

## Update on conversion eligibility

We wrote in February that the CPSU NSW would continue to pursue members' applications for conversion to permanency as part of the current round of restructuring at TAFE.

The union's advice to members at the time was that we would aim to fast track conversion of all eligible long-term temporary and higher duties (HD) staff to permanency prior to the placement period.

We have also continued to press TAFE on the conversion of eligible casuals, too.

### Eligible at grade long-term temporary staff

If you are in this category you should have already been converted.

### Higher duties applicants

TAFE has now agreed to treat all eligible HD applicants who have been matched to their HD role, to be treated the same as permanent employees during the placement process. This means your conversion will not be effected or completed between now and the commencement of the placement process. However, you will be treated as if you are permanent as part of a Step 2 'pooled assessment', despite your permanency not being formalised.

The union felt for reasons of equity and fairness we needed to push for this outcome for eligible HD applicants, since TAFE's original placement process had eligible HD applicants – who had otherwise met all of the conversion criteria – rank at the same level at Step 2 as HD employees who had two or more years' continuous service but were not merit selected.

### Previously casual, now temporary with merit and 2+ years' continuous service combined

For those who were previously employed on a casual basis, became temporary employees, undergone a merit recruitment process at some point and have a combined service of two or more years, the CPSU NSW has secured TAFE's agreement to fast track your conversion applications.

These are both big wins!

### Casuals with merit and 2+ years

Unfortunately, TAFE has so far refused to convert casuals employed via a merit selection process to permanency prior to placement process for either restructure. The reason TAFE provided was essentially there was no industrial obligation on it to do so.

### Not a member of the CPSU NSW?

Join the union [HERE](#).



## Update on conversion eligibility

Join the Rebuild Our TAFE campaign [HERE](#).

### Contact the CPSU NSW

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## Update on conversion eligibility

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