

Employment Management Program

Questions - 11 June 2009

How many people will be offered redundancies?

Each Head of Agency will consider the individual circumstances for their department, based on the budget savings required.

Redundancies will not be offered through a general expression of interest (EOI) across the State Service. People will be invited to submit an expression of interest according to the circumstances of each particular agency.

Voluntary redundancies will not be available to employees in frontline service areas that have been quarantined from budget savings.

Will each agency lose an equal number/ratio of jobs?

No, circumstances will be different in each agency.

How will redundancy packages be calculated?

Voluntary redundancies will be offered under the terms of the 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.

How can staff find out more about the Employment Management Program? Will they have to seek information or will the targeted areas be approached?

Heads of Agency will advise how the program will be implemented in their agency.

Anyone with questions is encouraged to talk to their supervisor or HR manager about their concerns and the arrangements for their particular Agency.

Employees who are not eligible for a voluntary redundancy but are interested in other flexible workplace arrangements are encouraged to talk to their supervisor and progress any interest through normal agency processes.

How long will staff have to express interest in a redundancy?

Expressions of interest may be submitted by eligible staff from 1 July to 30 September 2009.

Will all EOIs be accepted or is there a chance they might be rejected if more than the expected numbers are received from some areas?

This will depend on the requirements of each agency.

If the Government doesn't reach its target for reducing the workforce through voluntary redundancies, what will be the next step?

It's the expectation of the Government that the targeted savings will be met.

How quickly will staff/jobs begin to disappear?

This will be worked through with each agency, depending on the programs they have in place and the areas and services that will be affected.

What other measures is the Government taking to reduce its workforce and/or make savings?

Voluntary redundancies are one part of the Employment Management Program. Other employment management strategies available for consideration are early retirement, phased-in retirement, leave without pay, the State Service Accumulated Leave Scheme and changes in working hours, such as a move to part-time work.

These will be implemented across the service depending on the different department contexts and their business needs. Detailed information on these strategies will be forwarded to all employees at the beginning of July this year.

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

What restrictions will be placed on staff who take a redundancy in terms of applying for another State Service job or being employed as a consultant to Government?

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

Does the EOI only apply to permanent public servants or also those on contracts?

Yes, it applies only to permanent public servants.

Is the Government still pursuing a wage freeze?

Existing wage agreements will be honoured. When existing wage agreements expire, the State Government will implement a wages policy that will provide agencies with funding for wage increases of 1 per cent in 2009-10 and 2010-11 and 2.5 per cent per annum from 2011-12 onwards.