

Union Enterprise Agreement

Academic and General Staff Employees

2019–2021



PART 1: SCOPE, APPLICATION AND OPERATION OF AGREEMENT

1. TITLE

This Agreement shall be known as the Federation University Australia Union Enterprise Agreement 2019–2021.

2. ARRANGEMENT

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3. DEFINITIONS

In this Agreement, unless the context otherwise indicates, the following term has the meaning assigned to it.

- 3.1 “**Academic Employees**” means those employees of the University engaged to conduct or manage Higher Education teaching and/or research but not those employed as TAFE teachers.
- 3.2 “**Act**” or “**Fair Work Act**” means the Fair Work Act 2009.
- 3.3 “**Agreement**” means the Federation University Union Enterprise Agreement for Academic and General Staff Employees 2019–2021.
- 3.4 “**CAIMC**” means the Collective Agreement Implementation and Monitoring Committee.
- 3.5 “**FWC**” means the Fair Work Commission.
- 3.6 “**Disciplinary Action**” means measures that may be taken by the University in relation to unsatisfactory performance, misconduct or serious misconduct and includes but is not limited to:
- 3.6.1 formal counselling of an employee by an appropriate supervisor or internal or external counsellor;
- 3.6.2 giving an employee a written warning (including, where appropriate, a final warning);

- 3.6.3 suspension with or without pay;
- 3.6.4 formal censure;
- 3.6.5 withholding of an increment;
- 3.6.6 demotion by one or more classification levels or increments;
- 3.6.7 transfer or deployment to another position in the University; and
- 3.6.8 (except in the case of misconduct) termination of employment,

provided that any disciplinary action must be determined in accordance with the provisions of Clauses 67 and 68 of this Agreement, and that the University may not terminate employment for misconduct other than proven serious misconduct. Disciplinary action for unsatisfactory performance must take place in accordance with Clause 67, except in relation to casual and probationary employees.

- 3.7 **“General Staff Employees”** means those Professional, Administrative, Clerical, Computing and Technical (PACCT) employees and Trades and Services employees who are employees of the University who are not Academic Employees and who are not employed as TAFE teachers.
- 3.8 **“Gippsland Transferred Employee”** means a person who was an academic, professional or trades employee of Monash University at the Gippsland Campus on 31 December 2013 and who became a Federation University employee on 1 January 2014.
- 3.9 **“Immediate Family”** means:
 - 3.9.1 a spouse (including a former spouse, a de facto spouse, a former de facto spouse, or same sex partner);
 - 3.9.2 a child (including an adopted child, a permanent care child, a foster child, a step-child or an ex-nuptial child), daughter-in-law, son-in-law, parent, parent-in-law, foster parent, legal guardian, grandparent, grandchild or sibling of the employee or of the employee’s spouse;
 - 3.9.3 a relative who has taken the place of a parent, or a relative residing with the employee; and
 - 3.9.4 a person for whom the employee has caring responsibilities arising from an Aboriginal or Torres Strait Islander kinship relationship of equivalent status to 3.9.1-3.9.3 above.
- 3.10 **“Management”** means Vice-Chancellor, Deputy Vice-Chancellor(s), Pro Vice-Chancellor(s), Chief Financial Officer, Chief Operating Officer, Executive Deans, Director(s), or where authorised, a delegated officer (or any positions or titles that replace these positions and titles).
- 3.11 **“Misconduct”** means dereliction of duty or unacceptable behaviour. Examples of unacceptable behaviour include:
 - 3.11.1 conduct which is an impediment to the satisfactory performance of the work of the employee or other employees in the University;
 - 3.11.2 failure to comply with a reasonable instruction given by a person in line management of the employee;
 - 3.11.3 behaviour that may be reasonably perceived as bullying, harassing, intimidating or overbearing;
 - 3.11.4 an action of the employee which is prejudicial to the health or safety of other employees, students or members of the public;
 - 3.11.5 a breach of the research code (Australian Code for the Responsible Conduct of Research);
 - 3.11.6 conduct of the employee that results in a conviction, sentence or other order imposed by a court which restricts but does not preclude the activities of an employee in a manner that constitutes an impediment to the employee carrying out their duties; and
 - 3.11.7 deceptive behaviour of a minor nature related to research, learning and teaching.
- 3.12 **“Ordinary Rate Per Hour”** means the hourly rate payable to a general staff employee by applying the following formula: $\text{Annual Salary}/261 \times 10/73.5$
- 3.13 **“PACCT Staff”** are general staff employees occupying professional, administrative, clerical, computing and technical positions, but not trades and services positions.

- 3.14 **“Part Time Employment”** means employment for less than the normal weekly ordinary hours specified for a full-time employee, for which all Agreement entitlements are paid on a pro-rata basis calculated by reference to the time worked.
- 3.15 **“Representative”** means any person or organisation chosen by a staff member or the University to represent them, except a solicitor or barrister in private practice.
- 3.16 **“Serious Misconduct”** means misconduct of such a nature that it would be unreasonable to require the University to continue the employment of the employee, and is conduct of a kind which constitutes:
- 3.16.1 a recurrence or continuation of conduct which has been found to be misconduct on the part of the employee; and/or
- 3.16.2 serious misbehaviour, which may be a single occurrence, of a kind which constitutes:
- (i) a serious impediment to the carrying out of an employee’s duties, or to other employees carrying out their duties;
 - (ii) a serious risk to the safety of employees, students or visitors to the University;
 - (iii) a serious risk to University property;
 - (iv) dishonest behaviour in academic works, research and assessment;
 - (v) a serious dereliction of duties;
 - (vi) a serious breach of the research code (Australian Code for the Responsible Conduct of Research); or
 - (vii) a conviction by a court of an offence which constitutes a serious impediment to the carrying out of their duties.
- Examples of conduct which may constitute serious misconduct include:
- (i) serious safety breaches;
 - (ii) theft or fraud;
 - (iii) serious or repeated bullying or harassment, including sexual harassment, and/or violent or threatening behaviour;
 - (iv) wilful breach of the employee's contract of employment, the University's policies, regulations or the University's Staff Code of Conduct, such that it would be unreasonable to require the University to continue the employment of the employee.
- 3.17 **“Staff Member” or “Employee”** means an academic or general staff employee whose employment is subject to this Agreement.
- 3.18 **“Suitable vacant position”** means a position:
- 3.18.1 for which an employee meets the essential requirements;
 - 3.18.2 which the employee could perform satisfactorily within a reasonable time;
 - 3.18.3 which is to be filled at the same time fraction as the employee is currently employed (or an alternative fraction if the employee agrees); and
 - 3.18.4 for which the University could reasonably provide appropriate training to the employee.
- 3.19 **“Supervisor”** includes manager, supervisor and team leader.
- 3.20 **“TAFE General Staff Employees”** means those general staff employees of the University who are employed in TAFE schools or University Portfolios whose salary is primarily derived from State Government funding.
- 3.21 **“Trades and Services Employee”** refers to University employees who occupy trades, cleaning, boarding school, child-care, cafeteria, security and stores positions within the University and can be identified as having some separate working arrangements to those employees occupying PACCT positions.
- 3.22 **“Union”** means
- 3.22.1 National Tertiary Education Industry Union (NTEU), or
 - 3.22.2 United Voice (UV), or
 - 3.22.3 Australian Workers Union (AWU).

- 3.23 “**University**” means Federation University Australia.
- 3.24 “**Unsatisfactory Performance**” means types of conduct or action by employees that will result in their ongoing employment being reviewed because of, but not limited to, inefficiency, poor or underperformance or negligence or failure in the performance of the specified duties of the position held.
- 3.25 “**Vice-Chancellor**” means the Vice-Chancellor or the Acting Vice-Chancellor of Federation University, or the Vice-Chancellor’s delegate acting under specified delegated authority pursuant to Clause 5.
- 3.26 “**Voluntary Emergency Management Activity**” has the meaning given in the Fair Work Act.
- 3.27 “**Work value**” means a measure of the job’s worth in comparison to the relative worth of other jobs in the organisation, and is determined by the systematic analysis and evaluation of knowledge and skills, task complexity and decision accountability in a job.

4. OPERATION OF AGREEMENT

- 4.1 This Agreement will commence operation seven days after it is approved by the Fair Work Commission. This Agreement will have a nominal expiry date of 31 December 2021, however it will continue in operation after the nominal expiry date until replaced or terminated in accordance with the Fair Work Act.
- 4.2 The Agreement may be varied during its operation pursuant to Division 7, section 207 of the Fair Work Act. The variation comes into operation on the date specified in the FWC’s decision to approve the variation.
- 4.3 The employees’ employment is subject to University statutes, regulations, policies, procedures and guidelines, as varied from time to time, and they will apply in the form they are in as at the time of the relevant action or decision. University statutes, regulations, policies, procedures and guidelines, although referred to in this Agreement, are not thereby incorporated into this Agreement and do not form part of this Agreement.
- 4.4 The parties agree to commence negotiations for a replacement enterprise agreement on or before the nominal expiry date of this Agreement. It is acknowledged that Unions may take reasonable steps, including holding meetings of staff and members, to prepare for bargaining in the three months ahead of the expiry date of this Agreement.

5. DELEGATIONS

The Vice-Chancellor may specifically delegate any or all of the Vice-Chancellor’s powers and functions under this Agreement, including this power of delegation. Such delegations may be subject to conditions.

6. COVERAGE AND PERSONS BOUND

- 6.1 This Agreement has been negotiated between Federation University, the National Tertiary Education Industry Union (NTEU) and the Australian Workers Union (AWU) (the parties).
- 6.2 This Agreement covers and is binding upon:
- 6.2.1 the University;
 - 6.2.2 the NTEU, United Voice and AWU, their officers and agents; and
 - 6.2.3 all academic and general staff employees of the University,
- but does not bind TAFE Teachers.
- 6.3 Terms and conditions of employment of the Vice-Chancellor, Deputy Vice-Chancellors, Pro Vice-Chancellors, Chief Financial Officer and Chief Operating Officer are not set by this Agreement.

7. ANTI-DISCRIMINATION

The University is committed to:

- 7.1 treating employees in a fair and reasonable manner; and
- 7.2 complying with all of its legislative responsibilities relating to the work environment and to anti-discrimination and supports the *Victorian Charter of Human Rights and Responsibilities Act (2006)*.

PART 2: APPOINTMENT AND RECRUITMENT

8. MODES OF EMPLOYMENT

The purpose of this clause is, amongst other things, to provide definition to the various types of employment used at the University, to ensure that employees are aware of the type of employment under which they are engaged, and to provide severance payments to some classes of fixed-term employees.

This Agreement does not prevent an employee engaging in additional work as a casual employee in work unrelated to, or identifiably separate from, the employee's normal duties. Nothing in this Agreement shall limit the number or proportion of employees that the University may employ in a particular type of employment.

8.1 REQUIREMENT TO STATE TERMS OF ENGAGEMENT

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 in relation to:

- 8.1.1 for employees other than casual employees, the classification level and salary of the employee on commencement of the employment, and the hours or the fraction of full-time hours to be worked;
- 8.1.2 for a fixed-term employee, the term of the employment, the length and terms of any period of probation, and the circumstance(s) by reference to which the use of fixed-term contract for the type of employment has been decided for that employment in accordance with clause 8.3.6 of this Agreement;
- 8.1.3 for casual employees, the duties required, the number of hours required, the rate of pay for each class of duty required and a statement that any additional duties required during the term will be paid for;
- 8.1.4 for any employee subject to probationary employment, the length and terms of the probation; and
- 8.1.5 other main conditions of employment, or the documentary or other recorded sources from which such conditions can be ascertained, the identity of the employer, and the duties and reporting relationships to apply upon appointment.

8.2 CONTINUING EMPLOYMENT

- 8.2.1 "Continuing Employment" means all employment other than fixed-term employment or casual employment.
- 8.2.2 Continuing employment may either be on a full-time or fractional part-time basis and shall have no fixed end date.
- 8.2.3 Continuing employment may contain a reasonable probationary period that is directly related to the nature of the work to be carried out under the contract. As a condition incidental to employment on probation, an employee shall be advised of, and given an opportunity to make response to, any adverse material about the employee that the University intends to take into account in a decision to terminate the employment upon or before the expiry of the period of probation.

8.3 FIXED-TERM EMPLOYMENT

- 8.3.1 "Fixed-term employment" means employment for a specified term or ascertainable period. The contract for this employment will specify the starting and finishing dates of that employment, (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).
- 8.3.2 Fixed-term employment may either be on a full-time or fractional part-time basis.
- 8.3.3 Fixed-term employment is not terminable, by the University, during the term of employment, other than during a probationary period, or for cause based upon serious or wilful misconduct, or where the circumstances of clause 67 of this Agreement apply.
- 8.3.4 Fixed-term employment may contain a reasonable probationary period that is directly related to the nature of the work to be carried out under the contract. As a condition incidental to employment on probation, an employee shall be advised of, and given an opportunity to make response to, any adverse material about the employee which the University intends to take into account in a decision to terminate the employment upon or before the expiry of the period of probation.

8.3.5 Any second or subsequent fixed-term contract with the University shall not contain a probationary period unless the second or subsequent fixed-term contract is for a position where the duties are substantially different.

8.3.6 *The use of 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:

(i) *Specific task or project*

A specific task or project is:

- (a) a definable work activity which has a starting time and which is expected to be completed within an anticipated timeframe; and/or
- (b) 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.

(ii) *Research*

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

(iii) *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 performing duties other than those of the substantive position, including to accommodate alternate duties as part of a return to work plan or return from parental leave or temporarily seconded away from their usual work area; or
- (b) performing the duties of:
 - A. a vacant position for which the University has made a definite decision to fill and has commenced recruitment action; or
 - B. a position the normal occupant of which is performing higher duties 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.

(iv) *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 on a fixed-term contract. For the purpose of this paragraph, practical or commercial practice will be considered as “recent” only when it has occurred in the previous two years.

(v) *Pre-retirement contract*

Where a full-time or a part-time employee declares that it is his or her 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 three years.

(vi) *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 sub clause, that is work generally related to a degree course that the student is undertaking, 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.

(vii) *Apprenticeship or Traineeship*

An apprentice or trainee employed pursuant to an apprenticeship or traineeship approved by the relevant State or Territory training authority, or a person employed under a special Commonwealth or State Government employment or training scheme.

(viii) *New organisational area*

8.3.7 A fixed-term contract may be offered in the case of employment in a new organisational area about which there is genuine uncertainty as to whether it will continue, for up to two years from the establishment of any such area. A further fixed-term contract of a maximum of 12 months may be offered subsequent to the initial contract.

- (a) For the purpose of this paragraph (viii) a new organisational area shall mean:

- A. positions created to cover new disciplines or sub-disciplines of academic, administrative or commercial work not previously offered;
- B. another new academic, administrative or commercial function organised either in a new geographic location outside Ballarat or organised distinctly from existing Faculties or Sections and not created from the merger or division of or movement of work from an existing unit(s); or
- C. any new configuration of work previously undertaken shall not constitute a new organisational area.

- (b) A fixed-term contract offered in the circumstances described in sub-clause 8.3.6(viii)8.3.7 above will be subject to the following conditions:

- A. the letter of offer of employment includes an understanding that should the position or substantially the same position occupied by the appointee continue beyond the maximum contract period (3 years) the appointee shall, subject only to satisfactory performance, be offered continuing employment in that position (or in another agreed position) at the conclusion of the contract period; and
- B. should a position not be offered under the above dot point, upon request by the employee, the University will, for 3 months prior to the expiry of the contract, make reasonable attempts to identify other employment opportunities within the University.

(ix) *Disestablished organisational area*

Where an organisational work area has been the subject of a decision by the University to discontinue that work within 36 months, fixed-term contract employment may be offered to work in that area provided that:

- (a) the letter of offer of employment includes an undertaking that subject to satisfactory performance, should the decision to discontinue the work area be reversed, or should for any other reason the employee's position or substantially the same position continue beyond a 36 month period, the employee shall be offered that work on a continuing basis; and
- (b) should a position not be offered under the dot point above, upon request by the appointee, the University will, for three months prior to the expiry of the contract, make reasonable attempts to identify other employment opportunities within the University.

(x) *Senior Appointments*

Where senior academic staff are appointed above \$179,407 (salary and loadings, but not including superannuation) and senior general staff are appointed above \$119,181 (salary and loadings, but not including superannuation). These figures will move in line with the rate of salary increases provided in sub-clauses 11.2.1 to 11.2.4 of this Agreement.

Notice of cessation or renovation of employment upon expiry of contract

8.3.8 Except where the circumstances of clause 67 and 68 of this Agreement apply, the University shall provide to a fixed-term staff member, other than an apprentice/trainee or an employee described in sub-clauses 8.3.6(iii), 8.3.6(v) or 8.3.6(vi), a written notice that at the expiry of the contract the University intends to:

- (i) continue the position on a further fixed-term contract basis;
- (ii) continue the position on a continuing basis; or
- (iii) discontinue the position.

8.3.9 Where the University has made a determination in accordance with sub-clause 8.3.8(i) or (ii), the staff member will be given further employment in the fixed-term or continuing position provided the staff member was employed in the relevant position through a competitive and open selection process and has performed satisfactorily in that position. Where further fixed term employment is given under this clause 8.3.9 and the staff member has already been employed on 2 or more consecutive contracts for a total period of more than 2 years and requests continuing employment, the University will reasonably consider offering the employee the position on a continuing basis.

8.3.10 The notice under sub-clause 8.3.8 shall be the greater of:

- (i) any entitlement to notice of the University's intention to renew, or not to renew, employment with the staff member upon the expiry of the contract; or
- (ii) period of notice as outlined below:

Period of continuous service	Period of notice
Up to 3 years	2 weeks
3 years but less than 5 years	At least 3 weeks
5 years or over	At least 4 weeks

8.3.11 In addition to this notice, a staff member 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.

8.3.12 Where, because of circumstances external to the University and beyond its control, which relate to the provision of specific funding to support employment, the University is not reasonably able to give the notice required by this clause, it shall be sufficient compliance with this clause if the University:

- (i) advises those circumstances to the staff member in writing at the latest time at which the notice would otherwise be required to be given; and
- (ii) gives notice to the staff member at the earliest practicable date thereafter.

Severance pay

8.3.13 Severance pay shall be payable to academic and general staff employees on fixed-term contracts, as outlined below, where:

- (i) the University has made a determination in accordance with sub-clause 8.3.8(iii); and
- (ii) the staff member seeks to continue employment; and
- (iii) the staff member has been employed on a second or subsequent fixed-term contract; and
- (iv) the staff member is not employed on a fixed-term contract pursuant to sub-clauses 8.3.6(i), 8.3.6(ii), 8.3.6(iii), 8.3.6(iv), 8.3.6(v), 8.3.6(vi), and 8.3.6(x).

Length of continuous service	Severance pay
Up to the completion of 1 year	Nil
More than 1 year and up to the completion of 3 years	2 weeks' pay*
More than 3 years but less than 4 years	4 weeks' pay*

Length of continuous service	Severance pay
4 years or more but less than 5 years	5 weeks' pay*
5 years or more but less than 6 years	6 weeks' pay*
6 years or more but less than 7 years	7 weeks' pay*
7 years or more but less than 8 years	7 weeks' pay*
8 years or more but less than 9 years	8 weeks' pay*
9 years or more but less than 10 years	9 weeks' pay*
10 years and over	12 weeks' pay*

* weeks' pay means the ordinary time rate of pay for the employee concerned.

8.3.14 Severance pay for all staff employed on a fixed-term contract to undertake predominantly research or specific task or project work, who seek to continue the employment, shall be payable as outlined below, where:

- (i) the employee is employed on a second or subsequent fixed-term contract to do work required for the circumstances described in sub-clause 8.3.6(i) or (ii) and the same or substantially similar duties are no longer required by the University; or
- (ii) the employee is employed on a fixed-term contract to do work required for the circumstances described in sub-clause 8.3.6(i) or (ii) 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.

Length of continuous service	Severance pay
1 year or more but less than 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*

* weeks' pay means the ordinary time rate of pay for the employee concerned.

8.3.15 Severance payments under clause 8.3.13 and 8.3.14 do not apply if:

- (i) the University offers further employment in a suitable vacant position; or
- (ii) if the University obtains acceptable alternative employment for an employee otherwise entitled to severance payment.

8.3.16 If 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 under clause 8.3.13 for a maximum period of eight weeks from the expiry of the period of Fixed-Term Employment.

Conditions for fixed-term contract of employment

8.3.17 A fixed-term staff member who has a period of continuous service in a classification which has an incremental structure, shall be entitled to progress through that structure in the same way as a staff member engaged as a continuing staff member in the same or similar classification under this Agreement.

8.3.18 For the purpose of this Agreement, where a formal offer of a further fixed term appointment is made within 8 weeks of the end of a period of fixed term employment, and the further fixed term appointment subsequently commences, the break between fixed term appointments shall not constitute a break in continuous service.

No Disadvantage for Fixed-Term Staff in Further Employment as a Result of Pregnancy or Childbirth

- 8.3.19 A fixed term employee whose contract expires while she is pregnant or on parental leave shall have her contract renewed if the work she was employed to perform is to continue, unless:
- (i) her performance or conduct were such that notwithstanding the pregnancy or period of parental leave she would not have been offered further work; or
 - (ii) there could not have been a reasonable expectation of further work, for example, because the employee was a replacement employee, or was on a short term studentship.

8.4 CASUAL EMPLOYMENT

"Casual employment" means the employment of a person engaged by the hour and paid on an hourly basis whose payment includes a 25% loading related to Agreement-based benefits for which a casual employee is not eligible, (sick leave, annual leave, and annual leave loading). Casual employment will be paid on a fortnightly basis.

8.4.1 *Academic Casual Employees*

- (i) A casual academic employee may be employed for a specific number of hours over a semester or a period of weeks and may agree to equalise salary payments over that period.
- (ii) Casual academic employees will not be responsible for the employment or supervision of other employees.
- (iii) Casual academic employees should only be involved in administration to the extent that it is necessary to support their academic responsibilities. A casual academic employee will not be required to be solely responsible for the development of a course (unit) or program of study. However, the employee may be responsible for the coordination of a course (unit) for short periods to cover an unexpected vacancy.
- (iv) The definitions for casual academic employee classifications, and rates of pay, are contained in Schedule 2 of this Agreement. Conditions relating to marking and assessment performed by a casual academic employee are also contained in Schedule 2.
- (v) Over the life of this Agreement, the University shall provide casual academic employees, other than those employed on an occasional or ad hoc basis, with adequate and appropriate access to professional development opportunities, access to services, equipment, storage facilities and office space.
- (vi) A casual academic employee will be paid within twenty-two days of submitting a completed valid claim for payment to the Human Resources Section.
- (vii) The University will make its best endeavours to ensure casual employment is used as a supplement to and not as a substitute for the creation of continuing and fixed term positions.
- (viii) Casual academic staff, other than those employed on an occasional or ad hoc basis, shall be entitled to attend Faculty/Departmental meetings (including but not limited to Faculty forums) on the same basis as permanent academic staff.
- (ix) Casual academic staff, other than those employed on an occasional or ad hoc basis, shall be provided with the following resources and facilities on the same basis as permanent academic staff:
 - (a) library cards;
 - (b) out-of-hours access;
 - (c) telephone access;
 - (d) email accounts;
 - (e) network and intranet access; and
 - (f) inclusion in the University's telephone book and web directory.
- (x) Casual academic staff, other than those employed on an occasional or ad hoc basis, shall, unless there is a reasonable basis not to do so in a particular case, be provided with the following resources and facilities for a period up to 3 months after the casual contract ceases:

- (a) library cards;
 - (b) email accounts; and
 - (c) Federation University network and intranet access.
- (xi) Casual academic staff shall be eligible to apply for internally advertised University positions provided that they were in paid employment for the University in the current or previous semester.
- (xii) Unless expressly excluded by agreement between the parties, casual academic staff shall be eligible to apply for any internal funding opportunities, including grants and professional development funds, on the same basis as permanent academic staff.
- (xiii) Casual academic staff who are employed to deliver a series of lectures, tutorials or demonstrations amounting to at least one contact hour per week for a complete teaching period, and who have not been employed previously by the University on this basis, or on a full-time or fractional time basis, are expected to attend a session of up to 5 hours for induction and/or policy familiarisation. Staff who attend such a session will be paid at the “other academic duties” rate for the length of the session.

