



FACT SHEET

Frequently Asked Questions

What has been flagged in the proposed reform?

The reform is subject to Ministerial agreement. There will be a newly developed and implemented maintenance contract that involves staff administering more enhanced functions that were previously administered by contractors.

Does that mean our jobs will change?

Yes, some functions administered by Asset Branch staff will change. However, the demonstrated capabilities to administer those changed functions will not differ. It is proposed that staff will be reassigned to roles.

Will I have a job after the reform?

The Head of Assets envisages no job losses from the proposed reform. The PSA maintains that there is a case for the recruitment of more staff into the LAHC to administer the increased remit.

What if I don't like the look of the new role I have been assigned to?

Assignments are made consistent with s.45 and s.46 Government Sector Employment Act 2013. Public servants can be assigned to roles within a classification if they possess the appropriate skills, qualifications, and capabilities to undertake the role. Assignments administered consistently with these principles are lawful and reasonable directions.

Will I be required to relocate?

No. However the PSA wants to see a staffing profile review to determine whether there are staff who could be better located to their home office and their field duty areas.

What happens if I want to take a voluntary redundancy instead?

The PSA believes in a well funded and resourced public service. Given the in-sourcing will increase the work of LAHC, redundancies are unlikely to be available especially as there are roles at grade and in the same location for current staff. It is always the entitlement of individuals if they wish to discuss options of VR with their respective HR units.

However, the NSW Government has made a commitment to explore all potential redeployment options for staff across the Department of Planning and Environment, as well as the rest of the NSW public service, before considering declaring staff excess.

What if I don't have the capacity to administer the new role that I have been assigned to after the period of training?

The PSA is confident that staff will be able to administer the functions of the new roles after being provided with the appropriate assistance, training and mentoring required. As with any reform implementation this will need to be monitored by members and the PSA to ensure compliance. Staff that are unable to show capability after training, mentoring and assistance will be supported by the PSA.



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How will the establishment of Homes NSW affect my role in LAHC?

From initial discussions with representatives from the Government and Department of Communities and Justice, Homes NSW is not being established to combine all of the relevant public service agencies together. Rather, it will be a reporting mechanism to address election promises of the new Government. LAHC will stand by itself under that umbrella. The agency Homes NSW will not be stood-up until 1 February 2024.

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Unlikely. LAHC may look at collocating in some Housing accommodation space in the future.