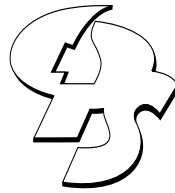




QUEENSLAND GOVERNMENT



Office of the Public Service

DIRECTIVE

(refer Section 34 of the *Public Service Act 1996*)

No: **23/97**
Supersedes:

1. TITLE: Conversion of Temporary Base Grade Public Service Employees to Tenured Status

2. PURPOSE: To specify the circumstances by which base-grade level employees¹ engaged on a temporary basis may be converted to tenured status at the same level.

3. LEGISLATIVE PROVISION: *Public Service Act 1996* - Section 34

4. EFFECTIVE DATE: 31 October 1997

5. DIRECTIVE:

Chief Executive Officers may convert base-grade level employees in a temporary capacity to tenured base grade level public service employees. Chief Executives must be satisfied that conversion will meet the business requirements of their Department, that ongoing budgetary provision will be available, that there is the likelihood of the duties undertaken by the temporary employee continuing and that the past performance of the temporary employee is satisfactory.

6. APPLICATION

- 6.1 This Directive is to be applied solely at the discretion of the Chief Executive.
- 6.2 This Directive applies to base-grade level public service employees engaged on a temporary basis only.
- 6.3 To be eligible, temporary base-grade level employees must have been recruited and selected on merit in accordance with Section 78 of the *Public Service Act 1996*² or, prior to 1 December 1996, have been recruited and selected in accordance with the merit provisions of the Public Sector Management Standard for Recruitment and Selection.

7. NON APPLICATION:

This Directive does not apply to casual employees.

8. APPEALS

An appeal can not be made against a decision to take, or not take action, under this Directive.

¹ Base-grade level means - Educational Assistants, AO1/2, TO1/2, PO1/2, OO1/2 and OO3 only if defined "base-grade" by an Industrial Determination.

² Base-grade administrative employees engaged under the provisions of SOA 138 are regarded as being selected on merit.