

# Your Agreement is 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 on 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.

### **Three days bereavement leave each year**

An increase to three days bereavement leave per bereavement for family members.

### **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 super on 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.

### **Five days paid cultural and ceremonial leave for ATSI members**

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

### **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.

### **Casual Increments**

Casual employees will have prior experience within the Public Sector recognised for increments.

### **Level 1; compacted from eight increments to four**

Level 1.1, 1.3, 1.5 and 1.7's will get an incremental pay rise, plus the \$1000 wage increase.

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).

### **New triggers for workload management reviews and better consultation process**

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.

### **Good, safe public sector jobs (no privatisation)**

This is a specific clause to recognise direct and permanent employment is the preferred form of delivering public services.

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.

### **Review into public transport discount**

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.