

GOVERNMENT DEPARTMENTS AND AGENCIES, MANAGEMENT OF FIXED-TERM CONTRACTS

542. Hon. C.L. Edwardes to the Minister for Public Sector Management

I refer to the Premier's brief ministerial statement regarding the framework for the management of fixed-term contracts in the public sector and ask: -

- (a) how many people are employed on fixed term contracts in promotional positions, ie above entry level;
- (b) at what levels are these people employed;
- (c) how long have these people been employed;
- (d) what safeguards are in place to ensure that the Government does not use the option of fixed-term contracts to 'parachute' people into specific positions in the public service;
- (e) what system is or will be put in place to evaluate public service employees and fixed term contract people seeking the same position;
- (f) what are the principles referred to in the statement;
- (g) is it the Government's intention to move more and more public sector employees to fixed term contracts;
- (h) what are the inequities, or examples of the inequities, referred to in the statement;
- (i) will the use of fixed-term contracts lead to increased employment in the public sector;
- (j) if so, to what extent?

Dr G.I. GALLOP replied:

- (a) Existing data from the minimum obligatory information requirements (MOIR) for all Government agencies indicate 4600 fixed term employees as at 30 June 2002, excluding teachers and nurses.
- (b) This detail is not available from MOIR data.
- (c) See (b) above.
- (d) The Public Sector Management Act 1994, Approved Procedures and the Public Sector Standard for Recruitment, Selection and Appointment.
- (e) See (d) above.
- (f) The overarching principle is Government's commitment to a permanent workforce.
- (g) No.
- (h) Where a position is ongoing or where evidence indicates a permanent employment relationship exists it is Government policy to offer permanent appointment.
- (i) The intent of the framework is to increase the incidence of permanent employment across the public sector while decreasing the number of fixed term contract employees.
- (j) See (i) above.