



**HON WILL HODGMAN MP**  
**LEADER OF THE OPPOSITION**

18 February 2010

Mr Tom Lynch  
General Secretary  
CPSU (SPSFT) Inc.  
GPO Box 54  
HOBART TAS 7001

Dear Mr Lynch

I refer to my previous letter to you of 17 November 2009 saying that I would write to you closer the election in response to your Tasmanian Public Sector Policy document. I responded in detail to you on 4 February 2010 but you sought some minor clarifications.

You will be aware that on 15 December last year I also published an open letter directly to Tasmania's public sector employees.

I understand you have also written to candidates standing for the next State election. This response is made on behalf of all Liberal Party candidates.

This is a good opportunity for me to restate my Party's position in regard to Tasmania's hard-working public sector and our support for the key principles set out in your policy document.

A Hodgman Liberal Government will not reduce the size of the State public service, with the exception of reducing the number of Senior Executive Service employees. As you know, the current government already announced it would cut 25 SES positions, and the Treasurer said recently that 21 SES staff had now left "with an expectation of a reduction of 35 positions"; our policy would take that total number of SES separations to 50.

We will cut travel and advertising, and the number of political advisers working for Ministers.

We will ensure that employment decisions in Tasmania's public sector are based primarily on merit.

We will ensure that grievances are handled efficiently and that the process accords natural justice to all.

Bullying or harassment in the workplace will not be tolerated.

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## **Fairness**

We will ensure that Tasmania's Public Sector has the resources it needs to provide high quality services to all Tasmanians.

When the fiscal situation improves, we will ensure agencies are funded to make up for the cuts Labor has imposed and that Public Sector workers, including support staff, are able to deliver services efficiently and effectively and that adequate support staff are employed to allow staff involved in service delivery to focus on that role.

We will also ensure that overall salary packages paid to Tasmanian Public Sector employees maintains parity with other States to help in retaining and recruiting high quality personnel.

We will ensure that Public Sector agencies are funded to meet agreed salary increases and that on-costs are increased in keeping with reasonable cost rises. Workloads should be monitored to ensure high quality services and eliminate as far as possible worker burn out, and workers must only be allocated tasks they can reasonably complete in the hours they are paid to work.

## **Security**

As I have said before, and I restate here, we commit to no forced redundancies in the next term of government and no time limit on redeployment.

As the fiscal situation improves, a Liberal government commits to remove Labor's vacancy control measures – we recognise the effect this has on morale in the Public Sector.

Permanent employment should remain the principal form of employment in Tasmania's Public Sector and that fixed-term employment will be used only in circumstances that are consistent with the State Service Commissioner's Direction No. 1.

We are committed to consult with Public Sector employees when making decisions which have a significant impact on them – we value their input.

In regard to the Departmental structure, we are committed to restoring a stand-alone department responsible for National Parks and the environment, and in government we will deliver on that. Governments periodically make changes to administrative arrangements but we acknowledge that any restructuring is disruptive; it should only occur in order to deliver services and support to the Tasmanian people in a better manner. Wherever possible, consultation should take place and any changes should not lead to greater costs to the taxpayer.

### **Innovation**

Modern technology allows jobs to be undertaken in new and innovative ways. We are happy to explore with Public Sector unions and agency management different ways in which work can be performed to improve work-life balance and to better serve the public of Tasmania.

The roll-out of the National Broadband Network in Tasmania, which I and my State colleagues have strongly supported as a potentially significant opportunity to be pursued for this State, will afford greater opportunities in this regard.

### **Governance**

I restate that we supported the legislation to allow the recent transfer of Industrial Relations powers to the Commonwealth only on the condition that the Tasmanian Public Sector is excluded from that transfer. We commit to retaining a State industrial relations system for the Public Sector with an independent commission and to maintaining an independent process for Public Sector workers to seek review of decisions affecting them or how they perform their duties.

We are strongly supportive of improving arrangements in the Public Sector for employees to move within the sector to maximise their career opportunities and enhance their skills. We do not support the 'silo' mentality of old. We also support flexibility to allow Public Sector employees to gain experience in the private and community sector, where those opportunities arise.

We will introduce measures to ensure that the Tasmanian community has access to the skilled workers it needs to ensure service delivery in the future – as the needs of the State and its demographics change, and taking into account the changes in the age profile of the Public Sector itself.

We have always been of the view that the Tasmanian Public Sector should reflect the community it services, and we will ensure that systems are developed or enhanced in that regard.

A Hodgman Liberal Government will sit down and listen to Public Sector employees and the public sector unions, to find practical ways to support and develop the State Service.

We have a range of positive policies that, if elected to government, will enable us to deliver the real change that Tasmania needs. And we will rely on the professional Tasmanian public sector to help us. We will involve Public Sector employees in developing ideas, innovation and better ways to do things.

In return, I have committed that a Hodgman Liberal Government will respect Tasmania's public sector employees and the highest principles of fairness in public sector appointments and workplace practices.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Will Hodgman', written in a cursive style.

**WILL HODGMAN MP**  
**Leader of the Opposition**