

19 November 2020



Emma Bagg
ASU Organiser
Australian Services Union

Delivered via email: ebagg@asuvictas.com.au

Dear Emma,

Re: Phase 3 - ASU Feedback

Thank you for your letter dated 18 November 2020. I provide the following information in response to matters raised.

1. Boroondara Intranet

Thank you for sharing feedback that members have raised concerns that it is difficult to locate information on our intranet. We have provided this feedback to our Communications Lead and will continue to review how this may be improved. We invite and encourage feedback and would welcome members providing us with specific feedback in this regard so we can continue to make sure this resource is as best as it can be.

2. Timing of 1:1s and feedback

Council acknowledges this feedback. During the consultation period Council has worked to promptly answer questions to allow employees to provide informed feedback. Council is considering all feedback received in making definite decisions.

3. Redundancy Payments - Multiple requests

Council acknowledges this feedback. Again, Council continues to encourage all employees to reach out to Council directly if this is their experience. As we have previously advised and discussed retrenchment estimates do not typically include annual leave, long service leave and/or RDO entitlements as these figures do not form part of the 'redundancy payment' per se as they are taxed differently and are also payable no matter the reason for leaving the organisation (e.g. resignation). We also don't provide these leave accrual figures in advance as they are subject to change if leave is taken in the intervening period. Council doesn't agree this makes the estimates inaccurate. Council advised in its all staff Organisation Design email update on Friday 6 November 2020 that employees can request leave figures separately and these will be provided. We will also include this explanation / invitation to request figures in our outcome confirmation letters.

Council is not aware of any specific instances where employees have had to ask multiple times for this information.

4. Redundancy Payments - Inconsistencies

Please refer to above.

5. Leaving during the redeployment period

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Council confirms if employees choose to leave during the redeployment period, for whatever reason and subject to notice requirements, they will still be paid the redundancy payment.

6. **Request for review meetings**

We agree to fortnightly meetings with yourself and delegates. We suggest these commence from February after implementation and also after the end of year holiday period.

7. **Probationary Period**

Council confirms redeployment positions are not subject to a probationary period.

8. **Band 7 Principal Planner and Band 7 Coordinator**

Council confirms if the proposal was to proceed as planned, the banding for the current incumbents would be maintained and they would not be disadvantaged in the future with respect to pay and conditions.

9. **Redundancy if not successful following EOI**

Council confirms if an employee is not successful in an expression of interest they will be eligible for a redundancy payment.

Please let me know if further clarification if required regarding the above.

Yours sincerely,



Carolyn Terry
Executive Manager, People Culture and Development
City of Boroondara

CC: Phil Storer, Ashlee Camm, ASU staff delegates