



Rights@Work

Information for CPSU Members about the Victorian Public Service Agreement 2006

IMPLEMENTATION OF CHANGE

Where the Employer is considering a restructure of the workplace, the introduction of new technology or changes to existing work practices of Employees, the Employer will advise the affected Employees and CPSU of the proposed change as soon as practicable after the proposal has been made.

The Employer will advise the affected Employees and CPSU of the likely effects on the Employees working conditions and responsibilities.

The Employer will advise of the rationale and intended benefits of any change.

The Employer will regularly consult with affected Employees and CPSU and give prompt consideration to matters raised by the Employees or CPSU and where appropriate provide training for the Employees to assist them to integrate successfully into the new structure.

In accordance with this clause, the affected employees and CPSU may submit alternative proposals which will meet the indicated rationale and benefits of the proposal.

Such alternative proposals must be submitted in a timely manner so as not to lead to an unreasonable delay in the introduction of any contemplated change.

If such a proposal is made the Employer must give considered reasons to the affected employees and the CPSU if the Employer does not accept its proposals.

Indicative reasonable timeframes are as follows:

Step in process	Number of working days in which to perform each step
Employer advises CPSU and employees	
CPSU response	5 days following receipt of written advice
Meeting convened (if requested)	5 days following request for meeting
Further Employer response (if relevant)	5 days following meeting
CPSU alternative proposal (if applicable)	10 days
Employer response to any alternative proposal	10 days

Any dispute concerning the Parties' obligations under this clause shall be dealt with in accordance with clause 10 (Disputes and Grievances) of the Victorian Public Service Agreement 2006.