

## **Government Expectations for Redeployment in the State Services**

**May 2009**

These expectations should be considered in conjunction with relevant legislation and employment agreements. These expectations supplement the *Government's Expectations for Pay and Employment Conditions in the State Sector*, and the *Fact Sheet on Capping Core Government Administration*.

### ***Introduction***

This document sets out Government expectations for State Services agencies to adopt good employment relations practices in redeploying surplus staff within the State Services where suitable positions are available. It has been developed in conjunction with the Public Service Association.

These expectations are written within a context of significant change within the State Services and a deteriorating fiscal and economic environment. The Government believes that a process for redeploying surplus staff within the State Services will improve the quality of change management processes used by agencies and help to:

- retain the skills, experience, institutional knowledge, and specialised competencies of public servants to enable the improved delivery of services to New Zealanders now and in the future;
- ensure State Services agencies are good employers throughout any change management process;
- reduce the financial cost of redundancy compensation payable; and
- increase the pool of credible candidates for vacancies in the State Services.

### ***Government Expectations***

The Government expects Public Service departments to:

- Actively participate in a whole of government redeployment process, as both a 'redeploying' and a 'hiring' agency (whether restructuring or not); and
- Actively consider the appointment of surplus staff who are in the redeployment process into suitable positions, within the provisions of relevant legislation and employment agreements.

The Government invites the five Crown entities within 'core government administration' (Housing New Zealand Corporation, New Zealand Qualifications Authority, New Zealand Transport Agency, New Zealand Trade and Enterprise, and the Tertiary Education Commission) to also participate in the redeployment process on the same basis.

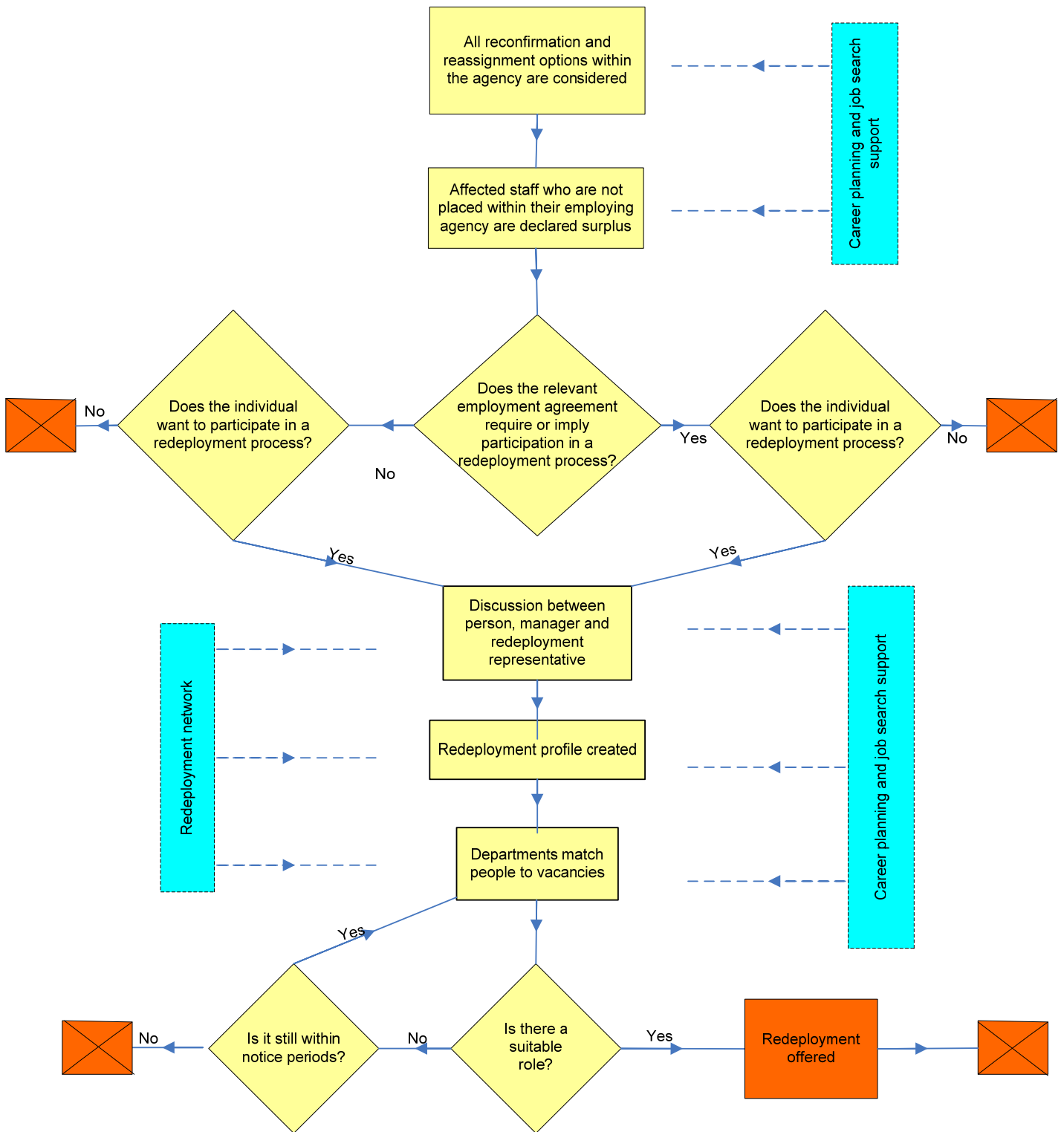
The redeployment process is also available for non-Public Service departments and other Crown entities outside of 'core government administration', should they wish to participate.

### ***The Redeployment Process***

The flow chart below sets out the State Services redeployment process.

The State Services Commission will provide participating agencies with guidance on implementing the redeployment process, including compliance with relevant legislation such as the State Sector Act 1988 and the Crown Entities Act 2004.

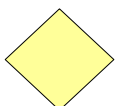
# State Services Redeployment Process



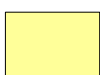
## Key



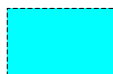
= Provisions of relevant Employee Agreement apply



= question

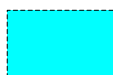


= action



**Career planning and job search support** may include:

- Career planning advice
- Use of Career Development Framework and Career Service tools
- Skills assessment and advice
- Training needs analysis and advice
- CV preparation assistance
- Interview preparation



**Redeployment network** to share information on vacancies and surplus staff in the redeployment process, share good practice, and better coordinate the process across the State Services