



The Met.

TO ALL MET EMPLOYEES

TRANSFER, REDEPLOYMENT AND RE-TRAINING PROGRAMME

This circular is to inform all employees of a new Agreement between the Ministry of Transport, the MTA, the STA, the Victorian Trades Hall Council and Unions to replace the Transfer, Redeployment and Redundancy Scheme (TRRS). The Agreement has been approved by the State Government and is to be implemented by the Authorities.

The Agreement, entitled the Transfer Redeployment and Re-Training Programme (TRRP), recognises that positions may become surplus and that the total number of public transport employees may change, but emphasises the retention of employees as the major priority by providing opportunities for staff to redeploy to other positions and to undergo appropriate re-training. The TRRP Agreement does not provide an open-ended retrenchment programme and only in exceptional circumstances, after all other appropriate measures have been considered, would there be any entitlement to a retrenchment package.

T.R.R.P. Provisions

The main provisions of the new agreement are:

(1) Identification of Surplus Positions

Management is to consult with the relevant unions over organisational or other change and identify positions which are surplus at a particular work area/location. Unions and management then are to consult jointly with affected employees to determine the most appropriate means of resolving the surplus staffing situation.

(2) Action to Resolve Surplus Situations

The first action to be considered in attempting to resolve the surplus situation is whether natural attrition may reduce the extent of surplus staff in the short term. Should attrition not resolve the matter, employees will be encouraged to pursue one or more of the following options which best suits their needs and the workforce requirements of the employer:

- (a) employees 55 or over may elect to retire and, if agreed by the employer, receive additional early retirement benefits;
- (b) offer of transfer within the grade at the same location or other location.

In considering such offers, locations within the metropolitan area would generally be regarded as one location, provided excessive distances were not involved and public transport services are adequate. A similar test would apply to employees offered a transfer within the metropolitan area, but who are living beyond the metropolitan area or in country towns.

- (c) offer of redeployment, and retraining, to a position at the same location or another location. Redeployment may be within V/Line, The Met, or elsewhere in the Victorian Public Sector. Employees who are redeployed, or transferred, to other locations are entitled to transfer benefits which have been upgraded from those applicable under TRRS.

An employee who accepts redeployment, but who requires re-training, is to be provided with assistance to upgrade his/her skills, gain necessary qualifications through study and be given a reasonable opportunity to assimilate in the new job. The employer will provide the resources necessary to re-train surplus staff to the required skill level.

(3) Refusal of a Reasonable Job Offer

If an employee refuses a reasonable job offer, then he/she will be considered to have resigned and a separation date determined. The employee would receive his/her full accrued resignation benefits.

(4) Where no Reasonable Job is Found

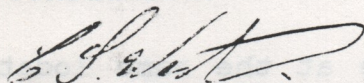
Where a reasonable position cannot be found at the employee's current location and when that employee is not prepared to transfer to another location which would involve residential relocation, then the employer considers the employee retrenched and a separation date determined. The employee would receive his/her full accrued leave benefits and also the current retrenchment benefits.

(5) Appeals Against Decisions

An employee may appeal to an independent committee should he/she believe that a job offer is not reasonable.

Implications for "The Met" Employees

The main implications for "The Met" employees are that metropolitan based surplus staff are expected to transfer or redeploy to another suitable job within the metropolitan area, and to undergo any necessary retraining to equip them for the new position. The emphasis on attrition, on early retirement and on transfer and redeployment means that only in exceptional circumstances and where all other appropriate measures have been unable to resolve the surplus situation will any redundancy be considered.



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