



Product & Content Technology

Proposal for Change

Proposed impact on the Content Management Team
June 2022

Rationale for proposed change

In line with the ABC Five-Year Plan, we are proposing a new operating model that will support digital ABC Archives. This proposed change impacts employee resources in the ABC Archives teams (Research Services and Collections) in Content Management within Product & Content Technology (P&CT). This proposal aligns with our strategy to increase technology efficiency and effectiveness through digitalisation initiatives that allow us to move away from legacy manual workflows, maximise content value, empower content makers and create an adaptive culture.

The reasons for the proposed change are:

- The ABC is transforming into a digital-first media organisation
- Technology now enables more efficient content collection, management, discovery and reuse
- We can therefore redesign the way we work to better support content makers as they serve changing audience needs
- This means some roles are no longer required but also provides opportunities to develop new skills and create new and evolved roles

Under the proposal, the current Collections and Research Services teams will be restructured to become the ABC Archives teams s 47E(c)

. There will be further utilisation of automated workflows for content discovery and the model will enable future leverage of artificial intelligence and machine learning technologies.

s 47E(c)

The proposal merges the current s 47E(c) teams into s 47E(c) teams. Under the changes, P&CT is proposing to reduce the number of positions by s 47E(c). This includes 58 roles abolished and 30 new roles created. The proposal also includes s 47E(c) existing roles significantly changing, s 47E(c) evolving and s 47E(c) that will remain the same.

Overview of the Changes

Today, the Acting Chief Digital and Information Officer has announced a proposal for wide-ranging changes to the ABC Archives team. This follows ongoing transformation of the audio-visual archive, including the way we capture, manage and access content.

The mass digitisation of more than two million media assets has allowed for greater self-service for content teams using CoDA. The continuing development of the ABC Media Asset Management system will enable future integrations with production and online publishing systems, facilitating more efficient movement of content and the aggregation of associated metadata.

In line with the ABC Five-Year Plan, this proposal builds on transformation initiatives to create a new operating model that enables better management and discoverability of our digital ABC Archives.

This change proposal outlines the changes, the potential impact on employees and the consultation process.

s 47E(c)

It is important to remember, however, that some employees whose roles are potentially impacted by this proposal may have already expressed a preliminary interest in redundancy and will have an opportunity to confirm their decision under the EOI process that starts today. Also, anyone else who now wants to express an interest in redundancy can do so. A further explanation of the EOI process is included in this document.

Breakdown of Proposed structural changes

New roles	30
Evolved roles	s 47E(c)
Significantly changed roles	
No change to role	
Positions abolished	
Net reduction in roles	

Current Structure – Research Services

s 47E(c)



Current Structure - Collections

s 47E(c)

Proposed Future Structure – ABC Archives

s 47E(c)

s 47E(c)

Proposed positions to
be abolished

Department

No
of
roles

s 47E(c)



s 47E(c)



s 47E(c)



	TOTAL	58
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New Roles

No of roles

s 47E(c)



s 47E(c)

Total

30

Proposed contracts to be ended

No of roles

s 47E(c)

TOTAL

s 47E(c)

Significantly Changed Roles	No of roles
s 47E(c)	
Total	s 47E(c)

Expression of Interest (EOI) Process

The EOI process and the process generally for advising and consulting with employees about a workplace change that may result in redundancies, is a process that has been negotiated with ABC employees and unions and was voted in favour of by a majority of ABC employees.

Preliminary Non-Binding EOI Process

On 24th May 2022 the ABC announced to the Archives division that a change was coming and there was an opportunity to express a preliminary interest in redundancy. This preliminary EOI was non-binding and redundancy was not guaranteed as part of this process.

All expressions of interest were held by People & Culture – an independent department. All Archives employees were provided with 2 weeks to express their preliminary interest in redundancy.

Binding Expression of Interest Process

In accordance with the ABC's Enterprise Agreement, we are now calling for additional expressions of interest in redundancy from staff in the Archives team up until s 47E(c).

If you would like to submit your EOI, please complete this form - s 47E(c). To help you decide whether you want to submit a Binding EOI, please use our s 47E(c) to gain general guidance on your entitlements based on the information you input. **Please carefully read the important information contained within the calculator before using it.**

If you submitted a preliminary expression of interest in redundancy, you now have the opportunity to confirm your decision and confirm your interest in being considered for a redundancy using this same form - s 47E(c). You may also withdraw your preliminary EOI using the same form.

