

**1. Confidentiality: do you wish for your submissions, or parts of it, to be kept confidential or for your name to be withheld when the submission is published on the Committee website? If yes, say this at the very start of your submission and explain why.**

I am able to recall the following events as accurately as possible to the best of my ability, and I do not require my details to be withheld.

**2. Start with an introductory paragraph about yourself. Include details like your occupation, length of service in the public service and the department/s in which you worked**

My name is Wayne Green and I was an enthusiastic and dedicated professional in business areas of product management and contracts at Transport and Main Roads with a career spanning over 23 years of service within the State Government Sector. I began at Harbours and Marine Department in 1989 and transitioned into the Department of Transport and then eventually to Transport and Main Roads (TMR). I obtained a Diploma of Business and many certificates and performance credits as I progressed from 002 to AO2, AO3 through to AO5 and relieving AO6 levels throughout my career. At the time of Newman's Government, I was with the Contracts and Product Management Unit (CPMU) within the Customer Services, Safety and Regulation Division (CSSR) at Transport and Main Roads.

I was responsible for managing Mailing House Service Contracts for over 150 different correspondence printing configurations. I fulfilled contract negotiations and stakeholder engagement to achieve daily operational targets, estimating at 58,000 printed items per day. Other functions I managed were **Licensing Consumables Supplier Contract (\$5 million per annum, expenditure based)** the distribution of licensing consumable products throughout TMR service delivery network (incorporating 57 centres, 168 police licensing centres and 65 Queensland Government Agencies). I also maintained warehousing and logistic contractual requirements with storage service providers. Coordinate shipping and urgent handling requests from Customer Service Centres for their periodical inventory needs.

In addition to this I would also coordinate various operational requirements for the **Personalised Plates Marketing Contract (10 million per annum, revenue raised)** by administering Number Plate testing procedures and Quality Assessment processes on a regular basis to ensure that plates complied with speed and red light camera parameters.

**3. If you have recently been through a restructure: was there opportunity to have input into the decision about restructuring before it was made? Did you feel it was genuine? What about consultation about how it would be implemented? How was information about the restructure conveyed to you?**

In July 2012 speculation of a restructure was bantered around the office, I thought nothing of this at first and assumed this was just another routine reshuffle. I became suspicious once our Division was appointed a new Executive Director, there were countless high level management meetings held between my business manager and other senior staff, however only routine operational details and inconsequential feedback was ever given back to my team members.

I became uncertain about the direction and security of my employment as a multitude of rumours were spreading about what was lying ahead of us. By this stage the secrecy and lack of direction from our senior management was causing staff to stress out.

On the 6<sup>th</sup> August 2012 as I recall it, new Directives 06/12 and 04/12 were emailed to all personnel in our Division without any prior notice. Only a brief email accompanied this information instructing that all were to review these. The first official explanations of these Directives were discussed two weeks later, at a mandatory forum. This was where our Senior Executive Director announced that significant changes would occur over the next coming months and that a Review Committee had been organised; however the number of job cuts were not mentioned, only the process. The fact that we were told there would be voluntary redundancies offered to a number of staff due across the division and that in the case of a refusal on the offer. TMR was not going to guarantee any vacancies would be available after the cull.

I found this offer to be arguable to say the least that this was supposed to be considered a voluntary offer. Particularly when there was no alternative, as the advice given, mentioned that refusal to take the offer, would mean that you would elect to be employed until a compatible vacancy be made available. However in this unlikely event the chances of being transferred would be extremely unlikely due to there were no expected vacancies follow this process, thus you would be electing to forfeit the VER.

Approximately, three weeks later, there was another forum held to discuss the percentages of job cuts. However between the both of the forums that I attended, I left these meetings with more questions than I had answers. I felt that my senior management had little confidence in their restructure planning. During this forum they advised that the staff chosen would receive a phone call from the Executive Director or a senior official would be sufficient, as initial notification. Then you were given a choice of either replying by email or scheduling a one on one personal consultation to receive the official offer in further detail.

