



14 August 2015

Department of Education - WHS Directorate Bankstown Listening Meeting - Performance Management Framework 6 August 2015

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 descriptions 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 "listening" so that members can identify their concerns and have input into addressing them.

Members' Listening Meeting

Your union, the PSA, conducted a "listening" with members at the Department of Education - Work, Health & Safety Directorate at Bankstown, on Thursday 6 August 2015.

Thank you to all the participants. Members 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 a genuine and properly implemented system, not just in theory
- have accountable and regular feedback – currently not happening
- incorporate training and development opportunities which are consistent and equitable for everyone which recognize specific skills and do not limit opportunities for advancement which can leave members feeling deskilled
- be effective staff development as current staff development days are information session
- be transparent – members have concerns around "cronyism/nepotism"
- have the ability to contradict managers with feedback and able to challenge with the right of reply
- be measurable
- be evidence based performance management
- be consistent for all employees with equal access to learning and development
- provide opportunities for role progression/ advancement
- have expectations which are clearly understood by management and the employee;

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.

Join the PSA

membership.psa.asn.au/join



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