



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

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

In reply please quote: **GS:cj**

28 May 2018

Ms Vicki Telfer
Executive Director
NSW Industrial Relations (NSW Treasury)
GPO Box 5469
SYDNEY NSW 2001

By email: vicki.telfer@industrialrelations.nsw.gov.au

Dear Ms Telfer,

Re: PSA response proposal end of Mobility Pathway Operating Principles and NDIS Mobility Pathway Evaluation Terms of Reference

The PSA refers to the recent briefing by DPC and NSW IR in relation to the proposed changes to current Operating Principles of the NDIS Mobility Pathway Program and the evaluation to be conducted by the DPC and NSW Treasury.

Attached are the proposed changes to the Mobility Pathway Operating Principles and the terms of reference for the NDIS Mobility Pathway Program evaluation.

For convenience the issues of concern raised by PSA Delegates have been highlighted in red following each proposed item. It would be appreciated if NSW IR/DPC could provide a response back to each issue raised.

In relation to the 'post 29 June' principle the PSA has attached the August 2017 Fact Sheet concerning the Disability Operations Step-Down issue which may assist in addressing the question 'Who will manage the remaining employees and their status?'

The PSA as a 'Stakeholder' in relation to the NDIS Mobility Pathway Program will make a submission to the evaluation process.

It will be appreciated if NSW IR could provide the requested advice from Public Service Commission in relation to the voluntary redundancy issue raised by the PSA on the 16 May 2018 as to concern of employees being declared excess inappropriately as FACS advice is that Corporate Services work will be ongoing past 30 June due to difficulties in finalising the Disability Operations Step-Down process.

The PSA has to also provide advice to members in relation to their ongoing rights in relation to this process.

The PSA would appreciate a response by COB Friday, 1 June 2018 as the timelines outlined in this proposal commenced in March 2018 without the Associations direct input or knowledge.

If you seek any clarification to these matters please contact Greg Shaw, Industrial Officer on either gshaw@psa.asn.au or mobile 0409-465-406.

Yours sincerely,

Greg Shaw
for Stewart Little
General Secretary
Encl.

Cc: Bettina.cassanoc@dpc.nsw.gov.au
John.bailey@facs.nsw.gov.au

Summary - End of Mobility Pathway Operating Principles

The NSW Mobility Pathway Talent Pool Project Control Group developed Operating Principles as an operational guide for INS, FACS and DPC when implementing the project's close. A summary of the principles that apply from the period 1 March – 29 June 2018 follows:

Pathway Process

- INS will continue matching for all employees regardless of entry date into the Pathway, although participants who have been longest on the pathway will be prioritised, and assessments will be given precedence when matches occur.

PSA requests details of the number of participants affected, dates/timeline they entered the Mobility Pathway .

Also how long did it take hiring managers to engage in the process FACS and other agencies e.g. number of employees placed (not counting placement by 'merit') with FACS and separate figures for other agencies; names of agencies; month when matched

- FACS's staff participating in its internal Mobility Reassignment Opportunities (MRO) process will meet with an INS Career Placement Officer and when matched will be removed from the MRO to reduce duplication of effort.

PSA does not have a problem with this as long as individual participant is contacted re-job opportunities and is not disadvantaged.

PSA would like who know who will monitor this process

PSA also seeks assurance that until participant is fully in Mobility Pathway (i.e. work assessment completed) they still have a veto as per MRO process.

Again would like a statement as to how this process will operate.

Confirmation sought that the MRO process will continue in FACS once Mobility Pathway program concludes on 30 June 2018. Particularly as a large number of staff are to be temporarily assigned retaining ongoing status. This is necessary in order to maximize their employment opportunities.

- Participants on leave for longer than 2 weeks will be suspended from pathway activities during their leave, unless they request otherwise.

PSA requests details of the number of staff in this category.

No individual should be suspended unless they request it.

If suspended they should be advised as to their status in writing.

Those who are to be retrenched are only on the basis that they have requested it and NSW IR has provided to PSA a guarantee that those who seek a job will not be declared excess as discussed on the 16 May *(due to FACS ongoing involvement in disability services post 30 June 2018 plus recent decision for FACS Head Office not to relocate to Olympic Park, FACS is still in the process of identifying additional roles to be retained). NSW IR seeking advice from PSC as to difficulty around withdrawing declaration of excess status in view of FACS ongoing review of Corporate Services restructures.

