



Your Agreement is now registered!

Congratulations to Union members for securing a positive and progressive new CSA Union Agreement!

No trade-offs	We have improved your working conditions and continued to ensure that your entitlements members fought hard for are not traded off.
\$1,000 pay increase 2019 (backdated to 13 June 2019) and \$1,000 pay increase 2020 (13 June 2020)	Your backdated pay increase will be received as a single payment after the Agreement is registered. The increase will then be applied to your annual salary and be paid across the year as per usual. Your first pay increase should be in the first pay cycle after registration, however for confirmation of this, please contact your payroll.
Three days bereavement leave per bereavement	An increase to three days bereavement leave per bereavement for family members. <i>Please see the definition of family in your Agreement, as the scope has been extended to reflect contemporary family relationships.</i>
A new public sector holiday	Easter Sunday is now a Public Sector Day in Lieu. It can be taken anytime between Easter Sunday and the end of the calendar year in which it is accrued Use your usual methods of booking paid leave to access this day. You do not need to work this day to accrue it.
12 weeks superannuation on your unpaid parental leave	Superannuation contributions will be paid on the first 12 weeks unpaid parental leave. Contributions will be made directly to the nominated superannuation account at the end of 12 weeks.
Two paid union meeting per year	Meetings will usually be determined by your Delegate or Union organiser. You will be contacted directly by your Delegates or the Union to arrange paid time off. If you don't have a Delegate in your workplace to assist with establishing and running a union meeting, please get in touch for those resources.
Five days paid cultural and ceremonial leave for ATSI members	This is a new entitlement and it is important we get it well established within agencies. ATSI Cultural and Ceremonial Leave was previously an unpaid provision. To apply for PAID Cultural and Ceremonial Leave, use your usual methods of booking paid leave.
Casual loading increased to 25%	Increase to 22% upon registration in 2019 Increase to 25% in 2020 Please check your payslip
Three-hour minimum engagement for casual employees	This will be automatic upon registration. Casuals are now entitled to three hours of pay even if they work less than three hours. Please check your payslip.



<p>Casual Increments</p>	<p>The employer will now take into consideration prior experience in the public sector when determining the appropriate increment for casual employees.</p>
<p>Level 1; compacted from eight increments to four.</p>	<p>Level 1.1, 1.3, 1.5 and 1.7's will get an incremental pay rise, plus the \$1000 wage increase.</p> <p>Level 1.2, 1.4, 1.6 and 1.8's will get the \$1000 pay rise and a significant pay increase upon the next work anniversary (natural incremental increase).</p> <p>Please note; <i>Your increment level may "decrease" due to the compaction of levels, but your pay will remain the same or increase (plus your \$1000 pay rise), please check your payslip.</i></p>
<p>New triggers for workload management reviews and better consultation process.</p>	<p>Previously both the Department and the Union had to agree there was a workload issue to trigger a review. Now, only one party has to raise a workload issue to trigger a review.</p> <p>This new provision also states that any dispute around workload can be dealt with through the Dispute Settlement Procedure.</p> <p>We now have a stand-alone, stepped out process for consultation in your Agreement. Make sure you know what it should look like, so you know it's being done correctly.</p>
<p>Good, safe public sector jobs (no privatisation)</p>	<p>This is a specific clause to recognise direct and permanent employment is the preferred form of delivering public services.</p> <p>This is a commitment to minimise the use of casual employment, labour-hire and other contract arrangements by reviewing contracts within agencies. We will continue to ensure public sector work is being delivered by public sector workers, not private companies wherever possible.</p> <p>Continuation of a review to ensure conversion to permanency continues and employment practices are reviewed as a whole across the sector.</p>
<p>Review into public transport discount</p>	<p>Within 12 months of registration, a Working Group will form to identify practical options for discounted public transport in WA for public sector workers. A final evaluation report will be assessed and implemented by the Government after the 12-months.</p>