Government Sector Employment Act 2013
FAQs: Community Relations Commission Staff

Note: This FAQ will be regularly updated to communicate to staff the impact of the GSE Act and associated reforms.

Q1 To whom do these FAQs apply?
These FAQs apply to all persons who were employed in the Office of the Community Relations Commission (CRC) including Senior Executive Service (SES) officers, Senior Officers and non-SES/SO officers, immediately before the commencement of the GSE Act on 24 February 2014.

Q2 What is the GSE Act?
The Government Sector Employment Act 2013 (GSE Act) replaces the Public Sector Employment and Management Act 2002 and is part of the NSW Government’s strategy to modernise the Government Sector. The GSE Act provides a new and simple statutory framework for employment and workforce management.

Q3 Will I continue to be employed by the CRC when the GSE Act commences?
Yes. On the commencement of the GSE Act, your employment will be automatically transitioned to employment under the “Community Relations Commission Staff Agency” under the GSE Act. If you are an SES Officer or a Senior Officer, you will be affected by the Public Service senior executive reforms. Please refer to question 9.

Q4 I am a current permanent employee (non-SES). Will this change when the GSE Act commences?
Yes. When the GSE Act commences on 24 February 2014, permanent employees (non-SES) will be regarded as being employed in ongoing employment. This will have no impact on the work that you are currently doing.

Q5 I am a current temporary employee. Will this change when the GSE Act commences?
You will continue to be employed as a temporary employee however your temporary employment will be under the GSE Act. This will have no impact on the work that you are currently doing.

Q6 I am a current casual employee. Will this change when the GSE Act commences?
You will continue to be employed as a casual employee however your casual employment will be under the GSE Act. This will have no impact on the work that you are currently doing.

Q7 I am a current employee (non-SES) employed in a position. Will this change when the GSE Act commences?
Yes. On the commencement of the GSE Act, you will be considered as being “employed in a classification of work” and “assigned to a role” that corresponds to your current position. This will have no impact on the work that you are currently doing.

Q8 Will there be any changes to my pay and leave entitlements?
No. There will be no changes to your pay and leave entitlements when the GSE Act commences. If you are an SES officer or Senior Officer, you will be affected by the Public Service senior executive reforms. Please refer to question 9.

Q9 When will SES officers and Senior Officers transition to the new Public Service senior executive arrangements?
SES structures in the CRC will be reviewed by October 2014 to align with the new Public Service senior executive arrangements under the GSE Act. Senior Officer structures in the CRC will be reviewed by November 2015.

Q10 Where can I get further information?
For further information, you can:
- visit the Department’s Government Sector Reform website
- visit the Public Service Commission website
- contact your human resources area
- email your enquiry to dec-gse-act@det.nsw.edu.au.