

Non-Operational Employee Transition

Employee Placement Strategy

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

Roles within Transport for NSW via Evolving Transport	
<ul style="list-style-type: none">■ 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:<ol style="list-style-type: none">1. Directly matched to a comparable role2. Placed in a closed pool for a comparable role3. Placed in an expanded pool for a non-comparable role, or changed role or role at a lower salary4. Not matched to a role.	<ul style="list-style-type: none">■ 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	
<ul style="list-style-type: none">■ 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.	<ul style="list-style-type: none">■ 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	
<ul style="list-style-type: none">■ 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 <i>Government Sector Employment (General) Rules 2014</i>.	<ul style="list-style-type: none">■ 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 <i>Managing Excess Employees Procedure</i>.

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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	
<ul style="list-style-type: none">■ 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.	<ul style="list-style-type: none">■ In these circumstances, no offer or redundancy will be made.
Job swaps with operational staff for roles with the private operators	
<ul style="list-style-type: none">■ 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.	<ul style="list-style-type: none">■ 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	
<ul style="list-style-type: none">■ 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.	<ul style="list-style-type: none">■ Conditions (when considered overall) of the industrial instrument or agreement are substantially similar to, and no less favourable than that of the former role.■ The new employment does not involve an unreasonable increase in the person's journey to work.