

FICSA Survey on Organizational Restructuring

Thursday, August 20, 2020

12

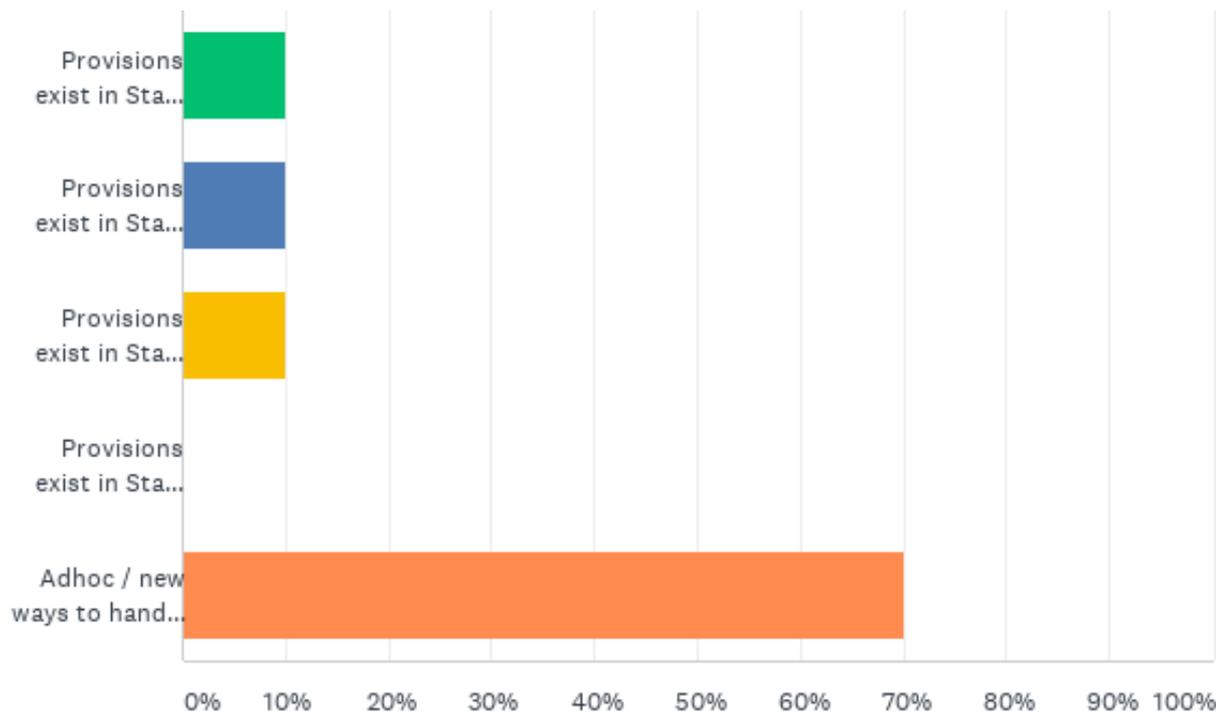
Total Responses

Date Created: Wednesday, July 31, 2019

Complete Responses: 12

Q4. Did the restructuring process exist as provisions in Staff Rules and Regulations, or did Management/Administration create adhoc / new ways to handle the restructuring?

Answered: 10 Skipped: 2



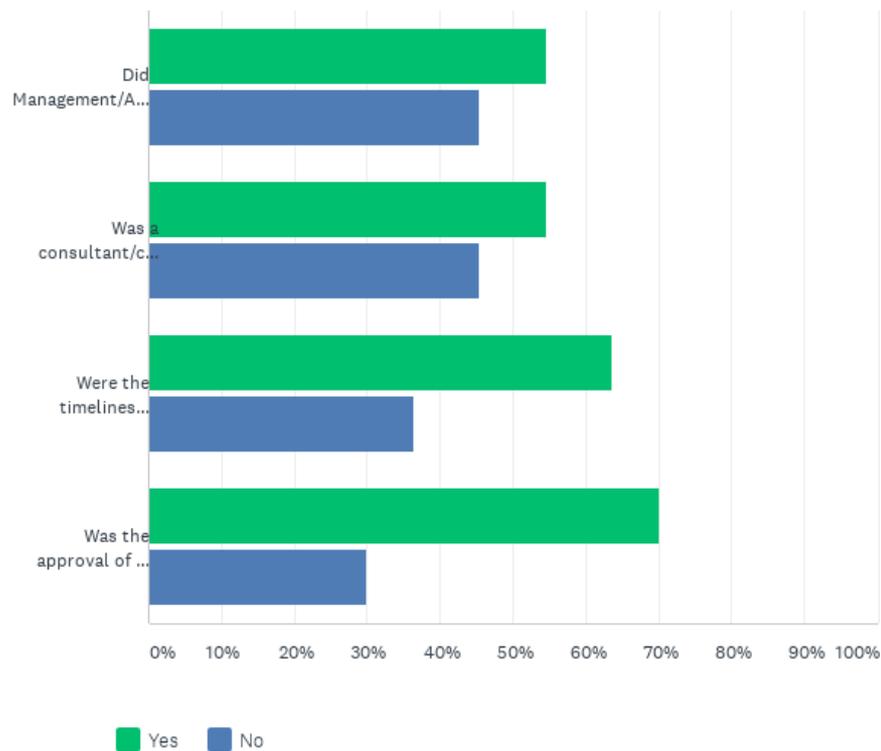
Q4. Did the restructuring process exist as provisions in Staff Rules and Regulations, or did Management/Administration create adhoc / new ways to handle the restructuring?

