



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Swinburne University of Technology
(AG2017/6215)

SWINBURNE UNIVERSITY OF TECHNOLOGY, ACADEMIC & GENERAL STAFF ENTERPRISE AGREEMENT 2017

Educational services

DEPUTY PRESIDENT COLMAN

MELBOURNE, 13 MARCH 2018

Application for approval of the Swinburne University of Technology, Academic & General Staff Enterprise Agreement 2017.

[1] An application has been made for approval of an enterprise agreement known as the *Swinburne University of Technology, Academic & General Staff Enterprise Agreement 2017* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by Swinburne University of Technology. The agreement is a single enterprise agreement.

[2] The Applicant has provided written undertakings. A copy of the undertakings is attached in Annexure A. I am satisfied that the undertakings will not cause financial detriment to any employee covered by the Agreement and that the undertakings will not result in substantial changes to the Agreement.

[3] Subject to the undertakings referred to above, and on the basis of the material contained in the application and accompanying statutory declaration, I am satisfied that each of the requirements of ss.186, 187, 188 and 190 as are relevant to this application for approval have been met.

[4] The National Tertiary Education Industry Union being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) and based on the statutory declaration provided by the organisation, I note that the Agreement covers the organisation.

[5] The Agreement was approved on 13 March 2018 and, in accordance with s.54, will operate from 20 March 2018. The nominal expiry date of the Agreement is 30 June 2021.



DEPUTY PRESIDENT

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ANNEXURE A

Undertakings

In accordance with Section 190 of the *Fair Work Act 2009* (Cth) (**the Act**), Swinburne University of Technology (**Swinburne**) provides the following undertakings in relation to the *Swinburne University of Technology, Academic & General Enterprise Agreement 2017* (**the Agreement**):

1. If, in accordance with clause 14 of the Agreement, an employee's employment is terminated by Swinburne during or at the end of the probation period, Swinburne will give the employee notice of termination, or a payment in lieu of such notice, that is no less than the notice to which the employee is entitled under section 117 of the Act.
2. If an executive staff employee becomes entitled to notice of termination or redundancy pay under the National Employment Standards, Swinburne will give the employee notice of termination, or a payment in lieu of such notice, and/or redundancy pay that is no less than the relevant employee's entitlements under the National Employment Standards.
3. If Swinburne engages any apprentices or trainees under the Agreement, Swinburne will ensure that those apprentices or trainees are paid at a rate of pay which is no less than the rate of pay to which they would be entitled under the *Higher Education Industry – General Staff – Award 2010*.

Signed on behalf of Swinburne University of Technology by Rita Cincotta, Vice President People & Culture:

.....

Date: 7 March 2018

Note - this agreement is to be read together with an undertaking given by the employer. The undertaking is taken to be a term of the agreement. A copy of it can be found at the end of the agreement.



Swinburne University of Technology, Academic & General Staff Enterprise Agreement 2017

APPLICATION AND OPERATION OF THE AGREEMENT

1. TITLE

The title of this agreement is the *Swinburne University of Technology, Academic & General Staff Enterprise Agreement 2017*.

2. ARRANGEMENT

This Agreement is arranged as follows:

1.	Title.....	i
2.	Arrangement.....	i
3.	Definitions.....	4
4.	Operation of Agreement.....	7
5.	Application of the Agreement.....	7
6.	Relationship to Awards and Agreements.....	7
7.	Availability of Agreement.....	9
8.	Intention of the Agreement	9
EMPLOYMENT RELATIONSHIPS		9
9.	Types of Employment	9
10.	Full-Time Employment	10
11.	Fractional Time Employment / Part Time Employment.....	10
12.	Casual Employment	11
13.	Contract / Fixed Term Employment	19
14.	Probationary Employment	24
15.	Workload Process.....	26
16.	Performance and Development	30
17.	Performance Based Contracts	31
18.	Disciplinary Procedures – General Provisions.....	31
19.	Disciplinary Procedures - Unsatisfactory Performance or Misconduct	33
20.	Disciplinary Procedures - Serious Misconduct	35
21.	Redeployment, Retraining and Redundancy.....	38
22.	Redundancy - General Staff Employees.....	40
23.	Redundancy - Academic Staff Employees	43
WAGES AND RELATED MATTERS		46
24.	Payment Of Salaries	46
25.	Progression through the Incremental Pay Structure.....	47

26.	Progression through the Classification Structure – General Staff Employees Only	49
27.	Academic Promotion	49
28.	Job Redesign	49
HOURS OF WORK, SHIFTWORK AND OVERTIME - GENERAL STAFF		50
29.	Hours of Duty	50
30.	Meal Breaks	50
31.	Shift Work	50
32.	Higher Duties Allowance (HDA)	52
33.	Overtime	54
34.	General Staff Re-Classification - General Staff Only	56
LEAVE OF ABSENCE AND PUBLIC HOLIDAYS		60
35.	General Provisions	60
36.	Annual Leave	61
37.	Personal Leave	63
38.	Parental Leave	65
39.	Long Service Leave	71
40.	Other Leave	74
41.	Trade Union Training Leave	78
42.	Public Holidays	78
WORKPLACE SAFETY AND WORKERS COMPENSATION		79
43.	Leave or Make-Up Pay to Incapacitated Employees	79
44.	Job Security – Return to Work and Ensuring a Safe Workplace	82
45.	Workplace Bullying	82
STAFF BENEFITS		82
46.	Forty-Eight/Fifty-Two (48/52) Week Employment Cycle	82
47.	Superannuation	83
48.	Voluntary Salary Packaging	84
49.	Removal Expenses - Academic Staff	84
TRANSPORT AND RELATED MATTERS – GENERAL STAFF		85
50.	Transport of Employees after Unrostered Shifts or Overtime	85
51.	Travel Between Campuses	85

DISPUTE RESOLUTION AND CONSULTATION	85
52. Dispute Avoidance and Resolution Procedures	85
53. Consultation about Change.....	86
54. Joint Consultative Committee.....	87
55. Committees and Chairpersons	88
56. Outside Studies Program (OSP).....	89
MISCELLANEOUS PROVISIONS.....	89
57. Work Environment and Anti-Discrimination.....	89
58. Voluntary Early Retirement	90
59. Termination of Employment on the Grounds of Ill-Health - Academic Staff Employees Only	90
60. Ill Health Retirement – General Staff.....	91
61. Intellectual Property	92
62. Intellectual Freedom	92
63. Indigenous Employment.....	92
64. Union Notices	92
65. Staff Lists.....	93
66. Right of Entry of Union Officials	93
67. Supervision of Academic Staff Employees	94
68. Staff Development Program.....	94
APPENDIX 1: RATES OF PAY.....	95
APPENDIX 2: SESSIONAL ACADEMIC RATES AND ENTITLEMENTS	104
APPENDIX 3: ALLOWANCES – GENERAL STAFF EMPLOYEES ONLY	109
APPENDIX 4: CLASSIFICATION DESCRIPTORS - HIGHER EDUCATION WORKERS	110
APPENDIX 5: ACADEMIC CLASSIFICATIONS.....	123

3. DEFINITIONS

Academic staff shall mean and refer to all employees who perform academic work other than:

- TAFE teaching staff;
- staff teaching ELICOS or Pathway programs; and
- staff responsible for the oversight or development of courses in TAFE, ELICOS or Pathway programs.

Carer shall refer to a person on whom someone else is wholly or substantially dependant for ongoing care and attention on a substantially non-commercial basis.

Casual employee shall mean and refer to an employee engaged by the hour and paid on an hourly basis that includes a loading in lieu of specific benefits explicitly not provided to the casual employee.

Consultation refers to the exchange of information about a matter or issue, explanation of the respective points of view, and taking into account the views of the other. Consultation does not necessarily mean that an agreement can be reached. If agreement cannot be reached the University will provide reasons.

Eligible Casual Employee (for parental leave purposes) means a Casual employee who:

- as at the date (or expected date) of birth or placement, has been employed by the University on a regular and systematic basis for a sequence of periods of employment during a period of at least 12 months; and
- but for the birth or placement, or expected birth or placement, would have a reasonable expectation of continuing employment by the University on a regular and systematic basis.

employee shall mean and refer to a member of staff of the University covered by this Agreement.

Executive staff shall mean and refer to a member of staff employed pursuant to a Performance Based Contract as described in clause 17 of this Agreement.

FW Act means the *Fair Work Act 2009* (Cth).

FWC shall mean and refer to the Fair Work Commission.

FW Regulations means the *Fair Work Regulations 2009* (Cth).

General staff shall mean and refer to all employees other than:

- Academic staff employees;
- TAFE teaching staff;
- staff teaching ELICOS or Pathway programs; and
- staff responsible for the oversight or development of courses in TAFE, ELICOS or Pathway programs.

Head of Management Unit means the person assigned responsibility for a specific organisational area.

Immediate family means:

- a Spouse, child (including an adult child, adopted child, step child or ex nuptial child), parent, grandparent, grandchild or sibling of the employee;
- a child (including an adult child, adopted child, step child or ex nuptial child), parent, grandparent, grandchild or sibling of a Spouse of the employee; or
- a person with respect to whom the employee has an Indigenous kinship relationship of equivalent significance.

JCC shall mean and refer to the Joint Consultative Committee.

Management shall mean the Vice-Chancellor, Deputy Vice-Chancellor, Vice- President, Pro-Vice Chancellor, or nominee(s).

Medical Practitioner shall mean a registered medical practitioner, registered dentist, registered physiotherapist, registered chiropractor, registered osteopath, registered optometrist, registered naturopath, registered clinical or counselling psychologist or any other person registered, or licensed, as a medical practitioner under a law of a State or Territory that provides for the registration or licensing of medical practitioners.

Misconduct shall mean and refer to conduct which is not Serious Misconduct, as defined, but which is nonetheless conduct that is unsatisfactory.

NES shall mean the National Employment Standards set out in the *Fair Work Act 2009* (Cth) as amended from time to time.

NTEU shall mean and refer to the National Tertiary Education Industry Union.

Ordinary salary shall mean and refer to the total remuneration an employee is entitled to receive for performing their ordinary hours of duty and shall not include overtime, penalty rates, shift allowances, special rates, and other allowances or any other payment of a like nature.

OSP shall mean Outside Studies Program.

Parties shall mean and refer to the University and the NTEU.

Part-time employee shall mean and refer to an employee engaged to work less than the normal weekly ordinary hours specified for a full-time employee in the same classification and for which salary and entitlements are calculated on a pro-rata basis.

Performance based contract shall mean and refer to a Performance based contract as described in clause 17 of this Agreement.

Primary Caregiver means the parent who meets the child's physical needs more than any other person. Only one person can be a child's primary caregiver on a particular day.

Representative shall mean and refer to a person nominated by an employee to undertake representations to the University on their behalf, if they so choose, and who is not a currently practising solicitor or barrister.

Resignation shall mean and refer to a decision of an employee of the University to cease employment with the University on a specified date. The term "resignation" shall also mean and refer to the retirement or death of an employee.

Seasonal or Part Year employees shall mean and refer to an employee appointed as such on a continuing or fixed term basis to work one or more periods or seasons in each year (which may be a calendar year), as identified by the University, or as subsequently varied by agreement with the Seasonal or Part Year Employee.

Secondary Caregiver means a parent of the child, but who is not the Primary Caregiver.

Serious Misconduct includes:

- serious misbehaviour which constitutes a serious impediment to the carrying out of an employee's duties or to an employee's colleagues carrying out their duties (including, but not limited to, breaches of the University's People, Culture and Integrity policy);
- serious dereliction of the duties required of the position;
- theft or fraud;
- serious misconduct in research; or
- conviction by a court of an offence where that offence constitutes a serious impediment to the carrying out of the employee's duties or functions or to an employee's colleagues carrying out their duties or functions.

Examples of conduct which may constitute Serious Misconduct are:

- assault;
- repeated incidents of misconduct;
- serious or repeated bullying or harassment, including sexual harassment; or
- wilful and/or gross breach of the employee's contract, the University's policies, regulations or the University's People, Culture and Integrity policy, such that it would be unreasonable to continue the employee's employment.

Service shall mean and refer to service as an employee of the University which includes any recognised prior service.

Set roster shall mean and refer to the ordinary hours of duty to be performed by an employee in accordance with a scheduled roster pursuant to the provisions of parts of this Agreement.

Spouse includes a de facto partner, former spouse or former de facto partner.

Supervisor shall mean and refer to an employee's nominated supervisor, which may be an employee's Head of Management Unit.

Termination shall mean and refer to termination of employment at the initiative of the University.

Union shall mean the NTEU.

University shall mean and refer to Swinburne University of Technology.

Unsatisfactory performance shall mean and refer to types of conduct or action by staff members that will result in their on-going employment being reviewed. Grounds include inefficiency or negligence in the performance of the specified duties of the position held.

Vice-Chancellor shall mean and refer to the Chief Executive Officer of the University, or a person acting in the position of Vice-Chancellor or a nominee of the Vice-Chancellor.

NB: Reference to the singular shall mean and refer to, and include, reference to the plural.

4. OPERATION OF AGREEMENT

This Agreement will operate from 7 days after the date of its approval by the FWC and have a nominal expiry date of 30 June 2021.

5. APPLICATION OF THE AGREEMENT

5.1 This Agreement covers the University, its Academic staff, General staff, and Executive staff (excluding TAFE teaching staff, staff teaching ELICOS or Pathway programs and staff responsible for the oversight or development of courses in TAFE, ELICOS or Pathway programs).

5.2 To the extent that a term of this Agreement contravenes section 55 of the FW Act, the term will be read and interpreted so that it does not contravene section 55 of the FW Act.

6. RELATIONSHIP TO AWARDS AND AGREEMENTS

6.1 This Agreement supersedes and replaces in its entirety any previous Awards and agreements that cover the persons covered by the Agreement.

6.2 This Agreement operates to the exclusion of and wholly replaces any existing or future awards or agreement of the Australian Industrial Relations Commission, Fair Work Australia or FWC, which may otherwise, but for this clause, apply to those staff whose employment falls within the scope of this agreement.

6.3 This Agreement does not replace existing Australian Workplace Agreements (AWAs) or Interim Transitional Employment Agreements (ITEAs).

The University shall, within 1 month of the approval of this Agreement, provide to each employee who would but for the operation of an ITEA be covered by this Agreement, an offer to terminate the ITEA. Thereafter, the University shall facilitate any request of any such employee for termination of their ITEA.

Notwithstanding the termination of an ITEA pursuant to this clause, the employee shall not, as a consequence of that termination, thereafter suffer any demotion, or reduction or loss of remuneration as a consequence of that termination. In this clause "ITEA" includes an AWA.

6.4 Variation of certain terms (individual flexibility arrangements)

6.4.1 The University and an individual employee may agree to vary the effect of certain terms of this Agreement to meet the genuine individual needs of the University and the individual employee. The terms of the Agreement that they may agree to vary the application of are those concerning:

- (a) arrangements for when work is performed under clauses 29, 30, 31 and 51;
- (b) overtime rates under clause 33;
- (c) penalty rates under clause 31;
- (d) allowances under clauses 32 and Appendix 3; and

- (e) leave loading under subclause 36.5.
- 6.4.2 Any individual flexibility agreement made under this clause must:
 - (a) meet the genuine needs of the employee and the University; and
 - (b) be genuinely agreed to by the employee and the University.
- 6.4.3 The University must ensure that the terms of any arrangement:
 - (a) are about permitted matters under section 172 of the FW Act; and
 - (b) are not unlawful terms under section 194 of the FW Act; and
 - (c) result in the employee being better off overall than the employee would be if no arrangement was made.
- 6.4.4 The University and the individual employee must have genuinely made the arrangement without coercion or duress.
 - (a) Where an arrangement is proposed the individual employee, the University and their chosen representatives must have at least 3 working days to consider the proposal.
 - (b) Where an arrangement is proposed the University will inform the employees(s) that they may seek advice from the Union.
- 6.4.5 The arrangement between the University and the individual employee must:
 - (a) be confined to a variation in the application of one or more of the items listed in subclause 6.4.1;
 - (b) result in the employee being better off overall than if no arrangement was made;
 - (c) not disadvantage other employees in the workplace in relation to their terms and conditions of employment.
- 6.4.6 The University must also ensure that any individual flexibility arrangement:
 - (a) is in writing, names the parties to the arrangement and is signed by the University and the individual employee and, if the employee is under 18 years of age, the employee's parent or guardian;
 - (b) states each term of this agreement that the University and the individual employee have agreed to vary;
 - (c) sets out how the arrangement will vary the effect of this Agreement;
 - (d) details how the employee will be better off overall in relation to the individual employee in relation to the individual employee's terms and conditions of employment; and
 - (e) states the date the arrangement commences to operate.

- 6.4.7 Except as otherwise provided for in clause 6.4.6, any individual flexibility arrangement does not require approval or consent of any other person except the University and the employee.
- 6.4.8 The University must give the individual employee a copy of the arrangement within 14 days after it is agreed to.
- 6.4.9 The arrangement may be terminated:
- (a) by either the University or the individual employee giving to the other no more than 28 days' notice of termination in writing; or
 - (b) at any time, by written agreement between the University and the individual employee.
- 6.5** The parties agree not to seek to re-open matters covered by this Agreement during the nominal life of this Agreement, except where such claims/issues are specifically contemplated in the agreement.
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7. AVAILABILITY OF AGREEMENT

A copy of this Agreement will be kept in an easily accessible place, including the Internet, and be available for inspection on request by any staff member of the University.

8. INTENTION OF THE AGREEMENT

8.1 It is the intention of this Agreement to:

- 8.1.1 Implement workplace practices which improve the effectiveness and productivity of the University and assist the University to achieve its strategic objectives;
- 8.1.2 Maintain and foster enhanced industrial relations at the University through a participatory approach, and
- 8.1.3 Enhance the skills, job satisfaction and job security of University employees.

EMPLOYMENT RELATIONSHIPS

9. TYPES OF EMPLOYMENT

9.1 Requirement to State Terms of Engagement

- 9.1.1 Upon engagement, the University shall provide to the employee an instrument of appointment, which stipulates the type of employment and informs the employee of the terms of engagement at the time of the appointment.
- 9.1.2 Other main conditions of employment included in letters of appointment, will be references to other recorded sources from which employment conditions derive, and the duties and reporting relationships to apply upon appointment.

9.2 Types of Employment – Machinery Provisions

- 9.2.1 The University may employ persons on a full-time, part-time, ongoing, casual or fixed-term basis.

- 9.2.2 Unless the employee and the University otherwise agree, employment shall be deemed to be on a full-time basis.
- 9.2.3 The University agrees it shall endeavour to not increase overall usage of casual staff during the life of the Agreement.
- In the event that the University makes a decision to directly employ casual general staff, the parties will confer over the application of this clause.
- 9.2.4 The University will not employ a general staff member on a casual basis in excess of 16 weeks at any one time. If the University employs a casual beyond 16 weeks, they will be offered a fixed term contract or continuing employment.
- 9.2.5 Unless agreed, no casual Academic staff member can be in charge of the development of an online teaching and learning award course.

9.3 Conversion of Fixed Term Employees to Ongoing Employment

- 9.3.1 A fixed term employee shall be converted to on-going subject to the following criteria:
- (a) the employee has been employed by the University for three consecutive years;
 - (b) the employee was appointed through an open and competitive selection process;
 - (c) there is a record of satisfactory performance in the position; and
 - (d) the University has an ongoing need for the position.
- 9.3.2 Sub-clause 9.3 does not limit the operation of sub-clauses 13.5 and 13.6.

10. FULL-TIME EMPLOYMENT

On engagement, a full time employee shall be given by the University written advice of:

- 10.1** the date on which the employment is to commence;
- 10.2** the classification of the employee;
- 10.3** the wage rate of the employee;
- 10.4** the terms and conditions of employment applicable to the employee;
- 10.5** a probationary period where applicable.

11. FRACTIONAL TIME EMPLOYMENT / PART TIME EMPLOYMENT

- 11.1** A fractional time employee shall be entitled to all the provisions of the Agreement but calculated where appropriate on a pro-rata basis in accordance with the proportion of ordinary hours worked by the employee.
- 11.2** On engagement, a fractional time employee shall be given by the University written advice of:
- 11.2.1 the date on which the employment is to commence;
 - 11.2.2 the classification of the employee;

- 11.2.3 the wage rate of the employee;
- 11.2.4 the hours of duty and time of attendance of the employee;
- 11.2.5 the terms and conditions of employment applicable to the employee;
- 11.2.6 a probationary period where applicable.

12. CASUAL EMPLOYMENT

12.1 Casual Loading

The loading included in the hourly rates for casual employees from the beginning of the first pay period commencing on or after the date of the commencement of this clause shall be a casual loading of 25%.

12.2 Minimum Engagement – General Staff

The minimum period of engagement for a casual employee will be as follows:

- 12.2.1 persons who are students (including post graduate students) who are expected to attend the University on that day in their capacity as students shall have a minimum period of engagement of 1 hour. Without limiting the scope of this sub-clause, a student will be taken as being expected for attendance on any Monday to Friday during the main teaching weeks of the University, other than public holidays as applied at the relevant institution;
- 12.2.2 persons with a primary occupation elsewhere (or with the University) shall have a minimum period of engagement of 1 hour;
- 12.2.3 other casual general staff employees employed shall have a minimum period of engagement of three hours;
- 12.2.4 in order to meet their personal circumstances, a casual employee may request and the University may agree to an engagement for less than the minimum of 3 hours.

12.3 Overtime for General Staff

Overtime is only payable to casual general staff in respect of work in excess of 20% of the ordinary weekly hours of an equivalent full time employee, on one day. In respect of such excess, the employee shall receive the greater of the overtime rate that would apply to overtime worked on that day by an equivalent full time employee or the casual loading, but not both.

12.4 Public Holidays – General Staff

A casual employee shall not be entitled to payment for any of the public holidays provided by this Agreement unless the employee is required to work on such a day, and shall not be entitled to paid leave of any kind.

12.5 Conversion from Sessional to Academic Tutor employment – Academic Staff

- 12.5.1 An employee who is converted from sessional to non-sessional employment will be known as an Academic Tutor.
- 12.5.2 An employee must not be engaged and re-engaged nor have their hours reduced in order to avoid any obligation under this clause.

- 12.5.3 Upon appointment, the University shall advise a sessional employee that, after meeting the eligibility criteria set out in this clause, sessional employees have a right to apply for conversion as an Academic Tutor and a copy of the conversion provisions of this Agreement shall be made available to such employees.
- 12.5.4 The University shall also take reasonable steps from time to time to inform sessional employees of the conversion provisions of this Agreement.
- 12.5.5 An eligible sessional employee may apply in writing for conversion to Academic Tutor employment in accordance with the conversion provisions of this Agreement.
- 12.5.6 Any conversion to Academic Tutor employment prior to 1 January 2017 will only be effective from 1 January 2017.

12.6 Eligibility for conversion

- 12.6.1 To be eligible to apply for conversion, a sessional employee must be employed:
 - (a) to perform at least 72 hours of Teaching Delivery as a sessional employee covered by this Agreement (or its predecessor) in each of the three calendar years prior to the calendar year in which the conversion is intended to take effect ; or
 - (b) have a reasonable basis for breaks during the three year period and have satisfied clause 12.6.1(a) over a period of five years prior to the calendar year in which the conversion is intended to take effect

Staff employed as 'Teaching Fellows', at the time of this Agreement coming into effect, will also be eligible to apply for conversion if they meet the conditions in paragraph 12.6.1, where the hours worked conducting lectures or tutorials as a 'Teaching Fellow' will count for determining eligibility. Increments received as a 'Teaching Fellow' will be maintained where a 'Teaching Fellow' converts to an Academic Tutor.
- 12.6.2 Teaching Delivery means conducting a lecture or a tutorial (and being paid in accordance with those payroll codes) and not studio or laboratory demonstration or other teaching related duties.
- 12.6.3 For the purposes of this clause occasional and short-term work performed by the employee in another classification, job or department shall not:
 - (a) affect the employee's eligibility for conversion;
 - (b) be included in determining whether the employee meets or does not meet the eligibility requirements.

12.7 Application for Conversion – Grounds for Refusal

The University shall not unreasonably refuse an application for conversion of a sessional employee. It may refuse an application only on the following reasonable grounds:

- 12.7.1 the employee is a student, or has recently been a student, other than where their status as a student is irrelevant to their engagement and the work required. An employee *has recently been a student* if the employee ended their studies within the 18-month period ending on 31 December of the calendar year immediately preceding the calendar year in which the conversion would take effect. An employee *has ended their studies* when their qualification is conferred or when they otherwise cease to be enrolled as a student without having their qualification conferred;

- 12.7.2 the employee is a genuine retiree;
- 12.7.3 the employee has been performing their teaching duties in units of study which are to be discontinued or which have suffered a demonstrable decline in enrolments and where the deduction of the hours taught in those units would make the employee ineligible for conversion under clause 12.6.1;
- 12.7.4 the employee does not meet the essential requirements of the position; or
- 12.7.5 the employee has not performed satisfactorily in the position.

12.8 Offer of Academic Tutor Employment

- 12.8.1 The University must determine an application for conversion either by offering conversion to Academic Tutor employment or by rejecting the application. If the University rejects the application, it must provide written reasons for rejecting it. If the application is accepted, the employee will be offered a position as an Academic Tutor.
- 12.8.2 Conversion may be to either a continuing appointment or to a fixed-term appointment consistent with this Agreement. The offer of conversion shall indicate the hours and pattern of work which, subject to due consideration of the University's operational requirements and the desirability of offering the employee work which is as regular and continuous as is reasonably practicable, shall be consistent with the employee's sessional engagement in the year preceding the application for conversion. The conversion offer shall also constitute (and include such other details as are required for) an instrument of engagement under this Agreement.
- 12.8.3 An Academic Tutor will be engaged on a fraction of 0.2, 0.4, 0.6, 0.8 or 1.0 FTE, based on and rounded from the calendar year preceding the calendar year in which the conversion will take effect.

An employee who converts from ongoing employment as a Teaching Fellow to employment as an Academic Tutor will have their Teaching Fellow time fraction converted in accordance with the following:

Teaching Fellow fraction	Academic Tutor fraction
1.0 FTE	0.8 FTE
0.9, 0.8 or 0.7 FTE	0.6 FTE
0.6, 0.5 or 0.3 FTE	0.4 FTE
0.2 or 0.1 FTE	0.2 FTE

- 12.8.4 Employees converted under this clause will not have their sessional service count as service for the purpose of calculating any other existing entitlements except for any applicable paid or unpaid parental leave or paid long service leave.
- 12.8.5 Employees holding a Doctoral qualification will be converted to Level A, Step 6.
- 12.8.6 Employees not holding a Doctoral qualification will be converted to Level A, Step 2.
- 12.8.7 Employees converted from ongoing employment as a Teaching Fellow will have their existing classification and increment maintained.

12.8.8 Academic Tutors are entitled to increments in accordance with this Agreement.

12.8.9 The following arrangements will apply:

- (a) Academic Tutors employed below Level A, Step 6 required to undertake unit convening/subject coordination work will be paid a loading for the duration of the period in which they are undertaking such work. The loading will be equivalent to the difference between their salary and the salary at Level A, Step 6.
- (b) Academic Tutors required to undertake lectures will be paid a loading for the delivery and associated working time for undertaking such work. The loading will be equivalent to the difference between their salary and the salary at Level B, Step 2
- (c) No more than 10% of the allocated tutorial or lecture hours of an Academic Tutor will be lectures.
- (d) This does not prevent additional work paid at sessional rates in accordance with clause 12.10.7.
- (e) This sub-clause 12.8.9 does not apply to Academic Tutors who were converted from ongoing employment as a Teaching Fellow.

12.9 Further Applications

An employee whose application for conversion is rejected shall not be entitled to apply again within 12 months except where:

12.9.1 that rejection is solely based upon a ground set out in clause 12.7; and

12.9.2 that ground ceased to apply.

12.10 Academic Tutor Employment

12.10.1 Subject to the terms of engagement, the time and manner in which the annual ordinary hours are rostered over the period of the year is at the discretion of the University and can be rostered over a period of less than 52 weeks.

12.10.2 Academic Tutor Workload Model

- (a) The employee will be allocated work in accordance with the Academic Tutor Workload Model applying to the employee, as agreed between the Parties at the time of making this Agreement.
- (b) An Academic Tutor's workload will not be informed by the Academic Workload Model described in clause 15 of this Agreement and clause 15 of this Agreement will not apply to Academic Tutors.

12.10.3 Leave Entitlements

Academic Tutors will be entitled to receive the leave entitlements of a full-time employee on a proportional basis in accordance with their fraction of employment.

12.10.4 Public Holidays

Academic Tutors will be entitled to the benefit of all public holidays that fall during periods for which they are rostered to work.

