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5 October 2018

Ms Cathy Taylor  
Chief Executive  
Department for Child Protection  
Level 1, 31 Flinders St  
ADELAIDE SA 5000

Dear Ms Taylor

**Re: Financial Counsellors – Breach of Enterprise Agreement**

The Department for Child Protection (DCP) is in breach of the SA Modern Public Sector Enterprise Agreement: Salaried 2017, specifically Clause 34 and Clause 15.2, due to the fact that it has commenced implementation without consultation of the proposal to cut the Financial Wellbeing program and redeploy all Financial Counsellors.

On 4 September 2018 you corresponded with the PSA outlining the proposal to cut the Financial Wellbeing program and assuring us that staff and the PSA would be consulted.

Senior staff of DCP met with affected staff on 5 September 2018 to advise of the decision. This meeting was called at extremely short notice which did not allow for all affected staff to be able to attend. There was little opportunity to seek further information. At this meeting staff were informed they would be consulted.

You also met with the PSA on the same day to inform the PSA of the decision and gave an assurance that the PSA would be consulted.

We are now aware that the following steps have been undertaken to implement the decision without consultation:

- A redeployment function has been established and a DCP redeployment officer is contacting Financial Counsellors with the intention of moving them to other positions in the Department.
- Communication has been sent by email to all financial counsellors requiring them to identify areas to which they would be interested in being redeployed or their interest in acceptance of a TVSP.
- A number of staff have been offered or strongly encouraged to accept alternate positions.
- The Financial Wellbeing program is in the process of being realigned centrally.
- Office managers are in the process of redeploying staff within their offices.
- A key program currently being managed by Financial Counsellors in the Department for Child Protection has been transferred to the SA Housing Authority.

The PSA demands that all actions to implement the proposed decision in relation to the Financial Wellbeing program cease immediately; that no further implementation actions take place; and that until the relevant terms of the enterprise agreement are complied with, the status quo remains. Status quo means the situation that existed before any implementation steps were taken. We seek confirmation that all implementation actions have ceased and that the status quo stands by close of business on 5 October 2018.

The PSA reserves the right to take any further actions to ensure compliance with the enterprise agreement.

Please contact PSA Organiser Alan Bengler by phone on 8205 3238 or by email to [alan.bengler@cpsu.asn.au](mailto:alan.bengler@cpsu.asn.au) should you wish to discuss this matter.

Yours sincerely



**Natasha Brown**  
**Acting General Secretary**