



4 October 2016

Name
Interim General Manager
Council

Dear

Your obligations under Clause 39 Workplace Change and Redundancy of the Local Government State Award

Clause 39(i) provides obligations on councils to advise employees and the unions to which they belong of any "definite decision to introduce major changes in production, program, organisation structure or technology that are likely to have significant effects on employees" and at 39(i)(a) defines "significant effects" as including "termination of employment, major changes in the composition, operation, or size of the employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure ..." etc.

We are aware that the DPC/OLG has targeted significant cost "savings" for the merged councils, including rationalisation of back-office services and other work and by reducing staff numbers. There is no doubt that savage cost "savings", apparently targeted primarily at reducing staff numbers constitute 'significant effects' under clause 39(i)(a) but neither the employees affected, nor the unions to which they belong, have been advised.

This constitutes a breach of your obligations under clause 39 of the Award.

I ask that you respond to me by midday on Friday 7 October to confirm that you will provide copies of the DPC document for your Council titled *"Delivering the benefits of Council amalgamations: Setting baseline targets for the realisation of savings associated with the formation of merged councils"* to the three unions directly to the union head offices that day, or before, and through our local representatives as part of proper consultation with your consultative committee.

For your information I have attached a letter to the Minister for Local Government concerning the disclosure of this information. I am, of course, happy to discuss this with you.

Yours sincerely

A handwritten signature in blue ink, appearing to read "Ian Robertson", with a stylized, flowing script.

Ian Robertson
Secretary