

## PSA Live Chat: Cluster Operating Model Restructure

### *All Questions and Answers*

12:01 Comment From barbara Stannard

As I am 78years of age who will employ me after ADHC is dissolved. Are there no redundant payments available...Barbara stannard

Nigel PSA:

Hello Barbara, someone from the PSA will call you to discuss your options.

12:03 Comment From ADHC Bathurst

Hello. What is the new plan for the "re-invigorated" campaign?

Siobhan PSA:

Hi ADHC Bathurst, this live chat is for the Cluster Operating Model restructure. Happy to answer your question, please send it to [FACSOrganising@psa.asn.au](mailto:FACSOrganising@psa.asn.au)

12:04 Comment From Tracy, Lalitha & Peata

We Three are at Deniliquin and we have no sound

PSA staff member:

Live chat is an online function where you can type in your questions. Not sound or video I'm afraid

12:04 Comment From Kristin Sindel

I am one of the 5/6 staff that have been cut from the HCC. Initially the phases stated we would be matched to jobs in round 3 but now have been advised we have to wait til phase 4 to apply for jobs with everyone else. Are they not meant to make displaced staff a priority?

PSA staff member:

Hi Kristin, the FACs change management plan states that in Phase 3, eligible employees that have not been appointed to a role at phase 2. for further details please contact [tpearce@psa.asn.au](mailto:tpearce@psa.asn.au).

12:04 Comment From ADHC Bathurst

Are there any VR's available? What is happening with the increased transfer payments? Is there a binding transfer agreement for us?

Nigel PSA:

Hello ADHC Bathurst,

In the FACS pathways video it does mention the excess employees program (possible VR) but the expectation is that ADHC staff will be transferred to the private provider/s or redeployed within FACS or the Public Service. The "The transfer payment" is currently max eight weeks depending on your time employed. Pro-rata for PT staff. Legislation has been passed by the NSW Govt to transfer some ADHC staff. All A&R will be transferred. CST still have not been confirmed in-scope or out of scope. PSA is resisting the transfer of ADHC staff.

Please see [psa.asn.au](http://psa.asn.au) ADHC page for more info.

12:04 Comment From Guest

how do we join the live chat or is it all Q&A online?

Siobhan PSA:

Live chat is an online function where you can type in your questions. Not video I'm afraid....

12:04 Comment From margaret

has the PSA had any discussions with head office

Siobhan PSA:

We met with FACS on 1 December and will be meeting again with them on Friday. Have you read our submission distributed this morning via bulletin?

12:05 Comment From ADHC Bathurst

Are disability staff included in the cluster operating model re-structure, in addition to our own disability reform?

Siobhan PSA:

What is your role in ADHC?

12:06 Comment From Guest

Is there audio with this Live Chat or are people just logging enquiries by text?

Siobhan PSA:

Live chat is an online function where you can type in your questions. Not video I'm afraid....

12:06 Comment From Carolyn

I'm at Dubbo I have no sound, can't hear the live-chat. Can someone assist me.

Siobhan PSA:

Live chat is an online function where you can type in your questions. Not video or audio.

12:10 Comment From Patricia

what is the update on the proposal to gauge broader membership support for industrial action in response to the change Management Plan as discussed at last weeks telephone link up

Nigel PSA:

We will be talking to all members about our options after the next meeting with FACS.

12:11 Comment From ADHC Bathurst

Service Development and Planning, not in scope for transfer

Siobhan PSA:

Yes you may be affected by the COM restructure as you are not in scope to transfer. Please send your name and details to [FACSOrganising@psa.asn.au](mailto:FACSOrganising@psa.asn.au) with a summary of your role so we can answer your questions in more detail.

12:11 Comment From Tracy, Lalitha & Peata

If a temporary position is made available, do we accept or just wait for permanent positions to be offered

Thane PSA:

You may apply for temporary opportunities and retain your ongoing status.

Nigel PSA:

We suggest you hold off until after PSA advice after Friday's meeting with FACS.

12:12 Comment From Guest

Thanks to the PSA for all the advice you have provided already about the COM restructure - and for the letter you have written to FACS and MCT. It really is worth reading everyone. I completely support a go slow on TEI reform.

Siobhan PSA:

Thank you!

12:13 Comment From Carolyn

I am concerned by the lack of identified positions in the Cluster models.

Nigel PSA:

This concerns us also. We will try to identify positions.

12:14 Comment From Lee Reece

I'm at grade 1/2, from what I can see there are no 1/2 grades in the new structure except for 1 at Bankstown office. I think they should off up front VR's as I think I can only apply through mobility pathway and will be going up against staff who are and have been working in higher grade positions so feel I'm at a disadvantage from the get-go

Siobhan PSA:

We agree Lee, we are currently fighting for an up front VR program and will put this on the table again with management on Friday.

