

**Senate Finance and Public Administration Legislation Committee
—Supplementary Budget Estimates Hearing—October 2015**

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **PSS Employment model**

Question: **66**

Written **Senator Bernardi**

Date set by the committee for the return of answer: 4 December 2015

I believe a new employment model for PSS is or has been developed within DPS.

1. What is the motivation behind this new employment model?
2. Who initiated the new model process?
3. What does the new employment model seek to achieve?
4. What elements within PSS have been examined as part of developing this new model?
5. Which groups/branches/organisations/representatives within DPS were consulted about the employment model?
6. When were PSS staff first informed of the new employment model?
7. Since the first notification to PSS staff, what opportunities have been given for PSS staff to consider the model and provide feedback (please provide dates and methods of communication e.g. emails, workshops)?
8. Has the new employment model been finalised?
 - a. If so, on what date did this occur and when were PSS staff informed?
 - b. If not, when will the new model be finalised?
9. When was the Human Resources branch informed about the new employment model development?

Answer

1. The current PSS staffing and roster structure did not fit the operational requirements for the building.

In order to provide a security workforce with the appropriate capacity and capability in the current security operating environment, it was agreed by DPS management in consultation with PSS officers that DPS should increase the competency skill set for a number of PSS officers to that of a Parliamentary Services Level 3 (PSL3). This would also provide a development pathway for PSS officers and career options within the service.

This will also address the double shift and excessive overtime rates by decreasing overtime for PSS officers.

2. The former First Assistant Secretary Building and Asset Management Division and the Assistant Secretary Security.
3. The proposed model will see an increase in overall fulltime equivalent positions, better training opportunities, more efficient rostering, a reduction in current overtime, enhanced career development opportunities and pathways and specialised roles in critical areas.
4.
 - a. the role of the PSS,
 - b. feedback from the PSS on their role,
 - c. domestic and international security competency standards,

- d. ongoing feedback through performance reviews and previous consultations focusing on access to training and development,
 - e. current and foreseen operating requirements at APH, and
 - f. feedback and suggestions provided through the Efficiency Review.
5. Human Resources, the PSS Workplace Consultative Committee and the CPSU and its PSS Delegate
 6. Refer to the response to Question on Notice 65
 7. Refer to the response to Question on Notice 65.
 8. Yes.
 - a. On 17 September 2015 following consideration of feedback from staff through the consultation process, discussions with the CPSU and advice from Human Resources, PSS staff were informed of the implementation of the PSL3 roles, the development of new curriculum for training and an increase in staffing numbers overall, in line with operating requirements.
 - b. Not applicable.
 9. Human Resources have been closely involved with the development of all staffing options in Security Branch. They supported the Branch through all of 2015 in researching options for increasing skills and competencies of the PSS and addressing vacancies/recruitment requirements before putting possible solutions to the PSS.