8.4.2 *General Staff Employees*

- (i) Overtime is only payable to casual general staff employees in respect of work on any one day in excess of 20% of the ordinary weekly hours of equivalent full-time employees. In respect of such excess, an employee will receive the greater of overtime rates or the casual loading, but not both.
- (ii) The minimum period of engagement for a casual general staff employee will be three hours except:
- (a) where the casual is a student who is expected to attend the University on that day in their capacity as a student, in which case the minimum period of engagement will be one hour;
 - (b) where the casual has a primary occupation elsewhere (or with the University), in which case the minimum period of engagement will be one hour; or
 - (c) where the casual requests and the University agrees to an engagement of less than the minimum three hours.
- (iii) Where an offer of casual employment is made across a semester or a period of weeks, the casual employee and the University may agree to equalise fortnightly salary payments over that period.

8.4.3 *Conversion to Non-casual Employment (General staff only)*

- (i) In this Clause, “non-casual employment” means continuing employment or fixed-term employment including such employment on a part year, annualised hours or seasonal basis.
- (ii) An employee must not be engaged and re-engaged nor have their hours reduced in order to avoid any obligation under this clause.
- (iii) Casual employees may apply in writing for conversion to non-casual employment where they have been engaged as a casual on a regular and systematic basis in a position or positions at the same classification level in the same Faculty or Section:
- (a) over the immediately preceding period of twelve-months and during the whole of the period have worked average weekly hours at least equal to 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 twenty four months.
- (iv) The University must determine an application for conversion either by offering non-casual employment or by rejecting the application, in which case it must provide reasons.
- (v) A casual employee whose application for conversion is not approved may not re-apply within the following twelve months except where that rejection is solely based on the ground set out at sub-clause 8.4.3(vi)(c) below and that ground ceased to apply.

- (vi) The University may refuse an application for conversion on reasonable grounds which include but are not limited to:
 - (a) the employee is a student, other than where the employee's status as a student is irrelevant to the employee's engagement and the work required;
 - (b) the employee is a genuine retiree;
 - (c) the employee is performing work which will cease to be required, or will be performed by a non-casual employee within twenty six weeks;
 - (d) the employee has a primary occupation with the University or elsewhere, either as an employee or as a self-employed person;
 - (e) the employee does not meet the essential requirements of the position; or
 - (f) the work is ad hoc, intermittent, unpredictable or involves irregular hours.
- (vii) Conversion may be to continuing employment or fixed-term employment depending on the nature of the position.
- (viii) Conversion may be to part year, seasonal or annualised hours employment where, by custom and practice, the work has been performed on such a basis, or otherwise by agreement.
- (ix) An employee employed on a part year or seasonal basis is engaged to work one or more periods or seasons in each year. During those periods of the year in which the employee is not required to work, the employee will be deemed to be stood down without pay; however, the employee's contract of employment will continue and continuity of employment will not be broken. With the exception of periods of approved paid leave, such periods will not count as service for the purpose of calculating entitlements.
- (x) In respect of the periods of work or seasons 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.
- (xi) 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.
- (xii) 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.
- (xiii) The University shall also take responsible steps from time to time to inform casual employees of the conversion provisions of this Agreement.

8.4.4 *Casual Employee Levels*

The University will seek to reduce casual staff numbers as a percentage of overall staff numbers over the life of this agreement and will report quarterly to the Unions through the CAIMC on casual academic and general staff numbers.

8.5 SCHOLARLY TEACHING FELLOWS

- 8.5.1 An academic employee may be employed on a continuing or fixed term basis (where 8.3.6 applies) as a Scholarly Teaching Fellow subject to the terms of this clause.
- 8.5.2 Scholarly Teaching Fellow positions will replace existing casual staffing positions and may be a full-time or part-time appointment (of 50% full time equivalent or more), but may include a small proportion of work not previously performed by casuals, such as course co-ordination.
- 8.5.3 Within six months from the approval of this agreement, the University will create, and fill Scholarly Teaching Fellow positions to a minimum of 24. The University will use all reasonable endeavours to maintain a minimum number of 24 Scholarly Teaching Fellow positions throughout each year this agreement remains in force.

- 8.5.4 Casual academic staff can discuss potential opportunities with the Head of the organisational unit and/or lodge an expression of interest in Scholarly Teaching Fellow positions.
- 8.5.5 Scholarly Teaching Fellows will be paid in a salary range commencing at Level A3 or Level B, with annual incremental progression, where performance is assessed as satisfactory, up to a maximum of Level B Step 3, provided that any Scholarly Teaching Fellow required to carry out full course co-ordination duties as part of normal duties or who holds a relevant doctoral qualification, will be paid a salary no lower than Level A Step 6.
- 8.5.6 Applicants for a Scholarly Teaching Fellow position must have at least one year's academic appointment experience in an Australian university, excluding a person who has held a continuing academic appointment.
- 8.5.7 Positions will be filled on a merit basis. The positions may be advertised internally within the University and, if unfilled, will then be externally advertised.
- 8.5.8 A Scholarly Teaching Fellow will cease to be classified as such if they are appointed or promoted to a standard teaching-and-research position or research position.
- 8.5.9 Scholarly Teaching Fellows shall have a teaching focused workload, such that the University can allocate teaching and teaching related activities up to 80% of their allocated workload. The allocation of the workload of a Scholarly Teaching Fellow will otherwise be in accordance with clause 35.
- 8.5.10 A Scholarly Teaching Fellow may apply for academic promotion (to Level B or Level C teaching and research academic) in accordance with the University promotion process following successful completion of a probationary period. Alternatively, a Scholarly Teaching Fellow, may apply for any suitable on-going position advertised by the University. In either case, if successful, they are no longer a Scholarly Teaching Fellow.

8.6 SENIOR STAFF PERFORMANCE-BASED CONTRACTS (PBCS)

- 8.6.1 The University and the following staff members may enter into PBCs:
- (i) Academic staff employed as Heads of Organisational Units, other than as Directors of Research Centres with less than 20 full time equivalent staff; and
 - (ii) General staff paid more than \$100 above the annual salary applicable to HEW level 10, at any time throughout the life of the Agreement.
- 8.6.2 Any employee on a senior staff performance contract will not receive the salary increases in clause 11. Any salary increase will be based on the employee's performance, which will be assessed in accordance with Performance Review and Staff Development processes and the University's financial position.
- 8.6.3 All provisions of this Agreement will apply to a PBC staff member except that:
- (i) the PBC may set out key performance criteria or targets, which must be met within defined timeframes or circumstances; and
 - (ii) the Agreement provisions relating to fixed-term employment, probation, redeployment, redundancy, consultation about change, unsatisfactory performance and misconduct/serious misconduct processes, performance management, incremental progression, managing workloads (both academic and general staff), hours of work, shift work, overtime, working at different campuses or sites, termination of employment, termination of employment on the grounds of ill health, the accrual of annual leave, the taking of annual leave and annual leave loading will not apply to the PBC staff member. Provided that the minimum leave entitlements, termination and notice provisions will be in accordance with the provisions of the Fair Work Act.

8.7 GENERAL STAFF VACANCIES

- 8.7.1 When advertising for vacancies for HEW 2 to HEW 8 levels that have an appointment period of more than twelve (12) months, the University will advertise for the positions internally and may concurrently also advertise externally.

- 8.7.2 Preference for appointment will be given to University employees but selection will be on merit. The University will shortlist internal and external applicants who meet the selection criteria. Notwithstanding a selection requirement for completed qualifications the University will consider an internal candidate who is currently well advanced in studying for the relevant qualification, and who meets all other selection criteria. Where an internal and external candidate are assessed as substantively equal, the internal applicant will be offered the position.
- 8.7.3 University employees can also request to be appointed on a secondment basis and any continuing employee who obtains a fixed-term position or is appointed as a secondment shall retain their continuing status and shall have a right to revert to the employee's previous position or to any other position which corresponds to that position upon expiry of the fixed-term position or seconded period.

9. PROBATION

9.1 General

- 9.1.1 Probation will apply to continuing and fixed term staff employed for 6 months or more.
- 9.1.2 There will be no probation for:
- (i) casual/sessional staff; or
 - (ii) fixed-term appointments of less than six months; or
 - (iii) where a continuing employee is seconded to another position in the University and they have completed their initial probation; or
 - (iv) where a fixed-term contract employee is appointed to a second or subsequent fixed-term appointment unless the second or subsequent fixed-term contract is for a position where the duties are substantially different (in which case a probationary period can be included), or in circumstances where the employee has not completed their initial probation period (in which case the period in the second or subsequent contract may contain a probationary period provided it cannot extend past the end of the date of the initial probationary period).
- 9.1.3 Subject to this clause a probation period for a fixed-term contract employee will not exceed one-half of the length of the fixed-term contract.
- 9.1.4 The purpose of probation is to establish whether an appropriate match has been made between the employee, the position and the work environment, and whether the employee is able to perform the required duties of the position at least satisfactorily.
- 9.1.5 In determining the length of the probationary period, the University shall take into account the employee's qualifications and experience, the nature of the position and the duration of the appointment.
- 9.1.6 Nothing in this clause 9 precludes the termination of employment of a probationary employee for Serious Misconduct.

9.2 Academic Probation

- 9.2.1 Subject to Clause 9.2.6(ii) a probation period for a continuing employee shall be normally up to twenty-four months. However where it is necessary for the employee to demonstrate research and/or publication activity the probation period may be up to thirty-six months.
- 9.2.2 The employee shall be advised of the length of the probationary period and the name and position of the employee's Supervisor prior to commencement of employment through the letter of offer or contract of employment.
- 9.2.3 At or as soon as possible after commencement of employment, the new employee shall be inducted, at which time probation requirements shall be explained.
- 9.2.4 During the probationary period, the employee shall be subject to formal assessment and provided with continuing constructive counselling and support to confirm progress and/or identify difficulties and develop strategies for their resolution.
- 9.2.5 The process for probation will consist of:
- (i) a probation plan prepared at the start of employment;
 - (ii) interim review/s in accordance with University policy;

- (iii) final probation review conducted before the end of the probationary period; and
- (iv) where performance concerns are identified during the probationary period, a clear statement of issues and improvements required will be provided to and discussed with the employee. The employee will have an opportunity to respond to the performance issues raised. This discussion will include identifying any assistance that the Supervisor will provide in order to meet performance expectations.

9.2.6 Prior to the expiration of the probation period the University will, after following the processes in 9.2.5:

- (i) confirm the appointment if no concerns have arisen, or concerns have been satisfactorily addressed; or
- (ii) extend the probation period by a period no greater than six months if concerns have been identified and need more time to be addressed; or
- (iii) give notice of three months to terminate employment, provided that no decision to terminate employment will be made before an employee has completed 12 months of service, unless a probationary period of less than 12 months is stipulated in the contract.

9.2.7 Where a probation period is extended the employee will be advised prior to the conclusion of the initial probationary period, of the reasons and justification for the decision and given an opportunity to respond.

9.2.8 If an assessment of performance cannot be made due to an employee taking a period of approved leave (e.g. leave without pay, personal leave, parental leave) that is greater than 4 weeks then the end date for the probation may be extended. The Director, Human Resources, on a recommendation from the Head of Organisational Area, may approve to adjust the probationary period to provide the employee with a total probation period equivalent to that contemplated in the contract of employment.

9.2.9 Where the University gives notice to terminate the employment of the employee, the employee will be advised of the reasons for the decision and given an opportunity to respond within five working days of receipt of this advice, and appeal the decision to the Deputy Vice-Chancellor (Academic) or nominee. The Deputy Vice-Chancellor (Academic) or nominee will endeavour to make a determination within five working days, and their decision will be final.

9.2.10 Any decision to extend or terminate a probation period must be agreed to by the Director, Human Resources.

9.3 **General Staff Probation**

9.3.1 The employment of a general staff employee covered by this Agreement who is appointed for a period of six months or more will be subject to probation for a maximum period commensurate to the skill level of the position and applied as follows:

- (i) HEW Levels 1 to 9.....up to six months
- (ii) HEW Level 10.....up to 12 months

9.3.2 During the probationary period, the employee's performance and conduct in the workplace shall be subject to formal assessment, and the employee shall be provided with continuing constructive counselling and support to confirm progress and/or, identify difficulties and develop strategies for their resolution.

9.3.3 Prior to the expiration of the probation period the University will:

- (i) confirm the appointment if no concerns have arisen or concerns have been addressed; or
- (ii) extend the probation period by no more than the time of the initial period and in any case by no more than six months if concerns have been identified and need more time to be addressed; or
- (iii) give notice to terminate the employment of the employee (or payment in lieu thereof), in accordance with the Fair Work Act.

9.3.4 Where a probation period is extended the employee will be advised, prior to the conclusion of the initial probationary period, of the reasons for the decision and given an opportunity to respond and any response will be considered by the Director, Human Resources, who may affirm or vary the decision to extend the probation period.

- 9.3.5 If an assessment of performance cannot be made due to an employee taking a period of approved leave (e.g. leave without pay, personal leave, parental leave) that is greater than 4 weeks then the end date for probation may be extended. The Director, Human Resources on recommendation from the Head of the Organisational Area, may approve adjusting the probationary period to provide the employee with a total probation period equivalent to that contemplated in the contract of employment.
- 9.3.6 Where the University gives notice to terminate the employment of the employee, the employee will be advised of the reasons and justification for the decision and given an opportunity to respond within five working days of receipt of this advice. The University will consider the response and advise the employee of its decision within 5 working days of receiving the written response (if any).

10. ABORIGINAL AND TORRES STRAIT ISLANDER EDUCATION AND EMPLOYMENT MATTERS

10.1 The parties recognise the vital role Aboriginal and Torres Strait Islander people bring to the University and that to achieve true reconciliation, the University acknowledges the need to strengthen the commitment to a range of positive initiatives that will address the current disadvantage that affect Aboriginal and Torres Strait Islanders, particularly in the areas of education, employment and social justice.

10.2 In pursuing this commitment, and in accordance with its Reconciliation Action Plan, the University will take a range of active measures that respect the cultural, social and religious customs practiced by Aboriginal and Torres Strait Islander peoples and will continue the process to develop cultural competency amongst current and future staff and students so they are able to interact in a culturally appropriate and respectful manner, that values cultural difference and diversity.

The University's Aboriginal and Torres Strait Islander Employment Policy, Procedure and Strategy, along with the implementation of the University's Reconciliation Action Plan and the University's Compact Agreement with the Commonwealth will form the key policy documents articulating the University's commitment to improve education, training and research opportunities for current and future Aboriginal and Torres Strait Islander staff and students; improving the visibility and status of Aboriginal and Torres Strait Islander culture, knowledge and studies, recruiting additional Aboriginal and Torres Strait Islander staff.

The University will include Aboriginal and Torres Strait Islander Community Members, Staff and Students as members of the RAP Committee.

The University will ensure the involvement of Indigenous Staff in the planning and academic decision-making processes of the University including the Academic Board.

10.3 In accordance with the University's current Aboriginal and Torres Strait Islander Workforce Strategy 2018-2020, the University is committed to increasing employment and development opportunities for Aboriginal and Torres Strait Islander Australians and will implement the Aboriginal and Torres Strait Islander Employment Policy, Procedure and related Strategy with targets for maintaining, improving and increasing employment as a means of:

- 10.3.1 Maintaining and increasing the number of ongoing Aboriginal and Torres Strait Islander employees at the University;
- 10.3.2 Maximising Aboriginal and Torres Strait Islander staff development; and
- 10.3.3 Facilitating and encouraging the direct involvement of Aboriginal and Torres Strait Islander employees in determining their career strategies, goals and objectives.

The Aboriginal and Torres Strait Islander Employment Policy, related Procedures and Strategy acknowledge that the long-term effectiveness of the University's Aboriginal Education Centre is dependent on Aboriginal and Torres Strait Islander people being the majority of employees in the Centre and that the Head of the Centre (Manager/Director or so named) will continue to be an Aboriginal and/or Torres Strait Islander person.

The position of Coordinator, Aboriginal and Torres Strait Islander Employment (or otherwise named) will remain as an Identified Aboriginal and Torres Strait Islander position.

In accordance with University policy, the Aboriginal and Torres Strait Islander Employment Policy, Procedures and Strategy will be reviewed at regular intervals over the life of the Agreement.

10.4 In accordance with the University's Reconciliation Action Plan and its Aboriginal and Torres Strait Islander Workforce Strategy 2018-2020, the University aims to increase Aboriginal and Torres Strait Islander employment to 3% FTE by 2023.

To assist in seeking to achieve this aim the University commits to maintain current Aboriginal and Torres Strait Islander staffing levels as at the time this Agreement comes into operation, and use all reasonable endeavours to increase the number of Aboriginal and Torres Strait Islander employees to:

- 10.4.1 20 FTE by 31 December 2019,
- 10.4.2 23 FTE by 31 December 2020, and
- 10.4.3 26 FTE by 31 December 2021.

The University will endeavour to have four traineeships (inclusive of numbers above) in operation at any time over the life of the Agreement.

The University is committed to providing ongoing employment opportunities to trainees by allowing Aboriginal and Torres Strait Islander employees who successfully complete a traineeship to be given preference to fill a suitable vacant position at the University, provided that they have the qualifications, knowledge, skills and/or experience to undertake the position.

- 10.5 Through the University's Reconciliation Action Plan Implementation Committee, ongoing consultations will occur with Aboriginal and Torres Strait Islander staff, students and communities (as recognised in the University's Reconciliation Action Plan) and the Unions on the review and implementation of the Aboriginal and Torres Strait Islander Employment Policy, Procedures and Strategy and on appropriate mechanisms to meet or exceed the Aboriginal and Torres Strait Islander Employment Target detailed in clause 10.4 above.
- 10.6 To ensure currency of cultural awareness, all staff involved as bargaining representatives for the next agreement must have attended cultural awareness training within the previous 3 years.

PART 3: SALARIES, SUPERANNUATION AND REWARD ADVANCEMENT

11. SALARY INCREASES

- 11.1 The salary rates are set out in Schedules 1-3 of this Agreement.
- 11.2 The following salary increases will apply from the first full pay periods on or after the following dates:
 - 11.2.1 1 June 2019 \$1,750 salary uplift (increase to the specified annual salary) plus \$250 (gross) lump sum payment for all fixed term and continuing staff employed at the date of commencement of the Agreement (pro-rata for part time staff).
 - 11.2.2 1 May 2020: 1.80%.
 - 11.2.3 1 May 2021: 1.90%.
 - 11.2.4 1 December 2021: 1.3%.
- 11.3 Salary-based allowances will be adjusted accordingly.

12. SALARY RANGE ENTRY POINTS

New employees shall be appointed at the bottom of the salary range unless the Director, Human Resources has approved appointment at a higher level.

13. PAYMENT OF SALARY

- 13.1 Salaries (including overtime and special loadings, if any) will be paid fortnightly.
- 13.2 All salaries shall be payable by electronic funds transfer, or by cheque at the University's option. Payment by electronic funds transfer shall be made to a financial institution of the employee's choice, provided that such institution has a compatible direct credit system.
- 13.3 At the time of payment, each employee shall be provided with a written statement either through electronic format or hard copy, containing details regarding the make-up of the employee's pay, deductions therefrom and sick leave and annual leave credits.

13.4 *Overpayments and Underpayments*

- 13.4.1 An underpayment to a staff member will be corrected and full payment made to the staff member as soon as possible after notice of the underpayment is received by the University. Unless there are exceptional circumstances, the payment to the staff member will be made no later than the pay day of the next pay period following notification to the University.
- 13.4.2 The University will advise and consult with a staff member when an overpayment has been identified. The University will inform the staff member of the amount of the overpayment and will write to the affected staff member with options available for repayment. The timeline for repayment will be of reasonable length having regard to the extent of the overpayment and the time period over which it occurred. The staff member and the University will negotiate an agreed repayment arrangement in good faith (and agreement will not be unreasonably withheld), after which the University may deduct the overpayment from the staff member's salary or termination payments in accordance with the agreed repayment arrangement. If such an agreement cannot be reached then the procedures of the resolution of disputes under clause 71 of this Agreement will be applied to achieve an outcome that allows the University to recover the overpayment, after which the University may deduct any overpayment from the staff member's salary or termination payments accordingly.

14. SUPERANNUATION

- 14.1 Subject to the provisions of sub-clauses 14.3, 14.4 and 14.5 below, the University shall maintain existing superannuation arrangements, including employer contribution levels and eligibility and membership requirements. Contributions will therefore continue to be made to UniSuper for existing employees who belong to UniSuper and for all eligible new employees, provided that the University reserves the right to enable employees who wish to reduce their contributions to do so in accordance with the applicable Trust Deed and Deed of Covenant.
- 14.2 Existing arrangements will be maintained for those staff members who are members of the GSO "Revised Scheme" and the State Government "New Scheme" (both funds are closed).
- 14.3 Full-time and part-time TAFE General Staff who are currently members of "VicSuper", and new TAFE General staff, may elect to join either UniSuper, subject to eligibility criteria being met, or VicSuper.
- 14.4 Staff members who are currently members of the now closed State Government "New Scheme" may, choose to transfer their superannuation membership to UniSuper, subject to eligibility criteria and legal obligations being met.
- 14.5 Employer contributions for staff members will be made to UniSuper and the other relevant funds referred to in this clause in accordance with the superannuation guarantee legislation and relevant superannuation arrangements between the University and the Superannuation Funds.
 The employer contribution for UniSuper members will be 17% employer contributions for all continuing or fixed term full-time or fractional part-time academic and general staff.

 For all casual or sessional staff, compulsory employer contributions will be as required by the applicable superannuation guarantee legislation.
- 14.6 The University shall pay the relevant employer superannuation contributions to eligible employees regardless of their age.
- 14.7 The University shall continue to pay the relevant employer superannuation contribution when an employee is in receipt of accident make-up pay.

15. APPRENTICES

- 15.1 Apprentices will be paid at the following percentage of the salary rate prescribed at HEW Level 3.1 (base trade rate):

1st Year	55% of the base trade rate
2nd year	65% of the base trade rate
3rd year	80% of the base trade rate
4th year	95% of the base trade rate

15.2 During the period 2019-2021, the University will appoint at least one apprentice by 31 January 2020 and reasonably consider further appointments.

16. TRAINING SCHEMES (GENERAL STAFF EMPLOYEES)

The University may participate in Government supported wage or training schemes, or employ staff pursuant to national training pay rates.

17. INCREMENTAL SALARY PROGRESSION

17.1 Incremental salary progression is the movement of an employee's salary to the next highest salary point (or increment) within the employee's current classification level in recognition of the employee's acquisition of new skills, experience and knowledge. Supervisors will provide reasonable assistance and opportunity to employees to achieve incremental salary progression, but such advancement is not automatic and will primarily depend on the employee's satisfactory performance over each twelve-month period of employment.

