



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

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

In reply please quote: AK:mb

Mr Michael Coutts-Trotter
Secretary
Department of Family and Community Services and
Department of Justice
Locked Bag 10
STRAWBERRY HILLS NSW 2012

Dear Mr Coutts-Trotter

Re: FACS/Justice Machinery Government Consultation

On 22 May 2019, PSA representatives met with Mr John Hubby, Secretary Corporate Services and other FACS and Justice Senior IR/HR staff regarding Machinery of government changes. The Association is appreciative of the time spent in presenting the stages of how the present FACS and Justice clusters are to be merged as of 1 July 2019.

The PSA understands that the Deputy Secretaries are finalising their Executive Structures, and have been tasked with proposing new structures within the new Divisions with this to be presented to Mr Hubby this week for consideration.

We understand that there will be significant changes within Corporate Services (ICT PAYROLL), Strategy, Policy and Commissioning, and that Juvenile Justice is now captured under Youth Justices Services and will be integrated with Child Protection, Permanency (OOHC) and Districts.

At this meeting, the Association sought copies of the Change Management process for the proposed Executive structure that is being redesigned. However, this request was declined on the basis that it is not something that is normally provided to the Association.

In addition, verbal information was provided on how displaced Executives would be placed, that is, internal mobility first and that the Public Service Commission would be a clearing house for displaced Executives. The Association also asked for a copy of this process, however this was also declined.

The PSA is of the view that as the proposed Executive structure and redeployment process will have a significant impact on both our Executive and non-Executive members we should be consulted and provided with all relevant documentation relating to the merger of FACS and Justice, including the Change Management and redeployment processes.

Accordingly, the Association seeks an ongoing Consultative Forum be established with Change Management Plans and redeployment processes be provided as a matter of urgency so that effective consultation can occur. Please contact PSA Industrial Staff Anne Kennelly A/Manager, Justice akennelly@psa.asn.au and FACS Industrial Officer, Greg Shaw gshaw@psa.asn.au to arrange.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Stewart Little', written over the 'Yours sincerely,' text.

**STEWART LITTLE
GENERAL SECRETARY**

23 May 2019