

Housing NSW

Conversion of long-term temporary employment

In 2013 the GSE Act placed a limit of four years on temporary employment. However, following strong representations from your union, the Public Service Commissioner in 2014 advised the PSA changes would be implemented to streamline the conversion of temporary employees to ongoing roles.

The PSA worked hard to achieve this major win for thousands of temporary employees in the NSW Public Service.

GSE rules

The Government Sector Employment Rules provide for the conversion of long-term temporary employees to ongoing employment at level (Rule 12) and/or at a higher grade (Rule 20). The Public Service Commissioner's determinations have now removed the requirement for comparative assessment.

Rule 12 A non-executive temporary employee appointed prior to 24 February 2014, who has the qualifications, experience, standard of work performance and capabilities to perform the work, may be converted to ongoing employment without comparative assessment.

Rule 20 A non-executive ongoing employee acting in a higher classification of work for 12 months, who has the qualifications, experience, standard of work performance and capabilities to perform the work, may be converted to ongoing employment at the higher grade without comparative assessment.

Are you a temporary employee or acting in a higher graded position for an extended period of time?

In Housing NSW – State Wide Services, the Public Service Commissioner determined conversion of long-term temporary employees based on the above rules must be completed by **23 February 2016**.

Your union can assist you in applying for conversion to ongoing employment.

If you are unsure if your role sits within Housing State Wide Services, you must contact your HR/IR department for advice.

Please contact the PSA Member Support Centre on 1300 772 679 or email facsoorganising@psa.asn.au

If you would like a PSA organiser to hold a meeting in your workplace, email your contact details and office location to facsoorganising@psa.asn.au

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