- FACS will review 'on hold' participants on a case by case basis and either

remove them from 'on hold' and activate matching or remove them from the Pathway, as appropriate.

PSA requests advice as to what 'on hold ' actually means.
Also the number of participants affected to be placed on list and PSA advised of number.

- To ensure employees have the mandatory two weeks decision period for acceptance of voluntary redundancy, letters declaring a participant excess will be issued by 15 June 2018 and, at that time, they will be considered exited from the Pathway and all pathway activities.

PSA requested advice around declaring participants excess as per MEE policy when FACS have not concluded restructures *(see previous comments) and are planning to put staff on ongoing temporary assignment in line with operational needs and no definite date to end arrangement.

PSA would prefer to provide list of members who would prefer VR and maximize opportunities for those who wish to remain in Public Sector employment.

Original advice was that Mobility Pathway was to end on the 30th June 2018. Issuing letters on 15th June should allow staff grace period until 6th July as no participant will exit from Pathway until FACS has received signed VR acceptance letter.

- FACS will withhold issuing excess letters to any participant that has an interview date or is pending an interview outcome at the time letters are to be issued.

This not controversial but a communique needs to be sent to all employees on the pathway to ensure an accurate list of employees awaiting interview outcome.

Extended Roles

- FACS to provide INS with a list of participants in the Pathway whose role has been extended beyond project close.

PSA requests copy of list number of participants by grade and length of time on pathway (not names) once INS close project.

- Matching and other Pathway activities will continue for these employees until 29 June 2018.

PSA seeks advice that FACS MRO process will continue to assist remaining participants.

- These employees will be managed by FACS following project close.

Will this be via the FACS MRO process.

Post 29 June

- Handover of participants being managed by FACS post 29 June will include; a summary of outstanding matches, assessment report and resume on file.

Original Com Step Down change management plan (ADHC) proposed participants will go to "Career Choices" for 3 month program.

PSA requests list with number of affected staff for proposed process.
Who will manage this process?

ENDS

Summary: NDIS Mobility Pathway Evaluation Terms of Reference (TOR)

Objective:

- DPC and NSW Treasury will jointly undertake the evaluation, consolidate findings and prepare the draft evaluation report in consultation with the FACS, PSC, PSA and INS Career Management Services (INS).
- The evaluation will examine overall efficacy of the Mobility Pathway in meeting its key objectives to assist in managing the placement of employees impacted by reform under the mobility and transfer provisions of the GSE Act and principles of the NSW Government Sector Placement Strategy.
- PSA would appreciate details of the original key objectives-is this a policy document?
- Recommendations will inform application of future placement projects across the Whole of Government.
- PSA wishes to have negotiations with PSC, NSWIR and DPC prior to any future placement projects being finalised.

Key Timing Points:

- April 2018 – First surveys with recruitment leads/HR professionals underway
- May 2018 – TOR circulated before Steering Committee; evaluation commences
- PSA seeks advice as to who sits on the NDIS Workforce Mobility Steering Committee?
- June 2018 – Surveys focus groups, interviews with key stakeholders, FACS and INS (Project closes 29th June)
- PSA seeks advice as to how the process will operate eg selection of participants for focus groups.
- PSA happy to provide details of members who wish participate in the evaluation focus groups.
- August – draft report ready for final comments
- Will PSA receive a copy of the draft for comment?
- Final report tabled at the Secretaries Board in September 2018.

Role of the PSA

- In the TOR, the PSA assumes the role of **program partner**. As such, the evaluation will consider both internal and external data and consider material and evidence provided by the PSA.
- PSA wishes to be referred to as a 'Stakeholder' in relation to this program .
- PSA will make a submission to the Evaluation review.

Participation

- Material and evidence provided by program clients, partners and stakeholders including the PSA will be considered in the Evaluation.
- Approval and endorsement of the draft report will occur in the following order:
 - 1) Executive Directors, NDIS Reform Group, DPC and Executive Director, NSW IR
 - 2) NDIS Workforce Mobility Steering Committee

- 3) DPC Secretary (party to the contract with external provider, INS)
- 4) NDIS Board
- 5) Secretaries Board