



Online submission					
<b>First name</b>	Sarah		<b>Surname</b>	Chamberlain	
<b>Age</b>	29	<b>Gender</b>	Female	<b>State</b>	WA
<b>Occupation (if available)</b>	Occupational Therapist				
<b>Text of submission</b>	<p>I am currently a casual employee of the Health Department of Western Australia. I have been filling short term contracts for both North and South Metro services since I returned to work from maternity leave. I am a member of the HSU. I am married with three very young children and my husband is a self employed photographer. We live in our own home in the northern suburbs of Perth.</p> <p>My current job is a casual position as I am backfilling for a staff member who has gone on sick leave and they are currently in the process of advertising the position.</p> <p>Prior to maternity leave I was in the same Occupational therapy position for 5 years. On return from maternity leave I recently had to apply to get the position permanently. In the five years that I was in the position prior to my most recent application I had already had to apply for the position four times. Initially the application was an expression of interest for a three month contract and later it was through a competitive selection process. Three times I was the successful applicant. Whilst in that position I had the opportunity to act up in senior contracts gained through competitive selection processes. While in the position I always exceeded expectations of employment and fulfilled my role with complete dedication and commitment.</p> <p>On the fourth time that I had to apply for the position I was not the successful applicant and was left with no position to return to and no assurance that I could get a job in the clinic or department that I had been loyal and committed to for over five years.</p> <p>In speaking to colleagues of my concern it would appear that mine is not an isolated case and other clinicians certainly join me in feeling powerless and angry at a system that allows and even encourages and enforces the using of short term contracts. The argument given by human resources is that it makes the application process open fair and transparent, but in doing so it certainly makes it far more difficult for mothers returning to the workforce and to gain senior positions.</p>				

	<p>I hope that something can be done to change these policies that enforce the advertisement and recruitment to positions simply due to a change in contract length or permanent status. If a competitive selection process has already been followed to employ someone on a contract it seems ridiculous to make that process invalid and repeat at the end of every contract. It leads staff to fear for their positions and makes it more difficult to focus on providing quality health care without assurance that the organisation for which we work will reciprocate by providing security and opportunity.</p>
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*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.*