12.10.5 Termination of Employment

- (a) In the event that the employment of an Academic Tutor ceases, for whatever reason, and the employee has received a payment (howsoever described) in respect of work or hours which are not then worked by the employee, the employee agrees and authorises that the payment will be repaid by the employee to the University as at the date of termination. The University may off-set any such amounts against any entitlements owing to the employee.
- (b) If an Academic Tutor has performed work for which they have not yet received pay from the University, the University will pay to the employee such amount as at the date of termination.

12.10.6 Payment

- (a) For the purposes of payment, the salary paid for the fractional engagement under 12.8.3 will be averaged to a fortnightly salary.
- (b) In the event that the number of ordinary hours for which the employee is engaged are altered by agreement then the University and the Academic Tutor shall ensure that from the date such change takes effect, appropriate reconciliation arrangements in respect of pay and hours have been made.

12.10.7 Additional work

- (a) Academic Tutors, other than those that are full time, will be eligible to undertake additional work, by agreement, for the University. In respect of such additional work hours, payment will be in accordance with Sessional Academic Rates in Appendix 2 of this Agreement. There is no accrual of leave entitlements (howsoever described) in respect of additional hours.
- (b) Where in any year an Academic Tutor works in excess of the number of ordinary hours in the year for which they are engaged, the payment for the additional ordinary hours will be made in the first available pay period following receipt of a valid claim. Any additional ordinary hours worked will be taken into account in the calculation of leave entitlements.

12.10.8 Eligibility for Academic Promotion

- (a) Persons converted under this clause to an Academic Tutor shall be entitled to apply for academic promotion through the standard academic promotion process after the successful completion of probation. Where any such person is successful in being promoted to Level B or a higher Level they shall be offered continuing employment at that Level in a non-Academic Tutor position.
- (b) Persons converted under this clause are entitled to apply for any other ongoing or fixed term role at the University.

12.11 Conversion from Casual to Non-Casual employment – General Staff

- 12.11.1 An employee must not be engaged and re-engaged nor have their hours reduced in order to avoid any obligation under this clause.
- 12.11.2 Upon appointment, the University shall advise a casual employee that, after serving qualifying periods, casual employees may have a right to apply for conversion and a copy of the conversion provisions of this Agreement shall be made available to such employees.
- 12.11.3 The University shall also take reasonable steps from time to time to inform casual employees of the conversion provisions of this Agreement.
- 12.11.4 An eligible casual employee may apply in writing for conversion to non-casual employment in accordance with the conversion provisions of this Agreement.

12.12 Eligibility for conversion – General Staff

- 12.12.1 To be eligible to apply for conversion, a casual employee must be employed on a regular and systematic basis in the same or a similar and identically classified position in the same department (or equivalent), either;
 - (a) over the immediately preceding period of twelve months and in those immediately preceding twelve months the average weekly hours worked equalled at least 50% of the ordinary weekly hours that would have been worked by an equivalent full-time employee; or
 - (b) over the immediately preceding period of at least 24 months.
- 12.12.2 For the purposes of this clause occasional and short-term work performed by the employee in another classification, job or department shall not:
 - (a) affect the employee's eligibility for conversion;
 - (b) be included in determining whether the employee meets or does not meet the eligibility requirements.

12.13 Application for Conversion – Casual to Ongoing – General Staff

The University shall not unreasonably refuse an application for conversion of General staff. However, it may refuse an application on reasonable grounds. Reasonable grounds include, but are not limited to, the following:

- 12.13.1 the employee is a student, or has recently been a student, other than where their status as a student is irrelevant to their engagement and the work required;
- 12.13.2 the employee is performing work that will either cease to be required or will be performed by a non-casual employee, within 26 weeks (from the date of application);
- 12.13.3 the employee has a primary occupation with the University or elsewhere, either as an employee or as a self-employed person;
- 12.13.4 the employee does not meet the essential requirements of the position; or
- 12.13.5 the work is ad hoc, intermittent, unpredictable or involves hours that are irregular.

12.14 Offer of Non-Casual Employment – General Staff

- 12.14.1 The University must determine an application for conversion either by offering conversion to non-casual employment or by rejecting the application. If the University rejects the application, it must provide written reasons for rejecting it. If the application is accepted, the employee will be offered a non-casual position.
- 12.14.2 Conversion may be to either a continuing appointment or to a fixed-term appointment consistent with this agreement. The offer of conversion shall indicate the hours and pattern of work which, subject to due consideration of the University's operational requirements and the desirability of offering the employee work which is as regular and continuous as is reasonably practicable, shall be consistent with the employee's casual engagement. The conversion offer shall also constitute (and include such other details as are required for) an instrument of engagement under this agreement.
- 12.14.3 Conversion may be, but is not required to be, to part-year, annualised hours or seasonal employment. Conversion of a casual employee to part- year, annualised hours or seasonal employment may occur where by custom and practice the work has been performed by casual employees on such a basis, or otherwise by agreement by the Parties.
- 12.14.4 Employees converted under this clause will not have their casual service count as service for the purpose of calculating any other existing entitlements except for any applicable unpaid parental leave or paid long service leave.

12.15 Further Applications – General Staff

An employee whose application for conversion is rejected shall not be entitled to apply again within 12 months except where:

- 12.15.1 that rejection is solely based upon a ground set out in clause 12.13; and
- 12.15.2 that ground ceased to apply.

12.16 Seasonal, Part Year or Annualised Hours Employment – General Staff

12.16.1 Application

The terms and conditions in this clause apply to employees converted from casual employment to "Seasonal", "Part Year" or "Annualised Hours" employment in accordance with clause 12.14 of this Agreement.

12.16.2 "Seasonal" or "Part Year" Employees

During the periods of the calendar year that the employee is not required to perform work, the employee's employment contract will continue. However, with the exception of periods of approved paid leave, the employee will be deemed to be on leave without pay for such periods. Such periods will not count as service for any purpose, but will not break the continuity of service.

12.16.3 Accrual of pay

In respect of the periods or seasons of work for which they are engaged, Part Year or Seasonal employees will be paid on the same basis as comparable, full-time or part-time continuing employees, as the case may be.

12.16.4 Leave Entitlements

Leave, including annual leave, long service leave and sick leave will accrue during hours worked. Leave, other than annual leave and long service leave, will only be available to the employee during the periods or seasons of work for which the Part Year or Seasonal Employees are engaged. The timing of taking annual leave and long service leave will be determined by the University, in consultation with the employee.

12.16.5 Public Holidays

Part Year and seasonal employees will be entitled to the benefit of all public holidays that fall on days on which the employee would normally work during the part or parts of the year or season or seasons that the employee is engaged to work.

12.16.6 Termination of Employment

In the event that the employment of a part year or seasonal employee ceases, for whatever reason, and the employee has received a payment (howsoever described) in respect of work or hours which are not then worked by the employee, that payment will be repaid by the employee to the University as at the date of termination. The employee may authorise the University to deduct the amount of any such payments from any amounts payable to the employee by the University.

12.17 "Annualised Hours" Employees – General Staff

- 12.17.1 An "Annualised Hours Employee" is an employee engaged as such on a continuing or fixed term basis for a specific number of ordinary hours within any one year (which may be a calendar year) as offered by the University or as subsequently varied by agreement with the Annualised Hours Employee.
- 12.17.2 Subject to the terms of engagement, the time and manner in which the annual ordinary hours are rostered over the period of the year is at the discretion of the University and can be rostered over a period of less than 52 weeks.
- 12.17.3 For the purposes of payment, the total number of nominated annual hours will be averaged to a fortnightly salary.
- 12.17.4 Annualised Hours Employees will be entitled to receive the leave entitlements of a full-time employee on a proportional basis determined by the number of annualised ordinary hours required to be worked by the employee within the year. The timing of taking annual leave and long service leave will be determined by the University, in consultation with the employee.
- 12.17.5 Annualised hours employees will be entitled to the benefit of all public holidays that fall during periods for which they are rostered to work.
- 12.17.6 Annualised Hours Employees will be eligible for overtime in the same manner as full-time employees. In respect of such overtime hours, those overtime hours are in addition to the annualised ordinary hours for which the employee is engaged. There is no accrual of leave entitlements (howsoever described) in respect of overtime hours.
- 12.17.7 Where in any year an Annualised Hours Employee works in excess of the number of ordinary hours in the year for which they are engaged, the payment for the additional ordinary hours will be made in the first available pay period following receipt of a

valid claim. Any additional ordinary hours worked will be taken into account in the calculation of leave entitlements.

- 12.17.8 In the event that the number of annualised ordinary hours for which the employee is engaged are altered by agreement then the University and the annualised hours employee shall ensure that from the date such change takes effect, appropriate reconciliation arrangements in respect of pay and hours have been made.
- 12.17.9 In the event that the employment of an Annualised Hours employee ceases, for whatever reason, a reconciliation of the ordinary hours worked and the payments (howsoever described) paid to the employee, will be performed and:
- (a) if the employee has received a payment (howsoever described) in respect of work or hours which are not then worked by the employee, that payment will be repaid by the employee to the University as at the date of termination. The employee may authorise the University to deduct the amount of any such payments from any amounts payable to the employee by the University; and
 - (b) if an employee has performed work for which they have not yet received pay from the University, the University will pay to the employee such amount as at the date of termination.

13. CONTRACT / FIXED TERM EMPLOYMENT

- 13.1** A contract/fixed term employee may be employed either on a full-time or fractional- time basis.
- 13.2** A contract/fixed term employee employed full-time shall be entitled to all the provisions of this agreement.
- 13.3** A contract/fixed term employee employed on a fractional-time basis shall be entitled to all the provisions of this agreement but calculated where appropriate on a pro-rata basis in accordance with the proportion of ordinary hours worked by the employee.
- 13.4** On engagement, a contract/fixed term employee shall be given by the University written advice of:
- 13.4.1 the date on which the employment is to commence;
 - 13.4.2 the date on which the employment is to terminate (or in lieu of a finishing date, will specify the circumstance(s) or contingency relating to a specific task or project, upon the occurrence of which the term of the employment shall expire);
 - 13.4.3 the classification of the employee;
 - 13.4.4 the wage rate of the employee;
 - 13.4.5 the term of the employment, the length and terms of any period of probation and the circumstances by reference to which the use of fixed term contract for the type of employment has been decided for that employment;
 - 13.4.6 a probationary period where applicable. Any second or subsequent fixed-term contract for an employee may require a probationary period where the staff member converts from General staff to Academic staff, or vice versa.
- 13.5** During the term of employment, the contract/fixed term is not terminable by the University, other than during a probationary period, or for cause based on unsatisfactory performance or serious misconduct in accordance with the relevant clauses in this Agreement. If termination

occurs based on unsatisfactory performance, the employee will be paid the balance of their contract, or six months' salary, whichever is lesser.

13.6 Criteria for Contract/Fixed Term Employment

The use of "fixed-term employment" shall be limited to the employment of an employee engaged on work activity that comes within the description of one or more of the following circumstances:

13.6.1 Specific Task or Project

"Specific task or project" shall mean a definable work activity which has a starting time and which is expected to be completed within an anticipated timeframe. Without limiting the generality of that circumstance, it shall also include a period of employment provided for from identifiable funding external to the University, not being funding that is part of an operating grant from government or funding comprised of payments of fees made by or on behalf of students.

13.6.2 Research

"Research" means work activity by a person engaged on research only functions for a contract period not exceeding five years.

13.6.3 Replacement Employee

"Replacement Employee" means an employee:

- (a) undertaking work activity replacing a full-time or part-time employee for a definable period for which the latter is either on authorised leave of absence or is temporarily seconded away from their usual work area; or
- (b) performing the duties of:
 - (i) a vacant position for which the University has made a definite decision to fill and has commenced recruitment action; or
 - (ii) a position the normal occupant of which is performing higher duties pending the outcome of recruitment action initiated by the University and in progress for that vacant higher duties position,

until a full-time or part-time employee is engaged for the vacant position or vacant higher duties position as applicable.

13.6.4 Recent Professional Practice Required

Where a curriculum in professional or vocational education requires that work be undertaken by a person to be engaged who has recent practical or commercial experience, such a person may be engaged for a fixed period not exceeding two years.

13.6.5 Pre-Retirement Contract

Where a full-time or a part-time employee declares that it is their intention to retire, a fixed term contract expiring on or around the relevant retirement date may be adopted as the appropriate type of employment for a period of up to five years.

13.6.6 Fixed-term Contract Employment Subsidiary to Studentship

Where a person is enrolled as a student, employment under a fixed-term contract may be adopted as the appropriate type of employment for work activity, not within the description of another circumstance in the preceding paragraphs of this subclause, that is work within the student's academic unit or an associated research unit of that academic unit and is work generally related to a degree course that the student is undertaking within the academic unit, provided that:

- (a) such fixed-term contract employment shall be for a period that does not extend beyond, or that expires at the end of, the academic year in which the person ceases to be a student, including any period that the person is not enrolled as a student but is still completing postgraduate work or is awaiting results; and
- (b) that an offer of fixed-term employment under this paragraph shall not be made on the condition that the person offered the employment undertake the studentship.

13.6.7 Disestablishment Work Area

A fixed term contract may be offered to an employee where a decision has been made by the University to discontinue work in that area within 24 months. The use of such contracts shall not exceed 24 months.

13.6.8 New Organisational Area

A fixed term contract may be offered to an employee where a new organisational area has been established within the University. A new organisational area is defined as up to 12 months from the establishment of a new area. The use of such contracts shall not exceed 12 months.

13.6.9 Apprenticeship or Traineeship

An apprentice or trainee employed pursuant to an apprenticeship or traineeship approved by the relevant state or territory training authority.

13.6.10 Performance Based Contracts

A person employed on a performance based contract as described in clause 17.

13.7 Other Incidents of Fixed-Term Contract of Employment

Without derogating from any entitlement under the employee's contract or under an agreement provision applicable to the employee on account of the employee's continuous service, a fixed-term contract employee, other than an apprentice shall be entitled to:

13.7.1 Incremental Advancement

A fixed-term employee who has a period of continuous service in a classification that has an incremental structure, shall be entitled to progress through that structure in the same way as an employee engaged as a full-time employee in the same or similar classification.

13.7.2 Notice of Cessation or Renewal of Employment upon Expiry of Contract

The University shall provide to a fixed-term employee, other than an apprentice or an employee described in subclauses 13.6.3, 13.6.5 and 13.6.6, a written notice of the University's intention to renew, or not to renew employment with the University upon the expiry of the contract. Such notice shall be the greater of:

- (a) any entitlement to notice of the University's intention to renew, or not to renew, employment with the employee upon the expiry of the contract; or
- (b)

Period of continuous service	Period of notice
Not more than one year	At least one week or the equivalent of a full pay period, whichever is greater
One year but less than three years	At least two weeks or the equivalent of a full pay period, whichever is greater
Three years but less than five years	At least three weeks or the equivalent of a full pay period, whichever is greater
Five years and over	At least four weeks or the equivalent of a full pay period, whichever is greater

In addition to this notice, an employee over the age of 45 years at the time of the giving of notice and with not less than two years continuous service shall be entitled to an additional week's notice.

- (c) Where, because of circumstances relating to the provision of specific funding to support employment, external to the University and beyond its control, the University is not reasonably able to give the notice required by this subclause, it shall be sufficient compliance with this subclause if the University:
 - (i) advises those circumstances to the employee in writing at the latest time at which the notice would otherwise be required to be given and;
 - (ii) gives notice to the employee at the earliest practicable date thereafter.

13.8 Severance pay - Fixed Term / Contract Employees

13.8.1 A fixed term employee whose contract of employment is not renewed in circumstances where the employee seeks to continue the employment shall be entitled to a severance payment or retrenchment benefit payment howsoever called in accordance with this Agreement as it would apply to a full-time employee engaged in an equivalent classification in the following circumstances:

- (a) the employee is employed on a second or subsequent fixed term contract to do work required for the circumstances described in paragraph 13.6.1 or 13.6.2 and the same or substantially similar duties are no longer required by the University; or

- (b) the employee is employed on a fixed term contract to do work required for the circumstances described in paragraph 13.6.1 or 13.6.2 and the duties of the kind performed in relation to work continue to be required but another person has been appointed, or is to be appointed, to the same or substantially similar duties.

13.8.2 Where the University advises an employee in writing that further employment may be offered within six weeks of the expiry of a period of fixed-term employment, then the University may defer payment of severance benefits for a maximum period of four weeks from the expiry of the period of fixed term employment.

13.8.3 The University, in a particular case, may make application to FWC to have the general severance payment or retrenchment benefit payment prescription varied if the University obtains acceptable alternative employment for the employee.

13.9 Severance Payment-Contract/Fixed Term Employees

The severance payment or retrenchment benefit payment as it would apply to a full-time employee in the same classification shall be deemed to be as follows:

13.9.1 General and Academic Staff:

Length of continuous service	Severance Pay
Up to the completion of 2 years	4 weeks' pay
2 years or more but less than 3 years	6 weeks' pay
3 years or more but less than 4 years	7 weeks' pay
4 years or more	8 weeks' pay

13.9.2 "Weeks' pay" means the ordinary time rate of pay for the employees concerned.

13.10 Agreement Entitlements and Calculation of Continuous Service

A fixed-term employee shall be entitled to the same agreement terms and conditions as would apply to a full-time or part-time employee engaged in an equivalent classification and working an equivalent proportion of normal weekly ordinary hours for the classification.

For the purpose of this Agreement breaks between fixed-term appointments of up to two times per year and of up to six weeks shall not constitute breaks in continuous service.

Periods of approved unpaid leave shall not count for service, but shall not constitute breaks in service for the purpose of this clause, subject to the FW Act.

14. PROBATIONARY EMPLOYMENT

14.1 New employment – Probation

The University may require all newly appointed Academic and General staff employees to complete a probationary period as stipulated below.

During the probationary period the University will assess the capacity of the new employee to perform to a satisfactory standard the duties of the position to which they have been appointed.

All new employees subject to a probationary period shall be advised of the meaning and length of the probation period and the probationary review process.

During a probation period the University will ensure the new employee receives adequate training in their role and receives regular feedback on performance and opportunities to improve performance.

14.2 Probation Periods – General Staff

New General staff members employed on an ongoing or fixed-term appointment at any level shall have a maximum probationary period of six months.

14.3 Probation Periods – Academic Staff

The following maximum probationary periods shall apply to Academic staff employees employed on an ongoing or fixed-term appointment at any level:

Contract Period	Probationary Period
Less than 3 years	6 months
3 years but less than 4 years	12 months
4 years or more (or ongoing)	24 months

Where a probationary period of 24 months is set in accordance with this sub-clause, the Academic employee may apply at any time after 12 months for confirmation of the appointment.

14.4 Extension of Probationary Period

14.4.1 For General staff members, the University may elect to extend the probationary period for a period of up to four weeks for the following reasons:

- (a) to assist with performance and development issues; and
- (b) where the University is considering termination of employment prior to the conclusion of the initial probationary period.

14.4.2 For academic staff members, the University may elect to extend the probationary period for a period of up to three months for the following reasons:

- (a) to assist with performance and development issues; and

- (b) where the University is considering termination of employment prior to the conclusion of the initial probationary period.

14.4.3 The University may elect to extend the probationary period beyond the current four weeks for General staff and three months for Academic staff in circumstances where an employee is absent from the workplace to such an extent that the employee's performance cannot be properly assessed during the probationary period. The duration of such an extension may be equal to the length of the absence.

14.5 Probation periods – process

14.5.1 Where issues of unsuitability to the role arise, the University will provide the employee with a Probation Report which will:

- (a) Clearly indicate to the employee the areas of deficiency or concern;
- (b) Indicate to the employee the standard of conduct and/or performance required to be achieved within clearly defined timeframes;
- (c) Make it clear the employee is entitled to respond to deficiencies or concerns raised and permit such a response;
- (d) Advise the employee that continued unsatisfactory performance or conduct may result in termination of employment;
- (e) Offer the employee the opportunity to provide a formal comment on the probation report.

14.5.2 During the probation period, each employee will be required to undergo regular reviews. A minimum of two such reviews will be completed by the employee's immediate supervisor in consultation with the employee prior to the conclusion of the probationary period. Where issues of unsuitability to the role arise, the employee will be provided with a copy of the Probation Report, as outlined above. During probation review meetings, the employee can request the presence of a representative, if they choose.

14.5.3 The employee shall be given an opportunity to remedy any performance deficiencies during the probationary period.

14.6 Prior to any decision to terminate employment:

14.6.1 The obligations laid out in this clause (including 14.1 through 14.5) will be met; and

14.6.2 The employee will be provided with a recommendation regarding the status of the employee's employment. Where possible, that recommendation must be provided to the employee one month prior to the conclusion of the probation review period where the University intends to not confirm the appointment.

14.6.3 When providing the recommendation to the employee:

- (a) the employee will be advised of any material that the University intends to take into account in a decision to terminate the employment; and
- (b) the University will give the employee the opportunity to respond within 10 working days of receipt of the advice.

The University will confirm or terminate the appointment on or before the conclusion of the probationary period.

14.7 Dispute resolution

Where an employee claims there has been a breach of process or is aggrieved by the decision to annul their appointment, the employee may access the disputes resolution procedure in this Agreement.

15. WORKLOAD PROCESS

15.1 Workload Process - Academic Staff

15.1.1

- (a) Managers in consultation with employees will be responsible for the appropriate and equitable distribution of workload within their management units.
- (b) The parties agree that academic workloads will be regulated to ensure that staff do not have excessive or unreasonable workloads. Where either party identifies a risk of workload increase at an organisational unit level such as a Department, School or Faculty, staffing levels shall be reviewed.
- (c) The University will implement an open and consultative process for the development of the Academic Workload Model and will encourage input and feedback from employees and the NTEU.

15.1.2 Academic Workload Model

- (a) Generally, the Academic Workload Model will encompass activities of:
 - (i) teaching and learning in all its modes;
 - (ii) research and scholarship;
 - (iii) University service, administration and professional activities,and will take into account the changing nature of academic work.
- (b) Academic staff members should endeavour to pursue research and scholarship activities that are aligned to and support the University's vision and relevant strategic plan.
- (c) The Academic Workload Model will take an annual approach, or, for a staff member commencing during a calendar year or a part-time staff member, a proportion thereof, to academic workload allocations that address a wide range of academic roles and tasks undertaken over a calendar year.
- (d) The University will be responsible for developing the Academic Workload Model in consultation with all affected academic staff employees. The Academic Workload Model will ensure the appropriate and equitable distribution of workload within management units. The process of development will be transparent and information will be provided in a timely fashion.

- (e) The Workload Model shall allocate hours, other than for self-directed work, for each workload element which represent a fair, sufficient and accurate estimate of the time that a relevant competent employee covered by the Model should take to perform that work at a professional standard.
- (f) The parties agree that the Academic Workload Model shall be fair, transparent and equitable and include a total annual accountable hours of 1800, providing that not more than 1620 hours may be allocated load.
- (g) There shall be a cap on teaching delivery of 360 hours for the most teaching intensive academic staff member. Except during an intensive teaching program, no academic staff member will teach in excess of 15 hours in a particular week.
- (h) The Academic Workload Model should include, but is not limited to:
 - (i) Teaching
 - (ii) Teaching related activities, not otherwise listed here including, but not limited to marking, preparation and consultation
 - (iii) Committee participation
 - (iv) Convening of units and courses
 - (v) Course development
 - (vi) Research
 - (vii) International travel
 - (viii) Consultancy
 - (ix) Supervision
 - (x) Leadership
 - (xi) Management
 - (xii) Administration
 - (xiii) Scholarly activities
 - (xiv) On-line Development and Delivery
 - (xv) Intercampus travel
 - (xvi) Quality assurance
- (i) Allocations for online teaching delivery, including lecturing and tutoring, will be no less than the equivalent face to face allocation for the equivalent unit and activity and will have no less than a directly equivalent impact on the calculation of total teaching delivery for the purposes of relevant caps for any given year or week.
- (j) The University encourages and will support all teaching and research academic staff to undertake academic activities across the range listed at

15.1.2(a). A staff member with no research allocation may be allocated a maximum of 65% teaching and teaching related activities of the 1800 total annual accountable hours. For such a staff member, the remaining 25% of the total annual accountable hours which may be allocated will be allocated to service, scholarship, administration and professional activities.

- (k) Except in exceptional circumstances, the University will require all academic staff who are not appointed to Research Only positions to undertake teaching and teaching related activities each year, including those at all levels and appointments.

15.1.3 Arrangements In Relation to Teaching Delivery

Teaching and teaching related duties may be required for up to 36 weeks per year unless by agreement with the staff member. Any such agreement must be in writing and be for one calendar year per agreement. Any such agreement will not be made a condition of employment.

15.1.4 Teaching in Summer Semester by Agreement

No Academic staff member will be required to teach in summer semester without agreement.

15.1.5 Academics to be Provided with Information Relevant to Workloads

Academic staff will be provided with information pertaining to their teaching areas and teaching load within a reasonable time prior to the commencement of all teaching periods.

15.1.6 Academic Employees - Work on Weekends and Public Holidays

Except as provided in clause 42.4, unless agreed, academic staff employees will not be required to teach on weekends or public holidays.

Teaching on weekends and public holidays will not be a condition of employment.

15.1.7 No Proposal for Trimester Academic Year

It is agreed that the University will not introduce any proposal for a trimester academic year during the life of the agreement

15.1.8 No Impact of Taking Leave

No staff member will be required to make up time, take on additional duties or alter the duties that would normally be undertaken as a result of taking extended leave being leave of more than three weeks.

15.1.9 Research Transition

This clause does not limit the capacity for an academic staff member to agree with the University an appropriate research allocation other than through the process below.

Eligible academic staff will be entitled to apply for an annual 30% to 40% research allocation in their Academic Workload provided that they:

- (a) Submit and have approved by their immediate supervisor and the relevant Faculty Pro Vice-Chancellor a research plan with measurable research performance targets; and
- (b) Satisfactorily meet the annual targets within the research plan.

The research transition plans will be of a duration of no less than 1 year and usually no more than 3 years and continuance will be subject to satisfactorily meeting the annual performance targets.

Academic staff eligible for this Academic Workload allocation are those Academic Staff who:

- (a) successfully completed their PhD less than 5 years previously; or
- (b) wish to return to research after extended leave or a significant break in research work due to reasonable factors such as:
 - (i) time spent in professional practice; or
 - (ii) time spent on long service leave; or
 - (iii) time spent caring for family; or
 - (iv) at an academic level up to and including level C with a high teaching and teaching related activities load of 60% or more (15.1.2(j)) in each year over a period of two or more years.

The parties acknowledge the academic staff member, their immediate supervisor and the relevant Faculty Pro Vice-Chancellor will engage in collegial discussions about research transition. The immediate supervisor and Faculty Pro Vice-Chancellor will not unreasonably withhold approval of an appropriate research plan.

The parties agree those yet to obtain a PhD will be encouraged to obtain or maintain candidature in a PhD and this provision would not apply. Provided the relevant PhD supervisor provides a report that confirms satisfactory progress is being made in their PhD and the staff member remains within the timeframe for on-time completion, all staff that are active candidates for a PhD will be granted an allocation of 20% towards the conduct of their PhD which may be included in any research allocation.

15.2 Workload Process - General Staff Employees

The University is committed to the management of general staff employees' workloads within the span of hours and the ordinary hours of work provided in this agreement. General staff employees shall be allocated a workload that is manageable within the ordinary hours of duty of the employee.

15.3 Workload Consultative Committee

- 15.3.1 As a part of the commitment to workload management, and with a view to developing and implementing agreed workload management strategies, the Joint

Consultative Committee shall be responsible for monitoring the workloads of general staff and for investigating:

- (a) measures for identifying workload increase;
- (b) measures to address the intensification of work;
- (c) the provision of professional development for both managers and staff to assist in the effective management of workloads.

15.3.2 In order to discharge its responsibilities, the Joint Consultative Committee shall be provided with the following information on a quarterly basis:

- (a) overtime payments and TOIL (Time Off in Lieu of Overtime) accrual data for each Department/Unit;
- (b) changes in the ratios of academic staff to general staff and general staff to students, as appropriate, and changes to the number of full-time equivalent general staff positions in each Faculty or equivalent Unit;
- (c) accrual of annual leave entitlements of general staff for each Faculty or equivalent Unit;
- (d) any other information determined relevant by the Joint Consultative Committee and that is reasonably able to be sourced.

15.3.3 The Joint Consultative Committee shall meet at least annually, or at the request of either party.

15.3.4 The Joint Consultative Committee shall determine a reference date for assessing the workload implications of the information provided in clause 15.3.2.

15.4 Dispute Resolution Procedure

General staff and academic staff employees aggrieved by their workload shall have access in the first instance to the Disputes Resolution Procedure of this agreement.

