



28 September 2020

Mr Stewart Little  
General Secretary  
Public Service Association of NSW  
160 Clarence Street  
SYDNEY NSW 2000

By email: [psa@psa.asn.au](mailto:psa@psa.asn.au)

Dear Mr Little

Thank you for your letter to the Secretary about the Corporate Services Transport Shared Services (TSS) and Evolving Transport reform processes. I have been passed your letter to respond.

We remain focused on ensuring that the implementation of the NSW Government's decision to join Roads and Maritime Services (RMS) with Transport for NSW (TfNSW) is carried out thoughtfully and maintains operational continuity in both service delivery and back office functions.

The Evolving Transport program is not a blueprint for outsourcing or job cuts. It is about delivering an integrated service model that works for our customers, staff and the people of NSW.

The proposed changes to the organisation of Transport Shared Services have been designed to ensure the smooth delivery of payroll and other services. While the consultation period for TSS and Customer Payment Services have closed, a final decision on the proposal has yet to be made. In reaching that decision your concerns about the continuity of service are being considered.

During the early stages of COVID-19 Transport did pause organisational design for Evolving Transport so we could understand the impacts the pandemic would have on our staff and service delivery. This is now much better understood and the Evolving Transport organisational design workstream has resumed.

The transitional provisions of the Transport Administration Act regarding the dissolution of RMS, provide for no forced redundancy for RMS award staff. This continues to apply. What also remains in place is a temporary pause on redundancies for award and agreement employees, in line with the NSW public sector. If this position changes we will advise

accordingly, however this does not affect the operation of the Memorandum of Understanding (MoU).

You can be assured that Transport has and will continue to honour the MoU and the transitional provisions of the Transport Administration Act. To be clear, those provisions never applied to people employed as Senior Managers or Senior Executives.

In line with other parts of the NSW public sector, Transport has lifted the temporary pause on redundancies for Senior Managers and Senior Executives. In recognition that this is a difficult time for those who may need to leave Transport, we are providing a six-month outplacement program for our senior employees who leave Transport with a redundancy via the current reforms.

Transport is committed to properly consulting with its staff and Unions on proposed changes as set out in the applicable Awards. Transport is also committed to providing our people with information about the implications of organisational design on their employment, including matching and redeployment processes. We do this at carefully planned points of the process in order to ensure the information provided is as accurate and clear as possible.

While I understand some members are concerned about continuing with Evolving Transport at this time, other staff are telling us they are seeking certainty, and progressing through the various reforms will provide that. Accordingly it is not appropriate to instigate another pause on Evolving Transport at this time.

Yours sincerely

A handwritten signature in black ink, appearing to read 'K Freytag', written in a cursive style.

**Kathryn Freytag**  
**Acting Chief People Officer**