

## Update – CST Transfer meeting – Questions with few answers.

PSA staff and delegates met with FACS on Wednesday. The following issues were discussed:

### Secondary employment:

The union position is that staff were strongly encouraged to undertake work to build capacity in the community. **Staff have entered into arrangements in good faith** and with support of the Department. Staff have invested their own time and money starting businesses and they will be significantly disadvantaged if their approvals are rescinded.

We also raised that the timeframe for responses was too short given the complexity involved in completing the documentation. **The Department have agreed to further meetings with the PSA on this issue when they have assessed the responses.**

The Department informed the union that requests for updates on secondary employment review was done because of the agreement with the Benevolent Society. They advised that Executive Directors will look at all applications and take recommendations to the Service Delivery Team for them to review. The Service Delivery Team is a mix of Departmental representatives and the Benevolent Society.

The PSA was assured that no secondary employment approvals will be cancelled while they are being reviewed and staff will be contacted if any issues arise.

FACS agreed to further discussion with PSA prior to any action secondary employment arrangements. FACS will advise of meeting date.

### Leave Without Pay:

The PSA raised its concerns that because of the encouragement of the Department, many staff had taken LWOP and were now being disadvantaged.

The Department advised that LWOP pay arrangements were being reviewed by Districts and that letters went to the affected staff last November notifying them.

LWOP arrangements that were approved for secondary work will be managed by the districts and staff with any that are close to expiring should request extensions.

### Termination payment clarification:

The union sought clarification on how the termination payment would work.

The Department have advised that if staff are full-time at the date of transfer, they will receive a full payment. LWOP will not trigger a pro-rata arrangement unless you are part-time.

Part-time is more difficult to calculate and further advice on that scenario is being sought from Industrial Relations and Payroll. The union will be advised of the Departments' position.

Staff will receive the payment based on the years of service. ie. working for 5 years 360 days will only get you 7 weeks not 7.9 weeks.

### Case Manager Role Description:

The PSA understands this was changed primarily to be used in recruitment in line with the Key Capabilities Framework. There was in principle agreement to change the sentence about assisting

with financial decision making to something like “links to services and works towards clients achieving their goals.”

The Department advised the change to wording must also now go to Ben Soc for approval. This is another case of the Department bowing to the concerns of a future employer while not assisting their current staff.

#### Certificate of Service:

The PSA raised our concerns about inaccuracies in the information sent to staff that would appear on the Certificate of Service. The Department assured the Union that the final certificate of service will have the role the employee is currently in (not “Admin” as originally was given).

#### Diminution of roles into the future:

The union raised our concerns about the future diminution of the role of CSTs.

The Department advised that Case Managers do not have a line item in the NDIS. Consequently, there are concerns with what they will be doing with Ben Soc. into the future. They are not Support Coordinators as understood by the NDIS, and support coordination does not seem to be designed to continue into the future.

Behaviour Support Coordinators (BSC) do not have a professional association and do not have degrees unlike CSTs.

We asked what Ben Soc’s requirements are for BSC? The Department has undertaken to seek advice from Ben Soc. The union raised the question that if the work will differ significantly from that done with the Department, then surely Mobility Pathway or redundancy is the required action and not a transfer to no job.

#### Transfer payment determination by ATO:

We were advised that the ATO have approved the request for exemption. The Department have agreed to confirm this advice.

#### The Benevolent Society Business Model:

The PSA was advised that the Benevolent Society is currently mapping services. They are looking at retaining work sites unless their building cannot accommodate the merged workforces. The Department has agreed to provide further details when available.

#### Clarification sought on who “will not transfer”:

Staff who have a conduct matter currently being dealt with or a workers compensation matter may not return to their original role and may not transfer.