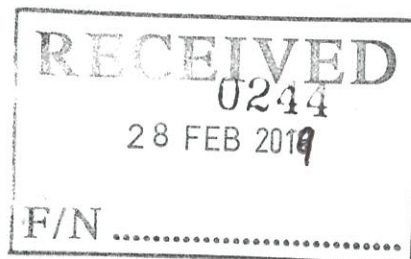




*Gen Sec*

**The Hon Dominic Perrottet MP**  
Treasurer and Minister for Industrial Relations

Mr Stuart Little  
General Secretary  
Public Service Association  
160 Clarence Street  
SYDNEY NSW 2001



Dear Mr Little,

Thank you for your correspondence of 17 October 2018 to the Premier, the Hon Gladys Berejiklian MP, regarding the NSW Liberals & Nationals Government's position on questions raised by the Public Service Association. As I am responsible for Industrial Relations, I have been asked to respond to you.

Please find below the questions and responses as requested.

**What is the Government's current position on the privatisation and outsourcing of public sector jobs and services?**

- The Liberals and Nationals are not ideologically wedded to privatisation. We are committed to producing high quality services that improve the lives of the people of NSW.
- The citizens of NSW are at the heart of everything that we do. The Government has partnered with non-profit and private sector organisations in innovative approaches that deliver proven improvements for our citizens.
- The NSW Liberals & Nationals Government has committed to hire an additional 1500 police, 5000 nurses and 4600 teachers over the next 4 years.

**What is the Government's current policy in respect to public sector salaries and conditions and the role of the NSW Industrial Relations Commission and the Fair Work Commission?**

- The NSW Liberals & Nationals Government guarantees the employment conditions and remuneration of government sector employees in the NSW Public Sector Wages Policy 2011. The policy and related legislation allows for remuneration increases of 2.5 per cent and greater where the costs are offset with employee related savings. No other State Government offers a more generous wages policy.
- The legislation allows the IRC to arbitrate disputes to ensure fair and reasonable conditions of employment are provided.
- Depending on the particular agency or workforce, industrial matters are dealt with by the NSW Industrial Relations Commission or the Fair Work Commission.

**What is the Government's current position on having gender equity policies and equal pay policies for the NSW public sector?**

- The NSW Liberals & Nationals Government supports gender equity, through the Premier's priority to double the number of women in senior leadership roles in the government sector by 2025.
- As part of its Wages Policy the Government has declared a paramount policy for the NSW public sector of 'Equal remuneration for men and women doing work of equal or comparable value'.
- The NSW Liberals & Nationals Government has put in place a range of initiatives to break down barriers that prevent women from progressing to senior leadership, such as reducing unconscious bias, raising awareness and mainstreaming flexible working.

**What is the Government's current policy on mandatory redeployment in the public sector?**

- The Government's policy provides employees with the choice of accepting a voluntary redundancy or pursuing redeployment opportunities across the Government Service. Where employees opt for redeployment they receive priority for placement prior to other applicants.

**What is the Government's current policy on a Union Encouragement Policy similar to that introduced by the Queensland Government in 2015?**

- The NSW Liberals & Nationals Government maintains a policy of freedom of association and as such, all NSW public sector workers are free to choose whether they wish to become members of unions or not.
- Unions are party to awards and industrial arrangements across the sector and represent their employee members through a range of means including consultation forums with Government representing individuals in disputes.

**What is the Government's current policy in relation to Aboriginal employment outcomes and the promotion of cultural heritage and awareness?**

- According to the Census, the number of Aboriginal jobs in NSW rose by 18,500 over the last five years, a surge of 40% in the number of Aboriginal jobs.
- In 2017, NSW was the first State in the country to pass legislation through Parliament acknowledging the value and importance of language to our country's First Peoples and to the cultural heritage of NSW.
- The NSW Liberals & Nationals Government is committed to growing and developing the Aboriginal workforce in the public sector, evidenced by the Premier's Priority – to double the number of Aboriginal and Torres Strait Islander people in senior leadership roles in the government sector by 2025; as well as a range of other initiatives to support and develop Aboriginal employees at all levels.

- The 2017 Workforce Profile Report showed Aboriginal employment levels in the NSW Government sector are the highest they have ever been, at 3.2 per cent.

**What is the Government's current policy on contractors/contingent labour carrying out duties that are otherwise performed by public servants?**

- The NSW Liberals & Nationals Government believes that contingent labour forms part of an agency's workforce where it improves customer outcomes by allowing agencies to flexibly respond to customer needs.

**What is the Government's current policy on having a mental health and wellbeing charter and rolling out programs about mental health and wellbeing across the NSW public sector?**

- The NSW Liberals & Nationals Government last year released its 'NSW Mentally Healthy Workplaces Strategy 2018–22' which sets out a range of evidence-informed interventions and provides for the formation of a steering committee which will engage with stakeholders.
- In addition, the Government's Work Health and Safety Sector Plan commits government agencies to:
  - in consultation with workers, put in place the relevant initiatives outlined in the NSW Mentally Healthy Workplaces Strategy 2018–2022
  - have an integrated approach to prevention and management of mental health in the workplace including policies that support strong return to work practices for workers with mental health illnesses or injuries
  - test the effectiveness of the above initiatives in consultation with workers

**What is the Government's current policy and practice on converting long-term temporary and insecure workers to permanent public sector positions within two years of initial employment?**

- NSW Government agencies can utilise provisions within the Government Sector Employment Rules for converting a temporary employee into an ongoing role.

**What is the Government's current policy and practice on supporting the education and training of all public sector employees to enhance skills, career development and the capacity of the public sector?**

- The NSW Liberals & Nationals Government supports staff development in order to improve the quality of government services. Agencies are responsible for the development of staff, which may include individuals gaining new experiences or exposure, as well as more formal education.
- The NSW Public Service Commission also runs a number of leadership development courses for nominated representatives from across agencies within the public service, designed to build leadership capacity within the NSW Public Service.

Thank you again for taking the time to write to me. I trust that this information is of assistance to you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'D Perrottet', written in a cursive style.

**Dominic Perrottet MP**  
**Treasurer**  
**Minister for Industrial Relations**

23/2/19