



## Significant Changes are Being Introduced Next Year You are a Key Priority in this Process

With the introduction of the Tasmanian Academy, Polytechnic and training enterprise in Tasmania next year we know you must have many questions about what this will mean for you.

Following is an update of where we are in the transition planning process and the decisions that have been made that will facilitate a smooth transfer to your new organisation.

Throughout the next six months more details will be finalised and we will listen to any concerns you may have. You are important to the government's vision for post-Year 10 education and training and we are focused on ensuring you will not be disadvantaged as a result of this exciting and very necessary reform.

If you feel you need further information than is provided below or greater clarification please contact your Change Leader, HR team, Paul Gourlay on 6233 7737 or Kerrie Moss on 6233 7048.

### Am I guaranteed a job next year?

Yes. Your position as a permanent full time or part time employee is secure. You will not lose your job and you will continue to have a highly valued role. Your expertise and knowhow is critically important.

Your place of employment may be different but your substantive, duties and award arrangements will remain secure. All employees will continue to be employed as part of the State Service under the *State Service Act 2000*. You will be assigned a position in your current region.

All staff moving to the new organisations will maintain current conditions of employment and entitlements. It is intended that sessional employment will continue in both the Polytechnic and the training enterprise, and all fixed term contracts will be honoured.

You will also continue in the same capacity as now. That means that if you are a teacher now you will be a teacher next year. Your new role will match your skills, competence and training.

### Who is deciding how the new working arrangements will be put in place?

The Employee Relations Work Group has been established to discuss, consider and provide advice on all the issues relevant to you and your future working conditions. The new work arrangements being finalised have been made after much consultation and considered discussion and review.

The way we approach education and training is going to be different and it will deliver much higher levels of qualification and retention in Tasmanian. There will be more activity in the sector and the environment should create more employment and career opportunities for you.

Included in the Employee Relations Work Group are representatives from the three unions and the Public Sector Management Office in the Department of Premier and Cabinet (DPAC) Members of the working group are:

- Chair: Malcolm White (CEO, TAFE Tasmania)
- Mark Watson (Department of Education)
- Paul Gourlay (TAFE Tasmania)
- Jane Fitton (Public Sector Management Office, DPAC)
- Philip Baker (Public Sector Management Office, DPAC)
- Chris Lane (AEU)
- Jon Paice (AEU)
- David O'Byrne (LHMWU)
- Tom Lynch (CPSU)

This change is complex and there are many issues to work through but we believe it will benefit our students, you (in delivering the best post-Year 10 education and training) and the Tasmanian community as whole.

## When do I find out where my role will be?

We are well underway in developing the framework of what the course offerings will be in each of the organisations – the Academy, Polytechnic and the training enterprise. This will be made available in June this year and distributed to Year 10 students, schools, colleges and TAFE Tasmania.

The guide to courses will not only inform students about the greater opportunities and choice in learning styles available to them in 2009 but it will also provide you with a clear picture of what will be offered and where.

Once the course guide is out we will be working quickly to finalise your role and which organisation you will be located within.

## What is the process for my transition to the new organisation?

All existing permanent employees will be transferred on a no detriment basis and a planned transition approach will be introduced.

You will only be assigned to one organisation but this will not preclude you undertaking work in the others. The determination of which organisation you will be transferred to will involve the following steps:

1. Identification of your current activities and how these align to the new organisations.
2. A review of which organisation best aligns with your current activities.
3. Recommendations will then be made to the College Principals and/or TAFE Tasmania Corporate Strategy Group of the outcomes from this process.
4. The College Principals/TAFE Tasmania Corporate Strategy Group will make interim decisions and these will be forwarded onto the chief executive officers (CEOs) of each of the three organisations.
5. You will then be informed what organisation you will be transferred to and what to do if not comfortable with the decision or the process.
6. Confirmation of appointments will occur when final enrolment information and organisational structures are known.

Staff in senior secondary colleges will also have the option of remaining with the Department of Education in which case an appropriate position would be found for them.

The process of filling senior level roles, equivalent to level 12 Administration and Clerical Award and above, Senior Executive Service, Advanced Skills Teacher, Assistant Principal and Principal, in each of the three organisations will be subject to final organisational structures and confirmation by the new CEOs.

## What if I am not happy with the proposed transfer for me?

If you are not comfortable with the decision or how the decision was made about which organisation you will be transferred to you will have the opportunity to have this reviewed. You will need to provide your reasons in writing.

A review panel comprising an assistant principal from a College, a representative from TAFE's Learning and Innovation Branch and a human resources officer will review the decision and make their findings. Other senior staff may be involved depending on the position and the relevant knowledge required to make an informed decision.

The outcome of the review will be forwarded to the three CEO's for a final decision.

If you are still uncomfortable with the decision then the opportunity exists for application to be made to the Office of the State Service Commissioner for external review.

Remember you can keep up to date on the project and its implementation from the web site:

<http://tomorrow.education.tas.gov.au>

## CONTACT DETAILS

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