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The Hon. Mike Baird, MP  
Premier  
Minister for Western Sydney  
52 Martin Place  
SYDNEY NSW 2000

Email: [office@premier.nsw.gov.au](mailto:office@premier.nsw.gov.au)

Dear Premier,

On Monday, 21 November 2016 a number of members employed by Ageing, Disability and Home Care (ADHC) expressed to you personally their questions and concerns around their impending transfer to the private sector which have not been adequately addressed through the existing process.

While the PSA remains opposed to the privatisation of ADHC, we appreciate your invitation to submit the issues that were raised by our members in Penrith and your commitment to respond before the end of the year.

The concerns we wish to raise are as follows:

#### **1. TRANSFER PACKAGE**

The eight week payment in the transfer package is inadequate compensation for being compulsorily transferred to a private provider.

We request consideration be given to an enhanced transfer package consistent with that granted to Sydney Ferries which included a transfer payment of up to 30 weeks, calculated on a sliding scale based on years of service.

#### **2. REDUCTION IN PAY**

As you may recall, one of the ADHC employees at Penrith indicated she is facing a pay reduction of approximately \$20,000 per annum, something she cannot afford given her commitments. You indicated you yourself experienced similar circumstances becoming a politician but with respect, that was a choice. ADHC staff have no other option.

We request an explanation of the steps to be taken to ensure ADHC staff are not financially disadvantaged by being transferred to and remaining with a private sector employer. This should include a guarantee of employment conditions, similar to those offered to workers in the NSW energy sector when you were serving as Treasurer.

### 3. ACCESS TO REDUNDANCY

Many of our members are concerned they are not being given access to redundancy provisions with the dissolution of ADHC. One advised you that despite dedicating her working life of 40 years to public service, she is now faced with an “unacceptable” situation where no option exists to decline a transfer to the private sector and elect to be made redundant.

As redundancy provisions are an established practice from previous privatisations in NSW, we request you give consideration to restoring redundancy provisions in the case of ADHC should the privatisation proceed.

### 4. FACS WEBSITE

Members have experienced problems with the FACS *Working Together* website which was intended to aid staff through the transition. Concerns include submitted questions not being replied to for “weeks or months” and, when received, replies being indirect and not adequately addressing the original question.

We request advice on what steps will be taken to rectify this situation.

### 5. CONSULTATION

When talking with our members at Penrith, you stated you have been in consultation regarding the privatisation/transfer of ADHC. This same consultation has not been afforded by the Department to employees, with most if not all of the particulars of the transfer and its employment ramifications being declared “off limits”. Consultation to date has been so superficial it has prompted the PSA to withdraw rather than legitimise the process.

We therefore request a commitment from you that consultation will recommence on all areas of the ADHC privatisation throughout the rest of this process.

### 6. GROUP HOME VISIT

While the PSA acknowledges you have been to an ADHC group home and feel you have an understanding of the work undertaken by ADHC employees, our members feel it would be beneficial if you visit a group home of our members’ choosing to properly experience what staff do in caring for clients.

We are happy to work together to facilitate such a visit.

I appreciate the opportunity to discuss the above issues and the transfer of ADHC to the non-government sector with a delegation of affected members at your earliest convenience.

If this is suitable, please have your office contact Melanie Green on (02) 9220 0970 to arrange a meeting.

Thank you once again for your invitation to raise our members’ concerns with you directly.

Yours faithfully,



**STEWART LITTLE**  
**GENERAL SECRETARY**