

Public Service Association of New South Wales  
General Secretary: Anne Gardiner • President: Sue Walsh  
160 Clarence Street, Sydney  
GPO Box 3365, Sydney NSW 2001

Telephone: 1300 772 679  
Facsimile: 02 9262 1623  
Internet: [www.psa.asn.au](http://www.psa.asn.au)  
ABN: 83 717 214 309



In reply please quote: *JM:pn:A15/0942*

3 November 2015

Terry Burgess  
Principal Manager Industrial Relations  
Department of Industry  
161 Kite Street  
ORANGE NSW 2800

By email: [terry.burgess@industry.nsw.gov.au](mailto:terry.burgess@industry.nsw.gov.au)

Dear Terry,

**RE: Consultation Period for Business Technology Services Restructure**

I am writing to express concern over the perceived lack of genuine consultation around the proposed restructure of Business Technology Services.

Members have alerted us to the fact that an email received yesterday (prior to staff receiving details of the proposed change) advises them that the restructure has already been approved by the Secretary. In addition, we note that the "Change Management Plan Recruitment Process" timeline provided to PSA does not expressly provide for any consultation period.

Although we have been advised in discussions with Simon Kempson that feedback will be received up to the proposed date of advertising the positions on 16 November, it is difficult not to feel that the Department's position is that the change management plan in its current form is a *fait accompli*.

We applaud the Department's commitment to providing more ongoing positions, and the move away from reliance on agency staff. However, as you will no doubt appreciate, the deletion of 50 positions is no small matter. As such, it is important for all concerned that this process be conducted according to best practice. This includes adequate provision for consultation.

With this in mind, we are seeking:

- A genuine commitment from the Department to consultation
- A window of at least 2 weeks from the time that all staff have been notified to provide feedback
- A considered and reasoned response from the Department to any feedback received
- That any changes necessitated by the feedback received be incorporated into the final change management document, and that this document be sent to the Secretary for final approval before any restructure or recruitment processes commence.

Given the tight timeframe that has been proposed, we would appreciate a response from you by 10 November. If you have any questions, please do not hesitate to contact Jen Mitchell on 0499 799 054 or by email at [jmitchell@psa.asn.au](mailto:jmitchell@psa.asn.au) .

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Jen Mitchell', written in a cursive style.

**Jen Mitchell**  
Industrial Advocate