

# Consultation and Communication

## Major Change

IAG regularly makes changes to its business and in some cases these changes can impact you. The goals of the consultation and communication framework at IAG are to ensure that IAG and Employees can adapt and respond to business and personal needs as they arise in a constructive, co-operative and mutually beneficial manner.

### Step 1: Advice of Change

When IAG has made a decision to introduce major changes that are likely to have a significant impact on you they need to consult with you and the FSU. Significant changes include changes to rosters or hours of work in your department or workplace, offshoring or outsourcing of work that leads to job losses or restructures where there are changes to teams and reporting lines.

### Step 2: Consultation

Consultation will, where possible allow employees and/or the FSU the opportunity to provide input prior to the implementation of any proposed changes.

### Step 3: Consideration

Every effort will be made by IAG to resolve concerns raised by employees and the FSU through consultation and discussion. Where the proposed change will result in a change of your regular roster or ordinary hours of work, IAG will invite you to provide feedback of how the changes will impact you. You should provide feedback about any impact the changes will have in relation to your family or caring responsibilities, this feedback will be considered by IAG. Where the proposed change will result in one or more redundancies discussions will take place and will include the reasons for the redundancies and ways to minimise or avoid retrenchments. Where it is possible, IAG will consider the preferences of impacted employees.

**JOIN**  
<http://bit.ly/JoinFSU>