



Department of  
**Education**

Mr Alex Scott  
Secretary  
Together Queensland  
Email: [Alex.Scott@together.org.au](mailto:Alex.Scott@together.org.au)

Dear Mr Scott

As you are aware, the Queensland Government is committed to maximising permanent employment where possible. In support of this commitment, the department has been actively implementing the Queensland public sector employment reforms, particularly as they relate to permanency of employment.

I am pleased to confirm that, effective 17 May 2021, and through to the end of Term 2 (25 June 2021), temporary and casual non-teaching employees with greater than four years' continuous service will be directly and automatically offered permanent employment with the department. The department will continue to manage offers of permanent employment on an individual basis past this time, in accordance with legislative and policy requirements.

Eligible temporary employees will receive a personalised offer of permanent employment in their current role and at the hours that they are currently working. Eligible casual employees will also receive a personalised offer of permanent employment of no less than the greater of the hours worked by the employee in the week immediately preceding the offer, or the average hours per week worked by the employee over the last two years.

Departmental officers have been working to develop a streamlined process for the identification of eligible employees, offering of permanency, managing of acceptances and processing of appointments to support the successful roll-out of this important initiative. It is anticipated that the appointment process for employees with greater than four years' continuous service will be finalised during Term 2, 2021.

While I acknowledge that this initiative will not capture permanent part-time employees who regularly work additional temporary hours, please be assured that the provisions of the *Department of Education Certified Agreement 2019* will continue to be actively applied to this group of valuable employees.

I would like to take this opportunity to thank you for your ongoing consultative and collaborative approach.

Yours sincerely

**SHANNON COOK**  
**Deputy Director-General**  
**People and Executive Services**

Ref: 21/259658

CC: Ms Kate Flanders, Together Queensland; and  
Assistant Director-General Human Resources

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