

Powerhouse Museum Change Management Plan: PSA is in dispute

Public Service Association, NSW

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<https://psa.asn.au/powerhouse-museum-change-management-plan-psa-is-in-dispute/>

Powerhouse Museum dispute update

December 20, 2022 Bulletins - Museum of Applied Arts and Sciences

Following our dispute in the Industrial Relations Commission last week relating to the current restructuring in the Powerhouse Museum, we met with management on Monday 19 December 2022.

Prior to the meeting we were provided with several curator Role Descriptions which were also given to the appropriate employees along with the draft Role Descriptions for the new Director positions.

In the meeting we raised and discussed the following key items:

- That in our view the processes of communication so far have been confusing and not met our expectations on what consultation should be. In response the CEO advised that they had been speaking with staff (particularly the curators).
- That the curators have significant concerns about their roles being spread over the two Directorates (and the view that they will be deskilled). The CEO stated there would be linkage and crossover between the directorates. However, the PSA believes that this requires further exploration and definition.
- That we felt the title Curator did not fit the Program staff and that this confused the roles.
- That the Curator role came under a specific industrial agreement with a defined pay scale and salary progressions, as well as specific qualifications. We expressed uncertainty as to whether there were intended changes to Program staff pay scales and qualifications needs.
- That the majority of Curators had expressed their opposition to moving to Castle Hill: we were advised that some would move to Parramatta next year. We have requested that further discussion occur with consideration to some working from Ultimo to be considered.
- That staff in Learning feel their role, and Education, has been undervalued and disregarded.
- That there is a strong need for working parties in many areas where the CEO should be able to provide a clear explanation of what is intended and, more importantly, enable and listen to feedback from employees. The CEO was agreeable to this.

It is the strong view of the PSA that any unit or branch that requires further clarity or wants to raise concerns and engage in meetings/working parties as a unit with the CEO and express their views should be able to do so.

The PSA is happy to provide collective views to management as well but have strongly advocated for the voices of employees to be heard directly by the CEO.

The PSA can, if you wish, advise the CEO of any particular group that seeks such a meeting. We recommend they occur in January noting their intention to advertise the Director of Programs in the middle of February: no earlier than 13 February.

Powerhouse Museum Change Management Plan: PSA is in dispute

December 8, 2022 Bulletins - Museum of Applied Arts and Sciences

Consultation is ongoing between the PSA and the Powerhouse Museum over the current Change Management Plan (CMP). However, PSA members are voicing their concerns that the CMP is not at a point where we would agree to proceed with finalising.

Some of the proposed outcomes pending from this Review/CMP need far more discussion and communication due to the possible far-reaching impacts they may have on our members and the Powerhouse Museum. Whilst we recognised that the Powerhouse agreed to our initial request for an extension, we have not received a response to our query in terms of the other times frames within the CMP (including its confirmation). Nor were we provided with Role Descriptions. We are concerned that this appears to be rushed to be finalised before the end of the calendar year and that this is at the expense of properly considered change.

New Directorates are being created with new roles at the most senior levels. Role Descriptions have not been provided for comment for those essential roles and will not be finalised prior to the close of the consultation period.

Curator Role Descriptions have been redrafted and we have been advised that they will be evaluated in the near future, but not within the consultation period. We maintain a level of uncertainty in terms of advice that employees will be placed in these positions when the RDs have not been assessed.

We are significantly concerned about the undermining and deskilling of curator roles by breaking up the components of the curator duties across two Divisions, as well as the renaming a team and the roles within as curators and undermining the value of the curator. There has also not been sufficient information regarding the creation of the Community Curator role.

The Head of Program role is being made redundant without a sufficiently clear rationale. There is also a lack of clarity regarding the impacts on the Learning team and Library and Archives. Teams and individuals are being moved without sufficient consideration of impacts.

This CMP has the potential to have major implications on employees of the Powerhouse yet it appears to be rushed, piecemeal and lacking in sufficient detail.

We believe the Powerhouse is not consulting appropriately and in line with the requirements and expectation of the *Crown Employees (Public Service Conditions of Employment) Reviewed award 2009*.

To this end, The PSA has notified the Powerhouse Museum of a dispute and we will be in the NSW Industrial Relations Commission on Tuesday 12 December 2022. We will provide a further report back to members following the conciliation conference.

Update on Powerhouse Change Management Plan

December 1, 2022 Bulletins - Museum of Applied Arts and Sciences

After meeting with Powerhouse PSA Members and considering the information provided in the Change Management Plan, the PSA wrote to the Powerhouse requesting further information and an extension to the deadline to provide a response to the proposed change.

The PSA requested:

- Current and proposed Organisational Charts. These charts should provide details of roles and their grades within Directorates/ Teams and as well as reporting lines
- Strategic overviews where teams and their reporting lines have changed
- Role Descriptions, including those that have different grades within classifications
- Clear information on how people will be placed in positions, whether roles will be graded or recompensed differently, and whether people will need to reapply for their roles
- More time to talk to the membership, consider how these changes will impact your ways of working and provide collective feedback.

We note that the Powerhouse has agreed to an extension of the consultation period of a further two weeks. You should have been advised that the consultation period has been extended to EOD Wednesday 14 December and have been provided with additional information, including draft Roles Descriptions.

The Powerhouse also clarified that while Role Descriptions are still being drafted, they will not be regraded. Staff will be directly appointed, and no one will need to reapply for their role. This of course precludes the Senior role that has been deleted, the PSA will ensure that support is provided to this individual.

Please continue to provide feedback to us regarding the proposed change to allow us to elevate your voices regarding this significant change. Provide written feedback by emailing your Organiser Claudia Bianchi cbianchi@psa.asn.au