

AUSTRIAN POST SOCIAL TRANSFORMATION - MOBILITY POLICIES

Human Resources & Corporate Health Management
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AGENDA

1. History

2. Promotion of the internal mobility

3. Post Employees to the federal Public Service

4. Labor Foundation

5. Success stories



HISTORY

Initial Position

- increasing competition
- continuous opening of the mail market
- electronic replacement

Need for Action

- improvement of efficiency
- adjustment of the personnel structure

Labour Market

- promotion of internal mobility
- promotion of willingness to change by training or ongoing education
- appreciative cooperation of employers and employees



NEW JOBS – INSIDE OR OUTSIDE THE COMPANY

PROMOTION OF THE INTERNAL MOBILITY

The career development department supports the employees to plan a new career

- By providing advice on interviews, fostering competences and analyzing skills, the professional background and the willingness to change the job
- By supporting them with:
 - Finding Visions, offering carrier chances and determining goals;
 - Improving the application documents
 - preparing the employees for job interviews.
 - Providing know-how on assessments and potential analyses
- By promotion the willingness to change the job - by training, ongoing education and trainings on the job
- By appreciative cooperation of employers and employees



POST EMPLOYEES TO THE FEDERAL PUBLIC SERVICE

LEGAL CONDITIONS

- 1996 Outsourcing-process: transfer of civil servants
 - federal government → Austrian Post whole employment relationship (Post-structure law)
- 2009 Contract: Government of the Republic of Austria – Austrian Post / Telecom
- 2013 Contract modification: inclusion of other ministries
 - basic principles for replacement / transfer of civil servants
 - performances of the Austrian Post and of the federal public service
 - personal transfer is based on free will

Main objective of the agreement is a permanent assignment of personnel according to their skills and qualifications



POST EMPLOYEES TO THE FEDERAL PUBLIC SERVICE

LEGAL CONDITIONS

Requirements

- recruiting by the relevant department
- secondment on trial for 6 months
- staff and miscellaneous costs
 - are carried out by the Post during the secondment on trial
 - are taken over by the federal government if the employees are transferred afterwards (also the secondment costs retroactively)
 - are carried out by the Post/Telekom if there is no relocation
- secondment means no right of transfer
- alternate information obligation



POST EMPLOYEES TO THE FEDERAL PUBLIC SERVICE

COST BEARING

Decision

- For redeployment:
 - the federal state will take over the costs of redeployment,
 - plus the costs for the period of retroactive secondment.
 - As salary varies between post and federal ministry, Post to counterbalance these differences.

- Against redeployment:
 - Post have to bear the costs (excluding the cost of training)