12:15 Comment From Orange CS

Are we any further advanced with the planned work bans and stop work.

Thane PSA:

The PSA has made submissions to FACS seeking changes to the change process to improve outcomes for affected. We're meeting with FACS on Friday and will advise members of the outcome. We're not ruling out industrial action.

12:16 Comment From Tony Shipman

I work in an office that does not contain a CSC admin team. All admin to 80+ staff is provided by the Business Support team of 4 to a mix of HNSW, ADHC, LAHC, AHO and District staff. Under the COM all the support positions are to be done away with. I realise this restructure is to do with NDIS transition and in the Mid North Coast where I am for the Social Housing reforms, but as of 01/07/17 there will be large numbers of staff in this location that will lose all support. How can FACS continue to say this restructure is to be implemented hard and fast on 01/07/16 when the services we provide will still be needed? This should be a staged implementation in hand with the NDIS and Social Housing staff reductions. Our positions need to continue for a period beyond this financial year to continue to provide support for remaining staff in this office.

Siobhan PSA:

Thanks for this information; it will help inform our negotiations and discussions with FACS.

12:17 Comment From Cecilia

PSA seeking Barilaro intervention over FACS job cuts is a very positive move compared to the previous PSA administration. I support the 5 key principles in the PSA submission.

Siobhan PSA:

Thanks Cecilia! We will keep fighting for those principles and for the best outcome we can for affected members.

12:18 Comment From Guest

I am planning to apply for a temporary position at a higher grade that has come up (??) in eth same region as currently working As much as anything for practice. Will this at all jeopardise me for eligibility for my substantive position?

Siobhan PSA:

Is this HDA or secondment?

12:18 Comment From Ildiko  
Has the PSA seen the proposal structure for the Illawarra Shoalhaven Housing, Commissioning and Planning and note there are no 9/10 roles under the new structure. This in affect means I have no job. Can the PSA assist in this matter

Thane PSA:

Hi Ildiko, we're available to meet with affected staff. Contact us via [FACSOrganising@psa.asn.au](mailto:FACSOrganising@psa.asn.au)

12:19 Comment From Tracy, Lalitha & Peata  
If someone takes a VR, what is the time frame before they can work in another Government Agency

Siobhan PSA:

It's the period of the VR eg. number of weeks. If you return earlier you must pay back some of your VR depending on how long you've been off work.

12:21 Comment From FACS  
What is the situation with temporary staff on a 2 year contract, who are 1 year in and have now been given 4 weeks notice to finish up? The position that they have been terminated from has been advertised. Why would they not transition straight into the advertised position (which they are currently contracted to?)

Siobhan PSA:

This seems strange. Can you email the details to [FACSOrganising@psa.asn.au](mailto:FACSOrganising@psa.asn.au) and we will look into it for you.

12:22 Comment From Guest  
Service Development Planning ADHC - Are you in Western Cluster?

12:22 Comment From Anne  
Industrial action needs to be strategic and state-wide! A public campaign needs to be fought on this. It affects regional service delivery and outcomes as well as overall socio economic issues for rural and regional centres.

Nigel PSA:

Totally agree.

12:22 Comment From Guest

I've heard that there will be limited option when it comes to location. I've raised question about compassionate allocation (after being offered a position) but the answer was that if it's within metro area, we have to accept and it's up to us to negotiate working arrangement directly with management. What's about our carers responsibilities? Out of school care closes at 6pm. One hour to get from work to school for pick up is stressful enough as it is with Sydney traffic. Will PSA bring up this issue?

Siobhan PSA:

Hi,

We agree that carers responsibilities should be taken into account when moving staff. We can assist you if this occurs down the track.

12:23 Comment From I was not able to do the GSE training - there were no vacancies. It hasn't been run again. Feedback from those in attendance was it was vital information in regard to how we apply for jobs. I feel very disadvantaged in this process.

I asked in relocating from a regional area to keep a job, would relocation costs be met - and specifically the actual removalist cost. I was told no. I would've considered that was reasonable care for our ongoing employment. When Housing request a tenant move out of a property at Housing's request ie headlease handback, or house for sale, Housing meet the relocation costs, pays for removalists, sometimes reconnection of services, might even abate the rent. As an employee, I could apply to an area with jobs, coming from a regional area that is closing, however none of my costs will be met to relocate. I am hoping there will be some discussion about housing meeting costs of EMPLOYEES relocating to maintain work if it is a Housing decision to close this office. Or provide an additional fortnight pay or something at least to establish ourselves elsewhere. I know not everyone wants to move families, homes etc, but for those of us who do, could this be looked at please.

