



Online submission					
First name	Dennis		Surname	Hine	
Age	59	Gender	Male	State	NSW
Occupation (if available)	TAFE Teacher				
Text of submission	<p>I am currently a teacher of business studies which involves the area of workforce planning. Prior to moving into tertiary education I operated as a senior HR professional in the private sector as well as a director in the not-for-profit sector. For any organisation to be effective there needs to be some flexibility in the arrangement of their employees. However for a business to be successful it is necessary to have a substantial core of permanent staff to ensure the organisational knowledge is maintained and passed on.</p> <p>When staff are employed on a casual basis they become more mercenary in their approach to work and are inclined to take on extra casual positions, eroding their effectiveness due to tiredness, or are constantly looking for better paying casual positions or permanent employment to provide a measure of security.</p> <p>Within the tertiary education sector student enrolments correlate to with the involvement of fulltime teaching staff in courses, as they are able to provide advice at most times when it is being sought and they also have the ability to take a more holistic view of the educational process than a casual teacher who may be in to teach one unit/subject and unaware of the history and developments within those courses.</p> <p>From an employee perspective, permanency provides a lot of psychological and financial benefits through the knowledge of greater security in their lives and being able to seek loans/credit that is not normally considered for casual employees.</p> <p>There may be some minor economic benefit, especially in times of uncertainty, to utilising a casual workforce, however a study of successful organisations will demonstrate that a casual component of their workforce is a distinct minority. there are also major societal benefits from permanent employment.</p>				

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