

Mr Greg Shaw
Industrial Officer
Public Service Association
GPO Box 3365
SYDNEY NSW 2001

Ref 18/4506

RE: Corporate Services Transformation Proposed Structures RMP 1 & 2


Dear Mr Shaw

I refer to your correspondence of 30 April 2018 (Reference: GS:ljm:A18/013-CN-92582) regarding Corporate Services Transformation proposed structures RMP1 & RMP2.

I understand that at the last consultative meeting held on 26 March 2018, the PSA requested that the final structures for employees in the Finance and Strategy, Strategic Sourcing area be subject to a review in light of the decision that FACS Head Office would no longer be relocating to Olympic Park and existing sites would continue to operate until an alternate site was decided. These locations included:

- Blight Street
- Strawberry Hills
- Ashfield x 4 buildings
- Liverpool

I also note the following PSA concerns:

- Affected FACS employees believe that the 'Current Final Structure' is not viable as there will not be sufficient staff to undertake the ongoing work due to the continued tenancy of the Sydney Head Office sites;
- There is a clear need for a number of additional roles – even if they are time limited (possibly 2-3 years) pending any future relocation to one consolidated site.
- The Association is aware of other Corporate Service areas that are also subject to a review including: ICT, Finance, Records Management and Payroll due to the unanticipated consequences of the ADHC COM step down delays, which also may need maintenance of staffing roles for up to 3-3 years.

I understand that the PSA requests the outcome of the agreed review and the rationale for a revised decision.

Relocation to Sydney Olympic Park

Following a significant amount of feedback from employees who did not support the move and this contributed to the FACS Board's decision that moving to Sydney Olympic Park was not in the best interest of the organisation and that we would commence a new site selection process.

To recap - the move was driven by several factors including:

- the expiration of our Ashfield leases and the advice from our landlords that extensions would not be available (which has subsequently changed)
- our objective to consolidate offices
- implement a more collaborative, agile and modern working environment.

The new search is driven by the following factors:

- Revised timeline – with the aim to relocate and consolidate sites by 2022
- The employee groups identified for relocation remain the same, comprising approximately 2,300 FACS employees who work in:
 - Office of the Secretary (currently in Strawberry Hills)
 - Commissioning (currently in Strawberry Hills and Ashfield)
 - Corporate Services (currently in Liverpool, Strawberry Hills and Ashfield)
 - Land and Housing Corporation (roles currently in Ashfield are relocating, roles in Parramatta and Strawberry Hills are not)
 - Cluster-related roles, Northern Cluster and Southern/Western Clusters (relocating from Strawberry Hills and Ashfield - no locally or district based frontline roles impacted)
 - Centralised housing functions (Housing Statewide Services, Customer Service and Business Improvement, Social Housing Strategy Implementation Group), which include some frontline roles.
- Consolidation of sites in order to bring together as many people as possible
- Development of an agile, collaborative working environment
- Although changes to travel and commuting times are inevitable, the aim is to minimise impact.

Review Outcomes

(a) Finance and Strategy - Strategic Sourcing

As part of my commitment to review corporate services final structures in Finance and Strategy and Strategic Sourcing in light of the Board's decision not to relocate to Sydney Olympic Park in 2019 and the extension of Ashfield leases to 2022, I wish to advise the following changes:

- **Accommodation Strategy and Fleet and Office Services:** A total of 11 roles in Strategic Sourcing were originally identified as time-limited due to the consolidation of FACS' Central Office. The FACS Board has recently agreed to convert these 11 time limited roles to ongoing roles (refer to **Tab A** for a copy of the final updated structure attached which highlights these roles - *shaded in green*).

(b) Finance, Records Management and Payroll

In relation to other a review in other areas in Corporate Services including ICT, Finance, Records Management and Payroll, I wish to advise the following:

- **Finance – Assets and Major Infrastructure.** FACS has approved a total of 10 additional roles to the Finance Corporate Services structure (refer **Tab B**). These include:
 - 1 x Manager (Clerk Grade 11/12) - Asset Maintenance and Compliance
 - 1 x Manager (Clerk Grade 11/12) - Lease Administration and Asset Services
 - 2 x Senior Property Officers (Clerk Grade 9/10)
 - 4 x District Property Officers (Clerk Grade 7/8)
 - 2 x Lease/Finance Officers (Clerk Grade 7/8)

- **Payroll FACS** – A total of 4 Payroll Clerk time limited roles (2 x Clerk Grade 3/4 and 2 x Clerk Grade 1/2) reporting to the Director Payroll were originally identified as time-limited due to the consolidation of FACS' Central Office. FACS has now agreed to convert these 4 time limited payroll roles to ongoing roles.

