

## Greyhound Welfare & Integrity Commission Members Bulletin

### Workforce Review 2020 – Restructure Manager Plan (RMP) Consultation

The PSA is in consultation with Greyhound Welfare & Integrity Commission (GWIC) over the proposed RMP which is the most significant organisational change for GWIC since its inception, meeting with GWIC on 31 July and 14 August 2020. The next RMP consultation meeting is scheduled for 28 August 2020.

In brief, some of the concerns that the PSA has been in discussion with management and their responses to those concerns are provided below.

#### 1. Murrhly Report

Delegates felt that it was important that information on relevant independent reports that have been commissioned and relied upon for the review be provided and in particular the Murrhly report.

Following the PSA's request, GWIC has provided the 'Murrhly Review of Stewarding – Response to Review Recommendations'. [For a copy of this review please click [HERE](#)]

#### 2. Steward Numbers

Concerns as to whether the number of meetings presented were accurate have been raised with a concern that the reported 1231 meets could be significantly less.

In response to this concern, GWIC has provided the following back to the PSA:

The number of stewarding roles (permanent fulltime and contractor) within the structure proposed by the RMP has been developed based upon supporting 1231 TAB and Non-TAB race meetings each year.

There are, at present, approximately 980 race meetings Tab meetings in the current schedule for the next financial year. It is anticipated that GRNSW will also look to schedule an additional 100 non-Tab meeting which will bring this total to around 1100. The Commission is confident that the stewarding complement set out within the draft RMP provides it with more than sufficient capacity to support these race meeting.

The Commission recognises that should GRNSW move toward live streaming of some or all of the Non-TAB race meetings this will require the Commission to adjust the level of stewarding support. However, the Commission is again confident that the number of permanent fulltime and contractor stewards proposed in the draft RMP is sufficient to meet this potential additional demand for stewarding support.

#### 3. Redesign and regrading of Steward Roles

A concern that has been raised by PSA Delegates is to the potential lowering of the entry level or downgrading of the Steward role through the introduction of the Cadet Steward (Level 1).

It is important to note that the current RMP will not downgrade any existing Steward but this will occur through attrition. Further, the Government Sector Employment Act does not allow any government



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agency to place an employee into a lower grade role unless it is done with the consent of that employee.

In response to this concern, GWIC has provided the PSA with the following:

The Commission's current structure only provides for two ongoing grade 9/10 senior steward roles. The RMP proposes no change to this other than changing the titles of the positions to better reflect their roles and duties.

There is currently an additional 9/10 senior steward on secondment from GRNSW. This was a transitional arrangement and the RMP proposes the winding up of this secondment arrangement. There is also a steward acting up in a 9/10 grade.

Consultation in relation to the position descriptions developed typically forms part of the current RMP consultation process being commenced.

The Commission utilised the services of the Department of Customer Service to evaluate the positions descriptions. DCS utilise the Mercer evaluation methodology. Again, there has been no substantial change made to the position description for these roles.

#### 4. Ear branding and microchipping

Questions have been asked of GWIC as to how this function which is currently undertaken by Stewards will be effectively managed across the state by 2 staff.

In response to this the PSA have received the following:

It is intended that the creation of specialised roles would allow to Commission to improve the ear branding and microchipping service it provides in addition to freeing stewards up to focus on their main race day integrity functions.

The Commission's view is that specialisation of the ear branding and microchipping function creates an opportunity to improve efficiency and service delivery as these full-time roles will be able to schedule visits with participants with being impacted by the need to deliver other services. The WHS concerns can be mitigated by proper scheduling and supervision of the two roles. Additionally, the Commission is looking to locate these roles as close as possible to the main breeders in the industry.

The Commission of Inquiry and reform Panel findings also recommended that stewarding functions be refined to race day stewarding work.

#### 5. Regional Hubs

A significant level of concern has been raised with the PSA as to the implementation of Regional Hubs and how this may impact on staff. The concern is that given the distance and hours of operation that moving to a Regional Hub model will be inefficient and not meet the needs of GWIC.

In response to discussions and further concerns raised by PSA Delegates, GWIC has provided the following response to the PSA:

#### *Operating Hubs*



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*The Commission acknowledges that it would not be beneficial or economical for its Stewards or OTV's to be required to attend a regional hub location prior to attending the track where they are officiating, particularly if the track is in the opposite direction to where they live.*

*The draft RMP does not propose a change to the current work conditions of the Commission's Stewards and OTV's whereby they are required to report into a regional hub office prior to commencing or completing duties elsewhere.*

*The regional hubs are intended to provide a physical location for all Commission staff to utilise:*

- » *As a meeting point to carpool (if convenient to do so) to race meetings;*
- » *As a place to meet, plan and collaborate with regional staff and head office staff via skype or teams; and*
- » *As a place to meet and plan prior to executing operations, such as, out – of – competition swabbing programs.*

*The Commission views regional hubs as an opportunity for supportive teams to be formed regionally where staff can come together as a team and support each other.*

### **Recruitment – Intelligence Analyst (Wagering) and Anti-Doping Coordinator**

In addition to the consultation meetings for the RMP the PSA had a further meeting with GWIC on 20 August 2020 to discuss the external advertising of the Intelligence Analyst (Wagering) and Anti-Doping

Coordinator roles prior to the implementation of the RMP.

The PSA has sought assurances from the business that the recruitment to these roles should not have an impact upon existing staff who will be placed through the RMP.

### **Joint Consultative Committee**

The PSA and GWIC have agreed to the establishment of a Joint Consultative Committee (JCC) in line with the Consultative Arrangement Policy and Guidelines 1997. The purpose of the JCC is to ensure that moving forward we have an effective mechanism to meet with GWIC on a regular basis to address members concerns and share information between the parties.

Following the RMP consultation process at this time we are anticipating the first JCC to meet in either September/October. JCC's meet quarterly throughout a year.

Know a colleague that's not a member? Encourage them to join the PSA today at <https://www.psa.asn.au/join>

