



Public Service Association of NSW

General Secretary Stewart Little **President** Nicole Jess

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In reply please quote: : GW:jg CN C10018042

11 May 2026

Ms Lauren Dean
Deputy Secretary Child Protection and Permanency
NSW Department of Communities and Justice
6 Parramatta Square
10 Darcy Street
Parramatta NSW 2150

By email: Lauren.Dean@dcj.nsw.gov.au and
DeputySecretaryCPP@dcj.nsw.gov.au

Dear Lauren,

We write to you to notify that we are in dispute, as per Clause 9 of the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009* relating to the current Phase 2 of the Departments System reforms 'Staff Placement Plan' restructure under consultation.

As per our email on Monday 4th May, we are of the position that Phase 2 does constitute a restructure primarily due to the significance of the changes proposed. Further, the delayed provision of information and answers to members questions and concerns have do not provide genuine and meaningful consultation.

The Staff Placement Plan and in the Departments all staff town hall meeting on Thursday 23rd April make it clear that there are further significant changes to come. This has the impact of preventing staff in Phase 2 from being able to provide genuine feedback or make informed decisions for preferences and expressions of interest. And by not having knowledge of who the Directors (Band 1) appointments are further prevents this.

There is significant changes to the way in which work will be performed, ratios to reporting lines, workload as well as Child and Family District Units (CFDU), Triage, Quality and Continuous Improvement (QACI) teams as part of Phase 2.

Due to the significance of the changes, the information provided to date is lacking in detail. The Organisational Charts do not include staffing numbers and the clearly implied further changes will have further implications to any decisions made now.

The PSA distributed a bulletin to its members on Wednesday 6th May and have already had many concerns raised that require answers and genuine consideration by the Department.

As per the dispute resolution process, the status quo must be held until a meeting can be held between the PSA and the Department. Therefore, the closing date of preferences and EOI's must be paused.

We seek to meet with the department as a matter of urgency and provide a date and time of Wednesday 13th May between 9:30am and 12 noon or seek alternative options from the Department.

If you require any further information, please contact PSA Industrial Officer Graydon Welsh on 0409 741 071, or via email gwelsh@psa.asn.au.

Your sincerely



Graydon Welsh
for **Stewart Little**
GENERAL SECRETARY