

## Recruiting into vacant positions

CPSU NSW is aware of issues surrounding line managers being required to fill out a form entitled "Request to fill vacancy". These forms can be onerous given they require managers to establish a 'business case' which can be knocked back by upper management.

The union believes that leaving positions vacant is, in effect, restructuring by stealth.

The simple fact is, if a position has become vacant on the establishment then it needs to be filled as soon as practicable.

These are fully funded positions. Not temporary positions. If TAFE refuse to fill them, TAFE NSW is restructuring the organisation.

In addition, by not filling vacant positions it can have the effect of placing remaining staff under additional pressure and stress. This becomes a WHS issue – which is a union issue.

At the TAFE Peak Consultative Group your union suggested a communique from TAFE to local managers to say they should recruit into vacant roles, and the pending Group 5 and Group 6 restructures should not be an impediment to recruitment.

TAFE NSW responded favourably to our suggestion saying they are pleased to communicate that message, and that the vacancy rate within TAFE will be looked at on the whole.

We imagine this message saying local managers should recruit into vacant roles will be sent shortly, as agreed. We look forward to it, as it should serve to mitigate issues of work intensification that have arisen in recent times.

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