



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

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

In reply please quote: **SvV**

17 August 2018

Ms Rose Webb
Deputy Secretary
Better Regulations Division
SafeWork NSW
PO Box 972
PARRAMATTA NSW 2124

**Attn: Mr Andrew Gavrielatis, Executive Director – SafeWork Special Services
Mr Tony Williams, Executive Director – SafeWork Operations**

*By email: Andrew.Gavrielatis@safework.nsw.gov.au,
Tony.Williams@safework.nsw.gov.au*

Dear Ms Webb,

RE: SUBSEQUENT ASSIGNMENT TO ROLE

The PSA writes in relation to the position of the SafeWork NSW Executive at the recent Joint Consultative Committee on 6 August 2018, not to allow for subsequent assignment to vacant at level roles for Inspectors.

Whilst we agree that ‘vacancies’ are to be externally advertised to address the current shortfall of Inspectors (at all levels), these vacancies should be filled only after inspectors have the opportunity to move ‘at level’ (this might be a different team or different location). This mobility is in fact GSE compliant. In addition, staff mobility has many benefits to both the inspector and the agency including capability building, developmental purposes and better cross team understanding.

We disagree with the view that the use of subsequent assignment in anyway disadvantages any potential employees who are undertaking merit selection to available vacant roles.

Following further communication with members, a number of questions have been raised from a communication on 13 August 2018 that we formally put to SafeWork NSW for a response:

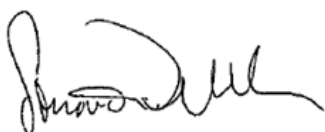
1. The response provided does not answer the second part of the question asked, “can you please advise how this new decision to require an inspector to apply externally (for at level or below assignments) meets the requirements (or purpose at 1.1) of the “assignment to role guidelines” and is an effective use of government resources?”
2. How does clause 16.2 of the SafeWork NSW Inspectors Award operate if subsequent assignment is not available?
3. How will 4.2 of the assignment guidelines be met, when the subsequent assignment process is not being undertaken and therefore not allowing capability building, staff development?
4. It was stated in your response on 13 August 2018 that the “specialist skills are in deficit”. Please provide the list of all vacant Inspector roles, their level and location (team / office) prior to any external advertisement. In addition to this can you please provide the following:
 - a. What is the specific existing and future workforce needs?
 - b. What specific specialist skills are in deficit?
 - c. Without having assessed each inspector individually how was this view formed?
 - d. Who formed this view?
5. How will the Work Health and Safety considerations for Inspectors who need to change functions be factored into this decision to not allow subsequent assignment to vacant roles?
6. How will the skill and capability improvements with current inspectors be factored into this decision to not allow re-assignment to vacant roles?
7. How are operational teams that require operating inspectors not entry level inspectors be considered as part of this decision, (excessive workload issues)?
8. How will the merit selection process compare experienced inspectors who have worked in the inspectorate with fresh recruits from industry?
9. Will inspectors be informed in advance of what the “relevant assessment process” is?
10. How, where an inspector who applies and is successful at a vacant role, in effect leaving another vacant role will assist the workforce needs?
11. How inspectors will be supported to apply for these vacant roles?

12. Can SafeWork NSW confirm that no inspector will be disadvantaged in the filling of a vacant role due to current resource needs of the team they are in? (noting this has already happened to numerous inspectors in the past)
13. Is this decision limited to only SafeWork Inspectors or all staff working within SafeWork NSW?
14. Is this decision a broader approach taken by BRD and DFSI for all employees/ roles?
15. Has the Department sought advice from the Public Service Commission?

This issue has raised genuine concerns from our members and the PSA encourages SafeWork NSW to seriously reconsider its position and continue to make use of the subsequent assignment to role provisions.

For any further information and reply to this matter please contact Simon van Vegchel by phone 0409 922 797 or email svanvegchel@psa.asn.au

Yours sincerely,



Simon van Vegchel
for **Stewart Little**
General Secretary

cc: Ms Helen Smirniotis, Director People Partnership, People and Culture