



Public Service Association of New South Wales
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22 April 2015

In reply please quote: TP/ljm: A14/1332

Mr John Bailey
Director, Employee Relations
Department of Family and Community Services
Level 2, 320 Liverpool Road
ASHFIELD NSW 2131

By email: john.bailey@facs.nsw.gov.au

Dear Mr Bailey,

Re: Submission to FACS Board regarding OneFacs reorganisation

I write to you on behalf of the Public Service Association of NSW (PSA) and refer to our meeting of Tuesday, 20 April 2015 regarding OneFACS.

I note that we discussed the development of procedures for managing non-executive staff affected by the OneFACS reorganisation, and understand, further to this, that a series of recommendations have been forwarded to the FACS Board for consideration.

You will recall that we expressed particular concern about the potential for a general 'spill and fill' of roles, in light of changes to public sector employment legislation and the scale of the reduction of staff under consideration.

In terms of staff management, it is our strong preference that every effort is made to limit the potential for job losses and, wherever possible, maintain continuity of staff in ongoing roles (including, where relevant, ongoing temporary roles). This is ordinarily achieved through an iterative closed recruitment process prior to external advertising.

Additionally, we believe - given the scale of the change program being contemplated - that a general voluntary redundancy program should be undertaken for non-executive corporate and central office staff, and consideration should be given to a 'voluntary redundancy swap' process as has been the case in previous reorganisations. This would give the Department the best opportunity to match staff to their preference for either ongoing employment or voluntary redundancy.

I have enclosed copies of documents that detail procedures for staff management and voluntary redundancy previously adopted by your agency, following consultation with the PSA.

As previously agreed, we ask that you bring this correspondence, including the attached documents, to the urgent attention of the FACS Board.

We thank you for your assistance in this matter and look forward to meeting with you again. I can be contacted on 0408 223 276 or tpearce@psa.asn.au .

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Thane Pearce', with a stylized, cursive script.

Thane Pearce
Senior Industrial Advocate

Encl.