

## Pursuing permanent employment



Thank you to those members who completed the survey on fixed term contracts. This information continues to assist the SSTUWA during negotiations with employers through the Joint Consultative Committees and with the Department of Training and Workforce Development.

The information gained from the survey has also greatly assisted the SSTUWA in devising strategies to assist members gain permanency.

Currently the SSTUWA is working with a range of members, individually and in study areas, in a number of colleges, with a view to assist them gaining permanent employment.

If you are interested in being permanent in your position you should familiarise yourself with the following:

1. Relevant clauses of the Western Australian TAFE Lecturers' General Agreement 2014, specifically, Clause 16 – Modes of Employment, Clause 17 – Permanent and Clause 18 – Fixed Term Contract (pages 32 – 35 of the Red Book).
2. The STERC – Fixed Term Contract Policy (pages 353 – 355 of the Red Book).
3. [Public Sector Commission – Commissioner's Instruction No. 2 – Filling a Public Sector Vacancy](#)

There are complexities as to when and under what circumstances you can be made permanent. How you approach gaining permanency will also depend on your particular circumstances and that of your section of your college. Members wishing to pursue permanency should:

1. Obtain copies of the advertisements for any merit selection process or pool placement applied for during your employment at TAFE. Copies can be obtained [here](#).
2. Find or obtain copies of any contract or letters of contract extension sent to you during your employment at TAFE.
3. Contact the SSTUWA for advice before proceeding.

Given the complexities around when and under what circumstances you can be made permanent it is best that you discuss the matter with the SSTUWA as early as possible.

Once you are clear on the options that best suit your particular circumstances you will be able to approach your college at the right time and with the right arguments.

We have a very strong history in TAFE of gaining permanency for our members and we must remember that our Agreement states in sub-clause 16.1: "Permanent is the preferred mode of employment of the parties to this Agreement."

No matter what the political or funding environment, members who are not yet permanent should ensure they are clear on how and when their college can make them permanent.



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