

From: Andrew Roach
Sent: Wednesday, August 11, 2021 9:38:02 AM
To: All NIRC Staff
Cc: [REDACTED]@usu.org.au; [REDACTED]@ufuav.asn.au
Subject: Expression of Interest - Voluntary Redundancies

Good morning Staff,

I write to you all today as part of the reforming process we have commenced at NIRC, due to the key measures adopted in the Operational Plan by the Interim Administrator in July.

I have been set the task to find a 5% Efficiency gain across Council, and a further 5% service reduction. In simple terms, this means the Management Team need to find \$3.5M from our budget. This is a herculean task for any Council, especially one in the middle of the Pacific Ocean.

The Management Team have commenced this process of identifying possible changes, innovation to service, and services we need to cut from our operation.

This is not a new story, it has been spoken about for some time across our organisation, with the following significant challenges creating this situation:

- Council curbing its budget dramatically in June 2020,
- the Councillors being suspended in February 2021,
- a Public Inquiry in May 2021,
- and the Interim Administrators term now being extended beyond the 5 August until resolution to the Inquiry has come to pass

In December 2020, the Council adopted a policy position on making future changes, that was developed in consultation with the Staff Consultative Committee. Today I am writing to you to follow this procedure, as a commitment from me to explore all opportunities, and for the NIRC staff team to have a clear and concise process to follow.

Attached to this email is a link to a Staff Survey that I invite you to participate in. The survey is confidential and will be collated by an external HR contractor. This survey is for an Expression of Interest (EOI) for all staff to consider the opportunity of a Voluntary Redundancy (VR).

<https://www.surveymonkey.com/r/SBWGLHG>

This will allow staff to complete the survey in their own time, away from work, confidentially, to indicate to me that they would be interested in taking up an offer of a VR. By doing so, it doesn't mean Council will accept the VR, as once we accept a VR, the position must become a bona fide redundancy and not be replaced.

The closing date for the survey is Friday 20 August 2021, at 4pm.

To be clear, a VR is based on your service with NIRC only. The following table is an extract from our Enterprise Agreement (clause 14.4):

Employee's period of continuous service with the employer on termination	Redundancy Pay
At least 1 year but less than 2 years	4 weeks
At least 2 year but less than 3 years	6 weeks
At least 3 year but less than 4 years	8 weeks
At least 4 year but less than 5 years	10 weeks
At least 5 year but less than 6 years	12 weeks
At least 6 year but less than 7 years	14 weeks

There are taxation benefits to the lump sum payments attached to a VR, which we can discuss with individuals should they be interested.

These steps are not taken lightly by Management Team, but they are offered to show the organisation we are committed to a process that was agreed to by the organisation in December 2020.

I would encourage any staff member that has queries to first speak with their Managers, but as with any issue, my door is open for any conversation with an employee should they want to discuss this or any issue.

Regards,



Andrew Roach | General Manager

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