



18 December 2015

NSW Police Listenings Performance Development - Capability Framework Member Feedback

The *Government Sector Employment (GSE) Act (Section 67)* requires all NSW public sector departments and agencies to implement performance management systems.

Your union, the PSA, sees the value in agencies basing performance management systems on the prerequisites of the Public Service Commission's Capability Framework, providing members with a common foundation to negotiate performance agreements and engage in performance reviews.

You can view the Capability Framework [here](#)

(<http://psa.asn.au/wp-content/uploads/2013/07/NSW-Public-Sector-Performance-Development-Framework.pdf>)

The PSA conducted several 'listening' meetings at Police Headquarters, Potts Hill and various Local Area Commands, giving members the opportunity to provide input into this process. We would like to thank all members who participated.

Members considered the following questions:

- How can we ensure learning and development is undertaken in a fair and effective way?
- What does a fair and reasonable performance management system look like?
- To successfully resolve unsatisfactory performance, an employee must have... (finish this sentence).

Outcomes

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

- training and development programs relevant to the role and which allow for upskilling/ advancement
- appropriate budget allocations for training, with equal distribution to all employees
- projected training needs and a commitment by management to implement training
- clarity as to the definition of training – must be genuine and not simply to meet 'targets'
- publication of training courses available
- recognition of mandatory qualifications for certain roles and the need to maintain renewals/updates of certain qualifications
- consistency for all employees and equitable access to learning and development
- expectations which are clearly defined and understood by employees and management, with appropriate training provided to facilitate consistent application
- detailed job description with clear and agreed performance indicators
- unsatisfactory performance managed as it occurs, with clear and specific targets for improvement identified, and addressed with support and any necessary training/retraining
- regular and constructive feedback and acknowledgement of strengths as well as weaknesses
- an independent reviewer to alleviate personality bias
- access to mentors to assist in improving performance
- a process that is open, honest, transparent and subject to scrutiny

- relieving opportunities should be equitable and adhere to policy.

The information collected has been used to develop 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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- Forwarding this email to colleagues;
- Asking your colleagues to **Join** the PSA

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