

Family and Community Services

Deletion of 700 positions

Update: Cluster Operating Model – FACS sharpens the axe on 700 jobs

FACS has written to the PSA with a 'final draft' change management plan for the cluster operating model restructure.

The proposal includes the deletion of some 700 jobs across the agency.

During earlier discussions with FACS, the PSA had proposed an approach which would allow affected staff to indicate a preference for continuing employment or redundancy, and where possible match employees to their preference.

Click [HERE](#) to see a copy of our submission on the restructure.

[\(http://psa.asn.au/agencies/family-community/\)](http://psa.asn.au/agencies/family-community/)

Given the scale of the restructure – being a reduction of 700 jobs from a total pool of 1100 affected staff – we believed this was a sensible and fair approach to take.

Additionally, FACS has maintained its desire to declare affected employees excess before the completion of the internal placement process (phase 4). This means staff who are unplaced but would like to find a role with the agency (or through mobility pathways) will be forced to choose between a voluntary redundancy package or a 3 month period of redeployment, months before the internal process is completed. This is at odds with the NSW Government's Agency Change Management Guidelines (5.1.3).

We are meeting with FACS again today (25 January) in a last effort to persuade the agency to amend its approach. We will provide a further update shortly.

