



10 December 2007

Mr. Warren Hodgson  
Secretary  
Department of Innovation, Industry and Regional Development  
GPO Box 4509  
Melbourne, Victoria 3001

Dear Mr. Hodgson,

Re: Proposed Organisational Structure – Senior Executive Team

I write regarding the above-mentioned proposal that was received by CPSU on 3 December 2007. I note our meeting of 6<sup>th</sup> December at which you provided some additional background to the proposal.

According to *clause 9 Implementation of Change of the Victorian Public Service Agreement 2006*, CPSU is able to submit an alternative proposal some twenty-five days after receipt of a proposed restructure.

As stated previously, CPSU believes that it is an impossible time to commence an effective consultation process, as many CPSU members will be on leave in December and in January. The timeframes provided in the *VPS Agreement at 9.3.1* are 'indicative reasonable timeframes' only and CPSU submits that the indicative timeframes are not reasonable in this instance.

In addition, it is not possible for CPSU to respond to part of a proposal without understanding the impact it will have on the organisation. *Clause 9.1 of the VPS Agreement* states: 'The Employer will advise the affected Employees and CPSU of the likely effects on the Employees working conditions and responsibilities'. The likely affects will not be known until the detail is developed in what you describe as the 'second stage' of the process.

I understand that you seek to implement the SET proposal so that this Team can develop proposals for the detailed structure within each division covering branches and work units with proposed jobs and classification levels. I request that this Team not be formally implemented. Rather, that it be seen as an interim arrangement pending the release of a complete proposal.

Please contact Nicky Kepert, CPSU Team Leader on 9639 1822 for further information.

Yours sincerely,

**KAREN BATT**  
**Victorian Branch Secretary**