



**INTEGRATION SUPPORT CENTRE
CAMPBELLTOWN – TRIAL ARRANGEMENTS
CORRECTIVE SERVICES NSW, DEPARTMENT OF JUSTICE
SECTION 52 (1) DETERMINATION NO 5/2015
30 NOVEMBER 2015**

1. INTRODUCTION

The Industrial Relations Secretary has determined, pursuant to section 52 (1) of the *Government Sector Employment Act 2013*, provision for staff at the Campbelltown Integration Support Centre.

Previously known as Community Offender Support Program (COSP), Integration Support Centres (ISC) are a non-custodial community based accommodation and support service primarily targeting parolees during the transition from custody to community. The ISC works closely and collaboratively with Community Corrections Officers who supervise the residents, other areas of CSNSW and other government and non-government services.

CSNSW will recommission ISC for a trial period. A new service delivery model will be trialled using new staff classifications and models of service delivery.

2. CONDITIONS FIXED BY OTHER INSTRUMENTS OF EMPLOYMENT

- 2.1 Except as expressly provided by this determination, the conditions of employment for staff employed in the classification of work in clause 4 of this Determination shall be determined by:
- a) *Government Sector Employment Act 2013*
 - b) *Government Sector Employment Regulation 2014*
 - c) *Government Sector Employment Rules 2014*
 - d) *Crown Employees (Public Service Conditions of Employment) Reviewed 2009 ("Conditions Award")*
 - e) *Crown Employees (Public Service Salaries 2015) Award*, or any replacement Award

3. ENGAGEMENT

- 3.1 Staff at the Campbelltown ISC will be employed on a temporary basis under section 43 of the *Government Sector Employment Act 2013*, while the new service delivery model is trialled.
- 3.2 CSNSW will consult with the PSA on the outcome of the trial and future decisions about the operation of the ISC.



- 3.3 Staff may also be employed on a casual basis as set out in clause 11 of this Determination.

4. CLASSIFICATIONS

- 4.1 Classifications for the Campbelltown ISC established by this Determination are:
- a) Integration Support Worker
 - b) General Assistant – Integration Support
- 4.2 A Manager, Team Leader and Administrative Support officer will also be engaged in accordance with the *Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007* with the usual conditions of employment applying.

5. SALARIES

- 5.1 The following annual salary rates shall apply effective from July 2015.

	1 st year of service	2 nd year of service	3 rd year of service	4 th year of service
Integration Support Worker	\$65,608	\$67,586	\$69,696	\$71,839
General Assistant – Integration Support	\$58,687	\$60,411	\$62,097	\$63,801

- 5.2 Salaries will be varied in accordance with *Crown Employment (Public Sector Salaries 2015) Award*, or any replacement Award.
- 5.3 Casual staff may be engaged in these classifications and will be subject to conditions set out in clause 11 of the Determination.

6. HOURS OF WORK

- 6.1 The ordinary hours of work for staff working in ISCs in classifications covered by the Determination will be 228 hours averaged over a 6-week roster cycle, Monday to Sunday. This averages 38 hours per week.
- 6.2 Shifts of up to 12 hours can be worked without the payment of overtime.
- 6.3 Staff will be entitled to 2 paid 20 minute crib breaks throughout each 12 hour shift. A crib break will be taken between the 1st and 6th hour after the commencement of a shift. A second crib break is to be taken between the 6th and 12th hour.



7. SHIFT WORK AND ALLOWANCES

- 7.1 The commencement times of shifts will be determined by CSNSW taking into account the service delivery needs of the ISC.
- 7.2 A day shift will commence between 7am and 10am and will attract no penalty rate.
- 7.3 A night shift will commence between 7pm and 10pm and will attract a penalty rate of 17.5%.
- 7.4 The penalty rates and salaries recognise there may be additional time involved at the beginning or end of a shift for a shift handover for which there shall be no additional remuneration.

8. WEEKEND & PUBLIC HOLIDAY PENALTY RATES

- 8.1 Staff, other than a casual employee, who work their ordinary hours on weekends and public holidays shall be entitled to the following penalty rates in lieu of other shift penalties:
- Saturday:** When working on an ordinary rostered shift where the majority of hours fall between midnight Friday and midnight Saturday which is not a public holiday, shall be paid ordinary salary and an additional payment at the rate of half time.
- Sunday:** When working on an ordinary rostered shift, where the majority of hours fall between midnight Saturday and Midnight Sunday, which is not a Public Holiday, shall be paid ordinary salary and an additional payment at the rate of three quarter time.
- Public Holiday:** When working on an ordinary rostered shift, where the majority of hours fall on a public holiday, shall be paid ordinary salary and an additional payment at the rate of half time.
- 8.2 When rostered off on a public holiday, no additional compensation.
- 8.3 Staff who regularly perform rostered duty on Sundays and Public Holidays shall receive compensation in accordance with Clause 87.8.6 Shift Work of the Conditions Award.

9. OVERTIME

- 9.1 Payment for directed overtime may be made either by payment of the appropriate rate, or with agreement of the staff member by the grant of time off in lieu.
- 9.2 Time off in lieu shall be calculated at the same rate as would have applied to the payment of overtime.



- 9.3 Time off in lieu must be taken at the convenience of CSNSW but must be granted and taken by the staff member within three months of accrual.

10. LEAVE – GENERAL

- 10.1 Recreation leave shall accrue at the rate of six weeks per annum, that is 228 hours.
- 10.2 Employees will be credited with leave in hours. Leave taken will be deducted in hours for the hours of leave taken.

11. CASUAL EMPLOYEES

- 11.1 Casual employees may be engaged in accordance with section 43 of the *Government Sector Employment Act 2013*.
- 11.2 Conditions of employment for casual staff shall be in accordance with clause 12 of the Conditions Award unless otherwise provided for by this clause.
- 11.3 Casual Employees may be rostered to work up to 12 ordinary hours per day. Overtime rates will apply for work in excess of 12 hours per shift, or in excess of 38 hours per week.
- 11.4 Casual employees may be rostered for day and night shifts as for other employees covered by this Determination.
- 11.5 Casual loadings for staff will be:
- | | |
|--------------------------------|-------|
| Monday to Friday – day shift | 15% |
| Monday to Friday – night shift | 17.5% |
| Saturday | 50% |
| Sunday | 75% |
| Public Holidays | 150% |
- 11.6 The applicable rate will be the rate applying to the majority of hours worked in that shift.

12. AREA INCIDENCE AND DURATION

This Determination shall apply to the classifications outlined in clause 4 who are employed to work in the Campbelltown Integration Support Centre, run by Corrective Services, NSW.

Determination 965 of 2008, shall not apply to employees at the Campbelltown Integration Support Centre.



The
Treasury

13. DATE OF EFFECT

This Determination shall take effect on and from the date of signing for a period of 3 years.

Ian Peters
Director, Public Sector Industrial Relations
NSW Industrial Relations