



Public Service Association of NSW

General Secretary Stewart Little **President** Kylie McKelvie

160 Clarence Street, Sydney NSW 2000 GPO Box 3365, Sydney NSW 2001

☎ 1300 772 679 📠 (02) 9262 1623 ✉ psa@psa.asn.au 🌐 www.psa.asn.au **ABN** 83 717 214 309

In reply please quote: RH:mb

12 February 2020

Mr Peter Cotter APM
Commissioner
NSW Crime Commission
453-463 Kent Street
SYDNEY NSW 2000

Email: PCotter@crimecommission.nsw.gov.au

Dear Sir,

Re: Postponement of Transition to Award

I refer to the email from you sent on 31 January 2020 advising that you had put on hold the planned transition to Award conditions which was to start on 1 February 2020.

On 6 February 2020 a meeting of members at NSW Crime Commission took place. Members passed a motion that the PSA write to you expressing their dismay at what had occurred.

Regardless of the validity of the reasons which led to the last minute decision to put a stop to the implementation of the transition, it is important that the Crime Commission realise how upsetting this has been for members. As you know, all staff received letters on 20 January 2020, advising them of their assignment to a role and their salary rates to commence on 1 February 2020. Many staff were led to believe that they were to receive increases in remuneration and access to flexible working arrangements which they have not hitherto enjoyed.

That their employer, for whatever reason, should then advise them less than two weeks later and one day before the transition date that the changes would not proceed has profoundly shaken their trust in their employer and confidence in the fairness of their employment arrangements. It will be very difficult to restore this trust and confidence.

I would ask you to keep this in mind during your discussions with government and ensure that your management team is ready to engage positively with staff regarding pay and conditions when your authority to do so has been clarified.

Yours sincerely,

Roland Harris
for **STEWART LITTLE**
GENERAL SECRETARY