

Restoring our Financial Sustainability

Following the IPART determination for Rural Valleys and IPART's very clear expressed position on Greater Sydney and WAMC, we're in a financial situation that requires a fundamental reset of our business.

To respond to IPART's decisions, we need to re-focus on our core purpose, simplify how we operate, and ensure we are set up to deliver our legal and statutory obligations.

We are becoming a leaner, smaller and more focused WaterNSW, ensuring we can continue to deliver water when and where it matters. This will require us to change the way we do things, what we work on, and the level of service we provide – it's not expected that we will continue to deliver the same volume of work as we do today.

While the pricing determinations leave a substantial and disappointing revenue gap, it opens the door to critical regulatory reform conversations, including for a more financially sustainable future – for us, our customers and communities.

We are now commencing formal consultation with our people and their representatives about our proposed changes.

FAQs

These questions will be regularly updated with new information and questions that we receive. Please read through the below and if your question isn't answered, email queries@waterNSW.com.au.

Part 1 – General

1. Why are we reshaping the business?

Following the IPART determinations, we're in a financial situation that requires a fundamental reset of our business. Without reshaping the business, at our current cost base, we risk facing insolvency in the next 18 months – which is not an option given the vital role we play in delivering an essential service to customers across NSW.

What is clear from IPART's interim 12-month determination for Rural Valleys, and from what's been clearly indicated for Greater Sydney and WAMC, we are not going to receive the level of revenue we need to sustain our current cost base, as it is well beyond our customers' ability to pay, and this requires us to drive change now.

There remains a significant gap between our revenue allowance from IPART and our operating costs, even after last week's Greater Sydney draft determination.

While the pricing determination leaves a substantial and disappointing revenue gap, it opens the door to critical regulatory reform conversations, including for a more financially sustainable future – for us, our customers and communities.

2. What are we doing to restore the business to financial sustainability?

To respond to IPART's decisions, we need to re-focus on our core purpose, simplify how we operate, and ensure we are set up to deliver our legal and statutory obligations. We need to act now to create future financial sustainability for our business, our customers and communities.

To address the funding gap, we're reshaping our priorities and transitioning to a leaner, smaller, more focused organisation. This means:

- We're reviewing and reprioritising our initiatives, and some non-core or discretionary activities will be discontinued so we can focus on what matters most.
- We're also proposing to consolidate teams and centralise or stop several functions to streamline how we work and to reduce duplication.

3. Why are there impacts to people?

A large part (70%) of our operating costs are people related. To live within our means, and to adapt to our new financial circumstances, we need to reduce our employee numbers across all levels of our organisation. We have been trying our best to avoid impacts to our people, and the Executive and Board have worked through many scenarios to bring cost savings over some time, but we're now in a situation where we can't avoid it.

The proposal for change includes:

- greater impacts on Leadership, especially for Executives (>40% reduction) and the Senior Leadership Team
- greater impacts on back office functions (less on front-line functions)
- swift exits due to our financial situation – as every day we're living beyond our means puts pressure on our financial and resultant workforce reduction targets.

4. Are you consulting with employees on these changes?

Yes. We have commenced formal consultation on these changes, the process and proposed new organisational structure. We will continue to consult as we work through the various changes and the impacts to people across the business.

5. Why are Voluntary Redundancies being offered?

To live within our means, and to adapt to our new financial circumstances, we need to reduce our employee numbers across all levels of our organisation.

We are opening Expressions of Interest for Voluntary Redundancy on Wednesday 6 August, as a first step. This will assist in identifying employees who are interested in leaving WaterNSW through a voluntary redundancy.

We need to consolidate areas of the business where we have identified there is duplication and overlap, and there will be roles and activities we are just going to stop performing them.

Impacts will be felt in every team, as we make this organisation-wide change.

If you choose to apply for a voluntary redundancy, there will be a process to assess your application. Acceptance of a voluntary redundancy remains at WaterNSW's discretion. Should you have questions, please email EOI@waterNSW.com.au.

