

DRAFT – WITHOUT PREJUDICE

Proposed Way Forward – Response to PSA letter of 3 March 2017 – Notification of Industrial Action

The CAA genuinely notes the points of the motion of PSA members on 2 March 2017 as outlined in the PSA letter of 3 March 2017.

The motion notes concerns with regard to feedback, engagement and the sharing of information – these concepts help form the process of consultation. While the employer continues to seek information relating to all of the options it remains fully committed to the process of consultation with staff and the PSA.

To this end the following proposal is forwarded as a means to continue discussions and genuinely listen and respond to the PSA and its members' concerns in relation to the Sheriff's Officer Review (the Review). The employer proposes:

- to provide a further period for intensive discussion on options 1 and 2, and any other proposals that relate to service improvement and operational efficiency;
- that discussions commence in week beginning 20 March 2017 with a proposed completion date of 21 April 2017. The parties may agree to an extension of the discussion period where it is considered that such additional time will assist in reaching the aim(s) of the consultation;
- that the CAA notify the State Courts Administration Council (the Council) of the further period of consultation and subsequently provide it with the outcome of these discussions, to further inform Council members prior to making a decision; and
- to provide the PSA and affected staff with the Council's decision as soon as possible once known.

No decision will be made until all meaningful consultation has been undertaken and considered in relation to the Review and its proposed options for improving service delivery within the Sheriff's Office.

In the meantime, in order that the parties can continue to consult in good faith, PSA members are requested to reconsider the proposed industrial action and engage fully with the consultation process.