Decentralisation in action – The TAC and Geelong

Presented by Janet Dore, Chief Executive Officer, Transport Accident Commission (TAC)
Presentation overview

• Announcement of relocation
• Staff reaction to announcement
• Key challenges
• What TAC did to support staff
• Impact of move
• Benefits of decentralisation
• Tips for others considering decentralisation
The initial relocation announcement: TAC to possibly move to Geelong

Media release

FROM THE OFFICE OF THE PREMIER

DATE: Thursday, November 17, 2005

BOOST FOR GEELONG WITH POSSIBLE TAC RELOCATION

The Premier, Steve Bracks, today announced the relocation of the Transport Accident Commission (TAC) head office to Geelong, subject to a feasibility study.

Mr Bracks said the study would be conducted in the next month, examining the relocation of around 600 jobs as part of the Government’s ongoing commitment to boost economic activity in provincial Victoria by creating employment and investment opportunities.

“This move would build on the Government’s $502 million Moving Forward statement, released earlier this week,” Mr Bracks said.
Initial staff reaction

Anger at move

HUNDREDS of Transport Accident Commission staff walked off the job yesterday after the State Government revealed plans to move TAC headquarters to Geelong.

Workers were furious after Premier Steve Bracks detailed the plans to relocate the jobs of more than 700 staff.

Mr Bracks said staff could either move or commute 70km to the road safety body’s new base.

A feasibility study will end next month, after which the Government is expected to reveal when the TAC will move.

About half of the TAC’s 750 workers walked off the job at noon yesterday.

Community and Public Sector Union state secretary Ms Batt said shifting to Geelong would limit the TAC’s face-to-face contact with injured clients from the trauma centre at the Alfred hospital.
Ch 7 news clip October 2006 post announcement of site and plans
Key challenges

• Overcoming uncertainty and fear factor
• Need for “double hatting” during transition
• Capturing business knowledge as people left the business
• Ensuring the move happened on time and on budget
Managing the transition
Managing the transition

Geelong news

GHQ seating plan finalised
Summary: It's now too late to request any changes to the GHQ seating plan. If you'd like to request changes, please wait until after the move.
Last Updated: 04 May 2010

GHQ moving milestones
Summary: With the move only days away, here's what's been achieved over the past two weeks. Impressive!
Last Updated: 04 May 2010

What's new with the move to GHQ?
Summary: A list of the recent achievements and milestones as part of our relocation to Geelong.
Last Updated: 04 May 2010

New technology at the GHQ guide
Summary: Click here for a guide to new technology at the GHQ.
Last Updated: 04 May 2010
Redeployment good news story

Congratulations to Tula Siassios and Russell Tomlin for their recent success in achieving a new job using the redeployment process. We wish them every success in the future and thank them for their valued contribution to the TAC.

Please refer below comments from Tula and Russell regarding their experiences.

Stay tuned to InTAC next week for more Redeployment information including a Q&A, updated policy, Public Sector processes and more.

Russell Tomlin

1. Was it difficult to make the decision to leave the TAC?
   No, because I was unable to move to Geelong for family reasons and it would have been impossible to commute.

2. What was life like after you made the decision?
   I felt relieved and happy.

3. How would you describe the support provided by the ETS team?
   Excellent.

4. Where are you going?
   The Nurses Board of Victoria, as an Investigator

Tula Siassios

1. Was it difficult to make the decision to leave the TAC?
   I was approached by the other organisation to be their Information Manager, so the decision to leave TAC was difficult. I had planned to work at the TAC in Geelong but when this opportunity came up, my family made the decision for me.

2. What was life like after you made the decision?
   My life after I initially made the decision was very sad. I have made a lot of good friends whilst working at the TAC and I really enjoy my work here.
Support for staff

• Information sessions
• Transition office established
• Financial assistance
• Free consultation with financial advisor
• Tours of Geelong for staff
Staff start thinking about their future and whether Geelong is for them.
Getting recruitment underway...

The TAC is bringing new career opportunities to Geelong.

The Transport Accident Commission (TAC) is moving to Geelong, and with the move comes many career opportunities for enthusiastic and committed people.

The road safety campaigns you see are just a small part of what the TAC does. Our key role in managing Victoria’s compulsory third party insurance scheme is to pay for the treatment and benefits of people injured in transport accidents.

