THE UNIVERSITY OF SYDNEY

Redeployment of Academic Staff in Redundancy Situations

Last updated: 22 January 2010 Policy assigned to: Director, Human Resources

This policy applies to academic staff covered by the *University of Sydney Enterprise Agreement 2009-2012* (**the Agreement**)

1 Where a staff member who is made an offer of a voluntary redundancy seeks redeployment, the University will endeavour to redeploy the staff member during the Notice Period (as defined in **clause 268** of the Agreement). The University and the staff member are jointly responsible for seeking redeployment opportunities within the University during the Notice Period.

2 The University will assign a redeployment officer to assist the staff member to seek redeployment during the Notice Period, and may, at its discretion assist with meeting the cost of reasonable retraining and outplacement services.

3 A staff member who wishes to be redeployed must not unreasonably refuse redeployment to a position at their existing level (including a position at another location) or to undertake training.

4 Where a staff member is required to transfer to a new work location, they will be entitled to relocation assistance in accordance with University policy.

5 A staff member who is redeployed to a position with a lower salary rate will continue to be paid at the salary they received immediately prior to redeployment for a period of six months or until the salary applicable to their new role matches their previous salary, whichever occurs first.

6 Redeployment to appropriate general staff positions will be considered if there is no general staff member seeking redeployment to that position.

7 A staff member may be redeployed on a trial basis for up to 6 months during which the staff member's new Supervisor will assess their performance in accordance with the University's Performance management and Development procedures.

8 Where a staff member is redeployed, the staff member's new Supervisor will assess their performance in accordance with the University's PM&D procedures. The assessment will be after an agreed period, which must be within 12 months of the redeployment beginning. If the redeployment is successful, the staff member will remain in the position to which they have been redeployed.

9 If the staff member is unable to be redeployed during the Notice Period or if a period of redeployment undertaken by the staff member is not successful, their employment will cease on grounds of involuntary redundancy in accordance with **clause 282** of the Agreement.

Administration

1. Background

This document operates in conjunction with the *University of Sydney Enterprise Agreement 2009-2012* and was reviewed and amended in November 2009 consistent with the Agreement.

2. Management Responsibility

Director of Human Resources

3. Implementation Responsibility

Heads of School/Administration

4. Dates

Approval (version 1)	28/04/2006
Effect	2/05/2006
Review	2009
Approval (version 2)	22/01/2010
Effect	From commencement of the Agreement

5. Approval

Version 1	Prof. A Brewer Deputy Vice-Chancellor (Infrastructure)
Version 2	Dr Michael Spence Vice-Chancellor and Principal

6. Signatures

Approved by:

Name

Dr Michael Spence

Position

Vice-Chancellor and Principal

Date

22 January 2010