17.2 An employee appointed to a continuing or fixed-term appointment will be eligible for incremental progression if the employee:

17.2.1 is in receipt of a salary that is less than the maximum step for the employee's classification level; and

17.2.2 has concluded twelve months' continuous service with the University following the later of either:

(i) entry into the classification level (via appointment, promotion or reclassification to the relevant level); or

(ii) the most recent incremental salary progression.

17.3 The date upon which the achievement of twelve months continuous service occurs (in accordance with subclause 17.2.2) will be referred to as the anniversary date.

17.4 Movement of the next salary point within the level will occur only when the employee has, over the preceding twelve months:

17.4.1 participated in a staff development/performance review in accordance with the University policy on Performance Review and Development Program;

17.4.2 acquired and used additional skills, experience and knowledge within the ambit of the classification level and in accordance with the priorities of the organisational unit; and

17.4.3 performed satisfactorily against agreed performance objectives and/or the appropriate classification level and the position description.

17.5 Movement to the next highest salary point will be effective from the anniversary date.

17.6 Where determination of sub-clause 17.4 is delayed, the anniversary date will not be changed and any increase in salary will be paid retrospectively to the anniversary date unless:

17.6.1 the employee has refused to participate appropriately in the University-designated Performance Review and Development Program;

17.6.2 the delay is related to the acquisition of new skills, experience and knowledge in accordance with sub-clause 17.4.2, in which case the date of acquisition will be the effective date;

17.6.3 the increment has been withheld in accordance with unsatisfactory performance or disciplinary procedures, in which case the date from which the performance is deemed to be satisfactory will be the effective date; or

17.6.4 the employee has been absent from the workplace in circumstances that do not count for service, in which case the incremental salary progression will be delayed by the period of absence.

17.7 PROGRESSION FROM HEW LEVEL 1 TO HEW LEVEL 2

An employee appointed to a position at HEW level 1 shall have the opportunity to progress through the incremental structure and advance to HEW level 2 without promotion to a higher position, subject to the following criteria:

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

- 17.7.2 they perform duties that require the skill levels at level 2.
- 17.7.3 progression from HEW level 1.3 to HEW level 2.1 shall be automatic unless the relevant supervisor advises the criteria under sub-clauses 17.7.1 and 17.7.2 have not been met.

18. ACCELERATED INCREMENTAL ADVANCEMENT

- 18.1 In exceptional circumstances, an accelerated increment may be recommended by a supervisor when the supervisor considers that the employee has demonstrated outstanding achievement in the previous twelve months.
- 18.2 A recommendation from the relevant Head of Organisational Unit or Director for an accelerated increment shall be accompanied by documentation outlining the outstanding performance, endorsed and agreed to by the relevant Deputy Vice-Chancellor or the Chief Operating Officer and sent to the Director, Human Resources or nominee for final approval.
- 18.3 An accelerated increment shall be limited to one additional increment within a classification level, and shall only be granted after twelve months have been served by the employee at an increment level.

19. SALARY SACRIFICING

In accordance with Government legislation and 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.

20. HIGHER DUTIES ALLOWANCE (HDA) (General Staff Employees)

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.

20.1 ENTITLEMENT TO THE HIGHER DUTIES ALLOWANCE

20.1.1 HDA - Salary Less than HEW 7.4

Where the position in which an employee acts is classified at HEW 7 or below, the employee acting 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 (including any holidays).

20.1.2 HDA - Salary Equal to or Greater than HEW 7.4

Where the position in which an employee acts is classified at HEW 8 or above, the employee acting 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 three consecutive working weeks (including any holidays).

20.2 FULL PERFORMANCE OF DUTIES OF HIGHER OFFICE

Where an employee performs the full duties of a higher office, the employee shall be paid on a *pro-rata* basis 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. For avoidance of doubt the higher duties allowance will be the difference between the employee's substantive salary and the minimum salary point of the higher classification position, subject to clause 20.4.1.

20.3 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.

20.4 HIGHER DUTIES ALLOWANCE - MISCELLANEOUS

- 20.4.1 If an employee has performed higher duties for an aggregate period of at least twelve months within a 24-month period, incremental progression applicable to the higher office shall apply.

- 20.4.2 Where an employee performing higher duties is permanently promoted to that office, they shall be treated for incremental progression purposes as having been the permanent occupant of that position during the period of higher duties.
- 20.4.3 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 allowance would have been paid but for the granting of the leave. Such leave shall count as service for incremental progression purposes.
- 20.4.4 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.
- 20.4.5 An employee shall not be penalised in any way for a refusal to perform higher duties.

PART 4: HOURS OF WORK, SHIFT WORK AND OVERTIME FOR GENERAL STAFF EMPLOYEES

21. HOURS OF WORK

21.1 ORDINARY HOURS

The ordinary hours of work for all general staff employees, shall not exceed an average of 36.75 per week to be worked on one of the following bases:

- 21.1.1 36.75 hours within a work cycle not exceeding seven consecutive days;
- 21.1.2 73.5 hours within a work cycle not exceeding 14 consecutive days;
- 21.1.3 110.25 hours within a work cycle not exceeding 21 days;
- 21.1.4 147 hours within a work cycle not exceeding 28 consecutive days; or
- 21.1.5 For Trades and Services staff only (excluding cleaners, child-care, residential and cafeteria employees) 73.5 hours within a nine-day fortnight such that the tenth week day may be taken as a scheduled day off.

21.2 ORDINARY HOURS - EMPLOYEES, OTHER THAN SHIFT EMPLOYEES

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

- 21.2.1 on any or all of the days of the week, Monday to Friday; and
- 21.2.2 continuously, except for meal breaks, according to the following table:

CLASSIFICATION STREAM	SPAN OF HOURS
(a) Professional, Administrative, Clerical, Computing and Technical Employees (PACCT).	8:00 am – 6:00 pm
(b) Computing and Technical Employees holding positions in the Infrastructure Team of the Corporate Services Solutions section of the Information Technology Services Directorate.	8:00 am – 8:00 pm
(c) Trades and Services Employees (with the exception of Conference and Catering Services).	6:00 am – 6:00 pm
(d) Trades and Services Employees – Conference and Catering Services.	7:00 am – 7:00 pm
(e) UniSports Employees – Swimming Pool and Gymnasium.	6:00 am – 9:30 pm

21.3 SPAN OF HOURS

- 21.3.1 The University and an employee may agree in writing on schemes of shift arrangements, which may not attract shift allowances, provided that under these arrangements, no employee will be compelled to work a shift which extends beyond 6:00 pm (8:00 pm for the designated workgroup listed in 21.2.2(b), 7:00 pm for the designated workgroup in 21.2.2(d) and 9:30 pm for the designated workgroup listed in 21.2.2(e) above) Monday to Friday without payment of a shift penalty.

21.3.2 Notwithstanding other provisions of the Agreement, the University can, by agreement with employee(s) concerned, establish an arrangement for extended shifts of up to nine hours thirty minutes (ten hours for Trades and Services Employees - Conference and Catering Services) (exclusive of meal breaks) which would not attract shift penalty, provided that an employee so agreeing would not be required to work on more than 80% of the ordinary working days (Monday to Friday).

21.4 HOURS OF WORK FOR PART-TIME TRADES AND SERVICES CONFERENCE AND CATERING, AND RESIDENT EMPLOYEES

21.4.1 Part-time Trades and Services (Conference and Catering) employees may be employed on the basis of not less than three hours and not longer than eight hours per day, not less than three nor more than five days each week, and not less than fifteen hours each week, nor more than thirty hours per week.

21.4.2 Part-time Trades and Services Residences (Boarding School – house attendants) employees may be employed on the basis of not less than four hours and not longer than six hours per day, not more than five days each week, and not less than 20 hours each week, nor in excess of 30 hours per week.

22. MEAL BREAKS

22.1 MEAL BREAK ENTITLEMENT

An employee shall not be required to and shall not work more than five consecutive hours without a meal break of at least 30 minutes. Time taken as meal breaks shall not be paid for and shall not be counted as time worked.

22.2 TEA BREAKS (TRADES AND SERVICES EMPLOYEES)

With the approval of the relevant supervisor, Trades and Services full-time employees may be permitted to take two 15-minute tea breaks per day (inclusive of wash-up time).

23. SHIFT WORK

The Shift Work Provisions shall not apply to an employee whose salary is equal to or exceeds that provided for the minimum rate payable to a HEW 7.4 employee.

23.1 DEFINITIONS

For the purpose of this Clause:

23.1.1 “**Day Shift**” means any shift starting at or after 6:00 am and finishing at or before 6:00 pm (or 7:00pm, 8:00 pm and 9:30 pm for shift employees employed in the designated groups specified in clauses 21.2.2(d), 21.2.2(b) and 21.2.2(e) respectively).

23.1.2 “**Afternoon Shift**” means any shift finishing after 6:00 pm (or 7:00 pm, 8:00 pm and 9:30 pm for shift employees employed in the designated groups specified in clauses 21.2.2(d), 21.2.2(b) and 21.2.2(e) respectively) and at or before midnight.

23.1.3 “**Night Shift**” means any shift finishing after midnight and at or before 8:00 am.

23.1.4 “**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.

23.1.5 “**Overtime Shift**” means any shift worked by a shift worker in excess of five shifts per week.

23.1.6 “**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 five days on shift and two days off per week.

23.1.7 “**Rostered Shift**” shall have the same meaning as "shift".

23.1.8 “**Shift**” means a continuous period of work during which a shift worker is rostered for duty.

23.1.9 “**Week**” means a period of seven consecutive days, calculated from the commencement of the relevant roster cycle.

23.2 ORDINARY HOURS - SHIFT EMPLOYEES

The ordinary hours of work for shift employees:

- 23.2.1 shall be worked continuously each shift except for meal breaks;
- 23.2.2 shall not exceed ten hours (eleven hours for Trades and Services Conference and Catering Employees) inclusive of meal breaks in any single shift; and
- 23.2.3 shall be worked in accordance with this Clause.

23.3 SHIFT PENALTIES APPLICABLE - MONDAY TO FRIDAY

Except as provided in sub-clause 23.4, 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%.

23.4 SHIFT PENALTIES APPLICABLE - SATURDAY, SUNDAY AND HOLIDAYS

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

- 23.4.1 On a Saturday - 50%.
- 23.4.2 On a Sunday - 100%.
- 23.4.3 On a holiday - 150%.

23.5 ROSTERED DAY OFF FALLS ON A HOLIDAY

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

23.6 CHANGE OF SHIFT ALLOWANCE

An employee who without 72 hours' notice is transferred from day work to shift work, transferred from one shift roster to another shift roster, transferred to an unrostered shift or 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.

24. OVERTIME

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

24.1 OPERATION OF OVERTIME PROVISIONS

- 24.1.1 All authorised time worked in excess of or outside the ordinary hours of work required by Clause 21 shall be overtime and be paid for in accordance with this Clause.
- 24.1.2 An employee may be required to work reasonable time in excess of the ordinary hours of work and is expected, on reasonable notice, to work such overtime in accordance with the instructions of their supervisor.
- 24.1.3 No employee shall be required to work excessive overtime on a regular basis as part of operational procedure.
- 24.1.4 An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable having regard to:
 - (i) any risk to the employee's health and safety;
 - (ii) the employee's personal circumstances including any family responsibilities;
 - (iii) the needs of the workplace or enterprise;
 - (iv) the notice (if any) given by the University of the overtime and by the employee of their intention to refuse it; and
 - (v) any other relevant matter.

24.2 EACH DAY STANDS ALONE FOR OVERTIME PURPOSES

Where the ordinary hours of work for a day's work 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.

24.3 APPLICATION OF OVERTIME - FLEXIBLE ORDINARY HOURS

Where daily ordinary hours are flexible, the total hours worked in a work cycle, as defined by Clause 21, 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.

24.4 CONTINUOUS OVERTIME AFTER MIDNIGHT

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

24.5 NON-CONTINUOUS OVERTIME AFTER MIDNIGHT

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

24.6 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.

24.7 TIME-OFF IN LIEU OF OVERTIME (TOIL)

24.7.1 The cut-off for the payment of overtime is at the HEW 7.3 salary classification level provided that by agreement, an employee in receipt of a salary below that prescribed for the minimum rate payable for a HEW 7.4 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. A record will be kept of approved TOIL. Any TOIL accumulation under these arrangements shall be restricted to a maximum of 36.75 hours entitlement at any one time.

Example: By making a mutual agreement to take time off in lieu of payment, an employee at HEW 5 who worked four hours overtime on a Wednesday would be entitled to take 6.5 hours off in lieu, calculated at the rate of 1.5 hours for the first three hours, and two hours for the fourth.

24.7.2 An employee whose salary is above HEW 7.3 is eligible for time off in lieu (TOIL) equivalent to the period of overtime worked instead of paid overtime, subject to a maximum accrual of 36.75 hours at any time. For the avoidance of doubt, any TOIL will only be on the basis of one hour TOIL for the one additional hour worked.

Example: An employee at HEW 8 who works two hours of overtime would be entitled to take two hours' time off in lieu.

24.7.3 TOIL should be used within three months of accumulation. Managers will use their best endeavours to ensure that employees are able to take their TOIL within three months of accumulation. Use of accumulated TOIL will be encouraged and requested time off will not be unreasonably refused. If, an employee's request for TOIL is refused or for some exceptional reason the TOIL cannot be used within three months of accumulation, then the relevant organisational head or Director may either authorise payment of overtime instead of TOIL or approve the carry-over of such TOIL (which then will have an additional three month period to be taken). If for any reason TOIL remains untaken at the expiry of six months from accumulation, for an employee at HEW 7.3 and below, the University will pay the employee, in the next pay period, for the overtime at the overtime rate applicable to the overtime when worked.

24.7.4 If, on the termination of a HEW 7.3 or below employee's employment, approved TOIL worked by the employee has not been taken, the University will pay the employee for the overtime worked at the overtime rate applicable to the overtime when worked.

24.8 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.

24.9 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.

24.10 OVERTIME - APPLICABLE RATES

24.10.1 *Other than shift employees*

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

24.10.2 *Shift employees*

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

24.11 OVERTIME - TEN-HOUR BREAK

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

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

24.11.3 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.

24.12 EXCEPTIONS TO NORMAL OVERTIME PROVISIONS

24.12.1 It should be noted that different overtime provisions apply to part-time Trades and Services employees working in the Cafeteria and Residences areas of the University (refer to Clause 27).

24.12.2 Also it should be noted that overtime paid to Trades and Services employees recalled to duty is calculated differently to the above provision (refer to Clause 25).

25. PAYMENT OF OVERTIME FOR EMPLOYEES ON-CALL

25.1 An employee recalled to work overtime, whether notified before or after leaving the premises, shall be paid a minimum of three hours overtime inclusive of travel time and where attended to remotely, will be paid a minimum of one hour's overtime.

25.2 The employee shall not be required to work the full minimum payment if the job the employee was recalled to perform is completed within a shorter period.

25.3 Overtime will be calculated and paid to the nearest quarter of hour and will be paid in accordance with provisions outlined in sub-clause 24.10 except for Trades and Services employees who will be paid the ordinary rate plus 50% for the first two hours and ordinary rate plus 100% thereafter for recalled overtime worked Monday to Saturday. For Sunday and public holidays, the overtime applicable rates will be those prescribed in sub-clause 24.10.

25.4 Where more than one overtime attendance is involved in a three-hour period, the above 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.

25.5 This Clause shall not apply in cases where it is customary for an employee to return to the University's premises to perform a specific job outside of the employee's ordinary working hours, or where overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

26. ON-CALL ALLOWANCE

- 26.1 An employee who is required, and authorised, to be available for contact and/or return to work after ordinary hours shall be paid an on-call allowance calculated at 15% of salary for the period that they are required to be on-call.
- 26.2 An employee who is on-call shall remain readily contactable by mobile phone or other electronic communication device.
- 26.3 The University will provide the employee who is on-call with a mobile phone or other electronic communication device.

27. OVERTIME AND PART-TIME EMPLOYEES

- 27.1 If a part-time employee works more hours a week than the employee's regular hours of work a week, but not in excess of the ordinary hours of duty for a full-time employee in the same classification, that employee will be paid at the base rate of pay for each additional hour worked. Where appropriate any additional ordinary hours worked will be taken into account in the calculation of superannuation contributions and leave entitlements.
- 27.2 The above sub-clause will not apply to Trades and Services Cafeteria and Residences part-time employees. In these cases, for cafeteria employees overtime will apply when work exceeds eight hours per day, five days per week and/or thirty hours per week and for residences employees when work exceeds six hours per day, five days per week and/or thirty hours per week.
- 27.3 A part-time employee may refuse to work hours in excess of the employee's regular hours of work in circumstances where the working of such additional hours would result in the employee working hours which are unreasonable having regard to:
- 27.3.1 any risk to the employee's health and safety;
 - 27.3.2 the employee's personal circumstances including any family responsibilities;
 - 27.3.3 the needs of the workplace or enterprise;
 - 27.3.4 the notice (if any) given by the University of the overtime and by the employee of their intention to refuse it; and
 - 27.3.5 any other relevant matter.

28. REQUIREMENT FOR EMPLOYEES TO WORK AT DIFFERENT CAMPUSES OR SITES

- 28.1 In order to meet the University's operational requirements, an employee may be required, on occasions, to work at various campuses/sites of the University as part of the employee's duties and work activities.
- 28.2 Time spent by an employee in travelling between campuses on University business shall count as time worked by the employee.
- 28.3 Where an 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, in which case a kilometre allowance as prescribed in University policy will be paid.

PART 5: WORKFORCE FLEXIBILITY, SPECIAL EMPLOYMENT ARRANGEMENTS AND THE WORKING ENVIRONMENT

29. WORKPLACE FLEXIBILITY

- 29.1 The University and an employee may agree to vary the application of certain terms of this Agreement to meet the genuine needs of the University and the individual employee. The University and the individual employee may agree to vary the application of terms concerning:
- 29.1.1 arrangements for when work is performed (which may vary the effect of Clause 21 - Hours of Work, Clause 22 - Meal Breaks, Clause 23 - Shift Work and/or Clause 28.2 – Requirement for Employees to Work at Different Campuses or Sites). This could include arrangements in relation to working 147 hours in a four week cycle such that the twentieth day may be taken as a scheduled day off;
 - 29.1.2 overtime (which may vary the effect of Clause 24 - Overtime, Clause 25 - Payment of Overtime for Employees On-call and/or Clause 27 - Overtime and Part-time Employees);

- 29.1.3 penalty rates (which may vary the effect of Clause 23 – Shift Work, Clause 24 - Overtime, Clause 25 - Payment of Overtime for Employees On-call and/or Clause 27 - Overtime and Part-time Employees); and
- 29.1.4 allowances which may vary the effect of Clause 26 - On-call allowance).
- 29.2 The University and the individual employee must have genuinely made the agreement without coercion or duress.
- 29.3 Where a workplace flexibility arrangement is proposed the relevant parties, and their chosen representatives, must have at least three (3) working days to consider the proposal.
- 29.4 Where the University proposes a workplace flexibility arrangement to an individual employee or a group of employees the University will give the employee(s) a copy of the proposal and inform the employee(s) that they may seek advice from the relevant union.
- 29.5 The University must ensure that the terms of the individual flexibility arrangement:
- 29.5.1 are about permitted matters under section 172 of the Fair Work Act; and
- 29.5.2 are not unlawful terms under section 194 of the Fair Work Act; and
- 29.5.3 result in the employee being better off overall than the employee would be if no arrangement was made; and
- 29.5.4 not disadvantage other employees in the workplace in relation to their terms and conditions of employment.
- 29.6 The University must ensure that the individual flexibility arrangement is in writing, includes the name of the University and employee, is signed by the University and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee, and includes details of:
- 29.6.1 the terms of the enterprise agreement that will be varied by the arrangement; and
- 29.6.2 how the arrangement will vary the effect of the terms; and
- 29.6.3 how the employee will be better off overall in relation to the terms and conditions of the employee's employment as a result of the arrangement; and
- 29.6.4 states the day on which the arrangement commences.
- 29.7 The University must give the individual employee a copy of the agreement within fourteen (14) days and keep the agreement as a time and wages record.
- 29.8 The agreement may be terminated:
- 29.8.1 by the University or the individual employee giving 28 days' notice of termination, in writing, to the other party and the agreement ceasing to operate at the end of the notice period; or
- 29.8.2 at any time, by written agreement between the University and the individual employee.
- 29.9 The right to make an agreement pursuant to this clause is in addition to, and is not intended to otherwise affect, any provision for an agreement between the University and an individual employee contained in any other term of this Agreement.
- 30. PURCHASED LEAVE**
- 30.1 With the University's agreement, a full-time employee may elect to work under a 48/52-week employment cycle for a twelve-month period, which reduces the minimum salary level assigned to that employee's classification or position.
- 30.2 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 forty eight weeks salary, which would be payable over fifty-two weeks.
- 30.3 An employee's continued participation in the 48/52-week employment cycle is subject to annual review and approval by the University.
- 30.4 Annual leave, sick leave, and long-service leave will accrue at the full-time rate, however all paid leave taken will be paid at the rate of 48/52 of the employee's full-time salary.

- 30.5 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 recoup payment from the employee's termination benefits, so that the employee is paid for duties actually carried out up to the date of termination.
- 30.6 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.
- 30.7 The University will advise an employee of the superannuation implications prior to the employee entering into a 48/52-week employment cycle with such an employee being treated as a fractional employee for the duration of the 48/52 employment cycle unless the employee has agreed to maintain employee and employer superannuation contributions at the notional full-time rate.
- 30.8 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.

31. ANNUALISED HOURS (GENERAL STAFF EMPLOYEES ONLY)

- 31.1 Annualised hours refers to employment arrangements where a general staff employee is engaged to work on a continuing or fixed-term basis for a specific number of ordinary hours within any one year (which may be a calendar year).
- 31.2 Hours of work may be annualised where it is agreed that this pattern of work reflects the needs of the Organisational unit/Directorate or work unit and the employee.
- 31.3 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 hours may be rostered over a period less than fifty-two weeks.
- 31.4 In most cases, the employee will be engaged to work a specific number of ordinary working hours, which may be worked over a period of less than fifty two weeks. The employee will receive their normal rate of pay over the twelve month period (or lesser period if the employment contract is less than twelve months) and will be entitled to paid leave for the balance of the year or contracted period where work is not performed.
- 31.5 Annualised hours arrangements are normally restricted to part-time general staff however, in certain circumstances (i.e. where peak workloads vary throughout a year), other employees who are full-time, may apply to move to an annualised hours arrangement. Employees will not be compelled to work under such arrangements.
- 31.6 **LEAVE ENTITLEMENTS**
- Employees are entitled to the leave entitlements of a full-time employee on a proportional basis determined by the number of annualised ordinary hours required to be worked within the year. The timing of taking annual leave and long-service leave will be determined by the University in consultation with the employee.
- 31.7 **PUBLIC HOLIDAYS**
- Employees are entitled to the benefit of all public holidays that fall during periods for which they are rostered to work.
- 31.8 **OVERTIME**
- Employees are eligible for overtime in the same manner as full-time employees. Overtime hours are additional 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.
- 31.9 **ADDITIONAL HOURS**
- Where in any year an employee works in excess of the number of ordinary hours in the year for which the employee is engaged, payment for the additional hours will be made at the ordinary hourly rate. Any additional ordinary hours worked will be taken into account in the calculation of leave entitlements. Alternatively, employees with the approval of their supervisor, may, if continuing with annualised hours in the following year, elect to transfer up to 36.75 hours of the excess number of ordinary hours to be counted as hours already worked in the next nominated period. This means the transferred hours amount is deducted from the hours required to be worked for the next year or period. The transfer will not affect calculation of leave entitlements on the transferred hours, and if the employee ceases employment prior to the conclusion of the next nominated period, the hours worked and payment due will be reconciled.

