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From: [REDACTED]
 Sent: Friday, 9 November 2012 4:10 PM
 To: Finance and Administration Committee
 Cc: Des G. Holloway
 Subject: South East Queensland Water (Restructuring) and Other Legislation Amendment Bill 2012
 Attachments: Overview of Staff Placement Process FINAL.pdf.pdf

The Research Director
 Finance and Administration Committee
 Parliament House
 George Street
 Brisbane Qld 4000

9th November 2012

RE: South East Queensland Water (Restructuring) and Other Legislation Amendment Bill 2012

Dear Sir,

Together Queensland Industrial Union of Employees have a number of concerns with the transitional processes that are occurring as a result of the restructuring of the Water Entities in Queensland.

Whilst we certainly acknowledge the need for a review of the numerous entities, we are concerned staff transitioning through these processes should not be worse off as a result of this restructure.

There are several areas of concern.

1. That as the water business is a growing business there should be no need for forced job losses as a result of this restructure.
2. Staff transitioning to the new structure should not have to accept lesser conditions of employment.

1. Under Clause 32 of the proposed Legislation (replacement of Section 111) - Rights of Transferred Employees Section 2 (d) states

“The transfer does not—

(d) constitute a termination, retrenchment or redundancy of the transferred employee’s employment by the transferor; or ...”

Whilst Together appreciates and agrees with the intent behind this section the Government needs to make it clear to the relevant Human Resource staff that this provision will be in place.

At the current discussions being held between the Public Service Commission, the Unions and the relevant Water Authorities at the Bulk Water Entities Merger – Industrial Relations Consultative Committee (IRCC) the attached document was tabled. I refer you to the block diagram on the last page, (page 4) of the document which clearly indicates that any staff member who is not successful in their application would be given a redundancy. This is clearly not the intention, nor should be, of the new Legislation.

Together would prefer to see the wording changed to the wording below to send a clear message that the merger does not have the purpose of reducing staffing levels.

“The transfer does not—

(d) constitute a termination, retrenchment or redundancy of the transferred employee’s employment by the

transferor/transferee unless otherwise agreed or”

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2. Currently there are a number of staff who are working a 36.25 hr week who will be transitioning to the new Entity where they will be required to work a 38 hr week, which is a productivity increase of 4.8% for which they will receive no compensation.

Together have raised the possibility of a payout for the 36.25 hr week for these staff at the IRCC, however the PSC has stated this will not occur.

We therefore seek an inclusion in the Legislation of an additional dot point (g) under 111 (2) to read as follows

“The transfer does not—

(g) require the transferred employees to change their weekly working hours to 38hrs unless mutually agreed.

We trust you will take these comments into consideration whilst finalizing the draft Legislation to ensure the staff who have worked tirelessly for each of the Entities do not lose entitlements and their jobs are protected during this transitional process.

Should you have any questions in relation to this submission please contact me at alex@together.org.au telephone 30176100

Yours Sincerely

Alex Scott

Secretary

Together

PO Box 3272 South Brisbane BC 4101

Staff Placement Process

Overview

With just over two months before the merger of the three SEQ bulk water entities—Seqwater, LinkWater and the SEQ Water Grid Manager (WGM) into a single, integrated business by 1 January 2013 there are a lot of activities that must be completed. A recent milestone was the approval of the day 1 organisational structure. Now the next step is the process to place staff into roles within this structure. In order to provide certainty and transparency for staff a matrix and associated processes have been developed. This has been discussed with the CEO's and Chairmen of the existing entities.

Who is affected by the process

All staff currently working in the Operations, Networks and Asset Delivery business groups will transition to the merged entity on 1 January 2013. A process to clarify the functions and accountability within these Business groups has been completed. As a result some reporting lines may change with this transition, but generally speaking the roles within these Business Groups will remain unchanged. This method will ensure there is minimal operational risk for the integrated entity. During 2013 there will be a detailed review of these areas and any resulting changes to the structure and employee numbers will be discussed at that stage.

The support areas of the business including functional groups under General Counsel, Chief Financial Officer, Chief Information and Technology Officer and Organisation, Strategy and Performance are the areas that will initially be covered by the Staff Placement Process. The services provided by these business groups are essential to the smooth running of the merged entity. At the forefront of the Boards decision making regarding the structure is to ensure there are sufficient staff available with clear roles and accountabilities on day one.

