



All enquiries: Ms Amanda Greenland
Phone: 9264 9637
Our Ref:

Mr Andy Smith
Secretary
Western Australian Prison Officers' Union of Workers
107 Abernethy Road
BELMONT WA 6104

Dear Mr Smith

Offer – Department of Justice Prison Officers' Industrial Agreement 2024

Following consideration of the Western Australian Prison Officers' Union of Workers (WAPOU) log of claims, the Department of Justice (the Department) makes the following offer to replace the *Department of Justice Prison Officers' Industrial Agreement 2022* (the Agreement).

In accordance with the Public Sector Wages Policy 2023, the terms of the offer are as follows:

1. A three-year term commencing on and from registration and expiring on 10 June 2027.
2. Base rate salary increase of:
 - (a) 5% per annum effective on and from 11 June 2024; and
 - (b) 4% per annum effective on and from 11 June 2025; and
 - (c) 3% per annum effective on and from 11 June 2026.

Salary schedules reflecting the above increase are provided at **Attachment A**. Employees who leave their employment prior to the replacement Agreement being registered will not receive any salary increase or associated back-pay.

3. Adjustment to existing allowances according to established methodologies.
4. Agreement to items provided at **Attachment B**, which will take effect on and from the date the replacement agreement is registered.
5. Administrative and technical drafting amendments as agreed between the parties and approved by the Executive Director Government Sector Labour Relations.

6. Finalisation of drafting and lodgement with the Western Australian Industrial Relations Commission as soon as practicable after in-principle agreement is reached.

I appreciate your consideration of this offer and recognise the union may wish to continue discussions on other priority claim items. My negotiators remain available to meet and discuss those claims at your earliest convenience. We remain committed to a negotiated settlement.

Please contact Ms Amanda Greenland, Executive Director Workforce Services at amanda.greenland@justice.wa.gov.au or 9264 9637 if you have any questions on the terms of this offer.

Yours sincerely



Ms Kylie Maj
DIRECTOR GENERAL

OCTOBER 2024

1. Attachment A
2. Attachment B
3. Attachment C

cc Commissioner Corrective Services



SALARY SCHEDULES

Schedule A – Annualised Salaries

SCHEDULE A – RATES OF PAY	Year 1			Year 2			Year 3		
	First Pay Period on or after 11 June 2024			First Pay Period on or after 11 June 2025			First Pay Period on or after 11 June 2026		
	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)
Trainee Prison Officer (38 Hours)	69,991	2,683.36	35.31	72,791	2,790.69	36.72	74,974	2,874.41	37.82
Prison Officer (Mon-Fri)									
1st Year	73,105	2,802.76	35.03	76,029	2,914.87	36.44	78,310	3,002.31	37.53
2nd Year	75,548	2,896.39	36.20	78,569	3,012.25	37.65	80,926	3,102.61	38.78
3rd Year	78,625	3,014.38	37.68	81,770	3,134.95	39.19	84,223	3,229.00	40.36
4-5 Year	80,431	3,083.62	38.55	83,648	3,206.96	40.09	86,158	3,303.17	41.29
6-7 year	81,823	3,137.00	39.21	85,096	3,262.48	40.78	87,649	3,360.35	42.00
Thereafter	83,246	3,191.54	39.89	86,576	3,319.21	41.49	89,173	3,418.78	42.73