Thane PSA:

Hi there, If you're directed to relocate then FACS will meet costs consistent with the Transferred Officers Award. If you elect to relocate, FACS want you to cover costs. However, we have asked FACS to assist with relocation costs for employees who opt to relocate and are waiting for a response from them.

12:24 Comment From Anne

If you go to FACS Intranet - The information is on front page 'Cluster Operating Model' Have you not had any briefings?

12:24 Comment From ADHC Bathurst  
Hi Guest - yes.

12:24 Comment From Guest  
I agree regarding Barilaro intervention and support 5 key principles in PSA submission - and go slow on TEI Reform

12:24 Comment From Donina Vaa  
I am Grade 7/8 and note that 177 across Metro and 99 positions available which means half of us be jobless. It is so stressful in particular with the new application processes and everyone is competing with each other. There is a climate of unrest and just before Christmas too. I absolutely would think an EOI for VR upfront would help determine those that wish to take this opportunity, therefore having a better understanding of those wishing to apply for the 99 jobs. It is a much more positive approach and especially taking into account those that have dedicated their time and effort to the Department till now.

12:25 Comment From Anne  
I am concerned about the number of 11/12 and 9/10 positions - disproportionate. In our region job losses are significant with an over 83% reduction in Admin 1/2. In the Hunter we have been in 'limbo' for three years.

12:25 Comment From Kathryn  
I am a 7/8 In the Year 1 transition and my position is captured under the Mobility Pathway. Any idea how long one can be kept on a mobility Pathway before your position is declared as 'Excess'?

Siobhan PSA:

The decision to declare an employee excess is at the discretion of the agency. No time-frame on this unfortunately.

12:25 Comment From Tracy, Lalitha & Peata  
Does the VR exclusion period applies if we would like to work for another state government eg. Victoria

Thane PSA:

No.

12:26 Comment From Anne

It is the number of weeks of the redundancy payment which you can work out if you go to PSC website under 'Managing Excess Employees Policy' - in my case it will be 39 weeks. BRING IT!!

12:26 Comment From Guest

RE: I am planning to apply for a temporary position at a higher grade that has come up (??) in the same region as currently working. As much as anything for practice. Will this at all jeopardise me for eligibility for my substantive position?

Nigel PSA:

No you will retain your ongoing status.

12:26 Comment From Anne

Donnina - in the Hunter there is a 58% reduction in 7/8 positions.

12:28 Comment From Jon

What does FACS stand for?

Nigel PSA:

Family and Community Services - FACS

12:30 Comment From Anne

In the Hunter New England we will have a management span of 1 11/12 position supervising two 9/10 supervising 3 7/8s seems a bit top heavy to me. If paying 7/8s good money as they do - let us do our job. First year doctors and teachers get paid less than we do!

12:30 Comment From Donina Vaa

Just wondering when PSA will seek the 5 key elements again from FACS and what can we do NOW for a stronger and more positive outcome. Are we leaving it to PSA to write... in the last teleconference we had mentioned ban work on TEIP, strike etc...

Siobhan PSA:

Hi Donina,

We are meeting with the department on Friday.

We are not ruling out any action, including industrial action.

12:31 Comment From Anne

I think the PSA needs to write to all department heads and district directors requesting advance notice of any staff briefings and the outline. Delegates and Organisers then should be invited to attend to support members. Very concerned about the potential and in some cases, hostility that will happen between teams and individuals and how 11/12s that are part of the process are not adequately supporting staff

Siobhan PSA:

We agree, we will raise this with the department on Friday.

12:35 Comment From Cecilia

One of the key features in the submission is "A general voluntary redundancy program in which all affected non-executive staff are invited to express an interest". Is it possible for PSA to ensure that this is a FULL VR and that the condition of being in the "pool" for the Cluster Operating Model be excluded? I think it's a waste of resources to put in an EOI for a position just to "show" that I am applying for a position when all I want is a VR!

Siobhan PSA:

We agree and will be continuing to put that to FACS.

12:37 Comment From Tracy, Lalitha & Peata

Can you please provide us with the internet link for the VR calculations

Siobhan PSA:

<http://www.dpc.nsw.gov.au/p...>

12:38 Comment From Cecilia

It's funny how I just found out that a couple of the more vocal staff about the COM aren't even members of the Union! I told them to become members first before I update them with union stuff. :)

Siobhan PSA:

Great work! Thanks Cecilia....

