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12 September 2016

Ms Kylie Campbell
Director, Talent Management
NSW Department of Education
22 Main Street
BLACKTOWN NSW 2148

Email: Kylie.Campbell33@det.nsw.edu.au

Dear Ms Campbell,

RE: PERFORMANCE DEVELOPMENT BANS

Thank you for meeting today in relation to performance development.

At today's meeting we advised you that PSA members voted to keep the ban on performance development activities.

There are a number of important issues for PSA members relating to this matter which include (but may not be limited to):

- How the statement of duties for SAS staff relates to capability based role descriptions.
- Lack of clarity around who will be signing off on the PDPs. If it is the School Administrative Manager (SAM), the concern is that they may not be supervising the person on a day to day basis. This also raises workload concerns for SAMs.
- Performance-based rewards – our membership has expressed concern over the inequity in their rates of pay for the work that is being performed. The PSA wishes to clarify what benefit would the staff receive from participating in performance development in the form of pay rates and promotional opportunities.
- Adherence to statement of duties – the PSA expressed concern that there has been a pattern of staff being asked to do work outside their statement of duties and asking staff to engage in Performance Development is part of this.
- Lack of planning and information on how the Department is going to ensure that Performance Development is consistently and fairly implemented across all schools (particularly given the devolution of decision-making that arises from Local Schools Local Decisions).

- Performance development not being used punitively – the PSA has had it communicated to us that the process of performance development is completely separate from any performance management process arising from EPAC. However, this is not necessarily the perception of our membership. The PSA seeks your express assurance that performance development will not be used punitively in any EPAC investigation or process or in taking adverse employment actions against SASS.

As was stated by the Assistant General Secretary, Steve Turner in order to address these concerns the PSA seeks that the Department write to us guaranteeing consultation with the PSA to address these issues and that there will be no roll out of the Performance Development program until agreement is reached on the above issues.

Once we receive this guarantee the PSA will be in a position to recommend to members that the lift the ban.

The PSA wishes to state that the performance development ban does not necessarily preclude ongoing talks between the parties to attempt to find solutions and agreement on the above issues.

The PSA reserves the right to raise further concerns as they are escalated by our membership.

For your information, I have attached the two latest PSA bulletins circulated to members asking that they vote on this issue.

Yours sincerely,



VERA BABICHEVA
INDUSTRIAL ADVOCATE

Cc Clare Archibald, Director Industrial Relations, DoE
Natalie Kerr, Manager, Corporate Talent Programs, HR DoE
Beverley Charlton, Principal Industrial Officer, DoE
Steve Turner, Assistant General Secretary, PSA