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In reply please quote: *CMcK: ljm: A17/0398*

Mr Michael Coutts-Trotter  
Secretary  
Department of Family and Community Services  
Locked Bag 10  
STRAWBERRY HILLS NSW 2012

By email: [petra.kathagen@facs.nsw.gov.au](mailto:petra.kathagen@facs.nsw.gov.au)

Dear Mr Coutts Trotter

I am writing in regard to my letter of 13 March 2017 which detailed our serious concerns about the inherent requirements for caseworkers.

My letter requested that you direct the immediate withdrawal of the inherent requirements for caseworkers. The PSA further requested that you review the current number of caseworkers directed to undertake independent medical examinations because they allegedly do not meet these inherent requirements and halt this process. The PSA also requested that you rule out the introduction of fitness criteria for caseworkers as this would be inconsistent with their draft role description and the capability framework and would represent a form of discrimination.

The PSA also made the point that role descriptions need to truly reflect the specialised work caseworkers undertake which then eliminates the need for anything like a separate list of inherent requirements. This should be undertaken by the Department as a priority and in consultation with the PSA.

To date you have not responded to the PSA's requests. As I said in my previous letter these inherent requirements are discriminatory and unfair and need to be withdrawn as a matter of urgency. Should you fail to respond by 31 March 2017 the PSA will have no option but to seek the assistance to the Industrial Relations Commission in this matter.

Yours sincerely

Troy Wright  
Assistant General Secretary

24 March 2017