This was an underhanded process as we had been silenced from speaking to any media source, regarding the VER process. If this process was all above board, why was the belittlement used to intimidate VER recipients to remain confidential concerning these redundancies.

**What measures did your agency take to avoid or minimise job losses and/or their adverse effects on the employees concerned?**

To my knowledge, very little, it is my understanding that the senior management had a number and they were to meet their targets. My unit alone lost over 50% of the staff. Other units for instance Marketing and Comms had over 75% of the staff made redundant. Each Manager was interviewed by the Review Committee, as I understand it; my Manager was grilled for over two hours answering questions like 'could she justify her staff numbers' and how many could be let go'. This was grossly unfair in my opinion, as my Manager had less than six months experience in this role.

***Did you feel the process for implementing the restructure was aimed at keeping people employed or at getting them to leave? How was this done?***

*Those who wanted to leave were supposed to have been considered for a VER, but not all cases were successful in obtaining an offer. I certainly did not want to leave my job and I definitely made this to be common knowledge amongst my peers. The Senior Management advised that the VER's were not based on performance, but there was no clear definition given to say how staff was selected. In my case I believe that my unit was sacrificed and that my work colleagues were targeted in these cut backs.*

*My unit consisted of only fourteen staff, of 1 x AO8, 4 x AO6, 2 x AO5, 5 x AO4, 2 x AO3. This unit was considered to be business critical, and yet we were one of the most heavily targeted units within our Division in the VER process. Over 120 years of experience was lost from my unit. There were other policy business units much larger in staff numbers than CPMU, for instance, Registration and Licensing finished up with only two staff cuts, and this area was a policy generating unit, where my unit was more operational.*

**What did your agency do to find people positions? Was the process fair? Was the process onerous? Provide details.**

*As I understood it, there were not going to be any vacancies, therefore no consideration for redeployment.*

***In what way were you supported by your agency in going through the restructure?***

*There was no real assistance for me; I had to continue to attend work until my end date. Fortunately for me I went on three weeks leave which shortened my attendance prior to my*

termination date, as I was notified on the 11 September 2012 and I was released from office on the 02 November 2012. However, I was allowed to attend any union meetings and employment or superannuation forums.

**4. If you have been recently been made redundant: how was the decision to abolish your position conveyed to you? How did it make you feel? Were you given the opportunity to have input into the decision or how it would be implemented?**

*I do not believe that this process was well implemented for me or for other staff member in my unit. I was contacted by phone and was told that my position was no longer needed. I was given opportunity to discuss my circumstances in further detail in a one on one meeting. This VER process appeared to me as a bit of a sham. The only genuine display of any real concern came from my immediate Director as he did the best he could on the day by consulting with as many VER recipients as possible. I certainly felt that my Executive Director was the axe person, no real compassion was felt, as I was treated just as another number. I was gutted when I received notification over an hour after the calls began that day. Some staff left the building in grief, there were a lot of tears and upset people, this process left you feeling discarded, singled out, embarrassed, utter disappointment, and unwanted.*

*When I received notification that I was no longer required, I went into a state of trepidation. I felt sick in the stomach, over the following days I could not sleep or eat properly, my health began to deteriorate. I was however somewhat fortunate enough that I had scheduled leave for three weeks, as I could no longer bring myself to go to work anymore. Knowing that I was sacked, and still required to go to work each day was embarrassing and humiliating. I had no real purpose and work was being taken off me, and I could not start new projects.*

*I think that the real insult was that we were told these cut backs was because the Newman Government said that Queensland was in too much debt, and savings had to be made. So why the week before I left did my Building install new phones? Where did the budget come from? The reasoning of this is beyond any common sense.*

*I was really upset to find out that there was no consideration to those who had partners in the State Public Sector either, as my wife lost her job from the Education Department two weeks after I was given notice.*