	First Pay Period on or after 11 June 2024			First Pay Period on or after 11 June 2025			First Pay Period on or after 11 June 2026		
	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)
Prison Officer (Shift)									
1st Year	90,464	3,468.26	43.35	94,082	3,606.99	45.09	96,905	3,715.20	46.44
2nd Year	93,486	3,584.12	44.80	97,225	3,727.48	46.59	100,142	3,839.31	47.99
3rd Year	97,294	3,730.12	46.63	101,186	3,879.33	48.49	104,221	3,995.71	49.95
4-5 Year	99,528	3,815.79	47.70	103,510	3,968.42	49.61	106,615	4,087.47	51.09
6-7 year	101,252	3,881.85	48.52	105,302	4,037.12	50.46	108,461	4,158.23	51.98
Thereafter	103,012	3,949.36	49.37	107,133	4,107.33	51.34	110,347	4,230.55	52.88
ASO / First Class Officer (Mon-Fri)									
1-2 years	83,717	3,209.58	40.12	87,065	3,337.96	41.72	89,677	3,438.10	42.98
Thereafter	85,174	3,265.45	40.82	88,581	3,396.07	42.45	91,238	3,497.95	43.72
ASO / First Class Officer (Shifts)									
1-2 years	103,594	3,971.66	49.65	107,738	4,130.52	51.63	110,970	4,254.44	53.18
Thereafter	105,398	4,040.82	50.51	109,614	4,202.45	52.53	112,902	4,328.52	54.11
Senior Officer (Mon-Fri)									
1st Year	86,207	3,305.06	41.31	89,655	3,437.27	42.97	92,345	3,540.39	44.25
2nd Year	88,053	3,375.83	42.20	91,575	3,510.87	43.89	94,322	3,616.19	45.20
3rd Year	89,898	3,446.56	43.08	93,494	3,584.43	44.81	96,299	3,691.96	46.15
4-5 Year	91,791	3,519.14	43.99	95,463	3,659.91	45.75	98,327	3,769.71	47.12
Thereafter	93,409	3,581.18	44.76	97,145	3,724.42	46.56	100,060	3,836.16	47.95
Senior Officer (Shifts)									
1st Year	106,676	4,089.81	51.12	110,943	4,253.40	53.17	114,271	4,381.00	54.76
2nd Year	108,961	4,177.40	52.22	113,319	4,344.50	54.31	116,719	4,474.83	55.94
3rd Year	111,243	4,264.92	53.31	115,693	4,435.52	55.44	119,164	4,568.58	57.11
4-5 Year	113,586	4,354.73	54.43	118,129	4,528.92	56.61	121,673	4,664.79	58.31
Thereafter	115,588	4,431.50	55.39	120,212	4,608.76	57.61	123,818	4,747.02	59.34

	First Pay Period on or after 11 June 2024			First Pay Period on or after 11 June 2025			First Pay Period on or after 11 June 2026		
	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)
Senior Officer (Alternate Weekends 10 Hour)									
1st Year	102,999	3,948.83	49.36	107,119	4,106.79	51.33	110,332	4,229.99	52.87
2nd Year	105,204	4,033.37	50.42	109,412	4,194.70	52.43	112,694	4,320.54	54.01
3rd Year	107,408	4,117.87	51.47	111,704	4,282.58	53.53	115,055	4,411.06	55.14
4-5 Year	109,670	4,204.62	52.56	114,057	4,372.80	54.66	117,479	4,503.98	56.30
Thereafter	111,603	4,278.73	53.48	116,068	4,449.88	55.62	119,550	4,583.37	57.29
Senior Officer (Training)									
1st Year	106,676	4,089.81	51.12	110,943	4,253.40	53.17	114,271	4,381.00	54.76
2nd Year	108,961	4,177.40	52.22	113,319	4,344.50	54.31	116,719	4,474.83	55.94
3rd Year	111,243	4,264.92	53.31	115,693	4,435.52	55.44	119,164	4,568.58	57.11
4-5 Year	113,586	4,354.73	54.43	118,129	4,528.92	56.61	121,673	4,664.79	58.31
Thereafter	115,588	4,431.50	55.39	120,212	4,608.76	57.61	123,818	4,747.02	59.34
Principal Officer (Mon-Fri)									
1st Year	122,868	4,710.59	58.88	127,783	4,899.01	61.24	131,616	5,045.98	63.07
2nd Year	125,236	4,801.36	60.02	130,245	4,993.42	62.42	134,152	5,143.22	64.29
Thereafter	127,650	4,893.91	61.17	132,756	5,089.67	63.62	136,738	5,242.36	65.53
Principal Officer (Alternate Weekends 10 Hour)									
1st Year	146,801	5,628.13	70.35	152,673	5,853.26	73.17	157,253	6,028.86	75.36
2nd Year	149,628	5,736.54	71.71	155,613	5,966.00	74.58	160,282	6,144.98	76.81
Thereafter	152,513	5,847.12	73.09	158,613	6,081.01	76.01	163,371	6,263.44	78.29
Principal Officer (Alternate Weekends 12 Hour)									
1st Year	152,975	5,864.84	73.31	159,093	6,099.43	76.24	163,866	6,282.41	78.53
2nd Year	155,922	5,977.83	74.72	162,159	6,216.95	77.71	167,023	6,403.46	80.04
Thereafter	158,927	6,093.05	76.16	165,284	6,336.77	79.21	170,243	6,526.87	81.59

