



6 September 2016

## **Department of Education Early Childhood Education Directorate Realignment Proposal Update No. 3**

This bulletin is an update to advise how the PSA is representing members in the Early Childhood Education Directorate realignment.

As members are aware the Directorate is currently being restructured and is well into the Staff Placement Process. The restructure has progressed through Steps 1 & 2 with some staff remaining at Step 3.

### **Consultation with PSA**

The Department and PSA have met on three occasions and there is ongoing communication between the parties.

The PSA, in consultation with members, responded to the Department's proposal and subsequently received a written response.

### **Long Term Temporary Staff converted to ongoing roles**

As a result of this realignment, there will be six more roles in total than currently in the establishment. There were 102.3 temporary roles and now there will only be 12 in the new structure after the conversion of approximately 90 temporary roles into ongoing roles.

The conversion of Long Term Temporary staff to ongoing is a result of the PSA's efforts. This was not in the Department's realignment proposal. There is a large volume of staff that have now secured ongoing roles.

### **Temporary staff under 12 months being appointed to ongoing roles?**

The Executive Director (ED) has advised the

PSA there are no staff that are being converted into ongoing roles who do not meet Rule 12 of the Government Sector Employment (GSE) Rules 2014. This Rule requires that staff must have been in employment for a minimum of 12 months in an at-level role.

The ED further advised that roles are not being held vacant until such time as staff reach the 12-month period threshold.

Temporary roles at Grade 5-6 level have been offered to some staff where their 12-month anniversary occurs in November 2016. These staff will be able to apply for roles when the process reaches Step 5 – external advertisement.

### **Pool Assessment Process**

To determine the position in which staff were ranked in the Pool Assessment Process, staff were assessed on their responses to two targeted questions. Resumes, referee checks and length of service were not factored into this equation. The Department have advised that significant training in how to address the process was offered and provided to staff prior to this process occurring. Those who were not successful in obtaining a Grade 7-8 role were offered roles at Grade 5-6 level. The pool will remain active for a period of 12 months and when vacancies arise during this time staff will be offered a Grade 7-8 role in order of merit ranking in the pool.

There is not an appeal or review period built into the placement process, however, if staff wish to complain about the process, the Department have stated that staff can make a complaint under the Complaint Handling Policy.

## Assigning staff to higher than substantive grades

Staff have not been offered roles that are higher than their substantive grade. This is consistent with the placement process. At the last consultation meeting on 9 August 2016 the PSA strongly argued that staff be appointed under the GSE Rules, Rule 20(2), however, the Department has refused to do so. It is not incumbent on the Department to follow this Rule due to it being the Department's decision whether they recommend it to the Public Service Commissioner or not.

## What is next?

The Department and PSA will continue to consult in relation to this restructure.

The PSA will continue to ensure that a fair and equitable process in the restructure is adhered to.

## What more can you do?

- Give a copy of this bulletin to your colleagues
- Print out this bulletin and put it up on your notice board
- Ask a colleague to join the <https://membership.psa.asn.au/Register/HowMuchPay>

The PSA is unable to directly advocate for any non-members.

## PSA Industrial Advocate details:

- Paul Townsend – PSA Industrial Advocate: [ptownsend@psa.asn.au](mailto:ptownsend@psa.asn.au)

**Join the PSA**  
**[membership.psa.asn.au](https://membership.psa.asn.au)**



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