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Online submission						
First name		Sarah		Surname	Chamberlain	
Age	29	9	Gender	Female	State	WA
Occupation (if available)			Occupational Therapist			

Text of submission

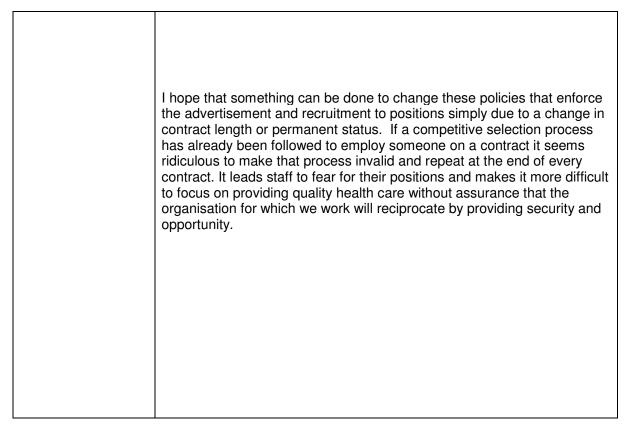
I am currently a casual employee of the Health Department of Western Australia. I have been filling short term contracts for both North and South Metro services since I returned to work from maternity leave. I am a member of the HSU. I am married with three very young children and my husband is a self employed photographer. We live in our own home in the northern suburbs of Perth.

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.

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.

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.

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.



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.