	First Pay Period on or after 11 June 2024				First Pay Period on or after 11 June 2025				First Pay Period on or after 11 June 2026			
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Level 1 VSO (Mon-Fri)												
1st Year	73,105	2,802.76	35.03	76,029	2,914.87	36.44	78,310	3,002.31	37.53			
2nd Year	75,548	2,896.39	36.20	78,569	3,012.25	37.65	80,926	3,102.61	38.78			
3rd Year	78,625	3,014.38	37.68	81,770	3,134.95	39.19	84,223	3,229.00	40.36			
4-5 Year	80,431	3,083.62	38.55	83,648	3,206.96	40.09	86,158	3,303.17	41.29			
6-7 year	81,823	3,137.00	39.21	85,096	3,262.48	40.78	87,649	3,360.35	42.00			
Thereafter	83,246	3,191.54	39.89	86,576	3,319.21	41.49	89,173	3,418.78	42.73			
Level 2 VSO (Mon-Fri)												
1-2 years	83,715	3,209.54	40.12	87,064	3,337.92	41.72	89,676	3,438.06	42.98			
Thereafter	85,173	3,265.41	40.82	88,580	3,396.03	42.45	91,237	3,497.91	43.72			
Level 2 VSO (Mon - Fri plus Public Holidays)												
1-2 years	86,926	3,332.64	41.66	90,403	3,465.95	43.32	93,116	3,569.92	44.62			
Thereafter	88,440	3,390.69	42.38	91,978	3,526.32	44.08	94,737	3,632.11	45.40			
Level 2 VSO (Alternate Weekends 8 Hour)												
1-2 years	97,392	3,733.87	46.67	101,287	3,883.22	48.54	104,326	3,999.72	50.00			
Thereafter	99,086	3,798.84	47.49	103,050	3,950.79	49.38	106,141	4,069.32	50.87			
Level 2 VSO (Alternate Weekends 10 Hour)												
1-2 years	100,022	3,834.71	47.93	104,023	3,988.10	49.85	107,144	4,107.74	51.35			
Thereafter	101,763	3,901.45	48.77	105,833	4,057.51	50.72	109,008	4,179.23	52.24			
Level 2 VSO (Alternate Weekends 12 Hour)												
1-2 years	104,228	3,995.97	49.95	108,397	4,155.81	51.95	111,649	4,280.48	53.51			
Thereafter	106,043	4,065.53	50.82	110,284	4,228.15	52.85	113,593	4,355.00	54.44			
Level 2A VSO (Mon-Fri)												
1-2 years	85,579	3,280.99	41.01	89,002	3,412.23	42.65	91,672	3,514.60	43.93			
Thereafter	87,077	3,338.40	41.73	90,560	3,471.93	43.40	93,276	3,576.09	44.70			

	First Pay Period on or after 11 June 2024			First Pay Period on or after 11 June 2025			First Pay Period on or after 11 June 2026		
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Level 2A VSO (Alternate Weekends 10 Hour)									
1-2 years	102,248	3,920.05	49.00	106,338	4,076.85	50.96	109,528	4,199.16	52.49
Thereafter	104,037	3,988.64	49.86	108,199	4,148.19	51.85	111,445	4,272.64	53.41
Level 2A VSO (Alternate Weekends 12 Hour)									
1-2 years	106,549	4,084.94	51.06	110,811	4,248.33	53.10	114,135	4,375.78	54.70
Thereafter	108,413	4,156.39	51.95	112,749	4,322.65	54.03	116,131	4,452.32	55.65
Level 3 VSO (Mon-Fri)									
1st Year	86,206	3,305.02	41.31	89,654	3,437.23	42.97	92,344	3,540.34	44.25
2nd Year	88,053	3,375.83	42.20	91,575	3,510.87	43.89	94,322	3,616.19	45.20
3rd Year	89,897	3,446.52	43.08	93,493	3,584.38	44.80	96,297	3,691.92	46.15
4-5 Year	91,789	3,519.06	43.99	95,460	3,659.83	45.75	98,324	3,769.62	47.12
Thereafter	93,408	3,581.14	44.76	97,144	3,724.38	46.55	100,059	3,836.11	47.95
Level 3 VSO (Mon-Fri plus Public Holidays)									
1st Year	89,513	3,431.79	42.90	93,093	3,569.06	44.61	95,886	3,676.13	45.95
2nd Year	91,431	3,505.34	43.82	95,088	3,645.55	45.57	97,941	3,754.92	46.94
3rd Year	93,345	3,578.72	44.73	97,079	3,721.87	46.52	99,991	3,833.53	47.92
4-5 Year	95,310	3,654.04	45.68	99,122	3,800.20	47.50	102,096	3,914.21	48.93
Thereafter	96,992	3,718.53	46.48	100,871	3,867.27	48.34	103,897	3,983.29	49.79
Level 3 VSO (Alternate Weekends 8 Hour)									
1st Year	100,289	3,844.93	48.06	104,300	3,998.73	49.98	107,429	4,118.69	51.48
2nd Year	102,437	3,927.30	49.09	106,534	4,084.39	51.05	109,730	4,206.92	52.59
3rd Year	104,582	4,009.54	50.12	108,765	4,169.92	52.12	112,028	4,295.02	53.69
4-5 Year	106,784	4,093.95	51.17	111,055	4,257.71	53.22	114,387	4,385.44	54.82
Thereafter	108,668	4,166.17	52.08	113,014	4,332.82	54.16	116,405	4,462.80	55.79

