

Ref: 2012/301~0007

COMMISSIONER'S BULLETIN

Redeployment

Many agencies are in the process of consulting employees and unions about proposed agency restructuring arising from the new Administrative Arrangement Orders and related matters and some agencies may propose restructures following the mini-budget announcement set for 4 December 2012.

Last week I issued the Commissioner's Redeployment and Redundancy Provisions for Ongoing Employees Guideline and reported on the establishment of the Redeployment Unit within my Office. This unit is tasked to provide advice and guidance to agencies to find alternate employment in the NTPS for those ongoing employees affected by the changes, review selection panel assessments and monitor the vacancies listed by agencies. It has also established and is responsible for managing the OCPE Work Placement Database which:

- identifies redeployees who have been registered by agencies
- enables agencies to upload vacancies for a minimum of one week (or longer at the agency's discretion)
- enables registered redeployees to apply for or be referred to a potential suitable vacancy;

Agencies have nominated Placement Officers to assist redeployees during the redeployment process. From this point on agencies are required to give preferential treatment to redeployees (employees affected by a restructure or change management process) when being considered for a vacancy prior to:

- media advertising; or
- if media advertising has occurred, prior to considering any other applicants.

For more information about redeployment provisions please read the [Information Sheet on Redeployment – Frequently Asked Questions\(Q&A\)](#).

Commissioner's Guideline for Filling Vacancies

The [Commissioner's Filling Vacancies Guideline](#) establishes best practice in relation to Employment Instruction 1 (Filling Vacancies) and has been amended following consultation with agencies and unions. The two notable amendments to the Filling Vacancies Commissioner's Guideline:

1. reference is now made to the requirement to give preferential treatment to redeployees when being considered for a vacancy; and
2. principles for the use of fixed period and casual employment arrangements have been included to provide greater clarity in the appropriate use of these arrangements.



KEN SIMPSON
16 November 2012