

For further information and analysis of the pay offer, please see the [Progressive PSA](http://www.geocities.com/capitolhill/2960) web site:
www.geocities.com/capitolhill/2960

The following is a transcript of the proposed Memorandum of Understanding for the NSW Government's pay offer – it may contain minor errors

Memorandum of Understanding

Between the

NSW Government and The Health and Research Employees'
Association of NSW, NSW Nurses' Association, Public Service Association
of NSW and Labor Council of NSW

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1. Preamble

This Memorandum of Understanding (agreement) is a commitment between the parties to progress priority issues for continued reform in the NSW public sector.

This agreement provides a cooperative and productive partnership to achieve a coordinated, whole-of-Government approach to improving service delivery to the people of NSW and enhancing the quality of life of employees. This includes taking a balanced approach to economic, social and environmental impacts of these initiatives.

The Agreement is premised on the basis that there will be no new salaries or conditions claims arising from negotiation of productivity and efficiency improvements covered by this agreement. Relevant Awards and Enterprise Agreements will incorporate clauses to give effect to this commitment.

2. Objectives

The objectives of this agreement are:

- * to maintain harmonious industrial relations in the workplace;
- * to promote efficiency and productivity in the NSW public sector;
- * to promote active participation in workplace reform by agencies, NSW public sector unions and employees at both sector-wide and agency level;
- * to facilitate appropriate regulation of employment conditions through awards enterprise arrangements and other industrial instruments;
- * to encourage agencies and NSW public sector unions to work together to provide services which meet the needs of the local community; and
- * to promote integrated services through sharing service arrangements, redesigning systems and utilising new technological opportunities.

3. The Parties

The parties to this agreement are the:
NSW Government;
Health and Research Employees' Association of New South Wales;
New South Wales Nurses' Association;
Public Service Association of NSW; and
Labor Council of NSW.

4. Outcome

The achievement of improved service delivery to the people of NSW and enhanced quality of work life of employees through cooperative workplace reform and equitable and productive workplace relations.

5. Broad Timeframes

This agreement recognises a long-term commitment to reform of the NSW public sector. In achieving this outcome, a range of key short and medium term milestones are to be developed between the parties by 31 March 2000.

6. Increases, Duration and Funding Strategies

This agreement will be funded from the budget and efficiencies achieved from the benefits of reform outlined in this document.

The parties agree to develop a method for qualification and verification of savings.

Date of Effect	Percentage Increase
1 January 2000	2%
1 January 2001	2%
1 January 2002	3%
1 January 2003	4%
1 July 2003	5%

This agreement acknowledges the need for specific workplace reform both sector wide and in agencies which reflects agency needs and priorities. These will vary from organisation to organisation and may be negotiated both at the central and agency level.

A number of key sector wide priorities are identified in Appendix A. They include such issues as simplification and consolidation of Awards and modernising industrial instruments.

The parties at agency level will develop and agree on reforms and priorities by 31 March 2000. Implementation strategies for the introduction of agreed improvements will be developed by 30 June 2000.

7. Specific Roles and Responsibilities

The parties will:

- * nominate specific contact persons for this agreement;
- * meet regularly to review progress on sector-wide issues and ensure that timeframes are achieved;
- * ensure that management of organisations and union delegates at organisational level are fully aware of this agreement; and
- * meet as required to progress agency specific agenda issues.

8. Dispute Resolution

The dispute procedure contained in the relevant Award should be followed. Should a matter not be covered at the agency level in a reasonable period of time, it should be referred to the appropriate union and/or the Director-General, Premier's Department for resolution.

The industrial parties may seek the assistance of the NSW Industrial Relations Commission should these procedures not resolve the matter. Normal work will continue while these procedures are being followed, unless the dispute involves a bona fide workplace health and safety hazard or risk.

9. Monitoring and Review

Sector-wide Issues

The parties will

- * nominate a specific person as the contact person for each sector-wide issue;
- * meet regularly to review progress on sector-wide issues and take action to ensure that projects are completed on time; and
- * consult on any variations to the timetable or projects which may facilitate the timely achievements of the objectives in this agreement.

Organisational Level Issues

The parties will in relation to organisational level issues:

- * ensure that management of organisations and union delegates at organisation level are fully aware of the objectives and provisions of this agreement; and
- * monitor progress at regular intervals.

The Public Sector Management Office will provide administrative support for monitoring activities.

10. Reporting

The parties will compile progress reports as at 31 May and 30 November each year during the terms of this agreement. The Public Sector Management Office will be responsible for providing administrative support.

