
From: Sean Waugh [REDACTED]@together.org.au>
Sent: Friday, 8 November 2019 9:23 AM
To: Sue Sampson; [REDACTED]
Cc: Angela Beqiri; Dan Goldman
Subject: RE: Follow-up from Treasury meeting yesterday

Thanks Sue, appreciate the work your team has put into the response.
We will come back shortly if union members have any further questions.
Kind regards
Sean

s.73 - irrelevant information

From: Sean Waugh [redacted] [together.org.au](mailto:sean.waugh@together.org.au)]

Sent: Monday, 28 October 2019 1:51 PM

To: Sue Sampson [redacted] CTPI - Personal Information

Cc: Angela Beqiri [redacted] Dan Goldman [redacted] [together.org.au](mailto:dan.goldman@together.org.au)>

Subject: RE: Follow-up from Treasury meeting yesterday

Hi Sue

Thanks for all this information. So that we can be consulted around such an organisational change Together has a list (lengthy, sorry) of questions we seek responses to in relation to the restructure.

Some you may have already answered in your supporting documentation but if you can answer the questions below this will go a long way to commencing a decent consultative process.

Some questions may not apply so a simple n/a answer will suffice.

Look forward to seeing you at tomorrow's ACC, kind regards

- who are the decision makers ,
- what is the intent of the restructure
- Will there be a spill and fill of positions
- Has a review already occurred
- If so who conducted the review
- What were the review terms
- If a review is yet to occur will consultants be used and if so for what purpose e.g. to distance management from the recommended outcomes
- can this review be done in house
- If the review has already occurred who was involved in this review
- Is there a consultation process in place currently
- If the review has taken place:
 - What are the findings
 - What are the recommendations
 - What is the Department going to adopt
- What Business Drivers have been produced for the Organisational Change ("Change proposals need to be able to demonstrate clearly that they reflect changing needs in the client community, that they will bring about improved client services, and /or that they will deliver greater value for money".)
- Timelines for change
- Current staffing positions and levels both filled and unfilled
- Names and areas where staff work
- Staff position profiles including position levels:
 - Number of F/T and P/T Permanents,
 - Number of Temps/Casuals and Agency staff.
 - Number of trainees
 - The number of staff working in higher duties and their associated timeframes.
 - Number of staff on secondments and their associated timeframes
 - Number of current vacancies and their levels.
- In relation to temps it needs to be established how long these people have been temps? Have they been doing a similar role?
- Can staff who may meet the above directive be converted to permanent work, be upgraded etc prior to the change process occurring?
- What is the current Organisational Structure
- What is the proposed Organisational Structure
- Which positions will remain unchanged
- Which positions will be new
- Have role descriptions for the new structure been developed
- Will there be job losses
- If staffing numbers are reduced how will the Department cater for increased workloads i.e. reduce job roles – increase staffing

- Will there be any geographic changes to workplaces if so how will this be handled
- What process will be used to fill positions that have not translated at level

s.73 - irrelevant information



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Sent: Tuesday, 15 October 2019 9:53 AM

To: Sue Sampson [redacted] CTPI - Personal Information

Cc: Angela Beqiri [redacted]

Subject: RE: Follow-up from Treasury meeting yesterday

Hi Sue

Thank you for yesterday's get together.

We look forward to working with you through this process.

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