Answered: 10 Skipped: 2

ANSWER CHOICES	RESPONSES	
Provisions exist in Staff Rules and Regulations and was adhered to.	10.00%	1
Provisions exist in Staff Rules and Regulations and was modified to fit the situation in consultation with Staff Representative Bodies.	10.00%	1
Provisions exist in Staff Rules and Regulations and was modified to fit the situation with no consultation.	10.00%	1
Provisions exist in Staff Rules and Regulations but was not used. Adhoc / new ways to handle the restructuring were used.	0.00%	0
Adhoc / new ways to handle the restructuring were used because provisions do not exist in Staff Rules and Regulations to handle restructuring.	70.00%	7
TOTAL		10

Q5: How did your Organization's Management/Administration specifically approach the restructuring process?

Answered: 11 Skipped: 1



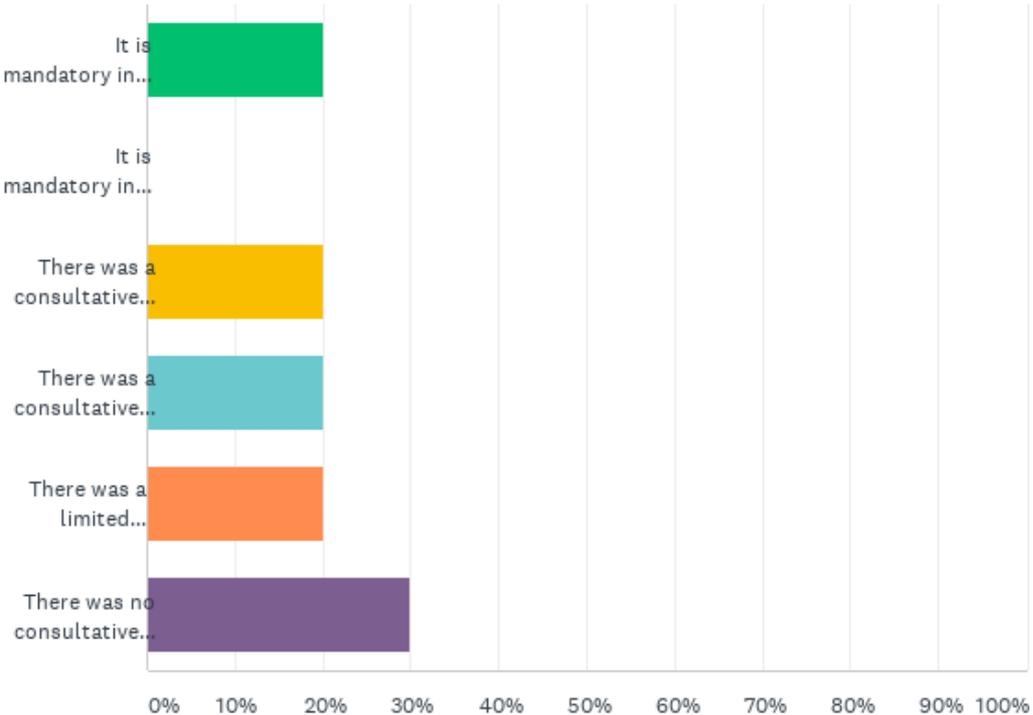
Q5: How did your Organization's Management/Administration specifically approach the restructuring process?

