

**What will the *Industrial Relations Amendment (Public Sector Conditions of Employment) Bill 2011* mean for essential service workers?**

**What Will The New Law Mean?**

Once passed, the new law means:

- the NSW Government will be able to implement as law, any policy the it creates on conditions of employment of public sector employees.
- Public sector workers who provide essential services will not get a pay rise of more than 2.5% a year unless they trade off “*employee related cost savings and reforms*”<sup>1</sup>.
- “***Employee related cost savings***” means having one rather than two police officers in a patrol car, four rather than five nurses in an operating theatre, three rather than four weeks holiday.

**The Bill Seeks To Force A Court To Implement Government Policy As Law.**

- The New South Wales Industrial Relations Commission (IRC) will become a Commission with no ability to make independent decisions on public sector wages or conditions. It will be forced to implement Government policies. The new law undermines the separation of power and independence between the Government and the Commission.
- The new Bill<sup>2</sup> will remove the role of the Industrial Court of NSW to provide a right of review of unfair contracts forced on public sector employees.
- The Government has removed the only independent umpire dealing with wages.

**The Bill Applies Retrospectively**

- The Bill seeks to retrospectively regulate all public sector proceedings currently before the IRC<sup>3</sup> including pay claims for police officers, child protection workers, prison officers, health service workers and teachers.

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<sup>1</sup> NSW Public Sector Wages Policy 2007, page 4.

<sup>2</sup> Amendments to Section 105

<sup>3</sup> Section 146C(6)