



## RACQ Redundancy & Redeployment

**Q How do I know if my role has been made redundant?**

A When your role is made redundant you will be notified by RACQ in writing.

**Q What is a Directly Comparable position and do I have to accept the role?**

A If an employee is offered a directly comparable position the employee will not be entitled to a redundancy payment.

“Directly Comparable Position” means that the role is comparable overall to the redundant role having regard to:

- The ordinary rate of pay;
- The duties required are within the employee’s skills and abilities, subject to reasonable training;
- The number of hours over a 6-week roster cycle;
- The start and finish times don’t involve unreasonable changes taking into account family responsibilities and needs of the employee;
- The location being the same or within reasonable travelling distance.

**Q If the role I accept is at a lower rate of pay, can my pay be reduced?**

A You will be entitled to maintain your current rate of pay for 9 months, after this you will be paid in accordance with the relevant rate of pay for the redeployed role.

**Q What is a Voluntary Alternative Position and what if I don’t like the role, can I still get a redundancy payment?**

A A “Voluntary Alternative Position” is a permanent position, other than a directly comparable position within RACQ Group.

If you are offered a Voluntary Alternative Position:

- You shall be given a period of not less than 2 weeks to decide whether or not you accept the offered position.
- Declining the offer DOES NOT affect your entitlement to a redundancy payment.
- Accepting the role you shall have a trial period of 8 weeks during which time either RACQ OR the employee may give notice to say the role is not suitable. If this occurs and no other redeployment options are offered you are entitled to a redundancy payment.
- Once the 8 week trial period is completed the employee is deemed to have conclusively accepted the voluntary alternative position and will not be entitled to a redundancy payment. In other words, **you must advise RACQ prior to the conclusion of the 8 weeks trial** if you don’t think the role is suitable.



**Q If I find a job outside of RACQ can I leave early?**

A Once you have received the Notice of Termination of employment, you may leave without forfeiting your redundancy payment except you will not be entitled to payment in lieu for the balance of the notice period not worked.

**Q Can I attend job interview outside of RACQ in working time?**

A During the notice period, you will be allowed up to one paid day off per week (up to a max of 5 days) for the purpose of seeking other employment. After the first day of, you may be required to produce reasonable proof e.g. a Statutory Declaration, of attendance at an interview in order to be entitled to payment for the time absent.

**Q What if I don't agree that the role offered is a "Directly Comparable Position?"**

A If you think that the job you have been offered does not meet the definition of Directly Comparable Position then the dispute resolution procedure outlined in the RACQ EA applies. In the first instance you need to attempt to resolve the dispute with your manager, and if that doesn't work, then you can raise the dispute with your manager's manager. You can request assistance from the FSU at any time.

**Q What else should I be doing?**

A Make sure you get all advice regarding redundancy, deployment or retrenchment in writing and keep records of all communication between yourself and RACQ along with the roles you consider and/or apply for. Be mindful of important timeframes such as consultation periods and notice periods.

## Your FSU Workplace Reps at RACQ

**Adam Woodward**  
Business Solutions Analyst

**Heather Carr**  
Customer Service Officer

**Kerry Mason**  
Member Engagement Specialist

**Vicki Kuhn-Keeffe**  
Insurance Consultant

**Kelvin Vanderkolk**  
CCME Specialist

### Do you have more questions?

If you are unsure regarding your options or need further information, contact the FSU Member Rights Centre on 1300 366 378.

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