

NEWS LIMITED

6 December 2012

To: Chris Warren, National Secretary
CC: State Branch Secretaries

Dear Chris

Re: Organisational Changes at News Ltd

We write to confirm that today we briefed employees around the country in relation to significant changes to the way we will manage the production of our content. These changes will help us to complete our transition to a real-time, multi-platform media organisation in line with the implementation of our new publishing system – Eidos Méthode.

Méthode supports a much simpler and more efficient production workflow. This new way of working will bring exciting opportunities for many of our journalists. It will also require changes to the structure of NewsCentral.

During the transition to Méthode, the functions currently performed within News Central will be transferred to the newsrooms, along with the people to execute these functions and tasks during this interim period.

The text subbing for our regional publications, currently performed by News Central, will move to Pagemasters over the course of a number of months, beginning December 2012.

A new role will be created in our newsrooms ready for the launch of Eidos Methode in July. This new role, called a News Producer, will combine the knowledge and skills of our best print sub-editors and our best digital content producers. Training and development will begin in January to support the transition.

As a result of these changes, News Central hubs nationally will cease to operate and approximately 60 positions will no longer be required from February 2013.

Achievement of position reductions will be through a combination of attrition, redeployment and redundancy.

Please be assured that we will be following a fair and equitable process regarding selection for the news producer roles or selection for redundancy, and will work with employee's preferences as a priority.

All redundancy payments will be paid in line with the applicable enterprise agreement and we will offer additional outplacement support.

We will continue to hold discussions with employees. If you have any questions, please contact me on 02 9288 3954

Regards

Stuart Bissett

Date: 7 December 2012 – 10.00 AM EST

From: Jerry Greaney/Justin Burt/Graham Erbacher/Gareth Hose/Anne Denny

To: NewsCentral Staff

Subject: Production Changes – Next Steps

Dear Colleagues,

The purpose of this memo is to advise you of the next steps and key dates associated with the NewsCentral changes announced yesterday.

Key Dates

Action	Date
Announcement Date	6 December 2012
Employee e-Bio Due	18 January 2013
Managers review e-bios/skills assessments and select staff to be offered a role in the new structure or a redundancy	21 – 25 January 2013
Managers will confirm outcomes for each employee face to face	4 February 2013
Redundancy Date	15 February 2013

News Producer Roles & Skills Assessments

As advised during yesterday's announcement, a new role will be created in our newsrooms ready for the launch of Eidos Méthode in July. This new role, called a News Producer, will combine the knowledge and skills of our best print sub-editors and our best digital content producers.

A Role Summary has been constructed for the News Producer role, and the requirements of this role will form the basis of the selection criteria for determining which staff best match the business' future needs. A copy is attached to this memo.

We will follow a fair and equitable process regarding selection for redundancy. Decisions made will be informed by staff skills assessments against this role summary.

E-Bios

In addition to management-led skills assessment, you will be given an opportunity to provide input to the selection process via the submission of an e-Bio.

The purpose of the e-Bio is to provide you with an opportunity to highlight any work experience, skills, qualifications and career achievements you think relevant to the selection process discussed above. The e-Bio

tool also provides an opportunity to highlight any of your preferences you would like us to consider, including expressing interest in relocation or voluntary redundancy.

To create an e-Bio, please click on the following link and follow the prompts:

<http://common/sites/hr/collaboration/Editorial%20-%20Selection%20Tools/default.aspx>

This link must be accessed from a News Limited computer and will not work externally. This information is kept securely and you will only be able to see the e-Bio you complete.

Some of you may have completed an e-Bio before. You are encouraged to complete another if you wish, in light of the changed requirements for the News Producer role. That said, this is not a mandatory process, and it is not a job application.

Vacancies

In addition to the News Producer roles that will be available at metro mastheads, there are several layout roles now available at some regional and community locations, which may be suitable for employees with layout and subbing skills.

The table below summarises the location and number of vacancies now available:

Location	Number of vacancies
NT NEWS	2
MX	6
WEEKLY TIMES	3
LEADER	2
NEWSLOCAL	3
GEE LONG ADVERTISER	1
MESSENGER	2

If you are interested in applying for any of these roles, please contact the Managing Editor – NewsCentral in your state as soon as possible.

Questions

Should you have any questions about these changes please contact the Managing Editor – NewsCentral in your state or your People & Culture Business Partner.

Alternatively, you can confidentially send an email to editorial.transformation@news.com.au

Thank you.



Friday, 1 February 2013

Redundancies at NewsCentral

The Media Alliance met with News Limited management yesterday for further discussions about the current round of redundancies in NewsCentral. The company told us that it has completed all its assessments for redundancy and will be advising individuals from Monday.

In response to our request, the company said a total of 64.8 FTE (full-time equivalent) positions would be made redundant. Of these, 42.8 would be people who had volunteered to take redundancy. The remaining 22 would be forced redundancies.

Asked for more detail on where these positions were coming from, the company said there would be 9 redundancies in Sydney, 13 in Adelaide, “approximately 12” in Melbourne and “approximately 30” in Brisbane.

The company indicated that the majority of forced redundancies would occur in Brisbane.

The Media Alliance pressed further on the issue and the company agreed that a full list of positions available for redeployment would be made available to anyone notified of a forced redundancy and that every effort would be made to redeploy them elsewhere within the group, including outside editorial.

The effective date of any redundancy will be February 15.

If you are offered a redundancy you should immediately contact your House Committee representative or Media Alliance organiser for advice and assistance. Or telephone the Media Alliance Inquiry Desk on 1300 656 512.

Local workplace meetings are being arranged in coming days – members will be advised of their meetings once the details are finalised.