31.10 ACCRUAL OF PAY

For the purposes of payment, the total number of nominated annual hours will be averaged to a fortnightly salary.

31.11 ALTERATION OF ANNUAL HOURS

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.

31.12 TERMINATION OF EMPLOYMENT

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:

31.12.1 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 employer as at the date of termination. The employer may off-set any such amounts against any entitlements owing to the employee; and

31.12.2 if an employee has performed work for which the employee has not yet received pay by the employer, the employer will pay to the employee such amount as at the date of termination.

32. CONVERSION TO PART-TIME EMPLOYMENT (RETENTION OF CONTINUING STATUS)

32.1 Continuing full-time employees and continuing part-time employees with a fractional appointment of greater than 0.5 may, with the approval of their Head of Organisational Area/Director, elect to reduce their time fraction to no less than 0.5 without loss of continuing status.

32.2 Employees who have their time fraction reduced under sub-clause 32.1 will experience no change in their terms and conditions of employment except that their remuneration package, leave accrual rate and workload will be reduced *pro rata* to equate to the new time fraction.

33. CONVERSION TO PART-TIME FIXED-TERM CONTRACTS (UNISUPER MEMBERS ONLY)

33.1 Continuing full-time employees who plan to retire from the University within three years of the date on which the exercise of this option is approved, and who so indicate this in writing, may, with the approval of their Head of Organisational Area / Director, elect to convert their full-time employment to a part-time fraction of 0.5 or more under the following conditions:

33.1.1 employees who are not members of UniSuper will not be able to participate in this scheme;

33.1.2 UniSuper superannuation contribution rates will be maintained by the University at the full-time level. This means the University will continue to contribute at the full-time employer contribution rate and will also maintain the employee contribution rate at the full-time rate by paying the difference between the new fractional employee rate and the full-time employee contribution rate;

33.1.3 a specific termination date not later than three years from the date of approval of this arrangement will be nominated by the employee; and

33.1.4 there will be no extension of the contract of employment beyond the nominated termination date.

34. VOLUNTARY EARLY RETIREMENT

34.1 The University may invite employees to apply for voluntary early retirement on the following terms:

34.1.1 all employees with full-time or fractional continuing appointments shall be eligible to apply;

34.1.2 the University retains the discretion to approve or not approve any application, having regard to its staffing needs; and

34.1.3 approved applicants shall receive a lump sum benefit of a minimum of two weeks salary for each year of service, with a maximum payment of fifty-two weeks' salary. This benefit is additional to other entitlements on retirement.

- 34.2 Notwithstanding sub-clause 34.1, the University may invite applications for early retirement in accordance with a scheme approved by the Commissioner of Taxation otherwise inconsistent with sub-clause 34.1, provided that any lump sum benefit shall be calculated at a minimum rate of 2 weeks' salary for each year of service, but with no obligation on the University to pay more than a maximum of fifty-two weeks' salary.

35. MANAGING WORKLOADS – ACADEMIC EMPLOYEES

- 35.1 Continuing and those fixed-term academic staff members employed under the categories in clauses (insert relevant clause references when known) are entitled to participate in an appropriate mix of teaching, research or scholarship and service as determined in accordance with this clause. This clause does not apply to research-only academic staff.
- 35.2 The University will ensure that the total work allocated to individual academic staff members is fair and the process of allocation is transparent and that stage of career and academic level is taken into account. It will take reasonably practicable steps to ensure that staff members:
- 35.2.1 have sufficient and reasonable time to perform their allocated research or scholarship, teaching, and service activities;
 - 35.2.2 are not required to work excessive or unreasonable hours;
 - 35.2.3 are able to raise, and have properly considered, legitimate issues relating to their work allocation; and
 - 35.2.4 are able to take recreation leave at reasonable times and for reasonable periods.
- 35.3 The University will ensure that Deans or equivalent are aware of the above requirements in relation to managing and allocating workloads and that academic staff are advised of the work allocation provisions of this Agreement.

Hours of Work

- 35.4 Work will be allocated within a maximum of 1690 hours per year. This assumes that the staff member will take four weeks recreation leave during the year and may vary subject to any other leave that is taken by the staff member and takes into account University Holidays and Christmas close down. The references to percentage allocations in this clause are percentages of the maximum number of hours.
- 35.5 A part-time staff member's work will be allocated on a proportionate basis, and all measures referred to in this clause shall be adjusted appropriately for part-time staff members.

Work Planning and Allocation

- 35.6 Work allocation for a staff member will be determined by the Deans or equivalent in consultation with the staff member in accordance with the provisions of this clause.
- 35.7 The Head of School or equivalent, in consultation with the staff member, will as soon as practicable plan for the forthcoming Academic Year the anticipated:
- 35.7.1 allocation of research or scholarship, teaching (particularly course coordination responsibilities), and service duties; and
 - 35.7.2 recreation leave and other leave.
- 35.8 Following the planning referred to in clause 35.7, wherever reasonably possible, an academic staff member will be advised of their work allocation no later than 4 weeks before the start of the Academic Year to which the work allocation relates.
- 35.9 An academic staff member is normally expected to take recreation leave in periods where the staff member is not allocated teaching delivery activities and must obtain the approval of the Dean or nominee before commencing recreation leave during a period of allocated teaching delivery activities. A Head of School will not unreasonably withhold approval for recreation leave sought during the staff member's non-Teaching Periods.
- 35.10 The University will maintain an Academic Workload Model (AWM) for each School or academic unit, covering each academic staff member. Each AWM must represent:
- 35.10.1 a fair and sufficient estimate of the average time that a competent academic staff member should take to perform the teaching and teaching related activities to a professional standard; and
 - 35.10.2 the hours to be allocated for service activities; and
 - 35.10.3 the percentage of workload allocated to research and scholarship;
- addressing the activities described in Schedule 8.

An AWM may be altered, following consultation with affected staff and the NTEU, with the changes as per this clause (particularly scholarship, teaching and teaching related activities and service) taking effect from the following Academic Year.

- 35.11 The process of work allocation for an individual academic staff member will be consistent with the applicable AWM and involve the following elements (refer to Schedule 8):

Teaching and Teaching Related Activities

- 35.11.1 Teaching and teaching related activities will be allocated to fall within the ranges set out in the table below for the Academic Year. Teaching and teaching related activities will be no less than 20 %.
- 35.11.2 As teaching and associated requirements of all courses need to be met within the resources available to the University, the University may by consultation and agreement with the staff member allocate additional teaching and make reasonable adjustments to the service and research or scholarship allocation, where required, during the Academic Year. An affected staff member's future research allocation will not be impacted negatively by a variation of teaching and associated allocation under this clause where such variation leads to a greater teaching allocation than previously allocated.
- 35.11.3 Staff member and their Dean or equivalent will discuss the best allocation for the staff member and the School for teaching across the Academic Year, in a manner that meets clause 35.2.
- 35.11.4 A staff member with a research allocation of 20% or more will teach in no more than two semesters in an Academic Year, or up to an equivalent number of teaching weeks spread over the Academic Year, unless otherwise agreed.
- 35.11.5 The University will maintain an academic study program that provides for industry placement and the opportunity for development of teaching/scholarship expertise for academic staff with no research allocation. The scope and application of the program will be determined by the University based on reasonable and transparent criteria.

Research or Scholarship

- 35.11.6 A research allocation will be determined on the basis of the previous three years research outcomes and reasonably taking into account institutional research priorities.
- 35.11.7 Other factors may result in an increased research allocation, for example (see clause 35.13) to provide an opportunity to build/realign a research profile, for early career researchers, to assist a return to research after extended leave or where the research performance of an academic area or individual needs to be increased. Expected research outcomes will be reasonable and appropriate for the level of appointment of the staff member.
- 35.11.8 A staff member with no research allocation will have an allocation and an approved work plan for the use of that time of no less than 10% to undertake scholarship aimed at consolidating and extending systematised knowledge of their discipline area(s).

Service allocation

- 35.11.9 For all staff, a service allocation will reflect the agreed service activities and core service activities.
- 35.11.10 The total service allocation will be a minimum of 10%.
- 35.11.11 In the relevant AWM, the following core service activities will be allocated a total 5% allocation (forming part of the minimum 10%) and include the following: (i) Attendance at School meetings; (ii) Activities and attendance for Open Days and other promotions activities; (iii) Attendance at graduation ceremonies at their campus; (iv) Participation in Awards ceremonies; (v) Professional development up to the first 7 hours; (vi) School planning days/retreats; and (vii) Preparation for and attendance at School or University based committees, up to the first 14 hours.
- 35.11.12 Schedule 8 includes examples of service activities. Additional agreed activities will be reflected in the total service allocation.
- 35.11.13 A staff member may receive an increased service allocation where they are required to undertake a formal management or leadership responsibility, such as an Associate/Deputy Dean of School, with an equivalent reduction in other allocations.

Flexibility

- 35.11.14 Initial allocation of work activities may result in a workload of up to 10% less than 100%, in which case additional identified teaching and teaching-related, research/scholarship and/or service work activities will be allocated in consultation with the staff member, to bring the final workload up to 100%. The staff member will not unreasonably withhold their agreement and the allocation will be confirmed by the Dean or equivalent, having genuinely considered the views of the staff member.
- 35.11.15 A staff member and Dean or equivalent may agree in the allocation process or at any time to an adjustment to their workload, which could include an increase in their service percentage taking into account appointment to a formal management or leadership responsibility.

Summary Table

35.12 Table of initial allocation approximate percentage guidelines:

Teaching and Related (min: 20 %)	20	30	40	50	60	70
Research/ Scholarship (min:10%)	60	50	40	30	20	10
Service (min 10%)	10	10	10	10	10	10
Each of these percentages may be varied after initial allocation by up to 10% in accordance with clause 35.11.14 provided that they may not be varied below the minimum in relation to each work category.						

Opportunity to develop research profile

- 35.13 Any academic staff member may apply to the Dean of their School (or equivalent), to be provided with a two year opportunity to develop a research profile on the basis of a detailed plan for research outcomes which align with the discipline and University goals. If approved, they will have their work allocation adjusted to allow sufficient time for the staff member to increase their research output by an agreed amount. Such applications will not be refused on unreasonable grounds.

Work Allocation Review

- 35.14 Where an individual staff member has concerns arising from the allocation of their workload, believes the process of allocation has not been followed, or that their allocation is excessive or unreasonable, they should, in the first instance, discuss their concerns with their Supervisor. Where it is not possible to resolve the concerns by agreement through this means the staff member may write to the Dean of their School (or equivalent), seeking an independent work allocation review. A work allocation review will be completed and a response provided to the staff member in a timely manner and wherever reasonably possible within two weeks of their application for a review. If the matter is not resolved by the Dean in the review process the staff member may then take their concerns to the Deputy Vice Chancellor (Academic) (DVC(A)).
- 35.15 The staff member and the DVC(A) should discuss and seek agreement on these concerns. If agreement cannot be reached, the DVC(A) will make a decision in a timely manner and wherever possible within two weeks of the request under clause 35.14. Pending the finalisation of any work allocation review under this clause a dispute under clause 71 cannot be brought in respect of an individual's workload allocation.

Review of School academic work allocation models

- 35.16 Where at least 60% of academic staff in a School covered by an AWM (and associated research expectations model) request a review of the AWM or part(s) of the AWM, a review will be conducted in accordance with clauses 35.17-35.24.
- 35.17 The University is required to conduct the review where the AWM has not been the subject of a previous request/review pursuant to clause 35.16 during the life of this Agreement. Otherwise, if there are further subsequent requests, these will be considered by the School and the School may, but is not compelled to, undertake the further review.

- 35.18 When seeking a review, the request must identify at least one or more significant or substantial issues with the AWM and the scope of the review will include consideration of those issues. The review will focus on issues that are substantive and significant in relation to the content and/or structure of the AWM. The review does not require consideration or revision in respect of minor issues or matters of fine judgements and distinctions.
- 35.19 The Dean (or delegate) will, within 4 weeks of receiving a valid request pursuant to clause 35.16, identify issues being considered in the review and invite directly affected staff members and the NTEU to provide written submissions. All submissions must be submitted to the Dean within 4 weeks. The Dean may reasonably seek input from others and will be supported in the conduct of the review by Human Resources.
- 35.20 Taking into account any submissions submitted in accordance with clauses 35.18 and 35.19 and the requirements of clause 35, the Dean will develop and release within a reasonable period of time a draft revised AWM for any further comment and feedback, to be provided within a reasonable period of time normally of up to 2 weeks. The draft updated AWM will be accompanied by an explanation and purpose of any changes and outline responses to any significant issues raised in submissions.
- 35.21 The Dean will release a finalised AWM within a reasonable time after considering the further feedback provided in accordance with 35.20. The finalised AWM will be released with an explanation of the further changes, if any.
- 35.22 The finalised AWM is not required to be applied until the next Academic Year, but can be implemented earlier after consultation with directly affected academic staff.
- 35.23 This clause does not restrict University-initiated changes to the AWM through a process of consultation with affected staff and the NTEU. The University will not unreasonably change an AWM that has been subject to the review process.
- 35.24 If a review includes consideration of research expectations, this will include consideration of Excellence in Research for Australia assessments of outputs and rankings as well as the outputs and rankings of equivalent institutions in Australia (the RUN universities).

36. MANAGING WORKLOADS - GENERAL STAFF EMPLOYEES

- 36.1 The objective of this clause is to ensure that workloads are equitable, transparent, and manageable within the ordinary hours of duty and without risks to health and safety.
- 36.2 The University does not require staff to work excessive hours and does not encourage or condone workplace culture that requires staff to work long hours. It is the responsibility of the University's supervisors to ensure that unreasonable expectations are not put on staff members that result in working excessive hours and it is the responsibility of the University and of staff members to ensure they are not working excessive hours.
- 36.3 Workload allocations will take into consideration the staff member's level of appointment and time fraction, leave plans and the importance of maintaining an appropriate balance between work and family life. Workload allocations will also allow for the staff member's contribution to the University community through roles such as, but not limited to, health and safety representative and building warden.
- 36.4 The University shall take reasonable steps to ensure that employees:
- 36.4.1 do not work excessive or unreasonable hours; and
 - 36.4.2 are not working in excess of any hours of work prescribed by this Agreement; and
 - 36.4.3 are being paid or otherwise recompensed for their work as an employee under this Agreement.
- 36.5 In key maintenance functions, which include cleaning (including "residences" cleaners), trades and grounds, the University will maintain the completion of essential tasks, including cleaning service standards agreed between the University and the cleaning staff, through the use of additional staffing which would be arranged to cover an employee's absence which has exceeded two days. If it is known at least three days in advance that an employee will be absent for more than two days then the additional cover will be arranged from the first day of the absence.
- Whilst preference shall be given to arranging for additional staff or casual staff to ensure that essential tasks including agreed cleaning service standards are met when an employee's absence exceeds two days, the University may also engage contractors in such circumstances.
- Planning for tasks such as furniture shifts should include adequate notice for the employee involved.

37. REDEPLOYMENT

- 37.1 The University may actively seek and undertake redeployment action for employees. During planning processes and activities, it may become evident that a position or positions within the University could have an uncertain future due to a number of reasons including, but not limited to, financial exigency, conflict/grievance/WorkCover issues/resolution, or to proposed new organisational structures that require employees with new or specific skills. In this particular case:
- 37.1.1 employees will be actively encouraged to participate in the restructuring of the University to improve productivity and performance and to optimise potential and actual growth in levels of service and achievement of the University's goals;
 - 37.1.2 retraining and/or reskilling will be made available where necessary provided the employee is agreeable to such retraining/reskilling, etc;
 - 37.1.3 prior to advertising suitable vacant positions externally, the University shall consider internal employees who may have an uncertain future provided such employees have indicated an interest in any suitable available and vacant position;
 - 37.1.4 redeployment of an employee should not be a process for the management of performance issues;
 - 37.1.5 appropriate confidentiality will be maintained; and
 - 37.1.6 the University shall endeavour to find suitable vacant positions preferably at the same classification level as currently held by the employee, but if the employee is redeployed to a position at a salary lower than the employee's current salary level, then salary maintenance provisions will apply. This means that an employee, aged forty-five years or more, will have the employee's previous salary level maintained for twelve months from the date of redeployment. If the employee is aged forty-four or less, the employee's salary will be maintained for a period of six months from the date of the employee's transfer to the lower classified position. Following this period, the employee will be paid at a rate of pay applicable to the position into which the employee has been redeployed.

38. INTELLECTUAL PROPERTY

Intellectual property rights are regulated by University Statutes.

39. INTELLECTUAL FREEDOM

- 39.1 The parties to the Agreement are committed to act in a manner consistent with the protection and promotion of intellectual freedom.
- 39.2 Intellectual freedom includes:
- 39.2.1 the rights of all employees to:
 - (i) participate in public debates and express opinions about issues and ideas related to their discipline area or areas of professional expertise and about the institution within which they work or higher education issues more generally;
 - (ii) make other comment outside their discipline or areas of professional expertise as long as they do so on their own behalf and do not claim to represent the University;
 - (iii) express unpopular or controversial views, but this does not mean the right to harass, vilify or intimidate;
 - 39.2.2 the rights and responsibilities of academic employees to pursue critical and open inquiry and to freely discuss, teach, assess, develop curricula, publish and research; and
 - 39.2.3 the rights of all staff and students to express opinions about the operations of the University and higher education policy more generally.
- 39.3 The University will encourage staff to actively participate in the operation of the institution and in the communities the University serves.

40. STUDENT EVALUATION (ACADEMIC EMPLOYEES)

Student evaluation of teaching is central to the achievement of the University’s mission, values and goals. The University will continually strive to create a work environment that attracts, develops and supports outstanding and committed academic employees who add value to a learning and teaching organisation. Student evaluation of teaching will be used predominantly in a formative way as part of the Performance Review and Development Program, and may be used in this way for other developmental activities. Student evaluation processes, however, may be used in a summative way where the performance of an employee is being reviewed, such as under the probation process, the academic promotions policy or pursuant to disciplinary or performance procedures.

PART 6: CLASSIFICATION STRUCTURES, POSITION DESCRIPTIONS AND RECLASSIFICATION

41. ACADEMIC CLASSIFICATIONS

41.1 TEACHING AND RESEARCH ACADEMIC EMPLOYEES

The classification structure and minimum standards for levels of teaching and research academic employees are set out in the national Minimum Standards for Academic Levels (MSALs), which are attached as Schedule 4, and can be found at https://federation.edu.au/data/assets/pdf_file/0015/5514/uca_1012_sched4.pdf.

41.2 RESEARCH ACADEMIC EMPLOYEES

The classification structure adopted by the University for research academic positions is set out in the following table. The minimum standards for levels of research academic employees are set out in the national Minimum Standards for Academic Levels (MSALs), which are attached as Schedule 5, and can be found at https://federation.edu.au/data/assets/pdf_file/0016/5515/uca_1012_sched5.pdf.

Equivalent Academic Level	Salary Level	Title for Research Academics
A	Within the A1-A8 Range.	Research Associate.
A	Within the A6-A8 Range.	Post-Doctoral Fellow.
B	Within the B Range.	Research Fellow.
C	Within the C Range.	Senior Research Fellow.
D	Within the D Range.	Principal Research Fellow.
E	Within the E Range.	Professorial Research Fellow
Similar to A	Actual Salary prescribed by ARC*.	ARC* Research Associates.
Similar to B	Actual Salary prescribed by ARC.	ARC Senior Research Associates.
Similar to C, D or E	Actual Salary prescribed by ARC	ARC Research Fellow or Professorial Fellow

*ARC is the Australian Research Council

42. GENERAL STAFF CLASSIFICATIONS

All general staff positions, whether filled on an ongoing, fixed term or casual basis, will be classified according to the HEW position classification standards, which are attached as Schedule 6 (**Standards**), at whichever classification corresponds to the work performed by the employee. All appointments to general staff positions up to and including HEW level 10, other than those appointed to apprenticeships, traineeships or on Government training schemes, will be made in accordance with these standards.

43. GENERAL STAFF POSITION DESCRIPTIONS

43.1 All employees will have an agreed position description that matches the position they occupy. Position description content will follow the University-prescribed format and will be consistent with the Standards. This clause does not require a new position description where one exists at the commencement of this Agreement.

