

## TAFE – Conversion of long-term temps

As noted in a recent bulletin (27 February), the CPSU NSW has been running a campaign to have members who have been working in long-term \*(over two years) temporary positions to be converted to permanent employees.

If you believe you meet the criteria set out in Clause 17 of your Enterprise Agreement, namely, you have been in your role continuously for more than two years – then we invite you to get in contact.

Once members provide us with the information below we will bring your circumstances to the attention of TAFE Management for its consideration to appoint you to a permanent position.

**We would like to capture everyone who is eligible to be converted to permanent employment.**

Please complete the survey by clicking [HERE](#) to JOIN the CAMPAIGN to get Ongoing Jobs for all TAFE Workers.

**Are you temporary and only work during Term Time only? Do you know of any TAFE staff who only works during term time?**

There are around 500 temporary employees working for TAFE across the State who don't work during the vacation period in between each Term. **Most of these 500 temporary staff can now become permanent.** In your TAFE Support, Administrative and Related Employees Enterprise Agreement, your Union Bargaining Team negotiated for a new form of permanent employment just for these staff who don't work during the vacation.

This new category of contract is called Permanent Part Year Employment and every Temporary Part Year employee should consider becoming

Permanent as soon as possible. Did you know that if your position becomes redundant the severance or redundancy payment for an employee with 15 years of services goes from X to 12 weeks under the NSW Government's Managing Excess Employees Policy? This is why permanency is so important for the long term employees who have been on temporary contracts.

If the 500+ Temporary Part Year Employees apply and get converted to permanent, then the TAFE support staff workforce becomes more stable, more secure with a culture of secure employment being the normal standard that's applied across the board.

Every member can contribute to help TAFE Support Staff have a more secure and more stable workplace. This in turn will help TAFE become stronger, more resilient and with the resources of a mostly permanent workforce that is reliable and knowledgeable.

**You can help yourself and your fellow CPSU NSW members** and potential members **by encouraging every temporary employee with 2+ years of service to contact the CPSU NSW** to apply for conversion. Especially the long term Temporary Part Year employees, who don't work (or get paid) during the TAFE vacation breaks.

Remember, **CPSU NSW will advocate for Union members first, every time.** If you are not yet a member, JOIN your Support Staff Union. If you JOIN ONLINE at [www.cpsunsw.org.au/join/](http://www.cpsunsw.org.au/join/), you can immediately be part of the landslide of tenants sticking up for themselves and each other to make life changing improvements across the board for all renters.

*\*(it's tax deductible)*

