

Consultation and feedback

How was my feedback used by senior leaders when finalising our top level leadership?

Feedback was provided to Divisional Leaders (appropriate to their division) as members of the Strategy and Operations Committee (SOC) on a weekly basis during consultation. SOC will meet over the next couple of weeks to review feedback and approve decisions to change or not change organisational structures.

Within divisions, the TfNSW People Directors were accountable for leading the review process with division leaders. This includes presenting key recommendations about any changes to proposed functions, structures or the placement or implementation approach to SOC for decision following the end of the consultation period.

A final review was undertaken the week following the end of consultation. Following consideration of all feedback, final decisions about the senior leader structures will be announced in the week of 9 December. You can view each division's final top level leadership and summary of feedback themes on [our intranet\(External link\)](#).

How can I be involved in designing the next levels of the organisation?

Stay up to date on what is happening with your division, including how to be involved, by checking your division's page on the [Evolving Transport website](#), and looking out for updates in your division's regular communications.

Can we share the consultation pack with key external stakeholders?

No. For external stakeholders, while we are consulting on the proposal, nothing has changed and all contacts remain the same.

Once a decision is made, further information will be providing on communicating with external stakeholders.

Operating model

When will the new structures come into effect?

The new top level leadership will come into effect on 3 February 2020, with the exception of the Infrastructure & Place which has been given approval to commence on December 9 due to the timing of a number of key projects and deliverables.

Teams that are either moving in or out of the IP Division have clear transitional arrangements in place for the period from 9 December and 3 February to ensure continuity of service to our clients.

Support and BAU

How does the new proposed Asset Management branch work with the operating agencies?

The establishment of the Asset Management branch within the SER division was a direct result of the Asset Management interdependency work in Evolving Transport Phase 3A. The operating agencies were involved in the interdependency work and helped guide the accountabilities to sit in the Asset Management function in SER. Once the proposed structures are determined and the ED, Asset Management is in place, the ED and their teams will work closely with the operating agencies and define their operating rhythms.

Will delegations and approval workflows being updated for 3 February?

The goal is to have delegations and approval workflows updated and enabled by 3 February. However, due to the scale and complexity of this task, contingency arrangements may be required.