START

Union Consulted on Process

EOI Process

- Invite Expressions of Interest for VR
- Employee submits EOI

Executive Panel Assessment
Consultation with relevant EGM/EBM

Senior Executive Group (DG, DDGs, COO, EGM Strategic Finance)
SEG final review and decisions

SEG Agree:

- Inform Employee, send meeting invite
- Seek indicative figures from payroll
- Notification of an email invite from HR to discuss once figures received.

SEG do not agree:

- Inform Employee (pending)

Union Consulted on Positions

Connect with Employee

- 1:1 meeting with HR to provide in writing:
  - Election Notice
  - Estimated figures
  - Option to seek independent financial advice.

Employee to submit Election Notice (up to 1 month consideration)

Employee Agrees:

- Employee receives final letter outlining:
  - Offboarding process
  - Final date of employment

Employee Declines:

- Employee receives final letter outlining:
  - Acknowledgement of decision

END

DRAFT