

Public Service Association of New South Wales
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In reply please quote: *TP:df: A14/0669*

9 March 2016

Catherine Carvolth
Director, Employee Relations, Safety and Wellbeing
Department of Family and Community Services
2nd Floor, 320 Liverpool Road
ASHFIELD NSW 2131

By email: catherine.carvolth@facs.nsw.gov.au

Dear Ms Carvolth,

Re: Temporary Employment Arrangements

I write to you on behalf of the Public Service Association of NSW (PSA) and refer to recent discussions (FACS JCC, 8 March 2016) regarding your agency's handling of temporary employment arrangements in light of the *Government Sector Employment Rules 2014* compliance requirements.

I note your agency released *Managers Guidelines for managing PSEM Act temporary arrangements* in 2015, without providing us with a draft copy of the policy for consultation.

At yesterday's JCC meeting, we raised concern with the treatment of long term temporary employees, particularly in relation to those staff who have been engaged continuously as "temporary employees" for protracted periods.

The FACS guidelines appear to treat any temporary employee with more than 12 months continuous service as equivalent for the purposes of conversion eligibility. In our view this is unfair. An employee with four or more years of service at 23 February 2017 (or other such applicable compliance date) should be treated differently to an employee with less continuous service, as the maximum period a temporary employee may be engaged with your agency is four years.

In short, employees with four or more years continuous temporary service should be given priority consideration for conversion, and arrangements should be incorporated into the agency's guidelines to accommodate this.

We understand furthermore that the division of Housing NSW is currently undergoing a major recruitment program across South Eastern Sydney and Sydney Districts. As this is a matter of mutual interest we request:

- detail of the number of roles being advertised, by grade and classification

- whether consideration was given to the conversion of temporary employees prior to advertisement
- whether a further moderation process could be undertaken by the Districts to review conversion opportunities against advertised vacancies applying the principle outlined above.

I thank you for your urgent attention to this matter and look forward to your prompt reply.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Thane Pearce', with a stylized flourish extending to the right.

Thane Pearce
Senior Industrial Advocate