

Mr. Stewart Little
General Secretary
Community & Public Sector Union – SPSF Group NSW Branch
GPO Box 3365
SYDNEY NSW 2001

DOC17/748504

Attention: Phoebe Dangerfield via email PDangerfield@psa.asn.au

Dear Mr Little,

Re: Engagement of TAFE Managers – Policy position

I write in relation to discussions that have taken place during recent bargaining meetings for TAFE Managers with respect to the way in which a TAFE Manager is engaged by TAFE NSW.

As you aware, TAFE NSW currently engages TAFE Managers employed under the *TAFE Commission of NSW TAFE Managers Enterprise Agreement 2015* on specified term contracts, except, where the employee was an existing permanent (ongoing) TAFE Manager.

Subject to the approval of the TAFE Commission of NSW TAFE Managers Enterprise Agreement 2017 (the proposed Agreement), TAFE NSW has determined it will take a discretionary approach to the employment status of new positions established under the proposed Agreement and will evaluate each new position on a case-by-case basis, prior to recruitment. This evaluation will be made according to TAFE NSW business needs. If the position is determined by TAFE NSW to be a position that is required for the ongoing and foreseeable future, and meets business needs, TAFE NSW may determine that the position is established as an ongoing position. TAFE NSW may then seek to offer employment to an individual on an ongoing contract basis.

With respect to existing TAFE Managers who are currently engaged on a specified term contract, the position will be assessed at the conclusion of the current contract to evaluate whether the position is required for the ongoing and foreseeable future. This assessment will not be made for modernisation or project positions. If it is determined that the position is required for the ongoing and foreseeable future the position will be established as an ongoing position.

Establishment of ongoing positions and appointments to ongoing contracts will be at the absolute discretion of TAFE NSW.

TAFE NSW reserves the right to amend this policy position at any time, at its absolute discretion.

Should you wish to discuss this matter further, please contact me on 0408 436 476.

Yours sincerely



Donna Wilcox
Head of Workplace Relations
TAFE NSW
14 July 2017