

FACS DISTRICTS TO COMMENCE 'EMPLOYEE BRIEFINGS' ON CLUSTER OPERATING MODEL

FACS Districts will commence 'employee briefings' today in relation to the new 'cluster operating model', as part of a mooted consultative process with staff.

The PSA has not yet been provided with a change management plan detailing proposed changes to the agency's structural design, and impact on affected staff. However, we expect the proposed cuts to be substantial.

We have previously written to the FACS Secretary, Michael Coutts-Trotter urging him to put a freeze on all external job advertisements, and adopt a consolidated, whole-of-agency approach to maximise placement opportunities for potentially excess staff.

You can read that letter [HERE](#):

<http://psa.asn.au/wp-content/uploads/2016/11/FACS-letter-to-the-general-secretary-23-November-2016.pdf>

All public sector agencies are required to follow the Department of Premier and Cabinet Agency Change Management Guidelines when undertaking major restructuring.

For a copy of the guidelines click [HERE](#):

http://www.dpc.nsw.gov.au/data/assets/pdf_file/0003/12911/7/Agency_Change_Management_Guidelines-20110911_POL_v02.pdf

Change management plans should include the following information:

- background and reasons for the organisational change
- Ministerial approval
- employee communication strategy
- support services for employees

- plans for consultation with employees and relevant unions
- workforce planning needs and impact on services and functions
- changes to organisational structure, including positions being deleted and created
- the proposed means for filling positions (the placement procedure)
- details of any proposed voluntary redundancy programs
- impact on Equal Employment Opportunity groups
- impact on staff with special needs
- impact on rural communities
- management of excess employees
- management of temporary employees
- proposed timetable for implementation.

In relation to any proposed changes to the organisations structure, the guidelines recommend that this information be provided to employees in a table format for easy comparison. See page 13 of the guidelines for further information.

It is also important to note that "all efforts must be made [by the agency] to place these [affected] employees in positions in the new structure using appropriate placement procedures"(p9).

Members are encouraged contact their local PSA delegate or our industrial team at FACSOrganising@psa.asn.au for further information.

Not yet a member? Join now at <http://psa.asn.au/>

