

## **SCG Working Party report on Casual Employment Policy Update 24 September 2008**

On 26/3/08 Director HR, Tim Sprague, responded to recommendations from the SCG Working Party on Casual Employment Policy of 7/11/07 in a letter to Carolyn Kennett. The working party believes that Tim has misinterpreted elements of the working party's recommendations and provides the following clarifications.

### **Preference to employ enrolled MQ students**

Tim wrote: Enrolment as a student is not a desirable criteria for casual academic positions. I would note that at times the University will engage casual academics for their industry expertise or other specialist skills. Enrolment in a course is not necessarily a sound indicator of a casual staff Member's capacity to undertake the role effectively.

The working party recognises that all applicants must meet essential criteria for appointment. The intention of the recommendation is that preference will be given to enrolled students who meet the criteria. This seems to be consistent with MQ@50 strategy to increase the provision of work experience for students.

### **Requirement to advertise regularly for casuals**

Tim Wrote: while I recognise that Casual Eligibility lists may be one tool to facilitate the appointment of casual staff ....

This was written in response to the working party's first recommendation that the selection process reflect the principle of selection on merit. We recommended that this include, but not necessarily be limited to, a requirement to advertise casual academic positions periodically (say every 3 years) for inclusion in an eligibility list.

The issue we wanted to highlight is whether we include in our policy, a requirement to open our recruitment and selection process to the broader community on a regular basis. The working party felt this was desirable as it signals to the broader community that we have an open recruitment and selection process based on merit. This is not a barrier to:

- (a) people making applications in the intervening years,
- (b) advertising more frequently than the policy may provide, or
- (c) specifically inviting people with desired skills to submit an expression of interest.

We would appreciate HR review of these recommendations.

### **Working Party Members**

Cathy Wright  
Carolyn Kennett  
Phoebe Dangerfield  
Lachlan Morgan