



Online submission					
First name	Sally		Surname	Kenton	
Age	60+	Gender	Female	State	WA
Occupation (if available)	University management/administration				
Text of submission	<p>This submission is more about people on contract who report to me (or did) and who have been very affected by some recent changes.</p> <p>One individual who did not have her contract renewed had been on a number of contracts over a two year period. As a single parent having recently separated with two teenagers still in education she was devastated. My personal feeling is that although the letter of the Law was followed much more notice should have been given to provide the individual with time to find other employment. As the situation in the past has generally been for something to come up eventually she held out in hope that something would.</p> <p>However the Information Services Director made a decision that one full time Library Officer position would be removed from our section and that IS would not be offering any more ongoing contracts at HEE 3. This last point impacted greatly on those staff and should have been communicated at a much earlier stage. Indeed there may have been some natural attrition as a result which causes less pain for all. There has been much tardiness in making decisions about contracts and positions in Information Services.</p> <p>The following two cases are linked. One individual was given approval to join the Mobility Programme and last Monday 30th December was offered a five month opportunity at a higher level in a Faculty. Despite immediately alerting management to the offer we still do not have an answer for her or the faculty as to whether it can be accepted or if it is, our release date.</p> <p>Another individual also on a contract finishes today, her contract not being renewed. As someone with experience and training to do the job as a result of being with us for 6 months, she would make an ideal replacement for the above person during the Mobility secondment. However in addition to having no answer yet re the Mobility secondment, we do not have approval yet to backfill if the position is accepted.</p>				

	<p>Now to my situation. I have an ongoing position, I support the University's aims in all that I do but day to day management of staffing a service point and fulfilling operational commitments has become very difficult under the circumstances. Good leaders communicate, consult and put strategies in place to minimise negative impact. I feel I have had a lot of unnecessary workload added because the decision maker does not have a good idea of what our work involves and has offered no workable strategies for dealing with less staff. Additionally, the communication is very poor and OH& S issues are likely to arise.</p> <p>In order to operate with less staff we need to reduce the opening hours of our service point so we can meet the University's personnel requirements and so we can treat our remaining staff equitably.</p> <p>The current approach goes against UWA's vision and values regards staff.</p>
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<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.