To find out more about the Expression of Interest for a voluntary redundancy, [click here](#). From Wednesday 6 August there will also be a calculator tool available for you to calculate what your voluntary redundancy payment would be.

The number of applicants accepted for a voluntary redundancy will inform action we may need to take to further reduce headcount.

We will keep you informed and provide updates along the way, as we make progress towards establishing a more financially sustainable business.

6. What is the impact for Executive Managers with the proposed structure?

Given we will be moving to a smaller, leaner business model, this will be supported by reducing the number of portfolios from seven to four, with fewer Executive Managers.

As part of this organisational change, we have farewelled several executive leaders. This incredibly difficult decision reflects both the urgency of our financial situation and established industry precedent for swift executive transitions in times of financial distress. It is not a reflection of individual performance, but a necessary step to ensure WaterNSW remains viable and focused on its core purpose.

Each of the departing leaders has made incredibly meaningful contributions to WaterNSW and led with professionalism and integrity. The restructure is driven by strategic imperatives and regulatory alignment—not personal capability.

It is with regret, that Executive Managers Ronan Magaharan, Fiona Smith, David Stockler and Clair Cameron have left the organisation.

Beth Winchester will also be departing the organisation, but will remain for a period to support the transition to our new structure.

Joe Pizzinga and Leeanne Chau remain with the business.

7. Can I reach out to an executive who has left?

Yes. If you feel the need to connect with a departing executive, we will support and facilitate that respectfully. Please contact your Executive or email us at queries@waternsw.com.au.

8. When do the new structure changes come into effect?

Acting arrangements will be in place for the current portfolios while we undertake consultation and transition to the new structure.

This new structure will also mean a smaller senior leadership team. We will be working through these changes and impacts with the SLT over the coming weeks.

We aim to transition to the new organisational structure from early September.

9. What are the timelines for applying for Voluntary Redundancy?

The EOI for voluntary redundancy will open on Wednesday 6 August 2025 and close on Friday 22 August 2025. An assessment process will follow and the outcome of applications will be communicated in early September.

We plan to have the new portfolio structure in place by early September. The number of accepted voluntary redundancies will inform further headcount reductions.

Between now and the end of November, the Executive and Senior Leadership Team will work together, and with employees, on the new structures, new roles and team consolidation.

10. What levels of the organisation will be impacted by the change?

There will be changes at all levels in the organisation and in all portfolios, as we make this enterprise-wide change.

11. When will I know if my role is impacted?

The number of accepted voluntary redundancies will inform what action we may need to take to further reduce headcount. We are hopeful that a large proportion of the headcount reduction needed will come from employees who voluntarily express interest in redundancy.

Roles may be impacted in a number of ways. This may be because WaterNSW is moving roles to different portfolios, or functions or activities are being stopped, or as we redesign team structures following

consultation. Where roles are excess to requirements, we will follow the Managing Excess Employees Procedure (for Enterprise Agreement employees) or as outlined in individual contracts.

12. Should we wait for the Greater Sydney and WAMC determinations before we make decisions about changes to these areas?

There remains a significant gap between our revenue allowance from IPART and our operating costs, even after IPART's Greater Sydney draft determination.

We can't afford to wait for the final outcome of the Greater Sydney and WAMC determinations to start adjusting to our new financial circumstances, because we run and fund the business as one overall entity – many functions across the business look after Rural Valleys, WAMC and Greater Sydney.

As a result of the significant increase in revenue we would need to keep running WaterNSW at current levels, customer bills would need to rise significantly more. IPART has determined that is unacceptable and is limiting the price rises for customers. That is their statutory responsibility. And we must now respond appropriately.

As it stands, we're currently living beyond our means, with the determination for Rural Valleys having been in place since 1 July, so we need to move quickly.

13. My area/role is funded through Greater Sydney/WAMC determination and there is funding available, how can my area / my role have cut backs?

We run and fund the business as one overall entity, so even if your work is in the Declared Catchment, for example, the Rural Valleys determination has impacts for us all.

