

Principles for Movement of Staff

The following general principles will guide the deployment of local government staff involved in any boundary change.

General

1. The primary aim is to ensure that all staff who currently have permanent employment in the entity to be abolished are offered employment (under the Local Government Act) in one of the entities that remain.
2. All transitional staff will be treated fairly and with respect.
3. Transitional staff who feel they are being treated unfairly will have the opportunity to appeal any decision through the appropriate dispute resolution process.
4. Workforce Planning data will be shared between the three local governments to allow for the planning of the deployment of staff to occur in a strategic manner.
5. Redundancies will be kept to a minimum.

Conditions of Employment

6. A contract of employment that a person has with a local government is not to be terminated or varied as a result (wholly or partly) of an order under section 2.1 so as to make it less favourable to that person unless
 - (a) compensation acceptable to the person is made; or
 - (b) a period of at least 2 years has elapsed since the order had effect
7. The rights and entitlements of a person whose contract of employment is transferred from one local government to another, whether arising under the contract or by reason of it, are to be no less favourable to that person after the transfer than they would be under the original government.

Recruitment

8. Closed recruitment processes will be considered in the first instance; however each entity will retain the right to select staff through open recruitment.
9. Recruitment of any new positions in the 2014/15 year will have due regard for the transition process and the enduring entities.
10. Advertising for any replacement positions in the 2014/15 year will be communicated between the three entities in addition to any external advertising that may take place.

Placement of Staff

11. Transitioning employees from the Shire of Serpentine Jarrahdale who are required to commence work for an alternative Local Government prior to 1 July 2015, will remain an employee of the Shire of Serpentine Jarrahdale until the changeover day.
12. Final decisions regarding which employees are to be transferred to any local government rests with the CEO of the that entity.