

MINISTER FOR COMMUNITY SERVICES — PORTFOLIOS —
FIXED-TERM CONTRACT AND CASUAL STAFF

224. Hon Tjorn Sibma to the Leader of the House representing the Minister for Community Services:

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:

Former Department for Child Protection and Family Support

- (a) \$21.656m
- (b) Collation of information concerning each individual fixed term or casual staff member's position title and level is considered to be an undue use of agency resources. For the remainder of what the question asks, please refer to (c).
- (c) As at 30 June 2017, 300 fixed term contract employees and 234 casual staff.
- (d) 143 employees on fixed term contracts in the same position for longer than six months. A number of longer term casual staff are employed to backfill short term absences across different positions within a functional area, for example Residential Care Services.
- (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 contracts and casual staff are typically used for the following purposes:
 - Provide relief while the substantive occupant is absent (e.g. acting in another role, on secondment, or on leave);
 - Work on projects for a finite period; and
 - Cover short term vacant positions (typically while the position is being advertised).

Former Department of Local Government and Communities

Please refer to Legislative Council Question on Notice 251