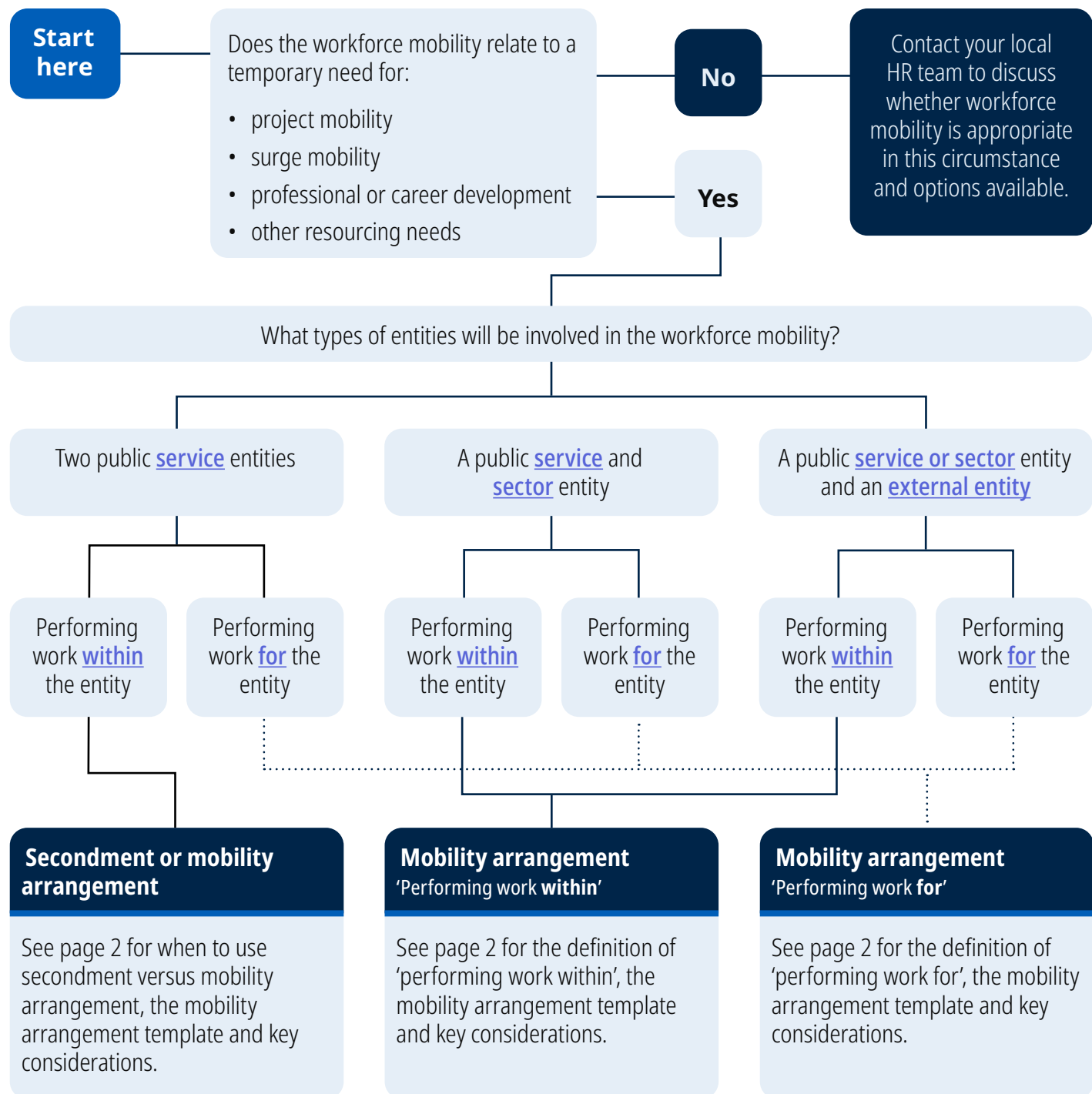


Workforce mobility options

Secondment or mobility arrangement
under the *Public Sector Act 2022*



Secondment or mobility arrangement

Secondment:

- Suggested where there is a vacant position in the host entity remunerated at level or higher than the employee's role in the home entity.
- Employee consent not required unless at lower level.
- Documented in accordance with usual entity processes.

Mobility arrangement:

- Suggested where there is no vacant position in the host entity.
- Suggested where the remuneration of the host entity role is lower than the employee's role in home entity.
- Employee consent required.
- Refer to the [Mobility arrangements template](#).

Key factors to consider:

- Approach the decision with a whole of sector mindset.
- Obligations under the directive relating to recruitment and selection (if filling a vacant position), including supporting employees affected by workplace change.
- Any change to applicable industrial instruments, remuneration or payroll arrangements.
- Refer to the [Workforce mobility directive](#) for all requirements.
- Refer to the [Senior executive service \(SES\) employment arrangements guideline](#) for workforce mobility relating to SES roles.

Mobility arrangement

'Performing work within'

Performing work within means the person temporarily performs work within another part of the home entity, or another entity (host entity). The person may be assigned to a different position number or remain against their position number; however, the person will physically relocate to the different team or entity where they are performing work. Previously called interchange arrangements.

- Refer to the [Mobility arrangements template](#).

Key factors to consider:

- Approach the decision with a whole of sector mindset.
- Employee consent required.
- Obligations under the directive relating to recruitment and selection (if filling a vacant position), including supporting employees affected by workplace change.
- Any change to applicable industrial instruments, remuneration or payroll arrangements.
- Refer to the [Workforce mobility directive](#) for all requirements.
- Refer to the [SES employment arrangements guideline](#) for workforce mobility relating to SES roles.

Mobility arrangement

'Performing work for'

Performing work for means the person remains in the home entity with a temporary change of duties only, while they perform work for another part of the home entity or another entity (host entity). Previously called work performance arrangements.

- Refer to the [Mobility arrangements template](#).

Key factors to consider:

- Approach the decision with a whole of sector mindset.
- Employee consent required.
- Usually, no change to applicable industrial instruments, remuneration or payroll arrangements – costs may be recovered through an invoicing arrangement.
- Refer to the [Workforce mobility directive](#) for all requirements.
- Refer to the [SES employment arrangements guideline](#) for workforce mobility relating to SES roles.



For further information, refer to [Workforce mobility \(Directive 03/25\)](#) or scan the QR code on the left.