

Draft - Provided to unions 3 May 2011.

PROPOSED TARGETED VOLUNTARY REDUNDANCY

The following are proposed components to a State Service Targeted Voluntary Redundancy Package under the endorsed Tasmanian State Service Structural Reform and Productivity Strategy in response to Tasmania's current budget position.

- a) A years of service payment based on four weeks salary plus two weeks salary for every year of service: -
 - I. Minimum years of service payment of 16 weeks.
 - II. Maximum years of service payment of 48 weeks.
- b) An additional discretionary payment of up to \$10,000 subject to a specified early separation date, being no later than 3 months after an employee is declared surplus (under Section 47 of the *State Service Act 2000*).
- c) TVRA offers are only to be made 3 months after an employee is declared surplus (under Section 47 of the *State Service Act 2000*): -

Discretion to offer a TVRA prior to 3 months with the approval of the Secretary, Department of Premier and Cabinet.
- d) Employment exclusion period minimum 6 months and maximum 4 years based on the TVRA payment.
- e) Ability for Heads of Agency to negotiate less than the calculated payment provided it meets the 16 week minimum payment.
- f) Justification for offering a TVRA requires prior approval from the Secretary, Department of Premier and Cabinet, with the following criteria taken into account: -
 1. cost of the TVRA.
 2. savings to be achieved and time period over which the savings will be achieved (payback period).
 3. the position and level of the position to be abolished.
 4. likelihood of redeployment.
- g) Execution of the Deed of Release by the Head of Agency.

The Secretary, Department of Premier and Cabinet will issue details on practices, procedures and standards associated with the VTRA in line with conditions in 2.1 above, as provided under Section 18 of the *State Service Act 2000*.