

PRE-ARB FOR ALLEGED DEMOTION

- 1** What is the date of the alleged unfair labour practice (ULP)?
- 2** Was the applicant appointed to the original post in question? Date of appointment?
- 3** What was the applicant's job title before and after the alleged ULP?
- 4** What was the applicant's remuneration (or benefits) before and after the alleged ULP? Has there been a reduction?
- 5** What were the applicant's responsibilities before and after the alleged ULP? Which were the applicant's core or essential responsibilities? Have some responsibilities been taken away? If so, which ones?
- 6** Has the applicant been placed in a post that is different to his existing work? Do his new duties make a reduced demand on his skills or knowledge?
- 7** What were the limits of the applicant's authority? Have those limits been diminished?
- 8** What was the status of the applicant (on organogram) before and after the alleged ULP? Has the applicant's status been lowered?
- 9** Have any of the applicant's subordinates been taken away from him?
- 10** Is the applicant being required to report to someone who used to report to him?
- 11** What led to the alleged demotion? Was it due to re-structuring, to avoid dismissal for incapacity/misconduct/lack of performance, or as a disciplinary penalty imposed after a fair procedure? Was there a fair reason for the change?
- 12** Was there consultation and agreement on the changes? Was there a fair procedure followed? Was it unilateral?
- 13** Was the demotion done in good faith? If not, what led to it?