



2 May 2022

Anthony Hanna
Principle Council Officer
Upper House Committees
Parliament House
Macquarie Street
Sydney NSW 2000

BY EMAIL:

Dear Mr Hanna

The PSA apologises for its overdue response to a number of questions taken on notice in the hearing of the aforementioned matter on 17 March 2022.

The PSA's responses are as follows:

Q: How many directors and assistant directors have been appointed, did you say, in the past few years? (page 27)

A: Whilst commencement dates are difficult for the PSA to establish, it is our submission that there has been an exponential growth in the managerial class at the MAAS. There are twelve SES roles listed below. One SES role is currently employed under clause 21 of the *Government Sector Employment (General) Rules 2014* which permits it to be filled without a suitability or comparative assessment provided it is for less than twelve (12) months. The remainder are on contract, recruited competitively.

SES positions:

Lisa Havilah - Chief Executive
Lisa Ffrench - Director, Strategic Projects
Mark Wilsdon - Chief Operation Officer
Chris Lawrence - Director, Communications
Yvonne Zammit - Director, Campaign
Simon Walkom - Director Strategy and Operation
Matthew Connell - Director, Collections, Programs and Curatorial (acting)
Susanna Montrone - Director, Office of the Chief Executive *
Claire Moore - Director, Design and Delivery
Emily McDaniel - Director, First Nations
Benjamin Moh - Associate Director, Campaign
Sarah Szydkiz Associate Director First Nations

*= Clause 21

There are currently an additional eight managerial non-SES staff (that we are aware of) employed under clause 21. Three of these are longer than 12 months.

Clause 21 positions:

Susanna Montrone - Director, Office of the Chief Executive

Stephen Todd - Creative Director, Sydney Design Week/Editorial & Publishing *

Sarah Rees - Senior Curator, Exhibitions

Julie Gibbs - Senior Curator, Culinary Archive

Callum Cooper - Head of Digital Engagement *

Zan Wimberly - Office of The Chief Executive (we assume this is an advisory role)

Agatha Gothe-Snape - Artistic Consultant

Cara Stewart - Creative Producer *

Ramona Telecican - Creative Producer

*= longer than 12 months

Q: How many and which of these positions were appointed without competitive application process? (page 28)

A: See answer to Q1 above.

Q: What assurances, if any, have we or casual employees directly received that they will have future employment particularly when MAAS Ultimo closes? (page 30)

A: Absolutely none. As recently as mid-April at a consultative committee meeting the PSA was advised that “the majority of staff should feel secure, barring casuals”, or words to that effect.

Q: Snapshot of number of permanent staff (page 30)

A: 2019 – 197 staff. 2021 – 289 staff. This however comes with a proviso....the reason for the staffing increase is the relocation project. It is the observation of the PSA that many positions outside ‘Collections Major Projects’ are being left vacant.

Q: A brief history of what we have asked for in terms of consultation regarding the relocation project and what we have not received (Page 30)

A: The PSA has asked for a Change Management Plan (CMP) since the CEO took the role in January 2019. We have asked for a Strategic Plan since January 2019. Neither have been provided to date. We were particularly promised a full CMP in terms of the move from Ultimo to Parramatta (before it was decided to retain Ultimo). At that point we were advised essentially that it would now be more a matter of moving people around with there being the various sites (including Castle Hill and the retention

of the Harwood Building at Ultimo for staff to work from). No document has been forthcoming although we are assured it is being worked upon.

Once again, apologies for the delay in the collation of our response and we hope this is of assistance to the Committee in its deliberations.

Yours sincerely

Troy Wright
Assistant General Secretary