



CEPU Telecommunications & Services Branch
1st Floor, 139 Queensberry Street
MELBOURNE VIC 3000
Ph: (03) 9349 4411
Fax: (03) 9349 3488
Email: cdtsvic@victs.cepu.asn.au

fact sheet

Telstra Redundancy – Self Assessment

There are different types of redundancy processes. One of those happens when Telstra want to reduce the number of workers in a group. This is also called '**Resource Re-balancing**' or a '**Spill and Fill**'.

If your workgroup is going through this process you will probably have been asked to fill in a 'Self-Assessment'. This is when you are given a form and asked to rate yourself on a scale of 1 to 5, where 1 is the lowest rating and 5 is the highest, in several aspects of your job.

The manager or team leader will also be assessing you. Once you have both filled in the assessment forms you will have a meeting with the manager to discuss your scores. On the basis of these ratings you could be selected for a redundancy.

This is not the time to be modest. We know we work hard and are good at our jobs, so make sure your self-assessment reflects this. When we have discussions about our assessment with the team leader our self-assessment will form the basis of our negotiating position. If we start low we might end up lower.

We do not have to fill in a self-assessment but if we don't then the only information they will have to make a decision about redundancy on will be what the boss says. It could also jeopardise our position if we want to appeal a decision about being made redundant.

Summary.

- Self-assessment is part of the redundancy process when Telstra wants to reduce the number of workers in a group.
- Give yourself a good chance by giving yourself a good rating
- If you do not fill in the self-assessment the boss will make a decision without you having your say and it could damage your chances in an appeal.

Any questions? Speak to your local union delegate or call the union office.