



## Public Sector Labour Relations

Shaping a contemporary public sector workforce

### Implementation of the Conversion and Appointment to Permanency Framework

The Government has issued a framework giving effect to the conversion and appointment of fixed term contract and casual employees to permanency.

The framework includes:

- a Premier's Circular outlining the Government's policy intent;
- a Commissioner's Instruction (CI) establishing processes to be followed by public sector employers; and
- supporting guidelines.

Planning and managing processes under the framework will require a pragmatic and considered approach, with a view to achieving the Government's commitment to providing employees with certainty while minimising industrial relations and financial risks.

The framework specifically requires that the Dispute Settlement Procedure (DSP) under the relevant industrial instrument is to be used where an employee wishes to challenge a decision or the approach taken by the employing authority in application of the CI. Please note that disputes may ultimately be arbitrated by the Western Australian Industrial Relations Commission.

Consistent with its role under [Premier's Circular 2017/03](#), Public Sector Labour Relations (PSLR) has a lead role in the implementation and ongoing coordination of the framework. This includes working with both the Public Sector Commission and the State Solicitor's Office to ensure consistency of advice and coordination of issues.

We are also here to assist and support you in dealing with any industrial relations issues that may arise. As a first step, please [contact your PSLR adviser](#) prior to commencing information sessions with affected fixed term contract and casual employees.

Yours sincerely,

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**PUBLIC SECTOR LABOUR RELATIONS**  
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