To fulfil this role the TAC employs hundreds of talented people who make a real difference to the lives of Victorians affected by road trauma.

The TAC will have a transitional office in Geelong by the end of 2007. We are looking to recruit people from a number of professions right now.

If you’d like to know more about these opportunities to build a career in Geelong, please contact the Recruitment Team by calling 03 606 0976 or visit the Careers section on our website, www.tac.vic.gov.au.

Bringing new opportunities to Geelong. TAC
Introducing TAC to Geelong

New era for TAC in Geelong

In January 2009, the TAC will relocate its headquarters to Geelong. This move is part of the TAC's commitment to Geelong. The TAC's relocation is expected to generate more than 200 new jobs and $50 million per annum in benefit for the Geelong region.

We would like to introduce you to two of our staff who are now living and working locally, Konrad Wesny and Paula Heron.

About the TAC

The Transport Accident Commission (TAC) is a Victorian Government organisation established in 1988 to provide transport safety and benefit for persons injured in transport accidents. It is also responsible for providing road safety in Victoria and improving Victorian's transport system.

Our commitment to Geelong

The TAC's commitment to Geelong is evident in our move to Geelong. The TAC is committed to providing transport safety and benefit for those injured in transport accidents. The TAC is committed to providing transport safety and benefit for those injured in transport accidents.

Supporting injured Victorians

Almost every day someone loses their life in a crash on our roads. For every family, there is another family who has suffered. The TAC provides support and benefits to over 30,000 injured Victorians each year and aims to improve outcomes for our clients. We would like to introduce you to two of our clients, Eunice McKenzie and Michael Haines.

Working at the TAC

The TAC is made up of a dedicated and committed team. The TAC offers a career path that is a career in purpose. The work is varied and challenging, and the focus is on the development of our employees. We have a strong culture that is professional, collaborative, and inclusive.

Move is a family affair for Paula

Paula (right) is a Victorian who made a career decision to move to Geelong. She has worked at the TAC for over 15 years and is one of the few people who have worked at the TAC in Geelong. Paula and her husband are both employed at the TAC, and they are happy to have made the move to Geelong.

Konrad finds new horizons

Konrad (left) is a German who worked at the TAC for over 10 years before moving to Geelong. He is now working at the TAC in Geelong and is enjoying his new role.

Our staff in Geelong

In any given week, more than 150 employees work at the TAC's Geelong office located on KIng Street. We would like to introduce you to two of our staff who are now living and working locally, Konrad Wesny and Paula Heron.

Move is a family affair for Paula

Paula (right) is a Victorian who made a career decision to move to Geelong. She has worked at the TAC for over 15 years and is one of the few people who have worked at the TAC in Geelong. Paula and her husband are both employed at the TAC, and they are happy to have made the move to Geelong.

Konrad finds new horizons

Konrad (left) is a German who worked at the TAC for over 10 years before moving to Geelong. He is now working at the TAC in Geelong and is enjoying his new role.

Working at the TAC

The TAC offers a career path that is a career in purpose. The work is varied and challenging, and the focus is on the development of our employees. We have a strong culture that is professional, collaborative, and inclusive.

Move is a family affair for Paula

Paula (right) is a Victorian who made a career decision to move to Geelong. She has worked at the TAC for over 15 years and is one of the few people who have worked at the TAC in Geelong. Paula and her husband are both employed at the TAC, and they are happy to have made the move to Geelong.

Konrad finds new horizons

Konrad (left) is a German who worked at the TAC for over 10 years before moving to Geelong. He is now working at the TAC in Geelong and is enjoying his new role.

Working at the TAC

The TAC offers a career path that is a career in purpose. The work is varied and challenging, and the focus is on the development of our employees. We have a strong culture that is professional, collaborative, and inclusive.

Our new office in Geelong

The new building at the corner of King Street and Chancery Street will be opened in a few weeks. The design is sensational and makes high standards in energy efficiency and environmental sustainability. The developer IFP Property Group has ensured that construction is on schedule for the TAC to move its operations to Geelong in January 2009.
Support for staff before the big move

GHQ relocation guide

This Relocation Guide has been designed to assist you with the relocation to our Geelong Headquarters (GHQ) and make the transition as smooth and efficient as possible.

