

## Disestablishment of PSBA – Frequently Asked Questions

### **Q: Why was PSBA created?**

**A:** The Public Safety Business Agency (PSBA) was established in 2014 to provide shared corporate services to Queensland's public safety agencies, including Queensland Police Service (QPS), Queensland Ambulance Service (QAS) and Inspector-General Emergency Management (IGEM), to support them to deliver quality community outcomes.

### **Q: Why is PSBA being dismantled?**

**A:** Since 2014, several reviews regarding the effectiveness of PSBA's operation model have been undertaken; all of which identified similar concerns. The integration of PSBA into core public safety agencies will mitigate some of the risks associated with the model, while increasing further efficiencies to help deliver quality outcomes to Queensland communities.

### **Q: If there is no PSBA, what does this mean?**

**A:** The government entity known as the Public Safety Business Agency will not exist. The functions and services provided by PSBA will be owned and delivered by the individual public safety agencies (QPS and QFES). Where required, negotiated and documented arrangements will govern the delivery of some shared services between the client agencies (e.g. ICT and procurement). All PSBA employees will be fairly and respectfully integrated to either QPS or QFES. Importantly, there will be no job losses for PSBA employees.

### **Q: Who works at PSBA?**

**A:** Currently, there are approximately 1,130 employees working across Human Resources, Queensland Government Air, Frontline and Digital Services, Assets and Procurement Services, Finance Services and the Office of the Chief Operating Officer.

### **Q: Where will PSBA employees go?**

**A:** In consultation with the employees and the partner agencies, the majority of PSBA staff will transition to either QPS or QFES. As a discrete stand-alone entity, it is intended that Queensland Government Air (QG Air) will transition in its entirety to the QPS.

As well as consultation with staff, the PSBA Board will also work through the requirements and demands of each public safety agency to determine where resources will be required.

### **Q: Will there be job losses?**

**A:** There will not be job losses of PSBA employees, although some job roles may be subject to change. All staff will have meaningful roles into the future.

This transition and integration process will be conducted in accordance with the government employment security [policy](#).

### **Q: What will happen to temporary employees?**

**A:** There will be no job losses of PSBA employees. Temporary employees will be managed with empathy and compassion and in accordance with the current temporary employment [policy](#).

**Q: What will be the impact on contractors and consultants?**

**A:** A review will be conducted of the contractors and consultants currently engaged by PSBA and a determination made about their ongoing requirements once those contracts and agreements expire.

**Q: Will I have any say in where I go or what my new role will be?**

**A:** You will be consulted prior to the finalisation of placements to ensure the right decisions are made for both the employees and employers.

**Q: My colleague and I have been told what agency we will be transitioning to. We want to swap with each other. What can we do?**

**A:** Raise this issue with your manager who can then raise the matter with the PSBA Implementation Team. Where possible, every effort will be made to accommodate your request.

**Q: Where will transitioning PSBA staff be accommodated?**

**A:** Initially, your workplace location will stay the same. This may change as the receiving agencies review and finalise their respective business processes. You will be consulted prior to any change to your workplace location.

**Q: Who will be my employer?**

**A:** For PSBA staff transitioning to the QPS, the QPS will be your employer. For PSBA staff transitioning to QFES, QFES will be your employer.

**Q: Will this change affect my superannuation?**

**A:** No, your superannuation will not be impacted by this transition process. Your superannuation service provider will be notified of your change in employer. This will be done for you.

**Q: Will this change affect my union membership?**

**A:** No, your union membership will not be affected.

**Q: Will my leave entitlements be affected?**

**A:** Your leave entitlements will not be impacted through this process. All recreation, sick and long service leave will transition with you to the receiving agency.

**Q: Will my pay be affected?**

**A:** Your pay will not be impacted through this process.

**Q: Will my email address change?**

**A:** Yes, depending on which agency you transition to, you will receive either a QPS or QFES email address.

**Q: What happens to the corporate card I hold at PSBA?**

**A:** All PSBA corporate cards will be cancelled prior to your transition to a receiving agency.

**Q: When will this transition take place?**

**A:** Engagement and change management activities will commence within the immediate future. This work will concentrate on employee communications, merger activities, structural reform for receiving agencies, identification and removal of duplicity, functional amalgamation, and process re-mapping. It is expected that the process will be complete by 30 June 2021.

**Q: What happens if after the transition and integration into receiving agencies, there is a duplication of roles within the receiving agency?**

**A:** It is expected that after the initial integration of staff and functions, receiving agencies will review and optimise their business processes. In relation to QPS functions, there is likely to be instances where a sworn member performs a duplicate role to a newly transitioned staff member. In these circumstances, there may be an opportunity to reposition staff (including sworn members) to alternative roles within the organisation. This process will be conducted in consultation with individuals, their union and respective QPS managers.

All aspects of this transition and integration process will be conducted in accordance with the government employment security [policy](#).