

## Realignment Joint Consultative Committee update

Your union, along with local delegates, attended the fortnightly Realignment Joint Consultative Committee with management on 11 June 2020. At the meeting the following matters were discussed:

### Flex bandwidth

The end date for the extended flex bandwidth available as a result of COVID-19, is 29 November 2020. Feedback will be sought through the Culture Amp survey and consultation with staff. This will inform the decision about bandwidth.

### Wages policy and forced redundancy

It was noted the motion to freeze public sector wages via Regulation was blocked in the Upper House and PSA has the matter listed in the Commission so we will have to wait for that decision.

As highlighted in our all member bulletins, there has been no offer of any job security or “no forced redundancies” put to the PSA in exchange for a wage freeze, despite verbal rhetoric in the media. The Regulation that was ultimately revoked contained no such job-security provisions, and the Government has not sought to include such a clause in your Award. Despite the media, the PSA has had no detail on how job security could be instigated when the Government’s own Regulation prohibits no forced redundancies, what effect this would have on the three per cent per annum efficiency dividend (budgeted job cuts) nor how assurances could be made to secure future years’ pay rises.

### WHS incidents as a result of working from home

PSA had previously raised concerns about whether there had been a spike in the number of documented WHS incidents as a result of working from home and had been advised that there had not. Since then members have contacted in relation to work overload. A number of members have told us that they feel stressed and overwhelmed but have not wanted to put in incident reports and have instead taken up appointments with EAP.

When questioned, management identified that DCS is sitting above the sector in relation to uptake, but that the appointments were in categories relating to personal issues and not work-related. Also that they have received no negative feedback from staff who have used the Provider. If you feel that this does not adequately reflect your concern or that of members in your area, please contact your local Delegate in the first instance and/or request a visit by your Organiser to discuss further

The PSA was also informed that a Wellness Strategy is being launched on 22 June, although no further information has as yet been provided about what it might contain.

There will be further data coming from the Culture Amp and the Workforce Analytics Tool as well. We have requested a briefing on this at the next meeting in 2 weeks’ time.

### Policy harmonisation

A committee has been formed to look at policies across the Department, particularly ones belonging to areas moving into the Department. It was noted that policies should be joint and not separate. Policies are currently scattered through functional areas but from 1 July will move into a dedicated area on the intranet. Current policies being considered are those that cover the Code of Ethics and Conduct. As a result of the review, this policy has



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been tidied up but nothing new added. PSA will receive a copy of the documents as amended and provide feedback with delegate support as required.

### IT security

We were advised that the Department had notified anyone affected by the recent IT security hack and support had been offered. There should be no further incidents.

### RMP updates

**Service NSW Digital Middle Office** Still in stage 4 which is the external recruitment phase. This is not a priority for the Department and the recruitment will happen slowly over coming weeks

**Customer Engagement Integration** It was noted that there were a number of individual member matters pursued by your union with positive outcomes achieved for most. There are still one or two outstanding matters relating to individuals and we are continuing to progress those. In the meantime, we are advised that staff will be getting letters this week. If you have issues with this, please contact the Member Support Centre and quote call number 127366.

**Births, Deaths and Marriages** Your union raised a number of questions in relation to member concerns identified by local delegates. It was confirmed that there are a number of temps whose contracts are ending before 31 August. Emails are being sent to those individuals on 11 and 12 June. Please get in touch with the Member Support Centre if you have concerns about the email you receive and quote call number 128138.

PSA sought further information as to why BDM has so many temps. We were advised that a number of temps had been employed when BDM was looking to modernise and prior to an RMP happening. The RMP was delayed and then the MOG and the relocation from Justice to DCS occurred and they are now working to deal with staffing numbers. The PSA will be campaigning for the conversion of these temporary roles into ongoing positions, in line with the Government's public position on job creation.

Members in BDM had raised concerns about being able to apply for positions in Stage 3 and Stage 4 if they haven't been successful in Stages 1 or 2. People can apply at Grade in Stage 3 along with other staff affected by restructures. At Stage 4 internal people across DCS who apply will receive priority over external applicants. It is not possible for EOIS at Stage 3 for people not at Grade as this is not allowable under the GSE Act, unless you want to go for a lower grade position, in which case, again contact Member Support Centre and quote call number 128138.

### Ongoing meetings

We are continuing to meet with the Department and will invite delegates from affected areas to attend the RJCC as the restructures come onto the agenda. If you have issues you would like raised or questions you would like to have answered, either speak with your local delegate or request a visit from your Organiser.