The Staff Placement Process will only apply to directly employed staff from each of the existing bulk water entities. This does not include staff engaged via recruitment agencies consultancies or external contractors.

Managers who report directly to General Managers (i.e. two levels to the Chief Executive Officer) will be identified based on existing roles and functions. If there are more than two managers at this level undertaking this role, a closed merit process will be conducted by the General Manager. Managers at this level will only be able to participate in the closed merit process at that level and will be excluded from the closed merit process at the levels below.

Placement Process

In developing this process serious consideration was given to the personal impact that these changes will have on our staff. While this placement process was never going to be an easy activity, we have developed the process with the principles of timeliness and fairness to staff seeking roles in the new business. This process has been carefully considered and the Board believe that it is the most fair, independent and timely approach to placing staff in suitable roles from each of the three entities given the current circumstances.

The staff placement process will involve the release of team level structures. For roles where staff can be directly placed, because there are enough roles for all current staff

across the entities, this will occur along with a discussion with your Manager regarding the primary objectives of your role and confirming your transfer arrangements. A letter will also be provided that confirms the arrangements.

For roles where a staff placement process is required to be run due to staff levels in excess of requirements for 1 January 2013, role statements for each position will be released and then the staff placement process will commence. Staff will be identified to participate in the process based on the current function they are performing (see the summary of the process on page 4). Remember this process is based on the function **you are currently performing** and how this maps into the functions and roles within these Business Groups. Correspondence will be sent directly to affected staff within the team seeking an application for one or more of the roles within the team; alternatively staff may indicate an interest in taking a voluntary redundancy.

From that point, the placement process will be outsourced to an external specialist HR provider to run. The reason for engaging an external party to undertake this process is to address any issues around perceptions of bias and provide a demonstrably transparent process. The external provider will provide a report for each team that maps the applicants for each role or also any interest from staff in this process who might consider taking a voluntary redundancy. Where there is more than one applicant for a role the HR provider will run the closed merit interviews and make a recommendation on the preferred applicant/s. **All interviews will occur during the period 8 – 16 November 2012.**

A recommendation report will be provided to the General Manager for approval and relevant letters provided to staff. These letters will be generated from the project office to ensure consistency and confidentiality of the process. All letters will be distributed on 26 November 2012 for roles where the staff placement process has been run.

This placement process has been developed to allow staff an opportunity to seek a voluntary redundancy (a redundancy will not be guaranteed as it will depend on the requirements of the business) and also so staff can potentially apply for more than one role if they are skilled and qualified in performing across more than one role within the proposed team. The proviso to the process is that staff are only eligible for roles that are identified as performing the same principal function as those currently performed within the role they currently occupy. This process has been intentionally designed to select the most capable staff for roles from within the current businesses.

It is the intention that any role not able to be filled by the resources within the current teams will be initially internally advertised to determine if there are any other suitable internal applicants.

Placement Matrix for roles within General Counsel, Chief Financial Officer, Chief Information Technology Officer and Organisation, Strategy and Performance business groups