It is important to consider that, if your EOI in redundancy is accepted and your role is confirmed as redundant, the redeployment period set out in the EA will not apply. A redeployment period allows for employees and the ABC to explore suitable alternatives to redundancy. If you wish to consider redeployment within the ABC in the event your role is confirmed to be redundant, you should not express your interest in redundancy.

The ABC will consider all applications to determine if the EOIs impact the proposed change proposal. We will advise of our decision in response to the EOI applications received as soon as is reasonably practical but of course subject to consultation regarding the change proposal.

To be clear this will mean that staff who expressed an interest in redundancy will be advised of our response at various times throughout the change process, but we will do what we can to get responses to applicants as soon as possible.

Consultation & selection process

After the EOI process concludes we will consult with you and your representatives about:

- The number of employees to be made redundant
- the likely affected class
- the selection criteria; and
- the employees within the likely affected class, most at risk of redundancy.

We will also consult about the proposal generally after the EOI process has concluded and will hold discussions with employees affected by the proposed changes. The ABC encourages questions and feedback in relation to the proposal. We

will consider feedback provided and respond, after which point, we will decide about whether and how to implement the proposal.

Further Information

We know that you will have many questions about the proposed change, your entitlements should your position be identified as redundant at the close of consultation, and the support the ABC will make available. We have sought to answer these questions in our FAQs but would be happy to talk to you individually over the coming weeks.

Finally, we acknowledge that these announcements today will have a significant impact on Product & Content Technology employees. We would like to remind you that the ABC's confidential Employee Assistance Program (EAP) service through s 47E(c) is available to staff at any time by contacting s 47E(c).

We understand that many of you will have feedback on this proposal for change and we welcome your input. If you have any questions or feedback, please talk to your manager, or contact the People & Culture Helpdesk s 47E(c).

s 47E(c)

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Product & Content Technology

Proposal for Change - Addendum

August 2022

Introduction

This document is an addendum to and should be read together with the Proposal for Change announced by Product & Content Technology on 7 June 2022, pertaining to proposed changes to the ABC Archives.

This document supplements the first proposal following feedback received to date from employees and stakeholders which has been carefully considered and decisions made about potential adjustments.

The tables below show the potential impact these adjustments could have on the ABC Archives Proposal for Change.

Amendments to structure

The Proposal for Change identified 58 positions that are potentially abolished.

Throughout consultation the ABC has carefully considered feedback from employees and stakeholders on the proposed changes and has decided to reduce the number of roles that are potentially redundant by s 47E(c) positions. These s 47E(c) roles are categorised as s 47E(c)

This reduces the number of roles identified to be potentially abolished from 58 to s 47E(c)

This is summarised in the tables below.

Summary of structural changes

Breakdown of Proposed structural changes	# Roles in Original Proposal	# Roles in Amended Proposal
New roles	30	30
Evolved roles	s 47E(c)	s 47E(c)
Significantly changed roles		
No change to role		
Positions abolished	58	

Roles no longer proposed to be abolished

Position Title	# Positions	Band	Manager Position Title	Context
s 47E(c)				

s 47E(c)

Roles proposed to be abolished

Proposed positions to be
abolished

Department

Original Proposed
Reduction

Amended
Proposed
Reduction

s 47E(c)

s 47E(c)



s 47E(c)

Selection Pool

The Proposal for Change identified a reduction in the number of s 47E(c) s 47E(c) positions across the ABC's current s 47E(c) teams. Given that s 47E(c) are no longer proposed to be abolished, the ABC has reduced the number of positions identified for potential redundancy from s 47E(c)

The ABC now proposes a total reduction of s 47E(c) from the s 47E(c) s 47E(c)

In addition, given that s 47E(c) position is no longer proposed to be abolished, an additional pool is required to be run. This pool will consist of s 47E(c) being the s 47E(c) with a total proposed reduction of s 47E(c)

Further Information

The ABC will now consider and begin making decisions about the Expressions of Interest (EOI) in redundancy received from P&CT employees, and all the information

provided by Archives team members for proposed roles in the proposed new structure.

The ABC will begin consulting on the selection pool criteria, with the intention to run the selection pools and inform those identified as most 'at risk' of redundancy s 47E(c) s 47E(c)

For clarity, the ABC retains the final say in relation to roles and EOIs.

The ABC will continue to consult with you on the proposed changes and is committed to genuinely considering your feedback and hearing from you on all aspects of the change.

I realise this is a lot of information to process so please reach out to your manager or the People & Culture Helpdesk s 47E(c) if you have any questions.

s 47E(c)

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