16. PERFORMANCE AND DEVELOPMENT

16.1 The Parties agree that an effective performance and development process is critical to individual and organisational success.

16.2 Any performance and development process should have the following key principles:

- 16.2.1 Objectives and measures are agreed upon by the staff member and their manager/supervisor;
- 16.2.2 Informal feedback should be an important part of the manager/supervisor's own appraisal;
- 16.2.3 The mid cycle and end cycle review are both formal review stages;
- 16.2.4 The end cycle review may coincide with the planning stage for the next year, where possible;
- 16.2.5 Performance objectives should reflect workload allocations; and

16.2.6 Development objectives may be developed at any stage of the cycle.

16.3 The system will:

16.3.1 ensure all University based work is valued;

16.3.2 be supportive and formative for all employees and will provide the opportunity for career development, training and professional development;

16.3.3 be aligned with the annual workload planning process;

16.3.4 acknowledge responsibilities such as Health & Safety and Union representation roles.

16.4 All staff will continue to be actively supported by the University in achieving their agreed identified goals and the University's strategic plan.

All staff will have equitable access to training and development opportunities.

16.5 This clause does not apply to Executive staff.

17. PERFORMANCE BASED CONTRACTS

17.1 Performance based Contracts can be Offered to Specified Employees

The University may, in accordance with this sub-clause, enter into contracts with certain members of staff employed in the manner described in subclause 17.2, which set out key performance criteria or targets, which must be met within defined time frames or under defined circumstances ("performance based contracts").

17.2 Application of Performance Based Contracts

Contracts entered into pursuant to this sub-clause may be offered if the contract involves an offer of employment to employees employed at or above Level E who receive remuneration packages of \$220,649 or more and employees employed at or above HEW Level 10 who receive remuneration packages of \$185,378 or more. (These thresholds will be adjusted in line with the changes to wages in Appendix 1 of this Agreement.).

18. DISCIPLINARY PROCEDURES – GENERAL PROVISIONS

18.1 Clauses 18 - 20 do not apply to casual employees, sessional employees, Executive staff or employees who are in their probationary period under clause 14.

18.2 Principles

These procedures are based on the principles of

18.2.1 clarity

18.2.2 fairness; and

18.2.3 openness

and are meant to be clearly understood by employees and management alike.

18.3 General provisions

- 18.3.1 In relation to the operation of these procedures, line managers are responsible for:
- (a) ensuring that they are familiar with the procedures in this clause before commencing a process for managing unsatisfactory performance, misconduct or Serious Misconduct;
 - (b) engaging with People and Culture at the earliest opportunity for guidance on the process to be followed; and
 - (c) ensuring that they comply with the procedures outlined in this clause.
- 18.3.2 In the event that allegations of unsatisfactory performance, misconduct or Serious Misconduct are made against an employee, the University will ensure that that the relevant disciplinary process is initiated and concluded without undue delay.
- 18.3.3 The University and employee will ensure that confidentiality is observed at all stages of these disciplinary processes.

18.4 Representation

An employee may be represented by a representative of their choice at any stage of these processes. The University will inform the employee of their right to representation at the commencement of each Stage of the relevant process.

18.5 Notice of Termination of Employment

- 18.5.1 The University must not terminate the employment of an employee unless the employee has been given notice and/or compensation. The below table outlines the notice period:

Employee's period of continuous service with the University	Period of Notice
Not more than 1 year	At least 1 week
More than 1 year but not more than 3 years	At least 2 weeks
More than 3 years but not more than 5 years	At least 3 weeks
More than 5 years	At least 4 weeks

The period of notice will be increased by 1 week if the employee is over 45 years old and has completed at least 2 years of continuous service with the University. Any greater notice period and/or compensation specified in this Agreement or in the employee's contract of employment shall prevail over this clause.

- 18.5.2 The University may terminate without notice the employment of an employee found to have engaged in Serious Misconduct such that it would be unreasonable to require the University to continue employment during a period of notice.

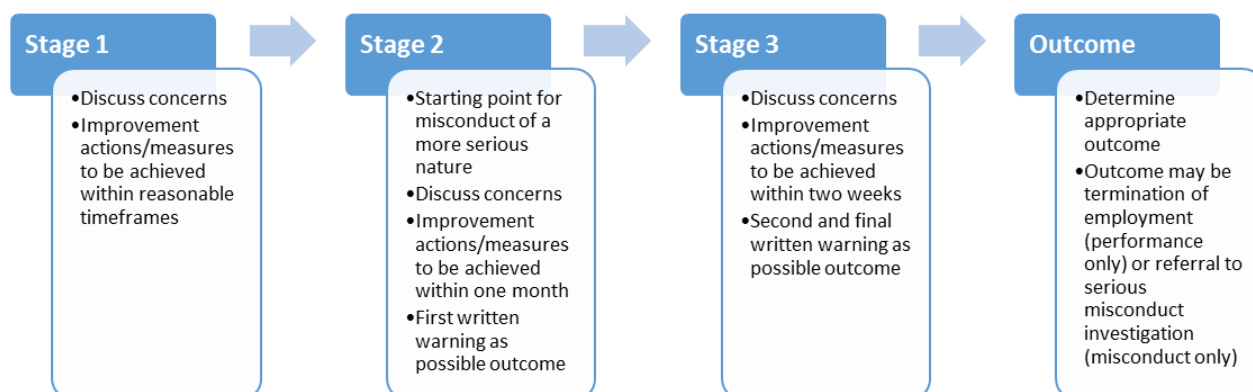
- 18.6** Termination of employment under this agreement will only occur in accordance with:
- 18.6.1 Unsatisfactory Performance or Serious Misconduct - Clauses 18 - 20
 - 18.6.2 Redundancy - Clauses 21 - 23
 - 18.6.3 Probationary Employment - Clause 14
 - 18.6.4 Termination on the Grounds of Ill-Health – Clause 59 (Academic Staff) and Clause 60 (General Staff)
 - 18.6.5 Termination for abandonment of employment.

19. DISCIPLINARY PROCEDURES - UNSATISFACTORY PERFORMANCE OR MISCONDUCT

19.1 General provisions

- 19.1.1 Where the University considers the performance or conduct of an employee to be unsatisfactory or inappropriate, but the employee is not alleged to have engaged in Serious Misconduct, the following process will apply.
- 19.1.2 The employee's line manager will notify the employee of the specific concerns/problems relating to the employee's performance or conduct in writing. The notification will also identify whether the process is commencing at Stage 1 or Stage 2, for misconduct of a more serious nature, and attach a copy of these procedures.
- 19.1.3 The line manager may bring the disciplinary process to an end during any Stage of the process, if the line manager determines that it is appropriate to do so.
- 19.1.4 The actions/measures developed at any Stage of the process may involve training, counselling and regular monitoring of the matter. Management will give all reasonable assistance to the employee to enable improvements to their work performance and/or conduct to an acceptable level. The employee will make all reasonable attempts to improve their work performance and/or conduct.

19.2 Process stages



19.2.1 Stage 1

- (a) The employee's line manager will convene a meeting with the employee to discuss the concerns/problems.

- (b) At the meeting, the line manager will outline the concerns/problems in detail and provide any supporting evidence. The employee will be given a chance to respond. The line manager and employee will discuss the concerns/problems and (if appropriate) develop actions/measures to address the concerns/problems and timeframes for improvements to be demonstrated. Where agreement cannot be reached on appropriate actions/measures, the line manager will clearly indicate the required actions/measures and a reasonable timeframe(s) for those actions/measures to be achieved.
- (c) A written record of the actions/measures and timeframes will be kept and placed on the employee's personnel file.

19.2.2 **Stage 2**

- (a) If the concerns/problems continue, or if the notified concerns/problems relate to misconduct and are of a sufficiently serious nature to justify bypassing Stage 1, the employee's line manager will convene a meeting with the Employee to discuss the concerns/problems relating to the employee's performance or conduct.
- (b) At the meeting, the line manager will outline the concerns/problems in detail and provide any supporting evidence. The employee will be given a chance to respond. The line manager and employee will discuss the concerns/problems and (if appropriate) develop actions/measures to address the concerns/problems. Where agreement cannot be reached on appropriate actions/measures, the line manager will clearly indicate the required actions/measures to be achieved. Any actions/measures must be met within one month from the date of the meeting, unless the line manager agrees in writing to a longer period.
- (c) An outcome of the meeting may be that the employee receives a first written warning.
- (d) A written record of the actions/measures and any written warning will be kept and placed on the employee's personnel file.

19.2.3 **Stage 3**

- (a) If the concerns/problems continue, the employee's line manager will convene a meeting with the employee to discuss the concerns/problems relating to the employee's performance or conduct.
- (b) At the meeting, the line manager and employee will discuss and develop actions/measures to address the concerns/problems. Where agreement cannot be reached on appropriate actions/measures, the line manager will clearly indicate the required actions/measures to be achieved. Any actions/measures must be met within a period of no less than two weeks from the date of the meeting, unless the line manager agrees in writing to a longer period.
- (c) An outcome of the meeting may be that the employee receives a second and final written warning.
- (d) A written record of the actions/measures and any written warning will be kept and placed on the employee's personnel file.

19.3 Outcome

- 19.3.1 If the concerns/problems remain unresolved or reoccur after Stage 3, the line manager will meet with the Vice-Chancellor or nominee to determine an appropriate outcome.
- 19.3.2 Appropriate outcomes include, but are not limited to:
- (a) (performance concerns only) termination of employment;
 - (b) (misconduct only) referral for investigation by a Misconduct Investigation Committee or External Investigator under clause 20.2.2 and a resulting outcome under clause 20.2.3 (Note: clause 20.2.1 does not need to be followed if misconduct is referred under this clause);
 - (c) demotion;
 - (d) transfer to a different position;
 - (e) a further written warning; or
 - (f) termination of the disciplinary process.
- 19.3.3 The line manager will then meet with the employee to notify them of the intended outcome and the employee will be given a final opportunity to respond.
- 19.3.4 The line manager will consider any response provided by the employee before confirming the outcome. Based on the employee's response, the line manager may either confirm the outcome or determine that a different outcome is appropriate.
- 19.3.5 The employee will receive confirmation of the final outcome in writing.
- 19.3.6 If the outcome is termination of employment, the employee will be given notice of termination, or a payment in lieu of notice, in accordance with clause 18.5 above.

19.4 Removal of documents from personnel file

If after any warning, a period of 12 months elapses without any further warnings or action being required, all written notes and warnings relating to the employee will be removed from the employee's personnel file.

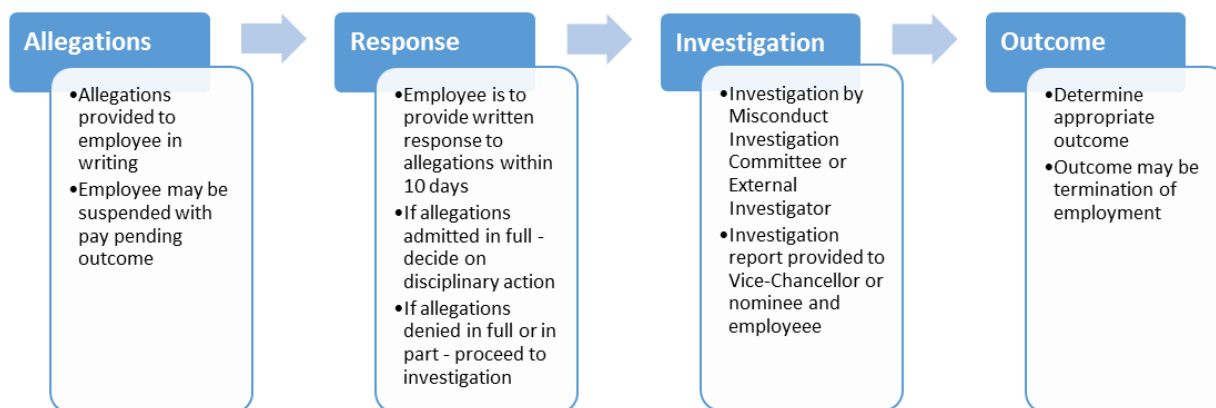
19.5 Review

Should the employee seek to appeal against the form of action determined, then they must lodge an appeal within 10 days of receiving advice as per clause 19.3.5. The appeal shall be heard and determined by an external person selected in the same manner as an independent chairperson under clause 55.

20. DISCIPLINARY PROCEDURES - SERIOUS MISCONDUCT

- 20.1** Before taking disciplinary action against an employee for Serious Misconduct, the University must take action in accordance with the following process.

20.2 Process



20.2.1 Allegations

- (a) The University must provide the allegations of Serious Misconduct to the employee in writing.
- (b) At the time of providing the allegations, the University may suspend the employee at their full rate of pay, depending upon the circumstances and severity of the allegations.
- (c) The employee is required to submit a written response to the allegations within 10 days of receiving the written allegations. If, due to extraordinary circumstances, the employee requires additional time to complete their written response, the Vice-Chancellor or nominee shall determine a reasonable extension of time.
- (d) if the allegations are admitted in full by the employee and the conduct amounts to Serious Misconduct, the Vice-Chancellor or nominee shall advise the staff member in writing of their decision and the operative date of disciplinary action;
- (e) if the allegations are denied in full or part by the staff member, or no response is received, the allegation of serious misconduct will be referred for investigation by a Misconduct Investigation Committee or an External Investigator.

20.2.2 Investigation – Misconduct Investigation Committee or External Investigator

- (a) Where a matter is referred for investigation, the employee must choose whether the investigation is conducted by a Misconduct Investigation Committee or External Investigator. If the employee chooses a Committee, the Committee shall consist of -
 - (i) one nominee of the University;
 - (ii) one nominee of the Union; and
 - (iii) an independent chairperson selected in accordance with clause 55.

If the employee chooses an External Investigator, the External Investigator will be selected in the same manner as an independent chairperson under clause 55.

- (b) The Misconduct Investigation Committee or External Investigator shall:
 - (i) provide an opportunity for the employee to be interviewed;
 - (ii) take into account all relevant materials and relevant considerations as it believes appropriate to substantiate or otherwise the facts in dispute;
 - (iii) allow the employee to be assisted or represented by an advocate, but not if such a person is a currently practising solicitor or barrister;
 - (iv) conduct proceedings as expeditiously as possible;
 - (v) operate under the principles of natural justice;
 - (vi) prepare an investigation report with findings for the Vice Chancellor or nominee and the affected employee.

20.2.3 **Outcomes**

- (a) The Vice-Chancellor or nominee will take the findings in the investigation report into account and determine an appropriate outcome.
- (b) Appropriate outcomes include, but are not limited to, termination of employment, demotion, transfer to a different position, a written warning or termination of the disciplinary process.
- (c) The Vice-Chancellor or nominee will meet with the employee to notify them of the intended outcome and the employee will be given a final opportunity to respond.
- (d) The Vice-Chancellor or nominee will consider any response provided by the employee before confirming the outcome. Based on the employee's response, the Vice-Chancellor or nominee may either confirm the outcome or determine that a different outcome is appropriate.
- (e) The employee will receive confirmation of the final outcome in writing.
- (f) If the outcome is termination of employment for Serious Misconduct, the employee is not entitled to notice of termination, or a payment in lieu of notice, in accordance with clause 18.5 above, and will be summarily dismissed.

20.2.4 **Removal of documents from personnel file**

If after a finding of Serious Misconduct that does not result in termination of employment, a period of 12 months elapses without any further warnings or action being required, all written notes and warnings relating to the employee will be removed from the employee's personnel file.

20.3 **Review**

If the employee is aggrieved by the outcome, they have 10 days in which to lodge an appeal. Until the appeal is heard, the decision shall continue to apply. The appeal shall be heard and determined by an independent external person selected in the same manner as an independent chairperson under clause 55.

21. REDEPLOYMENT, RETRAINING AND REDUNDANCY

21.1 Objectives

- 21.1.1 Change resulting in the restructuring of organisation units and work practices to meet business goals may require the movement and/or retraining of staff and the University will undertake this process in a participative and consultative way with those directly affected by change and their representatives.
- 21.1.2 The parties acknowledge that retrenchment of staff is an option of last resort. However, in the event that such action becomes unavoidable, any process should be as fair and transparent as possible.
- 21.1.3 If the restructuring of the University results in the retrenchment of employees, then the redundancy processes provided in clauses 22 (General Staff) and 23 (Academic Staff) must be applied.

21.2 Restructuring process

These processes do not apply to individual grievances, unless they result from structural change to schools, divisions or business units.

In this clause, an **affected employee** is an employee whose position is proposed or declared to be redundant.

21.2.1 Step one – consultation

If a restructure is proposed, the University will consult under clause 53.

21.2.2 Step two – review of position descriptions

During the consultation process, and before a decision about the implementation is made, the Head of Management Unit will:

- (a) make each affected employee's existing position description available to them;
- (b) invite the affected employees to review their own position description;
- (c) advise employees that the position documentation (especially selection criteria) will form the basis for decisions regarding the suitability of employees for positions in the new structure.

If an affected employee's existing position description cannot be located, the affected employee's line manager may, in consultation with the employee, create a position description.

21.2.3 Step three – translation

If an affected employee's position is substantially the same as a new position in the new structure, the University will translate the employee into that new position.

If more than one affected employee could be translated into the same position, the University will conduct a merit-based selection process to determine which of those employees it will translate into the position.

If an employee is translated, the employee ceases to be an affected employee.

21.2.4 **Step four – transfer**

If an affected employee has suitable qualifications, skills and experience to perform a vacant position at the same or lower level in the new structure, the University may, after consulting with the employee, transfer the employee into that vacant position.

If more than one affected employee could be transferred into the same position, the University will conduct a merit-based selection process to determine which of those employees it will transfer into the position.

If an employee is transferred to a vacant position within the new structure, the employee ceases to be an affected employee.

21.2.5 **Step five – redeployment register**

If an affected employee has not been translated or transferred to another position, the employee will be eligible to be placed on the redeployment register for the relevant redeployment period, in accordance with clause 22.1 (General Staff) or clause 23.1 (Academic Staff).

If the employee elects to be placed on the redeployment register, during the redeployment period the University will attempt to redeploy the employee to a position for which the employee is suitably qualified, skilled and experienced.

During the redeployment period, the University will notify the employee of suitable vacant positions at the University. The employee must submit a written expression of interest for a vacant position by the relevant deadline in order to be considered for the position. If an employee submits an expression of interest and the employee meets all of the selection criteria (or could meet those criteria with reasonable retraining under sub-clause 21.3.5), the employee will be given preference over any candidates for whom the University does not have any redeployment obligations.

21.3 **General requirements for restructuring process**

21.3.1 **Change in time fraction (steps three to five)**

If the new position is at a different time fraction, the University will not translate/transfer/redeploy the employee into the new position unless:

- (a) the employee agrees to vary their time fraction to match the time fraction of the new position; or
- (b) the employee and the Head of Management Unit agree upon a work arrangement which enables the employee to perform the new position at the employee's existing time fraction.

21.3.2 **Higher duties allowance (steps three to five)**

Employees in receipt of a higher duties allowance will be considered for translation, transfer or redeployment based on their substantive classification without the higher duties allowance.

The higher duties allowance will then be reviewed in light of organisational need. If the performance of higher duties is no longer required, the performance of higher duties and the corresponding allowance will cease upon the employee's position being declared redundant. However, where the employee has been in receipt of the higher duties allowance for a period of more than 12 months, the University will

maintain the payment of the higher duties allowance for a period of six months from the date that the position was declared redundant.

21.3.3 Salary maintenance (steps four and five)

If an employee is transferred or redeployed into a position at a lower level, the University will maintain the employee's salary as at the date of transfer/redeployment for a period of two years from that date.

Salary maintenance does not apply if salary is reduced because of a time fraction change or loss of a higher duties allowance.

21.3.4 Determination of suitability for positions (steps four and five)

The University will base decisions about the suitability of an employee to be transferred or redeployed to a vacant position on the objective matching of the experience, knowledge, skills and formal qualifications of the employee with the selection criteria for the position. The University may request a resume from the employee to assist with this process.

21.3.5 Training and trial periods (steps four and five)

If an affected employee does not immediately meet all of the selection criteria for a position, consideration will be given to the employee's skills and whether the employee could meet the selection criteria with the provision of reasonable development and training (either on or off the job).

Where the selection committee and the employee agree that the employee will be able to satisfactorily perform the tasks and functions of the position with reasonable training and support, the employee will be offered the position on a trial basis.

The duration of the training and support program must be negotiated prior to the employee commencing in the position. If the duration of the program cannot be negotiated, the selection committee will determine the duration of the program.

The University will cover the cost of the training and support program.

Confirmation in the position will not occur unless the employee satisfactorily completes the training and support program.

If the employee is not confirmed in the position, the employee will be placed on the redeployment register for the remainder of the employee's redeployment period.

21.4 This clause does not apply to:

21.4.1 Executive staff;

21.4.2 casual employees; or

21.4.3 fixed-term employees.

22. REDUNDANCY - GENERAL STAFF EMPLOYEES

22.1 Redundancy options

If an affected General Staff employee is not translated or transferred under sub-clauses 21.2.3 and 21.2.4, the University will give the employee the choice of either:

22.1.1 being placed on the redeployment register for a redeployment period of 13 weeks; or

22.1.2 taking an early separation package calculated in accordance with clause 22.5.

The first nine weeks of the redeployment period is a decision period, during which an employee may trial being on the redeployment register without any impact to their early separation package entitlements. An employee may elect to take any early separation package any time during the first nine weeks of the redeployment period without any reduction in their early separation package.

An employee may still elect to instead take an early separation package at any time after the first nine weeks of the redeployment period, however, in those circumstances, the portion of the redeployment period that the employee has used in excess of nine weeks will be deducted from their early separation package.

22.2 Notice of termination

If an employee has not been successfully redeployed or taken an early separation package by the end of their redeployment period, the University will give the employee 26 weeks' notice of termination.

During the notice period, the employee will remain on the redeployment register and the University will attempt to redeploy the employee in accordance with sub-clause 21.2.5. The period of notice shall be extended by any periods of certified sick leave taken during such period.

The employee may instead elect to take an early separation package calculated in accordance with clause 22.5 at any stage during the notice period.

Unless an employee elects to take an early separation package, the employee shall be entitled to be retained as an employee for the notice period.

22.3 Leave and Expenses to Seek Employment

An employee who has received notice in accordance with clause 22.2 shall be entitled to reasonable leave with full pay to attend the necessary employment interviews and, where expenses to attend such interviews are not met by the prospective employer, the employee shall be entitled to reimbursement of reasonable travelling and incidental expenses incurred in attending such interviews.

22.4 Moving Household

Where the University considers it necessary, having regard to the relevant circumstances, for an employee to move their household to a new location to take up employment in a new position, the employee shall be reimbursed for all expenses the University considers reasonable that are directly related to that move.

22.5 Early separation package

22.5.1 If an employee elects to take an early separation package, their employment will end effective from the date of election and the University will pay the employee a separation package calculated as follows:

- (a) An employee who has completed less than one year of service is entitled to 4 weeks' pay;

- (b) An employee who has completed at least one year of service, but less than five years' service, is entitled to 26 weeks' pay;
- (c) An employee who has completed at least 5 years of service is entitled to 26 weeks' pay, plus an additional two weeks' pay for each completed year of service after four years of service, capped at a maximum of 52 weeks' pay in total.

22.5.2 An employee's separation package under sub-clause 22.5.1 is reduced by any portion of the redeployment period in excess of nine weeks and/or any portion of the notice period that the employee has used, provided that the separation package will be no less than the employee's entitlement to redundancy pay under section 119 of the FW Act.

22.5.3 An early separation package paid under this clause 22.5 includes and compensates the employee for any entitlement to notice of termination and redundancy pay that the employee has under the FW Act.

22.6 Redundancy pay or income maintenance.

If an employee has neither been successfully redeployed nor taken an early separation package by the end of their notice period, their employment will terminate and the University will give the employee the choice of either:

22.6.1 Redundancy pay calculated in accordance with clause 22.5; or

22.6.2 12 months' income maintenance in accordance with clause 22.7.

22.7 Income maintenance

22.7.1 If an employee elects to receive income maintenance under clause 22.6, the amount to be paid by way of income maintenance payments shall be calculated as follows:

- (a) where the person is unemployed, an amount equivalent to their salary at the date of termination less any amount, if any, received by way of unemployment relief;
- (b) where the person obtains paid work, the amount, if any, necessary to bring their income to their salary at the date of termination;
- (c) at the discretion of the University, allowances or loadings may be included when calculating the salary level at the date of termination;
- (d) income maintenance payments, where applicable, shall be paid and become payable in conformity with administrative practices applicable to the payment of salaries of the University;
- (e) income maintenance payments shall not apply to a person who becomes unemployed and refuses an offer of suitable employment or suitable training.

22.7.2 The person's entitlement to income maintenance ceases 12 months after the date of termination of employment.

22.7.3 During the income maintenance period, the person must submit statutory declarations to the University on a fortnightly basis as evidence of any unemployment relief payments or other income received by the person during the preceding fortnight.

- 22.7.4 If, during the income maintenance period, the person has obtained paid work but is unable to perform that work due to illness or injury, the University will provide income maintenance for any such period of illness or injury that falls within the income maintenance period, provided that:
- (a) the person is not entitled to paid sick leave, compensation or income maintenance from another source in respect of that illness or injury; and
 - (b) the person submits a medical certificate in respect of the illness or injury along with the statutory declaration required under sub-clause 22.7.3.
- 22.7.5 If the total amount of income maintenance paid to the person is less than the person's entitlement to redundancy pay under section 119 of the FW Act, the University will make a payment to the person equivalent to the difference between the total income maintenance paid and the person's entitlement under section 119 of the FW Act.

22.8 Exclusion of Certain Employees

The provisions of clause 22 shall not apply to:

- 22.8.1 Academic staff employees;
- 22.8.2 casual employees;
- 22.8.3 fixed-term employees; and
- 22.8.4 Executive staff.

23. REDUNDANCY - ACADEMIC STAFF EMPLOYEES

23.1 Redundancy options

If an affected Academic Staff employee is not translated or transferred under sub-clauses 21.2.3 and 21.2.4, the University will give the employee the choice of either:

- 23.1.1 being placed on the redeployment register for a redeployment period of 14 weeks; or
- 23.1.2 being placed on the redeployment register for a redeployment period of 14 weeks and simultaneously applying to the Vice-Chancellor under clause 23.2 for a review of the decision to declare the employee's position redundant; or
- 23.1.3 taking an early separation package consisting of the redundancy entitlements calculated in accordance with clause 23.4.

If the employee initially chooses to be placed on the redeployment register, the employee may instead elect to take an early separation package calculated in accordance with clause 23.4 at any stage during the redeployment period.

23.2 Review of redundancy

- 23.2.1 An employee who has received notification of redundancy may apply in writing to the Vice-Chancellor during the redeployment period for a review of the decision to declare their position redundant, on the grounds that fair process was not observed by the University in selecting the employee for redundancy.

23.2.2 The review will be conducted by an independent external person selected in the same manner as an independent chairperson under clause 55 within seven working days, and will provide natural justice to the staff member. In this context, natural justice means that such matters may be examined as:

- (a) whether a genuine decision was taken by the University that an academic position or positions should not be filled by anyone or that there was a number of Academic staff employees in a category who were surplus to the requirements of the University;
- (b) whether fair and objective criteria were used to select staff to be identified as excess Academic staff employees; and
- (c) whether genuine and adequate consultation was entered into under clause 53, and
- (d) whether adequate consideration was given to measures to avert or mitigate the adverse effects of the termination.

23.2.3 In conducting this review, the reviewer shall:

- (a) Interview any person they think fit to establish the merits or facts of the particular case;
- (b) Conduct all interviews in the presence of the Academic staff employee or Academic staff employee's advocate and University management or their advocate;
- (c) Allow the Academic staff employee and the University each to be assisted or represented by a representative of their choice who is an employee of the institution (but not if the person is currently a practising solicitor or barrister), or by an employee or officer of the Union or AHEIA;
- (d) Conduct proceedings as expeditiously as possible consistent with the need for fairness;
- (e) Conduct proceedings in camera (unless otherwise agreed by the Academic staff employee and management) and as a committee of enquiry;
- (f) Take into account such further material as they believe appropriate to the case;
- (g) Ensure that the academic staff employee or their representative and the Vice-Chancellor, or their representative have the right to ask questions of interviewees and to make submissions. They also have the right to present and challenge evidence;
- (h) Make their report available to the Vice-Chancellor and the Academic staff employee as soon as reasonably possible and no later than eight weeks after commencement of the review.

23.2.4 Where the review determines that the redundancy shall proceed, the employee will be entitled to the residue of the redeployment period and notice period in this clause.

