

Our Reference: 00640/18

Mr Simon van Vegchel  
Public Service Association of New South Wales  
160 Clarence Street  
SYDNEY NSW 2000  
By email: [slittle@psa.asn.au](mailto:slittle@psa.asn.au); [svanvegchel@psa.asn.au](mailto:svanvegchel@psa.asn.au)

Dear Mr van Vegchel

Thank you for the correspondence dated 17 August 2018 to Ms Rose Webb, Deputy Secretary, Better Regulation Division, Department of Finance Services and Innovation about subsequent assignment to role. Ms Webb has asked that we respond to you on behalf of SafeWork NSW.

We are committed to the health and safety, development, and mobility of our workforce.

As you would be aware the business has 'over' 40 Inspector role vacancies that we need to fill to continue to meet our regulatory commitments and ensure our workforce is supported to deliver the highest standard of service to NSW workplaces.

The use of the subsequent assignment process alone would not be sufficient to fill all of the vacancies with our existing workforce. The decision to externally advertise will allow us to understand the capacity for the marketplace to supply the relevant skills and capabilities needed to deliver our services across the sector.

Importantly internal candidates will have the same opportunity to apply and undertake the merit based recruitment process as external candidates.

We have not ruled out the use of subsequent assignment in the future and it is our view that the recruitment process that has commenced and been communicated to our workforce is the most appropriate way to identify the best candidates for vacant roles and satisfy our regulatory commitments.

We will continue to communicate with Inspectors as this recruitment process is implemented. Please be assured that we remain committed to the health and safety of our existing workforce and have a number of support mechanisms in place. We encourage all our staff to raise any health and safety concerns with their manager in the first instance who will seek further support if needed.

Should you have any queries please do not hesitate to contact us.

Yours sincerely



Tony Williams  
Executive Director Operations  
SafeWork NSW, Better Regulation Division  
**Department of Finance, Services and Innovation**  
Date: 11 September 2018



Jodie Deakes  
Acting Executive Director Specialist Services  
SafeWork NSW, Better Regulation Division  
**Department of Finance, Services and Innovation**  
Date: 11 September 2018

CC: Helen Smirniotis, Director People Partnerships, People and Culture, DFSI