



NEWSFLASH!

New rights for Temporary Workers!

Last year we won better job security in our EB.

The EB incorporates the new “Temporary Employment” Directive: *Temporary Employment 08/17.*

This Directive applies 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
- Queensland Health 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!

Contact us on 1800 177 244 or email temp2perm@together.org.au

You can download a copy of the State Government Temporary Employment Directive at <https://www.forgov.qld.gov.au/documents/directive/0817/temporary-employment>