23.3 Notice of redundancy

- 23.3.1 If an employee has neither been successfully redeployed nor taken an early separation package by the end of their redeployment period, the University will give the employee 22 weeks' notice of termination
- 23.3.2 At the commencement of the notice period or immediately after an unsuccessful review application (whichever is later), the employee must elect to either:
- (a) take an early separation package consisting of the redundancy entitlements calculated in accordance with clause 23.4; or
 - (b) apply in writing, normally in conjunction with their Head of Management Unit, to the Deputy Vice-Chancellor (Academic) (DVCA) to work out all or part of their notice period.
- 23.3.3 If the employee applies to work out all or part of their notice period, the DVCA may either:
- (a) permit the employee to work out the remaining notice period, or part thereof, and remain on the redeployment register, if, in the opinion of the DVCA, there are suitable duties for the employee to undertake, which will result in sufficient work being available to occupy the time fraction on which the employee is employed; or
 - (b) terminate the employee's employment effective immediately and pay redundancy entitlements calculated in accordance with clause 23.4, if, in the opinion of the DVCA, there is insufficient work available to occupy the time fraction on which the employee is employed

23.4 Redundancy entitlements

- 23.4.1 An Academic staff member who has received notification of redundancy may elect to cease employment with the University at any time after being notified that they are surplus to requirements.
- 23.4.2 An Academic staff employee whose position is redundant will become entitled to the following payments upon termination of employment:
- (a) payment in lieu of any unused portion of the 14-week redeployment period; and
 - (b) payment in lieu of any unused portion of the 22-week notice period; and
 - (c) a redundancy payment calculated on the basis of 3 weeks' pay for each year of completed service up to and including 15 years of service and 2 weeks' pay for each year of completed service thereafter, provided that the maximum payment under this clause (c) is 52 weeks' total redundancy pay; and
 - (d) payment on a pro-rata basis for long service leave, provided that the employee has completed at least one year of continuous service.
- 23.4.3 Payments referred to in sub-clause 23.4.2 above shall be calculated on the employee's average fraction over their last 5 years of service or their fraction at the date of termination of employment, whichever is the greater.

- 23.4.4 The aggregate of payments made to an employee under sub-clauses 23.4.2(a) and 23.4.2(c) above will encompass, and will be no less than, the employee's entitlement to redundancy pay under section 119 of the FW Act.

23.5 Leave to Attend Interviews and Expenses

An Academic staff employee who has been given notice of termination for reasons of redundancy shall be entitled to reasonable leave as determined by the University with full pay to attend necessary employment interviews. Where expenses to attend such interviews are not met by the prospective university, the Academic staff employee shall be entitled to reasonable travel and other incidental expenses incurred in attending such interviews as determined by the University.

23.6 Relocation and retraining expenses

- 23.6.1 If an Academic staff employee is redeployed to a permanent position elsewhere in the University (i.e. involving a geographic relocation) as an agreed measure to mitigate the effects of their position being surplus to requirements and, as a consequence, it is not reasonably practicable for the Academic staff employee to remain in their existing residence, the Academic staff employee shall be entitled to all reasonable expenses associated with moving household to a new locality.
- 23.6.2 Any reasonable costs and charges as determined by the Vice President, People & Culture associated with a program of retraining, as an agreed measure to mitigate the effects of their position being surplus shall be reimbursed to the Academic staff employee.

23.7 Exclusion of certain employees

The provisions of clause 23 shall not apply to:

- 23.7.1 General staff employees;
- 23.7.2 Executive staff;
- 23.7.3 fixed-term employees; and
- 23.7.4 casual employees.

WAGES AND RELATED MATTERS

24. PAYMENT OF SALARIES

24.1 Salaries to be paid fortnightly

All employees shall be paid their salaries (less tax) on the basis of a fortnightly pay period via electronic transfer and will have access to electronic pay details. Underpayments will be corrected in the next available pay except in circumstances where the underpaid employee is suffering hardship.

24.2 Statement of Salary Details

All salary payments shall be accompanied by a statement setting out the relevant details on which the payment is based. This statement shall include gross salary, tax payable, higher duties allowance if applicable, and arrears and a full list of deductions authorised by the employee specifying the amount of each deduction.

24.3 Payday on a Public Holiday

Where a payday falls on a public holiday observed by the University salaries shall be paid on the preceding day on which the University is open for business.

24.4 Deductions

The University shall only make deductions from an employee's salary with the written authority of the employee.

24.5 Payment for Overtime (General Staff Employees Only)

24.5.1 Payment for overtime worked by a General staff employee shall be made to the General staff employee no later than the payday of the pay period immediately following the work cycle in which the overtime was worked.

24.5.2 Sub-clause 24.5.1 does not apply to Academic staff employees.

24.6 Advance Payment of Salaries (Academic Staff Employees Only)

24.6.1 Where an Academic staff employee is due to commence a period of annual leave in excess of five working days, parental leave, Outside Studies Program leave or long service leave and the Academic staff employee requests advance payment for such leave, the University shall pay the employee in advance provided that the employee gives reasonable notice to payroll. The Academic staff employee shall be entitled to advance payment for up to twelve weeks of the period of leave and four weeks' notice shall be accepted by the University as reasonable notice, but the University may accept a lesser period of notice and may elect to make advance payment for a longer period.

24.6.2 Sub-clause 24.6.1 does not apply to General staff employees.

24.7 Deductions Require Written Authority

24.7.1 The University shall only make deductions from an employee's salary, for superannuation contributions and for trade union subscriptions to such body as is nominated for the collection of subscriptions on the written authority of the employee. Such other deductions requested by the employee and agreed to by the University shall also require the written authority of the employee.

24.8 Deductions for Trade Union Subscriptions

24.8.1 Deductions for membership to any trade union subscriptions shall be made by the University upon receipt of written authority from an employee until written authority is received from an employee terminating such deductions. The University shall pay such deductions to the relevant union.

25. PROGRESSION THROUGH THE INCREMENTAL PAY STRUCTURE

25.1 Progression through the Incremental Pay Structure- Academics

25.1.1 Employee Salary Classification Changes

Where an Academic staff employee's salary classification changes, the date of effect of the said change shall be considered the date of appointment for the purpose of determining the date of effect of incremental increases.

25.1.2 Salary Adjustment - Incremental Increase

Payment of salaries adjusted for incremental increases shall be made no later than the first payday on or after the date of the effect of the increase, provided that in the case of increases with effect from 1 January payment may be made on the first payday in February of the same calendar year.

25.1.3 Salary Adjustment - Promotion, Change in Classification or Higher Duties

In the case of a change in salary due to promotion, change in classification or payment of a higher duties allowance, payment of salary at the adjusted rate shall be made no later than the first available payday which allows at least seven working days between the date of receipt of salary change by payroll and the payday.

25.2 Progression through Incremental Pay Structure - General Staff Employees

An increment shall not be withheld to General staff employees other than by procedures outlined in this clause, or in other industrial regulations.

25.2.1 Discussion with Supervisor - Stage 1

Three months before an increment falls due an employee shall be invited to discuss their performance with the employee's supervisor.

25.2.2 Supervisor Advises Increment Withheld - Stage 2

Should it be the view of the supervisor that there has been no factor which had added to the efficiency or effectiveness or any factor in mitigation thereof in the preceding incremental period, the employee will be advised that an increment may be withheld.

25.2.3 Supervisor May Provide Notification in Writing - Stage 3

If the supervisor in the circumstances set out in the foregoing paragraph has advised an employee that an increment may be withheld, the supervisor shall advise the employee in writing both that an increment may be withheld and of the supervisor's area of concern.

25.2.4 Supplementary Review and Discussion with Supervisor - Stage 4

One month before the increment falls due the employee identified in sub-clause 25.2.3 again will be invited to discuss the matters documented at the earlier interview. Should the supervisor be of the view that, in the intervening period, there has been no improvement, the employee will be advised that the supervisor will recommend the withholding of an increment and that the supervisor will furnish a statement of reasons forthwith.

25.2.5 Final Determination by Committee - Stage 5

In the event of such a recommendation the decision will be determined by a committee comprising one person nominated by the Union, one person nominated by management and an independent chairperson selected in accordance with clause 55.

26. PROGRESSION THROUGH THE CLASSIFICATION STRUCTURE – GENERAL STAFF EMPLOYEES ONLY

26.1 General staff employees appointed to Level 1 of the Higher Education Worker Classification Structure, shall have access to progression to Level 2 without promotion to a higher position where:

26.1.1 they have the skill, achieved either through training or experience, or a combination of both, to warrant such progression, and

26.1.2 they perform duties, which require the skill levels at Level 2. Progression to level 2 may directly result from job redesign.

26.2 A General staff employee classified as a Higher Education Worker 3 - Level 6, shall progress to the pay rate of a Higher Education Worker 4 - Level 1 where:

26.2.1 they have the skill, achieved through training or experience, or a combination of both, to warrant such progression; and

26.2.2 they perform duties, which require the skill levels at the higher level.

When employees employed at levels four and five reach the maximum salary point for this level their position descriptions shall be reviewed and re-evaluated in accordance with the procedures in clause 34.2 of this Agreement.

27. ACADEMIC PROMOTION

The parties agree that the academic promotion process will continue to incorporate the following considerations:

27.1 merit based;

27.2 non-discriminatory;

27.3 application to all ongoing and fixed term academic staff employees with at least 12 months service at the University;

27.4 gender representation on promotion committees;

27.5 timelines for processing of an application; and

27.6 agreed appeals process.

28. JOB REDESIGN

28.1 Establishment of Position Description Prior to Job Redesign

When positions and duties are required to change significantly, agreed position descriptions are to be signed by the incumbent, supervisor and Head of Management Unit to indicate that the position is appropriately described at the time of preparation. Positions will be evaluated in accordance with the classification arrangements of the University. When agreement cannot be reached on the duties and responsibilities of a position the dispute resolution procedures of the agreement may be invoked.

28.2 Members of staff will not incur any loss of salary or conditions as a result of job redesign.

- 28.3** The University will provide the training and development opportunities necessary to enable staff to meet changed job requirements.

HOURS OF WORK, SHIFTWORK AND OVERTIME - GENERAL STAFF

29. HOURS OF DUTY

29.1 Ordinary Hours

The ordinary hours of duty shall not exceed an average of 36 and 3/4 per week to be worked on one of the following bases -

29.1.1 36 and 3/4 hours within a work cycle not exceeding 7 consecutive days;

29.1.2 73 and 1/2 hours within a work cycle not exceeding 14 consecutive days;

29.1.3 110 and 1/4 hours within a work cycle not exceeding 21 days;

29.1.4 147 hours within a work cycle not exceeding 32 consecutive days.

This may include a flexible working arrangement as agreed between an employee and their supervisor, for example, RDOs.

29.2 Ordinary Hours - Employees, other than shift employees

The ordinary hours of duty for employees other than shift employees shall be worked:

29.2.1 on any or all of the days of the week, Monday to Friday; and

29.2.2 continuously, except for meal breaks, between 8.00am and 6.00pm.

30. MEAL BREAKS

30.1 Meal Break Entitlement

An employee shall not be required to work more than 5 consecutive hours without a break for a meal.

30.2 Length of Meal Break - Excluding Shift Workers

A meal break shall be of at least 30 minutes but not more than one hour.

30.3 Meal Break Not Counted as Time Worked - excluding Shift Workers

Time taken as meal breaks shall not be paid for and shall not be counted as time worked.

31. SHIFT WORK

The Shift Work Provisions shall not apply to an employee whose salary exceeds that provided for the minimum rate payable to a HEW 8 employee.

31.1 Definitions

For the purpose of this clause -

31.1.1 **Day Shift** means any shift starting at or after 6 am and finishing at or before 6 pm.

- 31.1.2 **Afternoon Shift** means any shift finishing after 6pm and at or before midnight.
- 31.1.3 **Night Shift** means any shift finishing after midnight and at or before 8 am.
- 31.1.4 **Ordinary Shift** means any shift on which a shift worker is rostered for duty within the ordinary working hours of the employee and according to the relevant roster cycle.
- 31.1.5 **Overtime Shift** means any shift worked by a shift worker in excess of five shifts per week.
- 31.1.6 **Relevant Roster Cycle** means a sequence of shifts in a roster to be normally worked by an employee in the ordinary working hours of the employee and arranged so as to form a recurring cycle of 5 days on shift and 2 days off per week.
- 31.1.7 **Rostered Shift** shall have the same meaning as "shift",
- 31.1.8 **Shift** means a continuous period of work during which a shift worker is rostered for duty.
- 31.1.9 **Week** - means a period of 7 consecutive days, calculated from the commencement of the relevant roster cycle.

31.2 Ordinary Hours - Shift Employees

The ordinary hours of duty for shift employees -

- 31.2.1 shall be worked continuously each shift except for meal breaks;
- 31.2.2 shall not exceed 10 hours inclusive of meal breaks in any single shift; and
- 31.2.3 shall be worked in accordance with this clause.

31.3 Shift Penalties Applicable - Monday to Friday

An employee engaged on afternoon or night shift shall for any ordinary hours worked on Monday to Friday inclusive be paid ordinary rate plus 15%.

31.4 Shift Penalties Applicable - Saturday, Sunday and Holidays

An employee required to work an ordinary shift on a Saturday, a Sunday or a public holiday shall be paid ordinary rate plus-

- 31.4.1 on a Saturday - 50%
- 31.4.2 on a Sunday - 100%
- 31.4.3 on a public holiday - 150%

31.5 Rostered Day Off Falls on a Holiday

A shift worker whose rostered day off duty falls on a public holiday shall be granted one day's leave in lieu of such holiday.

31.6 Change of Shift Allowance

An employee who without 72 hours notice is -

- 31.6.1 transferred from day work to shift work;

- 31.6.2 transferred from one shift roster to another shift roster;
- 31.6.3 transferred to an unrostered shift; or
- 31.6.4 transferred to another shift within the roster;

shall be paid an additional allowance of 50% of the ordinary rate of pay of the employee for any day, afternoon or night shift to which the employee is so transferred and which occurs before the expiry of 72 hours notice of the transfer provided that the allowance shall be payable only to an employee in receipt of an allowance under sub-clause 31.3. In such cases the allowance provided under this sub-clause shall be paid in lieu of the allowance under subclause 31.3.

31.7 Rotation of shifts

Unless mutually agreed between an employee and the University, shift rosters shall be arranged so as to provide for shifts to be rotated on a weekly basis.

32. HIGHER DUTIES ALLOWANCE (HDA)

An employee who is required to act in a position of higher classification than that which the employee occupies shall be paid an allowance computed in accordance with this clause.

32.1 Entitlement to the Higher Duties Allowance

32.1.1 HDA - Salary Less than HEW 8

Where the salary payable to the employee is less than the minimum rate payable to a HEW 8 employee, the employee shall be eligible for the payment of a Higher Duties Allowance where the period of acting service in the higher position is continuous for a period of more than two consecutive working weeks.

32.1.2 HDA - Salary Greater than HEW 8

Where the salary payable to the employee is equal to or greater than the minimum rate payable to a HEW 8 employee, the employee shall be eligible for the payment of a Higher Duties Allowance where the period of acting service in the higher position is continuous for a period of more than four consecutive working weeks.

32.2 For the purpose of this clause a public holiday shall count as part of the qualifying period when the employee acts in a higher position on the working day immediately prior to and on the working day immediately following the holiday.

32.3 Where an employee qualifies for payment of a Higher Duties Allowance the allowance shall be payable from the date the employee commenced to perform the higher duties.

32.4 Full Performance of Duties of Higher Office

Where an employee performs the full duties of a higher office the employee shall be paid an allowance equal to the difference between the salary of the employee and the salary payable had the employee been promoted to the higher office.

32.5 Partial Performance of Duties of Higher Office

Where an employee performs a portion of the duties of a higher office the employee shall be paid an allowance equal to that proportion of the difference between the salary of the employee and the minimum salary of that position of which the employee is performing a

portion of the duties. The proportion shall equate with the proportion of the duties of the higher position performed.

32.6 Higher Duties Allowance - Aggregate Period Exceeds 12 Months

Where an employee performs the duties of a higher office for periods that are not continuous but in aggregate total more than 12 months, the employee shall upon completion of each period totalling 12 months be granted salary increments applicable to the higher office provided that:

32.6.1 for the first increment the total 12-month period of higher duties is completed within the 24 months preceding that completion;

32.6.2 for subsequent increments the total requisite period in which higher duties are performed is completed within a period of time equal to twice the total period of performance of higher duties that immediately precedes that completion;

32.7 For the purpose of sub-clause 32.6, where an employee performs the duties of another office having the same or higher classification than the higher office for which the employee was receiving a higher duties allowance, these duties shall be deemed to be performance of duties in that higher office.

32.8 Higher Duties Allowance - Period Of Higher Duties Counts On Subsequent Ongoing Appointment

Where an employee who is performing the duties of a higher office is promoted to that office the employee shall not suffer any reduction in remuneration and shall receive the same increments as if the employee had during the period of temporary service in the higher office been the occupant of that office.

32.9 Where an employee is promoted to an office and prior to promotion had performed the duties of higher office of the same classification as the office to which the employee is promoted but is not performing those duties when promoted, the period for which the employee performed those duties shall be taken into account for the purposes of incremental advancement in the same manner as it would have been taken into account under sub-clause 32.6 if the employee had not been promoted.

32.10 Where an employee who is or has been performing the duties of a higher classification than the office the duties of which the employee is or has been temporarily performing the remuneration of the employee upon promotion shall be the same as the remuneration which the employee would have received had this period of service in the higher office been service in the office of lower classification.

32.11 Higher Duties - Employee Takes Approved Leave

An employee who at the time of proceeding on approved leave with pay (other than long service leave) was in receipt of an allowance under this clause, shall continue to be paid such an allowance if the management certifies that the allowance would have been paid but for the granting of the leave provided that:

32.11.1 where the leave with pay is less than leave on full pay payment of the allowance shall be made on a pro-rata basis;

32.11.2 where an employee has received an allowance in respect of acting in an unbroken series of higher positions up to the time of proceeding on leave with pay, the employee shall continue to receive the allowance during the leave if Management

certifies that the allowance would have been paid in respect of acting in any one of those positions but for the granting of leave.

32.12 Where an employee who in accordance with a duty roster regularly relieves in a higher classified position during any rostered days off, if the occupant of that position proceeds on paid leave (other than long service leave) and the Head of Management Unit certifies that but for the proceeding on the paid leave the employee would have been entitled to be paid higher duties allowance for duty performed as part of the employee's normal rostered duty during the period of such leave, the employee shall be paid in respect of such leave the higher duties allowance which would have accrued to the employee in accordance with the roster, provided that where the leave with pay is less than leave on full pay, payment of the allowance shall be made on a pro-rata basis.

32.13 When higher duties allowance payments are included in leave with pay in accordance with sub-clause 32.11 and 32.12 the leave periods in respect of which the payments are included shall be service for the purpose of the granting of increment in accordance with this clause.

32.14 Higher Duties - Miscellaneous Provisions

An allowance payable to an employee under this clause shall be regarded as salary for the purposes of calculating all other types of allowances including overtime.

32.15 Employee Not Penalised for Refusal of Higher Duties

An employee shall not be penalised in any way for a refusal to perform higher duties.

33. OVERTIME

33.1 Overtime - means time authorised to be worked by an employee in excess of or outside of the ordinary hours of duty of the employee.

33.2 The University may require a staff member to work reasonable overtime at overtime rates, on reasonable notice. A staff member may refuse to work overtime in circumstances where the working of such overtime would result in the staff member working hours which are unreasonable having regard to:

33.2.1 any risk to the staff member's health and safety;

33.2.2 the staff member's personal circumstances including any family responsibilities;

33.2.3 the needs of the workplace and enterprise;

33.2.4 the notice (if any) given by the University of the overtime and by the staff member of their intention to refuse it; and

33.2.5 any other relevant matter.

33.3 Operation of Overtime Provisions

33.3.1 All authorised time worked in excess of or outside the ordinary hours of duty required by clause 29 shall be overtime and be paid for in accordance with this clause.

33.3.2 No employee shall be required to work excessive overtime on a regular basis as part of operational procedure.

33.4 Each Day Stands Alone for Overtime Purposes

Where the ordinary hours of duty are fixed, each day's work shall stand alone in computing overtime and overtime rates shall apply to all time worked in excess of or outside the fixed hours.

33.5 Application of Overtime - Flexible Ordinary Hours

Where daily ordinary hours are flexible the total hours worked in a work cycle, as defined by clause 28 shall be computed and overtime rates shall apply to all time worked in excess of the ordinary hours of duty prescribed for the work cycle.

33.6 Continuous Overtime after Midnight

Any period of overtime which is continuous with ordinary duty and which extends beyond midnight shall be deemed to have been performed on the day the overtime commenced.

33.7 Non - Continuous Overtime after Midnight

Where overtime is not continuous with ordinary duty and involves duty before and after midnight, the overtime shall be deemed to have been worked on the day for which the higher rate is payable.

33.8 Overtime Calculated to Nearest Quarter of an Hour

Overtime shall be calculated to the nearest quarter of an hour of the total amount of overtime worked in a work cycle.

33.9 Time Off In Lieu (TOIL) Of Overtime Applicable Where Salary In Excess Of Minimum Salary Payable to HEW 8

33.9.1 An employee in receipt of a salary in excess of that prescribed for the minimum rate payable to HEW 8 shall not be eligible to receive payment for overtime but shall be allowed time off equivalent to the period of overtime worked.

33.9.2 Where TOIL is accumulated in lieu of payment for overtime, such TOIL will be taken within 3 months of accrual, or where agreed by the work unit, 6 months. Where TOIL has accrued and not been taken as provided in this sub-clause, that TOIL shall be paid out at overtime rates provided in sub-clause 33.12.

33.10 The salary of an employee for the purposes of computation of overtime shall not include shift work allowances or casual loading but shall include higher duties allowances and any other allowances in the nature of salary.

33.11 Payment for overtime calculated for any period in accordance with the provisions of this clause shall not be subject to any limitations in amount within a work cycle.

33.12 Overtime - Applicable Rates

33.12.1 Other than shift employees -

- (a) for overtime worked Monday to Saturday inclusive - ordinary rate plus 50% for the first three hours and ordinary rate plus 100% thereafter.
- (b) for overtime worked on Sunday, ordinary rate plus 100%.
- (c) for overtime worked on a holiday - ordinary rate plus 150%.

33.12.2 Shift Employees

- (a) except on a holiday - ordinary rate plus 100%.
- (b) on a holiday - ordinary rate plus 150%.

33.12.3 An employee in receipt of a salary not exceeding that prescribed for the minimum rate payable for a HEW 8 classification, may by mutual agreement between the employee and the University reached prior to overtime being worked, take time off in lieu of overtime payment such time being calculated in accordance with the overtime rates applicable.

33.13 Recall To Duty

33.13.1 An employee required to work overtime which is not continuous with ordinary duty shall receive a minimum of three hours payment in respect of that overtime notwithstanding the period of duty may be less than three hours.

33.13.2 Where more than one overtime attendance is involved the minimum payment provision shall not operate to increase the overtime payment beyond that which would have been payable had the employee remained on duty from the time of commencing one attendance to the time of ceasing a subsequent attendance.

33.14 Overtime - Ten-Hour Break

33.14.1 An employee required to work so much overtime that there is not a break of at least 10 consecutive hours plus reasonable travelling time between the cessation of one period of duty and the commencement of the next ordinary period of duty shall be released after the completion of the overtime duty for a period of not less than 10 consecutive hours plus reasonable travelling time and such release shall be without loss of pay for scheduled ordinary duty occurring during such absence.

33.14.2 An employee required to resume or continue work without having had at least 10 consecutive hours plus reasonable travelling time off duty shall be paid at the rate of ordinary rate plus 100% unless released from duty for not less than 10 consecutive hours plus reasonable travelling time off duty and such release shall be without loss of pay for any scheduled ordinary duty occurring during such absence.

33.14.3 For the purpose of this clause "reasonable travelling time" shall mean the period of time normally required to travel from the place of residence of the employee to the place of work and back.

34. GENERAL STAFF RE-CLASSIFICATION - GENERAL STAFF ONLY

34.1 General staff positions shall be classified in accordance with Classification Descriptors – Higher Education Workers (Appendix 4). Positions will be classified at the level which most accurately reflects the work to be performed, taking into account the duties and responsibilities of the position.

34.2 Basis for Re-classification

34.2.1 A General staff employee may apply for the re-classification of their position on the basis that:

- (a) a revised organisational structure has been proposed which requires the review of all positions and their classifications;

- (b) the duties and responsibilities of an existing position have changed substantially so as to suggest that the position may no longer be appropriately classified. These changes are expected to be ongoing and therefore the reclassification should be permanent;
- (c) The applicant has not applied for a review of their classification within the previous 18 months unless a substantial change in duties and responsibilities occurs within that period; or
- (d) The employee is employed at level four or five has reached the maximum salary point for this level.

34.2.2 The reclassification review process will deal with the assessment of the position and not:

- (a) The employee's performance in the position;
- (b) the length of service of the staff member who occupies the position;
- (c) any qualification, skills, and experience the staff member who occupies the position may have; and
- (d) increase(s) in the work volume.

34.3 Determining Position Description

The following process applies when a re-classification claim occurs or when a review is required in accordance with clause 26:

- 34.3.1 Where a General staff employee applies for the reclassification of their position to their immediate supervisor or a review is required in accordance with clause 26, the immediate supervisor of a position is responsible for preparing the position description.
- 34.3.2 Where a position is occupied it is expected that the incumbent will also have input into the review of the position description.
- 34.3.3 The position description subject of an application for re-classification should be agreed between the immediate supervisor, and incumbent, and signed by them to indicate that the position is appropriately described at the time of preparation.
- 34.3.4 The Head of Organisational Unit shall sign the position description to indicate proper consultation has occurred. In ensuring whether proper consultation has occurred, the HOU will consider:
 - (a) whether the position description has been properly developed by the immediate supervisor with input from the staff member, and
 - (b) the extent to which the following have been considered and discussed between the employee and the supervisor:
 - (i) the duties to be performed; and
 - (ii) whether the position description accurately represents what is actually required for the role.

- 34.3.5 When agreement cannot be reached on the contents of a position description, or the Head of Organisational Unit withholds approval, the Classification Appeals Process shall apply.
- 34.3.6 The effective date of a classification/reclassification will be the date of lodgement of the application.

34.4 Timeframes for Processing a Re-classification

Proposals, with any comments or recommendations, are to be forwarded by or through the Management unit to People & Culture within a week of agreement. People & Culture will check the application to ensure that all relevant information is provided and will consult with the position's supervisor and/or applicant as necessary.

34.4.1 Submission of Materials

Where possible the proposal will be submitted to the full Classifications Committee for consideration within 28 days of lodgement of an application. The Committee may consult with relevant persons in its deliberations.

If, during the evaluation process, it is identified that the position documentation supplied is not sufficient to accurately classify the position, more information may be obtained in either written format or by interviewing the staff member and the immediate supervisor and, if necessary, any other relevant person.

34.4.2 Notification of Re-classification Claim

The Classification Committee will provide reasons in writing to the Head of Management Unit, the immediate supervisor and the staff member where the Classification Committee's decision is not to approve the application for reclassification.

People & Culture will endeavour to notify the Head of Management Unit, the immediate supervisor and affected employee in writing within five working days of the decision.

34.5 The University Classifications Committee

34.5.1 Membership of the Committee

The University Classifications Committee shall comprise the following members:

- (a) up to two members of staff as nominated by the University; and
- (b) up to two members of staff as nominated by the Union.

Where conflict of interest exists, such committee members shall withdraw their membership of the committee for the application in question.

The role of the University Classification Committee is to independently and objectively consider reclassification assessments and review materials submitted by the employee and immediate supervisor/ manager and ensure that the review process protects the integrity of the University classification processes and position descriptors.

34.5.2 **Consideration of the Re-classification**

- (a) The process of decision making will be by consensus. In the unlikely event that consensus cannot be reached within a period of one month from the University Classifications Committee's first consideration of the classification request a new University Classification Committee shall be established.
- (b) Where the Classification Committee is re-constituted, and a decision is unable to be reached by either Committee by consensus, the re-classification claim together with all relevant written submissions and materials will be forwarded to the relevant Deputy Vice-Chancellor/Vice-President/Pro Vice- Chancellor for determination.
- (c) The Committee shall normally meet as required depending on the volume and urgency of submissions.

34.6 **Classification Appeal Process**

34.6.1 **Criteria for Appeal**

(a) **Disputes Over Contents of Position Description**

The Appeals Committee is empowered to resolve disputes over the contents of a position description. Where the members of the appeal committee have been involved in the resolution of a dispute over the contents of a position description, they are disqualified from membership for the appeals committee, should an appeal be lodged in relation to that position.