11. Signatures of the Parties

This Memorandum of Understanding is made at Sydney on the ____ day of ____ 1999 and shall have effect from the date of signing. This agreement will expire on 30 June 2004.

(space for signatures)

Appendix A

Key Priorities - Sector Wide Agenda

1. Service Delivery

- * Achieve employment mobility and flexibility arrangements that allow agencies to provide a range of government services through an integrated approach.
- * Action strategies will include the following:
 - review current arrangements within and between agencies to provide greater flexibility and mobility;
 - develop protocols for transfers/secondments between agencies;
 - develop generic positions consistent with agreed standards; and
 - provide training for any new positions.
- * Issues to be addressed include:
 - barriers in Awards and employment legislation;
 - demarcation issues;
 - emphasis on local arrangements to respond to service delivery needs;
 - impact on staff and clients;
 - budget arrangements; and
 - evaluation of any new positions.

2. Review the Legislative and Employment Framework

- * Achieve a simplified public sector management framework that reflects contemporary standards and removes impediments to public sector agencies flexibility in delivering on government priorities.
- * Review the Public Sector Management Act 1988 and other relevant legislation to achieve new legislation which, among other things:
 - facilitates whole of government perspective;
 - improves client service;
 - drives efficiency;
 - promotes more effective and professional public administration, including maintaining merit and equity;
 - is aligned with financial management legislation.
- * Issues to be addressed include:
 - the need for general principles and/or values to be incorporated into the Act;
 - the breadth of the concept of "public service" and the rest of the public sector;
 - the concept of "position" and "officer";
 - implementation of the recommendations of the Merit Review;
 - the administration of the SES;
 - modernise employment flexibility;
 - discipline, grievance and appeal procedures;
 - the role of the Public Employment Office as the employer of public servants for industrial purposes;
 - legislative authority for special employment programs;
 - continued role of the Governor in public sector appointments; and
 - the interaction of powers between the PSM legislation and other Acts.

3. Advance NSW as a digital State

- * Continue to reduce costs of service delivery across the public sector through the adoption of on-line service delivery. This could mean a reduction in face to face services. In certain circumstances, location is no longer a critical factor.

- * Long term outcomes include the following:
 - Agencies can communicate with each other and exchange and share information;
 - standard panel contracts comply with whole of Government policies;
 - panel contracts are compatible with and facilitate sharing of information;
 - maximise Government's existing investment in software and hardware; and
 - improve and lower communication costs to rural and regional areas.
- * Medium term outcomes include:
 - service.nsw has access to regional homepages which provide Government
 - Information on services is available particularly in rural and regional areas;
 - agencies have access to regional intranets which provide information and processes which will improve service delivery to customers; and
 - agencies have access to video conferencing facilities, centralised help desks and share ownership of services and other IT&T related infrastructure.
- * Some job redesign will be necessary to achieve these outcomes and a willingness on the part of employees to retain for information technology skills.

4. Continue Corporate Services Reform efficiencies

- * Achieve the highest levels of health and safety for employees thereby reducing workers compensation costs.
- * Continue to improve utilisation ratio of office accommodation across the public sector.
- * Investigate further efficiencies in:
 - use of IT resources;
 - travelling arrangements; and
 - purchasing functions.
- * Continue to develop organisational performance monitoring and measurement criteria.
- * Support electronic service delivery to customers and electronic self service for employees (pay slips, leave balances).
- * Establish the Workforce Profile survey as an annual data collection activity.
- * Benchmark support staff across the public sector.
- * Manage employee time and attendance, including flexitime arrangements and long term absences.

5. Modernise Structures and Pay Systems

- * Rationalise and modernise industrial instruments across the sector, provide an up-to-date classification framework for public sector agencies and introduce innovative schemes to improve and reward employee performance.
- * Action strategies will include:
 - consolidate awards;
 - modernise industrial instruments;
 - develop a Classification framework which addresses equity issues and features broadbanding and improved career paths;
 - continue to implement effective Performance Management systems;
 - provide a Framework for performance reward and recognition schemes; and
 - introduce salary packaging for non-SES employees.

* The parties will jointly examine:

- allowances with a view to consolidation and/or annualisation, where appropriate;
- progression and salary increment systems; and
- facilitative arrangements to enable greater workplace flexibility.

* Issues to be addressed include:

- agency participation in consolidating/modernising Awards;
- s. 19 Award Review process;
- review Job Evaluation Systems;
- best practice performance reward and recognition systems;
- implications of recent taxation changes re salary packaging; and
- cost/benefit analysis.