Redeployment Policy

Responsible Officer: Executive Director, Human Resources

Approved by: Vice-Chancellor

Approved and commenced: July 2019

Review by: July 2022

Relevant Legislation, Ordinance, Rule and/or Governance Level Principle: University of Tasmania Staff Agreement

Responsible Organisational Unit: Human Resources

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1 Scope

This policy applies to all staff who are eligible for redeployment under the terms of the *University of Tasmania Staff Agreement* and employees entitled to redeployment under the terms of their contract of employment.

2 Policy Provisions

2.1 Redeployment Register

Human Resources will maintain a redeployment register of all staff that the University is seeking to redeploy.

Employees placed on the redeployment register may be provided with the opportunity to undertake an assessment of their skills, competence, training and aptitude in order to assist in identifying redeployment opportunities.

2.2 Redeployment

All staff on the redeployment register will be entitled to be considered for redeployment to any vacant comparable alternative position in accordance with this policy until their final date of employment unless agreed otherwise.

2.2.1 Comparable Alternative Position

A comparable alternative position is defined as a position with the same classification/salary level, with duties and responsibilities commensurate with the employee’s skills, competence and qualifications (or in which the employee could reasonably be expected to become proficient with no more than six months’ training, the majority of which would normally be undertaken on the job).

Such a position will not be considered as a comparable alternative position, however, if it is based at a location that would require the employee to relocate their principal place of residence in order to take up the appointment (more than 50km), or where it would be unreasonable, having regard for the employee’s personal circumstances, to expect the employee to travel the extra distance to undertake the work of the alternative position.

2.2.2 Consideration of Viability of Possible Redeployment

Staff on the redeployment register are entitled to be considered for redeployment into a vacant comparable alternative position notwithstanding that it could be expected that a better credentialed candidate for appointment might exist if the vacancy was internally or externally advertised.

A staff member on the redeployment register is entitled to be considered for redeployment to a vacant comparable alternative position at any stage of the recruitment and selection process for the role prior to an offer of employment being made to another person.
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Where more than one staff member on the redeployment register is under consideration for the same role, a selection process will be followed to determine which, if any, is the preferred candidate.

The final decision regarding the viability of a potential redeployee shall be made by the Executive Director Human Resources (or nominee).

3 Supporting Documentation

- University of Tasmania Staff Agreement

4 Versioning

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<tr>
<th>Former Version(s)</th>
<th>Version 1 – Redeployment Policy</th>
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<td>Version 2 – Redeployment Policy; approved May, 2015</td>
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| Current Version(s)  | Version 3 – Redeployment Policy; approved July, 2019 |