

- For unplanned leave when a permanent reliever cannot be justified (permanent relief staff are to be the preferred mode of relief staffing and are to be used whenever possible).
- Fixed term projects.
- To address seasonal workload changes.
- In the event of organisational change.
- Employees undertaking an accredited fixed term course of study.
- Fixed term program funding.
- Employment of a graduate pending the availability of a permanent position.
- Backfilling when a legitimate recruitment process is occurring, but without limiting access to higher duties.

Appointments of temporary employees can occur when a health service district and the QNU mutually agree on the establishment of additional temporary training positions for graduates in identified locations, e.g. operating theatres, intensive care units. This is in addition to the current staff numbers in that location for the purpose of training graduates in areas of identified skill shortages.

The terms and conditions of employment are to be clear to both parties of the employment relationship to ensure a temporary employee is given correct written notification of the specific arrangements relating to their employment.

8 HISTORY

May 2010	Protected IRM 1.0-2 reformatted as part of the HR policy consolidation project in accordance with EB7.
October 2004	IRM 1.0-2 Graduate Nurse Employment (clause 26.3 Nurses (Queensland Health) Section 170MX Award 2003 and clause 7.2.6 Queensland Health Certified Agreement (No.4) amended.
August 1999	IRM 1.0-2 Graduate Nurse Employment