

RMS bulletin - Performance Development - Capability Framework Member Listenings

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 Public Service Commission's Capability Framework.

The Capability Framework is the foundation document for workforce management describing the core capabilities and behaviours soon to be required of public sector employees. There are 16 core capabilities organised into four groups Personal Attributes, Relationships, Results and Business Enablers with an additional four capabilities for managers.

These 'role descriptions' contain the focus capabilities (and level of capabilities) you need to demonstrate using the **Capability Comparison Guide**

(<http://www.psc.nsw.gov.au/ArticleDocuments/1004/20140822%20Capability%20Comparison%20Guide.pdf.aspx>)

Not all agencies have introduced role descriptions based on the Capability Framework as yet and potential exists for unfair and inequitable performance management systems to be created within some agencies.

The PSA is keen to empower members and make sure that the reforms are carried out in a way that is consistent and equitable.

Listenings - Your feedback

In view of this, the PSA is consulting with members via 'listening' meetings to give members the opportunity

to identify their concerns and provide input into the process.

Meetings are being scheduled at various locations: Octagon, Wentworth Avenue, Miller St and various other locations across NSW. Contact your local delegate for details.

For more information see [here](#):

(<http://psa.asn.au/the-capability-framework-and-the-performance-development-framework/>)

If you would like the PSA to facilitate a meeting at your workplace, please make contact with your local delegate or the PSA Member Support Centre by phone 1300 772 679 or via email membersupport@psa.asn.au subject: **RMS Listenings**

Peter McGlynn – Western Region (Dubbo)

Peter Bache – Southern Region

Therese Moloney – Sydney Metro

Kim Webb – Sydney Metro

Troy Campbell - Western Region (Moree)

Darryl (Dash) West – Sydney Metro

Janet Miller – Sydney Metro

Jarrod Martin – Hunter Region

Jenny Isedale – Southern Region (Finley)

What's next?

Once the PSA has collated members' feedback it will be used to inform the PSA's position paper on the Performance Development Framework and ongoing negotiations with the Public Service Commission. The position paper will be provided to all members when it is completed.

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membership.psa.asn.au/join

