

Public Works Privatisation - Job swaps

Delegates and PSA staff along with representatives from other unions attended a scheduled meeting with Public Works (PW) management on 17 February to discuss the draft Restructure Management Plan (RMP) for the Government Architect's Office and the Sydney Region (Project Management) released on 10 February.

To assist PSA members who wish to remain in the sector, the union pushed for the inclusion in the draft RMP of a clause that allowed employees within PW to negotiate job swaps with employees in other public sector agencies who wish to access a voluntary redundancy package.

Management was not willing to agree to such a clause. Instead, management indicated it was up to individual employees to organise their own job swaps in consultation with their direct manager.

The PSA was assured however that management would be willing to entertain potential job swaps where they were deemed appropriate. This is a win for all Public Works employees who want to remain in the sector.

If you do want to remain a public sector employee, the PSA urges you to speak with your direct manager about identifying another public sector agency employee who wishes to access a VR to enable a job swap to occur. This will assist in determining whether your employment circumstances meet the conditions for a potential job swap. These include:

- You are currently classified as an ongoing employee
- You understand a capability assessment process will be undertaken by the external agency to determine the assessment criteria against the focus capabilities for the role.

Remember, potential job swap matches will be based on your current role at level only and you may be assessed for your suitability and capability for the external role.

View the Draft Restructure Management Plan [HERE](#)

[\(http://psa.asn.au/wp-content/uploads/2016/02/Draft-Restructure-Management-Plan V1-0-2.pdf\)](http://psa.asn.au/wp-content/uploads/2016/02/Draft-Restructure-Management-Plan V1-0-2.pdf)

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