

From: McVay, Sue

Sent: Tuesday, 4 September 2012 22:35

To: QNP-DL-CM All Editorial Users; QNP-DL-SM All Editorial Users; QST-DL-Quest Editorial Dept Staff; QNP-DL-NEWSCentral Staff; QNP-DL-NEWSCentral Casual Staff; QNP-DL-All Users - Brisbane News

Cc: Gleeson, Peter; Pryor, Bianca; Daly, Ali; Grobler, Emetia; Heywood, Lachlan; Melloy, Neil

Subject: key dates - please read carefully

All,

I realise there has been a huge amount of information to take in and process today so I want to be clear about a few things – including some key dates.

Expressions of Interest

We will be reducing the editorial headcount in Queensland by a process of redeployment and redundancy.

There are no “voluntary redundancies” but we are accepting expressions of interest (EOI).

The difference between this and a voluntary redundancy is the business reserves the right to determine if we will agree to the request or not, based on the needs of our operation.

If you would like to make an EOI you need to **register** with myself, Bianca Pryor (our HR support), Gareth Hose (for NewsCentral) or by email to editorial.transformation@news.com.au by **6pm on Tuesday September 11.**

The process is then a private and confidential conversation between us to discuss the options and/or reasons for your EOI. We can then provide you with an estimate of the redundancy payout for you to consider.

If we both agree to finalise the redundancy, the finish date would be negotiated but would be no later than **October 26** this year.

E-bios

The e-bio is **NOT** mandatory but it is a useful tool for you to tell us what your goals, ambitions, aspirations and achievements are.

It will **NOT disadvantage you** if you **do not** complete it but we cannot consider what you don't tell us.

It also is a useful tool to help channel your own thoughts about your future.

You should have received an email by now with the link to the e-bio – if not please contact **Bianca Pryor**

E-bios also are due by **6pm on Tuesday September 11.**

Again, they are NOT compulsory and will NOT earn you a black mark if you do not complete it... but we do think they are useful.

*The Gold Coast staff have already completed this process and will not need to do so again.

Out of scope

The **digital team** (including homepage editors), the **pictorial team** and anyone who has been transferred to a **national features** or **national rounds** are **OUT OF SCOPE** for this process and you should not complete the e-bio as it will not be considered.

Real Estate

Current real estate staff are still **IN SCOPE** at this stage and may be considered for EOI. We do however already have roles to fill in this new pillar so if you have a passion to write about property for the new state network team, let us know now!

We will be talking to the current real estate team over the next few days to explain this in more detail.

What happens next?

We will consider all EOI and talk to anyone who has registered but we will NOT finalise any of these discussions until **after next Tuesday Sept 11.**

Clearly, everyone will want answers about this asap but we do have a process to follow and it does take time – so again please be a little patient.

Once we have the **full list of EOIs** we will talk to each person as soon as possible.

Concurrently, we will be assessing the needs of our new structure, the key roles and rounds we need to cover and considering who is best placed to fill these positions.

I have attached an INDICATIVE list of some of the rounds and roles we currently have, plus some rounds and roles we would like to have to help you think about what you might like to do.

******This DOES NOT presume that the people who currently do these roles will not do the same roles in the future! **You probably will.** It is just “indicative” of what roles we are considering.**

I REPEAT ... This DOES NOT presume that the people who currently do these roles will not do the same roles in the future! You probably will. It is just “indicative” of what roles we are considering.

It also is NOT a sign that you are on the chopping block if I have inadvertently left off the role you currently have!

How will we decide who does what?

In defining and appointing the roles in our new newsroom, we will be using the e-bios to help inform our decisions but we also will be **seeking feedback** from team leaders, supervisors and section editors.

This process will be conducted in a very measured way to ensure it is fair and equitable.

A small group of our editorial leaders will consider all information available to them to draft recommendations for key roles and appointments in the new newsroom.

These recommendations will then be closely reviewed by our masthead editors and the State Editorial Director.

This will then be reviewed independently by editorial leaders and HR advisors in Sydney.

Then what?

The agreed timeframe for us to finalise the redeployment and redundancy process is **October 9**. (this date may differ for some NC changes – Gareth will advise)

Unless we have finalised the headcount reduction before this date – which is possible if we have enough “agreed” EOI – this is the date that we must tell people if they are **unsuccessful** in securing a role in the new newsroom.

There is then a seven-day redeployment process when we must consider any other job opportunities for each person within the News Ltd group.

This will be complete by **October 16** and anyone leaving the business as part of the involuntary process, will do so by **Friday October 26**.

How will the new structure work?

We are moving to a new way of operating and over the coming weeks we will be talking to all of you in detail about how it is going to work and how the roles in our newsrooms will change.

Please be patient with this as we have an enormous amount to work through and a large number of people to work through this with.

Go live date

The **go-live date** for our new operating system is **Sunday October 28**.

We will be trial runs and workshops before this date to ensure it is a smooth transition – but again, please be patient as we work towards this.

HELP EACHOTHER

We are all VERY aware about how stressful and difficult this year has been.

And, how stressful and difficult this next process will be!

The **Employee Assistance Program** offers support and counselling for anyone who needs an ear or a shoulder. Please make use of this service if needed – Kim Malcolm or HR have brochures.

I have a new box of tissues in my office and am happy to talk to you about any questions and/or concerns (the tissues are for me...)

The House Committee and MEAA also can offer strong support for you and we are working with both throughout this process.

Don't be shy in asking for help from any of the above or any of the editorial leadership team or any of your colleagues.

We all need support and we are all in this together.

Please take the time to care for eachother and reach out to anyone who may need a friendly chat.

Sue

Sue McVay

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