

## Restructure update: icare

A number of members will have recently been contacted by management to have a discussion about their role in the upcoming release of the proposed icare restructure. The discussion is scheduled for this Thursday 27 May 2021 at 4:00pm.

At this time, it is important to note no final decision has been made and it is simply to avoid individuals being surprised when the proposed structure is made public to all staff.

Understandably this can be a very anxious time, particularly for those whose roles may be potentially impacted by the restructure. Therefore, it is important to understand we are still at the beginning of this process.

### 1. Consultation

The most important role the PSA has in this process is to ensure that the appropriate and necessary consultation occurs. At this time, the consultation period will commence on Friday 28 May and will run for a two-week period.

The PSA has already indicated to icare that we do not consider this to be a reasonable period of time for your union to genuinely get members' concerns and we will be seeking an extension to the proposed consultation period.

During the consultation period, the PSA will meet with members and will encourage members to provide feedback both directly and indirectly to icare.

Following consultation, the implementation of the actual restructure will be somewhat dependent upon the amount of feedback icare receives and the level of changes that may need to be made to the final structure. Therefore, it is not possible to give any firm dates at this time as to when the next steps will occur.

### 2. Joint Consultative Committee – Thursday 28 May

The PSA has its regular Joint Consultative Committee scheduled for this Thursday, when we expect to receive the draft restructure. Following that and the all-staff town hall meeting later on that afternoon further communications will be sent to members to arrange for meetings as part of our consultation process with icare.

