

11 Recognition of previous service

Any period of employment for a fixed term temporary employee is to be counted as continuous service for the purpose of calculating entitlements, having regard to arrangements in relation to breaks in service.

12 Cash equivalent payments

When the services of the fixed term temporary employee are continued, leave entitlements are to continue to accrue in accordance with the relevant Award.

A cash equivalent payment for recreation leave and long service leave is not to be made unless the fixed term temporary employee ceases duty with Queensland Health.

Definitions:

Fixed term temporary employee	A person appointed to meet temporary circumstances existing within the organisation. Reference to relevant Awards and Agreements is to be made to ensure adherence to specific provisions.
Non-industrial instrument employee	A person who works, or has worked, as a public sector employee other than under an industrial instrument. For example, a Health Executive Service employee.

History:

April 2021	Policy: <ul style="list-style-type: none"> – formatted as part of the HR Policy review – amended to update references and naming conventions – reviewed in accordance with clause 2.8.1 of the Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No 7) 2019 (BEMS7) – updated to incorporate provisions outlined in the PSC Directive 09/20 – Fixed term temporary employment.
April 2019	Protected IRM 1.2 reformatted as part of the HR policy consolidation project.
December 2004	Amended IRM 1.2 Temporary/Fixed Term Appointment
September 2003	<ul style="list-style-type: none"> • IRM 1.2 Temporary /Fixed Term Appointment