

Public Service Association of New South Wales

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In reply please quote: A14/1043:AJ:mb

Mr Graeme Head
Commissioner
Public Service Commission
Bligh House
4-6 Bligh Street
SYDNEY NSW 2000

Dear Commissioner,

Re: Government Sector Employment Act and Temporary Employment

In our meeting on Monday, 18 August 2014, the Association raised a number of concerns with the Commission regarding the effect of the GSE Act on temporary employees.

Foremost of these concerns is the inability of existing temporary employees with more than four years of service to be engaged past 24 February 2015. Based on figures contained in the 2013 Workforce Profile Report, the Association fears that several thousand employees could be unnecessarily terminated in February next year as a result of the current provisions.

The Association has written to all Agencies covered by the Act, requesting consultation on their plans to comply with the new requirements. Feedback received thus far shows widespread concern from Agencies regarding their capacity to meet these requirements without terminating employees and compromising service delivery.

In addition to this, the Association raises once more the confusion experienced across the sector regarding changes to the provisions that allow appointment after an acting period.

The Association asks that urgent action be taken on these matters and that the Commission strongly consider providing the following advice to affected agencies:

- That all Agencies prioritise the conversion of existing temporary employees prior to 24 February 2015;

- Should any existing temporary employee with more than four years of service be unable to be converted prior to 24 February 2015 for a genuine reason, Agencies be permitted to retain such employees in order to implement conversion or recruitment action; and
- That ongoing employees acting in roles on a temporary basis be able to be converted in accordance with section 86A(4) of the *Public Sector Employment and Management Act* for an interim period.

Given the fast approaching critical date of 24 February 2015, perhaps consideration could be given to extending the timeframe of the transitional arrangements.

We are available to meet at your convenience to discuss the above.

Yours faithfully,



Anne Gardiner
General Secretary

16 October 2014