



16 July 2020

Lisa Darmanin
Branch Secretary
Australian Services Union
(VIC/TAS Authorities & Services Branch)
P.O. Box 37
CARLTON SOUTH VIC 3053
CC: Will Wyatt, Organiser

Dear Ms Darmanin

Re: Proposed Organisational Structure Realignment

I am writing to advise you that we have commenced a consultation process at the City of Ballarat. Please see the detail below which was provided to staff today 16 July 2020.

Context:

Since my commencement as the Chief Executive Officer on 12 June 2020, I have been reviewing the organisational structure and today I announced a proposed organisational structure realignment.

The changes will primarily impact the Executive Leadership Team level with a realignment of some teams and consequently a small number of positions.

This realignment is designed to rebalance the structure of the organisation and to create an organisation that is better equipped to deliver on Council's commitments and the community's expectations.

Some of these changes will impact a small number of roles, teams and positions. Managers have already met with potentially impacted individuals to discuss these potential changes.

In the levels below the Executive Leadership level, there is no planned reduction in positions.

We will be seeking feedback from staff on the proposed new structure before making any final decisions on the changes. Details on how to provide feedback has been provided to staff.

Once finalised, the new organisational structure will be formally released to the community.

Proposed structure alignment

The proposed structure alignment includes four new Divisions as outlined below, including Business Services, Assets and Infrastructure, Community Wellbeing, Strategy and Growth. During my time here I am proposing to have the People & Culture and Governance functions reporting directly to me so I can be directly across the cultural change we need to make to improve the culture and governance processes.

A copy of the current and proposed structure is attached for your reference.

Next steps

In accordance with Clause 16 of the Ballarat City Council Enterprise Agreement No. 8, 2019, prior to making a final decision on the proposed changes, Council has invited staff to provide comments and suggestions regarding changes outlined in the above information.

Anticipated Timeframe:

Open for comments	Thursday 16 July 2020
Consultation period closes	5pm Monday 27 July 2020
Review comments	Tuesday 28 July 2020
Outcome Update	Friday 31 July 2020

Comments are invited to close of business Monday 27 July 2020.

If you have any questions in relation to the proposed organisational structure realignment contact:

Melissa Bennett,
Business Partner People and Performance
Phone: 0427 363 578 or Email: melissabennett@ballarat.vic.gov.au

Regards



Janet Dore
Chief Executive Officer