Answered: 11 Skipped: 1

	YES	NO	TOTAL
Did Management/Administration establish a committee?	54.55% 6	45.45% 5	11
Was a consultant/company hired to facilitate the process?	54.55% 6	45.45% 5	11
Were the timelines clearly stated?	63.64% 7	36.36% 4	11
Was the approval of the governing bodies sought?	70.00% 7	30.00% 3	10

Q6: During the restructuring, was there any consultative process involving Staff or Staff Representative Bodies? (Select all that applies)

Answered: 10 Skipped: 2



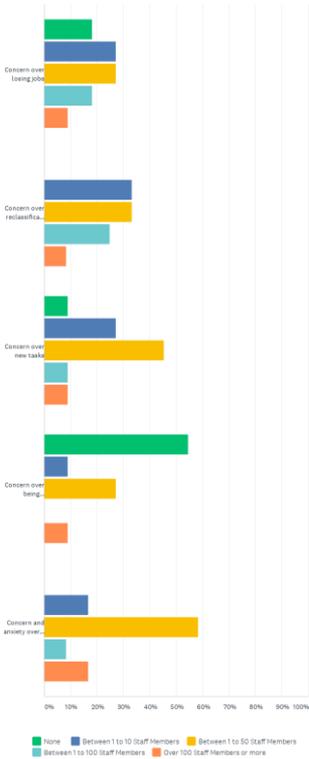
Q6: During the restructuring, was there any consultative process involving Staff or Staff Representative Bodies? (Select all that applies)

Answered: 10 Skipped: 2

ANSWER CHOICES	RESPONSES	
It is mandatory in the restructuring process (as specified in Staff Rules or Regulations) to have a consultative process involving Staff Representative Bodies, and this respected and adhered. Staff Representative Bodies treated as partners in the process.	20.00%	2
It is mandatory in the restructuring process (as specified in Staff Rules or Regulations) to have a consultative process involving Staff Representative Bodies, but this was not respected and adhered. Staff Representative Bodies are invited into meetings as a symbolic / token gesture and is not treated as partners in the process.	0.00%	0
There was a consultative process involving Staff or Staff Representative Bodies voluntarily by the Organization even though it is not specified in Staff Rules and Regulations. Staff Representative Bodies treated as partners in the process.	20.00%	2
There was a consultative process involving Staff or Staff Representative Bodies voluntarily by the Organization even though it is not specified in Staff Rules and Regulations. Staff Representative Bodies are invited into meetings as a symbolic / token gesture and is not treated as partners in the process.	20.00%	2
There was a limited consultative process involving Staff at large but not formally with Staff Representative Bodies / Staff Representative Bodies have to participate in consultative process on individual / personal basis (For example, Task Force or Working Group set up by Management with staff at large but not directly with Staff Representative Body)	20.00%	2
There was no consultative process involving Staff or Staff Representative Bodies	30.00%	3
Total Respondents: 10		

Regarding appeals (e.g. if they would lose their job) or other concerns such as reclassifications, new tasks, or anything similar? If yes, how many staff members and for which matters?

Answered: 12 Skipped: 0



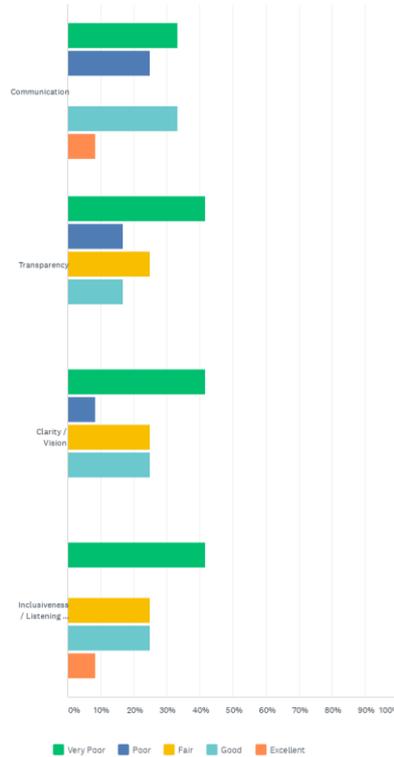
Regarding appeals (e.g. if they would lose their job) or other concerns such as reclassifications, new tasks, or anything similar? If yes, how many staff members and for which matters?

Answered: 12 Skipped: 0

	NONE	BETWEEN 1 TO 10 STAFF MEMBERS	BETWEEN 1 TO 50 STAFF MEMBERS	BETWEEN 1 TO 100 STAFF MEMBERS	OVER 100 STAFF MEMBERS OR MORE	TOTAL	WEIGHTED AVERAGE
Concern over losing jobs	18.18% 2	27.27% 3	27.27% 3	18.18% 2	9.09% 1	11	2.73
Concern over reclassification	0.00% 0	33.33% 4	33.33% 4	25.00% 3	8.33% 1	12	3.08
Concern over new tasks	9.09% 1	27.27% 3	45.45% 5	9.09% 1	9.09% 1	11	2.82
Concern over being reassigned to other duty station	54.55% 6	9.09% 1	27.27% 3	0.00% 0	9.09% 1	11	2.00
Concern and anxiety over the whole process (lack of transparency, communication)	0.00% 0	16.67% 2	58.33% 7	8.33% 1	16.67% 2	12	3.25

Q13: In general, how would you rate your Organization in areas below during restructuring.

