

MINISTER FOR EDUCATION AND TRAINING — PORTFOLIOS —
FIXED-TERM CONTRACT AND CASUAL STAFF

105. Hon Tjorn Sibma to the Minister for Education and Training:

For the 2016–17 financial year, can the Minister provide the following information:

- (a) the total dollar amount spent on employees on fixed term contracts and casual staff by each department and agency under the Minister’s control;
- (b) the total number of employees on fixed term contracts and casual staff by department/agency and with information concerning their individual position and level;
- (c) how many employees on fixed term contracts and casual staff are currently employed in each department/agency under the Minister’s control;
- (d) how many employees on fixed term contracts and casual staff have worked in the same position for longer than six months;
- (e) under what criteria or process may fixed term contract or casual staff be made permanent; and
- (f) will the Minister list the types of contracts used for the purpose of short term employment?

Hon Sue Ellery replied:

Department of Education

- (a) For 2016–17, the Department of Education spent \$776,424,033 on salaries for fixed-term contracts and casual staff.
- (b) Collation of information concerning each individual fixed term or casual staff member’s position title and level is considered an undue use of agency resources. For the remainder of what the question asks please refer clause (c).
- (c) As at 24 August 2017, the total paid FTE for fixed-term and casual is 10 527.
- (d) 3 806 FTE employed on fixed-term contracts have worked in the same position for at least six months. This is based on fixed-term employees being paid consistently between March 2017 and August 2017 in the same position. In line with industrial agreements, casual appointments can only be made for a period of no more than 20 days.
- (e) As per WA Labor’s 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.
- (f) The Department utilises both casual employment and fixed-term contracts for the purpose of short-term employment. The fixed-term contracts are standard templates generated through the Recruitment Advertising Management System (RAMS). This sets out the reasons for the fixed-term contract consistent with the provisions contained within the industrial instruments. This information is also now being recorded within the Department’s Human Resources Management Information System (HRMIS).

Department of Training and Workforce Development

Note: The following answers include trainees and exclude Senior Executive Service and Governing Council members.

(a)

Agency	Fixed Term	Casual	Total
Department of Training and Workforce Development	\$2,895,041.78	Nil	\$2,895,041.78
North Metropolitan TAFE	\$20,700,544.55	\$6,501,913.80	\$27,202,458.35
South Metropolitan TAFE	\$21,363,723.93	\$15,141,610.08	\$36,505,334.01
South Regional TAFE	\$7,309,833.41	\$4,244,142.09	\$11,553,975.50
Central Regional TAFE	\$8,960,523.46	\$2,550,257.74	\$11,510,781.20
North Regional TAFE	\$5,405,837.42	\$2,133,745.26	\$7,539,582.68
Total	\$66,635,504.55	\$30,571,668.97	\$97,207,173.52

- (b) Collation of information concerning each individual fixed term or casual staff member’s position title and level is considered an undue use of agency resources. For the remainder of what the question asks please refer clause (c).

(c)

Agency	Fixed Term	Casual	Total
Department of Training and Workforce Development	47	Nil	47
North Metropolitan TAFE	254	373	627
South Metropolitan TAFE	263	490	753
South Regional TAFE	99	210	309
Central Regional TAFE	112	127	239
North Regional TAFE	49	75	124
Total	824	1275	2099

Excludes casuals who have not worked in the past six months.

(d)

Agency	Fixed Term	Casual	Total
Department of Training and Workforce Development	16	Nil	16
North Metropolitan TAFE	212	106*	318
South Metropolitan TAFE	209	261	470
South Regional TAFE	82	73	155
Central Regional TAFE	93	42	135
North Regional TAFE	32	21	53
Total	644	503	1147

Excludes casuals who have not worked in the past six months.

*Excludes casual staff who have not worked for two consecutive pay periods.

(e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.

(f) Fixed term and casual contracts of employment.

Building Construction Industry Training Fund

(a)

Fixed Term	Casual	Total
\$17,694	Nil	\$17,694

This answer excludes Senior Executive Service members.

(b) Collation of information concerning each individual fixed term or casual staff member's position title and level is considered an undue use of agency resources. For the remainder of what the question asks please refer clause (c).

(c)

Fixed Term	Casual	Total
1	Nil	1

(d)

Fixed Term	Casual	Total
Nil	Nil	Nil

(e) As per WA Labor's 2017 election commitment, processes and criteria for transition from fixed and casual employment to permanency are currently under review.

(f) Temporary staff.