ORGANISATIONAL CHANGE – RESTRUCTURING FLOWCHART

Old Structure	New Structure	Potential Risks

Post Similar → Yes → Numbers Comparable **Direct Match**

Post Similar → Yes → More posts in old structure than in new **Competitive Match** ---- **Potential for Redundancy (At Risk)**

Post with some similarity → Yes → Numbers Comparable **Indirect Match**

Post with some similarity → Yes → More posts in old structure than new **Matching Pool for indirect match** ---- **Potential for Redundancy (At Risk)**

Post with no similarity to posts in new structure → Yes → No direct or indirect match to any post in new structure ---- **Potential for Redundancy (At Risk)**

No existing or similar post in old structure → **New Post Open Competition**

At Risk Employees
1- Redeployment
2- Retirement or Redundancy