

Education Queensland Employment Security

Together members in Queensland schools have campaigned for a number of years to improve job security. Members have won significant provisions for casual and temporary staff as well as permanent part-time staff working additional temporary hours.

The Department of Education is committed to maximising employment security under the Government's Employment Security policy.

It's important to be a union member so you know where you stand and can get the advice you need to secure your work.

Temporary contracted and casual staff

Temporary and casual staff working in the Department of Education are entitled by legislation to an annual review of their employment status.

After twelve months of continuous service with the Department you can request a review for conversion to permanent. After two years and every subsequent year the Department is obliged to review you on your anniversary date.

The Department has 28 days to complete these reviews and if they do not make a decision your employment is "deemed" to carry on according to your existing contract.

After two years you have a right of appeal to the Queensland Industrial Relations Commission.

Union members have access to support at every stage of the review process.

Permanent part-time

If you hold some permanent hours but you have worked over and above that on a temporary basis for more than two years then you can request your temporary hours be converted to permanent.

This is part of your collective agreement the Department of Education Certified Agreement 2019:

9.6. Permanent Part-Time Employees Generally

9.6.1. A permanent part-time employee who has for a period of two consecutive years, regularly worked temporary hours in addition to their permanent hours, may apply to have the additional temporary hours regularly worked converted to permanent hours

How do I request conversion to permanency?

Union members have access to advice and support in requesting conversion.

Send your Department of Education service history to schools@together.org.au for assistance with what you can apply for and guidance as to the next step.

You can also call your union on 1800 177 244.

