



**NSW POLICE FORCE**

www.police.nsw.gov.au  
ABN 43 408 813 100

**HUMAN RESOURCES**

The Secretary  
Public Service Association of NSW  
By Email

Attention: James Shaw / Lee Coulton

Dear Mr Shaw,

I refer to our meeting yesterday to discuss the current work bans of Crime Scene Officers and Senior Crime Scene Officers.

I attach a copy of the Meeting Minutes in that matter.

Provided industrial action immediately ceases, NSWPF is happy to consider any submissions put forward by the PSA, including submissions in relation to:

- Appropriate job evaluations for these staff (including details submissions as to why such staff should be more aligned to the Scientific Officer Classifications);
- Any wage related cost savings initiatives to fund wage increases in line with Wages Policy.

#### Current Grading of CSOs and SCSOs

The parties discussed the current Position Descriptions of the Crime Scene Officers and the Senior Crime Scene Officers. The PD cited stated that the last review date was 2013 and 2014 respectively. I note your request for a copy of the Job Evaluations for these positions and for the Scientific Officers.

While PSA representatives are involved in the job evaluation process, NSWPF does not normally provide a copy of former or other job evaluation outcomes prior to consideration of a particular position. This is because a position should be developed and evaluated having regard to the relevant information, and not based on what other positions state or require. Therefore, in order to be a 'just' process, it should not be 'tainted' or formulated having regard to previous evaluation or other position outcomes.

Nonetheless, we have looked into this request for the evaluations further and been advised that these positions were not formerly evaluated in 2013/2014, rather they were 'benchmarked' which considered whether such positions were still in line with the wage scale of other comparable positions.

Reclassifying a grade under the Scientific Officer classification, rather than the Clerical Officer classification would not necessarily provide a pay increase. For example, a position may be evaluated as having a '324 points' rating under the Hays system. This would equate to a Clerk 5/6 (min \$77,448 – max \$85,455) under the Administrative Officer Classification, or a Scientific Officer Grade 1 (min \$58,687 – max \$78,301) under the Scientific Officers pay scale.

Nonetheless, on a without prejudice basis, and in the interest of trying to be transparent in this matter, I am happy to meet with PSA representatives to discuss this issue further and provide a copy of a PD and the total evaluation score for the other Scientific Officer position in FSG (Chemist – Scientific Officer Grade 1) should the industrial action cease.

#### **Employee Relations and HR Policy**

NSW Police Headquarters, Locked Bag 5102, Parramatta, NSW, 2124

Tel (02) 8835 9523, Fax (02) 8835 9067, TTY (02) 9211 3776 (Hearing/Speech impaired), E-net 29523, E-fax 29067

I note that there is a PSA meeting tomorrow morning. NSWPF strongly encourages the PSA and its membership to consider immediately lifting industrial action. Following this, NSWPF remain committed to considering submissions put forward by the PSA and its members, including on the basis outlined herein.

Should you require any further clarification or wish to discuss the matter further contact should be made with the Acting Manager Employee Relations & HR Policy, Ms Elizabeth Allen on 8835-9533.

Yours sincerely,

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

Elizabeth Allen  
A/Manager, Employee Relations and HR Policy

23 February 2016