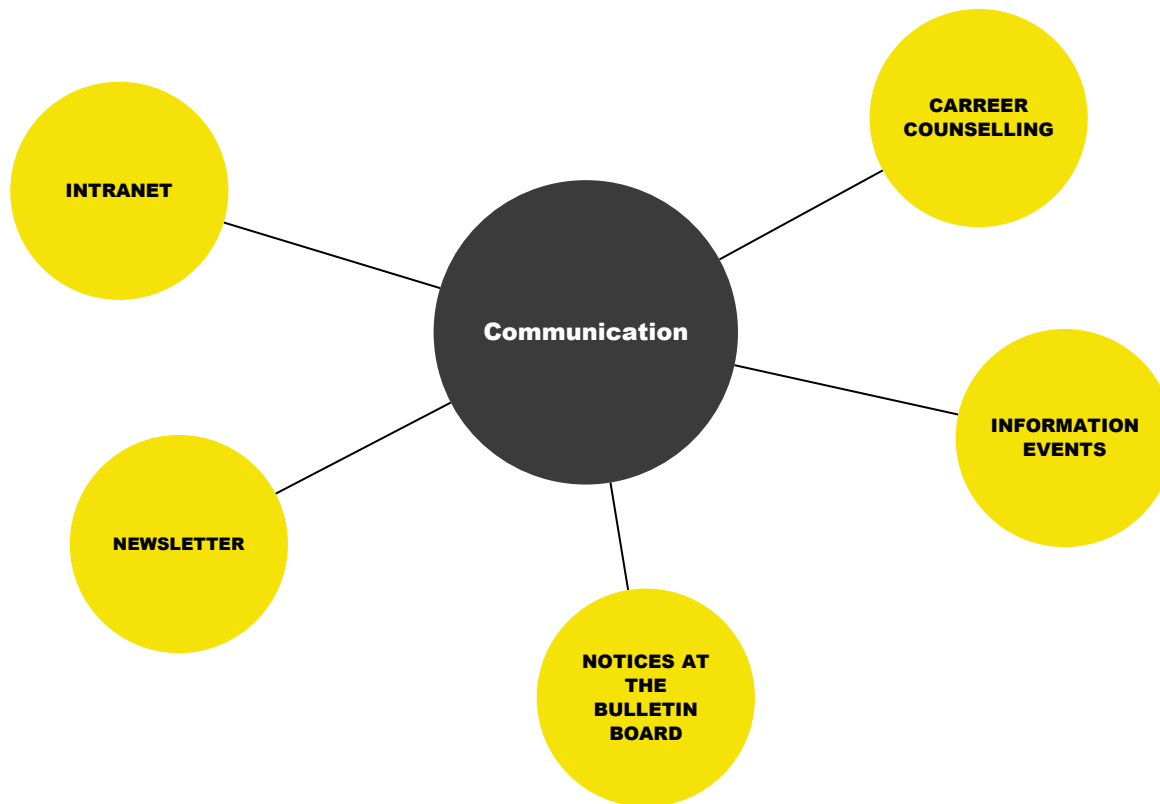


APPLICATIONS - OVERVIEW

Start of the project	BMI		BMJ	BMF	BMBF	Sonstige	gesamt
	01.09.2009	31.05.2013 davon BFA	15.04.2010	18.10.2010	17.09.2013		
number of applications tpotal	822	123	140	564	93	32	1651
running secondment							
running secondment as from 1.10.13	9	1	2	4	1	2	18
completed redeployment	244		25	101	2	4	376
completed redeployment as from 1.10.13	54	24	5	36	17	13	125
secondments and redeployments	307	25	32	141	20	19	519
secondments therefrom 1th January 2016				1			1
further agreed secondments	13	1	2			1	16



COMMUNICATION



LABOUR FOUNDATION - SEVERANCE SCHEME

Basis of the severance scheme

- works agreement
- contract between the Vienna Employment Fund (waff) and the Austrian Post

Preconditions

- loss of workplace
- consensual dissolution of the employment relationship
- resignation of public civil servants
- announcing interest to the superior
- requirement: unemployment benefits / interim aid
- accessible until 3 months after end of employment
- Duration 14 months (average)



LABOUR FOUNDATION – SEVERANCE SCHEME

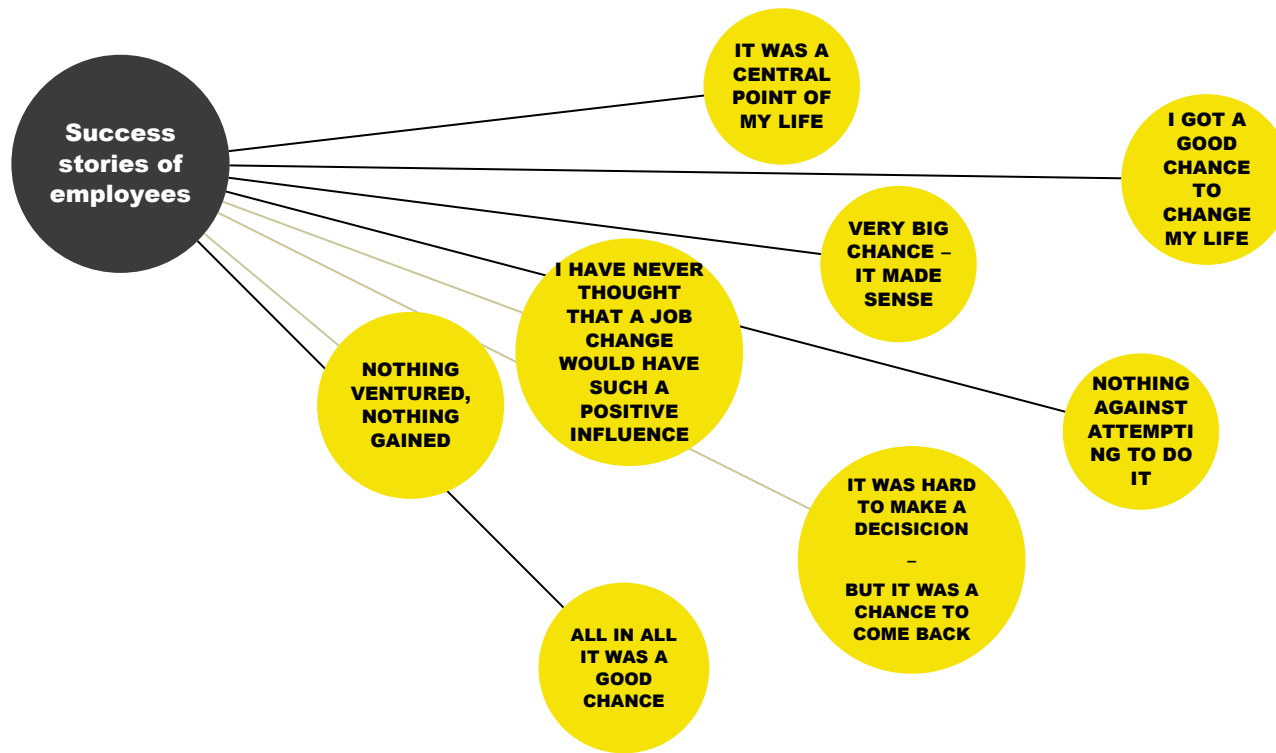
Advantages of Labour Foundation

- Total unemployment compensation until up to 48 months
- unemployment benefit starts at the end of foundation unemployment benefit
- support to create an own company or to prepare a start-up
- new career orientation
- training and further education
- job search assistance
- support through qualified trainers

Year	Applications
2014	152
2015	263
january to april 2016	81
Total	496



SUCCESS STORIES OF EMPLOYEES



POST EMPLOYEES TO THE FEDERAL PUBLIC SERVICE

FEDERAL AGENCIES

By the end of 2016 close to 520 employees had transferred to different federal agencies

Ministry	Relocations
▪ Federal Ministry of Internal Affairs (BMI)	332
▪ Federal Ministry of Justice (BMJ)	32*
▪ Federal Ministry for Education and Women (BMBWF)	20*
▪ Federal Ministry of Finance (BMF)	141*
▪ Others	19*
Total	519
New relocations / secondments	17

* Since end of 2010

