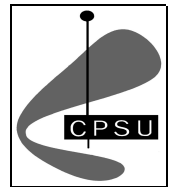




**PSA/CPSU  
BRIEF**

**INFORMATION  
UPDATE**



**TO ALL PSA MEMBERS EMPLOYED IN DISABILITY SERVICES**

## **DISPUTE MEETING**

PSA members are seriously concerned that people with disabilities continue to suffer unnecessarily because services are not available.

On Friday 23 March 2007 at 4.00 pm PSA Industrial Officers and a Worksite Representative had an urgent meeting with Disability SA's Executive Director Lynn Young and HR Manager Natalie Hamood regarding PSA's dispute with the service.

The PSA's reason for the dispute includes unreasonable workloads for members and lack of consultation with the PSA.

PSA concern is the impact that the budget constraints are having on members and the services provided to the public.

The Chief Executive, Sue Vardon, in written response to the PSA received on Friday 23 March, was discussed in further detail at the meeting.

It was explained that due to the transitional process to Disability SA there was an initial freeze on permanently filling managerial positions. This was then compounded by Disability SA having budgetary problems which made it "necessary to screen all vacancies to certain current cost pressures".

The PSA was advised that there were currently some 20 vacancies (some part time). PSA was also advised that all current vacancies would be reviewed this week with a "view to strategically designing the filling of vacancies to areas of highest priority".

The PSA pointed out that such a review could be  
26/03/2007

/home2/PSA/industrial/briefs/retain/dsa\_dispute\_meeting\_260307.odt

skewed, because some employees have been working excessive hours to fill the gaps. Any review should take into account the staffing requirement under normal conditions with normal workloads.

Management stated that Disability SA did not expect any employees to work above or beyond their Award or EB obligations. PSA knows that this is easy for management to say when they know that dedicated employees will still work excessively "under strain".

It is essential for members to remember that they cannot be required to work beyond their normal hours of duty without being offered paid overtime. Flexi time is a scheme for employees to voluntarily work extra hours so they can take time off later. This should not be used to work extra hours because of high work demands.

The PSA will be advised of the result of the review by Thursday.

The PSA advised that membership meeting will be held this week to determine if further action needs to be taken.

Information regarding the impact on service delivery and members employment conditions is continuing to be collected to present to Disability SA management.

Please provide this information to Jean Guy Townsend.

For further enquiries contact Jean Guy Townsend on 8205 3233 or email [jgt@cpsu.asn.au](mailto:jgt@cpsu.asn.au) or Ian D Peak on 8205 3294 or email [ian@cpsu.asn.au](mailto:ian@cpsu.asn.au)

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