



8 December 2016

TAFE NSW

Finance Group review update

The Finance Group Review is now in consultation phase, and the PSA (CPSU) met with TAFE NSW representatives late last week to provide some initial feedback from members and to discuss the progress.

The PSA (CPSU) put the case forward that members felt a sense of disadvantage from being excluded from direct placements after working in a merit selected higher duties position for many years. Some members have worked in their position for six to 12 years, however will not be treated the same as long-term temporary employees who have worked for a minimum of two years.

The response from TAFE NSW was the placement process would remain the same in spite of this feedback. The employer did report it would consider, on a case-by-case basis, individual circumstances. This means if you have been working in a merit selected higher duties role for a number of years, you should put your case to the People and Culture team on why you should be directly placed. This will be considered and potentially agreed upon.

The PSA (CPSU) also conveyed our support for the Direct Offer of a position to employees where the location has changed but is outside the defined area, as well as our opposition to

the Direct Placement of employees where the location change is within the defined area. TAFE NSW employees have a right under the Fair Work Act not to be relocated to a new campus in circumstances where the move would be unreasonable. The test for this is a personal test, depending on the campus proposed and the impact on an individual employee.

The response from TAFE NSW was that it would consider an appeal from an employee on a case-by-case basis.

If TAFE NSW proposes to directly appoint you to another location, and the relocation would be unreasonable for you, please appeal the decision to the People and Culture team. TAFE NSW did indicate it would develop an FAQ around the relocation rights, but it's not clear if this is for People and Culture or for affected staff.

A number of PSA (CPSU) members have reported the direct matching process is inaccurate and there are a range of problems with the evaluation of current positions and what duties are actually performed. TAFE NSW has committed to reviewing and addressing all of these issues and encourages everyone to provide feedback and raise these issues as consultation progresses.

The PSA (CPSU) will be working directly with TAFE NSW in response to feedback received from members and will also provide a summary of all feedback to TAFE by 20 December 2016.

CPSU members are asked to please provide a copy of any feedback provided to TAFE to Phoebe Dangerfield at pdangerfield@psa.asn.au. Members can also contact their local CPSU delegates:

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As we work our way through the coming restructures, it is important you have a say and your voice is heard. You can support the work of the PSA (CPSU) and your local delegates by asking your colleagues to join your union. Join online [HERE](https://membership.psa.asn.au/Register/HowMuchPay).

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Please forward this to your colleagues, so they know what their rights are, and encourage them to JOIN the PSA (CPSU).

