



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

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

In reply please quote: AW:vv

15 December 2017

Ms Nadia Napoletano
Acting Manager Employee Relations
NSW Police Force
1 Charles St
Parramatta NSW 2135

napo1nad@police.nsw.gov.au

Dear Nadia,

Re: Role Descriptions for Special Constables (Security)

I refer to my letter of 28 September in which I raised the conversion of Special Constables (Security) position descriptions into role descriptions under the Capability Framework. I was told by Ms Verna Davis of your office that the development of the role descriptions was still ongoing and that she would advise me when this was complete.

I have recently been advised by a PSA representative who is participating in the process that the SMU Command has been instructed by the Workforce Planning Unit to peg the Special Constables capabilities to those of a security guard at the Academy who has not taken the Oath of Office and the capabilities of a Field Supervisor to Clerk 1-2.

Although it seems at times that the intent of the Capability Framework is to obscure the true nature of the jobs being described, there must still be some level of connection between the descriptions of the generic capabilities and the real world of work. For example, I am not convinced by a rating of "foundational" for the Display Resilience and Courage capability of the Special Constable who was required to return fire when Mr Curtis Cheng was murdered. The rating of a Clerk 1-2 as "intermediate" for the Technology capability, while a Special Constable who has to operate security software and make COPS entries must be rated as "foundational" is impossible to justify. Similarly, the proposal to peg the capabilities of a Field Supervisor, who supervises up to 20 subordinates to the capabilities of a Clerk 1-2 who supervises no one is devoid of sense. These examples clearly demonstrate the bankruptcy of this approach.

The PSA insists that the Police Force commit to a proper process of determining the capabilities of the various Special Constable (Security) positions. Please be advised that, if an inadequate role description is adopted, we will be discussing with our members the implementation of a work to rule campaign where only duties within the capabilities are performed.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Andrew Wright', written over a horizontal line.

Andrew Wright
for **STEWART LITTLE**
GENERAL SECRETARY

cc. Supt Martin Hayston

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