

Session 4: External and internal mobility

VLP and early retirement put in place in several companies to support natural attrition

Internal mobility:

Geographical mobility

Functional mobility

Example: Career paths from delivery to deskmen

Programs to support internal and external mobility

Financial incentives, collective and individual support: career counselling

Dismissals only in a few cases

Ireland: Transformation Through Partnership

Mobility and substitution of workers

„ The options for staff following the conversion of their offices are: voluntary early retirement, voluntary severance, part time conversion, transfer to alternative location, severance/retirement plus Postmastership (subject to normal selection criteria), severance/retirement plus S.O. assistant position (subject to normal selection criteria)”

„Absence and vacancies will be covered by utilisation of leave reserves, by re-assignment, acting lists, by temporary employment, by overtime or by lapsing the attendance where cover or notification is not required at the time.”

→ Introduction of Acting Lists to provide for day-to-day substitution requirements – incl. interdivisional access to these lists