



PUBLIC SERVICE ASSOCIATION  
OF NEW SOUTH WALES

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

In reply please quote: SH:jm

16 October 2017

Kirsten Watson  
Executive Director People and Culture  
Transport for NSW  
18 Lee Street  
CHIPPENDALE NSW 2008

Dear Ms Watson

**RE: Contingent Workforce Reporting and Consultation**

We write regarding the Audit Office report 'Contingent workforce: procurement and management', published in April 2017, and its findings regarding the need for agencies to identify, track and report on their use of contingent labour.

The Association expects Transport for NSW (TfNSW) to comply with the Public Service Commission's guidelines around this issue and the recommendations contained in the Audit Office report. Considering the announcements of budget cuts and hiring freeze, we seek that Consultation on this issue commence in earnest.

The Audit Office report published in April of 2017 highlights many issues with the way that your agency currently manage their contingent workforce. Specifically, they highlight that there is a lack of planning around how contingent labour is used, that data is not always reliable or accurate, tenure seems to be out of proportion to the needs of the agencies, on and off boarding processes lack vigour, that agencies risk wasting public monies through the way they engage contingent labour, and that no system is in place to monitor performance or the output of contingent labour.

We further note that the report finds that Public Service Commission guidelines around the use of contingent labour are not being followed.

The Association is deeply concerned by the apparent lack of action by TfNSW in this area and expect a response to this correspondence at your earliest convenience. Due to the TfNSW response to the Audit Office report, the PSA is concerned that TfNSW is not meeting its

obligations under *Clause 13.1* of the *Transport for NSW Salaries and Conditions of Employment Award 2017* (the Award) to use direct permanent employment as the preferred and predominant staffing option for TfNSW. As part of the response the PSA seeks to have the following addressed:

1. The details of how your Agency currently manages its contingent workforce;
2. How this system complies with the PSC guidelines around contingent labour and/or how you intend to do so in future;
3. Details around your current use of contingent labour including numbers, positions, costs and any other details pertinent to addressing issues affecting our members; and
4. Details of how you intend to meet your consultative requirements over the use of contingent labour on a regular basis.

The Association points out that this is a major issue affecting our members in the workplace and that failure to consult appropriately may lead to us seeking the assistance of the Industrial Relations Commission to resolve this issue.

Should you wish to discuss the contents of this letter, please contact me on 1300 772 679.

Yours sincerely



Shane Howes  
for **Stewart Little**  
**General Secretary**