



8 September 2011

Mr Gerard Jose
General Manager
Taree City Council

Mr Glenn Handford
General Manager
Great Lakes Council

Dear Gerard and Glenn

Proposed employee exchange program

Yesterday, along with representatives of the other two unions, I attended a presentation by the management of Great Lakes on the proposed service review. It was consultative, guaranteeing of the sharing of information and looking for with partnership of employees to deal with what was perceived as a common problem. No issue of reducing staff entitlements and not even any contemplation of such a course of action. What a change from Taree.

I then had a meeting of members. They were delighted to have their expectations of the review confirmed - there is a fairly high level of staff morale because of a benign and open approach to managing employees. We will happily participate in such a cooperative and bipartisan exercise.

There was some amusement at the meeting because two recent employees at Great Lakes had fled the misery of Taree. Members were amused that one of them whistled on his way to work and someone noticed that he was even whistling on his return to lunch the day before! There hasn't been much whistling, nor happy employees, anywhere, at Taree for a long time. General discussion followed about the difference between the punishing and belligerent approach at Taree, the attempts to cut back employee entitlements, the telling of porkies in the media about management trying to do something about poor morale and the corporate approach of antagonism and hostility to our members and to depa, and something discernibly and qualitatively better at Great Lakes.

We haven't had an industrial dispute at Great Lakes for decades.

So, it seemed like a good idea, if two employees fleeing Taree remain in such high and buoyant spirits, to arrange a staff exchange, maybe only a week at a time, to give employees at Taree a taste of a better life and, conversely, employees at Great Lakes, a taste of a totally different managerial philosophy. Everyone wins.

Such an arrangement would require both of you to agree and your consideration is requested.

Regards

A handwritten signature in black ink, appearing to read 'Ian Robertson', written in a cursive style.

Ian Robertson
Secretary