

Dept. of Justice Organisational Performance & Operations Division (OPOD) restructure

The PSA is currently consulting with the Department of Justice NSW regarding the OPOD Restructure, which involves:

- Asset Management Services
- Office of the General Counsel
- Information Technology Services.

The Department of Justice has provided staff the final change management plans. As we updated you in our last bulletin [HERE](#), the Department was altering the change management plans to reflect:

- Within the Step 1, Path A recruitment process, (relating to assignment to grade, where there are more roles than people) the interview will be the prescribed assessment. All other assessment methods have been removed at this stage.
- At step 2, staff from other divisions and departments who have worked in ITS for greater than 12 months (regardless of merit selection status), will be able to apply for roles, subject to case-by-case review.

It was noted that on the final change management plans that the recruitment process at Step 1 Path A was not corrected, although it was reflected in the presentations to staff. The Association made representations to the NSW Department of Justice to alter the change management plan; the NSW Department of Justice declined advising the presentations were reflective in detail of the process.

The PSA was made aware that some staff at Step 1 Path A, where there were more roles than people,

were being asked to provide things such as work samples, which was outside of the prescribed assessment.

The PSA made the NSW Department of Justice aware that there were staff being requested to undertake assessments outside of what was agreed in the change management plan. As such the PSA requested that such assessments cease and they abide by the change management plan. The NSW Department of Justice declined to meet this request, and stated there was a misunderstanding; as such the PSA lodged a dispute with the NSW Industrial Relations Commission.

Since lodging the dispute the NSW Department of Justice has agreed in writing [HERE](#) to follow the agreed assessment process at Step 1 Path A. It will be confining the assessments to expression of interest and interview. The Association has also had confirmed that the NSW Department of Justice will be altering the OPOD change management plan to reflect this.

If you are being asked at during the Step 1 Path A recruitment stage to undertake an assessment which is not an expression of interest and interview please advise the PSA.

The Department has assured that those who have undertaken an assessment which is outside of expression of interest and interview, it will not be used as part of its decision making for recruitment.

If there are any further questions relating to this process please contact Jessica Moore at jmoore@psa.asn.au