**Axing of Department of Communities Tasmania**

Below is a list of questions that have been asked by employees from impacted Agencies, following the Premier’s announcement of the axing of DCT.

**Whole of Government**

1. How much did it cost to create Communities four years ago and how much is this restructure going to cost?
2. Has the Government conceded that the rushed implementation of DCT has inevitably led to its demise?
3. How does the Government justify zero consultation with the people affected?
4. Why does the Government keep wasting money rearranging deck chairs instead of using the knowledge we have existing in the system and fixing it?
5. Where in the State Service Review is the call to dismantle *Communities Tasmania*? Can you please point me to this recommendation?
6. How many restructures will other Departments have to endure for the Government to stick to the claim of no job losses?
7. Will voluntary redundancies be offered?
8. What changes to the industrial instruments will occur?
9. Why the tight timeframe for change?
10. Will there be changes in physical location of work places?
11. Will the Government be required to follow Section 42(3) of the State Service Act – during compulsory transfers between agencies, the employer must have regard of the knowledge, skills, qualifications and experience of the employee?

**Whole of Department of Communities**

1. Communities Tasmania has excellent Values and People. Can these Values be adopted by whatever Agency we move to?
2. Will hours of work/break time and leave be impacted?
3. Will this impact the access to adaptive IT technology for staff members with differing abilities?
4. What will the proposed changes mean for the future development of DCT staff?
5. What will be the status of those on Fixed Term Contracts whose contract's expiry after 30 September?
6. Will those on Fixed Term Contracts whose contract's expiry before 1st July and had a reasonable expectation of renewal be offered new contracts?
7. Will job vacancies be advertised and filled?
8. What is the rationale for moving Children, Youth & Families into Education and Family Violence into DPAC when so much of the work is intertwined?
9. What about the corporate services roles which are central?
10. We have individuals in teams that work across Housing and Disability and other areas. What will be the process for determining where they go?

**Housing Tasmania**

1. Will *Housing Tasmania* be governed by a Constitution of Entity or an Act enabling Establishment of entity?
2. How will the Independent Board be recruited? What will the governance structures entail? How will the recruitment process ensure it is not impacted by nepotism?
3. What will happen to the financial management act application? IT/procurement rules?
4. Where will *Housing Tasmania* be located?
5. Will there be an increase in financial delegation?
6. Will there be a shared services arrangement for IT, HR, Finance etc? IF so with who?
7. How will the separation of centrally stored databases impact the service (eg. disability and housing)?
8. What roles and responsibilities does the Government foresee for *Housing Tasmania*?
9. Will *Housing Tasmania* employees be covered by the same Award or will a new Award be established?
10. What will happen to the positions of individuals who are currently on secondment to other Departments?
11. Will *Housing Tasmania* employees be able to seek secondment to other Agencies?
12. Will *Housing Tasmania* employees be given redeployment opportunities prior to the establishment of the entity?
13. Housing Tasmania staff have just been subjected to a reorganisation that was scrapped to be subjected to yet another reorganisation. When did the Government make this decision?
14. Can we take the creation of the EPA as a guide for how the housing Authority will be implemented?

**Children, Youth & Families:**

1. How will these changes improve the outcomes of young people?
2. How will the Government ensure adequate funding for ARL/CSS?
3. What assurances can be given regarding the Secretary of Education now acting on behalf of all children and young people?
4. Will the powers of *Authorised People* change?
5. Will attendance matters become ARL/CSS issues?
6. How will information be shared between the different divisions within DoE? Can DoE ensure the confidentiality of children and young people from cross sharing?
7. How will this improve workloads and safety for child safety staff?
8. What are the new values and can we retain our communities' values?
9. With CSS/ ARL merging into DOE, will there be a blurring of roles with school social workers? Will our position descriptions change?
10. The Intensive Family Engagement Service that sits within CSS and is currently block funded per financial year. IFES helps support so many families at risk of children entering Out Of Home Care. Without a dedicated human services department, how can we be assured that the program will continue to be valued, supported, and funded?
11. What will this mean for the non-government contracted services at ARL?
12. What will happen to the major reforms being undertaken in Child Safety and Ashely Youth Justice Centre?

**Premier and Cabinet:**

1. Is DPAC able to support a significant increase in program management and service delivery? A flood of funding agreements will need to go across from the current DCT areas including those for disability services, elder abuse, Neighbourhood Houses, NILS, peak bodies (eg TasCOSS), family violence and sexual violence services and a range of counselling and support services.
2. Why has the decision been made to separate the Family Violence and Counselling Service from other service delivery units of Communities and place within DPAC?
3. Managing community programs out of DPAC will be a significant cultural change for a central agency focused on policy and strategy. How will this be managed?

**Department of State Growth?**

1. Is the Silverdome to move to State Growth and into Stadiums Tas Trust? If this correct, are we to stay as public sector employees?
2. What will the line management arrangements for the Silverdome look like?

**Department of Education**

1. Is the intention to merge School Professional Staff with Child, Youth and Families or to be a separate Division in DOE?
2. Has Education and Children Safety/Youth Jutice been merged in any other State and how is it working?
3. Will School Social Workers Statement of Duties be changed?
4. Will our roles change, what consultation will occur with impacted staff?
5. Will Schools Social Workers be required to investigate and be given powers of investigation?
6. If School Social Workers do not want to undertake this work, what options will be made available to them?
7. Will we be required to be child safety officers and lose our traditional school social work role?
8. Is it the intention of Child Safety to be collocated in schools?
9. How will DOE manage the change in public perception with families seeing schools as a child protection agency?
10. How will we attract staff to the role if we lose staff as a result of these proposed changes?
11. Will We have substantial office space issues – how will this all look
12. It is a requirement for DOE Social Workers to hold a degree in Social Work, DCT Social Workers have different arrangements. How will this be managed by DOE?