

5.3. Appendix 3: Options for filling vacancies in the NSW Health Service

Fill option	Type of vacancy allowed		Source of applicants			Summary of requirements	Relevant legislation/ industrial instrument/ policy	Processing system	
	Perm	Temp	Internal						External
			Health org	NSW Health Service	NSW Govt Sector				
<i>Priority assessment</i> Redeployment of injured staff	✓	✓	✓				<ul style="list-style-type: none"> Must be explored before any other fill option. Priority assessment applies to permanent staff of the NSW Health organisation with a work-related illness/ injury that prevents them from returning to the duties of their existing position. NSW Health organisations must have a process in place to identify injured staff members suitable for redeployment. The position must be, so far as reasonably practicable, the same as, or equivalent to, the one in which the staff member was at the time of the injury. The position duties must be consistent with medical opinion on suitable duties and the staff member's injury management plan. 	<ul style="list-style-type: none"> NSW Health Policy Directive <i>Rehabilitation, Recovery and Return to Work</i> (PD2022_002) Workers Compensation Act 1987 (NSW) 	ROB
<i>Priority assessment</i>	✓		✓	✓	✓		<ul style="list-style-type: none"> Must be explored before any other fill option. 	NSW Health Policy Directive <i>Managing Excess Staff of the</i>	ROB

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<p>Redeployment of excess/ affected staff</p>							<ul style="list-style-type: none"> • Priority assessment applies to permanent excess staff of the NSW Health Service (check Redeployment Register on the recruitment system), and to any identified affected staff • The staff member must meet the essential requirements of the position, or be likely to perform adequately in it in a reasonable period of time, supported by training if necessary. • The position must be of equivalent salary to the staff member's former substantive position, such as within 5% of it (or lower, if the staff member consents). 	<p><i>NSW Health Service</i> (PD2012_021)</p>	
<p><i>Priority assessment</i> Government sector employees affected by transfer of services</p>	✓		✓	✓	✓		<ul style="list-style-type: none"> • If applicable, must be explored before other fill options. • Priority candidates may be identified where government sector services/ functions transfer to the non-government sector. • A whole-of-government placement strategy may be implemented if such transfers are planned. It aims to facilitate continued employment in the public sector for staff who will not be offered comparable employment with the new provider. • Home agencies that expect not to be able to place such staff within their own agency may, assisted by NSW Industrial Relations and the Public Service Commission, contact other 	<p>Premier's Memorandum <i>Transfer of Government Sector services or functions to the Non-Government Sector</i> (M2016-02)</p>	ROB