	First Pay Period on or after 11 June 2024				First Pay Period on or after 11 June 2025				First Pay Period on or after 11 June 2026			
	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)	Annualised Salary (\$)	Fortnightly Annualised Salary (\$)	Hourly Annualised Rate of Pay (\$)
Level 3 VSO (Alternate Weekends 10 Hour)												
1st Year	102,998	3,948.79	49.36	107,118	4,106.74	51.33	110,331	4,229.95	52.87			
2nd Year	105,204	4,033.37	50.42	109,412	4,194.70	52.43	112,694	4,320.54	54.01			
3rd Year	107,407	4,117.82	51.47	111,703	4,282.54	53.53	115,054	4,411.01	55.14			
4-5 Year	109,667	4,204.50	52.56	114,054	4,372.68	54.66	117,476	4,503.86	56.30			
Thereafter	111,602	4,278.69	53.48	116,066	4,449.83	55.62	119,548	4,583.33	57.29			
Level 3 VSO (Alternate Weekends 12 Hour)												
1st Year	107,329	4,114.85	51.44	111,622	4,279.44	53.49	114,971	4,407.82	55.10			
2nd Year	109,628	4,203.01	52.54	114,014	4,371.13	54.64	117,434	4,502.26	56.28			
3rd Year	111,924	4,291.00	53.64	116,401	4,462.64	55.78	119,893	4,596.52	57.46			
4-5 Year	114,280	4,381.34	54.77	118,851	4,556.59	56.96	122,417	4,693.29	58.67			
Thereafter	116,296	4,458.63	55.73	120,948	4,636.97	57.96	124,576	4,776.08	59.70			
Level 4 VSO (Mon-Fri)												
1st Year	95,519	3,662.05	45.78	99,339	3,808.53	47.61	102,319	3,922.79	49.03			
2nd Year	96,366	3,694.54	46.18	100,220	3,842.32	48.03	103,227	3,957.59	49.47			
Thereafter	97,224	3,727.43	46.59	101,113	3,876.52	48.46	104,146	3,992.82	49.91			
Level 4 VSO (Mon-Fri plus Public Holidays)												
1st Year	99,183	3,802.54	47.53	103,150	3,954.64	49.43	106,245	4,073.28	50.92			
2nd Year	100,063	3,836.28	47.95	104,065	3,989.73	49.87	107,187	4,109.42	51.37			
Thereafter	100,953	3,870.41	48.38	104,991	4,025.23	50.32	108,141	4,145.99	51.82			
Level 4 VSO (Alternate Weekends 8 Hour)												
1st Year	111,123	4,260.29	53.25	115,567	4,430.70	55.38	119,034	4,563.62	57.05			
2nd Year	112,109	4,298.09	53.73	116,593	4,470.01	55.88	120,091	4,604.11	57.55			
Thereafter	113,106	4,336.33	54.20	117,630	4,509.79	56.37	121,159	4,645.08	58.06			

