



17 April 2015

Capability Framework and Performance Development Framework

PSA members covered under the **Government Sector Employment Act (2013)*** and School and Administrative Support Staff may be aware that Section 67(1) of the Government Sector Employment Act 2013 requires that the head of a government sector agency develop and implement a performance management system with respect to employees of the agency.

*(<http://www.legislation.nsw.gov.au/maintop/view/inforce/act+40+2013+cd+0+N>)

Compliance is mandatory. The current deadline for implementation is 1 July 2015.

The PSA will be seeking to negotiate with the Public Service Commission (PSC) about extending the deadline of July 2015 for implementing performance management systems.

As part of our negotiations with the PSC, the PSA wrote to the Public Service Commissioner in January 2015, asking for a report about which NSW public sector agencies have adopted the frameworks.

You can read a copy of that letter **HERE**.

(<http://psa.asn.au/wp-content/uploads/2015/04/Letter-to-Head-23-January-2015.pdf>)

The PSA is currently writing to NSW public sector agencies with a series of questions about the implementation of the framework, and will request written responses.

Industrial staff will also be asking these questions at the next round of Joint Consultative Committee (JCC) meetings.

The responses that agencies provide will help to inform the PSA's position paper to be sent to the Public Service Commission.

The Capability Framework creates a foundation document for your agency to undertake all workforce planning processes, including creating role descriptions to replace "position descriptions" or "statements of duties".

The PSA has been consulting with delegates in agencies and has concluded that various agencies are at different stages of implementing both the Capability Framework and the Performance Development Framework.

Of particular concern to the PSA is the fact that the PSC has mandated performance management systems in agencies without all agencies having role descriptions in place.

The Capability Framework based role descriptions have to be introduced by 9 August 2016.

The PSA sees it as an anomaly that performance management systems are due to commence in NSW public sector agencies by July 2015 without agencies adequately describing the roles that its employees are expected to fulfil.

Further information will be provided. Members who wish to provide feedback on the above can email research@psa.asn.au or raise any issues with your PSA delegate.

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