- 43.2 Position descriptions for existing positions will be reviewed as follows:
- 43.2.1 at the time of the annual Performance Review and Development Program which sets objectives for performance and development; or
 - 43.2.2 at any time there is a proposal for job redesign; or
 - 43.2.3 at the request of the employee or the employee's supervisor.
- 43.3 The position description must be approved by each of the supervisor, Dean/Director and the job incumbent.
- 43.4 If such agreement or approval is not achieved in a reasonable time any of the above three parties may refer the matter to the Director, Human Resources who will attempt to resolve the matter by agreement with the parties. If still not resolved, the matter shall then be dealt with according to Clause 71 - Resolving Workplace Disputes Arising From This Agreement.
- 43.5 No employee shall refuse to perform duties that are reasonably required, consistent with the employee's position description and classification and which the employee is competent to perform.
- 44. CLASSIFICATION, RECLASSIFICATION AND REVIEW COMMITTEES**
- 44.1 Attending approved training for or undertaking duties associated with membership of a Classification Committee (see Clause 45), Reclassification Committee (see clause 46) or Reclassification Review Committee (see clause 47) will be recognised as work, and adequate time release will be put in place for nominated employees.
- 44.2 All Committee members involved in classification/reclassification procedures must be trained in the classification of position descriptions and interpretation of the Standards, and must not be an immediate supervisor or team member within the work unit of the position being considered for classification. The University and the Union will provide joint training for potential committee members at least once in each year.
- 45. CLASSIFICATION OF NEW GENERAL STAFF POSITIONS**
- 45.1 For vacant positions at the HEW 1 to 6 level that are either new or have significantly changed and have an appointment period longer than twelve (12) months, the HEW classification will be determined by a Classification Committee prior to advertising (whether internal or external). For all other positions, the classification will be determined by Human Resources.
- 45.2 The Classification Committee will consist of:
- 45.2.1 two Human Resources employees; and
 - 45.2.2 two General Staff members nominated by the relevant union.
- 45.3 The Committee will examine the relevant documentation including the proposed position description. The Committee may seek further information about the new position during its deliberations and will normally reach its decision by consensus. If consensus is not achieved, a majority decision prevails and a minority report to the Director Human Resources may accompany the majority decision.
- 45.4 Human Resources will administer and manage the recruitment function and provide an administrative service to the Classification Committee. The Classification Committee will in the first instance classify the HEW level via email, with an expected 'turn around' time of three (3) working days. Human Resources may make a preliminary recommendation to the Committee as to the appropriate classification. If consensus on the determined HEW level cannot be reached by members of the Committee by email, the Committee will meet as soon as practicable. The University and unions will agree on a schedule of monthly meetings of the Classifications Committee.
- 45.5 The Director, Human Resources will give full consideration to the decision of the Classifications Committee.
- 45.6 In exceptional circumstances the Vice-Chancellor may require the Director, Human Resources to advertise a new position immediately after determining the HEW classification level himself/herself.
- 46. RECLASSIFICATION OF GENERAL STAFF POSITIONS**
- 46.1 This clause does not apply to casual general staff positions.
- 46.2 A staff member, or the staff member's supervisor, may seek reclassification of an existing position as follows:
- 46.2.1 at the time of the annual Performance Review and Development Program which sets obligations for performance and development; and/or

- 46.2.2 where the required duties and responsibilities of the position have significantly changed.
- 46.3 A position will not be considered for reclassification within 12 months of its last review, unless a significant workplace change has taken place or the incumbent has vacated the position.
- 46.4 The reclassification of positions shall be considered by a Reclassifications Committee (the Committee) comprising:
- 46.4.1 a Human Resources Manager or senior HR Officer;
- 46.4.2 a general staff member nominated by the Director, Human Resources, with experience in the area of the position being considered; and
- 46.4.3 two general staff members nominated by the relevant Union.
- 46.5 Upon lodgement of an application for reclassification with Human Resources, Human Resources will establish the Committee, advise the incumbent of lodgement and provide preliminary procedural advice to the incumbent. Human Resources may consider the application and provide a preliminary recommendation to the Committee on whether Human Resources proposes that the reclassification application be accepted and the date from which the reclassification would apply from (Preliminary Reclassification Recommendation) and communicate the application and the Preliminary Reclassification Recommendation to the Committee members via email.
- 46.6 If the Preliminary Reclassification Recommendation is a recommendation to accept the reclassification application then in the absence of any objection notified by a committee member within 5 working days the Preliminary Reclassification Recommendation will apply as the outcome of the reclassification application process.
- 46.7 Otherwise, if there is any objection raised with the Preliminary Reclassification Recommendation or there is no recommendation to approve the application, then the Committee members will seek to reach consensus via email, with an expected 'turn around' time of five (5) working days. If consensus cannot be reached by members of the Committee by email, the Committee will meet as soon as practicable or at the next scheduled meeting, which will occur every two months, unless there are no outstanding reclassification applications to consider.
- 46.8 The Committee shall apply the Standards as the determinant of the classification of positions from HEW 1 to HEW 10. The position title will play no part in the determination of classification.
- 46.9 Human Resources and the Committee will consider a reclassification submission from an employee and/or supervisor who submits that there has been a substantial change to the duties, responsibilities and overall work value of the employee's position such that the position now substantially meets the position classification standards at another level.
- 46.10 The Committee's deliberations shall be based on the approved and signed position description together with the position classification questionnaire signed by the incumbent, supervisor and Dean/Director as well as any other agreed documentation. Where the Committee believes that more information is required in order to clarify the meaning of anything in the documentation, the Committee shall make a request for further agreed documentation in answer to its queries, and if the matter cannot be agreed may make such inquiries as it considers necessary, e.g. workplace visit.
- 46.11 If, in the view of the Committee, the position description and other documentation do not adequately describe the position for the purposes of classifying it, the Committee will seek further information from the applicant and, if required, their supervisor to ensure the position description is accurate and provides an adequate description of the position for resubmission. The applicant may seek advice from Human Resources in relation to the format and structure of the position description, and the classification standards.
- 46.12 Research positions will be classified according to the duties required, not on the basis of the grant funds applied for or received.
- 46.13 The deliberations of the Committee shall be confidential.
- 46.14 The Committee's decision shall be made normally by consensus. If consensus is not achieved, a majority decision prevails but a Committee member can indicate to the Committee that a minority report may be submitted directly to the Director, Human Resources. The Director, Human Resources will forward the Committee's decision and any minority report to the Vice-Chancellor for approval or non-approval within ten (10) working days of the conclusion of the Committee's deliberations. The Vice-Chancellor may seek advice and/or clarification on the Committee's recommendation.
- 46.15 The applicant for reclassification will be notified in writing of the outcome together with the Committee's reasons within three (3) weeks of the conclusion of the Committee's deliberations.

46.16 The effective date of an approved reclassification shall be the date on which the fully completed application for reclassification is received by Human Resources, unless the Committee recommends an earlier date.

47. RECLASSIFICATION REVIEW

47.1 An employee may write to the Vice-Chancellor within ten working days of being informed of the reclassification decision and request a review of the decision. The employee's written request must include evidence of the alleged procedural irregularity, improper documentation or misapplication of the classification descriptors relied on as grounds for review.

47.2 The Vice-Chancellor shall refer the request to a Reclassification Review Committee (Review Committee) comprising:

- 47.2.1 one trained general staff member nominated by the relevant Union;
- 47.2.2 the Director, Human Resources (or nominee); and
- 47.2.3 a Chair who will be a DVC (or equivalent officer) or their nominee and mutually agreed by the Committee.

No member of the original Classification Committee may be a member of the Review Committee.

47.3 The request for review must specify which one or more of the following grounds are relied upon:

- 47.3.1 that the process of decision-making was seriously flawed;
- 47.3.2 that the Committee's deliberations were based on inaccurate or inappropriate documentation; and/or
- 47.3.3 that the classification descriptors (ie the Standards) were not properly applied.

47.4 The Review Committee shall meet and consider an appeal within four weeks (or up to six weeks if agreed between the parties in a particular instance) of receiving the review request.

47.5 The Review Committee may decide to receive only written submissions from the incumbent, the University and the Union, or may decide to conduct a hearing. If the Review Committee finds that any of the grounds for review are made out, it shall determine the appropriate classification for the position.

47.6 The Review Committee will provide reasons for its decision in writing to the relevant parties.

47.7 The recommendation(s) of the Review Committee, namely;

- 47.7.1 that the reclassification review appeal be dismissed; or
- 47.7.2 that the position should be reclassified,

shall be sent to the Vice-Chancellor whose decision is final.

47.8 The effective date of an approved reclassification shall be the date on which the application for reclassification was first received by Human Resources, unless the Review Committee recommends an earlier date.

PART 7: LEAVE, HOLIDAYS AND BALANCING WORK AND PERSONAL RESPONSIBILITIES

48. ANNUAL LEAVE

48.1 An employee (other than a casual employee) is entitled to annual leave at the rate of twenty working days on full pay for each completed year of service. For University purposes, annual leave will be recorded in hours. The annual leave entitlement for full-time academic employees is 152 hours (20 days), and for full-time general staff employees it is 147 hours (20 days). Part-time employees will accumulate an annual leave entitlement pro rata to the full-time entitlement according to their fraction.

48.2 Employees are encouraged to take annual leave to promote a healthier workplace and staff are expected and encouraged to take their annual leave in the year in which it accrues. The dates for taking leave will be agreed between the employee and the University. Prior to taking leave, each employee is responsible for obtaining approval to take their leave, and for regularly taking their leave. Managers are to ensure that leave is taken at a mutually convenient time that meets the operational requirements of the University and the needs of the employee where reasonably possible, provided that, subject to agreement on the timing of the taking of leave as per this sub-clause, the employee shall be entitled to take up to twenty working days annual leave as a single continuous period.

48.3 Where a public holiday occurs during the period of annual leave and such holiday is observed by the University, no deduction will be made for that day from the employee's annual leave.

48.4 DIRECTION TO TAKE EXCESS ANNUAL LEAVE

The University may also direct an employee in writing to take leave at an agreed time within six months from the date of the written direction where the employee has accumulated annual leave in excess of 40 days (or pro-rata for part-time employees), unless the employee has reached a prior agreement with their supervisor. If no agreement is reached, the University may specify the dates when the leave is to be taken, reduce the leave down to 30 days and the employee will be taken to be on leave in accordance with that direction.

48.5 ANNUAL LEAVE UPON TERMINATION OF EMPLOYMENT

Where an employee resigns or retires or is dismissed or otherwise terminated from employment, the employee will receive payment in lieu of annual leave accrued but not taken, provided that, in the event of termination of employment due to the employee's death, such payment shall be made to the legal representative of the employee. In all instances, payment in lieu shall be for all annual leave accrued for each completed year of service plus a pro rata amount for the current year of service calculated on a daily basis.

48.6 SICK LEAVE AND ANNUAL LEAVE

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 health practitioner is submitted for the period of illness, be placed on sick leave and no deduction will be made from annual leave credits for the day(s) in question. If it is not reasonably practicable for the employee to provide the University with a medical certificate from a registered health practitioner, the employee may provide a statutory declaration.

49. ANNUAL LEAVE LOADING

Employees (other than casual employees) who have qualified for four (4) weeks' recreation leave by 31 December will be entitled to payment of an annual leave loading equal to 17.5% of four weeks salary in December each year, subject to a maximum payment equal to the Commonwealth Statistician's average weekly earnings of all Australian males as derived from the most recently published data from the Australian Bureau of Statistics.

Provided that an employee with less than twelve months' service at 31 December (having commenced employment after 1 January, or having terminated employment during the year), will receive a *pro-rata* payment on the basis of completed months of service.

49.1 EXCHANGE OF ANNUAL LEAVE LOADING FOR EXTRA LEAVE

49.1.1 Eligible Employees may elect, in January each year, to receive three and one-half (3.5) days' leave in addition to annual leave. In return they will forfeit their entitlement to payment of annual leave loading in the year in which the additional leave is credited.

49.1.2 The 3.5 extra days' leave are non-cumulative. The leave will be taken in accordance with normal University leave processes. Eligible staff electing this option must also submit a leave booking for the 3.5 days leave at the time in January when the option is exercised. The 3.5 days' extra leave must be taken prior to 31 December.

49.1.3 Eligible Employees are those full or part-time, continuing or fixed-term employees with less than 30 days accrued annual leave at the date on which they elect to exercise this option and who were employed by the University at 1 January in the year which the option is sought to be exercised.

49.1.4 Exit from this option is open only in January each year.

49.1.5 Appropriate reconciliations may be made to the amount of annual leave paid upon termination if the employee ceased employment before 31 December in the year in which the employee had elected this option and had taken the 3.5 days' extra leave prior to cessation of employment.

50. PERSONAL LEAVE

50.1 An employee (other than a casual employee) is entitled to personal leave on full pay at the rate of fifteen working days for each completed year of service from the date of appointment. Such leave will be credited twelve months in advance and for University purposes, personal leave will be recorded in hours, not days. The annual personal leave entitlement for full-time academic employees is 114.0 hours (based on 7.6 ordinary hours per work day), and for full-time general staff employees it is 110.25 hours (based on 7.35 ordinary hours per work day). One day's absence on personal leave for full-time employees will mean a deduction of 7.6 hours for academic

employees, or 7.35 hours for general staff employees, from the personal leave entitlement. Part-time employees are entitled to fifteen days personal leave but at the equivalent *pro rata* number of hours. However, in the first year of appointment:

- 50.1.1 a full-time employee appointed on a continuing basis or on a fixed-term contract for a period of twenty-four months or more will be credited on appointment with the equivalent of two years entitlement to cover the first two years of service. Part-time employees will have a *pro rata* entitlement; and
 - 50.1.2 an employee appointed on a fixed-term contract for a period of less than twenty-four months will be credited on appointment with the amount of leave that would accrue during the period of contract. Provided further that where an employee terminates employment prior to the first anniversary of appointment, and the employee has used in excess of fifteen days personal leave, the University shall be entitled to recoup any days in excess of fifteen days from the employee's termination payments unless the employee can demonstrate to the University's satisfaction that the termination was due to ill health. The demonstration of proof shall be in accordance with this Clause.
- 50.2 The personal leave entitlement in 50.1 will accumulate during periods of continuous service (pro rata for part-time employees) if not taken any personal leave accumulated entitlements will not be paid out on termination of employment.
- 50.3 An employee may take personal leave for any of the following absences:
- 50.3.1 where the employee is unfit for work due to personal illness or injury;
 - 50.3.2 to attend an appointment with a registered health practitioner;
 - 50.3.3 to provide a member of the employee's immediate family or household with care or support due to personal illness or injury, or in relation to a personal emergency affecting such a person. Prior to accessing personal leave for carer's leave purposes an employee (other than a casual employee) can request and be granted up to five (5) days additional leave with pay in a twelve month period (for part-time employees, a pro-rata basis will apply). The five (5) days referred to in this sub-clause is not cumulative;
 - 50.3.4 where a supervisor is of the opinion that a problem is adversely affecting an employee's work performance, such as stress, alcohol or drug dependence, or compulsive gambling, personal leave may be granted to attend an approved rehabilitation program; or
 - 50.3.5 where a supervisor is of the opinion that a problem is adversely affecting an employee's work performance, such as marriage/family matters or domestic violence (and in the case of domestic violence, domestic violence leave in clause 55 has been exhausted), personal leave may be granted to attend to such matters.
- 50.4 An employee must give the University notice of the taking of leave under this clause. The notice:
- 50.4.1 must be given to the employer as soon as practicable (which may be a time after the leave has started); and
 - 50.4.2 must advise the University of the period, or expected period, of the leave.
- 50.5 For any period of absence on paid personal leave described in 50.3.1 or 50.3.2, in excess of three consecutive working days, or in excess of six aggregate working days in any year of service, the employee will, as soon as reasonably practicable, furnish a medical certificate from a registered health practitioner. If it is not reasonably practicable for the employee to provide such a medical certificate, the employee must provide a statutory declaration.
- 50.6 If personal leave is required because of circumstances described in clause 50.3.5 the employee must provide a medical certificate from a registered health practitioner or statutory declaration regardless of the length of the absence, provided that:
- 50.6.1 In some instances, such as in the case of leave relating to domestic violence other evidence such as a police or court report, or document from a lawyer or counselling professional may be acceptable; and
 - 50.6.2 The Director, Human Resources, may at times, also accept other forms of evidence relating to personal leave when it relates to domestic violence.

- 50.7 In other certain circumstances, such as taking a child or elderly parent to a medical appointment, and involving an absence of less than three hours, an employee may seek prior approval from their relevant supervisor to make up the difference in working hours within a week of the absence, or take the time off in lieu of previous additional hours worked.
- 50.8 Where an employee does not produce a medical certificate or statutory declaration as requested by this Clause, the absence shall not be granted as paid personal leave but shall be granted as leave without pay (unless the employee could not comply with the requirement because of circumstances beyond the employee's control). Provided that such absence without a medical certificate may be deducted from the employee's annual leave at the employee's request.
- 50.9 An employee who has exhausted their entitlement to personal leave or who is a casual employee may take up to two day's unpaid personal leave for each occasion when a member of the employee's immediate family or household requires the employee's care or support because of a personal illness or injury or an unexpected emergency affecting the member.
- 50.10 The employee is entitled to unpaid personal leave only if the employee complies with the notice and documentation requirements set out in sub-clauses 50.5 and 50.6 above.
- 50.11 An employee entitled to a period of unpaid personal leave under sub-clause 50.10 for a particular occasion is entitled to take the leave as:
- 50.11.1 single, unbroken period of up to two days; or
 - 50.11.2 any separate periods to which the employee and the University agree.
- 50.12 GENERAL CONDITIONS RELATING TO THE APPLICATION AND APPROVAL OF PERSONAL LEAVE
- 50.12.1 An application for personal leave or utilising Employee Self Service (or its replacement) must be submitted to the relevant supervisor delegated for leave approval.
 - 50.12.2 An employee should endeavour to provide as much notice as possible of the requested leave. If it is not possible for the employee to give prior notice, the employee will notify the supervisor of such absence at the earliest opportunity (by telephone, e-mail, etc.).
 - 50.12.3 The Employee Self Service request for personal leave must outline the reason for the requested leave and the estimated length of absence.
 - 50.12.4 Carer's leave may not be used to substitute for childcare or dependent care arrangements, including on gazetted public holidays or during normal school holiday periods unless the leave is in accordance with sub-clause 50.3.3 above.
- 50.13 Where a Public Holiday observed by the University falls during a period of personal leave, no deduction will be made from the personal leave credits of the employee for that day.
- 50.14 An employee may convert personal leave used pursuant to clause 50.3 on full pay to personal leave on half pay at any time.
- 50.15 Where a period of personal illness or injury sustained by the employee occurs during annual leave or long-service leave and the University receives a medical certificate from a registered health practitioner (or, if it is not reasonably practicable for the staff member to provide such a medical certificate, a statutory declaration made by the staff member) stating that the staff member was unable to attend work or was unfit for duty during that period, the absence shall be counted as personal leave, and that period of annual leave or long-service leave shall be re-credited to the staff member.
- 50.16 Where an employee is continuously absent from duty because of illness beyond a period of thirteen weeks, the employee shall not be permitted to return to duty until a registered medical practitioner approved by the University certifies fitness to return to duty. Where the University has directed their registered medical practitioner to be consulted for these purposes, the medical accounts will be paid for by the University.
- 50.17 An employee who contracts an infectious disease classified as notifiable to the Victorian Department of Health and Human Services, or who is required by a medical practitioner to remain in isolation due to contact with a person suffering from a notifiable infectious disease, will be granted isolation leave on full pay for the required period and no deduction will be made from personal leave credits.
- 50.18 An employee will 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 will be granted with full pay up to fifteen days during each year of service and will not be deducted from personal leave credits. Such leave will accumulate if not taken provided that the total of the accumulated leave will not at any time exceed one hundred days.

51. LONG-SERVICE LEAVE

51.1 An employee shall be entitled to 9.1 weeks of long-service leave after seven (7) years' service and at the rate of 1.3 weeks for every additional year of service thereafter. The calculation of the leave entitlement for casual employees will have regard to the provisions of sub-clause 51.13.

Such leave shall be on full pay, provided that the employee may elect to convert all or part of the period of entitlements to double the period by taking leave on half pay. Subject to clause 51.7 below an employee may take all or part of their accrued long service leave for a continuous period, provided that a minimum continuous period of one week on full pay or two weeks on half pay will be taken at any one time.

51.2 An employee granted long-service leave shall be paid the following rate of pay:

51.2.1 where the employee's service has been constant on a full-time or part-time basis, the leave shall be paid at the employee's ordinary rate of pay;

51.2.2 where the employee's service has been other than constant, the entitlement shall be calculated on the basis of the employee's mean average fraction calculated over the total period of recognised service.

Example 1: An employee works 5 years at half-time, then 5 years at full-time and decides to take long service leave after having accrued a thirteen weeks entitlement after ten years of recognised service. That employee would be entitled to elect between the following two arrangements:

Arrangement 1:

- (i) take 13 weeks off; and
- (ii) be paid at 75% of the employee's normal full-time salary during that leave.

Arrangement 2:

- (i) take 9.75 weeks off (75% of 13 weeks); and
- (ii) be paid at 100% of the employee's normal full-time salary during that leave.

In either case, the balance of leave outstanding would be zero.

Example 2: An employee works 5 years at full-time, then 5 years at half-time and decides to take long service leave after having accrued a thirteen weeks entitlement after ten years of recognised service. That employee would be entitled to:

- (i) take 13 weeks off; and
- (ii) be paid at 75% of the normal full-time salary during that leave.

The balance of leave outstanding would be zero.

51.3 For the purposes of determining an employee's entitlement to long-service leave, the following shall not count as service:

51.3.1 any period of service after the date from which a pension is payable under the provisions 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;

51.3.2 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 sub-clause 51.1 that a minimum of seven years be served before long service leave may be taken; or

51.3.3 any break in service with previous recognised employers as specified in Clause 57 that exceeds six months.

51.4 An employee (other than a casual employee) shall be entitled to have service with previous employers as specified in Clause 57 recognised for the purpose of determining the long-service leave entitlement of the employee provided that:

- 51.4.1 an employee shall make any claim for recognition of prior service within six months of the date of appointment. The University shall, as soon as possible after the date of the employee's appointment, but no later than twelve months from that date, notify the employee in writing as to the amount of prior service recognised for the purposes of long-service leave. The University shall provide details of the process for the recognition of prior service to the employee in the letter of appointment; and
- 51.4.2 the amount of service with previous employers recognised for long-service leave purposes shall not normally exceed seven years but the University will take into account service from recognised previous employers who require ten years or more service to be worked before long service leave can be taken or paid out.
- 51.5 Where service with a previous recognised employer as specified in Clause 57 is recognised for long-service leave credit, the University may require that a period of service with the University of not greater than three years be completed before an employee is eligible to take long-service leave.
- 51.6 Subject to sub-clause 51.7, an employee with seven or more years of service shall be entitled to take long-service leave at a time of the employee's choosing provided that at least six months written notice is given by the employee of the intention to take such leave or, in the absence of such notice, the relevant delegated supervisor is satisfied that alternative arrangements can be made to cover the workload of the employee.
- Notwithstanding the above, where an employee applies to take long-service leave during a period which partially or completely overlaps with a period of long service leave already granted to another employee within the same work area, approval of such leave shall be subject to the operational requirements of the work area. However, such leave shall not be refused unless the relevant delegated supervisor provides written reasons why operational requirements will be adversely affected by the taking of the leave. Provided that a single employee shall not have a second application for long service leave, on different dates, refused for the same reason.
- 51.7 Where an employee has a long-service leave balance of 20 weeks or more, the University may initiate the following steps to reduce the employee's long service leave balance to an acceptable level:
- 51.7.1 in the first instance a bona fide effort will be made to reach an agreement with the employee as to mutually suitable dates for the taking of that leave;
- 51.7.2 the employee shall not be required to take long service within 24 months of the intended date of the employee's retirement;
- 51.7.3 in the absence of an agreement and subject to clause 51.7.1, the University may direct the employee to take leave at a particular time that would reduce the long service leave credit to no less than thirteen (13) weeks at the time the leave period has concluded. The University must give the employee at least six (6) months written notice of the direction to take leave; and
- 51.7.4 in any case where an employee has taken long-service leave pursuant to this sub-clause, the University shall not require the employee to take a further period of leave for two years after the end of that period of leave.
- 51.8 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 long-service leave credits of the employee.
- 51.9 An employee or, where applicable, the employee's legal representative, shall be entitled to payment in lieu of long-service leave accrued but not taken as at the date of termination of employment where:
- 51.9.1 the employment of the employee terminates for any reason after 7 years or more of service, including service recognised with another employer. For example, an employee who resigns after 7 years' service will be entitled to receive payment of 9.1 weeks or 45.5 days which is pro-rata to the full entitlement of 13 weeks for ten years continuous service;
- 51.9.2 after four years' service with the University, the employee retires on the grounds of ill health, age, or the employee dies; or
- 51.9.3 in the case of retrenchment, payment in lieu shall be for all long-service leave accrued for each completed year of service plus a pro rata amount for the current year of service calculated on a daily basis.
- 51.10 Where payment is made in lieu of long-service leave accrued but not taken, the amount of such pay shall be computed on a daily basis equivalent to 1.3 weeks per annum.

- 51.11 An employee cannot elect to cash out any of the employee's long-service leave entitlement, except in the circumstances described in sub-clause 51.9.
- 51.12 An employee must not work for hire or reward whilst they are taking long service leave.
- 51.13 CASUAL EMPLOYEES
- 51.13.1 A casual employee who has had continuous employment with Federation University Australia or its predecessors of 10 years or more service shall be entitled to long-service leave, calculated on their average service fraction, over the full 10 years of continuous service.
- 51.13.2 Prior employment with other employers does not count towards any long-service leave entitlement.
- 51.13.3 For long service leave purposes casual employment with the University is regarded as continuous if:
- (i) there is no more than an absence of three months between each instance of employment in the period; or
 - (ii) there is more than an absence of three months between two particular instances of employment but the length of the absence is due to the terms of the engagement of the employee by the University;
- 51.13.4 For the purposes of working out when a casual employee becomes entitled to long service leave only two-thirds of the employee's continuous employment with the University completed before 1 January 2006 counts as continuous service.

