

Employment Management Program

Facts - 11 June 2009

The Tasmanian Government has announced a range of employment management strategies to achieve budgeted savings pertaining to employment arrangements.

These include:

- targeted voluntary redundancies
- early retirement
- phased-in retirement
- leave without pay
- the State Service Accumulated Leave Scheme
- changes in working hours, such as a move to part-time work.

These employment management strategies will be implemented across the State Sector in a consistent, equitable and timely manner, reflecting different Departmental contexts and their business needs.

Targeted voluntary redundancies

Targeted voluntary redundancy programs will be available to agencies in the first instance from 1 July 2009 to 30 September 2009. A Head of Agency may seek a general expression of interest from employees in redundancies or alternatively may target particular positions that are no longer required.

This will not be a general expression of interest in voluntary redundancies available to employees across the State Service.

Voluntary redundancies are not available to employees in frontline service areas that have been quarantined from savings measures.

Voluntary redundancies will be offered under the terms of the Tasmanian Government's [Voluntary Targeted Employment Separation Arrangements \(VTESA\)](http://www.dpac.tas.gov.au/employment), which can be found at www.dpac.tas.gov.au/employment.

This provides for the payment of a minimum of 16 weeks' salary to a maximum of 48 weeks' salary, dependent on the years of service, and payment of accrued recreation and long service leave entitlements.

All voluntary redundancies are subject to an exclusion period on a sliding scale to prevent a former employee from obtaining employment with the Government for up to a maximum period of five years.

At the commencement of the program, each Head of Agency is to provide clear advice of those areas, if any, that are to be included in the targeted voluntary redundancy programs, and those areas that are excluded.

Employees in those areas who are interested in pursuing voluntary redundancy will have their opportunity to put forward an expression of interest to their agency HR manager.

All employees who submit an expression of interest will be provided with a formal meeting with the relevant HR unit (or nominated contact) to discuss their request.

Other employment management strategies

Other employment management strategies, such as leave without pay and changing working hours, are to be available to agency employees on an ongoing basis as applicable to the circumstances of the Agency and the employee's position.

Detailed information on these measures will be forwarded to all employees at the beginning of July this year.

Employees may express interest in these options with their supervisor and progress their interest through normal agency processes.

Reporting

The Treasurer will continue to meet with union representatives during the course of the Employment Management Program to discuss any issues that may arise.

Heads of Agency will implement the program within their own agency, with the Secretary of the Department of Premier and Cabinet responsible for reporting progress to the Expenditure Review Committee of Cabinet.

More information

General questions about the Employment Management Program are answered at www.dpac.tas.gov.au/employment.

Heads of Agency will advise their staff on how their specific agency will be affected. If you have any questions, please contact your agency's HR branch.