



Public Service Association of SA Inc
Community and Public Sector Union · SA Branch · SPSF Group

29 January 2016

Mr Tony Circelli
Chief Executive
Environment Protection Authority
GPO Box 2607
Adelaide SA 5001

Dear Mr Circelli,

The Public Service Association of South Australia (PSA) refers to your correspondence dated 23 December 2015, in which you advise that Environment Protection Authority (EPA) staff have been invited to participate in working parties relating to possible organisational changes.

The PSA would like to take this opportunity to remind you of your obligations under the *South Australian Public Sector Wages Parity Enterprise Agreement: Salaried 2014*.

In particular, the PSA directs your attention to Clause 26 Consultative Processes, which states:

26.1.1 Consultation involves the sharing of information and the exchange of views between employers and persons or bodies that must be consulted and the genuine opportunity for them to contribute effectively to any decision making process. This includes consultation with the applicable Union whose members are affected.

26.1.2 Employers and Agencies consult in good faith, not simply advise what will be done.

26.1.3 It is an accepted principle that effective workplace relationships can only be achieved if appropriate consultation between the parties occurs on a regular basis.

26.1.4 Workplace change that will affect a significant number of employees should not be implemented before appropriate consultation has occurred with employee representatives.

26.1.5 Employee representatives will be given the opportunity to adequately consult with the people they represent in the workplace, in relation to any proposed changes that may affect employees' working conditions or the services employees provide.

The PSA looks forward to engaging in consultation with you regarding any potential organisational changes. Should you wish to discuss this matter further, please contact PSA Assistant General Secretary Natasha Brown on 8205 3222 or nbrown@cpsu.asn.au

Yours sincerely,

NEV KITCHIN
GENERAL SECRETARY