

## PSA secures a commitment from HCC Director on Conversion and Parental Leave Entitlements

On 22 December 2017, the PSA industrial officer for Housing sent formal correspondence to the Housing Contact Centre (HCC) Director, requesting a formal response to issues raised by PSA delegates in the 22 November 2017 quarterly Joint Consultative Committee meeting concerning

- i. conversion of long-term temps to ongoing roles and
- ii. proper implementation of parental leave entitlements

### Conversion of 'temporary' employees to 'ongoing' roles

On 21 February 2018, the HCC Director replied to the PSA by asserting a strong commitment to maintaining as many ongoing staff as possible at the Housing Contact Centre and to regular reviewing of long term temporary employees' eligibility for conversion to ongoing roles. The PSA now has in writing an undertaking that the next conversion review will be done at the end of the financial year. The PSA will hold HCC management accountable to this commitment and timeframe.

The Director said the following:

*I am a firm believer that it is a preferred option to have as many ongoing staff as possible within the HCC to offer job security to our staff as to this end, as discussed previously and acknowledged in your letter we have the intention of reviewing our position at the end of the 2017-2018 financial year.*

### Parental Leave

On behalf of both ongoing and temporary employees who have a reasonable expectation of ongoing employment, the PSA addressed both the right to take parental leave and the right to return to work after parental leave.

The Director assured the PSA of the following:

*Housing Contact Centre employees, both ongoing and temporary, are being provided their parental leave entitlement under the provisions contained within the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009. Please be advised there are no casual employees employed within the Housing Contact Centre.*

*Should you have any specific instances and/or examples of where parental leave entitlement has not been provided, please provide details.*

Therefore, if members have specific circumstances in which you believe the department has not provided you with your parental leave entitlements, please advise PSA delegate and Women's Officer Grace Borsellino and include relevant documentation. The PSA will take up your matter with HCC management and ensure that the HCC is compliant with the award and legislative obligations.

- » Read IO Letter to HCC Director [HERE](#).
- » Read Director's Response [HERE](#).

### PSA Staff

**Kris Cruden** - Industrial Manager

**Siobhan Callinan** - Senior Organiser

**Katy Ambler** - Industrial Officer

You can support the work of the PSA and your local delegates by asking your colleagues to [JOIN](#) their union.

If you have any questions about this bulletin please email at [FACSOrganising@psa.asn.au](mailto:FACSOrganising@psa.asn.au).

### Update and Connect with the PSA

If you have moved home or work location, or you have changed your contacts, please update your membership details [HERE](#).

