

# Metropolitan Local Government Reform



## Information Sheet

### Guiding principles for organisational change

Decision Day to Post October 2015

Prepared for the Metropolitan Reform Implementation Committee by the Human  
Resources Subcommittee

# Guiding principles for organisational change

The following principles may be considered by local governments to assist them with organisational change:

- ✓ Ensure that there is natural justice and transparency in decision-making in the process
- ✓ Maximise staff involvement in the change process
- ✓ Discuss employment arrangements, options and preferences with each individual staff member
- ✓ Maximise the retention of staff, knowledge, skills and experience
- ✓ Maximise employment security of staff
- ✓ Maximise benefits of change and opportunities to be gained
- ✓ Maximise support to staff
- ✓ Review and honour employment/contract/industrial obligations for each staff member
- ✓ Provide training and career development for staff
- ✓ Provide for prompt and sensitive dispute resolution
- ✓ Act in accordance with the principles of the *Local Government Act 1995*, Section 5.40 :
  - selection and promotion in accordance with the principles of merit and equity;
  - no power exercised with regard to matters affecting employees on the basis of nepotism and patronage;
  - employees to be treated fairly and consistently;
  - no unlawful discrimination on a ground in the *Equal Opportunity Act 1984* or on any other ground; and
  - provision of safe and healthy working conditions in accordance with applicable legislation.

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