

Family and Community Services Talent pools information to members

There have been a lot of recent inquiries regarding the FACS Community Services Talent Pool process and the transparency of this process. The Government Sector Employment Act, Rules and Regulations govern the employment arrangements of Government Sector workers.

Below sets out the Government Sector Employment Rules 2014 (GSE) on Talent Pools

Part 3 Merit-based employment section 19 states:

1. A *talent pool* is a list of those persons (whether or not existing Public Service employees) who have satisfied the pre-established standards for the role or type of role through a comparative assessment.
2. A talent pool may be used for recruitment to ongoing employment or for temporary or term employment
3. A talent pool may, without limitation, be established jointly by more than one Public Service Agency and may be used for recruitment purposes by any Public Service agency.

4. A person may be included in a talent pool for no longer than the period of 12 months following the completion of the comparative assessment that entitled the person to be included in the talent pool.

- The talent pool process should be fair and equitable. If you believe that that process was not transparent, you are encouraged to contact the PSA Member Support Centre.
- To download the PSA fact sheet on the transfers and secondments click [HERE](http://psa.asn.au/wp-content/uploads/2016/08/160606_Reward-program-FAQs-JUNE-6.pdf) (http://psa.asn.au/wp-content/uploads/2016/08/160606_Reward-program-FAQs-JUNE-6.pdf)
- For more information on the GSE click [HERE](http://psa.asn.au/government-sector-employment-act/). (<http://psa.asn.au/government-sector-employment-act/>)
- To contact your Organising Team to request a briefing at your workplace email: FACSOrgansing@psa.asn.au.

