

# Secure Employment campaign

The AEU is running a Secure Employment campaign focusing on the advertising of ongoing positions and the eligibility of members (ES and teachers) to translate to ongoing employment.

With long-term planning decisions due by the end of November each year all schools should undertake an audit of contracts and look at workforce plans to establish:

- Whether there is capacity for ongoing positions at your school and
- Whether there are eligible staff that could be translated to those vacancies prior to advertisement.

Consultation is central to the effectiveness of the Agreement and works best when there is transparency enabling all employees the ability to influence the decision-making at your school.

The agreement (VGSA 2013) states that **“the standard mode of employment in the Teaching Service is ongoing. However, some fixed-term or casual employment will continue to be necessary.”** As a consultative committee, when looking at workforce planning documents you should be able to clearly establish whether there is capacity to advertise ongoing positions and whether you have staff who are eligible to be translated to ongoing prior to advertising externally.

## Questions for the consultative committee?

- Can all of the contract positions in our school be justified by one of the 5 valid reasons for a contract?
- Do we have capacity to advertise ongoing position/s?
- Do we have any eligible employees who can be translated into a suitable ongoing position/s?
- Do we have merit-based selection panels ready to conduct internal and/or external selection processes?

## Translation to ongoing

Ongoing employment should be offered to any eligible employee where a suitable ongoing position becomes available in the school [Clause 21(2)(f)]. If there are several eligible employees, an internal merit based selection process should occur.

## Eligibility

A fixed term employee is eligible to translate to an ongoing position without the position being advertised if they have been continuously employed by the Department for longer than a complete school year, including vacation periods and provided the criteria in clause 21(2)(g) are met:

- (i) in response to a vacancy advertised for longer than 12 months;
- (ii) in response to a vacancy advertised for 12 months or less resulting in two or more fixed periods of employment as a result of the operation of subclause (2)(c)(ii);
- (iii) in response to two or more vacancies advertised for 12 months or less resulting in two or more fixed periods of employment; or
- (iv) in response to an advertised parental absence vacancy in the second or subsequent year of that replacement.