



Delegates please ensure that all workers on your site or branch get a copy of this update
PSIS
8 May 2009

Finsec report back on staffing levels review meeting

KEY POINTS:

- Your union council reps meet with PSIS this week to begin the staffing levels review process which we won in bargaining earlier this year.
- The union council met with Murray Anderson and Sam Ros of PSIS and had discussions about PSIS's staffing methodology.

ACTION:

Delegates please give all staff on your worksite a copy of this Update.

Staffing methodology not working

Finsec reps raised a number of issues with PSIS's current methodology.

The current methodology is not working as understaffing has been raised as an issue for the past two years.

PSIS acknowledged sites are experiencing under staffing due to the number of staff on annual leave, which is further complicated by unplanned leave as well as internal movement of staff.

Suggested improvements to staffing model

We think PSIS needs a more accurate understanding of each staff members' role within the branch and the time it takes to do a normal day's tasks.

The timing needs to be broadened out to incorporate other factors such as back office functions, asset care reporting, etc. They have agreed to take these suggestions into account and will develop a role checklist.

Finsec proposed PSIS conduct a time and motion study of a mix of large and small branches. PSIS were open to this suggestion and believe that this would be best done at the conclusion of the consultation process.

Success relies on your participation

Finsec members now need to start preparing for engagement with the reviews of staffing levels.

All Finsec members need to participate in this process.

There are concerns about relief staffing in particular, and this process provides us with an opportunity to improve workload and decrease stress for all PSIS staff.

What are the next steps?

PSIS Regional Managers will present a proposed staffing model to all branch staff from the end of May to August.

You are in the best position to accurately assess how much time is involved in the tasks you perform, including the work that is non measurable.

This is your opportunity to have your say. Get involved in this process.

After the review PSIS and Finsec will meet to discuss the results.

Three worst affected branches

PSIS said work is continuing with each of those branches. We will keep you informed of developments.

From the PSIS Union Council