



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

General Secretary Stewart Little
President Kylie McKelvie
ABN 83 717 214 309

In reply please quote: SH: gs:

18 September 2017

Peter Dunphy
Executive Director
SafeWork NSW
Level 3, 92 -100 Donnison St
GOSFORD NSW 2250

Via email: peter.dunphy@safework.nsw.gov.au

Dear Mr Dunphy,

Re: Discussions at the SafeWork Joint Consultative Committee

The Public Service Association of NSW is writing with regard to the discussions at the SafeWork Joint Consultative Committee on Monday, 11th September 2017.

The PSA is always willing to discuss changes to Awards that provide for mutual benefits. However it is important to remind you of the restructuring of the DPO group in 2013, that saw a massive reduction in staff with those specialist skills into the Inspectorate. The fact that you simply didn't bring in all of these staff members on grandfathered agreements has left SafeWork exposed to this loss of skill within the organisation. Put simply SafeWork did not sufficiently value the work these dedicated staff provided. To make it worse SafeWork targeted certain groups that now would have had the skill sets that SafeWork maintains now do not currently exist in the Inspectorate.

The PSA agreed to temporary changes to the MoU as a last resort to keep staff employed and fulfilling the continued service to the public. Even during that period SafeWork found a number of those candidates unsuitable.

You would be aware of the reasons and rationales for the rescission of the temporary MoU after the previous incarnation of SafeWork employed staff without the Advanced Diploma in Government (Workplace Inspection) and then failed to adequately respond for the need to train them in Inspectoral duties. This placed an unreasonable strain upon those inspectors required to assist those State Inspectors. The PSA considers that the ability to be a knowledgeable inspector and have the skill set to deliver as both key components to the ASI/SI role. One should not be seen as greater than the other.

It is quite obvious that SafeWork has not properly identified the required capabilities even though this was a key component of the restructuring of the Work, Health & Safety Division in 2013.

The commitment to apply consistent and transparent knowledge transfers has been done in a haphazard manner that highlights significant business risk to SafeWork. The workforce profile of SafeWork highlight the numerous staff with specific skill sets that will retire over the next few years. The PSA is concerned that without proper development of the Inspectorate, further capability loss will be inevitable.

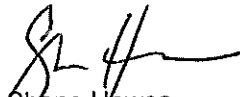
It would appear that SafeWork has made a rod for its own back with such a short-sighted view of the critical work that was done by the DPO group. Now to ask staff to hinder their own progression and opportunities due to the failure of SafeWork to uphold commitments to 'development and capability' building since 2013, is a task that the PSA is reluctant to take.

It is clear that the actual skills and capabilities required of inspectors at various levels has not been analysed to place due consideration on succession planning and the encouragement of development within the inspectorate.

For the 5 positions requested for exemption at the last JCC, insufficient information has been provided to identify how the current requirements of a qualification that is obtainable through a number of registered training organisations is a "market blocker". The PSA encourages SafeWork to advertise these jobs externally placing the specific requirements along with the requirement for an advanced diploma or provide clear evidence of how this market blocker is the only reason for not being able to recruit at these particular levels and specialist requirements.

I can be contacted on 0407 494 770 to organise the available dates and facilitate the necessary arrangements.

Yours faithfully



Shane Howes
for Troy Wright
A/g General Secretary