



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

General Secretary Stewart Little
President Kylie McKelvie
ABN 83 717 214 309

In reply please quote: MW:mb

20 February 2018

E-MAILED
20.2.18

Mr Lloyd Babb, SC
Director of Public Prosecutions
175 Liverpool Street
SYDNEY NSW 2000

Email: LBabb@odpp.nsw.gov.au

Dear Mr Babb

Re: Proposed Changes Early Appropriate Guilty Plea Staffing Structure

The Public Service Association (PSA) writes to you in relation to the above proposal.

Pursuant to the Government's 1997 Consultation Guidelines, the Association requests a Change Management Plan. As you will be aware, the Agency Change Management Guidelines of 2011 (revised 2014), issued by the Department of Premier and Cabinet, set out the mandatory considerations which need to be detailed by you.

At this stage, the following matters are of significant concern to the Association's membership:

- How the positions will be filled;
- The role of talent pools during the restructure;
- The absence of position descriptions;
- The reduction of level two lawyers in some offices;
- Procedures and policies around lateral transfers;
- The absence of any kind of career progression and foreseeable increase in work load for administrative staff;
- How your proposal has been assessed against the existing workload agreement between the Association and the ODPP;
- The future of the Legal Development Program roles in light of the proposal to delete level one lawyer positions;
- The lack of detail surrounding the role of witness assistance service officers;
- The lack of detail surrounding the size of work groups.

Your email of 12 February 2018 to all staff specifies that there will be no redundancies even though there will be 35.8 fewer Level 1 Lawyer roles. It is not clear how you will guarantee roles for existing Level 1 Lawyers who do not get offered roles in the restructure. As such, the Association believes that expressions of interests for voluntary redundancies should be part of consultation.

Pursuant to Government Sector Employment 23, "Limited advertising of vacancies arising from agency restructure," the Association expects that the ODPP limit recruitment to internal staff at first instance prior to any external recruitment. This is particularly important as the ODPP is reducing Level 1 Lawyer positions.

The Association also notes that Manager positions have already been externally advertised. This appears rather premature considering the proposal was released only last week and thereby contrary to proper consultation.

Finally, we note that the Legal Aid Commission of NSW has an EAGP Implementation Working Group for which the PSA has a representative. The PSA expects a similar level of involvement and consultation from the ODPP during its implementation of the EAGP reforms.

The Association looks forward to your response.

Yours faithfully



Monika Wunderlin
for **STEWART LITTLE**
GENERAL SECRETARY