	First Pay Period on or after 11 June 2024				First Pay Period on or after 11 June 2025				First Pay Period on or after 11 June 2026			
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Level 4 VSO (Alternate Weekends 10 Hour)												
1st Year	114,123	4,375.34	54.69	118,688	4,550.35	56.88	122,249	4,686.86	58.59			
2nd Year	115,136	4,414.15	55.18	119,741	4,590.71	57.38	123,333	4,728.43	59.11			
Thereafter	116,160	4,453.44	55.67	120,807	4,631.57	57.89	124,431	4,770.52	59.63			
Level 4 VSO (Alternate Weekends 12 Hour)												
1st Year	118,923	4,559.35	56.99	123,680	4,741.72	59.27	127,390	4,883.97	61.05			
2nd Year	119,978	4,599.81	57.50	124,777	4,783.80	59.80	128,521	4,927.31	61.59			
Thereafter	121,046	4,640.75	58.01	125,888	4,826.37	60.33	129,665	4,971.17	62.14			
Level 5 VSO (Mon-Fri)												
1st Year	97,636	3,743.25	46.79	101,542	3,892.98	48.66	104,588	4,009.77	50.12			
2nd Year	98,504	3,776.50	47.21	102,444	3,927.56	49.09	105,517	4,045.38	50.57			
Thereafter	99,380	3,810.11	47.63	103,356	3,962.52	49.53	106,456	4,081.39	51.02			
Transport Driver (Casuarina and Hakea VO1DCH)												
1st Year	91,842	3,521.12	44.01	95,516	3,661.96	45.77	98,382	3,771.82	47.15			
2nd Year	94,821	3,635.32	45.44	98,614	3,780.73	47.26	101,573	3,894.16	48.68			
3rd Year	98,976	3,794.61	47.43	102,935	3,946.40	49.33	106,023	4,064.79	50.81			
4-5 Year	101,342	3,885.31	48.57	105,395	4,040.72	50.51	108,557	4,161.94	52.02			
Thereafter	103,045	3,950.60	49.38	107,167	4,108.63	51.36	110,382	4,231.89	52.90			
Hakea Movements (VO2HM)												
1st-2nd Year	93,906	3,600.22	45.00	97,662	3,744.23	46.80	100,592	3,856.55	48.21			
Thereafter	95,541	3,662.90	45.79	99,362	3,809.41	47.62	102,343	3,923.69	49.05			
Bandyup Reception (VO2BR)												
1st-2nd year	91,113	3,493.14	43.66	94,757	3,632.86	45.41	97,600	3,741.85	46.77			
Thereafter	92,700	3,554.01	44.43	96,408	3,696.17	46.20	99,301	3,807.05	47.59			
Hakea Reception (VO2HR)												
1st-2nd year	93,207	3,573.45	44.67	96,936	3,716.39	46.45	99,844	3,827.88	47.85			
Thereafter	94,830	3,635.64	45.45	98,623	3,781.07	47.26	101,582	3,894.50	48.68			

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Drug Detection Officers (Alternate Weekends 10 Hour)									
1st Year	102,999	3,948.83	49.36	107,119	4,106.79	51.33	110,332	4,229.99	52.87
2nd Year	105,204	4,033.37	50.42	109,412	4,194.70	52.43	112,694	4,320.54	54.01
3rd Year	107,408	4,117.87	51.47	111,704	4,282.58	53.53	115,055	4,411.06	55.14
4-5 Year	109,670	4,204.62	52.56	114,057	4,372.80	54.66	117,479	4,503.98	56.30
Thereafter	111,603	4,278.73	53.48	116,068	4,449.88	55.62	119,550	4,583.37	57.29
Prison Officer Work Camp									
1st Year	96,786	3,710.64	46.38	100,657	3,859.07	48.24	103,677	3,974.84	49.69
2nd Year	98,697	3,783.90	47.30	102,645	3,935.26	49.19	105,724	4,053.32	50.67
3rd Year	100,964	3,870.82	48.39	105,002	4,025.65	50.32	108,152	4,146.42	51.83
Thereafter	102,711	3,937.80	49.22	106,819	4,095.31	51.19	110,024	4,218.17	52.73
Senior Work Camp Officer									
1st Year	106,676	4,089.81	51.12	110,943	4,253.40	53.17	114,271	4,381.00	54.76
2nd Year	108,961	4,177.40	52.22	113,319	4,344.50	54.31	116,719	4,474.83	55.94
3rd Year	111,243	4,264.92	53.31	115,693	4,435.52	55.44	119,164	4,568.58	57.11
4-5 Year	113,586	4,354.73	54.43	118,129	4,528.92	56.61	121,673	4,664.79	58.31
Thereafter	115,588	4,431.50	55.39	120,212	4,608.76	57.61	123,818	4,747.02	59.34

