

Ms Natasha Brown
General Secretary,
Public Service Association of South Australia
GPO Box 2170
ADELAIDE SA 5001

Dear Ms Brown

I refer to your letter dated 4 April 2024 in which you provided feedback on behalf of your members in regards to the proposed restructure of the Research and Collections Division of the South Australian Museum. You also raised your concerns about the engagement and consultation process undertaken by the Museum.

Firstly, I would like to thank you for your feedback which will be consolidated and considered at the conclusion of the consultation period on 12 April 2024. I agree that your members are long-term employees and professionals in their respective fields and have much to contribute to this consultative process. I am also pleased to hear that your members in the affected cohort agree that there is a need for change particularly with the Museum's public engagement to disseminate research and collections stories effectively.

However, I strongly refute your assertion that the Museum has not genuinely engaged and consulted with your members in the development of the proposed structure. Ahead of the opening of consultation on 26 February 2024, there was extensive engagement and consultation with staff and the PSA between March and August 2023 in the review phase, and into 2024.

As you are aware, in a meeting with the PSA and some of your members on 1 February 2024 you indicated that staff were not clear about the Museum's strategy underpinning the organisational change. Following this meeting I organised an all-staff meeting to talk about the proposed principles and functional changes for the Research and Collections division as well as the draft Strategic Framework which had just been released by the Board. Staff and the PSA had two weeks to comment on this and I note there was no feedback provided on behalf of your members in regard to this. However, I note that individual staff members provided valuable contributions which were taken into account when designing the proposed structure.

The Museum subsequently launched the proposed structure which was initially open for a consultation for five weeks and was later extended to seven weeks. During this time, the Museum has made every effort to respond to the PSA's concerns and has provided all relevant information that has been requested.

The proposed structure was designed to ensure that the Museum can continue to meet its obligations within its current fiscal constraints, but as I advised in my previous correspondence, I do not consider this to be the final or optimal structure. I presented it to staff with the expectation that they will comment and provide feedback that may reshape and enhance it. I believe that the Museum provided all the relevant information for this process as well as adequate time for any issues or concerns to be raised, and when this has happened, we have responded in a swift and positive manner as we seek to cooperate with the PSA in this process.

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I have so far had several positive and very constructive meetings with individual staff and we have held a round table discussion with First Nations staff regarding the proposed structure. I have also had stakeholder roundtables and meetings with other groups including Universities, the SA Museum Honorary Researcher community, and Chief Executives of various departments that we work with, amongst others.

I have been very clear in all of my communications with both staff and the PSA that I am open to receiving feedback in writing or meeting to discuss the proposal. If there are any impacted employees who have not met with me and/or provided feedback in writing and wish to do so, then I am available to discuss.

Finally, as you are aware, the Museum and the PSA are in dispute at the SA Employment Tribunal and accordingly, there are no plans to implement the current proposed structure prior to the dispute being settled.

Further, with reference to the conciliation conference held yesterday before Commissioner Cairney and the proposal for the parties to have further discussions ahead of a further conciliation conference on Friday morning, I can confirm that a meeting has been arranged for 11am today at the State Administration Centre, with Sara from your office and four PSA members/SA Museum employees to be in attendance.

Yours Sincerely,



David Gaimster
CHIEF EXECUTIVE OFFICER
SOUTH AUSTRALIAN MUSEUM

11 April 2024

The Department of the Premier and Cabinet acknowledges and respects Aboriginal people as the state's first people and nations and recognises Aboriginal people as traditional owners and occupants of South Australian land and waters.

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