

## **Voluntary Redundancy – 23 July, 2019 MEAA/CPSU joint clause drafting**

### **Expression of Interest Process**

- (i) Where there is a reasonable prospect that a potentially excess staffing situation may arise, the ABC will inform the CPSU and MEAA (“the Unions”) as soon as possible of this, including the reasons for the potentially excess staffing situation.
- (ii) After holding discussions with the Unions and prior to commencing the consultation period, the ABC shall hold a broad expression of interest process in voluntary redundancies.
- (iii) In doing so, this process shall not be limited to the group of potentially excess employees. Employees in any position which could be the subject of a transfer with a potentially excess employee will be invited to participate.
- (iv) After conducting the expression of interest process, the ABC will offer voluntary redundancies to employees who wish to accept a redundancy, sufficient to fully address the potentially excess situation.
- (v) Where there are insufficient volunteers for redundancy in the affected work area, the ABC will seek to transfer at level employees outside of the affected work area who are interested in redundancies. In these circumstances, the ABC shall transfer any potentially excess employee if the employee in question could effectively perform the alternative position following a reasonable period of retraining. No employee shall be involuntarily declared excess whilst there is another suitable employee willing to take a voluntary redundancy.

### **No involuntary termination if other employees wish to accept voluntary redundancy**

- (i) An employee will not be involuntarily terminated under the following circumstances:
  - a) if a redundancy situation affects a number of employees engaged in similar work at the same location, and there exists one or more employees who have sought a voluntary termination and have been refused, and still wish to accept voluntary termination or
  - b) where there are other suitable employees who want voluntary termination and have been refused, and the excess employee would, with appropriate training and within a reasonable timeframe, be suitable to undertake the job of the employee wanting voluntary termination.

### **No reverse order of merit processes**

- (i) Redundancy processes, including the identification of potentially excess and excess staffing, shall not include the use of reverse order of merit processes.

### **Right to be represented and seek advice**

- (i) Employees have a right to be represented and seek advice in relation to any potentially excess and excess staffing situations. Employees shall be advised of that right.
- (ii) Employees will not be pressured into accepting or rejecting a voluntary redundancy offer. Offers of voluntary redundancy shall not be dependent on an employee not discussing that offer with any other person.

**Redeployment rights**

- (i) Where excess employees wish, the ABC shall actively pursue redeployment options for those employees.
- (ii) Before advertising vacancies externally, the ABC will consider potentially excess and excess employees from within the ABC seeking redeployment. These employees will be considered for any vacancies before all other applicants.
- (iii) In redeployment processes roles that are either identified positions or special measures for Aboriginal and Torres Strait Islander employees should be recognised as such.