

**NSW ICAC EXHIBIT**  
**Fwd: Transition**

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**From:** anthony\_andjic@agd.nsw.gov.au  
**To:** fatzhammoud@[REDACTED]  
**Date:** Fri, 05 Apr 2013 19:13:45 +1100

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Regards,

Anthony Andjic  
Assistant Director  
Department Attorney General & Justice

Begin forwarded message:

**From:** "Martin Kuskis" [REDACTED] >  
**Date:** 5 April 2013 1:51:24 PM AEDT  
**To:** "Jamie Maslen" [REDACTED]  
**Cc:** "Anthony Andjic" <[Anthony\\_Andjic@agd.nsw.gov.au](mailto:Anthony_Andjic@agd.nsw.gov.au)>  
**Subject:** Re: Transition

Jamie

Thanks, noted. In line with what I said in my 4th paragraph, I think it is also appropriate that the one day per week assistance being provided by Fatima to Anthony comes to an end and she reverts to doing C&P work only.

regards

Martin Kuskis  
Assistant Director Procurement | Asset Management Branch  
Department of Attorney General and Justice  
Level 5, Parramatta Justice Offices | 160 Marsden Street, Parramatta NSW 2150  
T: 02 [REDACTED] | F: 02 [REDACTED] | M: [REDACTED] | E:  
[REDACTED]  
Jamie Maslen/FSS/NSW\_AG

**NSW ICAC EXHIBIT**

<b>Jamie Maslen/FSS/NSW_AG</b>	To	Martin Kuskis/FSS/NSW_AG@NSW_AG
	cc	Anthony Andjic/FSS/NSW_AG@NSW_AG
	Subject	Re: Transition
05/04/2013 12:55 PM		

Martin

this option is now on hold. No changes will occur until I have looked into this further. I have had a discussion with Anthony about this late yesterday raising concerns on the impact to your area.

Regards

Jamie Maslen

A/Director

Asset Management Branch

Department of Attorney General and Justice

Justice Precinct Offices

160 Marsden st

Parramatta NSW 2150

Ph: [REDACTED]

Mobile: [REDACTED]

Martin Kuskis/FSS/NSW\_AG

<b>Martin Kuskis/FSS/NSW_AG</b>	To	Anthony Andjic/FSS/NSW_AG@NSW_AG, Jamie Maslen/FSS/NSW_AG@NSW_AG
	cc	
	Subject	Re: Transition
05/04/2013 12:35 PM		

Jamie & Anthony

Further to the message below and to various discussions, I wish to express my concerns about how this process is being handled.

Firstly I am not clear about what "come across temporarily" means, though I have been told that it would be for a 3 month period. I have heard that there is a vacant 7/8 position somewhere in AMB. However my understanding is that this sort of opportunity is supposed to be advertised internally as a temporary vacancy so that suitably qualified AGD staff can express interest. As far as I know this has not happened. If there has been a selection process or an exemption obtained then I would like to see confirmation.

If it happens that Fatima does "come across temporarily" then the sourcing of a

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contingent worker to replace her would be handled by her supervisor, i.e. myself.

It is not appropriate for another group in AMB to manage this. It is also not appropriate for Fatima to "help find the right candidate", though she would certainly have a role in training her replacement and managing the transition.

However unless it is definite that Fatima is going across then it is premature to undertake this process. Any temporary vacancy in Contracts & Procurement would be advertised internally first, and if unsuccessful then approval would have to be obtained to source through the contingent workforce panel. There is no point in contacting Randstad or any other supplier until all of this has been done. The idea that if a replacement can be found for Fatima then she is free to go across is, it seems to me, putting things in reverse.

In particular I am concerned that I was not informed about this proposal until quite late in the day, and there is an assumption that it is a *fait accompli*.

Initially I agreed to Fatima providing assistance on works projects for at most one day per week. This seemed reasonable and it has evidently been beneficial.

However under the new structure (now official as per the DG's announcement of 18 March) procurement is clearly separate from asset management, and so this sort of sharing of resources would no longer apply. It would also mean that a simple acting (HDA) arrangement is not applicable. I think we need to remind ourselves that C&P is not just one of the groups within AMB but has its own separate status.

It is unfortunate that the appointment of a CPO has been so long delayed as the administrative arrangements would have probably been sorted out by now.

By the way I am also very confused about how acting or transition arrangements in Fleet come into it.

I don't wish to build barriers but it seems to me that we need to step back and reconsider the whole thing, ensuring that all proper processes and protocols are followed. I'm happy to discuss this at a time convenient to us.

regards

Martin Kuskis

Assistant Director Procurement | Asset Management Branch

Department of Attorney General and Justice

Level 5, Parramatta Justice Offices | 160 Marsden Street, Parramatta NSW 2150

T: 02 [redacted] | F: 02 [redacted] | M: [redacted] | E:

[redacted]  
Anthony Andjic/FSS/NSW\_AG

Anthony Andjic/FSS/NSW_AG	To	"Martin Kuskis" [redacted]	>
	cc	"Fatima Hammoud" [redacted]	>
	Subject	Transition	
04/04/2013 07:18 PM			

Martin,

**NSW ICAC EXHIBIT**

I haven't had a chance to touch base with you as I have been in and out of the office.

As you are aware Fatima is going to come across temporarily to help us drive the court upgrade program which is at risk due to a lack of resources.

Fatima has undertaken the works to date exceptionally and is an easy fit into the role - successful transitions include Cessnock, Picton, Camden to name a few.

In order to support your team, would you like Fatima (or anyone else) to help find the right candidate for the role or would you like me to continue with the process?

I have touched base with both Randstad and internally and I am confident we can find the right person - noting that Fatima will assist with the transition and training of the right person accordingly.

I appreciate your support on this as we are struggling to deliver and the assistance is directly beneficial.

I have cc'd Fatima in this email also for her records

Regards,

Anthony Andjic

Sent from my iPhone

