

Office of Local Government Nowra Listening Bulletin

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. These 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 'listenings' so members can identify their concerns and have input in addressing them.

Members' listening meeting

The PSA conducted a 'listening' with members at the Office of Local Government, Nowra on 20 August 2015.

Thank you to all those who participated and provided feedback to 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 at the 'listening' determined that a fair and equitable performance management system must include a number of points:

- Training for development has to be adequately funded and delivered

- There must be an agreed assessment of capabilities from which to commence development
- The Agency must assess the general capabilities applicable to all staff as a baseline
- Training must be adequate and suit the learning needs of individuals
- It must be recognised and acknowledged
- Training must be provided that enables staff to move to different roles and technologies
- It must equitably available to all
- Outcomes must be clear, measurable, understood and agreed
- Training must be objective (not subjective), SMART and reasonable
- It must be regularly reviewed
- Training needs to contain reasonable timeframes
- High performance should be acknowledged
- An independent review/appeal process is required
- Process must be structured and graduated
- Staff must have access to appropriate support, resources and advice
- It must be timely.

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.

For more information about the Capability Framework and the Performance Development Framework, please see the **PSA's website** or access the **Public Service Commission's website**.

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

(<http://www.psc.nsw.gov.au/>)

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