12:39 Comment From Anne

Agree Cecelia- An EOI would give an indication of who wants to go and then (sure they have already done it) Treasury could be approached to put aside the funds. An EOI is no guarantee that you will get one. NSW is reporting a \$4B surplus and MCT got a 5% pay increase for all his (good) work....

12:41 Comment From Anne

Who selects the contractor for the HR recruitment? How much influence will the district have in staff selection? Concerned based on previous corrupt examples of recruitment in the Hunter

Nigel PSA:

Appointment decisions will be made by district directors with HR advice. If you'd like to discuss examples, please contact PSA so that we can include info at next meeting with FACS. Please see FAQs.

12:41 Comment From Ildiko

Anne - they look after themselves

12:41 Comment From Guest

Yeah and remind them - Divided we beg, United we stand.

12:42 Comment From I cannot hear anything, so is it just text?

I asked about full VR and was told that parliament passed a law that says they are no longer required to provide public servants with VR's is this correct and if so what can be done to change and why didn't the PSA take any action to prevent it from going through?

Siobhan PSA:

The PSA has done a lot to fight for protections for members. The decision of Govt. to introduce a new GSE regulation relates to staff transferring to private providers (privatisations).

12:42 Comment From Guest

I am not a first year doctor - i have a masters degree am 59 and 15years as a highly experienced 7/8 - as with all my 7/8 colleagues. the huge diversity in distract staff allocations is really worrying. why do some need a 11/12 and 2 9/10 when a high

volume district has only 4 7/8s? this still remains so unclear - no rationale provided for the models and staff ratios - and no outcomes attached to the whole process

12:43 Comment From Orange - Seek

There are several jobs currently being advertised externally for FACS which would likely be suitable for staff impacted by restructure. It is difficult to believe FACS are genuine about finding something when they have not held off external recruitment and prioritised staff impacted by restructure.

Thane PSA:

The PSA has called for a freeze on the external advertisement of all non-front line positions to maximise reassignment/redeployment opportunities for affected staff.

12:43 Comment From Guest

I am not a first year doctor - i have a masters degree am 59 and 15 years as a highly experienced 7/8 - as with all my 7/8 colleagues. the huge diversity in district staff allocations is really worrying. why do some need a 11/12 and 2 9/10 when a high volume district has only 4 7/8s? this still remains so unclear - no rationale provided for the models and staff ratios - and no outcomes attached to the whole process

12:46 Comment From Tracy, Lalitha & Peata

Are you able to provide us with a copy of the questions and the answers from today's live chat

Nigel PSA:

Yes. It will be on our website later.

12:46 Comment From Carolyn

FACS Aboriginal Employment Strategy 2016–18 states: Family and Community Services (FACS) is committed to the Council of Australian Government (COAG) initiative of 'closing the gap' between Aboriginal people and other Australians by providing more jobs and better careers for Aboriginal people. In the draft Cluster models the number of identified positions has been reduced or aren't listed as identified. The Strategy was endorsed and signed off by Michael Coutts-Trotter.

Siobhan PSA:

Thank you for this feedback, we will put this on the table at our meeting on Friday.

12:46 Comment From Anne

Thank you Guest for raising the point about highly qualified and skilled clinical and operational staff. There are many who will go through Direct Appointment that will have neither! NO DIRECT APPOINTMENTS

12:46 Comment From Anne

The freeze across all state-wide government positions really needs to be pushed - we have been asking for it for years in the Hunter as well as employing temporary staff for no reason...

12:46 Comment From Donina Vaa

When do we hear of FACS response? This Friday afternoon or early next week. I am mindful that the process is to commence in January leaving us with very little time for any industrial action to influence the process so as to attain a positive outcome for those affected enormously.

Thane PSA:

We expect a response next week.

12:49 Comment From Anne

We were told process will commence in February after CV workshops

MariannePSA:

The draft timeline indicates Feb 2017 commencement, however the consultation period remains ongoing.

12:49 Comment From nearly gone

1/2 positions have been deleted in the Illawarra Shoalhaven - Southern NSW area

Siobhan PSA:

We hope to be able to apply pressure politically on John Barilaro around regional jobs. We have written to him about this yesterday.

12:50 Comment From J

It is concerning that role descriptions were not available and were still being worked upon after the COM briefing.

12:50 Comment From Guest  
thanks Carolyn for your excellent advice!

12:50 Comment From Anne  
I have them in the Hunter for Commission and Planning.

12:51 Comment From Donina Vaa  
and should there be no change in FACS response, what is PSA's next step and timeframe?

MariannePSA:

The PSA will consider any response from FACS, we are not ruling out industrial action

12:52 Comment From Anne  
Have you got PDs now?

