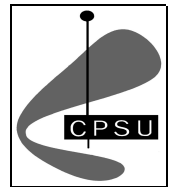




**PSA/CPSU
BRIEF**

**INFORMATION
UPDATE**



TO ALL PSA WORKSITE REPRESENTATIVES AND PSA MEMBERS

MAKING THE PUBLIC SECTOR AN EMPLOYER OF CHOICE

1. RECRUITMENT AND RETENTION ALLOWANCE

Chief Executives have the delegation to pay up to a 100% of an employee's salary as a recruitment and retention allowance. This makes it possible for Chief Executives to fill positions where it has been difficult to recruit staff. With an ageing workforce and national skills shortages, if these delegations are not utilised, public sector services will suffer as employees choose more attractive employment elsewhere. Chief Executives have the capability to address shortages now and make the public sector an employer of choice.

The PSA is currently having discussions with Public Sector Workforce Division regarding specific incentives for members working in regional SA. This was one of the outcomes of the South Australian Government Wages Parity (Salaried) Enterprise Agreement 2006. Given current regional shortages, it is imperative that Chief Executives consider providing a significant allowance to suitable candidates.

2. REDEPLOYMENT

The PSA has been involved in discussions with Public Sector Workforce Division in relation to the redeployment process. The most recent Public Sector Management Act Determination 2 - Quality Staffing, outlines the current provisions. There have been some instances where the new wording has caused some confusion about members' ongoing entitlements.

Members need to be aware that the "income maintenance" period only comes into effect if a person who is redeployed is placed into a position below their substantive level. If a person is placed in a position at their substantive level, regardless of the status of that position, neither income maintenance nor pegging is applicable.

A person who is redeployed and is not placed in an ongoing position, and continues to work in a lower classified position, will be pegged at their substantive salary once the income period has passed. A redeployee cannot have their salary reduced.

If you have any questions or comments regarding this information please contact Gayle Peak, Acting Chief Industrial Officer on gp@cpsu.asn.au

THE PSA WORKING FOR ITS MEMBERS

31/05/2007

/home2/users/ks/.evolution/cache/tmp/evolution-tmp-G5dqno/redeployment_country_incentives.odt

PSA WEBSITE: www.cpsu.asn.au

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