



Public Service Association of NSW
General Secretary Stewart Little **President** Nicole Jess

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In reply please quote: SvV:gs

25 June 2021

Attention: Mr Peter Bell

Mr Richard Harding
Chief Executive Officer
Insurance and Care NSW
GPO Box 4052
SYDNEY NSW 2001

By email: Peter.Bell@icare.nsw.gov.au

Dear Mr Harding,

Re: Consultation Period for icare Restructure

As per your letter of 17 June 2021, the Public Service Association of NSW (PSA) acknowledges the extension of the consultation period for Lifetime Schemes through to 25 June 2021.

Unfortunately, it is still the PSA's position that icare management have not provided clarity to staff within the Lifetime Schemes about many aspects of the proposed model.

In particular, it was expected that the extended consultation period would allow time for the questions of staff to be asked and answered and it is disappointing to hear that icare management have not used this time for the intended purpose.

The PSA understands that Lifetime Schemes Staff were given feedback from the Group Executive Care in a meeting on 24 June 2021, however, many staff have reported that they have not received individual feedback despite being given an undertaking that they would, if they provided their names

Members have provided the PSA with feedback that that they continue to wait for answers. PSA Delegates have advised they identified themselves as such, posing questions on behalf of members and they too are yet to receive responses to their questions.

Furthermore, the PSA is equally concerned with the comments made in the Town Hall meeting on 24 June 2021. It has been reported to the PSA that in this meeting it was again implied that it was disappointing that the extension of the consultation period for Lifetime Schemes was creating delays in outcomes for impacted staff and that the extension was granted to appease a vocal minority.

The PSA firmly stands by its position to file a dispute in relation to the consultation given the scope of the changes.

It would be courageous and show integrity for icare to acknowledge their part in creating that delay rather than implying that this process has been disrupted by the agenda of a marginal few.

This commentary, clearly directed at Members and Delegates is concerning when the betrayal of icare staff by former executives is historical.

However, the PSA and its Members are looking for a collaborative, respectful consultation process and consider these remarks to be most unhelpful given that our Members and Delegates have engaged with this process in a respectful way in an attempt to seek information that will enable them to engage with the proposed new model in a positive and productive manner.

In the interests of moving forward, we have attached a series of questions that remain unanswered. The PSA requests that in the spirit of collaboration and transparency icare provide FAQs that cover these matters in detail.

We would appreciate a response by close of business on Tuesday 29 June 2021 at which point we will determine whether to proceed with the listed compulsory conference on 1 July 2021 or discontinue the current dispute.

Should you have any questions please contact Simon van Vegchel, Acting Industrial Manager svanvegchel@psa.asn.au or by phone 0409 922 797.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Simon van Vegchel', written in a cursive style.

Simon van Vegchel
For Stewart Little
General Secretary