12:54 Comment From Gyl  
Coffs Harbour CSC has a high ratio of over 55 Grade 7 CW's as identified by previous Cluster Director prior to the panic for the OCG Audit. As a result, bullying and intimidation in the form of 'the whippings will continue until morale improves approach' with open threats of sackings came from all levels of supervisor (Grade 9's), Manager (11/12) and the recently deposed MNC Director of CS, all with questionable abilities and competence. My question is, if the Department wants to get rid of the alleged 'highly paid' Grade 7's and older workers (who do a great job by the way) from CS as a whole, then why not offer an open and fair overall VR programme across all agencies and at ALL grades instead of the bullying and intimidation tactics to force workers on to the scrap heap which is so often used in CS by the managerially incompetent. I am a PSA Delegate.

MariannePSA:

Hi Gyl, you may want to contact Robin Croon at [rcroon@psa.asn.au](mailto:rcroon@psa.asn.au) to discuss CS issues.

12:55 Comment From tired of restructures  
the 3/4 BSOs have been asked to apply for temporary roles for the temporary structure and then apply again for the enduring structure, without the promised resume & interviewing skills training. do you think that's unreasonable?

Siobhan PSA:

Yes it is and we will be raising that issue on Friday.

12:58 Comment From Tracy, Lalitha & Peata

I have worked with the Department for 19 years and the VR policy indicates a maximum of 13 years payment if I accept a VR, is this correct, I am missing out on 6 years of pay?

MariannePSA:

The service is recognised up to a maximum of 13 years.

12:58 Comment From Beth

I work for FACS/ADHC HNE and live in Coffs Harbour. No-one seems to be able to say how I will be affected. Coffs Harbour is Year 2 NDIS

Siobhan PSA:

Can you email the details of your question about the NDIS transition and privatisation of ADHC to [tpearce@psa.asn.au](mailto:tpearce@psa.asn.au)

1:01 Comment From Anne

This is the restructure to end all restructures! There will be nothing left to restructure. More privatisation to follow. I am going to approach my local labor members Federal and State

MariannePSA:

We'd encourage all PSA members to contact their local MP. Public Service jobs all matter.

1:02 Comment From Tracy, Lalitha & Peata

That means if you are longer in the department you will be a loser, is this fair can PSA negotiate

Siobhan PSA:

The Baird Government passed legislation in 2011 that prevents public sector unions from negotiating redundancy provisions in Awards. Just one more way this Govt. has attacked its own workforce.

Visit and write to your local MP and get all your colleagues and friends to as well. We need to show that this is an important political issue....

1:04 Comment From Anne  
New structure is to come into effect in HNE Central Coast Districts by 1 July 2017. I assume that is the same for all districts regardless of when NDIS rolls out (very badly)

1:04 Comment From Guest  
NO Direct appointments - there will be 'corruption' - lack of fairness - in this process

1:07 Comment From Anne  
The Public Service Commission has a role here too! The PSM Handbook is being re-written and for the moment no matter what you are being told by uninformed - redundancies are still very much a real possibility.

1:07 Comment From member  
If your position no longer exists in the new world ... and no similar grade vacancy in the regional area I reside in, do I need to wait to phase 4 to apply for any left overs?

Thane PSA:

Ongoing employees not placed in phase 2 will be eligible to apply for vacant roles across the state at phase 3.

1:10 Comment From Beth  
Do we know any more about what they are calling a Job FAMILY - this affects what EOI we can put in for

MariannePSA:

Hi Beth,

We are waiting for further detail from FACS for Job Family at this stage.

1:13 Comment From Patricia  
Referees for the recruitment process is a concern for a lot of people. In our District we have had a constant turnover of managers after our good ones abandoned ship early on. So we find ourselves with managers who don't know our work and capacity. this adds to a compliance by workers to unrealistic work demands as otherwise or ne managers only know us as unco operative

MariannePSA:

Hi Patrica,

This is a concern for us too. In our submission to FACS we have suggested that all the

employees be suitable for appoint to roles at their grade within their current job family. This would minimise ill-informed and subjective assessment.

