

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mr Higgins to the Minister for Public Employment:

Employment Practices in the Northern Territory Public Service

1. Do job vacancies for the duration of less than 6 months for a fixed employment period in the Northern Territory Public Service have to be advertised on the Northern Territory Government web site?
 2. Why are around almost 30% of all employment positions in the Northern Territory Public Service stated to be fixed period employment as defined in section 34 of the Public Sector Employment and Management Act (NT)?
 3. How many times can an employee on a fixed period employment contract have their fixed term contract of employment rolled over for another fixed term?
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ANSWERS

1. No. As per section 30 of the *Public Sector Employment and Management Act* (PSEMA) the Chief Executive Officer of an Agency need only advertise a vacancy where the duties are to be performed for a period exceeding six months.
2. The January 2019 rate of fixed term employment in the Northern Territory Public Sector (NTPS) is 24.53%. As referenced in the 2017/18 State of the Service Report the average rate of for fixed term employment in the NTPS since 2014 (five years) is 26.12%.

Fixed period or casual employment contracts may be used for:

a) Executive Contract Officers;

b) Specified Employment Programs and qualification provisions:

Specified Employment Programs

- Graduate programs;
- Traineeships;
- Apprenticeships;
- Cadetships; and
- Transition to Retirement.

Qualification Provisions: Visa conditions or restrictions;

- New Zealand residents;
- Qualifications (certificates / degrees / licences)*; and
- Clearance certificates.

c) Funding and Project Based Positions

- Time limited Commonwealth Government funding;
- Time limited Northern Territory Government funding;
- Project based work for a finite period; and
- Seasonal or periodical in nature.

d) Backfilling of Staff Absences

- Temporary transfers or promotions;

- Periods of leave (eg recreation, maternity, personal, leave without pay, long service leave or workers compensation); and
 - Interim arrangements where recruitment action is imminent.
3. Pursuant to 34(4) and 34(5) of PSEMA a person's employment to perform fixed period duties may be renewed in accordance with the terms and conditions as determined by the Commissioner . Determination Number 10 of 2012 prescribes that where the employee's original period of employment was six months or less – the total duration of the original period of employment and each renewal period must not exceed two years; and if the employee's original period of employment was greater than six months – the total duration of the original period of employment and each renewal period must not exceed five years. Any renewal of a fixed period contract outside of the parameters specified in the Determination requires the Office of the Commissioner for Public Employments approval.