

FREQUENTLY ASKED QUESTIONS (MEMBERS)

[**Note: These FAQs will be updated as the decision on a merger progresses**]

Why has the Board chosen to pursue a merger?

Jobs Australia and NESA are like minded organisations with similar visions that support and represent our Members in providing diverse employment services, employment pathways and training pathways. Both organisations provide a suite of services and benefits to Members.

Our Board strongly believes that a merger will capture the best of both organisations to create a stronger voice and united focus, as well as improving the sustainability of our business.

That is a position shared by the Board of Jobs Australia.

Why now?

There has never been a more important time for our sector to be heard. Combining NESA and Jobs Australia will create a stronger voice which will demand greater attention and allow us to increase a Member value proposition in both a time of reform and following an unprecedented environmental shift that now requires a focus on business security.

How would a merger benefit members?

A merger would deliver efficiencies and greater strength, both in numbers and sector presence. The new peak body created from the combined organisations would also have bolstered resources for innovation and investment in services and products to value add to your organisation.

One of the key strengths of a merger would also be the breadth and scope of membership, opening new opportunities for shared learning and relationship building within the sector.

Will one organisation be favoured over the other?

Both Boards support the proposal because it is based on mutual benefit. Both organisations have always advocated on shared goals and specific needs from within our membership, and that will not change if a merge occurs.

Will services be cut as part of any rationalisation? And business

No. A merger provides the opportunity to make savings through addressing duplication of services and infrastructure, but will bring under “one umbrella” the offerings which satisfy the various needs of members including insurance cover, workplace relations, sector development, professional development, mental health first aid training and capacity building.

Can NESAs survive without a merger?

Yes, we believe both could continue, but we are operating in an increasingly challenging and competitive environment. By creating a combined peak body and membership based organisation, the merged entity would effectively become a one-stop-shop and that would allow us to invest and do even better in what our members value most – advocacy and representation and tailored services.

Who decides if the merger will proceed?

The voting Members of both organisations will have to vote on the proposal. For Jobs Australia Members that will take place at a Special General Meeting on November the 19th. Members of NESAs will vote at an Annual General Meeting on November 26th.

When would the new structure be effective from?

If the proposal receives member support, a Transition Board would be put in place with representatives from both organisations to oversee the change. The merger will not happen overnight and could take up to 12 months.

Does a bigger organisation mean bigger fees?

The fee structure would be resolved as part of the merger process, and it would be presumptive on the part of both organisations to have done that already when members have not yet had the opportunity to vote.

We know it is particularly important to you and be assured that the critical consideration, and a focus of our consultation with you, will be member value.

What if we are members of both Jobs Australia and NESAs? Will we have some fees refunded?

Members still need to vote so the final date of any merger is hypothetical. If a vote is successful and the finalised merger results in a membership overlap, due consideration to the fairest way forward, would be undertaken.

Traditionally Jobs Australia has been strong on not accepting For Profit members where NESAs has – will this merger accept all members?

Both the Jobs Australia and NESAs Boards are committed to creating a peak body that represents the entire sector. The reality is Not For Profit and For Profit organisations have shared goals and common policy concerns. At the same time, we have no doubt we can cater for the specific needs of all our Members.

What would the new entity be called?

The name of the organisation will be determined by the Transition Board and a branding strategy will be developed for the new entity.

Where would the merged organisation be headquartered?

Both NESAs and JA are national organisations with corporate offices in Melbourne. The Transition Board would, as part of its deliberations, consider office space requirements and what is the best way to facilitate the combined organisation.