l

**Workplace Reform Permanency**

**Special Circumstances**

**Reforms involving classified teaching positions and/or creation of public service positions:**

A reform involving conversion of a classified teaching position or the creation/conversion of a public service position will only be considered eligible for creation of a permanent change where no applications for deployment, redeployment or relocation are currently active for that type of vacancy in or near (close proximity) to the particular location. Notwithstanding this requirement, permanent change in this context may be made without consideration being given to the status of applications for deployment, redeployment or relocation where special circumstances exist.

A decision with regard to whether the ‘special circumstances’ identified are sufficient to warrant departure from the usual process is to be made by the Educational Consultative Committee on a case by case basis.

The Educational Consultative Committee is to be provided with this information at the point of time at which confirmation of eligibility is sought. Once eligibility is confirmed, the position is protected for at least the duration of the consultation process and, as such, may not be filled by deployment, redeployment or relocation or submitted for merit selection.

In the event that a position is supported for conversion to a permanent change through the consultation process and at the Local Consultative Committee, it must be forwarded for selection on merit.

**Reforms involving the conversion of teaching positions to non-teaching positions or public service positions to non-public service positions:**

Subject to negotiations with regard to specific departmental initiatives, such conversions are not considered desirable in the long term and opposed as a matter of policy by the unions. Workplace reforms involving such proposals shall not be considered for conversion to a permanent change. Short-term workplace reforms involving these conversions may be considered under strict guidelines outlined in the processes for workplace reform trials.