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From: **Sally Bell** <Bell.Sally@abc.net.au>

Date: Tue, May 8, 2018 at 4:39 PM

Subject: News - Local Coverage - Further information

Dear all

Further to my email from yesterday, for your information, on Friday we received two emails from Sinddy Ealy from the CPSU requesting further information as part of consultation on the Proposal for Change in News, Analysis & Investigations. We thought it would be helpful to provide this information to all who attended the consultation meeting.

Attached are copies of the two emails from Sinddy and the ABC's responses.

We have also set out below a table of issues raised and responses, which is our record of the consultation meeting. We hope this is helpful information.

We have set aside 2pm on Thursday for a further consultation meeting. **Please let us know as soon as possible whether this time is suitable.** We will sort out technology for this meeting as well, for those of you not in Sydney. For Sinddy and Katelin, we are also able to meet from 3pm on Thursday to discuss the proposed roster changes which, as you are aware, we are consulting on with affected employees. **Again, please let us know as soon as possible whether this time is suitable.**

Finally, we would like to draw the Unions' attention to our request from Thursday's meeting – if you have any further specific feedback or questions about the proposed pools including the number of employees in the proposed pools, the class of employees in the proposed pools, the draft selection criteria and the number of employees proposed to be made redundant from the proposed pool, we would be grateful if you could please provide this as a priority, given that consultation on the proposed pools will ordinarily be concluded within 14 days.

Regards

Sally

Issue Raised	Response Given	Action Required
Why isn't this process an OEP?	The proposal is about the ABC having a fit for purpose structure and mix of skills in the newsrooms. In the proposal we have identified this. In the previous News proposal we were clear we had a proposed structure which we needed to fund through the OEP. This is not the case here.	None
There are people within pools who are considering if they would like a redundancy. Are they able to approach their managers to discuss this.	Yes	None
What is the process around people getting figures around their potential redundancy payments?	Staff are approaching their managers who are letting us know and we are then taking this on board. As part of this consultation we are looking into getting them those estimates on the basis that the staff have requested that information in writing	ABC response set out in 7 May email

<p>How are management going to run the preference matching process? The unions wish to feed this information on to their members and to ensure the process is fair.</p>	<p>We're going to look at who is coming forward and then there will be a management decision made about whether a redundancy is feasible for that person. There are many different considerations that come into play - for this reason we are unable to give you a defined framework.</p> <p>We appreciate that being in a pool is a difficult process for those involved. We want to minimise harm to the wider group and individuals in the pools. We will consider who has come forward requesting a redundancy and come back to employees and unions about next steps.</p>	<p>None</p>
<p>If employees ask for their estimate from their managers they are concerned that their managers may look at them differently. Is there a confidential avenue for these requests?</p>	<p>Yes, staff can go to HR to get access to those estimates confidentially. If staff do express interest in a redundancy this will need to be shared with the manager to assess if it will make sense operationally</p>	<p>None</p>
<p>Why has the ABC chosen to go with pools in this way? There are concerns around a breach of privacy?</p>	<p>There was a Fair Work Determination that was made about redundancy selection under the ABC's Enterprise Agreement referred to collectively as 'the consent orders'. These consent orders are quite prescriptive in that we have to consult on who is in the pools, the class of people in the pool, the makeup and numbers in that pool. Ordinarily that might be possible to do without being so prescriptive as to the names but at the ABC we engage people broadly as 'content makers' so in order for us to communicate properly we need to be specific.</p>	<p>None</p>
<p>What was the reasoning behind using band levels when it looks like this has been a skills based assessment?</p>	<p>We looked at whether people in our current leadership structure could be transferred into the roles prescribed by the proposed new leadership structure but those new roles are different and require a different skill set.</p> <p>When looking at our overall structure we determined that there were an excess number of employees at a certain banding levels.</p>	<p>None</p>
<p>People in certain pools may find themselves facing redundancy because they may not have the skills the corporation wants. What process exists to ensure this is fair?</p>	<p>It is a two step process.</p> <p>The leadership group were assessed against future roles where the skill sets are very different.</p> <p>People in proposed pools aren't being assessed against skills they don't have. They are being assessed against their role and compared to one another</p>	<p>None</p>

<p>Members are concerned that they're being assessed against skills that aren't in their individual performance management plans. It seems like there are two sets of standards, one for yearly performance and another that has come up now saying what you should be capable of in your current role</p>	<p>The matrices were developed based on journalistic skills at a high level. It's an amalgamation of their job plans and is very closely linked to work level standards and editorial standards. We have shrunk them down to 10 criteria to fairly assess the staff and circulated them for the purposes of consultation and will take specific questions.</p>	<p>None</p>
<p>One criteria specified 'Demonstrated willingness to adapt to and embrace a digital strategy and new technology' What is the ABC offering in terms of training to ensure staff have the best chance in the pools?</p>	<p>This is about how employees have adapted, and active involvement in the skills you have been given, rather than tied to any specific skill.</p>	<p>None</p>
<p>How many of the new job roles are available Australia wide?</p>	<p>There are currently around 24-25 proposed new roles. There is difficulty pinpointing that number because different states are at different stages in their recruitment. Additionally we're not able to confirm the structure and proposed roles until consultation is concluded.</p>	<p>None</p>
<p>Have the PD's been finalised or is there still room for consultation</p>	<p>Some PDs such as for the Digital Editor and the Social Media Producer are already active, however, if you have particular feedback from a state point of view you think there is value in us considering, please let us know.</p>	<p>None</p>
<p>Are the bandings for roles consistent across the states?</p>	<p>We have set and costed roles at certain bands but there are variations, particularly where newsrooms are growing in size (such as Darwin).</p>	<p>None</p>
<p>Are all of the new positions going to be advertised so that staff will have the opportunity to apply for them? Many people in the pools would be overqualified for some of the roles if it came to a selection process.</p>	<p>If staff have gone through a PCA process and been successful then we are proposing they move into those roles. If any of those leadership roles are vacant then our first preference is to fill them internally. If there is no one internally then we'll look externally.</p>	<p>None</p>
<p>You described two different assessment processes, one for leadership and one for producer/reporter pools. Our pools have leadership, is that the same in other areas.</p>	<p>The leadership have been preliminarily assessed against the skills required for the new roles. If they do not meet those skills then they drop into a pool of that same band level. It is then proposed to assess them against a journo pool which gives them an opportunity to get assessed against their current skill.</p>	<p>None</p>