As discussed at our FACS/PSA RMP1 and RMP2 Consultative meeting today, further advice will be provided to the Association on ICT roles once the review outcome has been approved.

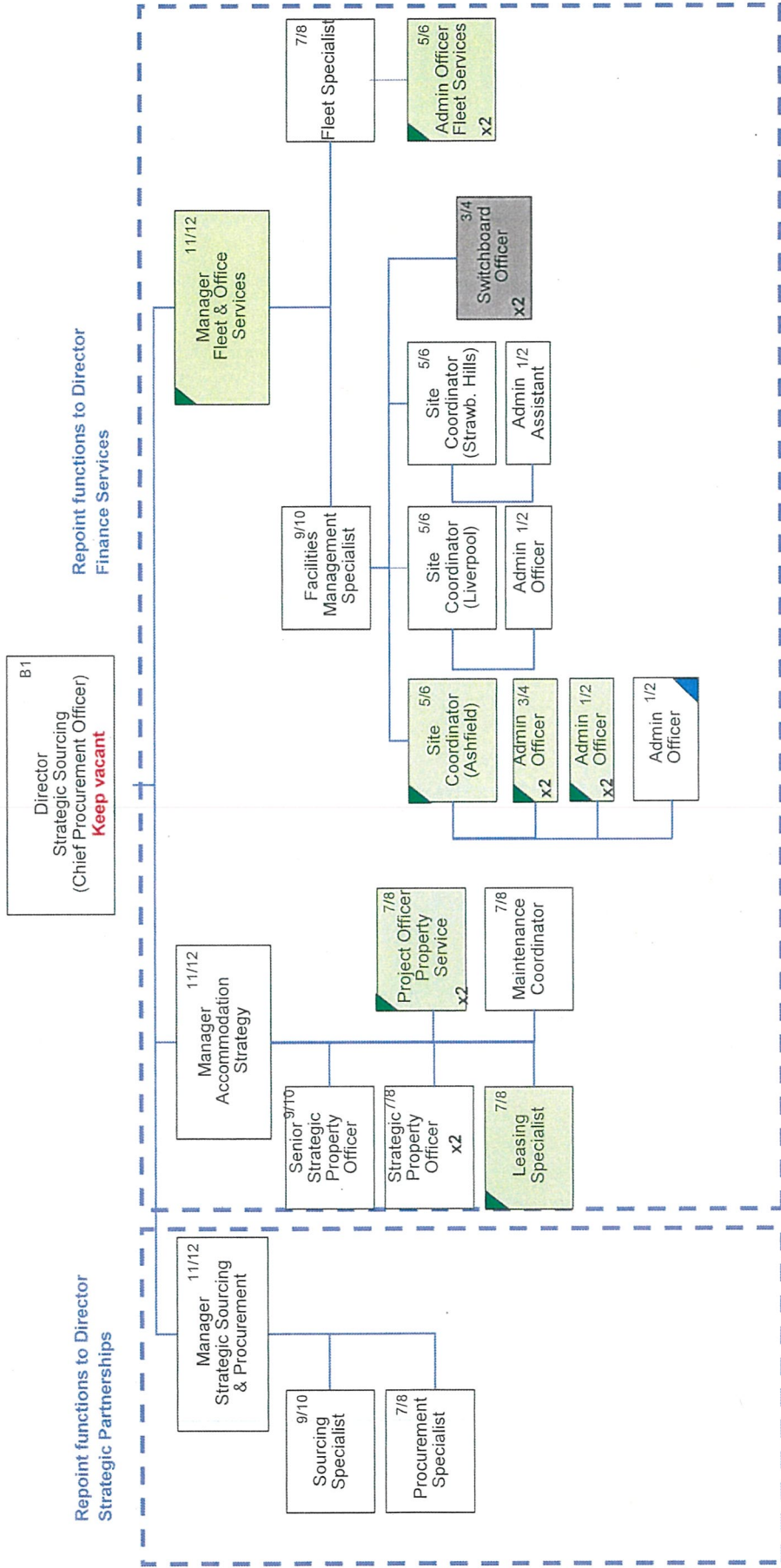
I trust the above information clarifies the Association's issues.

Yours sincerely


John Hubby
Deputy Secretary
Corporate Services
30 May 2018

Finance and Strategy- Strategic Sourcing

Tab A



Key
 Convert to ongoing
 New reporting line

Corporate Services – Assets and Major Infrastructure

Tab B