OFFER ITEMS

ITEM	DESCRIPTION
1	<p>Compressed Air Breathing Allowance (clause 43) Increase the existing CABA allowance to;</p> <ul style="list-style-type: none"> • \$40 from 11 June 2024; and • \$45 from 11 June 2025.
2	<p>Adaptive Routine and Staffing Shortfalls (clause 121) Enhance staffing shortfall provisions to include consultation with WAPOU on a "Daily Staffing Deployment Plan", that outlines potential modifications that a Superintendent may make to the placement of available staff, or routine prison functions, in the event of a staffing shortfall. Drafting provided at Attachment C.</p>
3	<p>Special Operations Group Allowance (clause 146) Increase the existing SOG allowance to \$110 per fortnight.</p>
4	<p>Remote Senior Work Camp Officer Allowance (new clause) New allowance of \$135pfn for Remote Senior Work Camp Officers working in remote locations, in recognition of additional responsibilities associated with the remoteness of their location and distance from their host prison.</p>
5	<p>Adjust SOG Contact Allowance (clause 148) Extension of the SOG Contact Allowance to include the Albany Security Unit.</p>
6	<p>Job Share (clause 13) Amend job share provisions to prevent an officer in a job share arrangement from working during the same hours of duty as the officer they are job sharing with.</p>
7	<p>Officer Classifications (new definition clause) Insert a definition that delineates between the primary role and function of a Vocational Support Officer (VSO) and a Custodial Prison Officer.</p> <p>Proposed draft wording:</p> <p><i>Vocational Support Officer means a classification of Prison Officer whose role is primarily responsible for performing vocational support and ancillary functions, rather than a disciplinary function, within a Prison.</i></p>
8	<p>Unforeseen Circumstances (new definition clause) Insert definition of "unforeseen circumstances" when developing a roster.</p> <p>Proposed draft wording:</p> <p><i>'Unforeseen circumstances means something that was not reasonably anticipated or expected at the time of roster development.'</i></p>

9	<p>Mental Health (new clause) Insert a clause that affirms the department is committed to providing a mentally healthy workplace, consistent with the Mental Health clause included in the <i>Public Sector CSA Agreement 2022</i>.</p>
10	<p>Fixed-term Employment (clause 14) Include a requirement that any fixed term contract greater than 12 months, or consecutive fixed term contracts exceeding 12 months, must be agreed between the union and the employer.</p>
11	<p>Training for Fixed Term and Casual Employees (clauses 14 and 15) Corrective Services is committed to ensuring that Officers receive appropriate training and orientation for the prison they are employed at, and for the role they are employed to do, prior to being deployed operationally. Corrective Services is committed to continuing to work with WAPOU to support changes to the practical application of these clauses that will come into effect 1 June 2025.</p>
12	<p>Rostering (clauses 32, 33 and 34) Amend rostering clauses 32, 33 and 34 to include the term "cyclic".</p>
13	<p>Work Health and Safety training Inclusion of a clause that recognises that Work Health and Safety (WHS) officers can nominate their preferred training provider for WHS training and that WAPOU can be used for WHS training where a training provider is not nominated.</p>

DRAFT REPLACEMENT WORDING

Clause 121. Staff Deployment

The following wording is proposed to replace 'in full' the wording within Clause 121 of the Agreement.

- 121.1 This clause overrides and replaces Section 4 Staffing Shortfall of the Statewide 'Baseline' Staffing Agreement, Memorandum of Agreement.
- 121.2 The Department is responsible for ensuring prison officer staffing levels and deployment effectively meet the needs of the Prison Service.
- 121.3 The parties acknowledge that under the Prisons Act 1981 (WA) the Superintendent has the overarching responsibility for the good governance, safety and security of the prison and is responsible for determining the best placement of staff to implement the services for the operational day.
- 121.4 It is acknowledged by the parties that there may be daily staffing shortfalls.
- 121.5 The Superintendent shall, in consultation with the local branch of the union, draft and post a "Daily Staffing Deployment Plan", that outlines potential modifications that the Superintendent (or relevant delegate) may make to the placement of available staff or routine prison functions in the event of staffing shortfalls. The modifications identified in the Daily Staffing Deployment Plan may not be exhaustive.
- 121.5 In the event that a staffing shortfall occurs, the Superintendent, after taking into consideration the Daily Staffing Deployment Plan and any other information available they deem relevant, shall be responsible for determining the best placement of available staff and the appropriate changes to be made to the routine prison functions.
- 121.6 The Daily Staffing Deployment Plan may be departed from in circumstances where the Superintendent (or relevant delegate) considers it necessary to do so.
- 121.7 Any decision by the Superintendent (or relevant delegate) regarding placement of staff or changes to the routine prison functions are not subject to the Dispute Resolution Procedure.