52. PARENTAL LEAVE

The aims of this Clause are to enhance further the ability of University employees to balance their work and non-work commitments, and to attract and retain female employees.

Parental leave is leave associated with the birth, adoption or permanent care of a child.

For the purposes of this clause, "eligible casual employee" means a casual employee employed by the University on a regular and systematic basis for several periods of employment or on a regular and systematic basis for an ongoing period of employment during a period of at least 12 months, who has, but for the pregnancy or the decision to adopt, a reasonable expectation of ongoing employment.

52.1 MATERNITY LEAVE

The provisions of this sub-clause apply to full-time, part-time and eligible casual employees but do not apply to other casual employees.

- 52.1.1 An employee who becomes pregnant is entitled to a period of up to fifty-two weeks maternity leave. Such leave will be taken within the period from twenty weeks before the expected date of delivery to fifty-two weeks after the commencement of the period of paid leave.
- 52.1.2 By agreement with the University, the maternity leave may be taken in more than one consolidated period but for not more than two (2) separate periods.

52.2 ADOPTION LEAVE AND PERMANENT CARE LEAVE

The provisions of this sub-clause apply to full-time, part-time and eligible casual employees but do not apply to other casual employees.

- 52.2.1 An employee who adopts a child who is under eighteen (18) years of age or becomes the permanent carer of a child is entitled to a period of up to fifty-two (52) weeks of adoption leave or permanent care leave, commencing from the date of placement of the child.
- 52.2.2 Adoption leave may not be accessed for a child who has been living with the employee or the employee's partner (including same-sex partner) of an employee prior to the employee adopting the child, and can only be accessed when the employee becomes the legal parent of the child and is the primary care-giver (i.e. the employee (parent) has dedicated responsibility for the day-to-day care of the child).

52.3 CONDITIONS FOR PAID MATERNITY, ADOPTION LEAVE, PERMANENT CARE LEAVE AND ADDITIONAL UNPAID LEAVE

- 52.3.1 Where an employee (other than a casual employee) has completed less than twelve months service at the time the leave is to begin, the employee shall receive a paid pro-rata entitlement based upon fourteen (14) weeks for 12 months, for each completed month of service of maternity, adoption or permanent care leave on full pay. For example an employee with 6 completed months of service at the time the leave is to begin will receive 7 weeks maternity or adoption leave on full pay. A return-to-work bonus does not apply.
- 52.3.2 Where the employee (other than a casual employee) has completed twelve months service at the time the leave is to begin, fourteen weeks of this maternity, adoption or permanent care leave will be on full pay and an additional return-to-work bonus of the equivalent of twelve weeks' salary will be paid. The return-to-work bonus is repayable if the employee does not return to work.
- 52.3.3 Where a staff member does not remain in the employ of the University for a period of at least twelve (12) months after returning to work following a period of maternity, adoption or permanent care leave, the twelve week return to work bonus must be repaid to the University on a proportional basis. The amount to be repaid will be reduced on the basis of a proportional reduction for each completed month of service during the initial twelve months' of the employee's return to work.
- 52.3.4 The return-to-work bonus will be used to facilitate re-entry into the workplace and may be used in any of the following ways:
- (i) paid as equal instalments over six fortnights;
 - (ii) to offset associated costs, such as childcare;
 - (iii) working reduced hours on a graduated return to work program; or
 - (iv) as a cash grant to re-establish an academic or professional career.
- 52.3.5 The employee may apply to access all or part of the return-to-work bonus prior to returning to work.
- 52.3.6 For part-time employees, the paid portion of the leave will be paid at the proportionate part-time rate of pay. Where a full-time employee has converted to part-time employment prior to going on maternity leave for reasons related to the pregnancy, she will be paid at the full-time rate of pay.
- 52.3.7 An employee may elect to take the paid maternity, adoption, or permanent care leave entitlement at half pay. All leave accruals and superannuation contributions during the period of paid maternity, adoption or permanent care leave at half pay will be calculated on a *pro rata* basis. Where the employee elects to maintain superannuation contributions at a notional full-time rate, they will be responsible for making the necessary arrangements for maintaining the notional full-time rate for both the employee and employer contribution.
- 52.3.8 In addition to the period of fifty-two weeks leave referred to in sub-clauses 52.1 and 52.2 an employee may apply to the University for additional unpaid leave. Subject to operational requirements, an additional period of up to twelve months unpaid leave will be granted.
- 52.3.9 If requested by an employee, any paid portion of parental leave may be paid as a lump sum.

52.4 PARTNER LEAVE

The provisions of this clause apply to full-time, part-time and eligible casual employees but do not apply to other casual employees.

An employee will be entitled to partner leave as follows:

- 52.4.1 Where the partner (who is an employee) is not the primary care-giver of the child, the employee will be entitled to ten working days paid partner leave, or ten working days unpaid partner leave in the case of an eligible casual employee, to be taken during the period three months prior to and three months after the birth or at the time of placement. For fractional or part-time employees, the paid portion of the leave will be paid at the appropriate fractional rate of pay.
- 52.4.2 In addition to 52.4.1 a further ten working days unpaid partner leave or, if birth is by caesarean section, twenty working days unpaid partner leave will also be available to enable access to the Australian Government's Dad and Partner Pay where the employee meets the Australian Government's eligibility requirements. This leave may be taken at any time during the fifty-two weeks following the date of birth or date of adoption however in the case of birth by caesarean section it must be taken within the six (6) week period immediately following the date of birth.

- 52.4.3 Where the partner (who is an employee) is the primary care-giver of the child, the employee will be entitled to a further unbroken period of unpaid leave in addition to the leave provided in sub-clauses 52.4.1 and 52.4.2 above, provided the total period of partner leave under 52.4.1, 52.4.2 and 52.4.3 does not exceed 52 weeks. Leave under this sub-clause shall be reduced by any period of maternity or adoption leave taken by the other partner and shall not be taken at the same time as that maternity or adoption leave, except during the eight weeks following the birth or placement of the child.
- 52.4.4 In addition to the periods of partner leave referred to in sub-clause 52.4.3 above, a partner who is an employee (other than a casual employee) may apply to their supervisor for additional unpaid partner leave. Subject to operational requirements, an additional period of up to twelve months unpaid leave will be granted.
- 52.4.5 Paid partner leave cannot be taken concurrent to the Australian Government's Dad and Partner Pay. An eligible working dad or partner may receive up to two weeks' Dad and Partner Pay at the National Minimum Wage when on approved unpaid leave from the University. Dad and Partner Pay is administered directly between the Employee and the Department of Human Services, and does not involve the University.

52.5 FOSTER PARENT LEAVE

From the time that the child enters their care, an employee (other than a casual employee) acting as the primary carer of a foster child on a long-term placement will be entitled to:

- 52.5.1 three weeks leave on full pay or six weeks leave on half pay if the child is younger than five; or
- 52.5.2 two weeks leave on full pay or four weeks leave on half pay if the child is five and over.

52.6 GENERAL CONDITIONS OF LEAVE

- 52.6.1 Unless it is impracticable, an employee will provide their supervisor with at least ten weeks' notice of the intention to take parental leave and at least four weeks' notice of the date on which the parental leave will commence.
- 52.6.2 An employee who has taken maternity leave will not be eligible for partner leave in respect of the same child.
- 52.6.3 Adoption leave and permanent care leave may be taken by either parent, except that where both parents are employed by the University, one employee's paid adoption leave entitlement or permanent care leave will be reduced by any period of paid adoption leave taken by the employee's partner (including same-sex partner).
- 52.6.4 Appropriate certification relating to the birth, adoption or permanent care of the child and, where appropriate, the employee's legal responsibility must be produced if required by the University.
- 52.6.5 The University may direct an employee to commence maternity leave at any time within six weeks before the expected date of birth, provided that:
- (i) written notice of such a direction of at least fourteen working days shall be given to the employee; and
 - (ii) the employee shall be entitled to remain on duty upon the submission of a certificate from a registered medical practitioner stating that she is fit to work.

52.7 FIXED-TERM APPOINTMENTS

- 52.7.1 An employee employed on a fixed-term contract of employment will cease to have an entitlement to parental leave upon the expiration of the contract, except as provided for in sub-clauses 52.7.2 and 52.7.3 below.
- 52.7.2 An employee employed on a fixed-term contract of employment whose contract expires when she is at least twenty weeks pregnant, and whose employment is not continued beyond the expiry date of the contract, will be entitled to payment of the fourteen week paid maternity leave entitlement subject to fulfilling any eligibility requirements unless:
- (i) she was offered and refused another contract of employment (on grounds other than pregnancy) broadly comparable to her existing position; or
 - (ii) a significant majority of the duties and responsibilities of the existing position are no longer being performed.

52.7.3 An employee employed on a fixed-term contract who is on maternity leave at the expiry of the contract and who is subsequently employed on a further employment contract for the same position after a gap in time, not being longer than twelve months from the date of taking maternity leave, will be entitled to the fourteen week paid maternity leave entitlement subject to fulfilling the eligibility requirements set out in this Clause.

52.8 CONTINUITY OF SERVICE AND OTHER CONDITIONS OF EMPLOYMENT

52.8.1 Absence on parental leave will not break continuity of service with the University.

52.8.2 Absence on paid parental leave will count as service for all purposes. Annual and long-service leave will accrue during periods of paid parental leave at the rate salary is earned.

52.8.3 Incremental progression will continue during periods of paid parental leave and will not be affected by periods of unpaid parental leave where that leave is for periods of less than six months.

52.8.4 Absence on unpaid parental leave will not count as service for the purposes of:

- (i) long-service leave unless the employee has completed ten years' service with the University and the period of unpaid parental leave taken is less than 6 months; or
- (ii) annual leave.

52.8.5 An employee may elect to cover any of the period of unpaid parental leave by taking accrued annual leave and/or long-service leave.

52.8.6 The return to work bonus will not be treated as part of an employee's ordinary time earnings unless it is in accordance with prevailing legislation and Australian Tax Office rulings.

52.8.7 Where a public holiday occurs during the period that an employee is absent on paid parental leave of up to fourteen (14) weeks as provided by the above provision, and such holiday is observed by the University, then that day or days shall be added to the amount of paid parental leave that is due to the employee.

52.9 UNPLANNED CESSATION OF PARENTAL LEAVE

52.9.1 If parental leave has commenced, or has been approved but not commenced, and:

- (i) in the case of maternity leave, the pregnancy of the employee terminates other than by the birth of a living child, or the employee's child dies during the period that the employee is on leave; or
- (ii) in the case of adoption leave, the child dies during the period that the employee is on leave.

the employee will be entitled to a maximum of fourteen weeks paid leave from the date or expected date of birth or placement of the child and to other unpaid leave as will bring the aggregate leave to a continuous period not exceeding six calendar months or to such longer periods as may be certified by a medical practitioner up to a maximum of twelve months.

52.9.2 A medical certificate will be required to support any period of leave pursuant to sub-clause 52.9.1 above.

52.10 RESUMPTION OF DUTY

52.10.1 An employee shall confirm their intention to return to work by providing written notice to the relevant supervisor of not less than eight weeks prior to the expiration of the period of parental leave.

52.10.2 One of the benefits of providing effective leave around maternity and child rearing is to encourage employees to return to work in normal circumstances. Good practice industrial principles should apply, including guaranteeing that employees can return to their existing position and level or alternative position and level with no disadvantage after embarking on parental leave.

52.10.3 Where the employee's parental leave absence is twelve months or less, the employee is entitled to return to the position held immediately before taking parental leave. If that position no longer exists, or if the employee is returning to work after an absence of more than twelve months, the University shall endeavour to employ the employee in a position commensurate with the classification and duties for which the employee is qualified, provided that the position is at the substantive grade held prior to commencement of parental leave. If this is not feasible, it may be necessary to implement redundancy provisions as outlined in this Agreement.

- 52.10.4 An employee on parental leave will be consulted concerning any significant change in responsibilities of the position the employee held before commencing parental leave.
- 52.10.5 An employee returning to duty after working a reduced time fraction because of the pregnancy shall be returned to the position and time fraction held immediately prior to working part-time. Where it is not feasible to return the employee to the same position, the employee shall be placed in a position as nearly comparable to that of the former position.
- 52.10.6 Employees may negotiate return to work from a period of parental leave earlier than the date originally approved.
- 52.10.7 An employer must not fail to re-engage a casual employee because:
- (i) the employee or employee's spouse is pregnant; or
 - (ii) the employee is or has been immediately absent on parental leave.

52.11 RETURN TO WORK ON A PART-TIME BASIS FOLLOWING PARENTAL LEAVE

- 52.11.1 The University is committed to family-friendly work practices and will give due consideration to assisting employees to balance work and family needs subject to the requirements of the work unit.
- 52.11.2 A full-time employee may apply to return to work from a period of parental leave on a part-time basis until the child reaches school age, to assist the employee in reconciling work and family responsibilities.
- 52.11.3 An application to return to work on a part-time basis must be made at least eight weeks prior to the completion of the parental leave.
- 52.11.4 If it is not practicable for an employee to resume work on a part-time basis in the position which the employee held prior to taking parental leave, the employee will be so advised and provided with justifiable reasons as to why the request cannot be complied with. However, if in such circumstances the University identifies a suitable vacant position in which the employee may be placed on a part-time basis, and the employee agrees, the employee will be placed in the alternate position and be paid the appropriate proportion of the salary applicable to that position for the period of part-time employment.
- 52.11.5 Where a period of part-time employment and a period of parental leave are for a total period of twelve months or less, the employee is entitled to return to the position held immediately before taking parental leave. If that position no longer exists, or if the total of part-time employment and parental leave is more than twelve months, the employee will return to a position commensurate with the classification and duties for which the employee is qualified, provided that the position is at the substantive grade and same time-fraction held prior to commencement of parental leave. If this is not feasible, it may be necessary to implement redundancy provisions as outlined in this Agreement.

53. CULTURAL AND CEREMONIAL LEAVE

The parties to this Agreement recognise that the cultural diversity of the University workforce means that some staff may celebrate cultural or religious days of observance which do not coincide with existing public holidays.

A supervisor may require reasonable evidence in support of a request for leave under this clause.

53.1 ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL AND CEREMONIAL LEAVE

Employees who identify as being of Aboriginal or Torres Strait Islander descent shall be entitled to up to three (3) days paid leave per calendar year, and leave without pay up to a maximum of ten working days per calendar year for the purpose of fulfilling cultural and/or ceremonial obligations. Such obligations may be 'traditional' or 'urban' in nature and may include initiation, birthing and naming, funerals in cases where the deceased person is not a member of the employee's immediate family or household as defined in clause 3 but is nonetheless significant to the employee, smoking or cleansing and sacred site or land ceremonies, and preparation for and attending community organisation business, National Aboriginal and Islander Day Observation Committee Week functions, or other relevant cultural events.

Where it can be demonstrated that the three days referred to above are not sufficient, an employee may access a further two (2) days from the employee's personal leave entitlement if available.

An employee may elect to use annual leave in lieu of any unpaid leave granted in accordance with the above provision.

Casual employees who identify as being of Aboriginal or Torres Strait Islander descent shall be entitled to up to a maximum of ten days unpaid leave in any twelve month period for the purpose of fulfilling cultural/ceremonial obligations.

53.2 OTHER CULTURAL AND RELIGIOUS LEAVE

An employee who is adherent to and celebrates cultural or religious days of observance shall be entitled to up to three days paid leave (unpaid leave for casuals) per calendar year for the purpose of fulfilling or observing cultural or religious obligations. Where this involves further time away from work, suitable arrangements could include re-scheduling of work commitments or use of annual leave.

Where it can be demonstrated that the three days referred to above are not sufficient, an employee may access a further two (2) days from the employee's personal leave entitlement if available.

53.3 TOTAL ENTITLEMENT UNDER THIS CLAUSE

Without increasing either entitlement above, the total combined leave entitlement under clauses 53.1 and 53.2 for any employees who identify as being of Aboriginal or Torres Strait Islander descent will not exceed five days paid leave and ten days unpaid leave per calendar year.

Such leave does not accumulate from year to year and cannot be paid out on termination of employment.

54. COMPASSIONATE LEAVE

54.1 An employee (other than a casual employee) is entitled to a period of up to three days of paid compassionate leave for each occasion:

54.1.1 to spend time with a member of employee's immediate family or household who contracts or develops a personal illness or sustains a personal injury that poses a serious threat to that person's life; or

54.1.2 after the death of a member of the employee's immediate family or household.

54.2 An employee may add an additional two days paid leave, providing for up to a total leave period of five days where:

54.2.1 there is a need to attend a funeral overseas, or where long distance travel is involved, e.g. interstate;

54.2.2 there is an urgent need to visit a family member overseas, or in situations where the visit would require long distance travel, e.g. interstate, because that family member has contracted or developed a personal illness or sustained a personal injury that poses a serious threat to that person's life; or

54.2.3 an Aboriginal and Torres Strait Islander staff member who is required for "indigenous business" relating to a funeral of an immediate family member.

54.3 An employee may add to the entitlement under clause 54.1 or 54.2 by utilising other forms of paid or unpaid leave.

54.4 An employee entitled to a period of compassionate leave under sub-clause 54.1 or 54.2 for a particular occasion is entitled to take the compassionate leave as:

54.4.1 a single, unbroken period of three days (five days as provided for 54.2); or

54.4.2 any separate periods to which the employee and the University agree.

54.5 In order to be entitled to compassionate leave, the employee must provide to the University any evidence that the University reasonably requires of the illness, injury or death.

54.6 A casual employee is entitled to the provisions of this clause excepting that all compassionate leave taken shall be unpaid.

55. MISCELLANEOUS AND OTHER LEAVE

An employee (other than a casual employee, with the exception of domestic violence leave) is entitled to paid leave in the following circumstances:

55.1 DOMESTIC VIOLENCE LEAVE

- 55.1.1 The University recognises that employees may sometimes experience situations of violence or abuse in their personal life that may affect their attendance or performance at work. The University is committed to providing support to employees who experience domestic violence.
- 55.1.2 The University accepts the definition of domestic 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/household member.
- 55.1.3 Any personal information provided in relation to situations of domestic violence shall be kept confidential.
- 55.1.4 Employees experiencing family/domestic violence are entitled to up to ten (10) days paid leave per calendar year to attend to medical appointments and legal proceedings, seek safe housing and other activities linked to dealing with domestic violence. This domestic violence leave of ten (10) days does not accumulate from one year to the next.
- 55.1.5 In addition to the entitlement in sub-clause 55.1.4 the University will offer employees experiencing family/domestic violence a broad range of support. This includes where appropriate:
- (i) access to personal leave, annual leave or leave without pay once the five days leave has been exhausted;
 - (ii) changes to hours of work and other appropriate flexible working arrangements, including changes to working times;
 - (iii) changing work location, agreed alternative duties, telephone number or email address; and
 - (iv) additional leave with pay which may be available upon application to the Director, Human Resources.
- 55.1.6 Supporting evidence of dealing with domestic violence may be required by the University and may take the form of a document issued by the police service, a court, a medical practitioner, a domestic violence support service or lawyer, a counselling professional, a statutory declaration, or other evidence acceptable to the University.

55.2 JURY SERVICE AND COURT APPEARANCES

An employee who is required to attend for Jury Service or to attend any court of law as a witness during their ordinary working hours will be granted paid leave for their ordinary hours of work. Paid leave is conditional upon production of a certificate from the court indicating attendance is required.

55.3 AUSTRALIAN DEFENCE FORCE RESERVE

- 55.3.1 If an employee is a member of the Australian Defence Force Reserves the employee is entitled to:
- (i) up to 10 days leave on full pay per calendar year to attend routine defence training or defence service activities, e.g. annual training camp; and
 - (ii) up to 10 days leave on full pay per calendar year for special purpose defence training or defence service activities.
- 55.3.2 The University shall not hinder an employee from rendering defence services.
- 55.3.3 Sufficient notice and reasonable evidence should be provided to the University of leave to be taken, and, an employee should seek to identify alternative dates for defence service where it causes significant difficulties for the University.

55.4 EMERGENCY ASSISTANCE

- 55.4.1 As a member of a voluntary organisation, to assist in emergencies where the organisation is called Upon to assist by the government or by a competent authority under the State Disaster Plan.
- 55.4.2 Where the employee responds to a call for volunteers to meet a declared bushfire or other Voluntary Emergency Management Activity.

55.5 BLOOD DONOR LEAVE

To donate blood, subject to the operational requirements of the University.

55.6 HOUSE RELOCATION LEAVE

The University will provide up to two days' paid leave when it requires an employee to perform all or the majority of the employee's duties at a campus other than the employee's previous campus location and the employee elects to relocate to a primary place of residence more convenient for travelling to such new campus. Access to this leave will be limited to change of campus where over 50 kilometres of travel (each way) is involved.

55.7 CARING FOR A CHILD ON A PUPIL/STUDENT-FREE DAY

An employee may be granted up to three (3) days paid leave in any calendar year to care for their child due to an officially designated student or pupil free day. Documented evidence will be required from the relevant primary or secondary school and must be provided with the lodgement of the leave request from the employee. This leave must not be used to substitute for childcare or dependent care arrangements, including care requirements on gazetted public holidays or during normal school holiday periods.

55.8 OTHER SPECIAL CIRCUMSTANCES

Other special circumstances as approved by the Director, Human Resources. This may include leave to attend to matters of a personal and pressing nature that require immediate attention.

An employee is entitled to unpaid leave in the following circumstances:

55.9 ELECTION LEAVE

An employee is entitled to leave without pay to contest an election where the employee is a candidate for election to Federal or State Parliament.

55.10 A casual employee is entitled to the provisions of this clause (55) excepting that all leave shall be unpaid save for Domestic Violence Leave as stipulated in sub-clause 55.1.4.

55.11 In cases under sub-clause 55.2 or 55.3 involving less than 3.67 hours, an employee may negotiate time off with their relevant supervisor and make up the difference in working hours at a later period or may take the time off in lieu of previous additional hours worked.

56. LEAVE TO COUNT AS SERVICE

56.1 Without detracting from what may be specified elsewhere in this Agreement, the following shall count as service in determining the entitlement of an employee to leave for all other purposes:

- 56.1.1 Any period of paid leave with long service taken on half pay counting as normal service (except for superannuation purposes);
- 56.1.2 Any continuous period of sick leave without pay not exceeding twenty working days;
- 56.1.3 Any period of sick leave without pay not exceeding in the aggregate twenty working days in any year of service;
- 56.1.4 Any period of paid parental leave;
- 56.1.5 Any period of leave without pay for the purpose of contesting elections to Federal or State Parliament; and
- 56.1.6 Any other period of unpaid leave, whether continuous or aggregate, not exceeding twenty working days in any year of service;

56.2 For the purpose of determining an employee's entitlement of long-service leave, where the employee's service is not continuous, the aggregate period of service including service recognised from previous employers shall count as service.

