



**Liquor, Hospitality & Miscellaneous  
Union**  
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## FACSIMILE TRANSMISSION

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**Date:** 27 May 2005

**To:** Mr Matt Brown MLA  
Chairman, Public Accounts Committee  
Parliament of New South Wales

**Fax No:** 02 9230 2831

**From:** Michael Vance

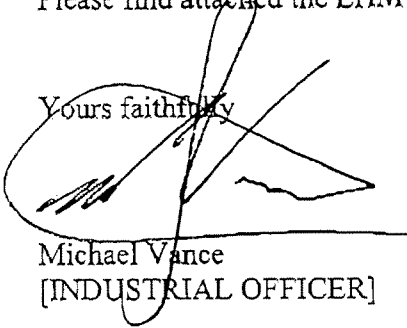
**Message**

Dear Mr Brown,

**Re: Inquiry into Value for Money – NSW Correctional Centres**

Please find attached the LHMU's submission regarding the above mentioned enquiry.

Yours faithfully

  
Michael Vance  
[INDUSTRIAL OFFICER]

DOCUMENTS:m

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27 May 2005

Mr Matt Brown MLA  
Member for Kiama  
Chairman, Public Accounts Committee  
Parliament of New South Wales  
Macquarie Street  
SYDNEY NSW 2000

Dear Mr Brown,

**re: Public Accounts Committee , Inquiry into Value for Money – NSW Correctional Centres**

The LHMU has industrial coverage of both custodial and the majority of non-custodial employees engaged at Junee Correctional Centre, the only privately operated Correctional Centre currently operating within New South Wales. The great majority of employees at Junee Correctional Centre are LHMU members.

On behalf of members, the LHMU makes the following submissions to the enquiry:

- During the period since 1996 and in particular since mid 2001, there have been important changes in the way work is performed at Junee Correctional Centre. Members have been required to work harder and smarter. A significant number of those changes arose from the July 2001 introduction of 12 hour shifts for custodial staff, who previously almost exclusively worked shifts of 8 hours duration. This change means a full complement of custodial staff is now on site at Junee for only twelve hours of each day, rather than the 16 hours (made up of two 8 hour shifts) which previously applied, and allowed a considerable reduction in total labour costs.

However, the introduction of those shifts and the concurrent reduction in out of cells times for inmates from 13 or 14 hours per day to 11 hours, have caused considerable difficulty for custodial staff in terms of effective Case Management. Adequate time for the proper exercise of Case Management was available up until mid 2001, but in our members' view has not been available since that time.

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As a consequence of the failure of the operators of Junee Correctional Centre to recognise the increases in value in the work performed by custodial staff the LHMU has sought the question of appropriate remuneration of custodial staff be determined by the NSW Industrial Relations Commission. Those proceedings are scheduled to be heard by Deputy President Sams commencing on 4 July 2005. The LHMU has sought a new award which includes wage increases of between 29% and 36% dependant on classification payable over three years; and the introduction of a 38 hour week (currently 40 hours).

The Inquiry should be cognisant of a likely increase in wages arising from these proceedings, and that no increase in wages has been granted to custodial staff at Junee since 30 June 2003.

- During the period since mid 2001, the number of inmates incarcerated at Junee Correctional Centre has risen from 600 to 750, whilst over that time there has been a reduction of over 20% in the aggregate number of hours input by custodial staff.
- The existing operators of Junee Correctional Centre have previously attempted to introduce non union agreements and individual agreements to replace the existing award of the NSW Industrial Relations Commission. It now appears likely that employees' ability to be represented by their union and to effectively bargain on a collective basis is will be undermined by proposed Commonwealth legislation. Those restrictions will not apply to publicly run NSW correctional centres.

For reasons of fairness and equity, the LHMU submits in order for effective comparisons of the costs of running privately operated v publicly operated centres into the future, it is imperative the NSW Government includes as a contractual requirement that any operator of a private correctional centre negotiate industrial instruments with employees and their union on a collective basis.

I confirm relevant LHMU officers are available for interview should the Inquiry think necessary. Please contact Industrial Officer Michael Vance 02 8204 7204 if the union can be of any assistance.

Yours faithfully



Jim Lloyd  
[BRANCH PRESIDENT]