

PSA update – Conversion of long-term temporary employment to ongoing employment at level

What is a long-term temporary employee?

If you have been employed in a temporary capacity for 12 months or more, you are considered a long-term temporary employee (formally referred to as a section 27 temporary employee). You can also request a review of your employment and seek conversion to an ongoing role.

Why is it important to ask for conversion?

Despite the best intentions of managers, conversion of temporary employees is not always a high priority. Long-term temporary employment has increased in the public service and is an example of insecure work.

The PSA fights for secure public sector jobs, which is why it is crucial that temporary employees who meet the threshold write to their supervisors to request conversion.

What are the requirements for conversion?

In accordance with Rule 12 of the Government Sector Employment Rules 2014 a long-term temporary employee may be converted to ongoing employment at level provided:

1. the person has been employed in a temporary or term employment for a period of at least 12 months at level
2. the employment is based on the results of a comparative assessment
3. is subject to the satisfactory conduct of the person.

Comparative assessments assess an individual's claim against the pre-established standards for the role and any other claimants (applicants) for the role. This includes:

1. screening for the essential requirements of the role
2. application and resume
3. at least three capability-based assessments, one of which is interview
4. referee checks.

If you meet the above requirements, you are eligible to request the conversion of your temporary employment to ongoing employment.

What do I do to be converted?

The first step is to join the PSA and encourage all temporary staff at your office to join. You can do this easily online [HERE](#).

Members are encouraged to contact the PSA for individual assistance, please call the PSA's Member Support on **1300 772 679**.

If you have a group of temporary workers in your workplace, contact us and arrange a PSA organiser to hold a meeting in your workplace. Discuss this with your colleagues and email your contact details and office location to FACSOrganising@psa.asn.au.