57. RECOGNITION OF PRIOR SERVICE FOR THE PURPOSES OF SICK LEAVE AND LONG-SERVICE LEAVE CREDITS

57.1 For all employees commencing employment with the University on or after the date of certification of this agreement, the University will recognise prior service for the purposes of sick leave and long-service leave credits only as follows:

- 57.1.1 With other publicly-funded Australian Universities and TAFE Colleges/Institutes; and

- 57.1.2 With privately-funded Universities whose Chief Executive Officer is a member of Universities Australia.
- 57.2 Provided that an employee will not be entitled to have service recognised from the organisations specified in sub-clause 57.1 above, if the employee's break in service exceeds six months. This also applies to former University employees who re-join the University after a period of six months.
- 57.3 Notwithstanding any of the above, service in other circumstances may be recognised at the discretion of the Vice-Chancellor or the Vice-Chancellor's nominee.
- 57.4 Where service with a previously recognised employer is accepted for long-service leave credit, the University may require that a period of service with the University of not more than three years be completed before an employee is eligible to take long-service leave.
- 57.5 Entitlements of employees engaged prior to the date of operation of this Agreement are not affected by the operation of this Clause and will remain as per the previous Agreement or as outlined in their employment contract.
- 57.6 Where more than seven years' service is recognised by this University from other organisations or where there is entitlement to be paid out long-service leave accruals, new employees must seek to be paid out any such entitlement from their previous employer. Such service will count only towards the period of qualifying service for long-service leave and will not be subject to leave credits.
- 57.7 All recognition of casual service for long service leave shall be in accordance with clause 51.13 of this Agreement.
- 57.8 Any period of up to 52 weeks break between fixed term appointments with the University shall not constitute a break in service (however the period of the break in service will not count as service) if:
- 57.8.1 the break commenced not less than thirteen weeks before the expected birth of a child to the employee or the employee's spouse;
 - 57.8.2 at the commencement of the break, the employee had at least 12 months' service with the University;
 - 57.8.3 the employee was the primary care-giver following the birth of that child;
 - 57.8.4 the employee did not engage in employment during the break (other than on an occasional or short-term and ad hoc basis); and
 - 57.8.5 the University is advised of these circumstances no later than three months after the re-commencement of employment after the break.

The University may require an appropriate declaration of facts to support such advice, and shall not refuse to employ a person because they have or may have an entitlement to continuity of service in these circumstances.

58. PUBLIC HOLIDAYS AND CHRISTMAS/NEW YEAR CLOSEDOWN

All Campuses

- 58.1 PUBLIC HOLIDAYS
- 58.1.1 All employees shall be entitled to holidays on the following days:
 - (i) New Year's Day, Good Friday, Easter Saturday, Easter Monday, Easter Tuesday, Christmas Day, Boxing Day; and
 - (ii) those prescribed by the relevant government authority as Australia Day, ANZAC Day, Queen's Birthday and Labour Day.
 - 58.1.2 When Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 27 December.
 - 58.1.3 When Boxing Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 28 December.
 - 58.1.4 When New Year's Day, Australia Day or ANZAC Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.
 - 58.1.5 The University and its employees may agree to substitute another day for any holiday prescribed in this clause.

- 58.1.6 Where in Victoria or in the relevant local government area or locality where a University Campus is located, other public holidays are declared or prescribed other than those set out in sub-clause 58.1.1, those days, subject to sub-clauses 58.1.7 and 58.2.2, shall constitute additional paid holidays for the purpose of this Agreement.
- 58.1.7 The employees and the University agree that Ballarat Show Day or other Show Days, Melbourne Cup Day or other City Cup Days, Ekka Wednesday in Brisbane, and any other cup or show day, howsoever called, that may be declared or prescribed are not observed as public holidays, and are subject to the arrangements set out in sub-clause 58.2.2. To avoid doubt, employees will only be entitled to be paid their ordinary rate of pay if they work on one of these days, and will not be entitled to be paid any additional allowance, penalty or loading that may otherwise apply.
- 58.1.8 Provided that an employee who does not have ordinary hours of work on the public holiday, or is not rostered to work on that day, will not be entitled to payment for the public holiday, provided that:
- (i) this is subject to clause 58.2.2;
 - (ii) where a public holiday (or in the case of substitution, a substitute day) falls on a Rostered Day Off, the University will grant an additional day's pay or leave at ordinary time, to be taken at a mutually agreed time; and
 - (iii) no deduction will be made from annual, personal or long service leave credits for a public holiday (or in the case of substitution, a substitute day) which occurs during a period of leave.

58.2 CHRISTMAS/NEW YEAR CLOSEDOWN

- 58.2.1 The University will close normal operations between Christmas Eve and the working day following the New Year's Day public holiday.
- 58.2.2 The closedown period will constitute five weekdays during which the University will be closed. Two of those days will be observed as the Christmas Day and Boxing Day public holidays (or public holiday/s in lieu thereof) and the three remaining weekdays will be granted to all employees as days off work and will be paid at the ordinary hourly rate for those days that they would otherwise have been rostered or required to work. Those days will form, in part, substitution for the University not observing the days referred to in sub-clause 58.1.7.

59. OUTSIDE STUDIES PROGRAM (ACADEMIC EMPLOYEES)

- 59.1 The Outside Studies Program (OSP) enables 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 an appropriate matter of OSP.
- 59.2 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.
- 59.3 The OSP will be designed to support the continual professional development of academic staff in order to assist the University to attain its objectives.
- 59.4 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.
- 59.5 OSP will provide an employee with the opportunity, uninterrupted by teaching or other duties:
- 59.5.1 To undertake professional development relevant to research, teaching, the supervision of postgraduate students and/or professional or creative activity; and
 - 59.5.2 To do one or more of the following:
 - (i) engage in research;
 - (ii) engage in the scholarship of teaching;
 - (iii) maintain and improve professional and vocational knowledge;
 - (iv) practise as an artist or performer;
 - (v) obtain experience in the work for which the employee is preparing students; and/or
 - (vi) gain academic leadership and management experience.

PART 8: WORKERS' COMPENSATION, ILL HEALTH RETIREMENT, INSURANCE

60. WORKERS' COMPENSATION LEAVE AND MAKE-UP PAY

- 60.1 An employee who suffers injury causing partial or total incapacity for work who receives compensation under the *Workplace Injury Rehabilitation and Compensation Act 2013* (Vic), or other state equivalent legislation, will be granted leave and paid make-up pay in accordance with this clause.
- 60.2 An employee who receives workers' compensation leave will have any personal leave credits that were used during the period of the injury re-credited.
- 60.3 Make-up pay shall not exceed a continuous period of fifty-two (52) weeks or an aggregate period of fifty-two (52) weeks in respect of any one injury. Make-up pay will be the employee's pre-injury average weekly earnings excluding travelling or car allowance, incidental expenses, payment of a temporary nature less any amount payable as compensation and less any amount the employee is earning during employment by reasons of partial incapacity, whether the employment is with the University or any other employer.
- 60.4 The University will make a return to work offer of duties as part of the return to work process. Failure to respond to the offer within ten (10) working days (agreed) and/or failure to accept the offer other than on medical or other reasonable grounds will lead to the cessation of the make-up leave payments until a return to work occurs. The period of cessation will be included in the calculation of the entitlement under clause 60.3. The return to work offer of duties is an offer of temporary, alternative or modified duties as part of a return to work plan. It does not constitute an offer of suitable employment.
- 60.5 An employee who has suffered injury causing total or partial incapacity for work will be entitled, upon returning to full duty at the University, to occupy a position equivalent to that occupied by the employee immediately prior to the occurrence of the injury.
- 60.6 An employee who recovers damages in respect of the injury for which the employee has received make-up pay shall repay this make-up pay to the University provided that the damages so recovered include payment for loss of income.
- 60.7 Once the defined period of make-up pay referred to above ceases and while an employee remains on workers' compensation (WorkCover), any entitlement to further leave accrual in respect of recreation leave, personal leave or long service leave ceases.

61. TERMINATION OF EMPLOYMENT ON THE GROUNDS OF ILL HEALTH

- 61.1 Where an academic supervisor, Head of Faculty/Section considers that the capacity of an employee to perform the duties of the employee's position is in serious doubt due to health reasons, the employee should in the first instance attempt to discuss the possible health issue with the employee.
- 61.2 Where, following the discussions referred to in sub-clause 61.1, the academic supervisor, Head of Faculty/Section remains concerned about the potential health issue, or where no such discussions are possible because of the employee's state of health, the supervisor may refer the matter to the relevant Pro Vice-Chancellor/Deputy Vice-Chancellor or the Chief Operating Officer for further action. The supervisor should clearly advise the Pro Vice-Chancellor/Deputy Vice-Chancellor/Chief Operating Officer of how the health issue has manifested itself in the workplace. A copy of the advice will be provided to the employee concerned.
- 61.3 Where the Pro Vice-Chancellor/Deputy Vice-Chancellor/Chief Operating Officer is of the view that genuine health issues may exist which would prevent the employee performing the employee's duties, the Pro Vice-Chancellor/Deputy Vice-Chancellor/Chief Operating Officer may direct the employee, in writing, to undergo a medical examination by a medical practitioner chosen by the University at the expense of the University.
- 61.4 The Pro Vice-Chancellor/Deputy Vice-Chancellor/Chief Operating Officer will provide an employee with written notice that he/she must present within two months for a medical examination. 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 benefit pursuant to the rules of the superannuation fund, the requirement for a medical examination under sub-clause 61.3 above will lapse and no further action will be taken by the University under this Clause.
- 61.5 The medical practitioner will, as far as possible, apply the same standards that would be used by the employee's superannuation scheme in granting permanent disablement or other similar benefit. A copy of the medical report made by the medical practitioner pursuant to sub-clause 61.3 will be provided to the Pro Vice-Chancellor/Deputy Vice-Chancellor/Chief Operating Officer and to the employee.

- 61.6 If the medical examination referred to in sub-clause 61.3 above finds that:
- 61.6.1 the condition is essentially irreversible;
 - 61.6.2 the employee is unable to perform the employee's duties (or suitable alternative duties) with the provision of reasonable workplace adjustments; and
 - 61.6.3 the employee is unlikely to be able to resume duties within a reasonable period, being not less than twelve months,
- the Vice-Chancellor may, subject to sub-clause 61.7, terminate the employment of the employee in accordance with the notice required by the employee's contract of employment or, where no notice is specified, with six months' notice. Prior to taking action to terminate the employment of an employee, the Vice-Chancellor may offer the employee the opportunity to submit a resignation and, if such a resignation is offered, will accept it forthwith and not proceed with action to terminate employment.
- 61.7 If the employee wishes to appeal against the findings contained in the medical report, the employee may do so by advising the Pro Vice-Chancellor/Deputy Vice-Chancellor/ Chief Operating Officer of the intention to appeal in writing within fourteen days of the report being made available. The appeal must be made as soon as practicable thereafter, though normally within one month of the employee's notice of the employee's intention to appeal. Where an employee is unable to lodge an appeal within one month, the employee must advise the University in writing why it has been impracticable to do so. The appeal must be accompanied by a report from a suitably qualified medical practitioner which states an alternative view to that contained in the medical report.
- 61.8 Where an appeal has been lodged by an employee in accordance with sub-clause 61.7 above, the employee will be referred to the employee's superannuation scheme who will be asked to determine whether the employee would qualify for a temporary or permanent disability pension. Both the medical reports referred to in sub-clauses 61.5 and 61.7 will be provided to the superannuation scheme. The Vice-Chancellor will make a final determination on whether the employee's employment should be terminated in accordance with the determination of the superannuation scheme.
- 61.9 These provisions will not displace or override any State or Federal Government workers' compensation legislation.
- 61.10 The Vice-Chancellor may construe a refusal by an employee to undergo a medical examination in accordance with these procedures within two months of a written notification to do so as reason to terminate the employment provided that:
- 61.10.1 the employee may present for the medical appointment or apply to the superannuation fund within a period of four weeks, in which case the employment will not be terminated in accordance with this sub-clause 61.10, and these sub-clauses 61.4 to 61.8 above, will be followed;
 - 61.10.2 the notice of termination of employment will be in accordance with the notice provided for in sub-clause 61.6 above;
 - 61.10.3 the refusal by the employee will not constitute misconduct or serious misconduct, nor will it lead to any greater penalty or loss of entitlements than would have resulted from an adverse medical report; and
 - 61.10.4 the unsatisfactory performance and misconduct clauses of this Agreement will not apply.
- 61.11 The University may only terminate the employment of an employee on the grounds of ill health in accordance with the provisions of this Clause.

62. JOURNEY ACCIDENT COVERAGE

The University will, through the institution of an insurance policy, cover employees injured in journey accidents to and from work where such injuries or accidents are not covered by the Transport Accident Commission or WorkCover.

PART 9: WORKPLACE RELATIONS, PERFORMANCE MANAGEMENT, DISCIPLINARY PROCESSES AND DISPUTE RESOLUTION

63. PERFORMANCE REVIEW AND STAFF DEVELOPMENT

- 63.1 A Performance Review and Staff Development program will be maintained and continued to be developed consultatively with employees and unions and implemented to provide:

- 63.1.1 an effective system of performance review and staff development which offers staff members the opportunity to develop their skills and effectiveness within the University and which promotes alignment between the performance of individual employees, and the goals and objectives of the Faculty/Section/area and the University;
 - 63.1.2 a mechanism to formulate annual goals and objectives which will be settled by the appropriate supervisor following consultation with the employee in order to optimise the fit between the employee's abilities, aspirations and goals, and the strategic needs of the Faculty/Section/University;
 - 63.1.3 regular feedback to employees and their supervisors to enable them to fulfil their roles effectively;
 - 63.1.4 a means to identify and implement staff development and training needs for individuals and groups of employees;
 - 63.1.5 procedures compatible with the development of equal opportunity and affirmative action policies, and which offer staff the opportunity for impartial appraisal of their performance and provide avenues to develop in identified areas where appropriate;
 - 63.1.6 a means of linking performance and salary incremental progression; and
 - 63.1.7 the capacity for unbiased resolution of any dispute between the employee and supervisor based on the principles of fair dealing;
- 63.2 The University shall provide adequate resources to support implementation of the program, including training and time release of supervisors and employees.
- 63.3 The operation of the Performance Review and Development Program will be reviewed by the parties in consultation with employees.
- 63.4 All new academic staff who have not previously held a teaching post may be required to attend an induction program which may include teacher training. Teaching loads of such staff should make appropriate allowance for this.
- 63.5 All academic staff shall have access to (and may be required to attend) a range of staff development opportunities including but not restricted to:
- 63.5.1 programs and consultative services on teaching and teaching development; and
 - 63.5.2 services to assist individual academic staff in the evaluation of their teaching for the purposes of analysis, understanding, reflection and/or improvement and such services can be provided to the academic employee on a confidential basis should this be requested.
- 63.6 Staff development programs should include components for:
- 63.6.1 new members of staff;
 - 63.6.2 ongoing staff development;
 - 63.6.3 training of Chairs and Heads of Faculty or other equivalent organisational units; and
 - 63.6.4 training of supervisors in staff assessment techniques.

64. SUPERVISOR TRAINING

- 64.1 The University shall provide training in the following areas for supervisors:
- 64.1.1 induction;
 - 64.1.2 assessment of job performance rather than individual characteristics;
 - 64.1.3 staff assessment techniques and the provisions of this Agreement; and
 - 64.1.4 equal opportunity and affirmative action policies and guidelines.
- 64.2 The University shall also provide an annual program of supervisor training.

65. STAFF SUPERVISION

- 65.1 Academic supervisors shall provide academic and administrative leadership. Wherever possible supervisors shall be competent in the areas of expertise of the academics for whom they are responsible.

- 65.2 Supervisors are responsible for monitoring the performance of staff and for providing assistance to employees whose performance is assessed as requiring improvement.
- 65.3 The Head of School is the supervisor of each academic employee in the Faculty, provided that the Vice-Chancellor may delegate in writing another academic staff member classified at Level C or above to be the supervisor of one or more academic staff. An employee may request the nomination of an alternative supervisor.
- 65.4 On commencement of duties each employee (other than casuals) shall be informed in writing of the name and position of their supervisor.
- 65.5 A supervisor shall receive appropriate training in staff assessment techniques and the provisions of this Agreement.

66. DISCIPLINARY PROCEDURES

- 66.1 Set out below in clauses 67 and 68 are the procedures that will be applied where the University considers the performance of an Employee to be unsatisfactory, or in circumstances where allegations of misconduct or serious misconduct are made against an Employee.
- 66.2 An Employee may be assisted by a Representative at any stage throughout these procedures.
- 66.3 Procedural fairness and natural justice must be applied to all processes carried out under this clause.
- 66.4 If at any stage during the procedures under this clause the University finds that the details of the allegations should be amended or new details added, the staff member must be advised of this in writing and be given a further reasonable opportunity to provide a response prior to any further steps being taken by the University.
- 66.5 All actions of the Vice-Chancellor or nominee under this Part of the Agreement shall be final and not subject to appeal or review, provided that nothing in this sub-clause shall be construed as excluding the jurisdiction of any external court or tribunal which, but for this sub-clause, would be competent to deal with the matter.

67. MANAGING UNSATISFACTORY PERFORMANCE

- 67.1 The procedures set out in this clause are designed to provide a mechanism to assess the performance of staff. The primary purpose of this process is to provide assistance to any staff member whose performance is assessed as requiring improvement.
- 67.2 This clause applies to all staff except casuals and probationary staff. Termination of employment by the University on the grounds of unsatisfactory performance may apply to fixed-term staff provided that upon termination payment is made in lieu of the lesser of the:
- 67.2.1 balance of the six months' notice, calculated from the commencement of the process in clause 67.9;
or
- 67.2.2 remaining period of the fixed term.
- 67.3 As set out in the following clauses disciplinary action will be initiated as a last resort. A supervisor must make every effort to resolve instances of possible unsatisfactory performance through guidance, counselling and appropriate academic staff development, or appropriate work allocation before a possible report to the Vice-Chancellor.
- 67.4 The University will follow the procedures in this clause before taking disciplinary action against a staff member for unsatisfactory performance. However, where a matter that may involve unsatisfactory performance has been dealt with in good faith as though it were a case of misconduct or serious misconduct under Clause 68 the procedures of this clause are not required, but the procedures of Clause 68, including notice periods and review procedures, must be followed.
- 67.5 Disciplinary action may only be taken by the Vice-Chancellor and only in accordance with this Agreement.
- 67.6 Nothing in this clause prevents the Vice-Chancellor referring a question of unsatisfactory performance to a supervisor for appropriate action.

Counselling

- 67.7 It is expected that supervisors provide regular feedback to staff on performance as part of the performance management feedback process and will deal promptly and fairly with issues as they arise.

- 67.8 If a supervisor forms the view that the performance of an employee is unsatisfactory, the supervisor will address the issues promptly and will implement the following process.
- 67.9 The supervisor will counsel the employee on the nature of the unsatisfactory performance, the improvement required and the time within which such improvement is expected and, in consultation with the employee, will develop and implement strategies to address unsatisfactory performance. These strategies will be given no less than four weeks to take effect in the case of general staff employees and up to a semester in the case of academic employees. The supervisor will make a record of the counselling given and provide a copy to the staff member and will inform the staff member that action is being taken in accordance with this clause.
- If believed beneficial, the supervisor may direct the staff member to undertake a course of professional development or other appropriate program(s) designed to assist in improving performance.
- 67.10 Where the supervisor believes that the processes referred to in sub-clause 67.9 have resolved the concern, then no further action will be taken.

Disciplinary Action – Written warning

- 67.11 Where a supervisor believes that the processes referred to in sub-clause 67.9 have not produced the required improvements in performance, the supervisor will meet with the employee and will provide the employee with a written warning and advice of the need for the employee's performance to improve. The written advice will specify:
- 67.11.1 the expected standard of performance, including appropriate performance indicators;
 - 67.11.2 how the employee's performance is unsatisfactory;
 - 67.11.3 any required skill development or training to be provided; and
 - 67.11.4 the improvement required in order to meet the expected standard over the next two months in the case of general staff employees, or three months in the case of academic employees (the review period).
- A copy of the advice will also be provided to the Head of Faculty, Director, Pro Vice-Chancellor/Deputy Vice-Chancellor/Chief Operating Officer. At the request of the staff member, the supervisor will consult with colleagues in the Faculty before making the report.

Progress Review

- 67.12 During the review period, the supervisor will assess the employee's performance and prepare regular progress reports. The employee must be given a copy and have the opportunity to provide comments on the progress reports. Where appropriate, the relevant Head of Faculty/Section may appoint an independent person from outside the employee's work area to undertake the assessment.
- 67.13 If the employee has met the expected standard of performance at the end of the review period, no further action will be taken.

Recommendation for action

- 67.14 If the supervisor concludes that the employee has not met the expected standard of performance at the end of the review period, the supervisor will consult the Head of Faculty/Section and will forward the final assessment, progress reports, the employee's comments and any other relevant documentation to the Vice-Chancellor, together with a recommendation for action, which may include further disciplinary action. A copy of the final assessment will also be given to the employee.
- 67.15 The Vice-Chancellor will write to the employee asking them to provide written reasons within ten days as to why the recommendation should not be adopted.
- 67.16 The Vice-Chancellor will reasonably consider the report, documentation and the staff member's response, and satisfy themselves of unsatisfactory performance and compliance with this clause.
- The Vice Chancellor may then decide to:
- 67.16.1 take no further action;
 - 67.16.2 refer the matter back to the supervisor to ensure that the steps referred to in sub-clause 67.15 are complied with in substance and in a manner appropriate to the circumstances; or
 - 67.16.3 take disciplinary action.

- 67.17 The Vice-Chancellor will inform the staff member in writing of the decision. A decision for disciplinary action will take effect no earlier than five working days from the date of the Vice-Chancellor's written advice.

Independent Review

- 67.18 If the Vice-Chancellor decides to discipline the staff member the staff member will be provided with the grounds for the disciplinary action including referencing any material relied on in support of the decision.
- 67.19 In respect of decisions to impose disciplinary action in the form of suspension without pay, withholding an increment, demotion, transfer or deployment to another position or termination of employment, the staff member may request a review of the Vice-Chancellor's decision by writing to the Vice-Chancellor within ten (10) working days of receiving the decision. The review will be dealt with in accordance with this clause.
- 67.20 To seek a review, the employee must provide to the Director, Human Resources the following materials at the time the request is lodged:
- 67.20.1 the grounds for requesting the review;
 - 67.20.2 any written submissions supporting the request for review; and
 - 67.20.3 any documentary material that the staff member relies on.
- 67.21 The Director, Human Resources will engage an Independent Reviewer within 5 business days of the request for review. The Independent Reviewer will be a person agreed between the University and the relevant Union. The Independent Reviewer will not be an employee of the University.
- 67.22 Where agreement cannot be reached on an agreed Independent Reviewer, either the University or the relevant Union may seek the assistance of the FWC in resolving the issue.
- 67.23 The University will provide to the Independent Reviewer (copied to the staff member) its submissions and any supporting materials within 10 business days of the request for review.
- 67.24 The staff member will be provided with the University's submissions and supporting material and may provide further comment and submissions to the Independent reviewer within 5 business days.
- 67.25 At the time of submitting their review request, the staff member will elect to either appear before the Independent Reviewer or request the review to be conducted on the papers. Where the review is conducted on papers, the Independent Reviewer may seek additional information if the Independent Reviewer considers this is necessary. Where the staff member appears before the Independent Reviewer, the University Representative may also appear.
- 67.26 The Independent Reviewer will:
- 67.26.1 conduct the review in camera unless the employee and the Vice-Chancellor agree otherwise;
 - 67.26.2 allow the employee and the Vice-Chancellor to be assisted or represented by an agent of their choice who is an employee of the University but who is not a practising solicitor or barrister, or by an officer or employee of the Union (in the case of the employee) or of AHEIA (in the case of the University);
 - 67.26.3 provide an opportunity for the staff member to be interviewed by the Independent Reviewer (where the staff member has elected to appear before the Independent Reviewer) and ensure that the staff member has adequate opportunity to answer findings of unsatisfactory performance and to put the member's case;
 - 67.26.4 where considered necessary, interview any person it thinks fit to establish the merits or facts of the particular case;
 - 67.26.5 conduct all interviews in the presence of the staff member (or the staff member's representative) and the Vice-Chancellor (or the Vice-Chancellor's representative), unless the Independent Reviewer concludes there are good grounds not to do so, in which case they will ensure procedural fairness to both the University and the employee in respect of any interview material the Independent Reviewer will rely upon;
 - 67.26.6 where the staff member has elected to appear before the independent reviewer, ensure the staff member (or the staff member's representative) and the Vice-Chancellor (or the Vice-Chancellor's representative) have the opportunity to ask questions of interviewees (unless the Independent Reviewer, considers there are good grounds not to do so), make submissions and present and challenge evidence;

- 67.26.7 conduct proceedings as expeditiously as possible consistent with the need for fairness; and
- 67.26.8 take into account other material the Independent Reviewer believes appropriate to the case.
- 67.27 The Independent Reviewer will report their findings to the staff member and the Vice-Chancellor outlining whether:
 - 67.27.1 the procedures in clause 67 have been followed; and
 - 67.27.2 whether there was, overall, sufficient material to make a finding of unsatisfactory performance.
- 67.28 The Independent Reviewer will provide their report within 10 business days of receiving the University's submissions and following any further material provided under clause 67.24 and 67.26. The Director, Human Resources will not unreasonably refuse a request from the Independent Reviewer for an extension of time of the 10 business days.
- 67.29 The Vice-Chancellor, having considered the report, may confirm the original decision or may reconsider and determine what, if any, different disciplinary action should be taken.
- 67.30 The Vice-Chancellor will advise the staff member of the outcome of their further consideration in writing. Where the original decision was to terminate the staff member's employment and this is confirmed, the notice period (if any), or payment in lieu, will then apply from the written notification in this sub-clause.