*In effect Newman had now removed my family's job security and total income prospects, the fallout effect on me was that further stress was felt as financial burdens and the insecurity of my expectation of re-employment at my age was remote. Even at present, my wife and I are still not permanently employed back into the work force and are struggling to meet the needs of two children attending university and paying the bills, as the cost of living in Queensland escalates out of control, as our quality of life has been greatly declined.*

***Were you encouraged to seek redeployment? If yes in what way? If no, were you discouraged and in what? Did your agency make any attempt to find an alternative position for you and if so did you feel it was sincere***

***No:*** At **no** stage was I told that I could be relocated to another unit or another business area within TMR or State Government.

***Did you feel you had a choice to not take a redundancy? Why/ why not?***

***No:*** In the event that if I had chosen not to take the VER, that retaining a position would be remote. This meant that I would remain employed for three months and if no position was available, my employment would have been terminated and no VER package would be offered. In other words no incentive payment be given. I certainly felt that there was no alternative but to accept the VER.

***Were you given enough information to help you make an informed decision? If no, what information did you need that you were not able to get?***

***No:*** not a lot of information was given out early on in the process. Even though, senior management sent out copies of the new directives prior to the forums. There was still a lot of confusion and secrecy. Before the process, I had never received answers on:

- Where the cuts would be made.
- How many staff was to go.
- What the exact pay out figure was going to be.
- What was the criteria for staff to be selected for the VER

I was really offended that I had to accept the VER without a final notice showing my total VER entitlements, I was told to use the government calculator as a guide. As it was in my circumstances, HR section did not have my correct employment date, I had to produce a copy of a group certificate that Identified a more accurate start date.

I am glad that I took the advice from a fellow work colleague, as I was advised to check every detail prior to the VER acceptance.

***5. Outcomes and impacts of the restructuring; what was / will be the impact on you? On services and the community? On other people who left? On people who stayed?***

An example of the first impact I have observed is that my family and I are now more financially conservative. Our Christmas expenses were dramatically reduced, and we do not go out for entertainment as much anymore.

I believe that these mass sackings will affect the retail industry as time goes on. Reports on the News that flood appeal donations have not been as responsive as before, this is no surprise due to the government cutbacks.

*I had a family member get treated at one of our public hospitals this week. Just to receive a plaster cast on the forearm had taken six hours before he returned home.*

*The last feedback I received regarding my old TMR work colleagues was that the business still continues and it is expected that the remaining staff are to pick up the slack. Hence the lesser paid and untrained staff is doing the work of AO5 and AO6's. I understand the morale is at an all-time low.*

***How many people do you know who accepted a voluntary redundancy (approximately)?***

*I know that approximately 1,719 TMR staff was offered the VER's and that about 500 TMR staff from the CBD. I have not heard of anyone from CSSR that did not accept an offer.*

***How many people do you know who were redeployed by the Public Service Commission (approximately)?***

*Not one instance that I am aware of.*

***6. Collective bargaining when your employer is the state government: do you think the state government acted fairly or in good faith when it changed your condition of employment by issuing a directive and passing new legislation, while a new collective agreement was being negotiated?***

***No:*** *not at all, there was a lack of consultation, and the cutbacks were not negotiable. Conditions of employment has removed job security and the general public misled and deceived.*

***Do you think it's possible to have a level playing field when bargaining with your employer for a collective agreement, when your employer is able to set and change the rules for bargaining via legislation?***

***No:*** *when the collective bargaining process is one sided and undermines the workforce that jeopardises workers' rights and entitlements. I cannot see how this process can be negotiated in a fair and equitable manner.*

***Now that the state government has given itself the power to terminate industrial action, do you feel you have the same right to take industrial action as other non-public sector workers?***

*I have no faith in the QIRC or any industrial action process, as nothing could have prevented me from losing my job.*

***Do you trust the state government to honour an agreement reached with its workforce?***

*Hell no: not while Newman Government is in office.*