

Consultation and Change

Major Change

NAB regularly makes changes to its business and in some cases these can impact you. The goals of the change framework at NAB are to:

- maximise redeployment opportunities
- minimise retrenchments (especially forced retrenchments) and
- match your preferences as far as possible.

Its about minimising the impact of the change and providing maximum job security for members.

STEP 1: Consultation

Where NAB has made a decision to introduce major changes that are likely to have a significant effect on you they need to consult with you and the FSU as soon as practicable. This includes providing relevant information to you in writing, including things like the timelines, affected positions as well as the selection process for any new roles.

NAB should explain to you any measures that have been taken to avert or mitigate the effects of the change and consideration matters you raise in relation to the change promptly.

You must be provided with a genuine opportunity to influence the outcome of any restructuring proposal and have at least between 5 and 15 business days to provide feedback, ask additional questions etc. The duration of the consultation period depends on the size and complexity of the proposed restructure.

You also have the right to be represented and NAB is committed to facilitating an opportunity to consult with your union during the consultation period by assisting with communication and providing meeting and related facilities.

This is your opportunity to influence the final decision.

FSU members working collectively often get the best results.

STEP 2: Redundancy

Redundancy means that your role is no longer required to be performed. If your role is made redundant you must be advised in writing. This does not mean your employment with NAB is terminated. At this time you are placed "On Deployment" unless:

- you have been immediately redeployed, or
- you and NAB have agreed that retrenchment will occur immediately (including voluntary redundancy).

Redundancy means your role is no longer required but you're still employed by NAB.

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STEP 3: On Deployment

Being “On Deployment” means you are looking for employment elsewhere in NAB.

You are appointed a Transition Coach to actively support you. You should have weekly contact with your transition Coach and you are expected to actively look for jobs during this period. NAB must ensure you have access to job search tools and training and development opportunities and reasonable time to look for jobs.

The length of your deployment period will depend on your individual circumstances including but not limited to the availability of suitable positions, your skills and experience and pending applications.

Your “On deployment” period is suspended if you go on leave or accept a secondment and recommences once you return from leave or the secondment ends and NAB must give suitable qualified employees consideration before other candidates.

NAB must give you reasonable time to look for alternative roles and to support you in this process.

STEP 4: Deployment to a New Position

There are 2 types of position that you may be deployed to:

A Comparable Position is one which:

- is at least the same salary as your previous role,
- fills the same number of hours,
- does not entail a significant change in duties (given your skills, abilities and experience),
- does not involve an unreasonable change in start/ finish times,
- is at the same location or one which is within reasonable commuting distance.

By declining a Comparable Position you lose entitlement to retrenchment payments.

There are two categories of deployment and each have different rights and obligations. That’s why it’s important to understand the difference.

An Acceptable Position is a position that, for one or more reasons, is not a Comparable Position.

- NAB may reasonably request that you trial an Acceptable Position for up to 8 weeks.

- At any time during this trial you or NAB may decide it is unsuitable and you will return to being On Deployment.
- In the final week of the trial you and your Transition Coach will decide whether you will be permanently appointed.

When accepting deployment to an Acceptable Position you retain your existing salary.

STEP 5: Retrenchment

If retrenched, to help you find a new job, you have the option of career transition services or vocational training.

When your On Deployment period expires, or where you and NAB agree that there is no reasonable prospect of finding a new role, you may be retrenched.

That means your employment at NAB ends.

It’s NAB’s decision to retrench you but they should consider your preference, your ability to perform your duties, skill retention and other relevant factors identified.

Where you have a reasonable prospect of being appointed to a position you can request a suspension to retrenchment.

Retrenchment includes:

- 6 weeks written notice of retrenchment (you may be paid in lieu of this period),
- a lump sum severance payment on termination based on your years of service.

You also get access to career transition services or vocational training to the value of the career transition service available to your role. Vocational training can be accessed up to 6 months after your date of retrenchment.

Making the Process Work for You

Make sure you get all advice regarding redundancy, deployment or retrenchment in writing and keep records of all communication between yourself and NAB, along with the roles you consider and or apply for. Be mindful of important timeframes such as consultation periods and notice periods and make sure you get support from your Transition Coach while On Deployment.