

# Property NSW Restructure

The restructure of Property NSW includes Property & Housing Group, Sydney Harbour Foreshore Authority (SHFA) and Public Works (Facilities Management). The Restructure Management Plan (RMP) has been finalised and recruitment is in stages 1 and 2. There are a number of members within SHFA who we expect will be assigned to roles in the new Property NSW structure at the initial stages of recruitment.

The RMP provides that where a staff member is assigned to a role with a classification that has a lower maximum salary than their current salary, they will have their remuneration 'frozen' until the DFSI A&C scale catches up. Thereafter, all rates would supposedly come into in line, approximately within a two-year period.

The PSA has objected to any freezing of salaries, arguing that pay for those transferring to a different classification should be grandparented for the life of the transferring employee's employment with the subsequent payment of all annual pay rises. See previous bulletin [HERE](#).

<http://psa.asn.au/wp-content/uploads/2016/07/Property-NSW-Union-Activities-Restructure-Update-July-20166.pdf>

This is an obvious freezing of salaries, which existing staff would have received, but for the RMP, and the PSA is looking at contesting the Department's approach.

We are currently contesting the freezing of members' salaries in a similar situation in another area of the Public Service. We want SHFA members whose salaries are set to be frozen to please directly contact PSA Industrial Advocate, Matthew Drake-Brockman at [mdrake-brockman@psa.asn.au](mailto:mdrake-brockman@psa.asn.au) so we can be clear on who the affected members are for the salary freeze.

