

our TAFE our TAFE

Capability FRAMEWORK

The PSA/CPSU has lodged a dispute with TAFE about the way it is implementing the NSW Public Sector Capability Framework.

What is the NSW Public Sector Capability Framework?

All public sector agencies, including TAFE, are required to start using the Capability Framework by 9 August 2016. It is a new way of describing the knowledge, skills and activities that employees must demonstrate to perform their positions. As such it marks a substantial change to the way role descriptions are drafted, how you apply for positions, and the recruitment process.

What is the dispute about?

While TAFE is required to implement the new Capability Framework, the PSA/CPSU has not been adequately consulted about how this is to be done. A number of Institutes have already begun to use the Capability Framework, most notably in the context of restructures.

The PSA/CPSU has requested that all implementation of the Capability Framework, and all changes arising from it be suspended until such time as consultation takes place.

What is the progress of the dispute?

The PSA/CPSU has formally notified TAFE of the dispute and on Wednesday, 17 December 2014, we met with Pamela Christie, Managing Director TAFE. That meeting failed to resolve the dispute but TAFE has agreed to respond in writing within the next week. We will consider the response before deciding on further action.

What about my Institute?

TAFE has told us that individual Institutes have been advised of the dispute. Under your enterprise agreement, TAFE and its Institutes should not take any action likely to further exacerbate the situation. This would include engaging in any process, such as a restructure, that uses the Capability Framework.

What should I do?

If you are concerned about the impact of the introduction of the Capability Framework please let the PSA/CPSU know by calling the Membership Support Centre on **1300 772 679**.



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