



**Public Service Association of NSW**

**General Secretary** Stewart Little **President** Kylie McKelvie

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In reply please quote: *NP:cr*

2 November 2020

Ms Bronwyn Jones PSM  
Director Corporate, Strategy and Executive Services  
Resilience NSW  
GPO Box 5434  
SYDNEY NSW 2001

By Email: [Bronwyn.Jones@resilience.nsw.gov.au](mailto:Bronwyn.Jones@resilience.nsw.gov.au)

Dear Ms Jones,

**Re: Establishment of Resilience NSW**

The Public Service Association of NSW (PSA) writes in regard to the most recent briefing provided by you in regard to the establishment of Resilience NSW. It is our intention to provide a more detailed response on fully canvassing our members but felt it of benefit to provide some initial points stemming from a PSA members meeting held on 29 October 2020.

There was significant discussion and queries regarding response teams and disaster welfare and recovery. It is unclear how these functions sit in the new structure. It seems to be the case that the operation of these functions will sit in the regional structures. However, members ask how State level co-ordination of these functions will be undertaken?

Operational teams seem to have been split over four (4) Executive Directors. Members have advised they need clarity about the regional structure and what it will do and seek advice on how this structure will operate in an operational setting.

Other questions that members raised in regard to the operational teams include:

- How will different teams work together across Executive Directorates? How will collaboration work?
- Where does the State Emergency Recovery Controller (SERCON) role sit?
- Where does the policy function for each current branch sit? E.g. DWS policy, Funding Policy, Recovery Policy?
- Grants funding section – Where does DWS grants processing function sit?
- How will the current roles in the Communications Branch be distributed across the new structure, and what are the reasons for this decision?

Concerns have been expressed about whether people will need to re-apply for jobs. Where possible the PSA will want to see existing employees matched against positions. Resilience NSW has inherited a highly skilled, hardworking, passionate workforce who have already earned their roles in the Public Service. Loss of these staff would not only be detrimental to them as individuals but also to the agency. To commence on the right footing Resilience NSW cannot afford to lose such knowledge and experience.

Where recruitment processes may be required the PSA seeks that all interview panel members are trained and have done appropriate courses and are fully aware of all legislative and policy requirements (including those under the *Government Sector Employment Act 2013* and the *Anti-Discrimination Act 1977*).

We also seek that opportunities be made available for staff to be provided with application and interview training.

Last week's briefing established that the processes currently underway will take longer than originally anticipated, into the second quarter of 2021. Understandably those on fixed term contracts are concerned about their status. The PSA seeks that these employees be extended in relation to the extra time required to finalise this structure. In light of ongoing operations of the organisation, staff turnover during this period would be severely detrimental.

It is anticipated that there will be many roles that will have an After Hours component to their work. The PSA seeks assurances that the current arrangements for after hours and emergency operations (e.g. operational overtime arrangements) will continue under the new Resilience NSW structure.

Finally, but of much significance, members have raised further concerns that fatigue within some operational branches is still not being appropriately managed. Whilst a Work Health and Safety Committee has commenced there is still no fatigue management policy. Currently we are advised of some people still working excessive hours. This should be properly managed by their supervisors. Also some staff have expressed the need for more specific support than being referred to an EAPS in relation to those coming out of operational roles from the last summer event. We seek that this be looked into and opportunities for support be offered to affected employees. Additional to this we seek that plans be put in place to address future events, noting unfortunately, that there is inevitability of such occurrences.

Please contact Nick Player on 0408 432 439 or by email [nplayer@psa.asn.au](mailto:nplayer@psa.asn.au) to discuss this matter.

Yours faithfully,



Nick Player  
for **Stewart Little**  
**General Secretary**