



COMMUNITY & PUBLIC SECTOR UNION ♦ SPSF GROUP NSW BRANCH

160 Clarence Street, Sydney NSW
Email: membersupport@psa.asn.au
State Branch Secretary: John Cahill

GPO Box 3365, Sydney NSW 2001
Internet: www.psa.asn.au

Phone: 1300 772 679 Fax: (02) 9262 1623
ABN: 11 681 811 732
State Branch President: Sue Walsh

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David Harris
Chief Executive Officer, Water NSW
PO Box 1018
DUBBO NSW 2830

By email: David.Harris@waternsw.com.au

Dear Mr Harris,

Re: Psychometric testing of potential employees

The PSA/CPSU has become aware that Water NSW has commenced using psychometric testing when interviewing job applicants. The Union is also aware of a draft policy for the key steps in recruitment for Water NSW that suggests psychometric testing will start being utilised.

You may be aware that the Union wrote to the NSW Public Service Commissioner on the 13 April 2015 raising "*concerns in relation to the adoption of psychometric testing... as a recruitment tool*". The Union is requiring that formal consultation is undertaken between the Public Service Commission and the Union prior to the implementation of this new initiative.

There have been some informal discussions about this issue however the Union is waiting for the Commissioner to meet and discuss this implementation. As this is a sector wide issue the Union requires that clear guidance is provided to agencies before its implementation to ensure that all ramifications have been duly considered. There must be suitable checks and controls on how psychometric testing is used across the government services.

Until such time as the Union and the Public Service Commissioner meets to developed clear guidelines about the nature, scope and use of psychometric testing, the PSA/CPSU requires that Water NSW cease all activities relating to psychometric testing.

Please confirm in writing in the next seven days that Water NSW is ceasing the use of psychometric testing while the Union is consulting with the Public Service Commissioner.

Yours sincerely,

Blake Stephens
Industrial Advocate