- 1:15 Comment From Anne  
I agree Patricia and again concerned by the District having the final say in recruitment.
- 1:17 Comment From Guest  
I agree Patricia
- 1:17 Comment From Michelle  
It would be a sensible thing to ensure that you contact previous managers and ask them to be your referee in this process.
- 1:17 Comment From I cannot hear anything, so is it just text?  
I agree that the district should not have say over who is employed / appointed, there is too much nepotism and cronyism in the Hunter, its disgraceful, no transparency at all
- 1:18 Comment From Guest  
REGARDING \_ In our submission to FACS we have suggested that all the employees be suitable for appoint to roles at their grade within their current job family. This would minimise ill-informed and subjective assessment. - THANKS for this advice & advocacy PSA
- 1:19 Comment From Cecilia  
Patricia, we are fortunate that our team has remained intact but, we are "actively encouraged" to apply for positions give that NDIS completely rolls out on 30 June 2018.
- 1:21 Comment From Anne  
The PSA will be consulted on the implementation of the changes and a regular forum will be established. Given how well that has worked with the Transfer Committee from the PSA has just withdrawn as well as the other various DCCs JCCs etc. How can we ensure the representation and Terms of Reference are relevant and adhered to???

MariannePSA:

We will engage in good faith in consultation with FACS in relation to the agencies proposed CMP process. We are concerned by the number of job losses and are not ruling out industrial action

1:22 Comment From Anne

Cecelia - we have been absolutely 'badgered' for the last three years to get another job by senior staff. "What are you going to do?" has been an ongoing question from Manager...

1:22 Comment From Michelle

Being Sydney Metro area, I would like staff to have the opportunity to select more than one area to preference, rather than only metro Sydney, which could land travelling for hours on congested roads or over full and infrequent public transport.

Siobhan PSA:

It's a concern for us too. Under FACS change management plan employees not placed at phase 1 and 2 will have the opportunity to apply for vacant roles in phase 3 in any location.

1:24 Comment From Cecilia

What we've noticed 'though is 9/10 temporary positions are being offered directly to some colleagues. When I asked why these positions were not made available to everyone in the team to apply for, I was informed that they offer it to staff who possess the required skills. I think this is taking away from staff their decision and choice to apply for an available position. Just saying ...

MariannePSA:

Hi Cecilia, please send the detail to [tpearce@psa.asn.au](mailto:tpearce@psa.asn.au) and we will take it up with FACS on Friday.

1:26 Comment From Guest

i am concerned Celia and others - that this Direct Offering to people will also happen in our District

1:26 Comment From Guest. 2

How have they determined front line staff for HCC?

Siobhan PSA:

We've written to Minister Hazzard to express concern that a number of front line roles at the Housing Contact Centre and in other areas have been included despite assurances that no front line staff will be affected. We are waiting on his response.

We believe all public services jobs are highly important. Both frontline and frontline

support. And will fight for all jobs.

1:30 Comment From Cecilia

I agree, Michelle. A concern we raised was FACS's definition of "fair and reasonable" travel within the Metro Sydney area i.e. if a staff member lives in, let's say, Hornsby and was offered a position in the South West Sydney area, it would take them 3 train changes to get to work or over 1 hour each way. Would it be fair and reasonable for the staff member to decline the position?

Siobhan PSA:

They will still need to consult with you on this. For example, if you have carers responsibilities they should take this into account. We can assist you in this if it occurs.

1:31 Comment From member

If you not matched to a role how long can you sit on the Mobility Pathway?

Siobhan PSA:

The decision to declare is at the discretion of the agency. No time-frame on this unfortunately.

1:31 Comment From Parramatta

Do members like the idea to restrict stage 1 and 2 to their own district - not metro wide?????

1:31 Comment From Michelle

It appears that the cuts to staffing levels will be by about half. Given this, it is a good opportunity to really consider what people as individuals want to do with their future. The only possible consolation in all of this would be to utilise to the maximum the "boundless support" via the mobility pathway process to work towards what you really want and see it also as a right to support you and your future. The presentation that I attended strongly indicated that people would get all of the support they wanted and i think people should make full use of it.

1:33 Comment From Cecilia

Will these live-chat comments be accessible for us to view at any time after 2 pm?

Nigel PSA:

Yes, they will be available to view on the PSA website.

1:34 Comment From member  
can you apply in phase 3 for grade above your substantive grade? ( if there is nothing at your grade in your area)

Siobhan PSA:

No these will still be EOI through pools by (i) job families, roles and grades (ii) across locations where vacancies remain open.

1:35 Comment From Orange CS  
I am a Grade 10 in sector and reform with no role in new structure. I have enquired about re-assignment at grade or below grade to a child protection role based on previous experience in CP as an MCW. I was told I had to apply as for an external applicant - this doesn't make sense in the current context.

Thane PSA:

Front line roles in CS do not form part of the COM restructure. Unfortunately you'll need to apply for advertised roles in the normal way.

1:36 Siobhan PSA:  
These questions and answers will be available on the PSA website. We hope to have them loaded by early next week.

