



NTPS GENERAL BULLETIN 7/2013

Proposed Redeployment and Redundancy Provisions

Yesterday, as part of the bargaining process, my representatives formally tabled the revised Redeployment and Redundancy provisions to the unions for consideration.

In line with my offer for a new NTPS Enterprise Agreement I have reviewed the current Redeployment and Redundancy Schedule to ensure it is contemporary and easy to understand. The redrafting exercise also took into account the lessons learnt and feedback received by agencies, employees and unions during the recent agency restructuring. The proposed Redeployment and Redundancy provisions that were tabled yesterday comprised two documents: a schedule of core entitlements for redeployment and redundancy which is to remain in the enterprise agreement, and a more detailed explanatory and procedural guideline to assist with application of the entitlements.

The effect of the revised Redeployment and Redundancy provisions is as follows:

- the focus on finding suitable employment for redeployees within the NTPS is retained;
- employees will remain entitled to an offer of voluntary retrenchment before receiving notice of redundancy;
- the voluntary retrenchment payments (which is capped at 48 weeks salary depending on years of service) remain unchanged and are significantly more generous than the *Fair Work Act 2009* (Cth) ('FWA') entitlements;
- the notice periods for redundancies are reduced to 4 months, or 6 months for employees over 45 years or with 20 years' service; however, the NTPS notice of redundancy entitlements remain significantly more generous than the FWA redundancy entitlements, and
- redeployees who agree to accept a transfer to a job with a lower designation and salary remain entitled to income maintenance, aligned to the notice periods for redundancy referred to above.

To assist in clarifying these and other aspects of the proposed redeployment and redundancy provisions please refer to [Information Sheet 4 / 2013: Frequently Asked Questions – Change to the Redeployment and Redundancy Provisions](#).

I know that employees will be interested in this proposal and its effect. Therefore it is worth reflecting on the recent restructures that have occurred across the sector and the minimal number of employees that have been impacted. Out of a total of approximately 19,500 NTPS employees, no forced redundancies have occurred, 6 voluntary redundancies have been taken and 70 employees have been listed on the redeployment database, 27 of whom have been placed in suitable employment. My office and agencies continue to work together with the primary goal to find suitable employment for these employees affected by the introduction of change in the workplace.

More Information

To keep you informed the OCPE has a webpage dedicated to enterprise agreement negotiations under the [Enterprise Agreement Negotiation Updates page](#).

The website will be updated regularly with the latest information on negotiations, including bulletins, information sheets and other material.

Feedback

Should you wish to express a view on the offer or make a suggestion you can provide your feedback to me directly at [www.enterpriseagreements.nt.gov.au/general feedback](http://www.enterpriseagreements.nt.gov.au/general_feedback). All feedback will be treated confidentially.

A handwritten signature in blue ink that reads "Ken Simpson". The signature is written in a cursive style with a horizontal line under the name.

KEN SIMPSON
Commissioner for Public Employment
11 July 2013