

Labor Response to PSA

Will you support ongoing employment as the primary form of employment for the Public Sector? Will you reduce the level of insecure and contract employment in the public sector?

The *Public Sector Act 2009*, introduced by Labor, stipulates that unless certain conditions apply, ongoing employment should be considered as a primary form of employment. The Labor Government continues to strongly support this intent, and supports where possible permanency and secure employment be provided for the public sector workforce.

The Government will continue to enforce that the engagement of people on contracts will be minimised. Instead, suitable excess employees will be transferred into roles, duties or positions where there is a suitable skills match.

The Labor Government is strongly committed to the rights and protection of workers. This was clearly illustrated with the introduction of key legislative measures such as the *Labour Hire Licensing Bill 2017* which was opposed by other major parties.

Will your party commit to not privatising, outsourcing or commercialising any public sector assets and services?

The State Labor government believes that the public service is an important resource for South Australia and maintains its commitment to no privatisation of essential government assets or services.

Labor's first election pledge of the 2018 campaign was to establish the Energy & Water Services (E&WS) Department. This will bring together publicly owned essential services and protect them from privatisation.

E&WS would de-corporatise the state's water supply and ensure decisions relating to publicly owned assets are made in the long-term, best interests of South Australians, and not driven purely by financial considerations.

The E&WS would also operate the publicly owned power plant, which the Liberals have announced their intentions to privatise.

Labor will make necessary legislative changes to keep these vital assets in public hands.

Job Losses and new functions have resulted in severe workload increases. How will your party resource the Public Sector to counter this? Will you invest in the Public Sector by establishing funding for areas that address the future needs and challenges for our state?

The Labor Government has stipulated that jobs are its number one priority. We support a public service that is dynamic, and focussed on meeting the changing needs of South Australians.

As outlined in the South Australian Public Sector Strategic Plan 2016 -2019, a Labor Government is committed to a public sector that is innovative and builds human resources and management capabilities from within.

The Government has always committed that wherever required it will invest in additional resources. In our most recent budget we provided an additional \$195 million in funding for Health due to cuts from Commonwealth funding, and a further \$159 million for managing children in care.

Due to the blocking of the Major Bank Levy the Government announced an efficiency measure across government agencies. These efficiencies have been allocated across both employee expenses and supplies and services. Key frontline services and priority areas of need will not be directly impacted.

What does your party see as the role of the Public Sector in the economy?

The State Labor government has always maintained that an efficient and effective public service is one of the key success factors in the future of this state.

The Government believes too much time is spent focussing on the size of the sector rather than the quality of its people and their work. We need to ensure that the debate continually comes back to the quality of service.

We have introduced a number of initiatives to build greater collaboration with private and non-government sectors. For example, through Change@SouthAustralia, agencies have been partnering with other sectors on 90 day change projects.

These have been addressing issues like transition for automotive workers, identifying opportunities for industry growth , improving social wellbeing for young people in communities, managing better partnerships in building affordable housing, and getting services to businesses online.

Is your party committed to maintaining the state industrial jurisdiction? Does your party support collective bargaining, and recognise the legitimate right of members to be represented by their union?

The Labor government is committed to maintain the state industrial jurisdiction and supports the important role unions provide for working South Australians.

The Government in 2015 established the South Australian Employment tribunal (SAET). The Liberals preference was to not establish an employment tribunal but to place these matters with South Australian Civil and Administrative Tribunal (SACAT).

The results of our dedicated SAET to-date have demonstrated a dramatic decrease in the time taken for resolution of disputes compared to previously established tribunals, vindicating our approach.

This has been an excellent outcome, particularly for injured workers. We have developed a modern judicial case management that takes a flexible approach to judicial case management providing best practice to resolve disputes quickly, economically and justly.

What will your party do to consult genuinely with the PSA about proposals under consideration that impact upon PSA members?

The Government will always make it a priority to consult with the PSA on significant decisions that affect public servants. We will do this with respect and in good faith, just as we have with enterprise bargaining arrangements.

We deeply value the work and advice that is provided by the public service and have always advocated for an engagement model of 'debate and decide', rather than 'announce and defend'.

We established the Office of Public Sector to create a fully integrated approach to building the best possible public sector culture. The Government established the Public Sector Values and Behaviours Framework that provided 8 key values with 'Collaboration and Engagement' being one these key values.

What is your party's commitment to investing in our State's future through the employments of trainees and graduates in the Public Sector?

The State Labor government is committed to creating opportunities for South Australian to enter the public sector as trainees and graduates. As the state's largest employer we are committed to set an example by increasing the number of graduate and trainee positions in the public sector. We have led the way with our Job4Youth program achieving all targets ahead of schedule.

The State Labor Government implemented an initiative where the public service is required to consider redesigning roles to support the employment of graduates and trainees. The Flexibility for the Future initiative provides Public Sector employees with an opportunity to consider part-time and flexible working arrangements. By increasing the opportunities for public sector employees to voluntarily work part-time we have and will continue to invest in new trainee and graduate positions.