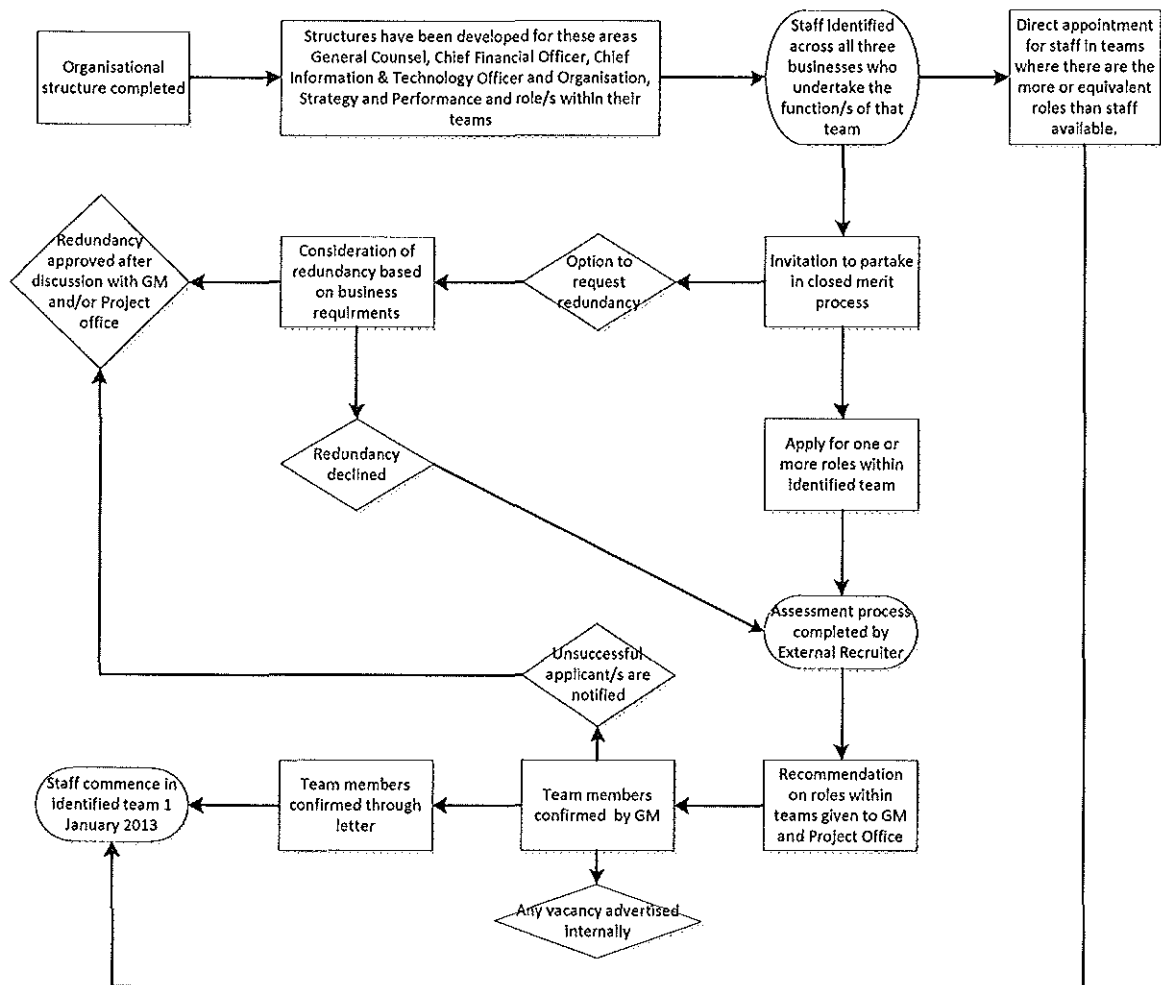
	Process	Confirmation with letter
Manager role with 2 or more incumbents	Interview or Voluntary Redundancy	Post decision
Manager role with only 1 incumbent	Direct placement	Mid-November
Team roles More staff than available roles	Staff Placement Process or Voluntary Redundancy	26 November
Team roles More (or equivalent) roles than staff available	Direct placement based on current substantive role	26 November

Redundancy

Staff that indicate an interest in a voluntary redundancy will not be guaranteed a redundancy as it will depend on the requirements of the team, business group and organisation. If the redundancy is acceptable to the business, the applicant will receive a letter and also meet with the relevant General Manager and/or the SEQBWCL Project Office staff to discuss the terms of the redundancy and agree the timing. Staff who are not successful in securing a role through the closed merit process will also receive a letter and have a meeting with the relevant General Manager / Project Office staff to discuss the redeployment process.

Staff will be directly provided with detailed information regarding entitlements on redundancy by your employing entity.

Summary of process



Timetable

An estimated timetable for finalising the organisational structure and staffing process has been developed. At this stage the aim is for all staff to have been notified of the outcome of these processes by 27 November 2012.

Conclusion

The purpose of the staff placement process is to provide a clear and consistent approach for staff moving into the integrated bulk water business.

If you have any questions please contact employeetransition@seqbulkwater.com.au

Regards

Noel Faulkner
Board Chairman
30 October 2012