

Bureau of Crime Statistics Bulletin

Listening meeting

Performance Management Framework

Background

The Government Sector Employment (GSE) Act (Section 67) requires all NSW public sector departments and agencies to implement performance management systems.

Your union, the PSA, sees the value in agencies basing performance management systems on the prerequisites of the PSC's Capability Framework which would provide members with a common foundation to negotiate performance agreements and engage in performance reviews. However, as not all agencies have introduced new role descriptors based on the Capability Framework, there is potential for unfair and inequitable performance management systems to be created within and across agencies.

The PSA is consulting with members through 'listenings' so that you can identify concerns and have input into addressing them.

Bureau of Crime Statistics - Listening

The PSA conducted a 'listening' with PSA members at the Bureau on Thursday, 25 June 2015.

Thank you to all the participants who considered the following questions:

- How can we ensure learning and development is undertaken in a fair and effective way?
- What does a fair and reasonable performance management system look like?
- To successfully resolve unsatisfactory performance, an employee must have..... (finish this sentence).

Outcomes

In summary, members determined that a fair and equitable performance management system must:

- be relevant to the role and transparent;
- incorporate training and development opportunities which are consistent and equitable for everyone which recognise specific skills and do not limit opportunities for advancement;
- be specific in the expectations for the role both from management and the employee;
- be formulated in conjunction with business plans;
- be developed with transparent consultation with the role holder;
- require unsatisfactory performance to be managed as it occurs, with clear indications of unsatisfactory and satisfactory benchmarks, well-defined targets for improvement identified, addressed with support and any necessary training/retraining and an independent assessor involved for cases in dispute;
- provide training for managers/supervisors for their roles.
- feedback should be regular and constructive and acknowledge strengths as well as weaknesses.

The information collected will be used in the development of the PSA's position paper on the Performance Management Framework. The PSA's position paper will be provided to all members when it is completed.

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