(b) **Review of University Classification Committee**

Any incumbent of a position may seek reconsideration of the decision of the University Classifications Committee in respect to their own position on the following grounds:

- (i) procedural irregularity;
- (ii) to put before the Committee relevant information either not provided or not available at the time the application was first heard.

The appellant may on request have access to any relevant information including a workplace inspection or discussion with the appropriate supervisor/manager, head of department or manager.

34.6.2 **Classification Appeal Committee**

The request for reconsideration shall be examined by a committee comprising:

- (a) one member of staff nominated by the Vice-Chancellor;
- (b) one member of staff nominated by the Union; and
- (c) an independent chair selected in accordance with clause 55.

34.6.3 **Timeframe for Appeal Committee**

- (a) Appeals are to be lodged with People & Culture within 10 working days of the date of advice to the position incumbent of the classification decision.

- (b) An Appeals Committee shall be convened within 15 working days of an appeal being lodged and is required to reach a decision within 10 working days of its first meeting. The decision shall be by a majority of the Appeals Committee.
- (c) Where possible the appellant shall be advised of the decision of the Appeals Committee within five working days of the decision being made.

34.6.4 Findings of the Appeal Committee

An Appeals Committee may determine that:

- (a) there was a procedural irregularity and that the classification should be referred back to the University Classifications Committee for further review;
- (b) that information not previously available may affect the classification and that this information should be referred to the University Classifications Committee for consideration and a further recommendation as to the appropriate classification;
- (c) the appeal does not meet the necessary grounds for appeal as outlined above and should therefore be dismissed.

34.7 Review of New Positions

The University will endeavour to ensure that position description for a newly created role is submitted to the University Classifications Committee within 12 months of initial staffing. The availability of such a review will not preclude the incumbent from exercising their right to seek a reclassification of the position earlier if they think it to be merited.

Subject to other provisions in this Agreement, the University shall retain the right to determine the position title and indicative classification of new positions and the organisational title and structure for current positions.

LEAVE OF ABSENCE AND PUBLIC HOLIDAYS

35. GENERAL PROVISIONS

- 35.1** Unless otherwise stated, these provisions do not apply to casual employees.
- 35.2** Unless otherwise stated, leave shall be paid leave on full salary.
- 35.3** These provisions shall apply on a pro-rata basis for employees employed less than the specified full time hours per week and/or less than 52 weeks per annum.
- 35.4** The following shall count as service in determining the entitlement of an employee to leave and for all other purposes:
 - 35.4.1 any period of paid leave with long service leave taken on half pay counting as normal service;
 - 35.4.2 any continuous period of sick leave without pay not exceeding twenty working days;
 - 35.4.3 any period of sick leave without pay not exceeding, in the aggregate, twenty working days in any year of service;
 - 35.4.4 any period of paid parental leave not exceeding 52 weeks;

- 35.4.5 any period of leave without pay for the purpose of contesting elections to Federal or State Parliament;
 - 35.4.6 any period of arbitration leave without pay;
 - 35.4.7 any period of leave related to workers compensation for Academic staff employees;
 - 35.4.8 any other period of unpaid leave, whether continuous or aggregate, not exceeding twenty working days in any year of service;
 - 35.4.9 any period required to be recognised by the FW Act.
- 35.5** For the purpose of determining an employee's entitlement to long service leave where the employee's service is not continuous the aggregate period of service including service recognised from previous universities shall count as service.
- 35.6** Where a public holiday occurs during the period an employee is absent on annual leave and such a holiday is observed by the University no deduction shall be made for that day from the employee's annual leave credits.
- 35.7** Where an employee with accrued sick leave credits is ill whilst absent on annual leave, the employee shall, provided that a certificate from a registered medical practitioner or a statutory declaration by the employee is submitted for the period of illness, be placed on sick leave and no deduction shall be made from annual leave credits for the days in question.
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36. ANNUAL LEAVE

36.1 Annual Leave Entitlement

An employee shall be entitled to annual leave of four weeks for each completed year of service from the date of appointment.

36.2 Allocation of Annual Leave

The time of taking annual leave shall be by mutual agreement between the employee and management, except, with the approval of the University, an employee may accumulate annual leave up to a maximum of 8 weeks, provided that:

- 36.2.1 the employee shall be entitled to take up to 4 weeks annual leave as a single continuous period;
- 36.2.2 the employee may be granted annual leave in advance of the date on which the employee accrues an entitlement to four weeks but all such leave shall, to the extent of the employee's entitlement be completed prior to the date on which the employee accrues a further 4 weeks; and
- 36.2.3 if the employee and the employee's manager are unable to agree upon the time of taking of leave, the matter shall be referred to the University for final resolution.

36.3 Entitlement - Academic Staff only

- 36.3.1 Annual leave shall be calculated on a calendar year basis commencing on January 1 in each year.
- 36.3.2 Entitlements to annual leave will be credited one year in advance on January 1 each year.

- 36.3.3 An employee who is appointed after January 1 shall be credited with pro-rata annual leave.
- 36.3.4 Employees that accrue leave in excess of 8 weeks may be directed to take leave that reduces their leave entitlement to 6 weeks and have this leave deducted from their leave balance. However, before such direction is given, the employee will be advised in writing that they are required to take annual leave within one month of the date of written advice. The employee will be given the opportunity to take the annual leave.

36.4 Entitlement (Seven Day Shift Workers Only)

An employee whose ordinary hours of duty are performed over seven days a week, including public holidays, shall be granted annual leave credits in addition to the relevant entitlement set out in subclause 36.1 as follows:

Number of Sundays Worked (Per Calendar Year)	Additional Leave Entitled (Per Calendar Year)
10 or more days (that is, a shift worker for the purpose of the additional week of leave provided by the NES)	one week
Less than 10 days	0.5 days per Sunday

The additional annual leave prescribed above shall be exclusive of non-working days and holidays.

The NES provides that shift workers are entitled to five weeks of paid annual leave. To the extent that the entitlements in this clause are detrimental to an employee described in this clause compared with the entitlement in the NES, the NES prevails.

36.5 Annual Leave Loading

- 36.5.1 Employees are entitled to a 17.5% loading, at the rate of twenty working days for each completed year of service, from the date of appointment subject to a maximum payment of the equivalent of the Australian Bureau of Statistics' average weekly total earnings of all males (Australia) for the most recent period preceding the date of accrual.
- 36.5.2 Annual leave loading is calculated on the ordinary salary/wage rate of payment (excluding weekends, public holidays, overtime and penalty rates). Leave loading will be payable on the first pay period in December each year or on the date of termination of employment.
- 36.5.3 An employee whose employment commenced after 1 December in any year and / or terminated before 30 November will be paid the annual leave loading calculated for each completed month of continuous service.

36.6 Annual Leave Cash Out

- 36.6.1 In circumstances of extraordinary hardship, an Employee may elect to cash out up to two weeks' (ten days if the Employee is a full-time Employee, pro rata of the full-time entitlement to ten days if the Employee is a part-time Employee), annual leave at the

rate equivalent to what the employee would have received for working their ordinary hours during the period to be cashed out, provided:

- (a) the Employee gives written notice to the University stating that the Employee wishes to forego the annual leave; and
- (b) the University agrees to allow the Employee to forego the annual leave the subject of the written notice; and
- (c) after the deduction of the amount cashed out, the Employee retains a balance of at least 4 weeks' unused annual leave.

36.6.2 If an Employee wishes to forego an entitlement to take an amount of annual leave (in accordance with this clause) the University will pay the Employee, within a reasonable time, the full amount of pay the Employee is entitled to receive in lieu of the amount of annual leave.

36.6.3 Each cashing out of a particular amount of paid annual leave must be by a separate agreement in writing between the University and the Employee.

37. PERSONAL LEAVE

37.1 Personal Leave Entitlement

37.1.1 Employees will be credited with 30 days personal leave upon appointment, or a pro-rata amount where the contract is for less than two years, which may be taken immediately and in full. No further personal leave will accrue until the employee has completed two years of service, at which time an employee will be entitled to personal leave of 15 working days for each year of service. Personal leave shall accumulate if not taken.

37.1.2 An employee is entitled to take personal leave in the following circumstances:

37.2 Sick Leave

37.2.1 Sick leave equal to their personal leave entitlement. Sick leave of more than three consecutive working days (including weekends and public holidays) or a total of 6 or more working days in any year of service, must be supported by a certificate from a Medical Practitioner or a statutory declaration stating the nature of the illness and the period or approximate period for which sick leave is required.

37.2.2 The University will recognise prior service/ sick leave credits only with other publicly funded Australian universities or Technical and Further Education Institutes, for the purpose of sick leave, provided that the break in service between leaving the former University or Institute and commencing with the University is less than two months. Service in other circumstances may be recognised at the discretion of the Vice-Chancellor or nominee.

37.2.3 Where a public holiday falls during a period of sick leave, no deduction shall be made from the sick leave credits of an employee for that day.

37.2.4 A General staff employee may convert sick leave on full pay to sick leave on half pay.

37.3 Isolation Leave

An employee who contracts an infectious disease classified as notifiable to the Victorian Department of Health or who is required by a medical practitioner to remain in isolation by

reason of contact with a person suffering from a notifiable infectious disease, shall be granted isolation leave on full pay for the period that the employee is required to be absent and shall not have such leave deducted from sick leave credits.

37.4 Bereavement Leave

- 37.4.1 A non-casual employee is entitled to three days paid bereavement leave on any occasion on which a member of the employee's immediate family, or household dies or gets an injury or illness that threatens their life. An additional period of up to 5 days unpaid bereavement leave will be granted (where they have used all of their personal leave entitlement).
- 37.4.2 Casual employees are entitled to three days unpaid bereavement leave for each occasion on which they need it.
- 37.4.3 Where the period of bereavement leave entitlement is inadequate due to special circumstances, such as a delayed funeral or the necessity of the employee undertaking extensive travel, the employee may request further paid leave.

37.5 Carer's Leave

- 37.5.1 Carer's leave, equal to their personal leave entitlement, is accessible to employees in circumstances genuinely related to carer responsibilities, not excluding any circumstances as defined by the FW Act.
- 37.5.2 The employee must, if required by the University, provide a medical certificate or statutory declaration for the illness or injury of, or emergency affecting, the person concerned and that the illness, injury or emergency is such as to require care or support by another.
- 37.5.3 Employees, including casual employees, are entitled to 2 days unpaid carer's leave for each occasion they need it. Unpaid carer's leave is available to employees other than casual employees only where the employees have no paid personal leave available.

37.6 Special Repatriation Leave

An employee shall be entitled to be granted special repatriation leave for illness due to disabilities certified by the Department of Veterans Affairs as having directly resulted from war service. Such leave shall be granted with full pay up to 15 days during each year of service and shall not be deducted from sick leave credits. Such leave shall accumulate if not taken provided that the total of the accumulated leave shall not exceed 100 days.

38. PARENTAL LEAVE

38.1 Summary of parental leave entitlements

38.1.1 Parental leave entitlements are summarised in the following table:

	Paid leave	Unpaid leave	Total
Non-Casual employees			
Primary Caregiver – At least 12 months’ Continuous Service	14 weeks at full pay; and 38 weeks at 60% pay	Nil (Right to request up to 52 additional weeks unpaid leave)	52 weeks (Up to 104 weeks if request granted)
Primary Caregiver – Less than 12 months’ Continuous Service	One week at full pay per month of completed service	Up to 52 weeks, less any paid leave	52 weeks
Secondary Caregiver	20 days at full pay	Nil	20 days
Foster parent leave	6 weeks at 50% pay for a child under 5 years 3 weeks at 50% pay for a child 5 years or older	Nil	6 weeks 3 weeks
Casual employees			
Eligible Casual Employee	Nil	52 weeks	52 weeks

38.1.2 This clause operates in conjunction with the NES provisions relating to parental leave. The NES contain entitlements to parental leave which may be accessed by an employee in conjunction with, instead of or in addition to the entitlements under this clause, subject to the employee meeting any eligibility requirements set by the NES. Such entitlements may include:

- (a) keeping in touch days;
- (b) unpaid special maternity leave;
- (c) transfer to a safe job;
- (d) paid/unpaid no safe job leave;
- (e) unpaid pre-adoption leave.

38.2 Eligible Casual Employees

38.2.1 An Eligible Casual Employee is entitled to 12 months of unpaid parental leave in accordance with the NES.

- 38.2.2 A Casual employee, including an Eligible Casual Employee, is not entitled to any paid parental leave under this clause. The remainder of this clause does not apply to Casual employees.

38.3 Parental leave entitlements

- 38.3.1 In order for an employee to be entitled to parental leave in accordance with this clause, the leave must be associated with either:
- (a) the birth of a child (or children from a multiple birth) of the employee or the employee's Spouse;
 - (b) the placement of a child with the Employee for adoption, provided that the child:
 - (i) is, or will be, under 16 years of age as at the day of placement, or the expected day of placement;
 - (ii) has not, or will not have, lived continuously with the employee for a period of 6 months or more as at the day of placement, or the expected day of placement; and
 - (iii) is not (otherwise than because of the adoption) a child of the employee or the employee's Spouse.

38.3.2 Primary Caregiver entitlement – at least 12 months' continuous service

- (a) An employee who is the Primary Caregiver for the child and who, as at the date of commencement of the leave, has completed at least 12 months' continuous service with the University since the commencement of their employment and/or since the end of their most recent period of parental leave is entitled to 52 weeks of parental leave consisting of:
 - (i) 14 weeks of leave at the employee's full rate of pay; and
 - (ii) 38 weeks of leave at 60% of the employee's full rate of pay.
- (b) An employee may, with the agreement of their manager, return to work during the period of up to 38 weeks' leave at 60% of the employee's full rate of pay. An employee will not be able to work or be paid for more than their full time fraction with the combination of Primary Caregiver leave and work. The employee must be the Primary Caregiver for the child on the leave days in order to remain eligible for Primary Caregiver leave.
- (c) An Employee may, with the agreement of their manager, take 28 weeks of leave at 50% of the employee's full rate of pay instead of the 14 weeks' leave at the employee's full rate of pay, resulting in the employee taking up to 66 weeks of parental leave.
- (d) If requested by the employee, the paid Primary Caregiver leave may be paid to the employee in advance as a lump sum.

38.3.3 Primary Caregiver entitlement – less than 12 months' continuous service

- (a) An employee who is the Primary Caregiver for the child but who, as at the date of commencement of the leave, has completed less than 12 months' continuous service with the University since the commencement of their

employment and/or since the end of their most recent period of parental leave is entitled to 52 weeks of parental leave consisting of:

- (i) one week of leave at the employee's full rate of pay for each completed month of continuous service (but not less than four weeks' paid leave); and
 - (ii) additional unpaid leave, such as to bring the total period of parental leave to no more than 52 weeks.
- (b) If requested by the employee, the paid primary caregiver leave may be paid to the employee in advance as a lump sum.

38.3.4 Primary Caregiver entitlement – employee couples

- (a) An employee is a member of an employee couple if both the employee and the employee's Spouse are employees of the University (whether the employee's Spouse's employment is covered by this Agreement or another instrument).
- (b) The combined amount of paid parental leave which may be taken by an employee couple cannot exceed 52 weeks of leave, unless an employee is taking a portion of their leave at half pay in accordance with clause 38.3.2(c) (or the employee's Spouse is taking a portion of their leave at half pay under an equivalent clause in the instrument that applies to them), in which case the period of leave will be extended accordingly.

38.3.5 Taking Primary Caregiver leave

- (a) If the employee is the birth-mother and she will be the first Primary Caregiver, her period of birth-related parental leave must start no sooner than 20 weeks before the expected date of birth and must start no later than the date of birth.
 - (i) However, if a pregnant employee continues to work during the six-week period immediately preceding the expected date of birth, the University may require the employee to provide a medical certificate stating that she is fit to perform her normal duties. If the employee provides such a certificate, she may continue to work. If the employee does not provide such a medical certificate within 7 days, or provides a medical certificate stating that the employee is not fit to perform her normal duties, the University may require the employee to commence Primary Caregiver leave.
- (b) If the employee is not the birth-mother and they will be the first Primary Caregiver, their period of parental leave must start on the date of birth/placement.
- (c) If the Employee is the second Primary Caregiver, their period of parental leave must start immediately following the end of the first Primary Caregiver's period of parental leave.
- (d) Primary Caregiver leave must be taken in a single continuous period (except keeping in touch days and any part-time Primary Caregiver leave taken in accordance with clause 38.3.2(b)).

- (e) Any paid Primary Caregiver leave must end before the child's first birthday (birth-related leave) or first anniversary of placement (adoption-related leave) unless the employee is taking a portion of their leave at half pay in accordance with clause 38.3.2(c), in which case the end date will be extended accordingly.

38.3.6 **Secondary Caregiver entitlement**

- (a) An employee who is a Secondary Caregiver for the child is entitled to 20 days' parental leave at the employee's full rate of pay.
- (b) An employee may take both Secondary Caregiver and Primary Caregiver leave in relation to the same child; however, the employee's entitlement to Primary Caregiver leave is reduced by the amount of any Secondary Caregiver leave taken by that employee.

38.3.7 **Taking Secondary Caregiver leave**

- (a) Secondary Caregiver leave must start no sooner than three months before the expected date of birth/placement and must end no later than three months after the date of birth/placement.
- (b) Secondary Caregiver leave may be taken in a single continuous period or in separate, shorter periods.

38.4 **Notice and evidence requirements**

38.4.1 An employee must give the University at least 10 weeks' written notice of their intention to take parental leave, including the proposed start and end dates. At this time, the employee must also provide the following documentation to the University:

(a) **Birth-related leave**

- (i) A statutory declaration stating:
 - a. that a child of the employee or the employee's Spouse has been or is expected to be born;
 - b. the actual or expected date of birth;
 - c. that the employee will be either the Primary Caregiver or the Secondary Caregiver, as appropriate;
 - d. the particulars of any parental leave that the employee's Spouse has taken or intends to take; and
 - e. that for the period of parental leave the employee will not engage in any conduct inconsistent with their contract of employment; and
- (ii) A medical certificate stating the actual or expected date of birth.

(b) **Adoption-related leave**

- (i) A statutory declaration stating:
 - a. that a child is to be placed with the employee for adoption;
 - b. the actual or expected date of placement;

- c. the age of the child at the actual or expected date of placement;
 - d. that the employee will be either the Primary Caregiver or the Secondary Caregiver, as appropriate;
 - e. the particulars of any parental leave that the employee's Spouse has taken or intends to take; and
 - f. that for the period of parental leave the employee will not engage in any conduct inconsistent with their contract of employment; and
- (ii) A statement from an adoption agency or other appropriate body confirming the adoption, including the actual or expected date of placement.

38.4.2 At least four weeks before the intended commencement of parental leave, the employee must give the University written confirmation of the intended start and end dates notified in accordance with clause 38.4.1, or advise the Employer of any changes to the start and end dates notified in accordance with clause 38.4.1.

38.5 Use of leave

38.5.1 During a period of unpaid parental leave or a period of parental leave at 50% or 60% of the employee's full rate of pay, an employee may take annual, long service or personal/carer's leave, subject to the usual requirements for taking such leave.

38.5.2 Annual, long service or personal/carer's leave taken in accordance with clause 38.5.1 does not extend the employee's parental leave entitlements.

38.5.3 An employee cannot be paid for more than their full time fraction with a combination of paid parental leave and other leave taken in accordance with clause 38.5.1.

38.6 Varying parental leave

38.6.1 Extending Primary Caregiver parental leave

- (a) An employee who has initially elected not to take their full entitlement to Primary Caregiver leave, may extend the period of Primary Caregiver leave on one occasion by giving the University at least 14 days' written notice, if the extension does not cause the total period of Primary Caregiver leave to exceed 52 weeks.
- (b) An employee and the University may agree in writing to further extensions to the employee's Primary Caregiver leave, if the extension does not cause the total period of Primary Caregiver leave to exceed 52 weeks.

38.6.2 Shortening Primary Caregiver leave

An employee may apply to shorten a period of Primary Caregiver leave by giving the University at least 14 days' written notice. The University may grant or reject such an application at its discretion.

38.7 Unplanned ending of parental leave

38.7.1 If Primary Caregiver leave has commenced, or has been applied for but not yet commenced, and:

- (a) the employee's pregnancy terminates other than by the birth of a living child;
or
- (b) the child dies during the period that the employee is on leave;

the employee shall be entitled to fourteen weeks of paid leave and twelve weeks of unpaid leave, or such longer period of unpaid leave as may be certified by a medical practitioner up to a total of 52 weeks of combined paid and unpaid leave.

- 38.7.2 If Secondary Caregiver leave has commenced and the child dies during the period that the employee is on leave, the employee is entitled to up to ten days of unpaid leave, or such longer period of unpaid leave as may be certified by a medical practitioner up to a total of 4 weeks, in addition to any period of compassionate leave or personal/carers' leave that the employee is otherwise entitled to under this Agreement.

38.8 Extending parental leave beyond 52 weeks

38.8.1 Extending by up to a further 52 weeks

An employee who is on Primary Caregiver leave may request to take a period of unpaid parental leave for a period of up to 52 weeks immediately following the end of the Primary Caregiver leave period. The request must be in writing and must be given to the University at least four weeks before the end of the Primary Caregiver leave.

The University must give the employee a written response to the request stating whether the University grants or refuses the request. The response must be given as soon as practicable, and not later than 21 days, after the request is made. If the University refuses the request, the response must set out the reason(s) for the refusal and the University may only refuse the request on reasonable business grounds.

38.9 Returning to work

- 38.9.1 At least four weeks before the end of the notified parental leave period, the employee must give the University written confirmation of the employee's return to work. Any variation or extension to the employee's parental leave period must be in accordance with clause 38.5 or 38.7.
- 38.9.2 On ending parental leave, an employee is entitled to return to their pre-parental leave position or, if that position no longer exists, an available position for which the employee is qualified and suited nearest in status and pay to their pre-parental leave position.
- 38.9.3 An employee returning to work from parental leave has the right to request to return to their pre-parental leave position on a part-time basis until the child reaches school age. The University will consider the request having regard to the employee's circumstances and, provided that the request is genuinely based on the employee's parental responsibilities, the University may only refuse the request on reasonable grounds related to the effect on the workplace or the University's business. Such grounds may include cost, lack of adequate replacement staff, loss of efficiency or the impact on customer service.

38.10 Fixed-term Employees

- 38.10.1 If a fixed-term employee's employment ends upon the expiry of their fixed-term contract, their entitlement to parental leave will also end on that date, except as provided in clauses 38.10.2 or 38.10.3.
- 38.10.2 If a fixed-term employee's contract expires during a period of Primary Caregiver leave or when the employee is at least 20 weeks pregnant, the employee is entitled to a payment equivalent to any remaining entitlement to Primary Caregiver leave, unless:
- (a) the employee was offered and refused another contract of broadly comparable employment; or
 - (b) the work that the employee was performing under the fixed-term contract is no longer required to be performed at all; or
 - (c) the employee was engaged to replace a staff member on leave.
- 38.10.3 If a fixed-term employee's contract expires during a period of Primary Caregiver leave and the employee is re-engaged on another employment contract after a gap of no more than 12 months, the employee is entitled to a payment equivalent to any remaining entitlement to Primary Caregiver leave that the employee would have had if their employment had not ended.

38.11 Foster parent leave

- 38.11.1 The preceding provisions of this clause 38 do not apply to foster parent leave.
- 38.11.2 An employee who is acting as the Primary Caregiver of a foster child is entitled to take the following periods of leave commencing on the date that the child enters their care:
- (a) if the child is under five years of age, six weeks' leave at 50% of the employee's full rate of pay;
 - (b) if the child is five years of age or older, but under 16 years of age, three weeks' leave at 50% of the employee's full Rate of pay.

39. LONG SERVICE LEAVE

39.1 Entitlement

An employee, including a casual employee, shall be entitled to long service leave of 9.1 weeks after seven years' service and at the rate of 1.3 weeks for every additional year of service thereafter. Such leave shall be on full pay provided that the employee may elect to convert all or part of their period of entitlement to double the period by taking leave on half pay.

39.2 Any period of casual employment shall count for the purposes of qualifying service and determination of entitlement to long service leave. Such service may include breaks in employment:

- 39.2.1 of no more than 3 months; or
- 39.2.2 of more than 3 months between two particular instances of employment, but where the length of the absence is due to the terms of the engagement of the employee by the employer; or

- 39.2.3 of any other period if the absences between instances of employment are due to the seasonal nature of the employee's employment and the period of any such breaks shall be counted for the determination of entitlement and qualification for long service leave except where the period of the break is longer than the period between 2nd Semester and 1st Semester over Summer. Where the period of the break is longer than that period the period shall not be counted for the determination of entitlement and qualification for long service leave.

39.3 Calculation of Service for the Purpose of Long Service Leave Entitlements

For the purpose of determining an employee's entitlements to long service leave, the following shall not count as service:

- 39.3.1 any period of service subsequent to the date from which a pension is payable under the provision of the Superannuation Act or of such other pension schemes as may apply where the employee retires on the grounds of age or ill-health;
- 39.3.2 any period of service for which payment in lieu of long service leave has been made by a previous employer or for which an employee has an entitlement to payment in lieu by a previous employer, provided that any such period of service shall be included for the purpose of satisfying the requirement in 39.1 hereof that a minimum of seven years be served before long service leave may be taken.

39.4 Recognition Of Prior Service For Long Service Leave

For all employees commencing employment with the University on or after 30 March 2010, the University will recognise prior service only with other publicly funded Australian Universities or Technical and Further Education Institutes, for the purpose of long service leave credits, provided that the break in service between leaving the former university or TAFE and commencing with the University is less than two months. Service in other circumstances may be recognised at the discretion of the Vice-Chancellor or nominee.

Entitlements of employees engaged prior to 30 March 2010 who have had prior service recognised and recorded by the University, are not affected by the operation of this clause.

39.5 Minimum Service Prior to Taking Long Service Leave when Service from Previous University is Recognised

Where service with another employer is recognised for long service leave credit, the University may require that a period of service with the University not greater than three years be completed before an employee is eligible to take long service leave.

39.6 Credit for Illness whilst on Long Service Leave

Where an employee with accrued sick leave credits becomes ill for two or more consecutive working days whilst on long service leave the employee shall, provided that a certificate from a registered medical practitioner or a statutory declaration from the employee is submitted for the period of the illness, be entitled to be placed on sick leave and no deduction shall be made from long service credits for the days in question.

39.7 Public Holiday whilst on Long Service Leave

Where a public holiday occurs during the period that an employee is absent on long service leave and such holiday is observed by the University, no deduction shall be made for that day from the employee's long service leave credits.

39.8 Entitlement to Long Service Leave upon termination of employment

An employee, or where applicable their legal representative, shall be entitled to payment in lieu of long service leave accrued but not taken as at the date of termination of service where:

- 39.8.1 the employee's employment at the University terminates after seven or more years' service, including recognised service with another employer;
- 39.8.2 after four years' service at the University the employee retires on the grounds of age or ill-health or the employee dies.

39.9 Calculation of Payment in Lieu of Long Service Leave

Where payment is made in lieu of long service leave, the amount of such pay shall be computed on a daily basis equivalent to 1.3 weeks per annum.

39.10 Notice to Take Long Service Leave - Employee Request

An employee who has qualified for long service leave shall be entitled to take long service leave at a time of their choosing, providing that at least six months written notice of such leave is given and, in the absence of such notice, the Head of Management Unit consents.

39.11 Notice to Take Long Service Leave - University Direction to Academics Only

Where an Academic staff employee has accumulated a long service leave entitlement in excess of 4.5 months, the Head of Management Unit may give the employee written notice to take up to three months of such leave, at a time convenient to the needs of the University, provided that:

- 39.11.1 the Head of Management Unit shall give the employee written notice of at least twelve months of the date on which leave must commence;
- 39.11.2 the employee shall not be required to take long service leave within 24 months of the intended date of retirement of the employee;
- 39.11.3 the minimum period of leave the University can require an employee to take shall be six weeks;
- 39.11.4 in any case where an employee has taken leave pursuant to this subclause the authorised officer shall not require the employee to take a further period of long service leave for a period of two years after the end of that period of leave.

The coming into operation of these provisions shall not in any way affect or alter existing procedures, practices, legislation or orders in Council of a Governor of a State with regard to long service leave except to the extent that these provisions explicitly provide.

39.12 Long Service Leave- General Staff Only

39.12.1 Notice to Take Long Service Leave - University Direction to General Staff

Where an employee has had a leave balance of thirteen weeks or more for three years, management may by notice in writing to the employee, direct the employee to take leave or such minimum number of weeks of leave as may be required. Such leave shall be commenced within a period of two years from the issue of such written notice provided that no direction may be issued in respect of service prior to August 1978.

