

PSA Members icare Restructure Update

Dear members

Please find below correspondence between icare and the PSA.

1. [Letter to icare](#)
2. [PSA feedback on re-structure](#)
3. [icare response to PSA](#)

It is abundantly clear to the PSA that icare's idea of "consultation" and that of the PSA differ greatly. There was no discussion only a briefing with the PSA prior to announcing to all staff of a re-structure as the JCC was cut short and scheduled simultaneously with the town hall.

The PSA believes that leaking to the media before consulting with the PSA and icare staff was highly inappropriate and not in good faith.

The PSA maintains real concerns with icare's restructure. In particular, where is the work going with the deletion of jobs?

The PSA has little faith in icare's assurances that all will be solved with new technologies and streamlining for their "centre of excellence". The lived experience of our members so far proves different.

However, at this time the PSA will not continue with its current dispute as icare has somewhat met our asks with consultation timeframes and finally addressing a number of questions and it would be most unlikely that the Commission would at this time extend any period and there is also a point where the process must move forward.

We would like to also thank those Members who took the time to provide the PSA with your feedback and a big thank you also to the tireless efforts of your PSA Delegates who have been instrumental in this restructure process.

The PSA will continue to demand real consultation during the implementation of the new structure and encourages members to contact us, specifically if you are now being asked to do work that has supposedly been made redundant.

