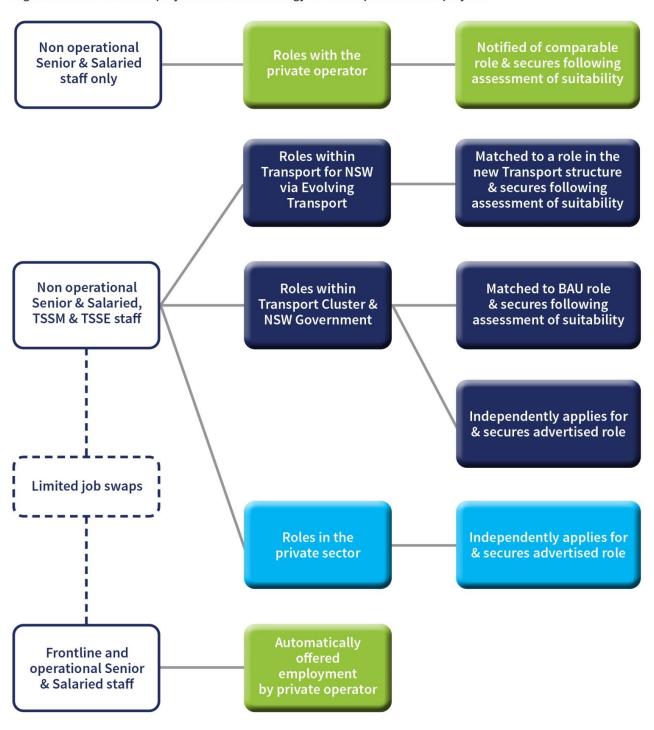
Employee Placement Strategy

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



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 noncomparable 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 is 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)

Roles in the private sector gained independently

Roles with the private operators gained independently

Roles within Transport Cluster and NSW Government Sector gained independently

- Employees who independently apply for and secure an advertised role will resign from State Transit and accept the conditions offered to them by their new agency/employer.
- In these circumstances, no offer or redundancy will be made.

Job swaps with operational staff for roles with the private operators

- Job swaps will be considered by State Transit and approved by the Executive Director People & Culture.
- A non-operational employee may swap and take the role of an operational employee that has been guaranteed with the private operator.
- In considering job swaps, the required skills and qualifications will be assessed to determine if they are comparable.
- Remuneration must also be comparable.
- An operational employee who swaps with a non-operational will be subject to the Employee Placement Strategy and is not automatically guaranteed an offer of redundancy.

Definition of comparable employment

- The employee's prior service in the Government Sector is recognised.
- The work to be performed in the, role is similar to the work they performed in the former role.
- Conditions (when considered overall) of the industrial instrument or agreement are substantially similar to, and no less favourable than that or the former role.
- The new employment does not involve an unreasonable increase in the person's journey to work.