



23 December 2016

Ref:SH:cw:A16/0547

Shane Howes
Industrial Advocate
Public Service Association of NSW
160 Clarence St
SYDNEY NSW ydney 2001

Dear Mr Howes

Part-time Voluntary Redundancy Calculations & Workforce Profiling

Thank you for your letter dated 1 November 2016 and the opportunity for Roads and Maritime Services to meet with you on 15 December to discuss this matter. As you would be aware Roads and Maritime commenced the reform process of the NSW Registries in 2012 when recruitment began for new roles within Service for NSW (**SNSW**). Voluntary redundancies commenced in July 2013 when the rollout of SNSW began.

The payment of any voluntary redundancy is made up of the following three components:

Severance Payment

Part time staff had their hours of service calculated to equal a 35 hour full time equivalent. For example if a part time staff member had worked 10,000 hours during their career the full time equivalent would be 9.46 years of service. Each year of service received 3 weeks of severance pay up to a maximum of 39 weeks.

Notice in Lieu payment

Part time staff are paid up to 5 weeks' notice in lieu based on their length of service. The amount paid is determined by the staff member's contracted hours of work. For example if a part time staff member worked 20 hours per week, the staff member's payment would consist of 20 hours by the required number of weeks' notice to be given.

Incentive Payments

The incentive payment is an additional payment of up to 8 weeks based on contracted hours of work.

At the meeting on 15 December 2016 you suggested two options for part time staff who may in future wish to take a voluntary redundancy:

1. Roads and Maritime provide part time staff who maybe working in excess of their contracted hours a new contract of employment stating the actual hours staff are working. The actual hours to be set out in any contract would be determined by averaging the part time staff members hours worked over the past 12 months; or
2. Roads and Maritime make no change to the employment contract however Roads and Maritime calculate all future part time voluntary redundancies on actual hours worked averaged over the previous 12 months.

Roads and Maritime does not agree with the options proposed. Roads and Maritime staff and the PSA have been aware since 2012 that the transition to SNSW would occur and that the Registry functions would no longer be required to be performed as a Roads and Maritime function. Further, since at least 1 July 2014, part time staff who work any additional hours have been paid for such hours in accordance with clauses 12.4(f)(i) or (ii) of the Roads and Maritime Services Consolidated Salaried Award 2014 and from 1 July 2016 the Roads and Maritime Services Consolidated Salaried Award 2016 (the **Award**).

Therefore, it is the position of Roads and Maritime that any future voluntary redundancy payment for part time staff will be based on contracted hours of work.

David Doidge

Your letter of 1 November 2016 referred to the circumstances of an Roads and Maritime staff member, David Doidge.

Mr Doidge's contracted hours are 20 hours per week and any additional hours he has agreed to work are being paid as per Clause 12.4(f) of the Award. If Mr Doidge accepts a redundancy his payment will be based on his contracted hours.

If you have any further questions please contact Elaine Keenan, Senior Industrial Relations Consultant on 0427 337 725.

Yours sincerely



Paul McKaysmith

A/Principal Manager Industrial Relations