

Public Service Association of New South Wales
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In reply please quote: *RC:cj: A16/0873*

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

By email: petra.kathagen@facs.nsw.gov.au

Dear Mr Coutts-Trotter,

It has come to the attention of the Public Service Association that FACS is advertising positions on the NSW Jobs site that are directly affected by the Cluster Operating Model (COM) restructure.

Of particular concern is that there are multiple ongoing Commissioning positions appearing on the NSW Jobs site. The jobs being advertised are grades which are subject to the most extensive cuts. Commissioning is particularly affected by job cuts and the appearance of these ads has caused employees significant stress and anxiety. Indeed some employees are growing increasingly cynical that FACS is actually committed to keeping jobs for as many of its employees as possible.

The external advertising of these positions is in contradiction to the COM Non Executive Staff Transition Change Management Plan (3rd February 2017). The Change Management Plan stipulates that jobs will only go to external advertising at Phase 5. The COM Restructure is currently in Phase 2 and any external advertising of affected jobs should not happen until the latter half of 2017. Those jobs eventually subject to external advertising would only be for the remaining vacancies from Phase 4.

In addition to the above, there is an agreement with the Department under the NDIS Mobility Pathway that any employees falling under the scope of the COM Restructure would be subject to a matching process for any vacant non-frontline positions. This is not restricted to just FACS but applies across the NSW Public Sector. The Association notes that there are a number of non-frontline positions subject to external advertisement on the NSW Jobs site.

I am very concerned that the protocol has not been followed and request that these advertised positions are immediately taken down and that FACS adheres to the COM Change Management Plan as well its commitment to the NDIS Mobility Pathway.

The Association, as always, is available for meaningful discussions. Please contact Senior Industrial Officer Thane Pearce (0408 223 276) or Organiser Robin Croon (0438 416 615) to arrange a mutually appropriate time.

Yours sincerely



STEWART LITTLE
GENERAL SECRETARY

27 April 2017