*20 April 2016*

# State Library lack of consultation

The dispute between the PSA and the State Library was back in the Industrial Relations Commission on 13 April for a report back before Commissioner Murphy.

Whilst the parties are now discussing the change, as should have been the case from the outset, and the State Library has acknowledged its error, the PSA strongly expressed its ongoing concern that the employer still seems to believe that they have communicated well and that there have been no adverse effects for employees.

The Commissioner supported the PSA's comments that affected staff are often unlikely to express their views to the employer and accepted our view that this situation was most distressing to staff.

It is important to note that "affected staff" are not only those who become excess but those left behind to continue the process of doing more with less.

A further bulletin on the Consultation Arrangement Policy and Guidelines 1997 will be forthcoming.

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