



## **REDEPLOYMENT QUESTIONS AND ANSWERS**

### **Is the reassignment mandatory? What if I don't want to?**

Redeployment is not mandatory. If an employee who has identified themselves as interested in redeployment is offered an opportunity, they are always free to decline, depending on their ability and level of comfort with the opportunity.

### **We were told that ALL employees must complete the form, but the form is only being sent to non-essential employees, correct? Is the registration/filing in of the letter compulsory?**

The form is available to all employees, but completion of the form is not compulsory. Once an employee has identified themselves as interested in redeployment, the Department of Finance will work with the employee's Manager/Supervisor and the Business Continuity Plan lead for their home Department to confirm that the employee's home position is non-essential and that they are available to be reassigned.

### **Will I still be working from home? Can I still be reassigned if I am in self-isolation?**

This depends on the requirements of the redeployment opportunity. Some opportunities will certainly be able to be done from home and can be done while in self-isolation (as long as you are not ill), while others will require field work. As mentioned above, if an employee is offered an opportunity, they are always free to decline, depending on their ability and level of comfort with the opportunity.

### **How long are redeployments? Is this planned to be a rotation or are staff stuck forever if they agree?**

Every situation is different. Some redeployment opportunities will be for longer terms than others. Once an employee agrees to the terms of redeployment, they will be expected to fulfill their new role as though it were their home position. Every employee will be made aware of the terms of their redeployment, and asked to agree to them before any reassignment will take place.

### **If we choose not to take the first offered position will we be offered something else again?**

Yes. If an employee decides that the position they are being offered is not a good fit, their names will be kept on the list in case another suitable match for their skills and experience is found.

### **Are the positions that need to be filled new or existing positions?**

Every situation is different. In some cases employees are needed to support the delivery of essential services by departments, these types of redeployments would be into roles that are already described in job descriptions. In other cases, people are needed to support the emergency response to COVID-19 and these may be new positions.



**How are staff being redeployed to a call center (or other task) being kept safe?**

The GNWT is working closely with both the Office of the Chief Public Health Officer and the Workers Safety and Compensation Commission to understand the requirements for PPE for GNWT employees in all positions. If PPE has been identified as required, then it will be provided. Social distancing, healthy respiratory practices and hand washing protocols are in place in those worksites where employees are being asked to report.

**What are our obligations within our home division once we're redeployed? Is everything put on hold for now?**

Yes. Once you have been redeployed, your responsibility will be to complete the work assigned to you as part of your new position.

**Can I quit the reassignment if I don't like it? Can I ask to do something else instead? Can I quit the reassignment if after a while I decide it's not a good fit for me or my family situation?**

As these reassignments are voluntary, employees will have the ability to return to their home position if requested, however as reassignments are to provide support for essential and emergency related activities, employees will be asked to provide advance notice to allow for the appropriate planning to take place. If an employee would prefer to be reassigned elsewhere once redeployed, they can make their intentions known to their current supervisor. There is no guarantee the employee will be reassigned to another role as reassignments are based on operational requirements.

**How long will the redeployment last? Will it only be for the period of time the GNWT is responding to COVID?**

Redeployments are temporary arrangements designed to provide additional support where needed to the GNWT's emergency response and efforts to continue to deliver essential programs and services. Employees will go back to their home position at the end of their redeployment.

**It is expected to do any kind of work different from current job description?**

Yes. Employees who accept a redeployment opportunity may be asked to do work that is different from their current job description. At this time, HR is making an effort to match people with relevant skills and experience across the organization. It is important for employees to provide detail about the variety of skills that they could bring to a redeployment opportunity.



**Is the reassignment temporary?**

Yes. Redeployments will be temporary arrangements designed to provide additional support where needed to the GNWT's emergency response and efforts to continue to deliver essential programs and services. Employees will go back to their home position after the redeployment.

**Has been this discussed/reviewed with Union?**

Yes. The GNWT has been in contact with both the Union of Northern Workers and the NWT Teachers Association about the redeployments efforts currently underway.

**If redeployment is temporary, why are people being asked to accept a reassignment?**

If an employee agrees to be redeployed, they are agreeing to fill a need in another area of the government for a limited period of time. They will provide support in that area only for the length of their redeployment. Once the term of their redeployment is over, they will return to their home position.

**What about people who are currently on Transfer Assignments?**

People who are currently on Transfer Assignments can be redeployed. An employee who agrees to be redeployed will work in their new position for a temporary period of time, and then upon completion of that assignment will return to the position they were in before being redeployed.

**Is redeployment needed only during working hours or also outside working hours?**

There will be a variety of redeployment needs. Some of these will have to do with maintaining essential programs and services, some of them will have to do with supporting the GNWT's emergency response. Redeployment would mean that an employee would temporarily move from their home position into another role. So, depending on the nature of the role, employees may be required to work outside normal working hours. If an employee is offered an opportunity, they are always free to decline, depending on their ability and level of comfort with the opportunity.

**Is it possible to volunteer for shifts that are shorter than 7.5 h? For example, employees may be able to cover 4 hour shifts much more easily than 7.5 h.**

Employees can feel free to use the text box at the bottom of either form to identify any specific constraints they may have.



**Can redeployment be done from home? For example, employees with certain health conditions should be staying home right now but may still be able to contribute.**

This depends on the requirement. Some opportunities will certainly be able to be done from home, while others will require field work. As mentioned above, if an employee is offered an opportunity, they are always free to decline, depending on their ability and level of comfort with the opportunity.

**Some employees have raised that they would like to put their names forward but are uncertain what types of deployment options are available, what skill sets are required?**

At this time, the requests for assistance are varied. At this time we anticipate that skills and experience of all sorts will be required, from enforcement/inspections/compliance types of experience, to office experience, to health or child care experience. Employees interested in self-identifying as available for deployment should provide lists of any experience and/or skills that they think might be useful.

**What would be done to protect health of employees on deployment? Is PPE being provided?**

The GNWT is working closely with both the Office of the Chief Public Health Officer and the Workers Safety and Compensation Commission to understand the requirements for PPE for GNWT employees in all positions. If PPE has been identified as required, then it will be provided.