

Changes to Promotion Appeals Processes – Ambulance Officers and Managers, and Skilled Trades Staff

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Functional Sub group Personnel/Workforce - Industrial and Employee Relations

Summary Advice concerning the removal of promotion appeal matters to the Industrial Relations Commission of NSW, and that Ambulance Officers, Ambulance Managers and Skilled Trades staff no longer have access to this appeal process.

Replaces Doc. No. Changes to Public Sector Appeals Processes and Coverage [IB2010_042]

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Applies to Local Health Districts, Board Governed Statutory Health Corporations, Chief Executive Governed Statutory Health Corporations, Specialty Network Governed Statutory Health Corporations, Affiliated Health Organisations, Public Health System Support Division, Community Health Centres, Dental Schools and Clinics, Government Medical Officers, NSW Ambulance Service, Public Health Units, Public Hospitals

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CHANGES TO PROMOTION APPEALS PROCESSES – AMBULANCE OFFICERS AND MANAGERS, AND SKILLED TRADES STAFF

PURPOSE

To advise of the removal of the right of appeal against promotion decisions to the Industrial Relations Commission for Ambulance Officers and Managers and Skilled Trades staff.

KEY INFORMATION

Removal of Right of Promotion Appeal to the Industrial Relations Commission

Information Bulletin 2010_042 previously advised of the transfer of public sector promotion and disciplinary appeals processes to the Industrial Relations Commission under Part 7 of the Industrial Relations Act.

The Information Bulletin also advised that only Ambulance Officers and Managers and Skilled Trades staff had access to the promotion and disciplinary appeal provisions under the Industrial Relations Act. All other NSW Health Service employees were removed from accessing the promotion and disciplinary appeal provisions under the Industrial Relations Act by virtue of their relevant MOU.

The Industrial Relations Act was varied on 24 February 2014 to remove the right of appeal of promotion decisions. Any existing appeals before the Industrial Relations Commission at 24 February 2014 will be heard under the previous provisions of the Industrial Relations Act.

The practical effect of this is that Ambulance Officers and Managers and Skilled Trades staff no longer have a right of appeal to the Industrial Relations Commission concerning promotion decisions. Ambulance Officers and Managers and Skilled Trades staff continue to have access to the Industrial Relations Commission concerning disciplinary matters under the provisions of Part 7 of the Industrial Relations Act.

Review of promotion decisions

NSW Health *Recruitment and Selection* policy (PD2012_028) continues to provide a mechanism for staff to request an internal review of recruitment and selection processes.