2x SO

Angus Broad

From: Tony Moore
Sent: Friday, 6 July 2018 2:03 PM
To: 'Bill O'Kell'
Cc: Carl Cleaver
Subject: FW: Proposed organisational change impacting on the Strategic Outcomes & Projects Branch and Asset & Service Planning Branch
Attachments: EOI Reference Group.pdf; Project Newsletter 2 - Org Performance Review.pdf

G'Day Bill

See below for yet another ill-conceived restructure that pre-empts the organisational review that has commenced. I am becoming increasingly frustrated that the senior management of this Council continue to make these types of decisions with apparently no thought of disruption to staff and how other parts of the organisation are impacted.

Yesterday staff got an EOI advice from the GM for the cross-organisational Reference Group for the Organisational Review Project (attached) and the following day this is proposed.

Can the USU pls try and talk some sense into these people?

Tony Moore | Program Leader Civil and Traffic
| **BMCC** | t 5492

From: Tony Middleton
Sent: Friday, 6 July 2018 12:21 PM
To: C&CO > Directorate
Cc: Rosemary Dillon; Megan TeBay; Hailie Ryzak; Scott Buchanan
Subject: Proposed organisational change impacting on the Strategic Outcomes & Projects Branch and Asset & Service Planning Branch

To all C&CO staff

Today I have advised directly impacted staff of a proposed organisational change that impacts on the Strategic Outcomes & Projects Branch and Asset and Service Planning Branch. The proposal is to:

- Move the PMO and strategy functions to the General Manager's office
- Move the GIS function to Information Systems
- Move Asset and Service Planning to IP&F

The business management function currently delivered by the Business & Projects Team will remain with C&CO.

The proposed change is designed to better align:

- Project management in the organisation under the corporate leadership of the General Manager;
- Strategic asset functions with IP&F; and
- All GIS functions in the one branch under one manager.

It is also designed to improve our ability to meet the current challenges and improve business efficiency.

In relation to the proposed change there is no fundamental change to the work that is delivered by those areas.

Today is the start of the formal notification process required under the Award for a proposal to change the organisational structure. This period ends after 28 days on 3 August 2018. If you have any comments or feedback on the proposal, please send them directly to Scott Buchanan by 3 August.

Kind regards

Tony

Tony Middleton | A/Director City & Community Outcomes | x5265

EXPRESSION OF INTEREST

Organisational Performance Review (OPR) Reference Group

As part of the Organisational Performance Review we are establishing a cross organisational Reference Group. The role of this group is to review and provide feedback on the outcomes emerging from each stage of the review process.

We are seeking three representatives from each Directorate, which will consist of a Manager, Program Leader and a staff member. Service Delivery, which has a larger number of staff, will have six members in the Reference Group.

If you will be available for several short or half day workshops during July and August 2018;.

AND

You can add value to the learnings of the Organisation and themes such as:

- Workplace culture
- Safety culture
- Working together better
- Businesses systems and processes

This could the opportunity for you!

Email your expression interest to your Director or Group Manager by **Monday 9 July** with:

1. Your name and position.
2. Confirm your availability for the first meetings/workshops scheduled for 17 July and 24 July.
3. Tell us in a few sentences:
    a. Why you want to be part of the OPR Reference Group?
    b. What change would you like to see occur through this project?
    c. What are your strengths?

Look forward to working with you.

Kind regards,

Hailie Ryzak
Project Director, Organisational Performance Review

forward together

Newsletter No. 2 | 4 July 2018

What's new with the Organisational Performance Review

Expressions of Interest: Staff Reference Group

As part of the Organisational Performance Review we are establishing a cross organisational Reference Group. The role of the Reference Group is to review and provide feedback throughout the Organisational Performance Review, particularly feedback from the staff engagement activities. The group will ensure that different perspectives from all sections of the organisation are heard and considered.

Expressions of Interest are invited from all staff to be a part of the Reference Group. To find out more about joining the Reference Group and how to express your interest **click here** or ask your Supervisor / Manager. The closing date for expressions of Interest is Monday 9 July 2018.

Make a Submission on the Organisational Performance Review

Branch workshops held from late May to early June this year provided all staff with an opportunity to discuss what they felt was working well and why? And what could be improved and how?

Staff are invited to contribute more specific feedback to the Review by providing a written submission as part of *Stage 1: Where are we now?* To have your say please complete a submission form online **(click here)** or download a print copy from the Staff Intranet **(click here)** or ask your Supervisor/Manager.

Where are we up to?

We are currently working on *Stage 1: Where are we now?*

The Organisational Performance Review will be implemented in stages and will involve collaborative engagement with staff at each stage of the process so that we can develop the vision, strategy and action plan to move forward together.

The intended approach to the Review is provided in more detail on the Staff Intranet (**click here**).

Stage 1: where are we now?

Project Set up and Governance	Stage 1: where are we now?	**Stage 2:** where do we want to be?	**Stage 3:** how will we get there?	**Stage 4:** How will we know we are there?	Implement and Monitor Progress

Stage 1: Where are we now? Gathering information, ideas & possibilities

blue mountains City Council

Meet the Team

PROJECT CONTROL GROUP

Project Lead: Rosemary Dillon, General Manager

Project Director: Hailie Ryzak, Group Manager IP&F

Project Executive: Executive Leadership Team -

Will Langevad, Director D&CS

Kirrilly Twomey, Director SD

Tony Middleton, A/Director C&CO

Megan TeBay, Group Manager P&S

Project Advisor: Ian Reynolds, Planning & Governance Consultant to the General Manager

PROJECT TEAM

Project Manager: Erana Takuira, Strategic Business Analyst P&S

Jane Lambert, Program Leader, Strategy C&CO

Paula Ford, Organisational Development P&S

Adrienne Murphy, Program Leader, Corporate Communications & Marketing P&S

Wendy Carlson, Communications & Engagement Officer OPR

Consultant: Q5 Partners has been engaged to help guide us through the Organisational Performance Review process.

Staff feedback: What is working well and why?

Actions to date

Branch workshops

Initial consultation with all staff on Stage 1: Where are we now? was undertaken at Branch workshops held across the organisation in May.

9 day fortnight / standard working hours

Improvement of work conditions through the implementation of a 9 day working fortnight and the introduction of 35 hours per week for all full time employees (and pro rata for part time employees) has been fully endorsed and is effective from 1 July 2018.

Engage consultant

Consultants Q5 have been engaged to provide support and advice to the Project Team throughout the organisational review process. Q5 have extensive experience and expertise in conducting organisational performance reviews.

Analysis of existing information

The Project Team is collating all of the feedback from both the community and staff from recent Community Satisfaction Surveys and Employee Surveys. This feedback is valuable information that will contribute to the Organisational Performance Review.

If you know of any recent reports or feedback from community consultation that could provide useful information for the Review please let the Project Team know on **orgperformance@bmcc.nsw.gov.au**

Staff feedback: What could be improved and how?

What's next?

Get ready to be involved in the next round of staff engagement activities occurring in mid to late July.

Senior Leadership Team Workshop
Date: Friday 13 July 2018
Who: Senior Leadership Team

Organisational Performance Review Open Day
Date: Tuesday 31 July & Thursday 2 August 2018
Who: All Staff

Further Information

Regular updates on the Organisational Performance Review will be provided by way of ongoing project newsletters.

All project information, including these newsletters, are available on the Staff Intranet **click here** .

You can contact the Project Team with any questions or comments about the Organisational Performance Review by using this dedicated email address: **orgperformance@bmcc.nsw.gov.au**

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