39.12.2 Long Service Leave to Be Taken in Continuous Periods

An employee may take all or a portion of the long service leave entitlement of the employee on a continuous basis provided that a minimum continuous period of one month on full pay or two months on half pay shall be taken at any one time.

39.13 Long Service Leave and Leave to Contest Elections (Academic Staff Employees Only)

39.13.1 Where an Academic staff employee in accordance with clause 40.4 (Leave to Contest Elections), uses all or part of the long service leave entitlements of the employee, no notice of intention to use long service leave credits shall be required from the employee and the requirement for a minimum period of long service leave to be taken as provided by sub-clause 39.10 shall not apply.

39.13.2 Sub-clause 39.13.1 does not apply to General Staff employees.

39.14 Long Service Leave and Removal of Household Goods Leave (General Staff Employees Only)

39.14.1 Where an employee in accordance with clause 40.9 - Removal of Household Goods Leave, uses all or part of the long service leave entitlements of the employee, no notice of intention to use long service leave credits shall be required from the employee and the requirement for a minimum period of long service leave to be taken as per 39.10 hereof shall not apply.

39.14.2 Sub-clause 39.14.1 does not apply to Academic Staff employees.

39.15 The NES

39.15.1 In addition to clause 5.2, if there are 'applicable award-derived long service leave terms' in relation to an employee, the employee is entitled to long service leave in accordance with those applicable award-derived long service leave terms to the extent that clauses 39.1 to 39.14 are detrimental to the employee in any respect.

39.15.2 For the purposes of this clause 39.15, 'applicable award-derived long service leave terms' has the same meaning as under the FW Act.

40. OTHER LEAVE

An employee is entitled to leave on full pay (unless otherwise specified) in the following circumstances:

40.1 Jury Service

An employee who is required to attend a court for the purpose of jury service shall be entitled to jury service leave for the duration of such attendance.

40.2 Defence Forces Leave

An employee who is a member of the Defence Reserve Forces shall be entitled to leave for the purpose of attending an annual training camp of fourteen calendar days duration. Where the commanding officer of the relevant service unit certifies that such training exceeds fourteen days, an employee shall be entitled to up to eighteen calendar days duration.

40.3 Fire Fighting and Emergency Assistance Leave

- 40.3.1 An employee who is a member of any voluntary organisation called upon by the government or a competent authority under the State Disaster Plan to assist in firefighting or other forms of emergency assistance (including auxiliary operations) shall be entitled to leave for the duration of the participation by the employee in operations.
- 40.3.2 An employee who responds to an appeal for volunteers to meet a declared bushfire or other emergency shall be entitled to leave on full pay for the duration.
- 40.3.3 General staff employees granted firefighting or emergency assistance leave shall be entitled to a further one day on the completion of the service for the purpose of recovering from such participation.
- 40.3.4 Employees are entitled to community service leave if they engage in a voluntary emergency management activity in accordance with the NES. The entitlements under this clause 40.3 do not detract from those entitlements.

40.4 Leave to Contest Elections

Where an employee is a candidate for election to Federal or State Parliament, the employee shall be entitled to take leave of absence on a continuous basis for all or part of that period between the date of the close of nominations and the date of the declaration of the poll. Unless the employee elects to use accrued annual or long service leave to cover all or part of the period of absence, such leave shall be without pay.

40.5 Leave for Religious, Cultural and Ceremonial Purposes

An employee shall be entitled to leave of up to three working days unpaid in any calendar year for the purpose of observance of religious or Indigenous Australian cultural or ceremonial occasions provided that satisfactory evidence, such as a statutory declaration, is submitted to the Head of Management Unit in support of a claim for such leave.

40.6 Study Leave (General Staff)

To be eligible for study leave, a course of study must be relevant to the employee's position and have the ability to enhance the knowledge, skills and/or expertise of the incumbent. It is the responsibility of the Head of Management Unit to determine whether or not a course of study meets these requirements in order for an employee to have entitlement to this provision.

Study Leave entitlements are as follows:

- 40.6.1 One subject per semester - up to 3 hours per week for the attendance of lectures and tutorials and up to 2 days per annum for the preparing and attending of examinations.
- 40.6.2 Two or more subjects per semester - up to five hours per week for the attendance of lectures and tutorials and up to 4 days per annum for the preparing and attending of examinations.
- 40.6.3 Employees studying via distance or online education shall be entitled to the stated hours above for the preparation of course work, rather than the attending of lectures or tutorials. Preparing and attending examinations is in accordance with the above-mentioned formula, depending on the number of subjects.

40.7 Court Appearance Leave

An employee who is subpoenaed to appear in court as a Crown witness or who is subpoenaed to give evidence on matters directly related to their employment shall be entitled to leave for the period of such appearance. Leave without pay will be granted to employees required to attend court in another capacity.

40.8 Arbitration Leave

Employees who are required to attend any proceedings under the FW Act as amended from time to time, or the regulations thereunder, shall be entitled to leave of absence on the following conditions:

- 40.8.1 leave of absence shall not be granted to more than two representatives at any one time in respect of any one such proceeding;
- 40.8.2 leave of absence for conduct of a case shall be with full pay;
- 40.8.3 leave of absence for preparation of a case shall be without pay and shall not exceed three months in any year of service;
- 40.8.4 leave of absence with full pay shall be granted to any employee who is summoned as a witness in proceedings under the FW Act as amended from time to time, or the regulations thereunder. The leave shall be only for such time as that the employee is necessarily absent from duty attending as a witness.

40.9 Removal of Household Goods Leave

Where an employee is required by the University to perform all or the major part of their duties at a campus or component of the University other than at the employee's previous place of work with the University and the employee elects to relocate to a residence more convenient, the employee shall be entitled to leave on full pay for up to two working days for the purpose of removal of household goods.

40.10 Leave for Sporting Competitions

A staff member who participates as a competitor or accredited official in the Olympics or Commonwealth Games shall be entitled to leave for the period of competition together with reasonable travel time. Participants in other international or interstate competitions shall be entitled to unpaid leave. The entitlement to leave for these purposes is up to 20 days in a year of service and 14 days notice shall be given along with documentary evidence.

40.11 Leave to Accompany a Spouse in Travel – General Staff

Where an employee's Spouse is also employed by the University and the Spouse is to travel whilst on long service leave or as part of the Outside Studies Program, staff training or the Spouse is required by the University to travel, the employee shall be entitled to leave without pay to accompany the Spouse provided that:

- 40.11.1 the Spouse is to travel overseas;
- 40.11.2 leave shall be granted only for the period to be spent by the Spouse in travelling;
- 40.11.3 leave shall be granted on two occasions only subject to the discretion of management to grant further leave;

- 40.11.4 such leave shall take effect only after the employee's accrued long service leave and annual leave credits have been exhausted;
- 40.11.5 satisfactory evidence that the Spouse is to travel overseas, together with the period and purpose of overseas travel, is submitted.

40.12 Blood Donor Leave - General Staff

General staff who elect to donate blood shall be granted leave on full pay for the period of leave required for each attendance.

40.13 Provisions to support the Victims of Family or Domestic Violence

- 40.13.1 The University recognises that some of its staff may experience situations of violence and abuse in their domestic life which may impact on their attendance or performance at work.

40.13.2 Definition of Family/Domestic Violence

The University accepts the definition of family violence as provided by the *Family Violence Protection Act 2008* (VIC) and recognises that it includes physical, sexual, financial, verbal or emotional abuse by a family or household member.

40.13.3 Leave and support to staff experiencing family/domestic violence

- (a) Employees experiencing family/domestic violence are entitled to five days special paid leave for the purposes of attending medical appointments, legal proceedings, seeking safe housing or other activities related to dealing with family/domestic violence (supporting evidence or proof may be required subject to clause 40.13.4). This leave will be in addition to other existing leave entitlements.
 - (b) In addition to the entitlement in clause 40.13.3(a), for employees experiencing family/domestic violence the following forms of support, will be provided in the circumstances described:
 - (c) Additional Leave: Where the period of leave in clause 40.13.3(a) is inadequate, additional paid leave will be available upon application to the Vice President, People & Culture. The amount of leave provided will be determined by the individual's situation through consultation between the employee, the manager and People & Culture.
 - (d) Individual support: The University will, in consultation with the relevant manager, approve reasonable requests for the following:
 - (i) changes to hours of work and other appropriate flexible working arrangements;
 - (ii) changes to phone numbers and/or email addresses; and/or
 - (iii) changes to work location.
- 40.13.4 The University at its discretion may request relevant supporting evidence which can take the form of a document issued by the police force, a court, a Medical Practitioner, a family violence support service, a lawyer, or a counselling professional.

- 40.13.5 The University will appoint at least two persons who have expertise supporting persons who are experiencing domestic violence to be contact points for staff affected by domestic violence and will publicise their contact details on a regular basis to all employees.
- 40.13.6 All personal information concerning family/domestic violence will be kept confidential in line with relevant University policies and relevant legislation.
- 40.13.7 This clause 40.13 applies to all employees covered by this Agreement, including sessional employees.

41. TRADE UNION TRAINING LEAVE

An employee shall be entitled to leave on full pay for the purpose of attending trade union courses or seminars, for up to five working days in any one calendar year, and leave on full pay in excess of five working days and up to ten working days may be granted in any one calendar year subject to the total leave granted in that year and in the subsequent year not exceeding ten working days subject to the following conditions:

- 41.1** that the operating requirements of the University permit the granting of such leave;
- 41.2** that the scope, content and level of the courses are such as to contribute to a better understanding of industrial relations;
- 41.3** leave of absence under this clause shall be with full pay, exclusive of shift overtime and penalty payments.

42. PUBLIC HOLIDAYS

42.1 All employees will be entitled to the following public holidays on a paid basis:

- Christmas Day
- Boxing Day
- New Years Day
- Queen's Birthday
- Australia Day
- Good Friday
- Easter Monday
- Easter Tuesday
- ANZAC Day
- Melbourne Cup Day; and
- Labour Day (General staff employees)
- Friday before the AFL Grand Final

- any additional days declared or prescribed as public holidays in a State, Territory or Locality

or any day substituted under Victorian law for a day that would otherwise be a public holiday.

Where Christmas Day, Boxing Day and New Years Day fall on weekends, substitute days shall be given on the next Monday and or Tuesday.

42.2 Penalties Applicable to General Staff Required To Work On A Public Holiday

A general staff employee required to work on a day referred to in clause 42.1 will be paid at ordinary rates plus 150% for the hours worked.

42.3 Shut Down - Christmas / New Year Closure

42.3.1 Where the University determines to close its premises during the period between Christmas and New Year (the Shut Down period) on days which are not public holidays, employees may take annual leave, time-off-in-lieu, accrued rostered days off, or leave without pay with the prior approval of their manager.

42.3.2 In the event of leave without pay being granted such leave will not result in non-payment for public holidays. Where sufficient annual leave has not accrued, employees will be given the opportunity to anticipate necessary credits.

42.4 Academic Staff – Special Provision for Labour Day

42.4.1 Notwithstanding clauses 42.1 and 42.2, Labour Day is a normal working day for all academic staff across all campuses of the University. Holiday penalty payments will not apply for time worked on those days. In exchange, the University will grant two non-cumulative University holidays to Academic staff employed at the time of Labour Day each calendar year, which will be taken on the days falling between Christmas Day and New Year's Day, excluding any Saturday or Sunday or public holiday. An employee may refuse to work on Labour Day if the refusal is reasonable.

42.4.2 Where such days are not taken between Christmas Day and New Year's Day, an equivalent time will be granted by the University prior to the next Shut Down period.

42.4.3 An Academic staff member who was not an employee of the University on Labour Day in any year shall take annual leave between the following Christmas Day and New Year's Day.

42.4.4 An Academic staff member whose employment ends prior to the Shut Down period shall have the two non-cumulative days paid out at single time.

42.5 General Staff – Special Provision for Labour Day

The use of general staff on Labour Day will be minimised. Where a General staff member is required to work on Labour Day, they will be paid in accordance with sub-clause 42.2.

WORKPLACE SAFETY AND WORKERS COMPENSATION

43. LEAVE OR MAKE-UP PAY TO INCAPACITATED EMPLOYEES

43.1 Entitlement to Make-Up Pay - Total Incapacity

An employee who suffers injury causing total incapacity for work and who receives compensation in respect of such total incapacity, as prescribed by the applicable State

legislation shall be granted leave by the University at a rate of pay equal to the difference between the rate of pay payable if the employee had continued to perform the duties being performed immediately preceding the occurrence of the injury excluding any payment for overtime or travelling allowance or incidental expenses or any payment of a temporary character in the nature of a reimbursement of expenditure incurred and the amount of weekly compensation received by the employee.

43.2 Partial Incapacity

43.2.1 Partial Incapacity - Entitlement to Make-Up Pay

An employee who suffers injury causing partial incapacity for work and who receives compensation in respect of such partial incapacity as prescribed by the applicable legislation shall be paid make-up pay by the University.

43.2.2 Partial Incapacity - Rate of Make-Up Pay

The rate of make up pay under sub-clause 43.2.1 shall be equal to the difference between the rate of pay payable if the employee had continued to perform the duties being performed immediately preceding the occurrence of the injury excluding any payment for overtime or travelling allowance or incidental expenses or any payment of a temporary character in the nature of a reimbursement of expenditure incurred and the sum of the amount of weekly compensation received by the employee and the weekly amount the employee is earning in the employment in which the employee is employed by reason of such partial incapacity.

43.2.3 Partial Incapacity - Make-up Pay where Suitable Employment found with Another University

- (a) An employee who is partly incapacitated and who cannot obtain suitable employment with the University but who has obtained suitable employment with another University shall continue to be paid make-up pay by the University at the rate prescribed in sub-clause 43.2.1.
- (b) Make-up pay required by sub-clause 43.2.3(a) will continue to be paid provided that the employee furnishes evidence to the satisfaction of the University of the rate of weekly compensation and the rate of actual earnings the employee is receiving from the other University.

43.3 Accident Make-Up Pay - Period of Leave and Make-Up Pay

43.3.1 Maximum Period of Make-Up Pay-Total Incapacity

Leave granted pursuant to sub-clause 43.1 shall not exceed a continuous period of 52 weeks or an aggregate period of 52 weeks in respect of any one injury.

43.3.2 Maximum Period of Make-Up Pay-Partial Incapacity

The period for which make-up pay shall be payable pursuant to sub-clause 43.2 shall not exceed a continuous period of 52 weeks or an aggregate period of 52 weeks in respect of any one injury.

43.4 Accident Make-Up Pay - Period of Leave and Graduated Return To Work (Academic Employees Only)

Where an employee attempts a graduated return to work, that fraction of the week that the employee is performing duties will not be counted in the aggregate period of leave provided for in 43.1.

43.5 Accident Make-Up Pay - Repayment of Make-Up Pay if Damages Received

43.5.1 An employee receiving or who has received make-up pay shall advise the University in writing of any civil claim for damages instituted by the employee in connection with the injury to which such make-up pay relates. The employee shall, if required by the University, authorise the University to obtain from the solicitors of the employee such information as is reasonably required by the University as to the progress of such claim.

43.5.2 Where an employee who has received make-up pay recovers damages against the University pursuant either to a judgement or settlement in respect of the injury for which the employee has received make-up pay the employee shall repay to the University such make-up pay as the employee has received from the University, provided that the damages so recovered include damages for loss of income for which such make-up pay has been paid.

43.5.3 Where an employee who has received make-up pay recovers damages against a person other than the University pursuant either to a judgement or settlement in respect of the injury for which the employee has received make-up pay the employee shall repay to the University such make-up pay as the employee has received from the University provided that the damages so recovered include damages for loss of income for which such make-up pay has been paid.

43.5.4 Where an employee who has received make-up pay recovers damages against either the University or a person other than the University pursuant to a judgement in respect of an injury for which the employee has received make-up pay and where pursuant to such judgement the amount of damages recovered has been reduced for the contributory negligence of the employee, the employee shall repay to the University such amount of make-up pay as the employee has received from the University as is pro rata to the damages recovered having regard to such contributory negligence.

43.6 Accident Make-Up Pay -Use of Sick Leave For Incapacitated Employees

43.6.1 Employee can Utilise Sick Leave whilst Incapacitated

An employee who is an applicant for leave pursuant to sub-clause 43.1 may upon application be granted sick leave to cover such absence but not exceeding paid sick leave standing to the credit of the employee provided however that no employee shall be concurrently entitled to sick leave and leave pursuant to sub-clause 43.1.

43.6.2 Rate of Sick Leave Applicable whilst Incapacitated

Sick leave granted pursuant to sub-clause 43.5.1 shall be at a weekly rate not exceeding the sum of the following:

- (a) the weekly value of the workers' compensation payment to which the employee may become entitled;

- (b) the weekly payment for which the employee will be eligible if granted leave pursuant to sub-clause 43.1.

43.6.3 Re-Crediting of Sick Leave

If an employee is granted sick leave as provided in this clause and is subsequently granted leave for the same period or part thereof pursuant to sub-clause 43.1 on account of the same injury there shall thereupon be restored to the credit of the employee sick leave equal to the value of the sick leave taken pursuant to this clause.

43.7 Accident Make-Up Pay - Employment Upon Return to Duty

43.7.1 Return to Full Duty - Total Incapacity

An employee having been totally incapacitated shall be entitled upon returning to full duty at the University to occupy an office equivalent to that occupied by the employee immediately prior to the granting of leave pursuant to sub-clause 43.1.

43.7.2 Return to Full Duty - Partial Incapacity

An employee having been partly incapacitated shall be entitled upon returning to full duty at the University to occupy an office equivalent to that occupied by the employee immediately prior to the occurrence of the injury which led to the partial incapacity.

44. JOB SECURITY – RETURN TO WORK AND ENSURING A SAFE WORKPLACE

Where an employee is moved from their contracted position for reasons of ensuring a safe workplace or return to work process, the University will provide an equivalent level of job security as contained in the pre-incident employment contract.

45. WORKPLACE BULLYING

Workplace Bullying is defined as repeated, unreasonable behaviour directed toward an employee, or group of employees, that creates a risk to health and safety.

The University is committed to providing a healthy and safe environment for work and study that is free from bullying and violence.

The University has developed a comprehensive policy on bullying and violence in the workplace including procedures for dealing with complaints of workplace bullying in a timely and effective manner. Any disputes in relation to such procedures are to be managed in accordance with the *Occupational Health & Safety Act 2004* (Vic.), and are not subject to the dispute resolution provisions of this agreement.

The University undertakes to consult with staff and the Union on any proposed changes to the bullying and violence in the workplace policy.

STAFF BENEFITS

46. FORTY-EIGHT/FIFTY-TWO (48/52) WEEK EMPLOYMENT CYCLE

- 46.1** With the University's agreement, an employee may elect to work under a 48/52 week employment cycle for a twelve month period, which varies the employment cycle provided by sub-clause 29.1 of this Agreement.

- 46.2** A 48/52 week employment cycle will enable an employee to take four weeks leave in addition to the normal four weeks of annual leave in a year and receive 48 weeks salary, which would be payable over 52 weeks.
- 46.3** An employee's continued participation in the 48/52-week employment cycle is subject to annual review and approval by the University.
- 46.4** All periods of paid leave will accrue at the rate of 48/52 of the employee's fulltime equivalent salary for that 12-month period during the 48/52-week employment cycle.
- 46.5** Where an employee is being paid on a 48/52-week employment cycle, and their employment terminates, the University will either provide additional payment to the employee or the employee will repay the University, so that the employee is paid for duties actually carried out up to the date of termination. The employee may authorise the University to deduct any amount to be repaid by the employee under this clause from any amounts payable to the employee by the University (including from termination benefits).
- 46.6** The University will require an employee to take all eight weeks leave during each year of the 48/52-week employment cycle and agreed dates of this leave will be specified in the approval of the 48/52 week employment cycle.
- 46.7** The University will advise an employee of the superannuation implications prior to the employee entering into a 48/52-week employment cycle.
- 46.8** Notwithstanding anything contained in this clause, in specific circumstances an employee and the University may agree to a more flexible employment cycle arrangement, provided it does not extend beyond a 46/52 week employment cycle for a twelve month period. Such an arrangement shall be formally set out in a written agreement between the University and the employee.
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47. SUPERANNUATION

- 47.1** On commencement of employment, the University will provide new employees with information regarding UniSuper and, subject to clauses 47.3 and 47.4:
- 47.1.1 Employer superannuation contributions for employees will be made to UniSuper in accordance with the superannuation guarantee legislation and relevant superannuation arrangements between the University and the superannuation fund;
- 47.1.2 The University will make employer superannuation contributions to UniSuper as follows:
- (a) Prior to the first pay period on or after 1 March 2018:
- (i) 17% of ordinary time earnings for employees appointed on an ongoing basis;
- (ii) 17% of ordinary time earnings for employees appointed on a fixed-term contract of more than 12 months; and
- (iii) for all other employees, compulsory employer contributions as required by the applicable superannuation guarantee legislation.

(b) From the first pay period on or after 1 March 2018:

- (i) 17% of ordinary time earnings for all employees appointed on an ongoing or fixed-term basis; and
- (ii) for casual/sessional employees, compulsory employer contributions as required by the applicable superannuation guarantee legislation.

47.2 This clause satisfies the choice of fund requirements for all eligible employees of the University.

47.3 An employee may request the University to reduce their employer superannuation contribution and increase the employee's salary by the same amount, provided that the employer superannuation contribution is not less than the rate required in order for the University to avoid a liability for the superannuation guarantee charge. For employees who are members of UniSuper, this will only be approved where the trust deed between UniSuper and the University, as amended from time to time, allows for the University to reduce the employer superannuation contributions.

47.4 Nothing in this clause limits the University from exercising flexibilities in the superannuation arrangements and contribution rates where those flexibilities are provided for in the trust deed between UniSuper and the University, as amended from time to time, and/or the 5% flexibility in coverage and contribution level under which the University may permit up to 5% of employees not to join UniSuper or to be enrolled in Division D only of UniSuper and receive superannuation guarantee contributions, notwithstanding that they are eligible to enrol in Division C of UniSuper.

48. VOLUNTARY SALARY PACKAGING

In accordance with the relevant University policy, eligible employees may participate in a flexible salary packaging scheme. Under salary sacrificing or packaging schemes, an employee can agree to take the salary component of the total remuneration as cash salary or select a combination of cash salary and approved benefits to suit the employee's individual needs. Participation in salary sacrificing or packaging will not affect salary for superannuation purposes or any other purpose.

49. REMOVAL EXPENSES - ACADEMIC STAFF

49.1 If an employee is redeployed to a permanent position elsewhere in the University (ie. involving a geographic relocation) as an agreed measure to mitigate the effects of their position being surplus to requirements pursuant to clause 21, and, as a consequence it is not reasonably practicable for the employee to remain in their existing residence, the employee may be entitled to all reasonable expenses associated with moving household to a new locality on the basis agreed between the University and the employee.

49.2 Any reasonable costs and charges as determined by the Vice-Chancellor associated with a program of retraining as an agreed measure to mitigate the effects of their position being surplus may be reimbursed to the employee. For the purpose of this clause, reasonable expenses may include legal fees, advertising for sale of dwelling, reasonable costs of moving, allowance for temporary residence, allowance for expenses, incidentals allowance, property allowance.

TRANSPORT AND RELATED MATTERS – GENERAL STAFF

50. TRANSPORT OF EMPLOYEES AFTER UNROSTERED SHIFTS OR OVERTIME

- 50.1** Clause 50 of this agreement does not apply to Academic staff employees.
- 50.2** When a general staff employee after having worked overtime or a shift for which the employee has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the University shall provide the employee with either a conveyance to the employee's home, or where the employee provided their own transportation, reimbursement at the appropriate rate per kilometre.

51. TRAVEL BETWEEN CAMPUSES

- 51.1** Time spent by a General staff employee in travelling between campuses on University business shall count as time worked by the employee.
- 51.2** Where a general staff employee is required to travel between campuses on University business, the University whenever possible shall provide the employee with a vehicle for such travel or may authorise the employee to use the employee's own vehicle for such travel.

DISPUTE RESOLUTION AND CONSULTATION

52. DISPUTE AVOIDANCE AND RESOLUTION PROCEDURES

- 52.1** Subject to clause 52.2, where there is a dispute between an employee or employees and the University about any matters arising under this agreement, or in relation to the NES, the procedures contained in this clause will be followed.
- 52.2** The FWC must not deal with a dispute to the extent that the dispute is about whether the University had reasonable business grounds under subsection 65(5) or 76(4) of the FW Act.
- 52.3** A dispute arising between an employee or group of employees and a supervisor will, in the first instance, be discussed by them without delay in an effort to resolve the matter promptly. The employee(s) may seek the assistance of the Union, or other nominated employee representative. The supervisor may also seek the assistance of a representative of the University.
- 52.4** Where the steps in clause 52.3 are unsuccessful or the University or Union wishes to raise a dispute, a representative of the Union or other nominated employee representative and a representative of the University will discuss the dispute and attempt to reach agreement to resolve the dispute.
- 52.5** Before the meeting in clause 52.4 occurs, the party that raises the dispute must provide the other party with a document that sets out full details of:
- 52.5.1** the basis of the dispute; and
- 52.5.2** the outcome sought by the party.
- 52.6** Where a dispute is not resolved under clause 52.4, at the request of any party to the dispute a Disputes Committee will be convened within 5 working days of such a request being made, unless agreed otherwise. The Disputes Committee will consist of nominees of any party to the dispute, provided that any such nominee is not a practising lawyers.

The Disputes Committee will attempt to resolve the matter within 5 working days of its first meeting. Any resolution will be in the form of a written agreement subject, if necessary, to approval by the parties to the dispute.

52.7 Until the procedures described in clauses 52.3 – 52.6 have been exhausted:

52.7.1 The University will not change work, duties, staffing or the organisation of work if such is the subject of a dispute, nor will any party to the dispute take any other action likely to exacerbate the dispute.

52.7.2 The subject matter of the dispute must not be referred to the FWC by any party to the dispute.

52.7.3 Subject to clause 52.7.1, an employee must continue to perform their work as they would normally unless they have a reasonable concern about an imminent risk to their health or safety. If the employee does have a reasonable concern about an imminent risk to their health or safety, the employee must comply with a direction given by the University to perform other available work at the same workplace, or at another workplace, unless:

- (a) the work is not safe; or
- (b) applicable occupational health and safety legislation would not permit the work to be performed; or
- (c) the work is not appropriate for the employee to perform; or
- (d) there are other reasonable grounds for the employee to refuse to comply with the direction.

52.8 Where the dispute remains unresolved any party to the dispute may refer the matter to the FWC for conciliation and/or arbitration.

52.9 Subject to the legislative rights of any party to exercise a right of appeal against a decision of the FWC, the parties to the dispute agree to be bound by and implement any arbitrated decision of the FWC in resolution of the dispute.

52.10 The parties to the dispute may agree, but are in no way obliged to attempt to agree, to refer the dispute to a mediator and/or conciliator agreed to by the parties to the dispute. The parties to the dispute will implement any agreed outcome from the mediation and/or conciliation and the dispute will be resolved.

52.11 A dispute formally commenced under Clause 52 of the *Swinburne University of Technology, Academic & General Staff Enterprise Agreement 2015* ("the 2015 Agreement") but not concluded at the time at which this Agreement commences will, by force of this Agreement, continue to be dealt with in accordance with Clause 52 of the 2015 Agreement until that dispute is resolved.

53. CONSULTATION ABOUT CHANGE

53.1 For the purposes of this clause consultation means the exchange of information about a matter or issue, explanation of the respective points of view, and taking into account the views of the other. Consultation does not necessarily mean that an agreement can be reached. If agreement cannot be reached the University will provide reasons in writing to the affected staff. Employees may be represented for the purposes of consultation under this clause.

53.2 Significant effects may include but are not limited to:

- 53.2.1 Changes to work practices;
- 53.2.2 The introduction of technological change;
- 53.2.3 Contracting out of functions undertaken by staff of the University;
- 53.2.4 Organisational changes which impact on job opportunities, or job security;
- 53.2.5 Change in the composition, operation or size of the workforce;
- 53.2.6 Changes in skill requirements;
- 53.2.7 The need for retraining or transfer of employees to other work locations;
- 53.2.8 The restructuring of jobs; or
- 53.2.9 Changes to the regular roster or ordinary hours of work of an employee.

53.3 Where major change to workplace arrangements, programs, organisational practice, structure or technology is proposed, that is likely to have an impact on the work and conditions of staff or significant effects on employees, and before the University makes a decision about implementation, the University will:

- 53.3.1 Involve affected staff and the Union in consultation and discussion regarding the major change proposed.
- 53.3.2 Explore options regarding any major change with affected staff and the Union to achieve the best possible solution.
- 53.3.3 Provide in writing to the affected staff, the Union and the JCC, all relevant information about the changes including the nature of the changes proposed; the expected effects of the changes on the employees; timeframe for the proposed changes to take place; and any other matters likely to affect staff members.
- 53.3.4 Invite affected staff to give their views about the change and take into account and consider the views of employees and the Union who will be affected by the change.

