

MACHINERY OF GOVERNMENT CHANGES – WILL I BE AFFECTED?

What is a Machinery of Government (MoG) change?

A Machinery of Government (MoG) change occurs when the government decides to change the way government responsibilities or functions are managed. It can involve the movement of functions, resources and people from one agency to another.

This MoG change can lead to:

- the creation of a new government agency;
- the closure of an existing government agency; and/or
- the movement of functions and responsibilities from an NTPS agency to another NTPS agency

The Department of the Chief Minister (DCM) typically informs agencies of government decisions resulting in MoG changes.

The "Management of Change" clause in the relevant enterprise agreement that is applicable to your employment applies to MoG changes, see link below.

https://ocpe.nt.gov.au/working_in_the_ntps/agreements_and_awards/current_enterprise_agreements

Do I have a say about how Government's decision to change my agency is implemented?

Yes, you will be consulted on the implementation of Government's decision. Consultation offers employees a genuine opportunity to influence the outcome of change or how change is implemented by presenting information or views which may not have been previously considered. Therefore, it is essential that when considering and preparing for change that the agency refer to the necessary provisions in relevant enterprise agreements to ensure staff and unions are properly consulted.

Will all affected employees be consulted on the changes?

Yes, including employees on paid and unpaid leave or temporary transfers to other agencies. Agencies will determine the best method of communication ensuring all employees are kept abreast of changes.

What happens if the functions of the role I am performing are moved to another agency?

As a general principle employees move with their function. Employees who normally perform work associated with a function that is to be moved are identified by the old agency and moved to the new agency. Ultimately this is the decision of the CEOs of both affected agencies.

What happens if I am on long term leave during MoG?

If an employee is on long term leave they will be contacted for consultation purposes. If the functions of their role move to another agency, the employee will also move to the new agency on the date of the MoG change and start work there when their leave ends.

What will happen if I am on workers compensation during MoG?

If an employee is on workers compensation they will be contacted for consultation purposes. If the functions of their role move to another agency, the employee will also move to the new agency and the rehabilitation rights for the employee will continue with the new agency.

What will happen if I am on a temporary transfer or higher duties in a different agency and the functions of my nominal position transfer to a new agency?

Your nominal position will move with the new agency and as an employee would normally move with their function, you will return to the new agency at the end of the transfer/higher duties period.

If I am unattached or a redeployee, how will the change affect me?

If the functions you are currently undertaking are being transferred to the new agency you will transfer, otherwise you will remain in your current agency. Ultimately this is the decision of the CEOs of both affected agencies. If you are a redeployee at the time of MoG your status as a redeployee will not change.

If the functions of my role transfer to the new agency will my duties in the new agency remain the same?

This will depend on whether a restructure is required within the new agency. When MoG is finalised agencies/CEOs may need to review the impact and a restructure of the organisation may be required. However, if this does occur employees will be consulted on the proposed changes.

What will happen if I am currently in a supernumerary role or undertaking special projects?

Your current CEO may need to review the role/special project and its functions to determine if there will be a transfer to a new agency or not. The CEO is required to consult affected employees on the implementation of the changes.

If I have a flexible working arrangement in place will this continue in the new agency?

If MoG changes have altered your work functions and reporting lines your individual flexible working arrangement may need to be reviewed by the new agency with the CEO taking into account any operational needs and your own personal circumstances. Each situation will be assessed on its own merits.

If I am on a fixed period contract how will I be affected?

MoG changes require CEOs to review and consider the functions and services that need to transfer to another agency. This involves, amongst other things, looking at staffing profiles and operational requirements and CEOs may also need to review the organisational structure. The impact on fixed period employment will not be known until these reviews have been completed.

If my work location changes will I be required to move (e.g. currently working in Darwin city and my location changes to Palmerston)?

You will be required to work in the new location if the functions of your role are transferred; however, your CEO is required to consult with you prior to implementing any changes.

Where Do I Go for Further Information?

You can obtain further information by:

- contacting your agency's HR area or line manager.
- going to the webpage https://ocpe.nt.gov.au/working_in_the_ntps/machinery_of_government
- check the relevant enterprise agreement.
https://ocpe.nt.gov.au/working_in_the_ntps/agreements_and_awards/current_enterprise_agreements
- Information Sheet on Filling Vacancies.
https://ocpe.nt.gov.au/data/assets/pdf_file/0010/245656/Filling_Vacancies_Info_Sheet_FAQs_Final.pdf