14. What will happen after the Government finishes its review? Will we be going through more change and reductions then too?

The Government is considering taking the next 12 months to look at regulatory reform for WaterNSW because it is clear the economic regulatory model that guides how we fund the services we provide, and recover our costs, is no longer fit for purpose. So, reform – both inside and outside of WaterNSW – has reached a critical point.

As difficult as this is, we need to drive fundamental change for the benefit of our customers and communities, for a more sustainable future – irrespective of what any Government review may entail.

15. Why do we need to stop and consolidate some functions?

In short, we are no longer funded to provide the same level of service we have previously.

To run a more cost efficient and leaner business we have identified areas where we have duplication or significant capability alignment in functions across the business, so we will be looking to consolidate those areas and bring similar teams together. We will run a process for these impacted teams which will include consultation, discussion, and options for impacted people. These processes will occur in line with our Enterprise Agreement and the Managing Excess Employees Procedure requirements.

16. Is there going to be a process of consultation?

WaterNSW formally opened consultation on 4 August 2025 via a message from our CEO. Employees can provide feedback on the proposed structure and suggested changes by sending an email to queries@waternsw.com.au or through their leader. All feedback will be genuinely considered. Consultation on the new portfolio structures will close on 22 August 2025.

Consultation at a portfolio, team and individual level will continue as we progress through this change.

17. Will there be a recruitment freeze while we are going through the change process?

Yes, most recruitment is currently on hold. As we move through the transformation of our organisation, it is expected we will need to appoint some people to new or different roles, however our goal is to look internally as a priority. Where we don't have the internal capability, we may need to consider external recruitment for a role.

18. Are we expected to continue with BAU while this change process is taking place?

We know this is going to be a challenging time and we expect there will be some disruptions to our day-to-day operations. However, we are asking for your support and collaboration to ensure that as much as possible you continue to do the great job you do every day.

It's important that we continue to strive to meet our obligations, so we fulfil the vital role we play for customers and communities across NSW. However, we acknowledge we will take on more risk, including the risk that we may not meet all of our obligations all of the time.

We will be adjusting our Corporate risk appetite statements because of this change, so if as a result of these changes, you identify things that can no longer be completed or complied with, then please discuss this with your leader.

We recognise that with a smaller organisational footprint, we will not be able to deliver the same level of service, and we won't have the same capacity to do everything we've been doing up till now. This is not a case of asking our people to do more with less – we will be doing less.

19. How are we going to manage the handover with people leaving and workloads across the teams?

Employees leaving WaterNSW will be required to complete a detailed handover document to outline current and future work. Every leader will be discussing with their teams any specific impact on service delivery, timelines and what might need to be put on pause either temporarily or permanently.

Please also keep in mind that employee end dates will be staggered and will be determined based on business needs and critical deliverables, so we will endeavour to manage the change as effectively as possible.

20. What will happen with contractors?

Contractor engagements will be reviewed based on business needs, and at the moment we are working to determine what projects will continue and what projects need to slow or stop. This will likely mean reducing the number of contractors across the business.

There may be areas where we have a need for specific short-term capability or increased capacity as we work through these changes, which will then be reduced once we complete this transformation. Relevant parties, contractors or service providers will be advised as soon as possible of any changes, with notice provided, where possible.

21. Are we going to continue with the 2025 -2026 goal setting process while the change is taking place?

It is still important to talk to your manager about your goals for the year ahead. They should cover personal development and goals or objectives in your work. We understand this might be difficult given the lack of clarity around our new structure and future focus. This year we will need to be more flexible where required and allow additional time to facilitate this process.

22. Can I still take planned and approved leave during this change period?

You may still take your planned leave. If your position is impacted by the change, your leave may need to be cancelled depending on your end date. Your leave entitlements will be paid out as part of your final payment. Please discuss your leave plans with your leader as soon as possible.

