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In reply please quote: ST:MG

5th December, 2014

Ms Vicki Telfer
Executive Director
NSW Industrial Relations
GPO Box 5469
SYDNEY NSW 2000

By Email: vicki.telfer@industrialrelations.nsw.gov.au

Dear Ms Telfer

I refer to your letter dated 27 November, 2014. In this letter you note that we “have indicated agreement to” and you list the sections. The final of these - “Section 16 (The Transfer Process)” - is not agreed. I refer to my earlier letters.

The PSA reiterates that it believes all our members should have a choice regarding whether they wish to transfer to the new employer. This choice should be exercised once the new employer is known and once the members know the outcome and the content of any agreement for a transfer package.

Your letter once again does not confirm that the government will enter into a legally enforceable deed to enforce the agreement reached between the government and the PSA. The PSA wants such a deed to take effect and maintain the agreement throughout any guarantee period. This will allow the union and our members to be able to enforce any agreement reached with the government and with the new employer.

The PSA does not agree to the eight week transfer payment, as per our previous correspondence. The PSA proposes an iterative payment scale up to a maximum of 16 weeks, similar in structure to the redundancy provisions of the National Employment Standards (*see attached*).

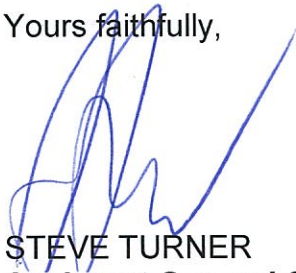
The PSA also still seeks discussions and agreement on protecting those conditions enjoyed by our members in HomeCare over and above those contained in the HomeCare Award.

If agreement can be reached on the above issues then the PSA will agree to the employment guarantee period of two years. However, we believe all employees

should have this guarantee. We seek to protect members if they are temporary and are not converted as you have committed to previously.

Finally, in your letter you do not address the issue I raised about the conversion of temporaries by March. We seek a commitment that we can have this process completed by March to resolve any outstanding issues.

Yours faithfully,



STEVE TURNER
Assistant General Secretary

National Employment Standards – Redundancy

Employee's period of continuous service with the employer on termination	Redundancy pay period
At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	6 weeks
At least 3 years but less than 4 years	7 weeks
At least 4 years but less than 5 years	8 weeks
At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	13 weeks
At least 8 years but less than 9 years	14 weeks
At least 9 years but less than 10 years	16 weeks