



24 February 2016

NSW Trustee & Guardian Human Resources Transition Plan

As members are aware, the PSA has been engaged in ongoing consultation with NSW TG management concerning the HR Transition Plan.

Throughout the consultation process the PSA has indicated that it is opposed to office closures and job cuts, as well as the reduction in services.

The PSA has however been keen to fight for fair processes during the transition, including simplified recruitment processes, support for staff and identifying redeployment opportunities.

The PSA met again with management last Tuesday to push for further changes to the HR Transition Plan. This amended document will now be released by NSW TG.

PSA Delegate Paul Gavin also met with Joan O'Dwyer to collate questions raised with the PSA and management, and have compiled these into a Frequently Asked Questions document.

Some of the wins by the PSA

- Rejection of the spill and fill process originally proposed
- Simplified process to enable direct appointment wherever possible
- Process to enable internal promotional opportunities at each stage of recruitment

- Support Process to enable redeployment opportunities and priority assessment across the Justice Sector
- Advocacy of NSW TG staff with other Government Agencies
- Dedicated training and change management support
- Industrial Relations Commission to be arbiter of the Pilot
- A reversal of the decision to close Broken Hill and Bathurst, but with changes coming from the Business Case
- Recognition of part time and flexible working arrangements in the Transition Plan
- No-one will forcibly be deprived of their employment during the Pilot process
- Ongoing consultation with the PSA during the Transformation process
- Staff acting in higher grades on a long term basis will be eligible for voluntary redundancy at the higher grade.

Unresolved issues

The PSA has continuously advocated the conversion of long term temporary employees to ongoing status, and staff acting in high duties on a long term basis to ongoing status at the higher grade. NSW TG has rejected this proposal but chosen to allow

long term temporary staff and staff acting in higher roles for more than 12 months to apply for jobs at the higher grade.

Although the PSA approach has greater advantages to staff and is consistent with change management processes in some other agencies, the Industrial Relations Commission did not support the PSA approach.

NSWTG has not agreed to the PSA proposal of an upfront voluntary redundancy process.

Redeployment

The PSA and NSWTG has agreed on a process to identify and support redeployment opportunities in Justice and across the public sector.

The PSA notes that 34 Clerk Grade 1-2 positions at Registry of Births Deaths and Marriages have been advertised on Jobs NSW. The PSA also notes that a process of priority assessment applies to these positions.

The PSA has advocated on behalf of our NSWTG members in the Registry of Births Deaths and Marriages Joint Consultative Committee.

The PSA recommends that members give careful consideration to these and other redeployment opportunities that arise and read HIVE notifications and Jobs NSW on a regular basis.

The PSA will continue to advocate on behalf of NSWTG members in other government agencies throughout this process.

Training

The PSA has agreed with NSWTG that training be provided to support staff during the transition.

The PSA notes that INS Career Coaching has been provided, which is designed to train staff in résumé preparation and selection processes.

The PSA recommends that members take up this and other training opportunities provided by NSWTG.

Pilot

The PSA notes that the Pilot has commenced, and that consultation is also occurring with NSWTG.

The PSA is in the process of visiting NSWTG offices and collating information concerning the pilot and any other issues arising.

Members are encouraged to attend meetings and provide feedback either to PSA staff or organisers.

PSA delegates

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Robin Turnham

Martin Armstrong

Peter Edgton

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Heather Stephenson

Join the PSA

membership.psa.asn.au/join



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