



COMMUNITY AND PUBLIC  
SECTOR UNION

SPSF GROUP NSW BRANCH  
ABN 11 681 811 732

In Reply Please Quote **GW:rr:CN109006**

11 October 2018

Mr Josh Keech,  
Executive Director, People, Learning and Engagement  
The Benevolent Society  
2E Wentowrth Park Road  
GLEBE NSW 2007

By email: [rebecca.weers@benevolent.org.au](mailto:rebecca.weers@benevolent.org.au)

Dear Josh,

**Re: Proposed “Round Table” meetings**

Thank you for the invitation to join the proposed “Round Table” meetings with The Benevolent Society (TBS), Australian Services Union, United Voice and Independent Education Union. It’s good to see TBS taking a step towards real, meaningful and genuine consultation with their employees and the Unions. The CPSU NSW have been attending peak consultative meetings for many years now and have found it very beneficial to consult with Heads of Departments, CEO’s, employer associations and other Unions involved in the workplace.

The CPSU NSW believes that, as per the agreed transfer of ADHC Staff to Benevolent Australia: Disability Services, the employment and terms and conditions of employment are secured for a minimum of two (2) years. As part of the conditions of employment prior to the transfer, a Joint Consultative Committee was held every three (3) months between the CPSU NSW, Delegates and ADHC. The consultative arrangement of these meetings was constituted by the *Consultative Arrangement, Policy and Guidelines July 1997* as referenced in Clause 65.1 of *The Benevolent Society Copied State Awards 2017*. The CPSU NSW can see the value of having the proposed “Round Table” meetings as an addition.

The proposed limitation on numbers of Union employee representatives can restrict the amount and detailed information that may be required. As there are different jobs, teams and departments in TBS, the need for representation from the specific area may be required to allow for efficient and clear explanation.

---

160 Clarence Street, Sydney NSW 2000    T 1300 772 679    W [www.psa.asn.au](http://www.psa.asn.au)  
GPO Box 3365, Sydney NSW 2001    F (02) 9262 1623    E [cpsu.nsw@psa.asn.au](mailto:cpsu.nsw@psa.asn.au)

The CPSU NSW is the Federal Counterpart of the Public Service Association of NSW. CPSU NSW members are also members of the PSA.

The addition of two (2) employee representatives is to be commended. Having independent, unaffiliated representatives able to provide further feedback helps with the overall collective. CPSU NSW does request further information on how this election will work, who will be able to nominate, who will vote, what area or department will they come from and will they be NSW based? There are many questions around this proposal.

Strong, robust and open consultation is of great benefit to all involved. Employers get a greater understanding of the workplace, employees feel more valued and connected to the workplace and clients and external stakeholders are more confident with the organisation as they see and feel the better environment. But the consultation must be true, honest, fair and genuine.

With the aforementioned the CPSU NSW accepts your invitation to be party to the proposed "Round Table" meetings and seeks some clarity to the election of the two (2) Employee representatives, to allow us to assist TBS with the communication of the election process. We anticipate that the draft Terms of Reference will be negotiated and agreed by all during the first meeting.

The Union will contact TBS separately to seek a confirmation of dates for future JCC meetings between CPSU NSW and TBS.

I can be contacted at [gwelsh@psa.asn.au](mailto:gwelsh@psa.asn.au) or on 0409 741 017 should you wish to discuss further.

Yours sincerely,



Graydon Welsh

**For Stewart Little**

**State Branch Secretary**

CC: Isabelle Guaran, [isabelle.guaran@benevolent.org.au](mailto:isabelle.guaran@benevolent.org.au)