

Digital Technology Services Restructure update

Justice to review recruitment process

The PSA attended the Industrial Relations Commission (IRC) on 11 April 2017.

The PSA raised numerous concerns about the recruitment process, including:

- the use of agency staff on Selection Panels contrary to the Change Management plan, the GSE Act and policies
- the potential conflict of interest arising from the use of agency staff for these purposes
- the large numbers of ongoing staff who were advised they did not meet the capabilities for roles at grade
- the lack of consultation about ongoing changes
- the fact staff should be directly appointed to roles at grade and that the recruitment process should be stayed pending a resolution of the matter.

The Department of Justice indicated to the Commission that the Department will now undertake a review of the recruitment process.

The IRC made the following recommendations:

- that the Department of Justice HR review and report on the recruitment process
- that the PSA raise all concerns about the recruitment process in writing to the Department of Justice as part of the review process

- that the Department of Justice stay the recruitment process (apart from the remaining four Clerk Grade 7/8 roles)
- that the Department of Justice must comply with legislation and policy when undertaking recruitment
- that the parties make a genuine attempt to resolve the matter and that the matter may return to the IRC if it is not resolved.

The PSA will meet with members as a matter of urgency to compile all matters of concern and provide these to Justice HR.

The PSA also invites feedback from any members seeking individual representation.

The PSA will continue to advocate for members throughout this process.

What you can do

- Attend PSA-organised meetings.
- Provide feedback to:

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