

## DFSI Joint Consultative Committee (JCC) – PSA Members' Update

The PSA recently attended the DFSI JCC on 31 January 2019. The JCC is the peak consultative committee between the Department and the PSA and is attended by the Secretary, Mr Martin Hoffman, and other senior members of the DFSI leadership team along with PSA Delegates and Industrial staff.

The following is a brief report back to members of that meeting.

### DFSI items

#### 1. Contingent labour

The Department reported there had been a significant downward trend (a reduction of approximately seven to eight per cent in the past six months) and requested that the PSA forward through to them any questions where we think Contingent Labour is of concern.

The Director Employee Relations explained the 'work flow' process that needs to be followed to gain approval.

#### 2. Domestic violence leave

This is now in place and has been notified to all DFSI staff through the Secretary's newsletter on 25 January 2019.

This will be in the ESS in the next fortnight and a date for production has been confirmed.

#### 3. Leave loading

The Department has indicated that it wants to enter into consultation with the unions to implement the 2008 MOU as a local arrangement, which would see all leave loading paid on or after the first full pay at the end of the year.

#### 4. My Career – changes to recruitment systems

The Department advised that it is starting to move across to the 'My Career' platform for all jobs and phasing out older platforms such as TELEO.

There will be an initial soft-launch with managers. For applicants they will be presented with a more professional look. It also has the advantage that all internal jobs will be included.

#### 5. Resource Regulator Referral Process (SIRA and SafeWork)

A review has been undertaken on the current arrangement, this did include PSA input and HSR's. They reported that to date there had been six referrals, of which none had been substantiated.

Some of the concerns addressed with the review was a lack of transparency and long timeframes for outcomes.

Serious incidents are still reported directly to the regulator. The draft information fact sheet has been worked through with the HSR's and draft documents have been provided.

### PSA items

#### 1. Consultation

The PSA raised concerns with the Department over our views that consultation has been lacking in relation to a couple of recent issues being the DFSI Flexible Working Policy and the Bathurst Relocation.

#### 2. Recruitment practices

The PSA had raised concerns with sick leave and workers comp leave being included in



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service checks and that this might not be compliant with PSC requirements.

The Department responded that the service checks had historically included both conduct (deferral of increment and serious misconduct) and also included sick leave and workers comp.

DFSI confirmed it has yet to update its policies but has been working with the Internal Diversity Council and that they were also becoming an accredited Disability Recruiter.

They want to be encouraging diversity and while PSC has not mandated that agencies implement the changes the only time that a recruiter can access the information is if they are the direct manager for that employee.

### 3. McKell – part relocation to Parramatta, 2020

The new building in Parramatta is still on track for completion in early 2020. At this time no business decision has been made as to what parts of DFSI currently at McKell will relocate.

If members have any questions arising from the JCC they are encouraged to contact their local delegate or relevant PSA staff member. PSA staff for DFSI are:

#### DFSI

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