

Minister for Industrial Relations and Workplace Safety
Question Time Briefs
April 2021

Ref No	Page number	Title	Status	Reason for Exemption
1	2	ACTPS Taskforce on Insecure Work and Outsourcing	Full	n/a

This information is released under Section 23(a)(i) of the *Freedom of Information Act 2016* which requires the release of specified documents over five years old. Due to the age of the information being released it may not reflect current legislation or Government policy and phone numbers and webpages mentioned may not still be current.

CM21/20185

Portfolio/s: Workplace Safety & Industrial Relations**ISSUE: ACTPS Taskforce on Insecure Work and Outsourcing****Talking points:**

- The ACT Government is committed to providing secure and where possible, ongoing employment. As part of this commitment, the ACT Government established the ACTPS Insecure Work and Outsourcing Taskforce ('the Taskforce') - a joint Union and Government Taskforce to examine the use of insecure work and outsourcing in the ACTPS.
- The Taskforce was established as part of the 2017-2021 Enterprise Agreement round. Provisions were included in the new enterprise agreements to facilitate the conversion of jobs to more secure forms of employment. These provisions complemented pre-existing provisions dealing with the minimisation of casual and temporary employment, privatisation and outsourcing.
- The Taskforce Conversion Policy was finalised in 2019 and sets out the process and criteria for assessing positions for conversion.
- In accordance with the Conversion Policy, the Taskforce is systematically reviewing temporary and casual employment to assess if there are jobs that should be made permanent. Where jobs are identified for conversion, the enterprise agreement provisions allow for the Head of Service to appoint existing employees without further merit processes, providing certain criteria are met.
- To date, three rounds of conversions have taken place, with a fourth round currently underway.

Background Information

- A total of 988 casual and temporary employees have been assessed against the Conversion Policy and 183 employees have been converted to permanent employment. For those that did not meet the criteria, the reasons included:
 - the roles were for a specific project that would not continue past the project end date;
 - the employee was backfilling another role;
 - the employee was already appointed or going through an alternate appointment process e.g. streamlining or via merit selection;

Cleared as complete and accurate: 16/04/2021

Cleared for public release by: Deputy Director-General Ext: 75397

Contact Officer name: Dr Damian West Ext: 75397

Lead Directorate: Chief Minister, Treasury and
Economic Development

TRIM Ref: CM21/20185

- the employee did not meet the duration requirement of 2 or more years within the position; or
 - the employee declined the offer of conversion.
- Overall, in the time period the Taskforce has been running the current workforce statistics show that there has been a decrease in temporary and casual employment and an increase in permanent employment from the 2018/2019 financial year to the 2019/2020 financial year as follows:

2018/2019

Employment Type	Percentage
Permanent	76.0%
Temporary	17.2%
Casual	6.8%

2019/2020

Employment Type	Percentage
Permanent	78.1%
Temporary	16.5%
Casual	5.4%

- In the same period there has been an increase in workforce by 1216.8 FTE between the 2018/2019 and 2019/2020 financial year periods, which means the above figures understate the effect.

Cleared as complete and accurate: 16/04/2021
Cleared for public release by: Deputy Director-General Ext: 75397
Contact Officer name: Dr Damian West Ext: 75397
Lead Directorate: Chief Minister, Treasury and
Economic Development