

## 1. Title: Proposals for Organisational Restructure

2. Effective Date: March 2002

### 3. Background

On 24 August 2001, the then Premier directed the former Office of the Public Service Commissioner (OPSC) to examine proposals by departments for organisational restructuring, in consultation with the Department of Justice and Attorney-General (JAG) (formerly the Department of Employment and Industrial Relations) (DEIR) when necessary, and to provide a brief.

The reason for developing the brief is to enable the Premier to honour the election commitment to approve all major departmental restructures.

#### 3.1 Principles

To enable briefs to be prepared, the Premier requires chief executives to inform the Public Service Commission (PSC) of any reorganisation in their department which contains one or more of the following elements:

- anticipated loss of public service jobs and/or employment for public service employees, including involuntary redundancies as a result of a loss or reduction of a function or service;
- changes to rural or regional service delivery arrangements, including any impact on staffing levels, regional locations, economic and/or community needs;
- the proposed restructure will not be cost neutral or will lead to a net growth in positions or classification creep;
- existing government services being performed by private providers or other government jurisdictions whether on a permanent or contracting out arrangement (refer to the Queensland Government Policy on the Contracting Out of Government Services);
- there is a tension between government policy and the proposed restructure;
- there is a likelihood for industrial disputation.

#### 3.2 Process

- Departments should have initial discussions with PSC concerning the rationale and potential impact of an organisational restructuring proposal;
- Where necessary, PSC will consult with JAG or other central agencies where the proposal has significant implications for government;
- PSC will ask the department to provide it with information addressing the elements set out below and any other information identified during discussions;
- PSC will prepare a brief to the Premier, in consultation with JAG where necessary;
- PSC will advise the department on the outcome of the brief and directions that may be provided by the Premier.

### **3.3 Elements of Submission**

Submissions to the PSC are to address the following elements.

- Rationale for the organisational restructuring proposal;
- Benefits to government and/or to the community;
- Statement on how the proposal aligns with the government's priorities;
- Regional impact statement;
- Staffing impact statement outlining any job or employment losses and deployment strategies to minimise displacements of affected staff; and
- Consultation process with key stakeholders and their outcomes including resolution of any potential industrial issues.