Machinery of Government Changes

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# What is a Machinery of Government (MoG) change?

A MoG change is a decision of the elected Government.

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 NTPS agency or business division;
* amalgamation or of existing agencies or parts of agencies;
* closure of an existing government agency; and/or
* movement of functions and responsibilities from an NTPS agency to another NTPS agency.

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/employment-conditions-appeals-grievances/current-enterprise-agreements>

# Why is this Machinery of Government change happening?

The newly elected Northern Territory Government is transitioning the public service to new arrangements to support three key objectives:

* Aligning our public sector structures with our Government’s top priorities: *reduce crime, rebuild the economy, and restore our unique Territory lifestyle.*
* Building a stronger, more specialised public service with technical expertise in smaller departments.
* Empowering quicker and informed decisions, made closer to the ground, with structures that enable the public service to be agile and responsive.

It is important that our public sector arrangements are focused to support Government delivering key commitments and that resources are aligned to enable this.

# What are the new arrangements?

There are 18 agencies in the new administrative arrangements, and you can find details about these here: [Legislation Database (nt.gov.au)](https://legislation.nt.gov.au/en/Legislation/ADMINISTRATIVE-ARRANGEMENTS-ORDER)

# When will the new arrangements take effect?

The new Administrative Arrangements Order (No. 3) 2024 issued on 10 September 2024 formalise the changes.

Your CEO will keep you informed about how transition arrangements impact your agency, and your current manager will advise arrangements and timing for any changes that impact you.

There will be regular updates at the agency level via email and online.

# Do I have a say about how a MoG change that impacts me is implemented?

Yes, you will be consulted on the implementation of MoG change. Consultation offers you a genuine opportunity to have input into how change that impacts you is implemented. Consultation requirements are set out in the relevant NTPS enterprise agreements.

# Will all affected employees be consulted on the changes?

Yes, including employees on leave or temporary transfer to other agencies. Agencies will determine the best method of communication ensuring all impacted employees are kept informed of changes. This may be delegated to relevant managers in an agency.

# What happens if I am on leave during MoG?

If you are on leave you will be contacted for consultation purposes. If the functions of your role move to another agency, you will also move to the new agency on the date of the MoG change. You will start work there when your leave ends.

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

If you are on workers compensation, you will be contacted for consultation purposes. If the functions of your role moves to another agency, *then unless there is a reason related to your claim*, you will also move to the new agency. Your rehabilitation rights will continue with the new agency.

Gallagher Bassett and your assigned rehabilitation provider will be able to provide further information regarding your rights under your claim and you should contact them as soon as possible should you have any concerns.

# 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?

If you are on a temporary transfer or higher duties with a different agency and the functions of your nominal position transfer to a new agency, the following will happen:

* your nominal position will move to the new agency; and
* you will start with your new agency at the end of the transfer/higher duties period.

If there are any MoG changes impacting your higher duties role your current manager will consult with you about any impact these may have.

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

If you are a redeployee at the time of MoG, your status as a redeployee will not change.

If the functions you are currently undertaking are transferred to a new agency, one of the following will happen:

* you will either transfer or
* remain in your current agency.

The CEOs of both agencies will determine if you are transferred or not.

For further information on your situation, you should discuss with either your current manager or if you are a redeployee your assigned case manager in DCDD. Alternately you can seek information via employee.relations@nt.gov.au.

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

If the functions of your role transfer to a new agency, your duties in the new agency may change. This will depend on what structure and work focus is required within the new agency.

When MoG is finalised, agencies may need to review the impact and a restructure of the organisation may be required. However, if this does occur you can expect to be consulted on the proposed changes.

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

Your agency 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. Agencies are required to consult affected employees on the implementation of any changes.

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

If your work functions and reporting lines change, your individual flexible working arrangement will need to be reviewed. Your agency will take into account any operational needs and your personal circumstances. Each situation will be assessed on its own merits.

# 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 may be required to work in a new location if the functions of your role are transferred. However, your agency will consult with you prior to implementing any change.

# Where can I get support?

The Employee Assistance Program (EAP) provides all employees and immediate family members with professional and confidential counselling services free of charge.

Further information can be found on NTG Central: [Counselling services for employees | NTG Central](https://ntgcentral.nt.gov.au/my-job/health-safety-and-wellbeing/counselling-employees)

# Further information

You can obtain further information by:

* speaking with your supervisor/line manager.
* contact your agency change management lead/committee.
* contact Workforce Services, Department of Corporate and Digital Development, for queries in relation to terms and conditions of employment:

 Phone: 1800 225 547
Email: workforceservices@nt.gov.au
Visit: [HR Services Portal](https://jira.nt.gov.au/servicedesk/customer/portal/47)

* going to the webpage: [Machinery of government | Office of the Commissioner for Public Employment](https://ocpe.nt.gov.au/working-in-the-public-sector/manage-change/machinery-of-government)
* check the relevant enterprise agreement: [Employment terms and conditions | Office of the Commissioner for Public Employment](https://ocpe.nt.gov.au/employment-terms-and-conditions)