

Public Service Association of New South Wales
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In reply please quote: **SH:cw:A16/0547**

1 November 2016

Trudi Mears
Acting General Manager
Roads & Maritime Services
L11, 101 Miller Street
NORTH SYDNEY NSW 2060

Dear Trudi,

Re: Part-time VR Calculations & Workforce Profiling

The Public Service Association of NSW is writing with reference to correspondence from Transport for NSW Principal Industrial Officer Nicholas Davison with regard to the calculation of VR payments to part-time staff.

Now that Transport for NSW (and by extension Roads & Maritime Services) have confirmed that 'incentive payments' for voluntary redundancy will be calculated on the hours contained in the contract of employment, the PSA would like to address workforce profile discrepancies. As you would be aware, there are staff in regional registries, consistently working hours over and above their contract of employment.

Members have been advised that due to the 'transition' of RMS Registries to Service NSW Centres, no changes in the workforce profile (i.e. transition from part-time to full-time employment) will be entertained. This places staff who do not wish to seek transition to Service NSW, at a clear and unreasonable financial disadvantage if accepting voluntary redundancy.

For example, David Doidge was been employed by the RMS since 2003 as a part-time Customer Service Operator in the Hay Registry. Mr Doidge has been full-time since June 2013 and has been the lone worker in Hay since 2014. Should Mr Doidge not wish to transition, his incentive hours would be calculated based upon his contract of employment. This would be a considerable reduction in the final payout.

As Service NSW will be in a position shortly to begin transition of the final 26 regional RMS registries, the matter has become more pressing. As of the 31st October, Service NSW has announced the further transitioning of the final metropolitan registries, Frenches Forest and Manly.

The PSA is seeking urgent discussions with respect to the current workforce profiling of the remaining RMS metropolitan and regional registries in order to:

1. Identify those part-time staff members who are working hours over and above their contract of employment
2. Adjust those hours to better reflect those current hours of work that staff are entertaining
3. Negate the financial disadvantage to those part-time staff who do not wish to transition to Service NSW.

I can be contacted on 0407 494 770 to facilitate the necessary arrangements.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Shane Howes', with a long horizontal flourish extending to the right.

Shane Howes
Industrial Advocate