

28 October 2022

The Secretary
Public Service Association of New South Wales
160 Clarence street
Sydney NSW 2000

Attention: Glenn Duncan

Dear Glenn,

Re: Proposed changes to the DTI Command Office

Thank you for your letter dated 17 October 2022 address to Assistant Commissioner Tony Crandell regarding the proposed DTI Restructure, subsequent conversations and email below (with my team) regarding the Public Service Association (PSA) feedback as part of the consultation process. Please see below a response to the points raise in your email below:

1. When is the full restructure happening? Staff are concerned that this is being referred to as "Phase One" and are concerned re: consultation.

As discussed, I understand the current DTI proposal relates to the DTI Command Office only. In an emerging digital environment, the NSW Police needs to consider its future need/s. The establishment of the Command office is essential to enable this broader consideration to occur. No further changes are proposed at this time, however if any further changes are proposed in the future, the PSA will be engaged. To alleviate employee concerns and clarify this point, I will arrange for an update to be sent across DTI Command to address this.

2. The Principal Executive Officer Clerk 11/12 is being delimited in the proposed structure, with a "Manager Executive Support Clerk" 9/10 being created. Is this a downgrade? This job has been referred to as temporary, but is not listed as such in the proposed structure.

I understand the current proposal is for the Principal Executive Officer (clerk 11/12) position to be delimited. The creation of a Manager Executive Support (Clerk 9/10) is intended as a new role with different capabilities. The proposal is to for this role to be temporary in the first instance (12 months) to assess to ensure the scope/function is fit for purpose in the context of the changes within the new Command Office structure and additional Clerk 3/4 Executive Support roles.

3. The Admin Support Officer role is being changed to an Executive Support Officer. Apparently they will be managed by a 5/6 role, which is Mr Crandell's EA - as far as we are aware, this is not a supervisory role, and is being created so Mr Crandell can bring (more) of his staff across. Staff are concerned they will be reporting to someone who will be delegating work outside their roles to them.

The Executive Support Officer (Clerk 3/4) roles will be a direct report a Director. The intention is for the Business Manager (Clerk 11/12) to assign the clerk 3/4s to each Director role. However, in accord with current practices, there may be times when the Executive Assistant role (clerk 5/6) coordinates resources in conjunction with the Business Manager.

Workforce Relations and Reform, People and Capability Command

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4. The business manager has not been involved, and a clerk from another command has had full control over the recruitment process. Staff are naturally concerned about this process.

If the proposal proceeds to implementation, all new administrative roles in the structure will be filled via a merit selection process. The HR Manager, DTI, will determine the recruiter and panel members for each role.

5. Replacement of public servants with Police officers is a concern for both us and our members; how many positions are being replaced by uniformed officers, and will this practice continue during the rest of the restructure?

This is not the intention of the proposal. Rather it is about ensuring the Command office has the appropriately graded resources to enable the Command to meet its objectives. I note that although the proposal delimits the Human Resource Manager (clerk 9/10) position, the proposal also includes the creation of 5 additional administrative roles for example; Clerk 5/6 Executive Assistant, Clerk 3/4 Executive Support Officer, Clerk 7/8 Personnel Manager, Clerk 5/6 Administrative Officer, Clerk 9/10 Manager Executive Support.

6. I also seek a commitment to full consultation for the rest of the restructure; I understand this is a smaller part that needs to be done before the command is fully restructured - so far communication from the command to staff has been lacking, causing unwarranted duress.

Consistent with the consultation processes that have been in place between the parties and in place as part of this proposal, the PSA will be engaged in the appropriate manner regarding any future proposal/s. I note that a previous offer to meet and discuss your correspondence dated 17 October was not accepted, however I appreciate the ongoing discussions occurring and engagement with the PSA to date.

As you are aware, the consultation period concluded on 20 October 2022. As part of the process, your feedback has been considered and the delegate is in the process of making a final decision regarding implementation. I will keep you updated as part of the consultation process. I want to take this opportunity to again thank you for your participation in the consultation process.

Please contact Erin McMullan on 0427 712 940 should you have any questions or queries.

Yours sincerely,

28 October 2022
Rebecca Alexander
Director
Employee Relations &
Policy

Workforce Relations and Reform, People and Capability Command

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