions and allowance for daily use of firearms
- Dog Handlers Allowance for maintaining personal fitness levels
- Increase in meal, shift and locality allowances
- Roster Variations to attract additional penalty for Weekend, Night or Public Holiday worked
- Courts staff able to work shift similar to staff in Escort Division
- Courts staff paid partial shift allowance

### **Professional Development and Training**

QPSU members are committed to the ongoing development of skills and believe the department should share this desire for the ongoing training and development of staff.

Possible claims around training and development are:

- Improve delivery of training to support Correctional practice Competency Assessment removing "Challenge Tests"
- Training to provide Certificate IV and Diploma for Trade Instructors