1:36 Comment From Tracy, Lalitha & Peata  
If the job offered in a location more than 2 hours drive away, can the staff member has the right to decline the offer

Nigel PSA:

PSA wants some guidelines for staff when assessing what is an unreasonable increase in employees' journey to work.

1:36 Comment From Parramatta  
Referees: Must ensure two referees are provided as a matter of course rather than by exception .This is fair as in some cases there could be a poor/bad relationship between staff and their line manager and this will mean that the staff member is again unfairly treated and it shouldn't be that you have to make a special case to nominate a second referee as its just highlighting and fuelling the tension which will further unfairly disadvantage the applicant.

1:44 Comment From Ircssl

as a sso G2/L1 I cannot see how they can marry our job rolls with anything going by the working together web site we are on the mobility pathway to the front gate if this the case why can't they offer VRs now so we can get on with our lives

Siobhan PSA:

The Government has put in place a range of legislation designed specifically to rob their workforce of redundancy entitlements. We agree that they should run a VR program up front and will continue to fight for this.

Visit the [www.pds.org.au](http://www.pds.org.au) website and email your MP about this. We also recommend you write separately to your MP about what is happening right now in your agency.

1:47 Comment From Beth

Do we know if anyone has been placed through the Mobility Pathway prototype yet?

MariannePSA:

Not to our knowledge.

1:47 Comment From Cecilia

A suggestion was made by a colleague that PSA get the total number of job cuts across all NSW Government departments. Then, compare this number with the number of job cuts within FACS; it will show that the percentage of job cuts in FACS is a huge chunk from all / combined NSW Government departments' job cuts.

Siobhan PSA:

We have continued to try and track all job cuts across NSW. They are happening thick and fast and in many varying ways. Restructure, privatisations, outsourcing, shared service delivery....it's hard to keep up.

Help us apply political pressure to get better outcomes for members and the state of NSW by writing to your local member. And thanks for the suggestion! It's a great one.

1:51 Comment From Cecilia

Siobhan, I agree. Running a VR Program up front will better inform the department of who wants to stay or go. Then, they will know the number of staff they need to offer positions to or re-deploy.

1:51 Comment From Guest

I know of a District - a situation - where a acting line manager 9/10 will be also

applying for a substantive 7/8 position - in competition with the whole 7/8 team - how is it fair that they are also referees? to either party?

Siobhan PSA:

If their substantive position is 7/8 they are eligible to apply.  
It is not fair that they are referees.

1:53 Comment From Michelle

Thank you for this live-chat opportunity, it is good to see the new PSA management are using innovative ways of connecting with the members. I have definitely noticed a more considered approach in the communication put out by the PSA since the recent elections, hopefully leading to better outcomes for the members.

1:53 Comment From I cannot hear anything, so is it just text?

Yes the VR program will also reduce the stress in offices and to staff affected by the changes; it could also save money on the recruitment process as the number of staff leaving will open positions for those being displaced

1:54 Comment From disgusted

I am in a 1/2 position and asked at the meeting as to why there are no 1/2 positions in our cluster, was told it was due to the budget and we are no longer required.

MariannePSA:

FACS is proposing metro based 1/2 roles from 28 to 2 and regional based roles 25 to 3. The cuts are savage we've written to the government and asked for their urgent intervention we are waiting for a response.

1:55 Comment From Anne

I think the issue of psychological harm has to be raised with FACS. They are paying 'lip service' to supporting staff - don't hand me another EAPS brochure - pleassssee

1:55 Comment From Parramatta

If we refuse to participate in all the stages (because we want a VR or would consider leaving/retiring in late 2017), could we get in trouble? Seen as a performance issue?

Siobhan PSA:

It's unlikely to be seen as a performance issue however if you do not participate you may be assigned to a role even in circumstances where you don't apply. If you refuse an offer of a role FACS may seek to withhold any voluntary redundancy payment you may otherwise be entitled to.

We believe this scenario is unfair and that's why we've proposed a VR program for affected staff.

1:56 Comment From Anne

The role of administrative support is vital and should be used to effectively free up skilled and specialist staff - in the argument of budget it makes economic sense to better use resources appropriately.

1:57 Comment From Guest

PSA - Please give us members a clear press release after the Friday meeting that we can send to our MPs, and unionised colleagues in the NGO sector , And please make it clear that Contracting teams will be greatly affected - this will concern NGOS who may also advocate to Government

MariannePSA:

All options are on the table we'll advise members of the outcome of Friday's meeting.

1:57 Siobhan PSA:

Three minutes left of our Live Chat today.....get your questions in!

1:58 Comment From Michelle

Thank you for this live-chat opportunity, it is good to see the new PSA management are using innovative ways of connecting with the members. I have definitely noticed a more considered approach in the communication put out by the PSA since the recent elections, hopefully leading to better outcomes for the members.

