

NEWSFLASH!

New Temporary Employment Directive Released!

From 1 July there is a new “Temporary Employment” Directive.

This Directive applies only to temporary employees (that is people who do not have a substantive role somewhere else).

The Directive emphasises that:

- Temporary employment should only be used for true temporary circumstances
- The Government has a commitment to employment security
- Temporary employees have rights to flexible working arrangements and written notices of their engagements
- Temporary employees can be converted to permanent status following a review
- Agencies **MUST** review temporary employee’s employment after 2 years
- If a review does not come back with a decision within 28 days or the review does not result in a permanent job the employee has a right to an appeal
- Temporary employees have a right to representation from their union in relation to their review and appeals
- It is not a requirement to have been through an open merit process to be converted.
- Performing the role successfully for two years or more with successful performance reviews (or no negative reviews) should be sufficient evidence of merit.

This is a big shift and gives members a real opportunity to secure permanent employment.

Congratulations Together members!

We know there is more to do:

1. This does not address members who are on higher duties engagements
2. In work groups where there are many temporary staff we will need to take action as a group to secure permanent employment for a whole team.
3. Union members have access to representation and support through this process – we are likely to have to run a few appeals before the legal precedent is settled using this new process – we will keep members updated!