



14 September 2015

Ban on FACS Performance Development Program (PDP) remains in place

The PSA is aware FACS employees are being approached to have their Annual Review and Planning Conversations around performance development.

The Performance Development Program is still the subject of an industrial ban, including these conversations. Please remember the PSA's bans relate to the **whole** of a task and process. If any banned information is requested, advise your supervisor the work is the subject of an industrial ban and you are unable to complete it.

Note: The ban on PDP does not apply to members in Housing NSW.

Why we've banned PDP

FACS is yet to develop capability-based role descriptions for all roles within the agency. The Public Service Commission Managing for Performance guidelines state:

"Agencies must ensure that each employee has an up-to-date description of their role, including required capabilities and responsibilities, linked to the organisation's strategy... Good performance starts with employees having a clear understanding of goals and expectations. This critical first step establishes the requirements for them in their role... performance expectations should be based on the capabilities employees need to carry out their role effectively."

Without an up-to-date capability based role description, it is impossible to be certain PDP goals and expectations are reasonable and align with role requirements.

Additionally, the Public Service Commission is yet to finalise assessment standards, meaning the standard by which employee performance is measured is unknown.

FACS wants staff to enter into performance agreements which may or may not reflect the requirements of their role, and without reference to any objective assessment standard by which their performance will be measured.

For more information on this ban click [HERE](#)

(<http://psa.asn.au/wp-content/uploads/2015/07/FACS-Industrial-Bulletin-Ban-on-Performance-Development-23-July-2015.pdf>)

You are protected when following bans

Members are advised that:

- This industrial action has been approved by the General Secretary of the Public Service Association
- Any direction to perform work covered by these bans can be refused without personal risk
- If members are approached to complete work covered by the PSA industrial bans, they should decline and refer their manager to a copy of the bans.

Make sure your colleagues are protected

Only PSA members are protected when taking action or following bans. Speak to your colleagues about joining today and making sure they're protected before, during and after the transfer.

If you have any questions about this bulletin please email:
FACSErganising@psa.asn.au

If you are being harassed or pressured because of the bans, please immediately ring the PSA's Member Support Centre on 1300 772 679

Join the PSA
membership.psa.asn.au/join



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