

Ban on FACS Performance Development Program remains in place and current

In July and August 2014 the PSA state Departmental Committees (DCs) for ADHC, Business Services, Home Care and Community Services voted to ban the FACS PDP due to concerns around how this may affect members' employment.

The wording of the ban is:

All PSA members are advised that the Performance Development Program (PDP) is the subject of an industrial ban and members are directed not to participate in the E-Learning, or take part in any Performance Development Program planning or implementation until FACS agrees to undertake meaningful consultation and provide the detail requested.

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.

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

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

A letter raising members' concerns around the absence of role descriptions in FACS was sent to Employee Relations on 5 August 2014.

The PSA will be seeking to negotiate with the 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) (<http://psa.asn.au/wp-content/uploads/2015/04/Letter-to-Head-23-January-2015.pdf>)

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

The PSA is concerned 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.

Therefore the ban sent to members on 19 August 2014 remains current and valid.

If you experience any issues relating to this direction please speak to your workplace delegate or departmental committee.

What else can members do?

- Pass this update on to your colleagues
- Contact the PSA with any information you think might assist us. Email research@psa.asn.au or raise any issues with your PSA delegate
- Ask non-members to support the union by joining at www.psa.asn.au
- Become a workplace contact – email your organising team FACSOrganising@psa.asn.au or for regional members Regional@psa.asn.au

Join the PSA
membership.psa.asn.au/join

