



28 September 2015

Valuation Services Division draft Restructure Management Plan

This bulletin is to update members on the current negotiations between the PSA and the DFSI's Valuation Services division over its draft Restructure Management Plan.

The PSA successfully negotiated with management to extend the time frame for members to provide individual feedback on the Department's draft plan for the Organisational Change of the Valuation Services.

The PSA and delegates met with management on 16 September (prior to the 18 September feedback deadline) to discuss the ongoing impacts of the restructure for staff.

Members have concerns about whether work will be done as expertly as it is now in the new structure, and whether the restructure will have the effect of increasing individual workloads.

The PSA will ensure the review is consistent with the **Government Sector Employment Act 2013**.

(http://www5.austlii.edu.au/au/legis/nsw/num_act/gsea2013n40373.pdf)

Matters discussed at the meeting, or to be discussed in future meetings, include:

- Concerns about the process, and the possibility that bias may be exercised by the management committee, which determines eligibility for matching of staff at stages 1 & 2. For example, the processes that are in place in deciding how staff will be placed. The PSA will, as a minimum, be advocating for an independent person who has the appropriate grading to participate in the stages 1 & 2 placement decisions. We are giving these concerns high priority in our continuing consultation with management.
- The Valuation Team Manager Role (previously District Valuer position):

The PSA believes that the current 9/10 grading of the Valuation Team Manager does not reflect the

role's duties and responsibilities. PSA is submitting amendments to the Key Accountabilities of the Role Description, which will be then be re-evaluated by an external panel.

- Staff also have concerns about how the committees, that are set up to decide on the re-evaluation of positions, will be constituted, and whether all of the appointed staff have the appropriate qualifications.
- The capacity for management to meet its WHS obligations to staff. For example, some staff may face significant financial loss as a consequence of the regradings. PSA asked what plan has been considered by management when real wages are decreased and superannuation benefits are cut. Management pointed to the Employee Assistance Programme it has in place which staff can readily access.
- Redundancies, how they will be offered to staff, and the options offered by management when displacing staff.

Management has indicated that stage 1 matching will begin in mid-October and it proposes 24 March 2016 to be the date for finalising the restructure process. At this time, excess staff will be identified and offered voluntary redundancy or redeployment.

The LPI Scoping Study announcement on Friday 18 September 2015 does not affect the implementation of the Valuation Services restructure.

The PSA will be making further representations to management to ensure that they do as much as possible to protect job security and conditions of employment.

Members will be regularly updated. For additional information please direct your queries to your local delegate.

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