1:58 Comment From Anne

We were told we had to participate in the EOI process - there was no 'opt out' option

Siobhan PSA:

Yes, that's what we're saying, if you don't take part in the EOI you may forfeit your redundancy entitlements because of recent changes to public sector policy by the NSW Govt.

1:59 Comment From Guest

Mobility pathways is a smokescreen and a farce; particularly in regional areas where the NSW government jobs in departments and statutory authorities have been stripped over a number of years to a bare minimum. If you do not possess the core

capabilities for the minute number of roles that are left in your region, you will not be placed at all. PSA needs to ensure that people in regional areas that meet the core capability requirements are not forced to take jobs offered in what is an unreasonable travel time. WH&S is a strong factor there, as is having to move to Sydney for example from a regional area where housing is outrageously priced and could not be afforded by regional people. Offer VR's to those who want to go and let the people who are experienced and have the skills take their roles, give them a job, don't give them false hope with mobility pathways. For Sydney people good luck your time is limited as well!

2:00 Comment From Anne

PSA needs to develop relationships with peak bodies and NGO employer groups. They're not happy about the reforms either....

Siobhan PSA:

We are meeting with peak bodies. It is slow work but we are building alliances that we can use to apply political pressure.

2:00 Comment From Tracy, Lalitha & Peata

Thank you for providing us support during this difficult times to members

2:00 Comment From Cecilia

A friend working in Land & Property Information informed me that they have already gone through a re-structure and that their department will be privatised! I think privatisation will open the gates for corruption, poor quality of service, etc. etc. etc. Is it possible for PSA to run a TV ad about the selling of assets, privatisation and job cuts that resulted in the NSW government's surplus??? I just think the general public should really know what is happening in the NSW Government.

2:00 Comment From Anne

But we could still be left hanging after 6 months?? From an unfair and biased process.

2:00 Comment From Guest

When are we going to get directions regarding the ban?

Siobhan PSA:

This will need to go to a wider vote and will consider this following the meeting on Friday.

2:00 Comment From Guest  
thanks so much PSA

2:00 Comment From Guest  
Thankyou for giving members this opportunity to engage with the PSA

2:01 Comment From Beth  
Cheers, good luck on Friday

2:02 Comment From Parramatta  
if we are not successful in securing apposition after stage 4... how much support can we expect from the PSA in pushing for individuals to be offered any position at grade in any Gov Agency within NSW?

Thane PSA:

We'll support all members with dedicated case management support. If you want a job in the public sector, we'll do everything we can to help.

2:02 Comment From Western Sydney District  
When will we get directions regarding the ban on TEIP reforms, Ministerials and Briefing notes from PSA?

Siobhan PSA:

This will need to go to a wider vote and will consider this following the meeting on Friday.

2:02 Comment From Archimedes  
So ... the only road to VR is the Mobility Highway?

Nigel PSA:

Yes that appears to be true.

2:03 Comment From Anne  
Thanks for this opportunity. So interesting to hear others thoughts across the state.

2:03 Comment From I cannot hear anything, so is it just text?  
I would like to see the PSA get all public servants (FACS, etc) to take action together

not as individual small groups; we have no power in little silos

2:03 Comment From Cecilia  
Thanks, PSA!

2:04 Comment From Western Sydney District  
Why were CPOs role changed from frontline position

Siobhan PSA:  
We will be raising this at the meeting on Friday.

2:05 Comment From Archimedes  
Action needs to be whole of union, I agree.

2:05 Comment From Parramatta  
Thank you for the opportunity and support at these difficult times.

2:05 Comment From Ircssl  
can we push for a survey to see who wants vrs so we can let gov know what the cost will be

Thane PSA:  
We're pushing for a VR EOI program to identify staff who want a public sector job, and those who would like a VR.

2:05 Siobhan PSA:  
The Live Chat is closing now. There are a couple questions and answers still to publish which will show up soon. Thank you all for your time.

2:05 Comment From Anne  
Many of us are members of the National Disability Services Practitioner group and various other associations. Many of us have strong professional working relationships with the NGOs. Please ensure you engage with those who can provide assistance and strategic advice.

Nigel PSA:  
If you have some contacts for us, please get in touch with PSA. We are trying to build these relationships. The NGO peak body NDS. NDS created NDSP.

2:06 Siobhan PSA:  
Thanks to everyone!

Make sure you join up your colleagues and visit your local MPs!

The FACS Team

2:07 Comment From Ircssl  
thank you PSA team and all the best for Christmas and new year