It contains:
- A list of key dates for our relocation
- Parking instructions
- Important instructions about how to “Notes Sync” back up data and update your email signature
- A ‘Help’ section with a list of our Movers & Shakers (pg 7)
- A relocation checklist of what you need to do before your last day at 222 or Flinders Street

Please take the time to read through this. If you have any questions about the packing up process, please ask your local Mover & Shaker.

On Friday 9 December, you will also receive a ‘Geelong orientation kit’ with information about the GHQ and what to expect on Day One in the new office. Maps and information about Geelong, public transport and parking options will also be provided in the kit. If you will be on leave during this time, the kit will be sent to your home address.

Geelong orientation guide

With our relocation only weeks away, it’s important that you familiarise yourself with our new building and operations at the Geelong Headquarters (GHQ).

The booklet gives you an idea of what to expect on day one, the facilities in our new building, our address and contact details, public transport and parking options and some general information about Geelong.

You will receive a more detailed Welcome Pack when you arrive at the GHQ which will include an arrival checklist, floor plans, a list of our facilities, a help section and much more.

We look forward to seeing you at the GHQ in January.

Best regards,
The Building and Transition Team

Welcome to our Geelong Headquarters

Contents
- Welcome letter
- Annual checklist
- About our new office
- Our seating plan
- Environmental sustainability
- About Geelong
- Contact list

TAC
TRANSPORT ACCIDENT COMMISSION
Victoria
Our first day in Geelong...
Relocation is hailed a success!

Premier hails the history making move TACTics a success

TWO months after it opened its doors, Geelong's new TAC building in Grovedale has been officially opened by Premier John Brumby.

The Premier hailed it as the largest relocation of a government body in Victoria's history, and said the new office would help create new jobs and drive economic growth in the region.

The TAC headquarters now employs 650 workers, 250 of whom were recruited from Geelong, and 150 who had decided to shift to Geelong.

As workmen were still putting the finishing touches on the outside of the building Mr Brumby was taken on a guided tour, stopping to chat to TAC staff, and asking where they came from.

One female staff member told Mr Brumby she had moved to the region, prompting the Premier to recall his early working life.

Mr Brumby said in his first job as a teacher he was posted to Bendigo, and it turned out to be the best thing he ever did. The Premier said he lived in Bendigo for 17 years, met his wife there, and still maintains a property in the area.

Another female worker said she commuted each day from Craigieburn, explaining to the Premier that she left home at 5am and caught a train to Southern Cross Station before catching another train to Geelong.

But the employee said she loved commuting and it gave her a chance to catch up on some sleep.

Earlier, the Premier and other dignitaries were welcomed by a king 100mm client of the TAC, Billy Parker, who told how he was in a car which crashed near Bendigo in 1962.

"The car had been traveling at 100km an hour, and the police had been in intensive care for 15 months. She said she was lucky to be alive, because if the accident had occurred five years earlier there would have been no TAC to help on the road to recovery.

"Mr Brumby said the TAC was created at a time when Victoria's road toll was up around 1000 deaths a year. He said last year's toll was 302, the lowest since records started in 1965."

"The idea to move the TAC to Geelong was first mooted at a community cabinet meeting here in 2005, and Mr Brumby said the move had helped boost the city's future.

"In a major boost to the local building industry activity, more than 800 people worked on the construction and fit out of the new TAC office over the past two years," the Premier said.

"And with 650 employees now based in the new Geelong headquarters, the TAC is expected to generate about $80 million each year in economic benefits in and for the local community."

The building has a five star green rating and a 4.5 star Australian Building Greenhouse Rating in recognition of the building's low impact on the environment.

GEO:VIA
Geelong Advertiser lift out
COMMUNITY OPEN DAY

“You are invited to take a closer look at our Geelong headquarters and find out more about the TAC’s journey so far.”

JANET DORE, CEO, TRANSPORT ACCIDENT COMMISSION

WHEN
SATURDAY 28 FEBRUARY
10AM TO 2PM

WHERE
60 BROUGHAM STREET,
GEELONG
Considering a similar move?

• Communicate clearly and often
• Provide a wide range of employee support
• Include all staff in plans for the move
• Appoint an Executive to manage the move logistics
• Create excitement about the future

TAC move a success, so let’s attract others

Do it again