



Chair: Brian Howe AO
Deputy Chair: Paul Munro

Level 6 365 Queen Street
 Melbourne Victoria 3000

T 1300 362 223 (toll free)

W securejobs.org.au

E inquiry@securejobs.org.au

Online submission					
First name	Bree		Surname	Long	
Age	31	Gender	Female	State	WA
Occupation (if available)	Administration in public hospital				
Text of submission	<p>I am married with a mortgage and no children. I am working full time on a fixed term contract. I have been on a fixed term contract since 20/10/08. My hours and pay do not vary from week to week, but i am not permanent or secure in this position. Approx 50% of workers at RPH would be in the same situation or a worse situation than me. Some managers find it is easier to have fixed term contracts rather than undertaking a recruitment process. Other reasons are leave cover for long service and parental leave and FTE controls enforced by governing bodies. I haven't had to raise issues with management regarding wages or hours. I did have to challenge a relocation of work area to an area that is unsuitable for my position. It made me feel very insecure in the position because if i pushed too hard, management could just give my job to another employee. I have undertaken OH&S training to be a representative. I have no issues with raising OH&S hazards with management. I have access to sick leave, annual leave, four weeks notice of termination and paid parental leave. Training and development are offered at no cost and are easily accessed. There are very few opportunities for me to progress from this position, however I did progress to the position. It is very important to me to know how much i will be paid each week. I have enough money to pay bills, buy food save and entertainment. At times money is tighter from paying large bills like council and water rates. Our social life and luxuries have to be scaled back until there is money available again. I have never had to approach a community organization for assistance. My work situation does contribute to increased stress, especially when changes are made to this position that are beyond my control. I have no issues with making plans for the future. I am easily able to change my working hours to suit my life. I am not involved in community work. My insecure job does not prevent me from being involved in community work. Gaining permanent employment in this position would reduce the stress and feeling of insecurity.</p>				

*This submission was received online at the Inquiry's web site:
<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>*

Certain information, including full contact details, have been withheld to respect the privacy of the submitter. Further details about the publication of submissions and a privacy statement are available at the website.

