

Glossary of terms

Term	Definition
Allied health professions	Art therapists, audiologists, Chinese medicine practitioners, chiropractors, dietitians, diversional therapists, exercise physiologists, medical radiation practitioners, occupational therapists, optometrists, orthoptists, orthotists/prosthetists, osteopaths, pharmacists, physiotherapists, podiatrists, psychologists, rehabilitation counsellors, social workers, sonographers, speech pathologists.
Bullying	Repeated unreasonable or inappropriate behaviour towards a worker or group of workers that creates a risk to health and safety.
Cisgender	Person whose gender identity matches their sex assigned at birth.
Consultant	Someone temporarily engaged under contract to provide specified services.
Contractor	Someone employed by a contingent labour supplier who provides labour or service.
Development and performance agreement	Document created annually that details activities, actions, measurements or targets that could be expected from you over the next 12 months. This may also be referred to as performance agreement, performance review, performance management agreement, my plan or professional development plan.
Discrimination	Unfair treatment of people based on certain characteristics, for example age, sex, race or part time work status.
Agency group	Overarching department or authority your agency is grouped under.
Flexible work arrangement	Agreement between you and your workplace to change the standard working arrangement to better accommodate your commitments out of work.
Frame	All agencies in the public sector subject to <i>Public Sector Management Act 1994</i> and WA sworn police officers.
Full time equivalent salary	Wage converted to a full time equivalent salary assuming an employee worked full time hours throughout the full year.
Gender expression	Way a person expresses their gender.

Term	Definition
Gender experience	Person's alignment with the sex recorded for them at birth.
Gender identity	Who a person feels themselves to be.
Gross annual salary	Total amount of money you receive before taxes and deductions are taken out.
Harassment	Any unwelcome behaviour in the workplace that offends, humiliates or intimidates a person.
Higher duties	Allowance you receive when assigned duties of a position that is a higher work value than your current position.
Manager	Person in your workgroup, project or team to whom you report daily (if you work for more than one team/work unit, choose the manager you work with most frequently).
Political conviction	Includes having or not having (a lack or absence of) a firmly held belief or opinion that is political.
Redundancy	When a position is surplus to agency requirements or abolished.
Religious conviction	Includes having or not having (a lack or absence of) a firmly held belief or opinion that is religious.
Scope	Includes employees who are permanent, fixed term, casual, sessional and part time.
Section 59 compensation payment	Only applies to an executive officer (CEO/DG or SES officer) who leaves a role before their contract expires.
Secondment	Temporary movement of an employee to a different agency for a defined period, with the expectation that the employee returns to their previous position on completion of the secondment.
Sessional	Employee who is paid for work in a specified period or an ad hoc arrangement to meet agency needs. Employee is not employed under a fixed term contract. An example is a consultant surgeon working at multiple locations.
Sexual orientation	How a person thinks of their own sexuality, the terms they identify with, and their romantic or sexual attraction to others.
Substantive position	Position a person is attached to permanently. This may be different from their current position. For example, someone on a temporary transfer would have a substantive position to return to when the transfer is finished.

Term	Definition
Temporary special allowance	Allowance you receive when required to undertake finite work that is assessed as having higher work value than the classification of your substantive position.
Tenure restrictions	Policy that limits the length of time a person can work in a specific role.
Transgender	Person whose gender identity is different from that given to them at birth.
Variations of sex characteristics (sometimes called intersex)	Person with innate genetic, hormonal or physical sex characteristics that do not conform to medical norms for female or male bodies.
Voluntary severance	Any payment in connection with a mutually agreed and voluntary early departure from your employment.
Workplace adjustments	<p>Changes to any aspect of employment that allows you to work safely and effectively. This includes, but is not limited to, adjustments to job design, tasks, working hours, workplace, work areas or equipment used at work.</p> <p>For example, ergonomic adjustments, visual aids (not including glasses), noise cancelling headsets, flexible hours, computer assisted software, access to purchased annual leave, assistance with communications, screen reader, Auslan interpreter, accessible lift, lighting, ramp access.</p>
Workplace assessment	Assessment of your workplace environment to assist in allowing you to work safely and effectively. For example, ergonomic requirements.