

1. For all TAFE NSW employees who occupy a position that was declared excess on Monday 2 December 2019, TAFE NSW will extend the time during which they can accept an offer of voluntary redundancy from Monday 16 December 2019 until Monday 13 January 2020 and will continue to consult with the CPSU and those employees until that date (**Consultation Period**) and issue a communication advising these employees by close of business **6 December 2019**;
2. The Consultation Period will exclude the Christmas and New Year periods from 23 December 2019 to 3 January 2020;
3. During the Consultation Period in accordance with clause 11 of the Enterprise Agreement, TAFE NSW will:
 - (a) confirm in writing to the CPSU the reason or reasons for the proposed dismissals;
 - (b) identify the position numbers of each position to be made redundant and the name of any employee filling that position;
 - (c) continue to consult over measures to avert or minimise the proposed dismissals and to mitigate the adverse effect of the proposed dismissals, including but not limited to permitting jobs swaps where appropriate, exploring redeployment options and, on a case by case basis, reconsidering the declaration of an identified employee as excess;
 - (d) give prompt and genuine consideration to matters raised by the CPSU in relation to the organisational changes; and
 - (e) provide new organisational charts, updated position descriptions in the new structure (where relevant) and consult in a meaningful way in relation to the positions.
4. The affected Long Term Temporary employees can make an application for permanent conversion and the application will be determined by 20 December 2019.