23. What is happening with EA Performance Pay 2025 payments?

The calculation of EA Performance Pay amounts will occur as usual, based on the agreed metrics for this year. The payment of the Performance Pay will occur in October 2025 and will include any employees whose roles have been made redundant since 1 July 2025.

24. What is happening with IEA Remuneration and STI Payments?

The IEA remuneration process for 2025 will run as normal. Remuneration increases and Short-Term Incentive (STI) payments will be paid in October 2025. (Any remuneration changes will be backdated to 1 July 2025 as is our usual practise). STI for the 2025-2026 year will be paid on a prorated basis based on your percentage payment for the 2024-2025 financial year and will be paid as part of your final pay.

Part 2 – Redundancy

25. Is an EOI for a voluntary redundancy the only way an employee will be made redundant?

Employees will be able express interest in a voluntary redundancy; this process will help us identify employees who might want to leave WaterNSW as part of the business transformation process. The approval of voluntary redundancy applications remains at the sole discretion of WaterNSW.

However, following consultation where it has been identified that a role or function is no longer required in the new structure and EOIs have not been received from employees in these positions, WaterNSW may need to declare those roles as excess and employees may be made redundant. The process required under the Managing Excess Employees Procedure will be followed.

26. Why would I choose a voluntary redundancy now and not wait to see what happens?

Each of you needs to consider your own circumstances including how long you have worked at WaterNSW and whether your employment is covered by the WaterNSW Enterprise Agreement 2023-2026 or an Individual Employment Agreement (excluding SLT). Choosing to apply and having your expression of interest accepted can help in the following ways:

- You will have certainty for your circumstances, and a departure date, rather than waiting and not knowing. There is no guarantee there will be further opportunities for redundancy.
- Redundancy payments through voluntary redundancy are generally more favourable than through a forced redundancy.
- When employees apply for voluntary redundancy through the EOI, it helps reduce and manage the impact on employees who are otherwise not ready to leave WaterNSW.

It should be noted that if you wait to see what happens, and your role is declared excess, options for redeployment in the current environment are extremely limited.

27. How much will my voluntary redundancy be?

This will depend on whether your employment is covered by the WaterNSW Enterprise Agreement 2023-2026 or an Individual Employment Agreement. You can get an indication by using the redundancy calculator, which will be available from Wednesday 6 August.

28. What is the difference between obtaining a voluntary redundancy via an EOI and being told your role will be redundant?

Using the EOI process, employees may express an interest to receive a voluntary redundancy. This process empowers employees who take that option and helps reduce impact on employees who are not currently interested in a redundancy. The EOI process will be managed as outlined in the Voluntary Redundancy EOI Application Form and these FAQs.

When an employee is declared excess/redundant, it means that following consultation, their role has been identified as no longer required by the business and as such their employment will end via a redundancy even if they have not submitted an EOI. For EA employees this process will be in line with [WaterNSW Managing Excess Employees Procedure](#) and for IEA employees this will be in line with their Individual Employment Agreement.

29. Are all employees eligible to receive a redundancy payment?

Permanent employees who hold a substantive permanent position as a WaterNSW employee may be eligible to receive a redundancy payment either via the EOI process or if declared excess. **Please note that acceptance of an EOI for Voluntary Redundancy is at the sole discretion of WaterNSW**

Employees on maximum term contracts, casual employees, trainees, graduates and Contractor Central contingent workers (eg, labour hire) are not eligible to receive a redundancy payment.

30. Who is eligible to apply for a voluntary redundancy under the EOI process?

All permanent employees who hold a substantive permanent position as a WaterNSW employee (excluding SLT members) are eligible to apply for voluntary redundancy as part of the EOI process.

Employees on maximum term contracts, casual employees, trainees, graduates and Contractor Central contingent workers (eg, labour hire) are not eligible to apply for a voluntary redundancy under the EOI process.

31. What happens if I am engaged as a term employee on a maximum term contract?

We are currently reviewing all business needs. If you are currently engaged as a term employee on a maximum term contract, it will depend on the needs of the business. Your contract may continue until the end of the maximum term or, if your position is no longer required, your contract might be ended in accordance with the terms and notice contained in your maximum term contract. You will be approached as soon as possible to discuss your specific situation.

