From the Director General

The enormous task of shaping the new Department of Education and Training is well under way.

I would like to acknowledge the commitment, dedication and hard work of the many members of staff who are advising on polices and structures to bring about significant improvements for students in our education and training sectors.

To remain closely involved with the process, I am meeting regularly with Training’s executive group and with directors. I am continuing to attend Education Leadership Team meetings. It is extremely important for senior executives to be able to discuss and resolve matters that are now part of the day-to-day running of the Department. However it is also important for us to discuss the issues of appropriate line management and communication.

This newsletter, to be published every Friday, is intended to provide information to all staff associated with the development of our new Department. This is a very exciting and challenging period and I look forward to your continued support.

Paul Albert

Under the microscope

Director General Paul Albert, Acting Executive Director, Strategic Coordination, Terry Werner, Special Projects director, Phil de Garis and Director Office of the Chief Executive of Training, Siobhon Mulvey, are working closely with officers from the training and education areas to prepare plans to combine and improve a range of services. Paul Albert said it was inevitable that there would be some impact on most parts of the merged departments but, in the short term, the only areas that could expect significant restructuring were those listed in the implementation process paper published on 3 February.

The areas and those responsible for developing scoping papers were:

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<th>Facilities</th>
<th>Stephen Harvey/ Chirs Binks</th>
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<tr>
<td>Information/com</td>
<td>Bevan Doyle/ Ian Grundy/ Stuart Young</td>
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<td>communication</td>
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<td>technologies</td>
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SID/WestOne

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<tr>
<th>Finance</th>
<th>Don Boyd/Neil Fernandes</th>
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<td>Peter McCaffrey/ Kevin Smith</td>
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International education

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<th>Human resources including employee support, industrial relations, strategic HR</th>
<th>Barry Bannister/Gaal Bonser</th>
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<td>Records management</td>
<td>Stan Toohey/ Ken Booth</td>
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Audit

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<th>Complaints management</th>
<th>Mike Reay/Eric Flemming</th>
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<td>Peter Denton/John Hales</td>
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Those given the task of preparing scoping papers were also asked to ensure staff affected were consulted. In some cases this has proved difficult and resulted in an extension of time before the scoping paper will be considered by the Implementation Committee or the Portfolio Coordination Group. For example, the officers scoping the human resources area, Stan Toohey and Ken Booth, have set up a series of meetings to ensure that everybody who might be affected has an opportunity to engage in the development of the plan and its implementation.

Department update will keep you posted on the latest news and changes in the Department.

In the next issue the Director General will outline how the Department is working to meet the Government commitments to providing better opportunities for young people.

Staff can email feedback to merger@eddept.wa.edu.au

IMPLEMENTATION COMMITTEE

The Implementation Committee is now meeting weekly and will look at implementation issues arising from proposals and staffing matters.

Members of the group are:

- Paul Albert         Paul Albert, Director General, Department of Education and Training (Chair)
- Terry Werner        A/Executive Director, Strategic Coordination, Office of the Director General
- Stan Toohey         Director, Human Resources, Office of Training
- Phil de Garis       Director, Special Projects, Office of Government Schools
- Ken Booth           A/Director, People and Organisational Development, Office of Government Schools
- Ramona Mitussis     TAFE Organiser (9325 5311)
- Mike Keely          Senior Vice President, State School Teachers’ Union
- Peter Ware          Delegate (Education)
- Ray White           Delegate (Training)
- Deana Whitaker      Lead Organiser, Industrial Division (Union Official)
- Colin Best          Delegate (Education)
- Sue Lines           Assistant Secretary Liquor, Hospitality and Miscellaneous Workers’ Union (9388 5400)
- Lesley van          Director, Review and Coordination Branch, Shoubooroch Public Sector Management Division, Department of Premier and Cabinet (9222 9888)

Department of Education and Training Nominees:

- Mark Elliott        Curriculum Council Information Services 9273 6322
- Krys Coppard        Education Services Finance Officer 9324 6846
- Karen Smith         Training Accreditation Council Manager, Recognition Services 9235 6242
- Bob Somerville      Government Schools Director, Aboriginal Education 9264 4913
- Sue Mulcahy         Government Schools Executive Assistant, Office of the Director General, Correspondence 9264 4815
- Claire Williams     Government Schools Policy Officer, Strategic Human Resources 9264 4457
- Barrie Hepworth     Government Schools Senior Consultant 9264 4020
- Jo Anson            Training Project Officer, Quality Assurance and Recognition 9235 6261
- Sandy Jackson       Training Senior HR Officer and A/Transition Manager 9235 6337
- Karen Janyvold      Training Director, Employment Programs 9235 6118
- Richard Strickland  Training Executive Director, Policy and Evaluation 9235 6008.

Other officers can be added to the group as required.

Minutes of the fortnightly meetings are available on Departmental intranet sites and advice on how to view them will be emailed to all staff.

Meeting Staffing Targets

Director General Paul Albert said that the target of reducing the Department’s workforce by 200 needed to be considered in the context of a very large organisation.

He said the new Department of Education and Training employed more than 10,000 non-teaching staff in central office, schools, TAFE colleges and district offices around the state. Productive and rewarding jobs would be found for all staff and it was likely the target would be met mostly by not replacing staff who chose to leave.

He said some staff had inquired about the availability of redundancy packages but there were no immediate plans to offer them.

Nevertheless, it was likely that staff would be invited to register interest in applying for redundancy.