

Workforce transition

Policies and information on managing staff through organisational changes, including redundancy.

On this page

Act, regulation, rules

What policies cover workforce transition?

More information

Act, regulation, rules

[Act - section 47, Termination of Employment](#)

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[Regulation – clause 24, Repayment of severance or redundancy payments for non-executives on re-employment in public sector](#)

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[Rule 13 – Excess non-executive employees](#)

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[Rule 14 – Termination of employment](#)

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What policies cover workforce transition?

Agencies must first exhaust the requirements of the [Workforce Mobility Placement Policy](#) (WMP Policy) prior to the application of any redundancy/redeployment programs, including the Managing Excess Employees Policy.

The WMP Policy applies to all non-executive government sector employees.

Policies related to managing employees impacted by organisational change including redundancy and redeployment, which were made before the commencement of the *Government Sector Employment Act 2013* remain in effect and apply to the Public Service. On 12 August 2014, the Public Service Commissioner

notified those policies under Rule 13 of the *Government Sector Employment (General) Rules 2014* (see **notification of applicable policies**).

If you have an enquiry, please **contact us**.

More information

The following policies and guidelines related to managing excess employees remain in effect:

- **Managing excess employees** (2011-007)
- **Voluntary redundancy program guidelines** (2011-023)
- **Agency change management guidelines** (2011-014)
- **Case management and redeployment guidelines** (2011-009)
- **Managing excess employees - Advice to agencies (Parental Leave)** (2011-010)
- **Managing excess employees - Advice to agencies (Workers Compensation)** (2011-011)
- **Managing excess employees - Advice to agencies (Agency Case Management)** (2011-021)
- **Voluntary redundancy: Superannuation Implications** (2011-013)

Administrative Requirements:

- **NSW Government Workforce Mobility Placement Policy** (M2023-06)
- **Changes to the Management of Excess Employees** (Ministerial Memo M2011-11)
- **Transfer of Government Sector services or functions to the Non-Government Sector** (M2016-02)
- **Voluntary Redundancy Program Guidelines** (PSCC-2011-01)
- **Funding for Redundancy Payments** (TPG23-23)