32. What happens if I am a permanent WaterNSW employee but currently engaged in a term appointment with WaterNSW?

If you are a permanent employee who holds a substantive role your employment will be assessed based on the needs for your substantive position in the new operating environment. You can apply for a voluntary redundancy via the EOI process.

Your current term appointment may come to an end if that term position is no longer required and you may return to your substantive position, if it remains in the new structure. You will be approached as soon as possible to discuss your specific situation.

33. What happens if I am currently acting in a position?

If you are a permanent employee who holds a substantive role, your employment will be assessed based on the needs for your substantive position. Your current acting arrangement may come to an end if that position is no longer required.

34. Will I be guaranteed a voluntary redundancy if I submit an EOI?

No. All EOIs will be reviewed and assessed before a voluntary redundancy is approved. Acceptance of a voluntary redundancy is at the sole discretion of WaterNSW.

35. What happens if I am offered a voluntary redundancy in response to my EOI?

If your application for voluntary redundancy is accepted, you will receive a letter confirming this outcome. The letter will include your exit date and your voluntary redundancy payment calculations.

WaterNSW intends to provide the outcome of the application as quickly as possible and within one week of EOI closure. In exceptional circumstances where there are further discussions required, it may take longer.

36. Can I change my mind after submitting my EOI for a voluntary redundancy?

Yes, but only before you have received formal written confirmation of any voluntary redundancy acceptance. Please email EOI@waternsw.com.au immediately if you decide to rescind your application.

37. What happens if my EOI is unsuccessful?

You will receive written confirmation if you are unsuccessful in your EOI for a voluntary redundancy. You will be required to continue with your regular duties. The EOI process is not the only avenue for redundancy in the current change process. We will continue to review the business requirements and may contact you at a later stage.

38. What happens if I am declared an excess employee?

Employees covered by the WaterNSW Enterprise Agreement 2023-2026 may be declared excess if, following consultation, it is decided that their role is no longer required in the new WaterNSW structure, and they will receive an offer for voluntary redundancy. Employees declared excess may choose to not take this offer and opt for a three-month retention. The purpose of the retention period is to allow employees to seek redeployment to an alternative role within WaterNSW. The details of this process are outlined in the Managing Excess Employees Procedure. Please note that given the current business circumstances and the need to reduce operating costs, the availability of alternative roles is extremely low.

Employees who work under an individual contract may be made redundant in line with the provision of their employment contract. The Managing Excess Employees Procedure does not apply to them, and they are not eligible for a retention period.

39. How will WaterNSW determine who stays and who will go for teams where there will be less positions available than we currently have?

As we consolidate areas of the business, we will be consulting with relevant teams to finalise the structure going forward. This will include understanding proposed grades and roles. A placement process will be undertaken to populate the new structure. This may involve direct appointment, EOIs for roles and/or an internal recruitment process. In these cases, we would initially only open the roles for impacted people within those teams. If we don't fill all the roles we may then move to opening the role up to other employees, giving priority assessment to anyone who has elected redeployment.

Where people are unsuccessful in obtaining a role in the new structure they will be formally declared excess and WaterNSW will follow the [Managing Excess Employees Procedure](#).

40. Will there be redeployment opportunities?

Employees who submit an EOI application for voluntary redundancy will have their request accepted or declined, and the redeployment option is not applicable to them.

Employees who are declared excess separate to the EOI process and are offered a voluntary redundancy can select the three-month retention period option as per the [WaterNSW Managing Excess Employees Procedure](#) for the purpose of seeking another role within WaterNSW. However, given the current business circumstances and the need to reduce operating costs, the availability of alternate roles will be extremely low.

Employees on Individual Employment Agreements may have an opportunity to apply for roles within the new structure, however the [Managing Excess Employees Procedure](#) does not apply and there is no retention period available to them.

