

## Consultation and feedback

### What are we consulting about?

This consultation period is an opportunity for our division leaders to share their proposals for the functions and top level structures in each division in Transport.

Specifically, it is an opportunity for all staff across the Transport Service to consider and respond to:

- the functional models proposed for each division
- the proposed top level structures for each division
- the mapping of staff units to the proposed functions and top level structures.

This consultation period is an opportunity to learn how our new structures align with our strategic priorities as we move from organising ourselves by modes of transport to organising around places and the needs of our customers and communities.

### What is the timeline for the November consultation?

The consultation period runs from Monday 4 November until Friday 29 November 2019.

Face to face staff briefings in all divisions, including in regional locations, commenced on 4 November. Click here to [see the briefing schedule](#) or [view a recording](#) of one of the briefings.

Each division leader has also recorded a short video providing an overview of the proposal which you can see by [clicking on your division on the side panel](#).

To provide your feedback about any of the proposals, please use the [online form](#).

### Why are we only consulting about top-level leadership?

We have focused on designing the top leader levels first because it is critical to get the functions right and decide on the roles that lead the functions before designing in detail. In most cases, the proposed structure includes all direct reports to the Deputy Secretary or divisional leader. In a few cases, roles at the next level have been proposed as well.

We will be seeking your input on these proposals before we go into further detailed design in the new year.

## **Can I provide feedback about other divisions, not just my own?**

Yes. We are publishing the proposed leader-level structures and proposed models for [all divisions](#) so that everyone can see the full picture and how the functions relate to each other. We want to make sure everyone's voice can be heard regardless of where they sit in the organisation.

## **I'm away during the consultation period. How can I participate?**

If you're not able to attend a briefing session, there are other ways to stay informed. You can check the updates on the [Evolving Transport website](#).

Some divisions are organising a teleconference for those who can't attend in person. [Click here to find out about the briefings](#) for your division.

You can also get in touch with your manager to discuss the proposed changes and find out more.

## **How are staff on extended leave being consulted?**

Division leaders have been provided with the names of all people in their division who are listed in Equip as being on extended leave during the consultation period.

Direct line managers are responsible for providing information on how to participate via the individual's chosen preference for communication.

## **Operating model**

### **Is the RMS legislation changing and how will this impact RMS staff?**

The *Transport Administration Amendment (RMS Dissolution) Bill 2019* is following the democratic process through parliament. While there have been a few line management changes since RMS and TfNSW were brought together on 1 July 2019, there have been no impacts to staff conditions or entitlements through the amalgamation.

### **What do we mean by 'embedded' and 'deployed' roles? What is the difference?**

An embedded role is where a role is part of a centralised function and is then embedded into another division to carry out the function on a day-to-day basis.

A deployed role is where a role is part of a business unit and is then deployed to a different business unit within that division to carry out the function on a day-to-day basis.

### **Why does the safety interdependency and work stream not include customer and community safety?**

The scope of the safety interdependency and work stream includes WHS, and customer and community safety. The steering committee membership is currently under review.

## **Can you please explain how accountability for standards will work between SER and IP?**

As part of the asset management work stream, it was identified SER would hold overall accountability for setting standards for the whole of life of TfNSW and Public Transport assets.

The proposed Technical Services team in IP will also include technical engineering expertise that is critical for successful infrastructure development and delivery.

Further consideration of specific future state accountabilities around standards will be worked through as part of the asset management and safety work streams, and the next phase of organisational design under Evolving Transport.

## **Why is SER not involved in the capital projects work stream?**

John Hardwick, who will be leading the Asset Management Branch in SER, is a representative on the capital projects steering committee.

## **Are we identifying, capturing, and managing safety change risks during the transition?**

SER is leading a safety change assessment process in consultation and collaboration with all other divisions to proactively identify and manage any safety risks to the business during this time.

## **Why is regulation considered as a support function?**

Under the Evolving Transport definitions, SER is defined as both an 'enabling division' to reflect SER's role in supporting the customer and delivery divisions, and a 'regulation division' to reflect SER's regulatory functions.

## **Placement and recruitment**

### **As a senior executive, if I'm not appointed to a role or included in an invited EOI, will there be an opportunity to appeal the decision?**

The approaches for filling roles are still proposals which will go out for consultation until 29 November. Individuals personally affected by the proposed changes have the opportunity to give feedback on the proposed placement approach until 29 November.

The process for giving this feedback is:

- Talk to your leader about your interest and potential suitability for the role
- Send an email to the Director, People stating the role you are interested in and outlining why you believe you should be included in the process.

**Will all senior roles be open to applications by staff? If not, how will this be determined?**

The proposed placement strategy for senior roles is contained within the consultation pack and is open to consultation. Should you have any feedback in relation to the placement strategy, please use the online form and select the appropriate category.