

Our Ref: EB/gc

18 November 2020

Ms Carolyn Terry
Executive Manager PCD
Boroondara City Council
8 Inglesby Road
CAMBERWELL VIC 3124



Via email: carolyn.terry@boroondara.vic.gov.au

Dear Ms Terry,

RE: PHASE 3 – ASU FEEDBACK

As part of the outcomes from the Fair Work listing held on 10th November it was agreed Council would provide a response to the ASU with follow up information from the discussions held that we would then take back and discuss with our members.

The ASU received this follow up information as agreed and we have now met with members to discuss the information and seek any final feedback. We have also been contacted by numerous staff from Boroondara impacted by Phase 3 proposed changes.

As such, in line with Council's Phase 3 next steps timeline we provide the following feedback from our members to be considered before any definite decision is made.

1. Members have raised concerns that it is very hard to locate information on the Boroondara Intranet. Members have requested this be reviewed.
2. Members have raised concerns about the timing of when and how one on one meetings will occur, being able to provide adequate feedback and receive responses to this feedback once a definite decision is made. The ASU reassured members of the most up to date Phase 3 next steps, but they still requested we let Council know their concerns.
3. Members have raised concerns that when they had been notified that Council were proposing to make their role redundant, they had to make multiple requests to receive redundancy payment figures.
4. Members have raised concerns that information regarding estimated redundancy payments provided has been inconsistent. Some members have been provided a full break down which including their leave balances, RDO's etc where others have just had a total amount with no breakdown provided. Members have requested that any redundancy payment estimates include a full break down.
5. Members seek confirmation on if there is a definite decision to make their role redundant and they are successful at seeking other employment outside of Boroondara during the notice period will they still be paid a redundancy?



By your side

6. Check in meetings – Members propose that these meetings occur on a two-weekly basis.
7. Members seek confirmation that redeployment positions are not subject to a probationary period.
8. Members seek confirmation that the Band 7 Principal Planner and Band 7 Team Leader/Coordinator positions will remain as the same banding classification in future EBAs (thereby ensuring that the Principal Strategic Planner position will not be disadvantaged in the future with regards to pay and conditions.)
9. Members seek confirmation that if they do not get either identified redeployment position despite going through the EOI process, they will be eligible for a redundancy payment as per EBA requirements.

Should you have any questions relating to the above matters, I can be contacted on 0499 250 030 or via ebagg@asuvictas.com.au .

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Emma Bagg'.

EMMA BAGG
ASU ORGANISER

Cc: CEO, Phillip Storer – e: Phillip.storer@boroondara.vic.gov.au
Ashlee Camm – e: ashlee.camm@boroondara.vic.gov.au
ASU Delegates