

Policy Title: Redundancy and Redeployment

Policy Owner: Director, Human Resources Services Centre

Keywords: 1) Redundancy 2) Redeployment 3) Retrenchment

Policy Code: PL286 / hr178

[Intent](#)

[Organisational Scope](#)

[Definitions](#)

[Policy Content](#)

[Accountabilities and Responsibilities](#)

[Related Documents](#)

[Contact Information](#)

[Approval History](#)

1. INTENT

This policy outlines the University's commitment to ensure Redundancy processes are consistent with the principles within the ECU Code of Conduct and obligations within the Industrial Instrument.

2. ORGANISATIONAL SCOPE

All ongoing ECU employees excluding casuals.

3. DEFINITIONS

TERM	DEFINITION
Industrial Instrument	Means the ECU Enterprise Agreement.
Redundancy	Occurs in a situation where, in the University's opinion the employee's job is no longer required to be performed by anyone.
Voluntary or Involuntary Retrenchment	Means the employee's employment is terminated due to redundancy. Voluntary is at the request of the employee, and Involuntary is by a decision of the University.

4. POLICY CONTENT

- 4.1 This policy and the associated Guidelines are to be read in conjunction with the Industrial Instrument. The policy and guidelines establish the process for Redundancy and redeployment when an employee is notified their job is no longer required.
- 4.2 Consultation on workplace change will occur with the affected employee(s) prior to commencement of a Redundancy process.

- 4.3 When an employee receives formal notification their job is no longer required they and their employee representative if they so elect, may participate in discussions about redeployment options which may mitigate the effects of Redundancy.
- 4.3 Nothing in this policy or guidelines prevents the use of the Redundancy provisions within the Industrial Instrument, including Voluntary or Involuntary Retrenchment.

5. ACCOUNTABILITIES AND RESPONSIBILITIES

In relation to this policy, the following positions are responsible for the following:

The Director, Human Resources Services Centre has overall responsibility for the content of this policy and its operation in ECU.

All staff are required to comply with the content of this policy and seek guidance in the event of uncertainty into its application, or its guidelines.

6. RELATED DOCUMENTS:

- 6.1 The policy is supported by the following Guidelines:
 - [Redundancy and Redeployment for Academic Employees](#)
 - [Redundancy and Redeployment for Professional Employees](#)
- 6.2 Other documents which are relevant to the operation of this policy are as follows:
 - [ECU Enterprise Agreement](#)
 - [ECU Code of Conduct](#)
 - [Policy Consultation on Workplace Change](#)
 - [Guidelines Consultation on Workplace Change](#)

7. CONTACT INFORMATION

For queries relating to this document please contact:

Policy Owner	Director, Human Resources Services Centre
All Enquiries Contact:	Manager Safety and Employment Relations
Telephone:	08 6304 5995
Email address:	hram@ecu.edu.au

8. APPROVAL HISTORY

Policy Approved by:	Acting Vice-Chancellor
Date Policy First Approved:	30 May 2018
Date last modified:	
Revision History:	
Next Revision Due:	31 May 2021
TRIM File Reference	SUB/87859