53.4 After a decision about the implementation has been made, the University will:

- 53.4.1 Explore with affected employees and the Union and the JCC, alternatives and options to be taken to mitigate adverse consequences for staff of any such change.
- 53.4.2 Provide support for staff to enable them to adjust to the change process and consider whether redundant positions if any have been identified in a fair and non-discriminatory manner.

54. JOINT CONSULTATIVE COMMITTEE

54.1 The parties shall establish a consultative mechanism with equal representation of the University and the Union. The procedures of the consultative committee shall be appropriate to its size, structure and needs for consultation and negotiation on matters affecting or arising from the implementation of the agreement.

54.2 This committee shall be a forum for open discussion and shall meet if required, at quarterly intervals with additional meetings on request by either party. The committee will consider all

matters requiring consultation within the agreement and shall be the forum for discussion of issues that may arise throughout the implementation of the agreement.

55. COMMITTEES AND CHAIRPERSONS

55.1 The committees specified in clauses 20 (Disciplinary Procedures – Serious Misconduct), 25 (Progression through the Incremental Pay Structure – General Staff) and 34 (General Staff Reclassification) of this Agreement shall consist of three members as follows:

55.1.1 The parties agree that the composition of the committees under the EA will be one University representative, one Union representative and a Chair selected by the Vice-Chancellor from an agreed panel of chairpersons. The Vice-Chancellor will seek the agreement of the Union to the chairperson. In the event the Vice-Chancellor and the Union cannot agree upon the chairperson, either party may initiate a dispute pursuant to Clause 52. In such circumstances the parties agree that the dispute procedure commences at 52.7. Persons selected under clauses 19.5, 20.2.2(a) 20.3, 34, and 23.2.2 shall be selected in an identical manner to chairpersons.

55.2 The parties agree that the panel of chairpersons will be formed within 2 months of the approval of the EA. The panel members must be acceptable to all parties. The parties commit to regularly reviewing the composition of the panel. Panel members will be selected according to the following key selection criteria:

55.2.1 unbiased/Impartial; and

55.2.2 relevant experience

55.3 Either party may veto a member on the panel at any time if, in the considered view of the University or the national branch of the Union, that the chairperson does not meet the key selection criteria.

55.4 Each committee in undertaking its role shall:

55.4.1 allow the employee to be represented by a representative if they so choose;

55.4.2 allow the University to be represented by an agent of its choice;

55.4.3 allow the employee (and representative) and the University (and representative) to make submissions, and present and respond to written or oral evidence in relation to the matter before the Committee, and take into account such further materials as it believes appropriate to determine the facts in dispute;

55.4.4 call witnesses as it sees fit;

55.4.5 ensure that the employee, or their representative where they so choose, and the University or its representative has the right to ask questions of witnesses, where appropriate;

55.4.6 conduct all interviews in the presence of the employee, or the employee's representative where they so choose, and the University representative

55.4.7 conduct proceedings as expeditiously as possible, consistent with the need for fairness;

55.4.8 conduct proceedings in private (unless otherwise agreed by the Committee) and as a committee of inquiry;

- 55.4.9 take into account such further material as it believes is appropriate to the case;
- 55.4.10 make its report available to the nominated person(s) as specified in the relevant clause of this agreement within the prescribed timelines.
- 55.5** Chairs appointed to committees under this clause shall have relevant experience, be independent and command the confidence of management and staff.
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56. OUTSIDE STUDIES PROGRAM (OSP)

- 56.1** The University will consult with employees and NTEU in the development and finalisation of an Outside Studies Program (OSP) policy which shall be implemented by the conclusion of 2018. The Outside Studies Program will enable academic employees to pursue a structured program of sustained scholarship, research and associated developmental activities, outside the University. Work towards completion of a relevant doctoral qualification is also an appropriate matter for OSP.
- 56.2** All academic employees holding a continuing or fixed-term appointment will be eligible to apply for OSP after three years continuous service in accordance with University OSP Policy.
- 56.3** The OSP will be designed to support the continual professional development of academic staff in order to assist the University to attain its objectives.
- 56.4** The OSP will be designed to give members of the academic staff the opportunity to undertake research, creative and professional activity or the scholarship of teaching in areas of identified strategic importance to the University and to the professional development of the employee, which cannot normally be undertaken within the employee's duties at the University.
- 56.5** OSP will provide an employee with the opportunity, uninterrupted by teaching or other duties:
- 56.5.1 to undertake professional development relevant to research, teaching, the supervision of postgraduate students and/or professional or creative activity; and
- 56.5.2 to do one or more of the following:
- (a) engage in research;
 - (b) engage in the scholarship of teaching;
 - (c) maintain and improve professional and vocational knowledge;
 - (d) practise as an artist or performer;
 - (e) obtain experience in the work for which the employee is preparing students; and/or
 - (f) gain academic leadership and management experience.

MISCELLANEOUS PROVISIONS

57. WORK ENVIRONMENT AND ANTI-DISCRIMINATION

- 57.1** The University is committed to:
- 57.1.1 treating employees in a fair and reasonable manner;

- 57.1.2 achieving and maintaining a healthy and safe working environment and abiding by all relevant occupational health and safety legislation;
 - 57.1.3 addressing allegations of bullying, unfair or unreasonable treatment, discrimination based on any of the grounds in federal or state legislation or in this Agreement, harassment, or victimisation in a fair and reasonable manner aimed at resolving the concerns; and
 - 57.1.4 complying with the provisions of this Agreement and to remedying any error in classification, type of employment, pay rate or entitlement under this Agreement or legislation as soon as possible after it is identified.
- 57.2** The University will not unlawfully discriminate against its employees on the basis of race, colour, nationality, immigration status, social origin, sex, sexual preference, transgender status, age, disability, medical record, marital status, carer or family responsibilities, pregnancy, ethnic or ethno- religious background, trade union membership or activity, political opinion or religious belief or national identity.
- 57.3** The Parties are committed to an inclusive workplace. The Parties will work to prevent and eliminate unlawful discrimination in the workplace and to view as equal the lifestyle choices of individual employees.
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58. VOLUNTARY EARLY RETIREMENT

- 58.1** Offers of voluntary early retirement made to employees by the University in accordance with an early retirement scheme approved by the Commissioner of Taxation will be made on the following terms:
- 58.1.1 The class of employees who may apply for early retirement will be full-time or fractional continuing staff.
 - 58.1.2 Eligible staff shall be invited to apply for early retirement under the benefits of the scheme. Any employee who wishes to do so shall apply for early retirement to the relevant authorised officer designated by the University. The University through its authorised officers shall have the discretion to decide whether or not it will approve the application having regard to the staffing needs of the University.
 - 58.1.3 The benefit payable to the staff members whose application for early retirement is approved shall be a lump sum of a minimum of two weeks' salary for each year of service, with a maximum payment of 52 weeks' salary. The benefit will be additional to the employee's other entitlements on retirement.
- 58.2** Notwithstanding sub-clause 58.1, the University may offer early retirement in accordance with a scheme approved by the Commissioner of Taxation otherwise inconsistent with sub-clause 58.1 provided that any lump sum benefit shall be calculated at a minimum rate of two weeks' salary for each year of service, but with no obligation upon the University to pay beyond a maximum of 52 weeks' salary.
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59. TERMINATION OF EMPLOYMENT ON THE GROUNDS OF ILL-HEALTH - ACADEMIC STAFF EMPLOYEES ONLY

- 59.1** The University may require, in writing, that any Academic staff member whose capacity to perform their office is in doubt to undergo a medical examination by a Medical Practitioner chosen by the University at the expense of the University.

- 59.2** The University shall provide an employee with written notice of not less than two months that a medical examination is required. Where the employee elects to apply to the employee's superannuation fund, prior to the expiry of the period of notice, for ill-health retirement or temporary disability purposes pursuant to the rules of the superannuation fund, the requirement for a medical examination under sub-clause 59.1 shall lapse and no further action will be taken by the University.
- 59.3** Where the superannuation fund decides that the Academic staff member, following receipt of a temporary disability benefit, is capable of resuming work and the University elects to dispute this decision, sub-clause 59.2 does not apply.
- 59.4** A copy of the medical report made by the Medical Practitioner under sub-clause 59.1 shall be made available to the University and the Academic staff employee.
- 59.5** If the medical examination reveals that the academic staff member is unable to perform their duties and is unlikely to be able to resume them within a reasonable period, being not less than twelve months, the University may, subject to sub-clause 18.6 terminate the employment of the Academic staff employee in accordance with the employee's contract of employment or where no notice period is specified six months.
- 59.6** If within fourteen days of the medical report being made available and the Academic staff employee requests, the University shall not terminate the employment unless and until the findings are confirmed by a panel consisting of three Medical Practitioners, one which is appointed by the University, one by the employee or person acting on their behalf, and one by the President of the State Branch of the Australian Medical Association. The Panel shall not include the practitioner who made the initial report.
- 59.7** If making an assessment as to whether or not a staff member is unable to perform their duties and is unlikely to resume within a reasonable period, the Medical Practitioner or panel of Medical Practitioners appointed shall as far as possible apply the same standards as are used by the employee's superannuation scheme, if any, in determining qualifications for the payment of a disablement pension or other similar benefit.
- 59.8** These provisions do not displace or override any existing workers compensation schemes or Acts, whether State or Federal.
- 59.9** The University may construe a failure by an Academic staff employee to undergo a medical examination in accordance with these provisions within three months of a written notification to do so as prima facie evidence that such a medical examination would have found that the Academic staff employee is unable to perform their duties and is unlikely to resume within twelve months, and may act accordingly; provided that such a refusal by an Academic staff employee in these circumstances shall not constitute misconduct nor lead to any greater penalty or loss of entitlement than would result from an adverse medical report.

60. ILL HEALTH RETIREMENT – GENERAL STAFF

The University will not terminate an employee on the grounds of ill health until;

- 60.1** A relevant superannuation authority's temporary disablement period has expired, or
- 60.2** Where the staff member is absent due to ill-health but not entitled to a relevant superannuation authority's disablement authority, a minimum of two years.

61. INTELLECTUAL PROPERTY

- 61.1** The University has developed a comprehensive policy on Intellectual Property that recognises the moral and intellectual rights of staff to their intellectual property in line with the policy.
- 61.2** The University undertakes to consult the Union on any proposed changes to that policy.

62. INTELLECTUAL FREEDOM

- 62.1** The University has developed and will maintain and apply a comprehensive policy on Public/Media Comment that states that employees are encouraged to make public comment or expert comment in relation to their areas of professional expertise and also to make private comment as long as they do that on their own behalf and do not claim to represent the University.
- 62.2** The University undertakes to consult the JCC on any proposed changes to that policy which affect the freedom of University staff to provide public comment on community affairs as individual citizens or the freedom of University staff to provide public comment in their particular area of expertise.

63. INDIGENOUS EMPLOYMENT

- 63.1** The University acknowledges and recognises Aboriginal and Torres Strait Islander people as the first people of Australia. As a part of the University's ongoing commitment to equality and diversity, the University has developed an Indigenous Employment Strategy (IES).
- 63.2** The University will implement and maintain the IES, or any successor strategy, and the IES Steering Committee during the life of this Agreement.
- 63.3** To advance the employment circumstances of Indigenous Australians, the University also aims to:
- 63.3.1 increase the overall representation of Indigenous employees as a proportion of EFT staff, with the aim of achieving the employment targets of the IES;
 - 63.3.2 provide employee development, training and mentoring of Indigenous employees;
 - 63.3.3 provide for training on the implementation of employment strategies and cultural diversity programs for managers and employees; and
 - 63.3.4 focus on maintaining effective links with relevant Aboriginal and Torres Strait Islander communities and agencies.
- 63.4** The university is committed to increasing the number of Aboriginal and Torres Strait Islander employees to 24 employees and will use its best endeavours to achieve this, including by, but not limited to, engaging directly with NTEU and local Aboriginal and Torres Strait Islander communities.

64. UNION NOTICES

- 64.1** A duly authorised representative of the Union shall have the right:
- 64.1.1 to post any official notice of the Union in each staff room; and

64.1.2 to distribute any official notice of the Union in each section or department of the University.

64.2 For the purposes of this clause, a "duly authorised representative of the Union" means a person authorised by the State Secretary.

65. STAFF LISTS

65.1 Subject to clause 65.4, every March and September, the University shall provide to the Union a list of the name, job title, category (General/Academic), work location, work address and email address of each employee in a format which allows the list to be sorted by any of these categories.

65.2 The Union shall only use the information provided for contacting employees on legitimate union business. It shall ensure that no one apart from paid union officials or elected senior officers of the Union Branch (President and Secretary) have access to the information. The University shall not be required to continue to provide the information specified in this clause if the Union materially breaches these obligations.

65.3 The Union shall not use this information to contact an employee if the employee has requested the Union directly in writing that the employee does not wish to be contacted, and shall include advice of this from time to time in material provided to employees.

65.4 The University:

65.4.1 will notify staff of this clause and will offer employees the option of requesting that information not be provided to the Union; and

65.4.2 will suspend the provision of any information under clause 65.1 if there is on foot a bona fide challenge or complaint from an employee in relation to the compliance of the clause with privacy legislation to:

- (a) the University's privacy officer or a State or Federal privacy office, in which case the suspension shall be for a maximum period of 3 months but no more than the period until the matter is dismissed by the relevant privacy office(r); or
- (b) a tribunal or court, in which case the suspension shall be until the matter is determined in which case the determination will be implemented by the parties where the parties have had the opportunity to participate in those proceedings.

66. RIGHT OF ENTRY OF UNION OFFICIALS

66.1 A duly accredited representative of the Union shall have the right to enter premises where employees subject to this agreement are employed during normal working hours or when overtime is being worked on legitimate Union business.

66.2 Where entry is for a purpose dealt with under section 481 or section 484 of the FW Act, the entry shall be subject to the conditions specified in Part 3-4 of the FW Act. Other entry shall be on the following conditions:

66.2.1 that the representative advises the University of their visit;

66.2.2 that the representative should preferably meet with employees during their usual meal or tea breaks;

- 66.2.3 that the representative does not unreasonably affect the work being performed by any employee during work time.

67. SUPERVISION OF ACADEMIC STAFF EMPLOYEES

Each Academic staff employee shall have a nominated supervisor, and shall be advised in writing of the name and position of the nominated supervisor which will normally be at Level C or above. Where due to abnormal circumstances the University requires an employee at Level B to act as a nominated supervisor, the employee will be paid at the first increment of Level C, except in circumstances where the Level B supervises an employee on a limited-term contract employed on grant or project funding.

68. STAFF DEVELOPMENT PROGRAM

- 68.1** The University will operate a University-wide staff development program that will provide Academic and professional staff with access to staff development programs to enhance professional development and skills and/or knowledge to assist in their performance in their current role and/or another role within the University to which the employee aspires.
- 68.2** The University will allocate at least \$500,000 per year to fund relevant staff development programs that will be rolled out across the University. This staff development program and associated funds will be administered by the University.
- 68.3** The University's current Your Performance & Development Process (YPD) provides the opportunity for employees, in collaboration with their supervisor/manager, to identify development needs and activities in relation to their immediate role and also their future career with the University.
- 68.4** The University will provide access to staff development program based on the following criteria:
- 68.4.1 approval by the employee's immediate supervisor and the manager of the organisational unit;
 - 68.4.2 12 months continuous service to the University; and
 - 68.4.3 relevance to their current role and/or future possible career at the University.
- 68.5** The University will seek regular feedback from staff to help enhance and improve the suite of staff development programs that are offered.

APPENDIX 1:**RATES OF PAY**

1. Employees employed under the classifications covered by this agreement will be paid the minimum rates set out in the following tables. Salary increases are operative from the first pay period to commence on or after the respective dates in this schedule
2. Salary Increases to the minimum rates payable under this agreement are:
 - \$1,200 salary uplift and 2% in the first pay period on or after 1 March 2018
 - 2% in the first pay period on or after 1 March 2019
 - 2% in the first pay period on or after 1 March 2020
 - 2% in the first pay period on or after 1 March 2021

3. ACADEMIC SALARY SCALES

Academic	From 1 March 2017	\$1,200 uplift and 2% pay increase effective 1 March 2018	2% pay increase effective 1 March 2019	2% pay increase effective 1 March 2020	2% pay increase effective 1 March 2021
Level A					
1	64,501	67,015	68,355	69,722	71,117
2	68,116	70,702	72,116	73,559	75,030
3	71,768	74,427	75,916	77,434	78,983
4	75,420	78,152	79,715	81,310	82,936
5	78,384	81,176	82,799	84,455	86,144
6	81,350	84,201	85,885	87,603	89,355
7	84,317	87,227	88,972	90,751	92,566
8	87,280	90,250	92,055	93,896	95,774
Level B					
1	91,849	94,910	96,808	98,744	100,719
2	95,273	98,402	100,371	102,378	104,425
3	98,691	101,889	103,927	106,005	108,125
4	102,116	105,382	107,490	109,640	111,833
5	105,539	108,874	111,051	113,272	115,538
6	108,961	112,364	114,612	116,904	119,242
Level C					
1	112,383	115,855	118,172	120,535	122,946
2	115,806	119,346	121,733	124,168	126,651
3	119,225	122,834	125,290	127,796	130,352
4	122,650	126,327	128,854	131,431	134,059
5	126,072	129,817	132,414	135,062	137,763
6	129,499	133,313	135,979	138,699	141,473
Level D					
1	135,204	139,132	141,915	144,753	147,648
2	139,764	143,783	146,659	149,592	152,584
3	144,329	148,440	151,408	154,437	157,525
4	148,891	153,093	156,155	159,278	162,463
Level E					
1	173,994	178,698	182,272	185,917	189,636
RSCHA					
1	55,530	57,865	59,022	60,202	61,406
2	57,342	59,713	60,907	62,125	63,368
3	60,816	63,256	64,521	65,812	67,128

4. GENERAL STAFF SALARY SCALES

General Staff	From 1 March 2017	\$1,200 uplift and 2% pay increase effective 1 March 2018	2% pay increase effective 1 March 2019	2% pay increase effective 1 March 2020	2% pay increase effective 1 March 2021
HEW 1					
Level 1	46,979	49,143	50,125	51,128	52,150
Level 2	47,787	49,967	50,966	51,985	53,025
Level 3	48,598	50,794	51,810	52,846	53,903
Level 4	49,409	51,621	52,654	53,707	54,781
HEW 2					
Level 1	50,201	52,429	53,478	54,547	55,638
Level 2	51,074	53,319	54,386	55,474	56,583
Level 3	51,948	54,211	55,295	56,401	57,529
HEW 3					
Level 1	52,502	54,776	55,872	56,989	58,129
Level 2	53,422	55,714	56,829	57,965	59,125
Level 3	54,341	56,652	57,785	58,941	60,119
Level 4	55,267	57,596	58,748	59,923	61,122
Level 5	56,189	58,537	59,708	60,902	62,120
Level 6	57,108	59,474	60,664	61,877	63,114
HEW 4					
Level 1	59,520	61,934	63,173	64,437	65,725
Level 2	60,698	63,136	64,399	65,687	67,000
Level 3	61,881	64,343	65,629	66,942	68,281
Level 4	63,060	65,545	66,856	68,193	69,557
HEW 5					
Level 1	64,646	67,163	68,506	69,876	71,274
Level 2	65,929	68,472	69,841	71,238	72,663
Level 3	67,206	69,774	71,170	72,593	74,045
Level 4	68,493	71,087	72,509	73,959	75,438
Level 5	69,773	72,392	73,840	75,317	76,823
Level 6	71,057	73,702	75,176	76,680	78,213
HEW 6					
Level 1	74,894	77,616	79,168	80,752	82,367
Level 2	76,386	79,138	80,720	82,335	83,982
Level 3	77,868	80,649	82,262	83,908	85,586
Level 4	79,357	82,168	83,812	85,488	87,197
Level 5	80,845	83,686	85,360	87,067	88,808

General Staff	From 1 March 2017	\$1,200 uplift and 2% pay increase effective 1 March 2018	2% pay increase effective 1 March 2019	2% pay increase effective 1 March 2020	2% pay increase effective 1 March 2021
HEW 7					
Level 1	82,585	85,461	87,170	88,913	90,692
Level 2	84,227	87,136	88,878	90,656	92,469
Level 3	85,868	88,809	90,586	92,397	94,245
Level 4	87,509	90,483	92,293	94,139	96,021
Level 5	89,149	92,156	93,999	95,879	97,797
HEW 8					
Level 1	92,838	95,919	97,837	99,794	101,790
Level 2	94,680	97,798	99,754	101,749	103,784
Level 3	96,529	99,684	101,677	103,711	105,785
Level 4	98,375	101,567	103,598	105,670	107,783
Level 5	100,221	103,449	105,518	107,629	109,781
HEW 9					
Level 1	108,214	111,602	113,834	116,111	118,433
Level 2	110,368	113,799	116,075	118,397	120,765
Level 3	112,523	115,997	118,317	120,684	123,097
Level 4	114,678	118,196	120,559	122,971	125,430
HEW 10					
Level 1	115,902	119,444	121,833	124,270	126,755
Level 2	123,863	127,564	130,116	132,718	135,372
Level 3	132,036	135,901	138,619	141,391	144,219

5. APPRENTICES

Apprentices will be paid at the following rates of pay prescribed at HEW 3.1 (base trade rate):

1 st	42%	Base trade rate
2 nd	55%	Base trade rate
3 rd	75%	Base trade rate
4 th	88%	Base trade rate

6. TRAINEESHIPS

School Level	Years out of School	1/3/2017	1/3/2018	1/3/2019	1/3/2020	1/3/2021
			\$1,200 uplift and 2%	2%	2%	2%
Year 10	0(50%)*	14,065	15,570	15,882	16,199	16,523
	0(33%)*	16,362	17,913	18,272	18,637	19,010
	1	19,616	21,232	21,657	22,090	22,532
	2	23,825	25,526	26,036	26,557	27,088
	3	27,747	29,526	30,116	30,719	31,333
	4	32,244	34,113	34,795	35,491	36,201
	5+	36,932	38,895	39,673	40,466	41,275
Year 11	0(33%)*	17,413	18,985	19,365	19,752	20,147
	0(25%)*	16,362	17,913	18,272	18,637	19,010
	1	23,825	25,526	26,036	26,557	27,088
	2	27,747	29,526	30,116	30,719	31,333
	3	32,244	34,113	34,795	35,491	36,201
	4	36,932	38,895	39,673	40,466	41,275
Year 12	0	23,825	25,526	26,036	26,557	27,088
	1	27,747	29,526	30,116	30,719	31,333
	2	32,244	34,113	34,795	35,491	36,201
	3	36,932	38,895	39,673	40,466	41,275
School Based Traineeships						
Year 11		17,893	19,475	19,864	20,262	20,667
Year 12		19,616	21,232	21,657	22,090	22,532

SCHEDULE 1 - TRAINEES

1. This clause shall apply to the University's Trainees who are undertaking a Traineeship pursuant to this clause.
2. At the conclusion of the Traineeship, this clause ceases to apply to the employment of the Trainee and the relevant provisions of this Agreement shall apply to the former Trainee.

3. Definitions

"Approved Training" means that training which is specified in the Training Plan which is part of the Training Agreement registered with the relevant State or Territory Training Authority. It includes training undertaken both on and off-the-job in a Traineeship and involves formal instruction, both theoretical and practical, and supervised practice. The training reflects the requirements of a National Training Package or a Traineeship Scheme and leads to a qualification under the Australian Qualification Framework.

"Trainee" is an individual who is a signatory to a training agreement registered with the relevant State/Territory Training Authority and is involved in paid work and structured training which may be on- or off-the-job. "Trainee" does not include an individual who already has the competencies to which the traineeship is directed.

"Traineeship" means a system of training which has been approved by the relevant State or Territory Training Authority, or which meets the requirements of a National Training Package developed by a National Industry Training Advisory Board and endorsed by the National Training Framework Committee, which leads to an Australian Qualifications Framework qualification specified by that National Training Package, and includes full-time traineeships and part-time traineeships including school- based traineeships.

"Training Agreement" means an agreement for a Traineeship made between the University and a trainee which is registered with the relevant State or Territory Training Authority.

"Training Package" means the competency standards, assessment guidelines and Australian Qualifications Framework qualification endorsed for an industry or enterprise by the National Training Framework Committee and placed on the National Training Information Service with the approval of Commonwealth, State and Territory Ministers responsible for vocational education and training.

"Training Plan" means a programme of training which forms part of a Training Agreement registered with the relevant State or Territory Training Authority.

References in this clause to the "relevant State or Territory Training Authority" mean the bodies in the relevant State or Territory which exercise approval powers in relation to traineeships and register training agreements under the relevant State or Territory vocational education and training legislation.

"Relevant State or Territory Legislation" means for the purpose of this clause, Victorian *Education and Training Reform Act 2006* or any successor.

"Year 10" - For the purposes of this Agreement any person leaving school before completing Year 10 shall be deemed to have completed Year 10.

4. Training Conditions

- 4.1 The Trainee shall attend an approved training course or training program prescribed in the Training Agreement or as notified to the trainee by the relevant State or Territory Training Authority in accredited and relevant Traineeship Schemes.
- 4.2 Employment as a Trainee under this Agreement shall not commence until the relevant Training Agreement, made in accordance with a Training Scheme, has been signed by the University and the Trainee and lodged for registration with the relevant State or Territory Training Authority, provided that if the Training Agreement is not in a standard format employment as a trainee shall not commence until the Training Agreement has been registered with the relevant State or Territory Training Authority. The University shall ensure that the Trainee is permitted to attend the training course or program provided for in the Training Agreement and shall ensure that the Trainee receives the appropriate on-the-job training.
- 4.3 The University shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.
- 4.4 The provisions of the relevant State and Territory Legislation dealing with the monitoring by officers of the relevant State or Territory Training Authority and the use of training records or work books as part of this monitoring process shall apply to traineeships under this agreement.

5. Employment Conditions

- 5.1 A full-time trainee shall be engaged for a maximum duration of one year provided that a Trainee shall be subject to a satisfactory probation period of up to one month. By agreement in writing, and with the consent of the relevant State or Territory Training Authority, the University and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme. A part-time trainee shall be engaged in accordance with paragraph 8 of this Appendix.
- 5.2 Where the Trainee completes the qualification, earlier than the time specified in the Training Agreement, then the Traineeship may be concluded by mutual agreement.
- 5.3 Termination of employment of trainees shall be specified in the Training Agreement, or in the relevant State or Territory Training Legislation. The University shall initiate such action by giving written notice to the Trainee at the time the action is commenced. The provisions of Clause 18 (Disciplinary Procedures) in this Agreement shall not apply to Trainees employed pursuant to this Clause.
- 5.4 A Trainee shall be permitted to be absent from work without loss of continuity of employment and/or wages to attend the approved training.
- 5.5 Where the employment of a Trainee by the University is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this agreement.

6. Trainees Working Overtime

- 6.1 Reasonable overtime may be worked by a Trainee provided that it does not affect the successful completion of the Approved Training.
- 6.2 No Trainee shall work over-time on their own unless consistent with the provisions of this Agreement.
- 6.3 No Trainee shall work shiftwork.

- 6.4 The Trainee wage shall be the basis for the calculation of overtime rates prescribed in clause 33 (Overtime) of this Agreement.
- 6.5 All other terms and conditions of this Agreement that are applicable to the Trainee shall apply unless specifically varied by this clause.
- 6.6 A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full-time employment by the University on successful completion of the Traineeship shall not be entitled to any severance payments payable pursuant to clauses 22 & 23 (Redundancy Procedures) and 13.8 (Severance Pay - fixed-term employees) of this Agreement.
- 6.7 It is not intended that existing employees shall be displaced from employment by Trainees.

7. Wages

The wages payable to Trainees are provided in Appendix 1, item 6 (Traineeships).

8. Part-time Traineeships

- 8.1 This sub-clause shall apply to Trainees who undertake a traineeship on a part-time basis by working less than full-time hours and by undertaking the approved training at the same or lesser training time than a full-time Trainee.
- 8.2 Employment Conditions for all Part-time Trainees
- (a) A part-time Trainee shall receive, on a pro rata basis, all employment conditions applicable to a full-time trainee. All the provisions of this Agreement shall apply to part-time trainees except as specified in this Clause.
 - (b) A Trainee under-taking a school based traineeship may, with the agreement of the trainee, be paid an additional loading 25 per cent on all ordinary hours in lieu of annual leave, Sick Leave, personal leave and public holidays. Notwithstanding this, where a Trainee is called upon to work on a public holiday the provisions of the relevant award shall apply.
 - (c) A part-time Trainee may, by agreement, transfer from a part-time to a full-time traineeship position should one become available.
 - (d) The engagement periods specified in this Clause shall also be applicable to part-time trainees.

