



PETITION



KEEP OUR SECURITY IN-HOUSE

TO: Professor Janice Reid, Vice Chancellor, University of Western Sydney
COPY TO: Lucille Coward, Director, Human Resources; Rhonda Hawkins, University Secretary

We believe that University Management is prematurely proposing the use of Agency Staff for relief purposes rather than looking at the real reasons behind why their current process isn't working. UWS Management say that casual staff are not available to fill short-term relief, yet are using all their casual staff to fill long-term absences and refuse to use overtime and fixed-term employment where appropriate. We further believe that casuals and overtime should be used to backfill staff on sick leave; that vacant positions be filled when they become vacant; and that long-term absences be filled via fixed-term employment.

We are concerned that management are:

- refusing to recognise that the use of Agency Staff contravenes Clause 56: Contracting Out which is a breach of their obligations under the General Staff Enterprise Agreement (sub-contract labour includes any contract for service or work undertaken by someone who is not a staff member);
- ignoring concerns that the use of Agency Staff may pose OH&S risks and workload problems as Agency Staff will be unfamiliar with UWS campuses, staff and students, and untrained in UWS systems;
- ignoring requests for the documentation supporting their claims re the need to use Agency Staff;
- refusing to closely examine the way in which Security Staff are currently being managed;
- refusing to look at any other alternatives.

This petition of the undersigned University of Western Sydney staff, students and affected stakeholders demand:

1. That the current In-House Security Services be retained.
2. That the provisions of Clause 56 of the current Enterprise Agreement be respected.
3. That Security management's current processes for filling leave be examined.
4. That consideration be given to alternatives put forward by the CPSU.

Your petitioners, therefore, seek retention of the current In-House Security Services.

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This petition is co-ordinated by

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