

Public Service Association of New South Wales

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16th June, 2014

Mr Michael Coutts-Trotter
Secretary
Department of Family and Community Services
Level 11, 234 Sussex St
Sydney NSW 2000

Dear Mr Coutts-Trotter,

I have been advised that on Friday June 13th significant changes to the employment arrangements for many hundreds of FACS staff were outlined by you. It is of great concern to the PSA that no discussion around these imminent changes has taken place with the Union or its members.

I believe the changes you outlined impact initially on approximately 700 senior officers, their equivalents and SES staff. However, in addition, such significant change will very quickly have flow on effects to lower graded positions which as yet have not discussed.

As a matter of urgency I seek written clarification on the following and a meeting to discuss these and other matters.

- What provision has been made for staff who have not previously undertaken an SES assessment but who may be competing for jobs with others who have?
- What options do those who do not wish to participate in the assessment process have?
- Will those officers who do not wish to participate in the assessment process be entitled to redundancy and if so is it in accordance with the managing excess employees policy?
- If an officer participates in the process and is unsuccessful in gaining a position, what are their options and what redundancy payments will they be entitled to?

- Will staff at the 11/12 and lower levels be expected to compete with unsuccessful SES candidates for restructured positions?

Yours faithfully,



ANNE GARDINER
GENERAL SECRETARY