



10 September 2015

NSW Trustee and Guardian Transition Plan

On 31 August 2015, the PSA attended the dispute in the Industrial Relations Commission in relation to NSW Trustee and Guardian 2017 and Beyond Project Draft Transition Plan. The dispute was heard by Commissioner Newall.

The PSA sought a copy of the business plan and organisational information, and indicated the workload and other issues affecting our members.

The PSA also indicated its strong opposition to a “spill and fill of positions” as part of the change management process.

Commissioner Newall made the following recommendations:

1. A meeting is to be held as soon as possible at the senior level between the PSA and NSW TAG to discuss precise concerns of the PSA.
2. That consultation involves discussion between the representative bodies and that the PSA represents its members in relation to such matters.
3. NSW TAG to provide establishment information to the PSA including numbers and grades of roles across the organisation.
4. NSW TAG to provide a list of numbers and grades where people have been acting in roles for over 12 months.

5. NSW TAG to provide a list of agency staff acting against vacancies.
6. Any new role descriptions to be provided to the PSA prior to staff being assessed against roles.
7. Once Cabinet confidentiality is taken off the business plan, then it is to be provided to the PSA prior to provision of the document to staff. The Commissioner noted the PSA request that this be released as a draft plan for further consultation.
8. It was noted by the Commissioner that there was no evidence indicating any job losses **at this stage**.
9. The parties were given liberty to relist the matter if there were any concerns.

Senior members of the PSA will be meeting with NSW TAG in the near future to express its concerns as part of the consultative process, and the PSA will report back on all developments.

What you can do

1. Attend all meetings about the change management process.
2. Talk to other staff about joining the PSA
3. Continue to raise concerns with your delegate.

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