Answered: 12 Skipped: 0



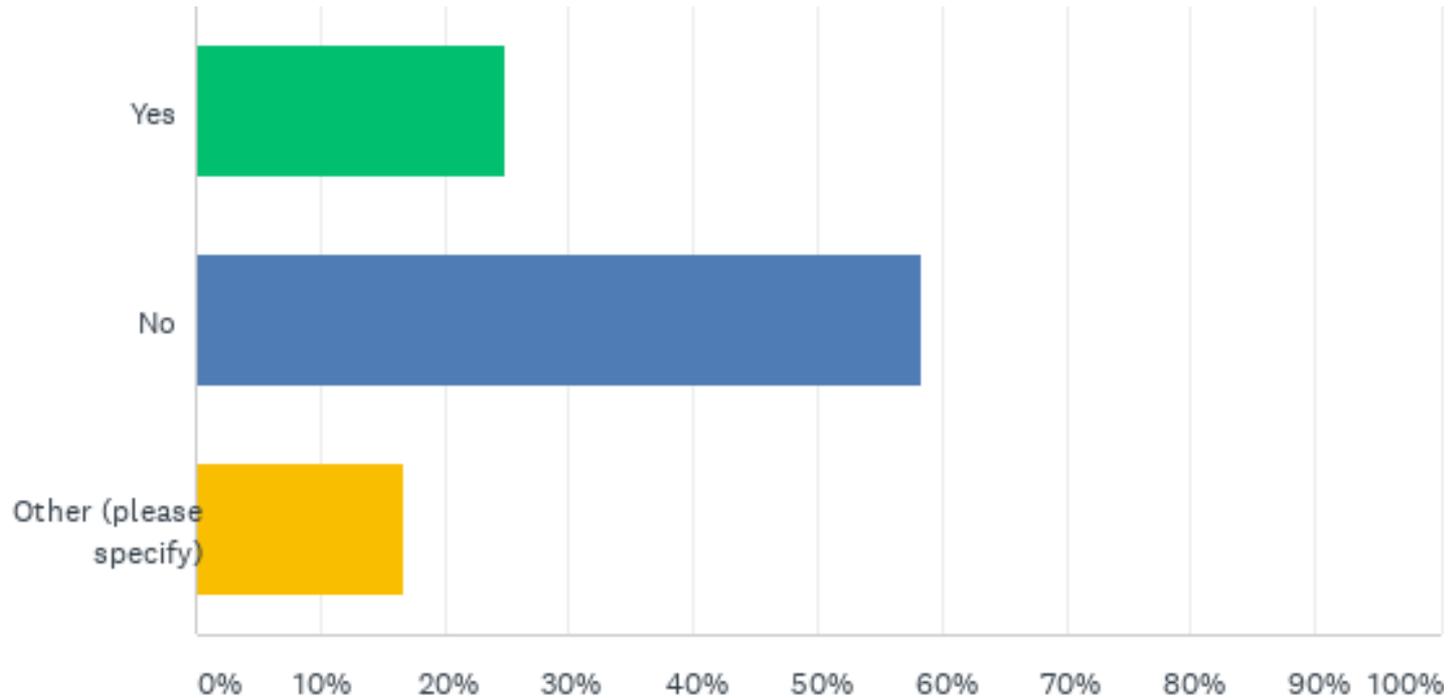
Q13: In general, how would you rate your Organization in areas below during restructuring.

Answered: 12 Skipped: 0

	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
Communication	33.33% 4	25.00% 3	0.00% 0	33.33% 4	8.33% 1	12	2.58
Transparency	41.67% 5	16.67% 2	25.00% 3	16.67% 2	0.00% 0	12	2.17
Clarity / Vision	41.67% 5	8.33% 1	25.00% 3	25.00% 3	0.00% 0	12	2.33
Inclusiveness / Listening to Staff Opinions	41.67% 5	0.00% 0	25.00% 3	25.00% 3	8.33% 1	12	2.58

Q15: Were you aware of FICSA's Guidelines on organizational change (FICSA/C/71/D/14)?

Answered: 12 Skipped: 0



Q15: Were you aware of FICSA's Guidelines on organizational change (FICSA/C/71/D/14)?

Answered: 12 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	25.00%	3
No	58.33%	7
Other (please specify)	16.67%	2
TOTAL		12