

PSA Members Bulletin – icare Restructure and Joint Consultative Committee

The following bulletin is in response to the restructure announcement on 27 May 2021 and a report back on the Joint Consultative Committee that was also on the same day.

Restructure

Following the announcement and release yesterday of the proposed new structure for icare we are now in the consultation period of the restructure.

The PSA has formally requested an extension to the current consultation period which concludes on 11 June 2021 and will keep members informed as to our discussions with icare on this.

Members are strongly encouraged to participate with the consultation process. Your internal consultative mechanisms are:

- » HUGO
- » Consultation@icare.nsw.gov.au
- » HR Partner

The PSA will be arranging for a number of member meetings over the coming days and you can also provide the PSA with your questions, concerns or comments which will be referred onto icare throughout the consultation period.

Members can provide feedback through to the PSA by email to the Industrial Officer svanvegchel@psa.asn.au

Placement Processes and Redundancy

At this time, it is advisable that attention is given to the proposed structure and providing informed feedback to the business around their proposal.

However, it is inevitable that people will have many questions about the placement process and what happens if you are not in a role at the end of that process.

As part of the consultation process, and prior to the finalisation of the proposed structure and then implementation, the PSA will be in direct negotiations with icare as to the placement process and more detailed information will be given to members at that time.

The PSA has been informed that any affected Award employees who are genuinely excess will be managed in accordance with the Managing Excess Employees Policy; that is, they will have either the option of a voluntary redundancy or redeployment within a 3-month retention period prior to a forced redundancy at the end of that period.

Those employees on Employment Agreements with icare (contract) will be paid in accordance with their contract.

Joint Consultative Committee

The main discussion during the JCC meeting held on 27 May 2021 was on the proposed restructure, outside of that the other main area of discussion was with the new HR Information System.

The PSA is aware that there have been some issues particularly with the recording of flex time and People Leaders have also informed the business that the system generates a significant number of emails that they have to go through.

The PSA has been assured that the current issues will not affect anyone's entitlements, that



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icare is currently in discussions with Deloitte around the fixes and it is expected that these will be in place by the end of the current settlement period on 18 June 2021. When this has been done it will be communicated to all staff. Following that it is expected that lunch and learn sessions will be held for staff.

Not yet a member? Now's the time to join at

www.psa.asn.au/join

