

**Re: Issues for FACS Corporate Services Transformation Restructure meeting 11am, Friday
8 September 2017 – Ashfield**

The main issues for the Agenda are as follows:

1. Both employees and PSA request copies of the existing organisational charts in order to compare with proposed structures.
 - These org charts should be readily available as most of the affected areas have been subject to fairly recent restructures.
2. For transparency details of the number and type of roles in each Job Family should be made available as well as the number of employees who restricted to each Job Family.
 - In previous restructures it was later discovered that there was only one available role in a particular Job Family and multiple employees restricted to competing for that role. Such restrictions are at odds with Premiers Agency Change Management Guidelines. In maximising employment opportunities.
3. Many employee report that that they still do not have access to a role description – meant to have been provided to employees by late August.
 - As detailed in the CST Frequently Asked Questions:
Role descriptions
 - How will an employee know which role description to use?
 - Once an employee is allocated their pool they can find the appropriate role description by accessing the CST Role Description Library on the intranet. The draft role descriptions will be available during the week commencing 28th August. This will list each pool/role title in the new structure adjacent to the corresponding role description. Each role within a pool shares a single role title and a single role description.
4. An example of Job Families was provided for FACS Legal in the CST Plan. Details of all Job Families should be provided.
5. Why have staff been directed to attend workshops etc before the CST has been finalised.
6. For some employees the name or classification of their role has been changed (e.g. FACS Legal manager 11/12 changed to Legal Officer 6) which means that they are not in scope for Phases 1 & 2 of the restructure and are relegated to apply for whatever few roles are left when it comes to Phase 3.
7. Workload: How will be managed post restructure with job cuts.
Decisions need to be made in identifying work which can no longer be undertaken with so many fewer employees.
8. Employees have expressed strong concerns that the information used in planning for the new structures was flawed as the contractors (E&Y, PWC and or KPMG) did not or were not allowed to seek the relevant information from non-executive staff apart from some senior managers.