



Australian Education Union

TAFE Division

Policy on Employment and Job Security

As adopted at the 2001 National TAFE Council AGM



© Australian Education Union
Federal Office
120 Clarendon Street
Southbank 3006

The employer is responsible for the employment conditions of the employees. Presently, the employer has successfully moved the responsibility for ongoing work to the employee, which is unacceptable.

In instances where it can be demonstrated that a program is run consecutively for multiple funding contract periods, the responsibility for employment conditions should return to the employer and the position should become ongoing/permanent.

Employers should be pressed to convert as many temporary/fixed term teaching positions as possible to permanent/ ongoing and as many casual/sessional positions to temporary/fixed term as possible.

The following principles should be included in all claims:

1. Maximisation of permanent employment.
2. Use of temporary/fixed term employment to replace teachers absent for lengthy periods or in situations where the work is demonstrably expected to be short-term or for unrenewable periods.
3. The option for conversion to permanent positions where it is clear that work is ongoing.
4. Conditions of work for temporary/fixed term employees to be equal to those of permanent/ongoing employees.
5. Where temporary/fixed term employment is considered necessary, terms are as long as possible.
6. Ensuring minimization of casual employment by confining it to situations where a very small number of hours which are irregular are required or where expertise of practitioners is required.
7. Ensuring provision of working conditions for casuals/hourly paid staff, including workspace resources and professional development consistent with working conditions enjoyed by permanent staff. Further, protection should be provided under OH&S legislation at whatever workplace/location work is required to be carried out.
8. Ensure improved pay and conditions for casual and temporary employees, including:
 - pay rates which are at least equal to permanent rates, are appropriate to qualifications and the complexity of the work and, which are paid for all work done;
 - increased casual loadings to properly compensate for the lack of conditions and for job insecurity;
 - pay rates and casual loadings which are set at a level sufficient to provide a practical disincentive to employers in relation to use of casual employment;

- access to a greater range of the conditions enjoyed by permanent staff (such as sick leave, professional development); Severance payments in circumstances where employment is not renewed.

9. Ensuring union membership of and services for casual and temporary staff.

Strategies

1. Policy, once determined by the National TAFE Council should be provided to employing authorities in each state and territory.
2. Attempts should be made to negotiate this policy into enterprise agreements and other appropriate industrial instruments.
3. As the funding of TAFE is crucial to its staffing policy, staffing policy should be co-ordinated with funding campaigns.
4. Media coverage should be obtained wherever possible on the need for stability of staffing in the TAFE Institutes.
5. Every effort should be made to recruit casual and temporary staff into our union ranks.
6. NTCE members should make regular reports on the implementation of the action plan for non-permanent staff in TAFE.
7. A National Activists Campaign Network is established to share information ideas and strategies between states and territories, including using web-based communication tools. This should be co-ordinated by the Federal Office.