

PSA Member Update

Performance Development Program (PDP)

Members will be aware of Family and Community Services (FACS) beginning implementation of the **Performance Development Program (PDP)** for all employees.

The implementation of the *Government Sector Employment Act* earlier this year has brought a number of changes across government departments and agencies. In particular, the Act requires every Agency to develop a **Performance Development Program (PDP)**.

A letter raising members' concerns has been sent to FACS strategic HR, following a meeting held on 30 July to discuss FACS proposed PDP in more detail.

The issues raised in the letter include:

1. The absence of detail with regards to role specific capabilities;
2. Insufficient training for managers tasked with implementing PDPs, for employees; and
3. How the PDPs would be utilised and what actions, if any, would be taken against individuals who did not meet prescribed performance indicators.

The PSA also requested that the Department postpones the implementation of the PDP until a commitment to the following is provided in writing:

1. Meaningful consultation with the PSA prior to implementation;
2. Provision of relevant detail with regards to role specific capabilities; and
3. Face to face training for all staff.

The PSA's ADHC, Home Care and Community Services Departmental Committee Executives have voted to oppose the planned rollout of the PDP in the absence of meaningful consultation with management. Therefore: ***all PSA members are directed to reschedule any meetings currently scheduled with their supervisor in relation to the Performance Development Program and not to participate in the E-Learning which is being used to roll out the Performance Development Program until the PSA has received a written response from Management.***

If you experience any issues relating to this direction please contact your delegates or contact the Member Support Centre on 1300 772 679.

Members should still attend briefings and consult delegates on questions to raise at the briefings.

The PSA will provide further advice to members following the response from FACS management.

What Can Members Do?

- Pass this update onto your colleagues.
- Contact the PSA with any information you think might assist us.
- Ask non-members to support the union by joining.
- Become a workplace contact.

To become a workplace contact, please email facsorganising@psa.asn.au with your contact details and your local delegate or an Organiser will be in touch.

Join the PSA online at

www.psa.asn.au