

Ref: 2012/301~0006

### COMMISSIONER'S BULLETIN

#### Restructuring NTPS Agencies

##### Change Management – Consultation

Many agencies are in the process of implementing restructures arising from the new Administrative Arrangement Orders and related matters. My Office has been consulting with agencies and the unions to ensure the change management processes under the enterprise agreements are appropriately applied and adhered to. Consultation with agencies and the unions is currently occurring to ensure that where required, those employees affected by the changes are properly supported, actively involved, and fairly managed through any redeployment process.

##### Filling Vacancies as a result of restructured work areas

Following the consultation process and final decision regarding the restructure, any resulting vacancies will be filled in a fair and orderly process. In cases where there is more than one employee at the same level who is suitable for a vacancy in the restructured work area, a selection process will be necessary. Affected employees from the restructured work unit will be given preference for the vacancies over employees from outside the affected work unit, and redeployees listed on the OCPE Work Placement Database (refer below for further detail) must be considered prior to any vacant position being advertised.

##### Redeployment

Some affected employees may find that there is no job at their level within the finalised structure or may not be successful in obtaining a job through the selection process. Placement officers within the Agency will work with ongoing employees to assist them to find alternative employment either within the Agency or in another agency. In line with the Government's position of no forced redundancies for ongoing employees during the term of the relevant enterprise agreements, my Office has established a Redeployment Unit to assist agencies to find alternate employment in the NTPS for those ongoing employees affected by the changes. Among other things, the Redeployment Unit will maintain a Work Placement Database, identifying ongoing employees who are excess to agency requirements and who are seeking alternative work in the NTPS. [Commissioner's Guideline](#) has been developed in consultation with the unions and agencies and the Redeployment and Redundancy Provisions are available for viewing in your relevant [Enterprise Agreement](#).



KEN SIMPSON

6 November 2012