



# **The Hon Barry O'Farrell MP**

## **Premier of NSW**

### **Minister for Western Sydney**

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## **MEDIA RELEASE**

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Tuesday 3 April 2012

### **EXCESS EMPLOYEES BILL PASSES PARLIAMENT**

Legislation to support the abolition of Labor's no forced redundancies policy has passed Parliament, NSW Premier Barry O'Farrell said today.

Mr O'Farrell said the legislation confirms the end of the situation where NSW public servants could drift along at taxpayers' expense without permanent work.

"Labor's no forced redundancy policy allowed excess employees to drift in limbo – in some cases for up to ten years – without securing a permanent job," Mr O'Farrell said.

"This was simply a waste of taxpayer's money.

"We announced an end to Labor's policy before the election and put in place a new policy in August, but unions challenged it in the Industrial Court.

"The Court proposed an excess employee could not be made redundant as long as 'useful work' of any kind exists anywhere across the entire public sector.

"Under the Court's broad interpretation, 'useful work' would include all work undertaken on a temporary, casual and contractual basis - it essentially meant a return to the no forced redundancy policy.

"The Public Sector Employment and Management Amendment Bill updates the State's primary public sector employment laws to ensure the provisions relating to excess employees are clear and practical to implement.

"The NSW Government wants to help public servants who lose their jobs as a result of changing priorities or structural reforms, but employees who cannot be redeployed cannot be kept on the books indefinitely.

"Under the NSW Government's new policy, excess employees are asked to choose between a generous voluntary redundancy package and a three month retention period in which to pursue redeployment.

"If an excess employee declines voluntary redundancy and cannot find a new job within three months, they will be made redundant.

"We are determined to deliver a more professional public service and that includes an excess employees policy that is in line with community expectations."