

NSW Treasury Restructure

On 26 August 2016, the PSA received an email from Treasury HR on matters relating to Treasury staff declared excess as part of the restructure.

In response to the PSA's queries concerning when staff are to be declared excess, Management advises they will be flexible on the transition date – 1 November 2016.

Earlier separation dates can be negotiated with Treasury Management.

The PSA welcomes this commitment to flexibility for excess staff.

These further key points emerged from the PSA's exchange with Treasury management:

1. Treasury has indicated the date of the signed letter does not change the transition day.
2. Treasury has confirmed staff are able to remain until the transition day of 1 November 2016 unless they wish to depart earlier.
3. Providing a response to Treasury opting for the voluntary redundancy payment does not of itself have the effect of making anyone excess.

The PSA sought clarification for staff members who did not secure an Executive role. Management confirmed:

- Overall feedback would be provided by the person's manager when outcomes of the process were communicated. This would then be followed by a more comprehensive capability feedback session with the CEB assessor.
- If individuals want further information (including referee information) they can ask their manager and/or HR Business Partner.
- Equal weighting was given to the three assessment components:
 - i. Panel interview
 - ii. Assessment centre
 - iii. References.

Should you have any further questions on this process or any other questions relating to your entitlements under the Managing Excess Employees policy, contact PSA Industrial Advocate Matthew Drake-Brockman mdrake-brockman@psa.asn.au

