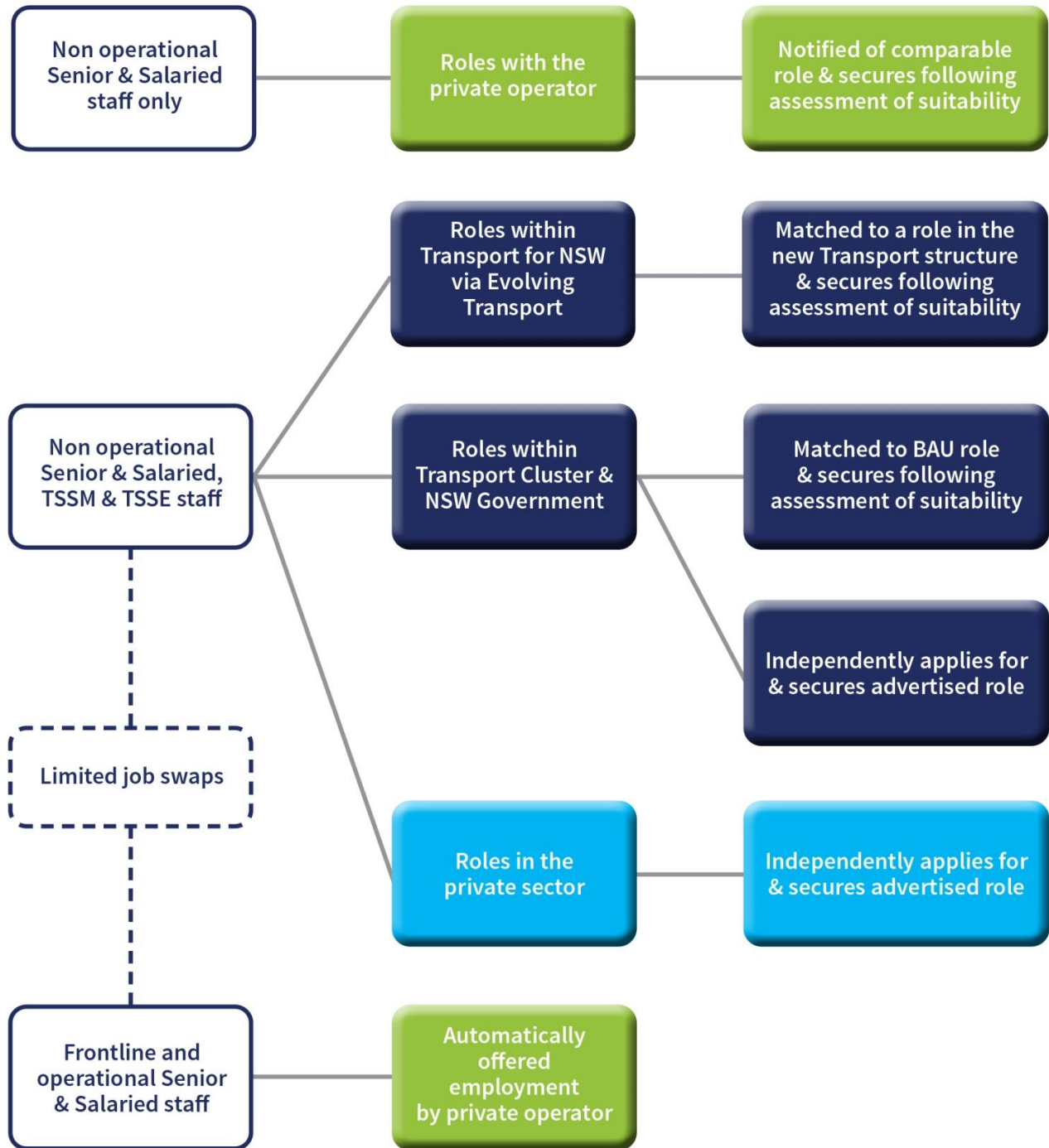


Non-Operational Employee Transition

Employee Placement Strategy

Figure 4: State Transit Employee Placement Strategy for Non-Operational Employees



Non-Operational Employee Transition

Employee Placement Strategy

Figure 5: Placement Strategy Process (page 1 of 2)

Roles within Transport for NSW via Evolving Transport

- Employees must either opt in to be considered in the Evolving Transport org design OR opt out.
- Where an employee opts out, they continue to pursue opportunities in accordance with the placement strategy.
- Employees who opt in, will either be:
 1. Directly matched to a comparable role
 2. Placed in a closed pool for a comparable role
 3. Placed in an expanded pool for a non-comparable role, or changed role or role at a lower salary
 4. Not matched to a role.
- Where an employee is offered a comparable role and they decline, access to redundancy in future processes is not impacted.
- Where an employee is placed in a closed pool for a comparable role and they withdraw prior to an offer being made, access to redundancy in future processes is not impacted.
- Where an employee is offered a non-comparable role, they may choose to accept or reject the role. If rejected, access to redundancy in future processes is not impacted.
- Where an employee is unsuccessful in obtaining a role, they continue to pursue other opportunities in the Placement Strategy. Access to redundancy in future processes is not impacted.

Roles with the private operators

- Transport for NSW will work with the private operator to identify comparable roles.
- If an employee is notified that a comparable role is available, they must apply for the role. If they do not apply, no offer of redundancy will be made in any future process.
- Where an employee is offered a comparable role, they must accept. If they decline the role, no offer of redundancy will be made in any future process.
- Where an employee is not successful in obtaining a role with the new operator, they continue to pursue other opportunities in the Placement Strategy.

Roles within Transport Cluster and NSW Government Sector

- Suitable opportunities will be identified firstly within the Transport Cluster. This will extend to roles across the NSW Government Sector as we get closer to transition.
- Where an opportunity is identified, employees will be assessed for the role.
- If found suitable, they will be transferred to the role through the mobility provisions of the *Government Sector Employment (General) Rules 2014*.
- Where an employee is transferred, they accept the terms and conditions of employment relevant to the new role.
- Any transfer is at the same or equivalent grade.
- Where an employee has not been placed in any process and their position at STA is no longer required, they will be declared excess and managed under the *Managing Excess Employees Procedure*.

Non-Operational Employee Transition

Employee Placement Strategy

Figure 5: Placement Strategy Process (page 2 of 2)