41. What will be my last day at WaterNSW if I have requested a Voluntary Redundancy?

Your last day at WaterNSW will be outlined in your Voluntary Redundancy approval letter. This may be 2 weeks after the date of the letter, or a later date as determined by WaterNSW considering business needs.

42. I'm nervous about submitting an EOI for Voluntary Redundancy in case it's declined and my role needs to remain. What will it mean for me into the future if this happens?

We understand this can be a challenging decision for many reasons. For any employees who apply for voluntary redundancy and it's declined, we will look forward to your ongoing work at WaterNSW and achieving together into the future.

43. Should I access financial planning advice on the implications of taking a redundancy?

Employees are encouraged to seek independent financial advice from your accountant or financial adviser. WaterNSW is unable to provide financial advice to our employees. However, you may be able to seek financial advice via AccessEAP or some superannuation providers. You will need to contact them directly to make any necessary arrangements. These services are totally independent from WaterNSW and we are unable to coordinate this process.

44. How can I calculate what a voluntary redundancy payment might look like for me?

From Wednesday 6 August, a self-service calculator will be available to help everyone estimate their redundancy payment. You will need to know your start date, which you can find on [Chris ESS](#), labelled as

“Date Joined”. Service for DPI employees who transferred to WaterNSW in 2016 will be recognised and they will receive an email from P&C Connect with their start date.

45. What do I need to do if I don't know my start date?

Most employees can see their start date from [Chris ESS](#), labelled as “Date Joined”.

Service for DPI employees who transferred to WaterNSW in 2016 will be recognised and they will receive an email from P&C Connect with their start date.

46. How is my continuous service calculated?

Continuous service is calculated based on the number of unbroken years of service. This means you have had no breaks in service, taken a period of unpaid leave, or had unpaid parental leave.

If you have recognised service for the purposes of redundancy and you need to confirm your length of service, please email EOI@waterNSW.com.au to confirm your date. Please note that any recognition of service under the Government Sector Employment Act is for LSL entitlements only.

47. Is there a difference in my entitlements if I submit an EOI for voluntary redundancy now or if I am declared excess and accept a voluntary redundancy?

The voluntary redundancy EOI is a one-off initiative that allows employees the opportunity to express interest in leaving WaterNSW via a voluntary redundancy. This program is open to both EA and non-EA employees (Excl Senior Leaders) and it is not covered by the Managing Excess Employees Procedure. The Managing Excess Employees Procedure only applies to employees who are covered under the WaterNSW Enterprise Agreement 2023-2026 and are declared excess.

Voluntary Redundancy payment entitlements for employees covered by the WaterNSW Enterprise Agreement 2023-2026 remain the same whether you apply for a voluntary redundancy via the EOI or you are declared excess, and you choose to accept a voluntary redundancy offer.

If an employee who is covered by the WaterNSW Enterprise agreement 2023-2026 is declared excess and chooses not to accept the voluntary redundancy offer and takes the retention period, the redundancy payment is reduced to a forced redundancy payment, please see details in the Managing Excess Employees Procedure.

Redundancy payment for employees on individual contracts remain the same whether they apply for voluntary redundancy under the EOI program or if they are made redundant by WaterNSW and their redundancy payment entitlements are set out in their individual contracts.

48. What are the tax rules around redundancy?

Employees will need to seek their own independent advice in relation to tax implications. WaterNSW will provide tax estimates when documentation around voluntary redundancy is provided.

49. What happens if I am currently on parental leave or planning to go on parental leave while the change is taking place?

For anyone on parental leave, WaterNSW will seek to engage them as soon as possible so that they may be included in the consultation process. If you are already on parental leave you can submit an EOI for a voluntary redundancy. If this is accepted, your employment will end on the agreed date and there will be no further parental leave payment entitlement beyond this date.

If your position is determined to no longer be required and you are declared excess, you will be contacted directly to discuss your specific situation.

