



7 August 2008

Don Smith
Head, Workplace Relations
Australian Broadcasting Corporation
ABC Ultimo Centre, Level 8
700 Harris St
Ultimo 2007

Dear Don,

cc. David Cruttenden, Resources
John Turner, News/CAff
Steven Kates, Resources
Melissa Jones, MEAA

Studio Automation

I, and the undersigned signatories are writing to express our growing concern over the implementation of the studio automation project.

For the past six months the CPSU and its members have sought information about the impact of the changes on job security, work flows, job designs and studio responsibilities. This information should have been provided under the terms of the agreement.

We note that while the ABC continues to assert that it is still developing its ideas on job roles work flows, our members have been excluded from this process. We have written to you on a number of occasions seeking information in accordance with the consultative provisions of the ABC Employment Agreement. Despite assurances that replies are being prepared, we have received little or no feedback.

These failures are unacceptable. We are facing major changes that will make many of us redundant and alter the way those of us who remain, undertake our work. .

The advertising of the Melbourne positions with a closing date of 8 August has brought these issues into sharp relief. In the absence of information about the shape of the new jobs our members are uncertain about whether they should apply for the jobs. Questions such as: 'what happens if I don't apply for the job...will I be made redundant?' or 'if I win one of the jobs but find that the jobs do not fit in with my current domestic responsibilities?' need to be answered.

Despite the uncertainty about the shape of the new roles, management are expecting our members to make immediate decisions that will shape their careers. The lack of symmetry is unfair.

We seek an immediate meeting with you to discuss job placement, redeployment, retraining, and 'the measures taken (or to be taken) by the ABC to avert or mitigate the possible adverse effects of the changes'.

In addressing these issues we will be seeking information on the following:

- a revised timetable for implementation. It is understood that management has altered the timetable, but has not yet provided this information;

- information about the staff impact under various scenarios. Whilst management has made it clear that the testing and evaluation may result in different staffing combinations, we seek information about the impact of various models in each branch. How many staff will be required in each branch assuming (a) minimum staffing i.e. one presenter, one producer and one director, (b) other staffing scenarios eg, presenter, producer, director, DA etc..
- information about which staffing arrangements the ABC is considering/proposing. Is management proposing to allocate staff to a single program per night or to a range of programs, and if so, how will this impact on staff numbers?

We will then be seeking from you assurances about the following:

- the preservation of employment opportunities within the studio environment notwithstanding the filling of new or additional roles in the studio;
- protection of existing shift patterns that manage the work-life balance of existing staff;
- assignment to news/CAff programs and the impact of the introduction of new programs on the allocation/rotation;
- the utilisation of existing director/switchers in the new studio environment;
- the provision of training on the *Ignite* system and other related technologies to all current studio staff.
- the assignment of excess staff to other divisions, and in particular to the TV division in the event existing Producers and DAs are excess to requirements in the Resources Division.
- the performance of autocue, runner, NOA, camera, sound, TP and FM duties within the new studio arrangements.

Yours sincerely,



Graeme Thomson
ABC Section Secretary

for

Janet Argall
Hannas Berger
Tracy Bloom
Samantha Booker
Chris Brooks
Damian Brown
Rueben Chambers
Peter Curtis
Leane Dabitz
Karen Dorney
Kristen Duncan

Simon Farrell
Andrea Fitzpatrick
Jill Forner
David Fraser
Maryann Fryer
Jason Gates
Ross Giannone
Judy Golding
Sally Goldrick
Martin Goodwin
Deborah Green

Community and Public Sector Union

Stephan Hammat
Mandy Hasler
Bec Higgins
Steve Hilliard
Margaret Hunter
Karen Johnson
Michael Jordan
Jemma King
Ben Korkmaz
Aaron Kovac
Chris Lawless
Trevor Lloyd
Phil Long
Brigitta Lowe
Mark Loy
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Jenny Magee
Terry Mather
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Dane Meade
Bobbie Notley
Debbie O'Hara
Susan O'Leary
Jayne O'Leary

Toby Phelps
Tim Pini
Louise Plummer
Sandi Quick
Lindy Reid
Scott Ross
Don Ryan
Dawn Sayers
Liz Seaton
Sue Shelly
Jonathan Simson
Greg Simson
Owain Stia-james
Danni Stout
John Tavas
Gina Thurley
Gerard Tomczak
Irene van Ommen
David Vinycomb
Jens Volkmann
Deanna Watson
David Webb
David West
Peter White