9. General Formula

- 9.1 For Traineeships not covered by **Appendix 1, item 6 (Traineeships)** the following formula for the calculation of wage rates shall apply:

- (a) The wage rate shall be *pro rata* of the full-time rates based on variation in the amount of training and/or the amount of work over the period of the traineeship which may also be varied on the basis of the following formula:

$$\text{Full-time Wage Rate} \times \frac{\text{Trainee hours} - \text{average weekly training time}}{29.4}$$

- (b) 29.4 in the above formula represents 36.75 ordinary full-time hours less the average training time for full-time employees (i.e. 20%)

- (c) Full-time wage rate means the appropriate rate as set out in **Appendix 1** of this Agreement.
- (d) Trainee hours shall be the hours worked per week including the time spent in approved training
- (e) Average weekly training time is based upon the length of the traineeship specified in the traineeship agreement or training agreement as follows:

$$\frac{7.35 \times 12}{\text{Length of the traineeship in months}}$$

Length of the traineeship in months

Note – 7.35 in the above formula represents the average weekly training time

(20%) for a full-time Trainee whose ordinary hours are 36.75 per week.

- 9.2 The traineeship agreement will require a trainee to be employed for sufficient hours to complete all requirements of the traineeship, including the on the job work experience and demonstration of competencies the parties also note that this would result in the equivalent of a full day's on-the-job work per week.

APPENDIX 2:**SESSIONAL ACADEMIC RATES AND ENTITLEMENTS****1. SESSIONAL ACADEMIC RATES**

The minimum salaries paid to Academic staff employees employed on a casual basis will be at the rates provided for in this sub-clause.

SESSIONAL RATES FOR ACADEMICS		From 1 March 2017	From 1 March 2018	From 1 March 2019	From 1 March 2020	From 1 March 2021
Lecturing: Basic	LA	183.24	189.24	193.02	196.88	200.82
Lecturing: Developed	LB	244.32	252.31	257.36	262.51	267.76
Lecturing: Specialised	LC	305.40	315.39	321.70	328.13	334.70
Lecturing: Repeat	LD	122.16	126.16	128.68	131.25	133.88
Tutoring: Normal	TE	130.96	135.97	138.69	141.46	144.29
Tutoring: Repeat	TF	87.33	90.64	92.46	94.31	96.19
Tutoring Normal: (PhD/Co-Ord)	TG	156.45	161.93	165.16	168.47	171.84
Tutoring Repeat: (PhD/Co-Ord)	TH	104.30	107.95	110.11	112.31	114.56
Other: Normal	OS	43.67	45.32	46.23	47.15	48.10
Other: PhD/Co-Ord	OT	52.16	53.98	55.05	56.16	57.28
Marking 1	MK1	61.08	63.08	64.34	65.63	66.94
Marking 2	MK2	52.16	53.98	55.05	56.16	57.28
Marking 3	MK3	43.67	45.32	46.23	47.15	48.10

These rates are derived from three base rates calculated using the following formulae:

1.1.1 Lecturing and higher marking rate

The base rate applicable to lecturing or for purposes of the higher marking rate is determined by reference to the second step of the full-time Level B scale, step 2 (\$95,273) and calculated as follows:

$$\frac{\$ \text{Level B, step 2/52}}{37.5} + 25\% = \$61.08$$

1.1.2 Rate applicable to performance of other duties involving full-time subject coordination or possession of a relevant doctoral qualification

The base rate applicable where the duties include full subject coordination or the academic possesses a relevant doctoral qualification is determined by reference to the sixth step of the full-time Level A scale (\$81,350) and calculated as follows:

$$\frac{\$ \text{Level A, step 6/52}}{37.5} + 25\% = \$52.16$$

1.1.3 Rate applicable to all other duties

The base rate applicable to all other duties including tutoring rates not covered by sub clause 1.1.2 is determined by reference to the second step of the full-time Level A scale (\$68,116) and calculated as follows:

$$\frac{\$ \text{Level A, step 2/52}}{37.5} + 25\% = \$43.67$$

1.2 Lecturing

- 1.2.1 A casual Academic staff employee required to deliver a lecture (or equivalent delivery through face to face teaching mode) of a specified duration and relatedly provide direct associated non-contact duties in the nature of preparation and student consultation will be paid for at a rate for each hour of lecture delivered, according to the following table:

Type of lecture and associated working time assumed	Minimum salary per hour of lecture delivered
Basic lecture (1 hour of delivery and 2 hours of associated working time)	\$183.24
Developed lecture (1 hour of delivery and 3 hours associated working time)	\$244.32
Specialised lecture (1 hour of delivery and 4 hours associated working time)	\$305.40
Repeat lecture (1 hour of delivery and 1 hour associated working time)	\$122.16

- 1.2.2 The hourly rate in a repeat lecture applies to a second or subsequent delivery of substantially the same lecture in the same subject matter within a period of seven days and any student consultation reasonably contemporaneous with it.
- 1.2.3 For the purposes of this Agreement, the term "lecture" means any education delivery described as a lecture in a course or unit outline, or in an official timetable issued by the University.

1.3 Tutoring

- 1.3.1 A casual Academic staff employee required to deliver or present a tutorial (or equivalent delivery through other than face to face teaching mode) of a specified duration and relatedly provide directly associated non-contact duties in the nature of preparation and student consultation, will be paid at a rate for each hour of tutorial delivered or presented, according to the following table:

Type of tutoring and associated working time assumed	Minimum salary per hour of tutorial delivered	Minimum salary per hour of tutorial delivered where 1.1.2 applies
Tutorial (1 hour of delivery and 2 hours associated working time)	\$130.96	\$156.45
Repeat tutorial (1 hour of delivery and 1 hour associated working time)	\$87.33	\$104.30

- 1.3.2 The hourly rate in a repeat tutorial applies to a second or subsequent delivery of substantially the same tutorial in the same subject matter within a period of seven days and any student consultation reasonably contemporaneous with it.
- 1.3.3 For the purposes of this Agreement the term "tutorial" means any education delivery described as a tutorial in a course or unit outline, or in an official timetable issued by the University.

1.4 Marking

Except in the case of actual marking undertaken during a lecture, tutorial or clinical session all marking completed by a sessional academic will be paid for at the prescribed marking rate:

Type of marking	Minimum salary per hour of marking
Standard marking (MK3)	\$43.67
Standard marking where 1.1.2 applies (PhD / Co-ord) (MK2)	\$52.16
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status (MK1)	\$61.08

1.5 Other required academic activity

- 1.5.1 A casual Academic staff member required to perform any other required academic activity as defined in 1.5.2 will be paid at an hourly rate of \$43.67, or \$52.16 if they hold a relevant doctoral qualification or is required to perform full subject

coordination duties, for each hour of such activity delivered as required and demonstrated to have been performed.

- 1.5.2 For the purposes of 1.5 "other required academic activity" will include work that a person, acting as or on behalf of the University requires the casual Academic staff member to perform and that is performed in accordance with any such requirement, being work of the following nature:
- (a) the conduct of practical classes, demonstrations, workshops, student field excursions;
 - (b) the conduct of clinical sessions other than clinical nurse education;
 - (c) the conduct of performance and visual art studio sessions;
 - (d) musical coaching, repititeurship and musical accompanying other than with special educational service;
 - (e) development of teaching and subject materials such as preparation of subject guides and reading lists and basic activities associated with subject coordination;
 - (f) consultation with students;
 - (g) supervision;
 - (h) attendance at departmental and/or faculty meetings as required; and
 - (i) attendance at any of the activities set out in clauses 1.2 and 1.3 as directed.

The above list is not intended to be exhaustive, but is provided by way of examples and guidance.

2. SESSIONAL EMPLOYMENT ENTITLEMENTS

2.1 Sessional staff who are engaged to perform teaching duties are entitled to:

- 2.1.1 appropriate work areas, which should include access to email, internet and telephone;
- 2.1.2 be provided with following resources and facilities, on an annual basis:
 - (a) library cards
 - (b) out of hours access
 - (c) an email account
 - (d) network and intranet access
 - (e) inclusion in the university's telephone book and web directory
- 2.1.3 apply for any university positions advertised internally

2.1.4 be paid for induction when they are required to attend an induction session, which should include, among other things, ensuring staff are familiar with policies including, but not limited to, policies about:

- (a) student misconduct
- (b) reassessment
- (c) plagiarism
- (d) failing students
- (e) appeals.

1. Overtime Meal Allowance

Where a staff member is entitled to a meal break but not entitled to payment for that meal break, an allowance of \$19.97 will be paid for each occurrence provided the employee is also required to work more than two hours overtime after completion of their ordinary hours of work.

2. Vehicle Allowance

Where an employee is authorised by the University to use the employee's privately owned vehicle for University business for travel within Australia, they will be paid an allowance through the payroll system in accordance with the applicable as at 1 July each year.

3. Travelling Allowance

An employee who at the direction of the University is absent overnight on University business shall be paid an allowance to cover the costs of meals, accommodation and incidental expenditure in accordance with the applicable ATO guidelines as at 1 July each year.

HIGHER EDUCATION WORKER LEVEL 1**Training Level or Qualifications**

Employees at the base of this level would not be required to have formal qualifications or work experience upon engagement.

Employees engaged at the base of this level will be provided with structured on the job training in addition to up to 38 hours of induction to the higher education industry which shall provide information on the higher education institution, conditions of employment, training to be made available and consequent career path opportunities, physical layout of the institution/work areas, introduction to fellow workers and supervisors, work and documentation procedures, occupational health and safety, equal employment opportunity practices and extended basic literacy and numeracy skills training where required/necessary to enable career path progression.

Occupational Equivalent

Cleaner, Labourer, Trainee for Level 2 duties.

Level of Supervision

Close supervision or, in the case of more experienced staff working alone, routine supervision.

Task Level

Straightforward manual duties, or elements of Level 2 duties under close supervision and structured on the job training.

Some knowledge of materials, e.g. cleaning chemicals and hand tools, may be required.

Established procedures exist.

Organisational Knowledge

May provide straightforward information to others on building or service locations.

Judgement, Independence and Problem Solving

Resolve problems where alternatives for the jobholder are limited and the required action is clear or can be readily referred to higher levels.

Typical Activities

Perform a range of industrial cleaning tasks, move furniture, assist trades personnel with manual duties.

HIGHER EDUCATION WORKER LEVEL 2

Training Level or Qualifications

Employees employed at Level 2 shall typically perform duties at a skill level which assumes and requires knowledge, training or experience relevant to the duties to be performed, or completion of year 12 without work experience or an equivalent combination of experience and training

Occupational Equivalent

Clerk, Security Patrol Officer.

Level of Supervision

Routine supervision of straightforward tasks; close supervision of more complex tasks (see below).

Task Level

Perform a range of straightforward tasks where procedures are clearly established. May on occasion perform, more complex tasks.

Organisational Knowledge

Following training, may provide general information/advice and assistance to members of the public, students and other staff which is based on a broad knowledge of the employee's work area/responsibility, including knowledge of the functions carried out and the location and availability of particular personnel and services.

Judgement, Independence and Problem Solving

Solve relatively simple problems with reference to established techniques and practices. Will sometimes choose between a range of straightforward alternatives.

An employee at this level will be expected to perform a combination of various routine tasks where the daily work routine will allow the latitude to rearrange some work sequences, provided the prearranged work priorities are achieved.

Typical Activities

Clerical positions at this level may include duties involving the inward and outward movement of mail, keeping, copying, maintaining and retrieving records, straightforward data entry and retrieval.

Security Officers may be involved in a range of patrol duties, including responding to alarms, following emergency procedures and preparing incident reports.

HIGHER EDUCATION WORKER LEVEL 3

Training Level or Qualifications

Employees employed at Level 3 shall typically perform duties at a skill level which assumes and requires knowledge or training in clerical/administrative, trades or technical functions equivalent to:

- completion of a trades certificate; or
- completion of year 12, with relevant work experience; or
- equivalent relevant experience or combination of relevant experience and education/training.

Employees advancing through this level may typically perform duties, which require further on the job training or knowledge and training equivalent to progress toward completion of an advanced certificate or associate diploma.

Occupational Equivalent

Tradesperson, technical assistant/technical trainee, clerical/secretarial.

Level of Supervision

In technical positions, routine supervision, moving to general direction with experience. In other positions, general direction. This is the first level where supervision of other staff may be required.

Task Level

Some complexity. Apply body of knowledge equivalent to trade certificate, including diagnostic skills and assessment of the best approach to a given task.

Organisational Knowledge

Perform tasks/assignments, which require knowledge of the work area processes and an understanding of how they interact with other related areas and processes.

Judgement, Independence and Problem Solving

Exercise judgement on work methods and task sequence within specified timelines and standard practices and procedures.

Typical Activities

In trades positions, apply the skills taught in a trade certificate including performance of a range of construction, maintenance and repair tasks, using precision hand and power tools and equipment. In some cases this will involve familiarity with the work of other trades or require further training.

In technical assistant positions:

- assist a technical officer in operating a laboratory, including ordering supplies;

- assist in setting up routine experiments;
- monitor experiments for report to a technical officer;
- assist with the preparation of specimens;
- assist with the feeding and care of animals;

Employees would be expected to perform a greater range and complexity of tasks as they progressed through the level and obtained further training.

In clerical positions, perform a range of clerical support tasks including:

- standard use of a word processing package (including store and retrieve documents, key and lay out correspondence and reports, merge, move and copy, use of columns, tables and basic graphics) or an established spreadsheet or database application;
- provide general clerical support to staff within a faculty, including word processing, setting up meetings, answering straightforward inquiries and directing others to the appropriate personnel;
- process accounts for payment.

HIGHER EDUCATION WORKERS LEVEL 4

Training Level or Qualification

Employees employed at Level 4 shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- completion of an associate diploma level qualification with relevant work related experience or a certificate level qualification with post-certificate relevant work experience;
- completion of a post-trades certificate or advanced certificate and extensive relevant experience and on the job training; or
- an equivalent combination of relevant experience and/or education/training.

Occupational Equivalent

Technical officer or technician, clerical/secretarial above Level 3, advanced tradesperson.

Level of Supervision

In technical positions, routine supervision to general direction depending upon experience and the complexity of the tasks. In other positions, general direction.

May supervise or co-ordinate others to achieve objectives, including liaison with staff at higher levels. May undertake stand-alone work.

Task Level

May undertake limited creative, planning or design functions; apply skills to a varied range of different tasks.

Organisational Knowledge

Perform tasks/assignments which require proficiency in the work area's rules, regulations, processes and techniques, and how they interact with other related functions.

Judgement, Independence and Problem Solving

In trades positions, extensive diagnostic skills. In technical positions, apply theoretical knowledge and techniques to a range of procedures and tasks. In clerical/secretarial positions, provide factual advice which requires proficiency in the work area's rules and regulations, procedures requiring expertise in a specialist area or broad knowledge of a range of personnel and functions.

Typical Activities

In trades positions:

- work on complex engineering or interconnected electrical circuits;
- exercise high precision trades skills using various materials and/or specialised techniques.

In technical positions:

- develop new equipment to criteria developed and specified by others;
- under routine direction, assist in the conduct of major experiments and research programs and/or in setting up complex or unusual equipment for a range of experiments and demonstrations;
- demonstrate the use of equipment and prepare reports of technical nature as directed.

In library technician positions:

- undertake copy cataloguing;
- use a range of bibliographic databases;
- undertake acquisitions;
- respond to reference inquiries.

In clerical/secretarial positions:

- may undertake a full range of word processing functions, including mathematical formulae and symbols, manipulation of text and layout in desktop publishing software and use of a range of word processing packages if required;

- be responsible for providing a full range of secretarial services in a faculty;
- plan and set up spreadsheets or database applications;
- provide advice to students on enrolment procedures and requirements, administer enrolment and course progression records.

HIGHER EDUCATION WORKERS LEVEL 5

Training Level or Qualifications

Employees employed at Level 5 shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- completion of a degree without subsequent relevant work experience; or
- completion of an associate diploma and at least 2 years subsequent relevant work experience; or
- completion of a post-trades certificate or advanced certificate and extensive relevant experience as a technician; or
- an equivalent combination of relevant experience and/or education/training.

Occupational Equivalent

Graduate (i.e. degree) or professional, without subsequent work experience on entry (including inexperienced computer systems officer); administrator with responsibility for advice and determinations; experienced technical officer.

Level of Supervision

In professional positions, routine supervision to general direction, depending on tasks involved and experience. In technical positions, general direction and may supervise other staff.

Task Level

Apply body of broad technical knowledge and experience at a more advanced level than 4, including the development of areas of specialist expertise. In professional positions, apply theoretical knowledge, at degree level, in a straightforward way. In administrative positions, provide interpretation, advice and decisions on rules and entitlements.

Organisational Knowledge

Perform tasks/assignments, which require proficiency in the work area's rules, regulations, processes and techniques and how they interact with other related functions.

Judgement, Independence and Problem Solving

In professional positions, solve problems through the standard application of theoretical principles and techniques at degree level. In technical positions, apply standard technical training and experience to solve problems. In administrative positions, may apply

expertise in a particular set of rules or regulations to make decisions, or be responsible for coordinating a team to provide an administrative service.

Typical Activities

In technical positions:

- develop new equipment to general specifications;
- under general direction, assist in the conduct of major experiments and research programs and/or in setting up complex or unusual equipment for a range of experiments and demonstration; or
- under broad direction, set up, monitor and demonstrate standard experiments and equipment use; or
- prepare reports of a technical nature.

In library technician positions, perform at a higher level than Level 4, including assist with reader education programs and more complex bibliographic and acquisition services.

- Operate a discrete unit within a library, which may involve significant supervision, or be the senior staff member in an outposted service.

In administrative positions, responsible for the explanation and administration of an administrative function, e.g. HECS advice, records, determinations and payments, a centralised enrolment function, the organisation and administration of exams at a small campus.

In professional positions and under professional supervision:

- work as part of a research team in a support role;
- provide a range of library services including bibliographic assistance, original cataloguing and reader education in library and reference services;
- provide counselling services.

HIGHER EDUCATION WORKER LEVEL 6

Training Level or Qualifications

Employees employed at Level 6 shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- a degree with subsequent relevant experience; or
- extensive experience and specialist expertise or broad knowledge in technical or administrative fields; or
- an equivalent combination of relevant experience and/or education/training.

Occupational Equivalent

Graduate or Professional with subsequent relevant work experience (including a computer systems officer with some experience); line manager; experienced technical specialist and/or technical supervisor.

Level of Supervision

In professional positions, general direction; in other positions, broad direction. May have extensive supervisory and line management responsibility for technical, clerical, administrative and other non-professional staff.

Task Level

Perform work assignments guided by policy, precedent, professional standards and managerial or technical expertise. Employees would have the latitude to develop or redefine procedure and interpret policy so long as other work areas are not affected. In technical and administrative areas, have a depth or breadth of expertise developed through extensive relevant experience and application.

Organisational Knowledge

Perform tasks/ assignments which require proficiency in the work area's existing rules, regulations, processes and techniques and how they interact with other related functions, and to adapt those procedures and techniques as required to achieve objectives without impacting on other areas.

Judgement, Independence and Problem Solving

Discretion to innovate within own function and take responsibility for outcomes; design, develop and test complex equipment, systems and procedures; undertake planning involving resources use and develop proposals for resource allocation; exercise high level diagnostic skills on sophisticated equipment or systems; analyse and report on data and experiments.

Typical Activities

In technical positions:

- manage a teaching or research laboratory or a field station;
- provide highly specialised technical services;
- set up complex experiments;
- design and construct complex or unusual equipment to general specifications;
- assist honours and postgraduate students with their laboratory requirements;
- install, repair, provide and demonstrate computer services in laboratories.

In administrative positions:

- provide financial, policy and planning advice;

- service a range of administrative and academic committees, including preparation of agendas, papers, minutes and correspondence;
- monitor expenditure against budget in a school or small faculty.

In professional positions:

- work as part of a research team;
- provide a range of library services, including bibliographic assistance, original cataloguing and reader education in library and reference services;
- provide counselling services;
- undertake a range of computer programming tasks;
- provide documentation and assistance to computer users;
- analyse less complex user and system requirements.

HIGHER EDUCATION WORKER LEVEL 7

Training Level or Qualifications

Employees employed at Level 7 shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- a degree with at least 4 years subsequent relevant experience; or
- extensive experience and management expertise in technical or administrative fields; or
- an equivalent combination of relevant experience and/or education/training.

Occupational Equivalent

Senior librarian, technical manager, senior professional or scientific officer, senior administrator in a small less complex faculty.

Level of Supervision

Broad direction. May manage other administrative, technical and/or professional staff.

Task Level

Independently relate existing policy to work assignments or rethink the way a specific body of knowledge is applied in order to solve problems. In professional or technical positions, may be a recognised authority in a specialised area.

Organisational Knowledge

Detailed knowledge of academic and administrative policies and the interrelationships between a range of policies and activities.

Judgement, Independence and Problem Solving

Independently relate existing policy to work assignments, rethink the way a specific body of knowledge is applied in order to solve problems, adapt procedures to fit policy prescriptions or use theoretical principles in modifying and adapting techniques. This may involve stand alone work or the supervision of others in order to achieve objectives. It may also involve the interpretation of policy which has an impact beyond the immediate work area.

Typical Activities

In a library, combine specialist expertise and responsibility for managing a library function;

In student services, the training and supervision of other professional staff combined with policy development responsibilities which may include research and publication;

In technical manager positions, the management of teaching and research facilities for a department or school;

In research positions, acknowledged expertise in a specialised area or a combination of technical management and specialist research;

In administrative positions, provide less senior administrative support to relatively small and less complex faculties or equivalent.

HIGHER EDUCATION WORKER LEVEL 8

Training Level or Qualifications

Employees employed at level 8 shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- postgraduate qualifications or progress towards postgraduate qualifications and extensive relevant experience; or
- extensive experience and management expertise; or
- an equivalent combination of relevant experience and/or education/training.

Occupational Equivalent

Researcher of national standing; manager; senior school or faculty administrator.

Level of Supervision

Broad direction. May manage other administrative, technical and/or professional staff.

Task Level

Work at this level is likely to require the development of new ways of using a specific body of knowledge, which applies to work assignments, or may involve the integration of other specific bodies of knowledge.

Organisational Knowledge

The employee would be expected to make policy recommendations to others and to implement programs involving major change, which may impact on other areas of the institution's operations.

Judgement, Independence and Problem Solving

Responsible for program development and implementation. Provide strategic support and advice to schools or faculties requiring integration of a range of University policies and external requirements, and an ability to achieve objectives operating within complex organisation structures.

Typical Activities

Assist in the management of a large functional unit with a diverse or complex set of functions and significant resources; manage a function or development and implementation of a policy requiring a high degree of knowledge and sensitivity; manage a small and specialised unit where significant innovation, initiative and/or judgement are required; provide senior administrative support to schools and faculties of medium complexity, taking into account the size, budget, course structure, external activities and management practices within the faculty or equivalent unit.

HIGHER EDUCATION WORKER LEVEL 9

Training Level or Qualifications

Employees employed at Level 9 shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- postgraduate qualifications and extensive relevant experience; or
- extensive management experience and proven management expertise; or
- an equivalent combination of relevant experience and/or education/training.

Occupational Equivalent

Researcher of national or international standing; manager; senior school or faculty administrator.

Level of Supervision

Broad direction. Will manage other administrative, technical and/or professional staff.

Task Level

Demonstrated capacity to conceptualise, develop and review major professional, management or administrative policies at the corporate level. Significant high level creative, planning and management functions. Responsibility for significant resources.

Organisational Knowledge

Conceptualise, develop and review major policies, objectives and strategies involving high level liaison with internal and external client areas. Responsible for programs involving major change which may impact on other areas of the institution's operations.

Judgement, Independence and Problem Solving

Responsible for program development and implementation. Provide strategic support and advice to schools or faculties requiring integration of a range of internal and external policies and demands, and an ability to achieve objectives operating within complex organisation structures.

Typical Activities

Assist in the management of a large functional unit with a diverse or complex set of functions and significant resources; manage a function or development and implementation of a policy requiring a high degree of knowledge and sensitivity and the integration of internal and external requirements; manage a small and specialised unit where significant innovation, initiative and/or judgement are required; provide senior administrative support to the more complex schools and faculties, taking into account the size, budget, course structure, external activities and management practices within the faculty or equivalent unit.

HIGHER EDUCATION WORKER LEVEL 10

Training Level or Qualifications

Employees employed at or above' this level shall typically perform duties at a skill level which assumes and requires knowledge or training equivalent to:

- proven expertise in the management of significant human and material resources; in addition to, in some areas
- postgraduate qualifications and extensive relevant experience.

Occupational Equivalent

Senior program, research or administrative manager.

Level of Supervision

Broad direction. Will manage other administrative, technical and/or professional staff.

Task Level

Complex, significant and high level creative planning, program and managerial functions with clear accountability for program performance. Comprehensive knowledge of related programs. Generate and use a high level of theoretical and applied knowledge.

Organisational Knowledge

Bring a multi-perspective understanding to the development, carriage, marketing and implementation of new policies; devise new ways of adapting the organisation's strategies to new, including externally generated, demands.

Judgement, Independence and Problem Solving

Be fully responsible for the achievement of significant organisational objectives and programs.

Typical Activities

Manage a large functional unit with a diverse or complex set of functions and significant resources; manage a more complex function or unit where significant innovation, initiative and/or judgement are required; provide senior administrative support to the most complex schools and faculties in large institutions, involving complex course structures, significant staff and financial resources, outside activities and extensive devolution of administrative, policy and financial management responsibilities to this position.

1. Application of the Minimum Standards for Academic Levels

When determining the appropriate classification under which to employ an Academic staff employee, the University will apply the Minimum Standards for Academic Levels as set out in Schedule A of the *Higher Education Industry – Academic Staff – Award 2010 (the Award)*.

2. RSCHA classification

The RSCHA classifications correspond with the Academic Level A classification in the Award in accordance with the following table:

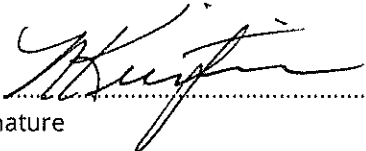
Agreement – RSCHA increments	Award – Level A increments
1	1
2	2
3	3
	4
	5
	6
	7
	8

If an employee classified as an RSCHA under the Agreement would, apart from the application of the Agreement, be entitled to a rate of pay under the Award, which exceeds the rate to which they are entitled under the Agreement, the University will pay the employee at the relevant rate set out in the Award.

Signing Page

EXECUTED as an Enterprise Agreement

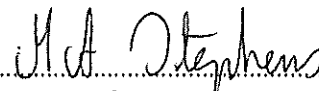
SIGNED for and on behalf of **SWINBURNE
UNIVERSITY OF TECHNOLOGY** by its Vice
Chancellor in the presence of:


.....
Signature

Name: LINDA KRISTJANSON, AO

Title: VICE-CHANCELLOR + PRESIDENT

Address: JOHN STREET, HAWTHORN
VIC 3122


.....
Signature of witness

Name of witness (printed): MICHELLE A STEPHENS

SIGNED for and on behalf of **NATIONAL
TERTIARY EDUCATION INDUSTRY
UNION (NTEU)** in the presence of:


.....
Signature

Name: Grahame McCulloch

Title: General Secretary

Address: Level 1, 120 Clarendon Street
South Melbourne VIC 3205


.....
Signature of witness

11 December 2017

Name of witness (printed): Renee Veal

Undertakings

In accordance with Section 190 of the *Fair Work Act 2009* (Cth) (**the Act**), Swinburne University of Technology (**Swinburne**) provides the following undertakings in relation to the *Swinburne University of Technology, Academic & General Enterprise Agreement 2017* (**the Agreement**):

1. If, in accordance with clause 14 of the Agreement, an employee's employment is terminated by Swinburne during or at the end of the probation period, Swinburne will give the employee notice of termination, or a payment in lieu of such notice, that is no less than the notice to which the employee is entitled under section 117 of the Act.
2. If an executive staff employee becomes entitled to notice of termination or redundancy pay under the National Employment Standards, Swinburne will give the employee notice of termination, or a payment in lieu of such notice, and/or redundancy pay that is no less than the relevant employee's entitlements under the National Employment Standards.
3. If Swinburne engages any apprentices or trainees under the Agreement, Swinburne will ensure that those apprentices or trainees are paid at a rate of pay which is no less than the rate of pay to which they would be entitled under the *Higher Education Industry – General Staff – Award 2010*.

Signed on behalf of Swinburne University of Technology by Rita Cincotta, Vice President People & Culture:



Date: 7 March 2018.