

Sydney Olympic Park Sports Centre Listening Meeting 11 August 2015

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.

The PSA sees the value in the Public Service Commission's Capability Framework, which would provide members with a common foundation to negotiate performance agreements and 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 into addressing them.

Members' listening meeting

The PSA conducted a 'listening' with members at the Sydney Olympic Park Sports Centre, on Tuesday 11 August 2015.

Thank you to all the participants, who looked at how to establish a fair and

effective performance management system.

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

- have sufficient budgets for training
- be managed in a fair and effective manner
- be part of a fair and transparent processes
- involve voluntary training
- have feedback that is transparent
- be broken down into sections with managers' comments matched against workers' comments
- contain evidence-based systems
- incorporate easily understood expectations
- be subject to independent review
- use adequate timeframes to resolve any issues
- involve representation such as union support.

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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