Melbourne seems to be targeting senior bands. How confident is the ABC that they're not going to breach age discrimination.	<p>If there are young people who happen to be in the band in the pool, they will also be assessed.</p> <p>The focus is on the skill sets required for the future and that's what we've been assessing on. Age is not a factor.</p> <p>The ABC wont be in breach of age discrimination legislation</p>	None
Do we have any clarity on when those direct redundancies will occur?	Direct redundancies are because there is no one else in that band level. This occurs for the ROPO in Victoria and the Day Editor in SA. Those people have been informed.	None
Union members are continuing to ask about when estimates might come through for their potential redundancy payouts. Can you give us a potential timeframe.	Yes, we will give you a timeframe.	ABC provided response in 7 May email
How did you decide there were excesses of certain band levels?	We considered whether will we have enough people to make content at certain band levels.	None
Were the band excesses based on financial considerations?	No, financial considerations were not factored into this process. We're replacing at the same or higher band level in many instances.	None
Having managers at a higher level doesn't ensure the production of fewer, bigger, and better pieces, that is up to the reporter producers. Are the managers going to be producing content?	The only leadership team member that will be making content is the In-Depth Producer - which is the same as it is now.	None
Being that we're going to have a large number of senior journalists on the job market would the ABC be willing to consider a longer access to internal recruitment rather than the normal 6 weeks.	Once MEAA provide further information about this suggestion we will respond to this	The MEAA are to provide this in writing to the ABC before it can be considered
Has a portion of the \$10m funding been allocated to giving journalists the skills they need.	The \$10m funding for training is fantastic and will provide VJ training, leadership, and investigative training that will run parallel to the project. The new roles have a level of capabilities that match the band level of the role. Whilst we can train some skills, there are other things that will take time to build the required capabilities.	None
Union members are concerned that a recent training survey that asked staff to identify skill gaps and now there is a skills based assessment being run as	That survey is around the allocation of the \$10m training fund and has been used across the ABC. To be clear, the PCA process is what has been used to assess people against those leadership and editorial roles. In the pools processes we will be using the matrices.	None

part of this project.		
Can management give an absolute guarantee that the skills assessment information will not be used in assessing people in this project.	This project has not used that survey in these assessments. We can provide some commentary around this.	The ABC has provided a written response to this via our 7 May email
Who provided the PCAs?	It was the relevant News Editor along with Rebecca. In some areas where required additional consideration was provided by managers who had worked closely with those people. Where there was a conflict of interest those managers had nothing to do with those assessments and they were conducted by different managers with Rebecca's supervision. We can give you that information.	The ABC has provided a written response to this via our 7 May email.
The unions would like to suggest that two news managers are on the assessment panels and an independent person who is not on the news management team such as HR or a Union representative.	<p>The process is usually overseen by HR but they are not doing the actual assessment because they don't have knowledge of the person's work.</p> <p>In addition, where relevant several managers are involved in assessing employees. In addition, Rebecca oversees and considers and questions assessments.</p> <p>We will consider this suggestion in due course.</p>	None
What can you do to make sure the manager of NSW has a full and complete knowledge of the people being assessed	Mark knows the people he works with well. People who have been on leave and have been assessed in the PCA process have had their assessment cross checked by another manager and Rebecca. It wasn't just Mark on his own and we'll do the same with the skills matrix	None
If you haven't got your appraisal outcome how can you be sure HR can calculate your redundancy payment? This could be a factor in people electing for substitution.	Any estimate provided is an estimate only.	We have responded to this in writing separately via email on 7 May 2018
In previous rounds the union had had the people in the pools as well as their positions and bands. We request that the ABC provides that, we also request a gender	We'll aim for this information to be given to you by the end of the week (tomorrow)	We have responded to this in writing separately via email on 7 May 2018

breakdown.		
We have additional questions around the PCA, how that marries to the consent order.		Sindy indicated she was getting advice on this and would put something in writing
Would the ABC ever consider abandoning the pools process?	<p>We'd like to move quickly and if the unions can do anything to help us move quickly we'd be keen to conclude as quickly as possible.</p> <p>If you have specific questions or feedback about the pools, please provide this as soon as possible</p>	None
There are questions around the makeup of pools, what new roles are available, what people need to consider, and people's ability to come forward for a preference match. It depends greatly on how quickly we can get people's estimated redundancy figures.	<p>We are not going down the OEP path but we will consider substitution.</p> <p>If you have specific questions or feedback about the pools, please provide this as soon as possible</p>	None
We want to flag a follow on meeting to this one, this time next week as the federal budget is on Mon-Wed. The alliance would also like a separate meeting about rostering. The Unions will discuss timeframes.		Discuss potential times for a follow on meeting.