

PSA win! No more 12-month probationary periods for long-term temporary caseworkers converted to ongoing roles

The PSA wrote to Deputy Secretary Simone Walker on 21 May 2019 about the conversion of long-term temporary caseworkers at the Helpline and the Department's insistence on placing them on 12 months' probation following appointment to an ongoing role.

We've further raised the inherent unfairness of this practice and the fact that it is not mandated under the Government Sector Employment Rules at Joint Consultative Committee meetings.

The PSA has now been advised by the Department of Communities and Justice that a probationary period will no longer be applied to ongoing employment where the staff member has converted to an ongoing role from long term temporary employment. In regard to caseworkers, the probationary period will not apply where the CDP has been completed.

The PSA congratulates the new Department on reaching this very sensible position which supports the career development of staff.

It will apparently take some time to change appointment letters generated on SAP. If members have been arbitrarily placed on 12 months' probation and the Department is slow to act in their particular situation, please contact the PSA's Member Support Centre in the first instance on 1300 772 679.

This is a great win for the PSA and our members and shows the value of working collectively to achieve a positive outcome. The PSA will remain steadfast in advocating for all caseworkers to be recruited to ongoing roles as this is the Department's core work.

It is more important than ever to be a member of your union. As this result shows, union membership is the only way you can ensure you have a say in your workplace and be part of a collective effort to improve your rights and conditions.

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