

Frequently Asked Questions

New Organisation Structure

Why are we changing our organisational structure?

We want to create a strong business, with the right foundations in place to support our goals of being a strong, high quality service provider.

As part of this, it was clear during integration the need to respond to a new operating model for our combined organisations.

What does our new structure look like?

Our new operating model includes six functional units and is designed to ensure we are a services-led business supported by our shared functions. The six functions are:

- Disability Services
- Child and Family Services
- Strategy and Growth
- Corporate Services
- Quality and Safeguarding
- Human Rights, Practice and Innovation.

How will the new structure impact the people we support?

There will be no changes to services. The people we support will continue to receive the same services, see the same faces and have the same routines.

Our new structure puts our services at the centre of all decision-making, to enable positive change for the people we support.

What's the timing of structure changes?

We will be asking the Executive team to take up leadership roles in their functions immediately but recognise it may take some time to get everything into place. Managers will start working on setting up the right forums to connect teams. As we continue through integration, we will still have dual systems to manage for some months so please be patient.

When will I know more about my role?

For most employees, there are no changes. If there are changes to your role or where your function sits, your leader will keep you informed of the change process. There will be plenty of opportunities to consult and seek feedback on how the new structure will work.

Will there be redundancies?

This current stage of integration is about bringing teams together. As communicated earlier, where there are any roles impacted, we will aim to redeploy team members wherever possible.

As we get further into the integration period, we recognise that there will be some cases where redeployment is not possible. In each of these cases, we will provide support as required to individuals.

Are there opportunities for moving into different teams or new roles?

An exciting part of the size of new single organisation is the opportunity this creates for career growth and mobility. At this stage, our focus is on integration and ensuring we come together successfully. As we combine our business, the opportunities for career development and movements will be part of the conversation.

Will my role and/or reporting lines change?

Any role or reporting line changes will be communicated to you by your leader. For the vast majority of people there will be no change to their role or immediate reporting line. However, under the new structure some back office or support roles might become aligned to a new functional area.

What will the new structure mean for my salary and conditions?

All employees will continue to be receive the same salary and conditions as they did before. We have a number of different industrial agreements across the group and we will continue to abide by them.

Now that we have a single organisation structure, will we come together under one name?

We have not yet considered what names and brands we will have in the future. At this stage we will continue to use the separate Lifestyle Solutions and Possability brands in our marketing materials and websites. Before we begin to think about what we call ourselves, we think it is important to understand our shared identity. A project has begun to work on this and you will continue to hear about this through Listening Forums and ongoing engagement with leadership.

What support is available during these changes?

We recognise that in times of change people may wish to speak confidentially with someone. Private and confidential support is available through the Employee Assistance Program (EAP) on 1800 818 728.

Who can I go to if I have any questions about the structure or my role?

In the first instance, talk to your leader – they can upward refer to seek answers on your behalf. You can also send through questions to questions@possability.com.au or questions@lifestylesolutions.org.au There will also be an online staff forum in April where you can ask questions about the structure and integration activities.