

## Frequently Asked Questions

### Permanent employment for long-term temporary and casual employees.

The Queensland Government is committed to maximising permanent employment where possible.

In line with this commitment, the Department of Education is undertaking a one-off initiative to offer permanent employment all temporary and casual non-teaching employees who have demonstrated continuous service across the department for more than four years. Offers will be made to those long-term temporary and casual employees whose continuous service with the Department reaches four years in the period 17 May 2021 to 25 June 2021.

#### **How will the Department fund these permanent positions?**

Funding for these permanent positions will be managed on an ongoing basis through proactive resource planning and effective deployment of staff as needed across the Department

#### **Where will the permanent positions be located?**

Employees will be offered permanent employment at their current location in the role they are performing at the hours they are working at the time of the offer of permanent employment.

#### **How will the Department manage the increase in permanent positions across the Department?**

The majority of these permanent positions are school-based front-line positions needed to support schools. Any over-resourcing in schools will be managed in consultation with the Region and the School.

#### **What will the terms and conditions of employment be for these permanent positions?**

Terms and conditions of employment will be consistent with the industrial instruments relevant to the role. More information about this can be found on the Department [Awards, Agreements and Salaries](#) OnePortal Page.

#### **What if I am a casual employee?**



Casual employees who have been continuously employed for four years or more will be offered a permanent position. The FTE/hours to be offered will be no less than the greater of the following amounts:

- (a) The hours worked by the employee in the week immediately before the offer of permanent employment; or
- (b) The average hours per week worked by the employee over the last two years.

Offers of permanent employment for casual employees will be made in accordance with the permanent hourly rate. Please note that this does not include the 23% casual loading that is applied to the casual hourly rate.

**I am a permanent employee currently on long term leave or secondment will I be affected by these offers of permanent employment?**

No – employees currently on an approved form of leave or secondment who hold a permanent position with the Department of Education will not be affected by these offers of permanent employment.

**For teacher aides' positions will maximisation need to occur?**

No – Maximisation is only required to be undertaken when permanent hours become available.

**What about long-term temporary and casual employees with less than four years' service?**

The department will proactively review the offering of permanent employment to temporary and casual non-teaching employees with two to four years continuous service in Term 3, 2021.

**I have been relieving in a position at a higher classification – will I be offered permanency in this role?**

This initiative applies to long-term temporary and casual non-teaching employees only, and does not include appointments of permanent employees to a higher classification level position. The provisions of the *Public Service Act 2008* and Public Service Commission - *Directive 13/20: Appointing a public service employee to a higher classification level* should be considered by employees seeking to be appointed to a higher classification level position..



**I have been working temporary hours in addition to my permanent hours  
– will these hours be offered permanently?**

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

