



PUBLIC SERVICE ASSOCIATION  
OF NEW SOUTH WALES

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

In reply please quote: **CMck:cj**

Mr Phil Minns  
Deputy Secretary  
People, Culture & Governance  
Ministry of Health  
73 Miller Street  
NORTH SYDNEY NSW 2060

By email: [Phil.MINNS@moh.health.nsw.gov.au](mailto:Phil.MINNS@moh.health.nsw.gov.au)

Dear Mr Minns,

I am writing to express the PSA's concerns about a series of current issues which appear to reflect a lack of transparency and lack of commitment to genuine consultation with the PSA:

**1. Temporary move to alternative office space for a period of 15-18 months ahead of relocating to St Leonards.**

The PSA was advised about the Secretary's announcement at 2.41pm on 7 August 2018 which was well after the time staff were briefed by their Executive Directors. On such an important issue to our members, the PSA is very disappointed that there was no attempt by the Ministry to provide a briefing prior to the formal announcement. This is contrary to clause 65.1 of the Crown Employees (Public Service Conditions of Employment) Award 2009 which requires:

*There shall be effective means of consultation, as set out in the Consultative Arrangements Policy and Guidelines document, on matters of mutual interest and concern, both formal and informal, between management and the Association.*

The PSA requests a comprehensive briefing about the Ministry's plans to locate staff over two locations for a period of 15-18 months. We particularly want to ensure that work, health and safety issues will be addressed at the interim locations.

**2. Operation of Joint Consultative Committee (JCC) and sub-JCC**

The JCC and sub-JCC last met on 13 June 2018. It beggars belief that the interim move to alternative locations was not under consideration at this time. This should have been raised in the consultative forum that exists between the Ministry and unions to discuss such issues. Instead we now seem to have JCC after JCC where the Ministry discusses as little as possible. Not only is this contrary to the Award it is also ultimately very dismissive of Ministry staff who are union members.

Given the very significant change of plan as staff will now be moving twice, the role of the sub-JCC dedicated to the relocation to St Leonards needs to be redefined. We seek to discuss the best way forward for this subcommittee to ensure appropriate and ongoing consultation about the interim moves to Chatswood and another location in St Leonards and the permanent move in 2020.

### 3. Contractor numbers

At each JCC the Ministry provides information about the number of contractors engaged by the Ministry by Division. Until the first JCC meeting of 2018, this information had been provided by individual branch in the Ministry. When pressed about this change, the Ministry was unable to satisfactorily explain the rationale for deciding to provide less information. At the last JCC on 13 June 2018, the PSA asked whether the then current figure of 111 contractors engaged by the Ministry included those branches where employees are part of Health System Support Division under the Health Administration Corporation or all branches in the Ministry. The Ministry was unable to give an answer and said they would come back to us with further advice. We have heard nothing to date.

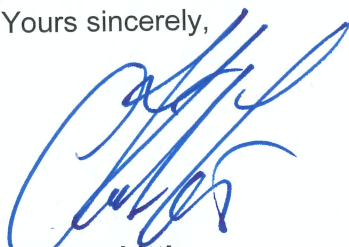
### 4. Online flex sheet system

The PSA was advised out of the blue that the Ministry intended to implement a new on-line flex sheet system. The PSA emailed the Ministry on 19 July 2018 seeking a meeting as we wished to be provided with further information to ensure that it will not be more difficult for our members to access their entitlements. A follow up email was sent on 3 August 2018. A short and dismissive response was provided on 8 August 2018 assuring us that all would be fine but declining to provide any further information. So I take this opportunity to repeat our request to be briefed about this new system. Again this is something that must have been under development for some time but there was no mention of it at the JCC on 13 June 2018.

The PSA requests your intervention to ensure the PSA is appropriately briefed about current issues and that consultative processes get back on track and operate in accordance with the Award and 1997 Consultative Policy and Guidelines. The next JCC and sub JCC are scheduled for 15 August 2018 where we hope a more transparent and genuinely consultative approach prevails.

The Association would appreciate your urgent attention to this matter. Please contact Carmel McKeough of the PSA's staff in relation to this matter, on either 0488 588 517 or [cmckeough@psa.asn.au](mailto:cmckeough@psa.asn.au).

Yours sincerely,



**Stewart Little**  
**General Secretary**

*10/8*

..... August 2018