

‘One size fits all’ approach for Sport and Recreation Centres

Members would be aware that in April 2017, the Office of Sport embarked on a project to review and renew the regions and active recreation model from a ‘one size fits all’ approach to a more placed based model. This project commenced as a consequence of the failed attempt by the Government to privatise all Sport and Recreation Centres in NSW.

While there had been verbal updates provided to the PSA from the middle of 2018, the PSA continued to request that Change Management Plan be provided to enable clarity as to what was being proposed for the new structure.

In December 2018 the PSA received a letter outlining the proposal for the senior roles in the reviewed structure. This proposal was to remove all current Centre Managers from *the Crown Employees (Office of Sport- Centre Managers) Award* and to place them under the *Crown Employees (Administrative and Clerical Officers – Salaries) Award 2007*. The PSA responded to this proposal outlining concerns with the proposed change to conditions of employment that are currently applicable to the Centre Managers Award and, as well the impact on member's salaries and conditions.

The matter was listed by the PSA in the Industrial Commission, for 13 March 2019 but the PSA did receive a draft. Change Management Plan setting out the proposal for the new structure for Sport and Recreation Centres prior to the matter being heard. The PSA and the Office of Sport have agreed to meet on a regular basis to finalise the draft Change Management Plan. The PSA and the Office of Sport are to report back to the Industrial Commission on this matter on 10 April 2019.

A copy of the *Draft Sport & Recreation Services Group Change Management Plan: Regional Service Delivery Model Structure* is [HERE](#).

At Page 6 Table 2 Current Roles and the proposed Service Delivery Model Structure, all roles are provided that will form the basis of the new structure. Roles that will be located in the Regional Offices are Regional Manager; Manager Partnerships and Projects; Project Officer and Development Officer. The remainder of the roles are to be located at Sport and Recreation Centres.

Where there is a new title for a role in the new structure, a new role description has been provided. These new role descriptions can be found [HERE](#).

Regional Office Roles:- Manager Partnerships and Projects; Project Officer The Regional Office Roles.

Recreation Centre Roles:- The roles of Manager Delivery and Outreach; Team Leader Program Delivery and Team Leader Site Services.

As there are some changes to these roles titles there may also be a change in the way the task is described. There should be no change to the function of the roles except for the Manager, Delivery and Outreach.

As the role of Regional Manager is not impacted on in any way other than an increase in the number of these roles these roles were to be advertised on Friday 15 March 2019.

The CMP is a first draft and all feedback or questions is appreciated. Please ensure you read this document