If you are on parental leave or planning parental leave during the transformation process and your position is not impacted by the change, and you haven't submitted an EOI, you will continue with your current plans.

50. What happens if I am currently on a Transition to Retirement (TTR) plan?

Employees currently on an approved TTR plan may submit an EOI for voluntary redundancy. Employees who do not submit an EOI for voluntary redundancy or who are unsuccessful in their application will remain employees until their agreed end date.

51. What happens if I am currently on Long-Service Leave?

If you are on long service leave and your role is declared excess, or you submit an EOI for voluntary redundancy which is accepted, your employment will end at the time set out in your redundancy letter and your leave will come to an end and the rest of your long service leave will be paid out in your final payment.

52. What counselling support is available for employees to assist with the change and transition?

- Employees can access support via our [EAP services](#). AccessEAP is available 24/7 and can be contacted on 1800 818 728. Tailored group EAP sessions can be organised, if helpful.
- EAP support is available for up to 3 months after departure
- Healthy Mind and Body Hub has a resource library
- Please review all the FAQs to see if your question has been addressed already. Additional or specific questions may be sent through to queries@waternsw.com.au.

53. What do I need to do prior to leaving WaterNSW?

All employees leaving WaterNSW will need to complete a Handover Plan and a Separation Check List which need to be discussed and approved by their leader.

54. Will I get a Statement of Service or reference when I leave WaterNSW?

WaterNSW will provide a Statement of Service to all employees leaving. However, we are unable to provide written references or recommendations.

55. Will Centrelink be advised of my departure from WaterNSW?

Yes, WaterNSW will advise Centrelink of all employees who depart via redundancy.

56. What do I do with Corporate Wear and PPE when I leave?

You have a few options. You can cut out or cover up the WaterNSW logo and continue to use or you can donate to a charity but must remove or cover the logo. Alternatively, you may dispose of it in a sensible manner following local council requirements.

Any non-clothing PPE (such as safety glasses) should be returned to your base location.

57. What do I do with other WaterNSW assets?

All WaterNSW property such as cars, trailers etc are to be returned as agreed with your leader.

58. I currently occupy a WaterNSW supplied House – what happens to that arrangement if I take a voluntary redundancy?

Please email queries@waternsw.com.au and we will discuss your individual situation with you.

59. Can I still access my emails after my end date?

No. If there is any personal information on your work equipment – we expect that you will advise your leader and make arrangements prior to your departure to have this removed.

60. Can I come back to work at WaterNSW in any capacity ie as a casual, via a contractor arrangement, as a consultant or an employee?

Employees who accept a voluntary redundancy cannot be re-employed or re-engaged in any capacity with WaterNSW within the period covered by their severance payment (only), without first repaying the relevant proportion of their severance pay. This requirement applies to employment or engagement in any capacity as staff members, contractors, consultants or employees or principals of companies engaged in contracting to WaterNSW.

61. What about current (legal) cases that may require court attendance or my input?

Please discuss this with your leader so that we can log the details and arrange a plan.

62. I am due to attend an upcoming industry conference, and I am/ will be leaving WaterNSW, what do I need to do?

If WaterNSW has paid for your attendance, this should be discussed as part of your handover – the attendance may need to be cancelled – or your representation as a WaterNSW employee will need to be changed.

63. I currently have training booked eg RISE, LIFT – what happens to that if I was to take a voluntary redundancy or be made redundant?

Depending on your end date, you may be able to complete the modules – please discuss this with your leader.

PART 3 – Additional queries

64. What is happening for the 2025 Splash Awards?

We've made the difficult decision to pause the 2025 Splash Awards so we can have a laser focus on business transformation and delivering our FY26 strategic initiatives. Congratulations to everyone who's been nominated this year for a Dam Good Award, and especially to those who have received a quarterly award. Your impact is felt and deeply appreciated. For now, we'll continue to celebrate your contributions through our quarterly Dam Good Awards.

65. What does this mean for the 1PSQ office move?

The office move is a cost saving that supports business transformation and will proceed as planned.