

- c. An assessment centre will be established, where practical assessments and pre-employment checks will be undertaken to establish prospective employees' suitability for Cleaning Services Officer positions; and
 - d. Appropriate language and other support will be provided to eliminate potential disadvantage, including that which may arise through language barriers.
11. Provided that prospective employees who have been assessed through the assessment process meet the minimum requirements for the positions and employment in the ACTPS, the individuals will be offered employment as Cleaning Services Officers in the Education Directorate.
12. To avoid disadvantage that arises through residency and visa status, employment will be offered on the following basis:
 - a. Australian Citizens and Permanent residents will be offered permanent employment, subject to the normal probation processes;
 - b. Persons with temporary residence and persons with time-limited visas will be offered employment contracts to the length of their visas, with the possibility of extension (up to the maximum period for temporary employment of five years), in the event their visas are extended, subject to normal probation processes; and
 - c. Persons within (b) who secure permanent residency or citizenship whilst employed on temporary contracts may be offered to convert to permanent employment.

Phase Two

13. If there are still vacancies once the restricted recruitment process in Phase One has been completed, a second restricted process will be undertaken.
14. Phase Two will limit those who can apply to vacancies to other ACT public school cleaners employed by Dimeo Cleaning Services Pty Ltd or Menzies International (AUST.) Pty Ltd, who were not eligible to apply through Phase One (e.g. those individuals employed in those entities after 1 July 2019).
15. The advertisement and assessment process in Phase Two will be consistent with the process used in Phase One.

Further and future vacancies

16. Any vacancies that remain or arise after Phase Two will be filled through normal merit processes in accordance with the PSM Act.

DURATION AND REVIEW

17. This Management Strategy will be in place for a period of twelve months from the date of commencement. The Head of Service can revoke the Management Strategy earlier if it is no longer required.
18. This Management Strategy can be reviewed, in consultation with relevant unions, during its period of operation as required.



ACT
Government

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