Notice Periods

- 67.31 Where, in accordance with sub-clause 67.16 or subclause 67.30, the Vice-Chancellor has decided to terminate the employment of a staff member, notice or payment in lieu will be as provided in sub-clauses 67.32 to 67.34, or as provided in the contract of employment, whichever is the greater.
- 67.32 The staff member will receive the following minimum period of notice of their last day of duty as follows:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

- 67.33 In addition to this period of notice, staff members who are over 45 years of age at the time of the giving of notice and who have at least two years continuous service with the University will receive an additional one week of notice.
- 67.34 Payment instead of notice will be made if the University does not require the person to work out the notice period. Where the staff member is only required to work part of the notice period, the University will pay out the remainder of the notice period.

68. DISCIPLINARY ACTION FOR MISCONDUCT/SERIOUS MISCONDUCT

- 68.1 This clause applies to all staff except casuals.
- 68.2 Disciplinary action will be initiated as a last resort. A supervisor should seek to resolve instances of misconduct through guidance, counselling or informal warning before a report alleging misconduct or serious misconduct is submitted to the Vice-Chancellor.
- 68.3 The University will follow the procedures of this clause before taking disciplinary action against an employee for misconduct or serious misconduct. However, where a matter that may involve misconduct or serious misconduct has been dealt with in good faith as if it were a case of unsatisfactory performance under Clause 67, the procedures of this clause are not required, but the procedures of Clause 67, including notice periods and review procedures, must be followed.

- 68.4 This clause in no way constrains the University from carrying out other or further investigations relating to the consequences of conduct of an employee or former employee when required in the public interest, e.g. inquiring into the truth of research results.
- 68.5 The action of the Vice-Chancellor under this clause shall be final. However, this clause does not exclude the jurisdiction of any external tribunal that is competent to deal with the matter.
- 68.6 The Vice-Chancellor will consider any allegation of misconduct and/or serious misconduct. If the Vice-Chancellor believes the allegation(s) warrants further investigation the Vice-Chancellor will:
- 68.6.1 notify the employee in writing and in sufficient detail to enable the employee to understand the precise nature of the allegation(s), and to properly consider and respond to it; and
 - 68.6.2 require the employee to submit a written response within ten working days.
- 68.7 If the employee denies in part or in full the allegation(s), or fails to submit a written response to any allegation, the Vice-Chancellor shall:
- 68.7.1 refer the matter to a Misconduct Inquiry; or
 - 68.7.2 counsel and/or censure the employee for unsatisfactory behaviour and take no further action; or
 - 68.7.3 take no further action.
- 68.8 Where the Vice-Chancellor is of the view that there has been no misconduct or serious misconduct, the Vice-Chancellor shall immediately inform the employee in writing and may, by agreement with the employee, publish the advice in an appropriate manner.
- 68.9 If the employee admits in full the allegation(s), and, after considering any information put forward in mitigation, the Vice-Chancellor is of the view that the conduct amounts to misconduct or serious misconduct, then the Vice-Chancellor shall advise the employee in writing of the Vice-Chancellor's decision and the operative date of any disciplinary action.

Misconduct Inquiry

- 68.10 Where a matter is referred to a Misconduct Inquiry, the Vice-Chancellor shall will engage an Independent Reviewer within 5 business days of the referral to undertake that inquiry. The Independent Reviewer will be agreed between the University and the relevant Union. The Independent Reviewer will not be an employee of the University.
- 68.11 Where agreement cannot be reached on an agreed Independent Reviewer, either the University or the relevant Union may seek the assistance of the FWC in resolving the issue.
- 68.12 The University will provide to the Independent Reviewer (copied to the staff member) the allegations and documentation outlined in clause 68.6.1 and the employee's response to the allegations.

Terms of reference and procedures of the Independent Reviewer

- 68.13 The terms of reference of the Independent Reviewer are to report on the facts relating to the alleged misconduct or serious misconduct, including whether any mitigating circumstances are evident.
- 68.14 The Independent Reviewer shall inquire into the alleged misconduct/serious misconduct and shall:
- 68.14.1 conduct the inquiry in camera, unless the employee and the Vice-Chancellor agree otherwise;
 - 68.14.2 allow the employee and the Vice-Chancellor to be assisted or represented by an agent of their choice who is an employee of the University but who is not a practising solicitor or barrister, or by an officer or employee of the union (in the case of the employee) or of AHEIA (in the case of the University);
 - 68.14.3 provide an opportunity for the employee to be interviewed by it and ensure that the employee has adequate opportunity to answer allegations of misconduct or serious misconduct and to put the employee's case. The Independent Reviewer may take into account such further materials as it believes appropriate to substantiate or otherwise the facts in dispute;
 - 68.14.4 where considered necessary, interview any person it thinks fit to establish the merits or facts of the particular case;

- 68.14.5 conduct all interviews in the presence of the staff member (or the staff member's representative) and the Vice-Chancellor (or the Vice-Chancellor's representative), unless the Independent Reviewer concludes there are good grounds not to do so, in which case they will ensure procedural fairness to both the University and the employee in respect of any interview material the Independent Reviewer will rely upon;
 - 68.14.6 ensure that the employee (or the employee's representative) and the Vice-Chancellor (or the Vice-Chancellor's representative) have the opportunity to ask questions of interviewees (unless the Independent Reviewer, considers there are good grounds not to do so), make submissions and present and challenge evidence;
 - 68.14.7 conduct proceedings as expeditiously as possible consistent with the need for fairness; and
 - 68.14.8 take into account other material it believes appropriate to the case.
- 68.15 The Independent Reviewer shall provide a report of its findings to the Vice-Chancellor and the employee as soon as possible and within 30 working days of the referral to the Independent Reviewer.
- 68.16 Having considered the Independent Reviewer's findings in relation to the alleged misconduct or serious misconduct, the Vice-Chancellor may take disciplinary action or, if the Vice-Chancellor is of the view that there has been no misconduct or serious misconduct the Vice-Chancellor shall immediately inform the staff member in writing. The Vice-Chancellor may, by agreement with the staff member, publish the advice in an appropriate manner.

Suspension from the Workplace

- 68.17 The Vice-Chancellor may summarily suspend, for a defined period of time, an employee with pay, or without pay if the Vice-Chancellor is of the view that the alleged conduct amounts to serious misconduct such that it would be unreasonable to continue employment. Prior to suspension, the employee should have the opportunity to respond to any allegations in the presence of the Vice-Chancellor.
- 68.18 Written notification of the suspension, including the grounds for suspension, will be provided to the employee at the time of the suspension.
- 68.19 Any such suspension will be subject to the following conditions:
- 68.19.1 where suspension without pay occurs at a time when the employee is on paid leave of absence the employee will continue to receive a salary for the period of leave of absence;
 - 68.19.2 the employee may engage in paid employment or draw on any recreation leave or long service leave credits for the duration of the suspension without pay;
 - 68.19.3 the Vice-Chancellor may at any time direct that salary be paid on the ground of hardship; and
 - 68.19.4 where a suspension without pay has been imposed and the matter is subsequently referred to a Misconduct Inquiry, the Independent Reviewer shall consider whether suspension without pay should continue. The Independent Reviewer may make a recommendation to the Vice-Chancellor.
- 68.20 During any period of suspension the employee may be excluded from the University, however, they will be permitted reasonable access to the University for the preparation of their case and to collect personal property.
- 68.21 Where an employee has been suspended without pay pending the decision of the Vice-Chancellor, then any pay withheld will be reimbursed if it is determined that there was no misconduct or serious misconduct.

Notice Periods

- 68.22 Where, in accordance with sub-clause 68.9 or sub-clause 68.16, the Vice-Chancellor has decided to terminate the employment of an employee, notice or payment in lieu will be as provided in sub-clauses 68.23 to 68.24, or as provided in the contract of employment, whichever is the greater.
- 68.23 The employee will receive the following minimum period of notice of their last day of duty as follows:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks

Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

- 68.24 In addition to this period of notice, employees who are over 45 years of age at the time of the giving of notice and who have at least two years continuous service with the University will receive an additional one week of notice.
- 68.25 Payment instead of notice will be made if the University does not require the person to work out the notice period. Where the employee is only required to work part of the notice period, the University will pay out the remainder of the notice period.
- 68.26 Having first followed the procedure in Clause 68, nothing in this Agreement prevents the Vice-Chancellor from terminating the employment of an employee for serious misconduct without further notice or payment in lieu.

69. REDUNDANCY (ACADEMIC AND GENERAL STAFF EMPLOYEES)

- 69.1 These provisions only apply to employees holding continuing appointments and do not apply to fixed-term, probationary or casual/sessional staff employees.
- 69.2 Where the University has determined that it has employees in excess of its requirements in a particular work area and has decided to terminate the employment of one or more employees for reasons of an economic, technological, structural or similar nature, including but not limited to:
- 69.2.1 a decrease in student demand or enrolments in any program, course or subject or combination or mix of programs, courses or subjects conducted on one or more campuses;
 - 69.2.2 a decision to cease offering or to vary the academic content of any course or subject or combination or mix of courses or subjects conducted on one or more campuses;
 - 69.2.3 financial exigency with an organisational unit or cost centre;
 - 69.2.4 changes in technology or work methods; or
 - 69.2.5 a decision to reduce or cease providing or to vary a service, function or activity conducted on one or more campuses;

the University shall inform the employee(s) and if the employee(s) chooses, their representative(s).

Notification

- 69.3 As soon as practicable after making the decision to terminate employment the University shall notify the affected employee(s) and will give the affected employee(s) and, where they choose, their representative(s), an opportunity to consult with the University on measures to avert or minimise the termination(s) and measures to mitigate the adverse effects of termination. Measures may include redeployment, secondment or an offer of a voluntary separation package. Consultation will occur during an eight-week transition period which commences on the date the affected employee(s) is informed of the University's decision.

69.4 TRANSITION PERIOD AND REDEPLOYMENT

- 69.4.1 The transition period will be particularly devoted to redeployment. The University is committed to redeploying employees who are surplus to the University's requirements whenever this is reasonably practical, and the employee concerned elects to be considered for redeployment.
- 69.4.2 Should the employee seek redeployment, the University shall endeavour to find a suitable vacant position preferably at the same classification level as currently held by the employee.
- 69.4.3 Should the employee accept redeployment to another position, the employee will not be regarded as redundant and all termination processes will cease.
- 69.4.4 An employee redeployed to a position at a salary lower than the employee's current salary level will receive salary maintenance, if aged forty-five years or more, at his or her previous rate of pay for a period of twelve months from the date of redeployment. If the employee is aged forty-four years or less, the employee's salary will be maintained for a period of six (6) months from the date of the employee's transfer to the lower classified position. Following this period, the employee will be paid at a rate of pay applicable to the position into which the employee has been redeployed.

- 69.4.5 Where the employee, having elected redeployment, unreasonably rejects an offer of redeployment to a suitable vacant position, the Vice-Chancellor may terminate his or her employment with compensation in lieu of notice as provided in section 117 of the Fair Work Act. Rejecting an offer of a position at a lower classification level will not be an unreasonable rejection.

Election to Depart

- 69.4.6 Throughout the eight week transition period, the employee may elect to cease employment immediately and be paid a lump sum notice and severance payment as set out in sub-clause 69.4.8 below and an employee may add to this payment by forgoing the transition employment period of eight weeks and converting it, or part of it, to a payment in lieu of the balance of the transition period.

69.4.7 *Review*

- (i) During the eight week transition period an affected employee may apply in writing to the Vice-Chancellor for a review of the decision to declare the employee surplus to requirements.
- (ii) The review will be conducted by a Review Committee pursuant to Clause 73.
- (iii) The Review Committee will meet within fifteen working days. The term of reference of the Review Committee is to consider and report whether the employee's position is reasonably surplus to requirements, having regard to the circumstances in which the University's decision was made.
- (iv) The Review Committee will report its findings to the Vice-Chancellor who will take into account the report in making a final determination that the employee is either surplus to requirements or not surplus to requirements.
- (v) The Vice-Chancellor's decision is final.

69.4.8 *Termination*

- (i) If, at the end of the eight week transition period, the University has been unable to redeploy the affected employee or avoid termination and the employee has not elected voluntary redundancy the employee will be informed that the employee will be retrenched and the following provisions apply:
 - (a) for academic staff:
 - A. a further 20 weeks' notice (or payment in lieu of part or all thereof); and
 - B. three weeks' pay for each completed year for the first ten years of employment, and a further two weeks' pay for each completed year of service thereafter, with a total maximum payment pursuant to sub-clauses 69.4.8(a)(A) and (B) of seventy-four weeks salary;
 - (b) for general staff:
 - A. retrenchment payments of four weeks of pay for each completed year of service (pro rata for partially completed years) for the first ten years of employment with the University or its predecessors, and a further two weeks' pay for each completed year of service thereafter;
 - B. provided that the total lump sum retrenchment payment will be restricted to a maximum payment of fifty-two weeks pay and shall be no less than 12 weeks.
- (ii) In addition to the lump sum payment described above, a retrenched academic staff member or general staff member shall be paid *pro rata* long-service leave calculated on completed years of service.

69.4.9 *Further Assistance*

During the eight-week transition period, the employee will be eligible for:

- (i) outplacement and retraining support to a maximum value of \$1,000;
- (ii) time-off without loss of pay to attend job interviews or other job search activities, subject to provision by the employee of documentary evidence of the activity. Where expenses to attend such interviews are not met by the prospective employer, the employee shall be

entitled to reasonable travel and other incidental expenses incurred in attending such interviews as determined by the Vice-Chancellor or nominee; and

- (iii) a letter signed by the Vice-Chancellor certifying that the employee is the occupant of a position deemed to be surplus to the requirements of the University.

69.4.10 *Relocation Expenses*

The University and an affected employee may agree on reasonable relocation expenses if, as a consequence of being redeployed to a position in the University, it is not reasonably practicable for the employee to remain in their current residence.

70. JOB SECURITY, CONSULTATION, MANAGING CHANGE AND OUTSOURCING

- 70.1 The University aims to provide a secure and supportive working environment for all employees. Some changes to organisation structures, technology or the organisation of work may have an impact on the number of positions required by the University. In such cases the University will manage the process in order to mitigate any adverse effects on staff and take all reasonable steps to achieve reductions through natural attrition, voluntary measures and redeployment prior to any compulsory retrenchments.

Management of major workplace change is enhanced by genuine consultation between the University, the Unions and staff members affected by the change prior to final decisions and implementation.

- 70.2 The parties to the Agreement acknowledge that sound management of workplace change requires consultation with and involvement of the people who will be directly affected by that change. Such involvement may include but is not limited to:

- 70.2.1 meetings with staff and Unions to explain the change proposal;
- 70.2.2 opportunities for staff and Unions to consider the change proposal and provide feedback, including any impact in relation to employees' family or caring responsibilities, through further meetings or utilisation of the intranet; and
- 70.2.3 active involvement in the change process including employees having the right to be assisted by, and represented by, their Union;

- 70.3 Major workplace change means substantial/major changes in organisation, structures or technology that are likely to have significant effects on employees.

- 70.4 Significant effects include:

- 70.4.1 significant changes to work practices;
- 70.4.2 introduction of significant technological change;
- 70.4.3 change in skills requirements resulting in significant retraining needs or affecting security of employment;
- 70.4.4 transfer, relocation or redeployment of employees to other Schools/Sections/Campuses (but not between Ballarat Campuses);
- 70.4.5 significant change in the composition, operation or size of the workforce;
- 70.4.6 outsourcing of functions currently performed by University employees;
- 70.4.7 organisational changes which impact on job opportunities or job security;
- 70.4.8 changes to the teaching year or significant changes to the academic calendar; and
- 70.4.9 significant alteration of hours of operation, or hours of work.

- 70.5 For the avoidance of doubt, major workplace change does not include the change of reporting lines, unless the change results in significant effects on employees within the meaning of clause 70.4.

- 70.6 Where the University has developed a formal proposal to introduce major workplace change, the University will consult affected employees and the unions as soon as practicable prior to finalising a decision to proceed with the major workplace change. This will include consultation with a view to reaching agreement with the Unions about implementation of that change, recognising that there is no power of veto.

- 70.7 The affected employees and the relevant unions will be provided with relevant material and documentation to inform them of the purpose and substance of the change. Consultation will provide sufficient opportunity for the parties to discuss, consider and respond to the proposed major workplace change and will include an outline of:

- 70.7.1 the extent and nature of the change proposal;
 - 70.7.2 reasons for making the change;
 - 70.7.3 the aim of the change;
 - 70.7.4 likely timeframe for change;
 - 70.7.5 details of the likely impacts upon employees, including any significant workload implications;
 - 70.7.6 the likely number, if any, of redundancies or relocations;
 - 70.7.7 whether the change proposal may have a disproportionate effect on a particular EEO group; and
 - 70.7.8 any relevant financial information.
- 70.8 Unless otherwise agreed, the period of consultation with the affected employees and the unions at this stage of consultation will normally not exceed two weeks, but may be longer and may be extended to provide a reasonable opportunity to consult depending on the nature and extent of the change.
- 70.9 The parties will give prompt and genuine consideration to all feedback and endeavour to respond in a timely manner to matters raised during the consultation. The University will respond in writing to any written feedback provided by affected employees or the unions.
- 70.10 If any formal feedback is provided by employees or the unions suggesting options to mitigate adverse effects on employees or suggesting alternative proposals to that originally proposed by the University, the University will take a further period of up to two weeks to consider the alternative proposal before finalising its position. The University will respond in writing explaining its response to any such suggestions. Implementation of any changes under this clause will be undertaken as expeditiously as reasonably possible.
- 70.11 Employees directly affected by the change proposal referred to in clause 70.6 may, in their feedback, nominate for redeployment (as outlined in clause 37 - Redeployment) within the University, for retraining, options for taking leave, early retirement, conversion to fixed-term pre-retirement contract and/or voluntary conversion to part-time, or other arrangements, to minimise potential retrenchments. The University will make all reasonable endeavours to redeploy employees who nominate for redeployment and give reasonable consideration to any nominations from the employees in relation to other measures before any cessation of employment through involuntary redundancy.

Policy

- 70.12 The University will consult with employees and relevant unions when it proposes to introduce or amend a policy that will have an impact on terms and conditions of employment of staff where such policy is not described in detail in this Agreement.

Changes to regular rosters

- 70.13 Where the University proposes to make changes to the employees' regular roster or Ordinary Hours of Work, the University will consult with affected employees prior to finalising a decision to proceed with the change.
- 70.14 The University will:
- 70.12.1 provide information to affected employees about the change;
 - 70.12.2 advise affected employees of their right to be assisted by a representative, including their union, in the consultation;
 - 70.12.3 invite affected staff employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities); and
 - 70.12.4 give genuine consideration to those views about the impact of the change.
- 70.15 The employee may be assisted by a representative in any consultation, including a union representative.
- 70.16 This clause does not apply to changes to regular rosters or Ordinary Hours of Work or Out of Hours Work when those changes are part of an agreement with an employee in accordance with clauses 29 (Workplace Flexibility) or 21 (Hours of Work) of this Agreement, or which are part of the process of allocation of academic workload in accordance with clause 35 (Managing Workloads – Academic Employees).
- 70.17 Any disputes arising in relation to the application of the procedural requirement of this clause shall be dealt with in accordance with clause 71 (Resolving Workplace Disputes).

70.18 CONTRACTING OUT

- 70.16.1 The parties acknowledge the University's right to use external contractors particularly when conditions stipulated in clause 70.16.2 are applicable. As a general rule however, the University prefers direct employment as the vehicle for the performance of University work.
- 70.16.2 The University may use contractors in situations where:
- (i) there is a need for specialised equipment on specialised services;
 - (ii) the required skills or knowhow do not exist, or are not readily available, within the University's staff; or
 - (iii) there is a requirement to meet peak demands, that normally would not exceed six weeks.

70.19 OUTSOURCING

- 70.17.1 The University confirms its commitment to direct employees being the preferred source of labour to undertake work.
- 70.17.2 Where the University has made a decision to test the market for the provision of services, other than those services specific in sub-clause 70.16.2, up to two (2) staff members nominated by the appropriate union(s) will be invited to participate in the development of the request for proposal(s), criteria for assessment, and the evaluation of any subsequent responses.
- 70.17.3 If the University has developed a proposal for the outsourcing of any work function to external contractors during the life of this Agreement, the University undertakes to consult the affected staff and the relevant union(s) through the Job Security, Consultation, Managing Change and Outsourcing provision of this Agreement before any final decision is made.
- 70.17.4 If the University develops a proposal for outsourcing and following consultation pursuant to clause 70.17.3 a decision is made to proceed with that proposal (Outsourcing Decision), the University commits to only engaging contractors who apply and maintain employment terms and conditions no less favourable than those terms and conditions currently offered by the University to those directly affected current University staff that the contractor seeks to employ. The redeployment and redundancy provisions of this Agreement will apply to those directly affected staff not employed (including staff who reject an offer of such employment) by a contractor as the result of an Outsourcing Decision.

71. RESOLVING WORKPLACE DISPUTES ARISING FROM THIS AGREEMENT

- 71.1 This dispute resolution process applies to disputes over the application of the Agreement, or in relation to the National Employment Standards (NES), or a dispute about whether the University had reasonable grounds under subsection 65(5) or 76(4) of the Fair Work Act.
- 71.2 A dispute may be between an employee and the University or between a union and the University, and these procedures may be instigated by the University, a union or an employee. It is agreed that the University, the Unions and all employees have an interest in the proper and timely resolution of disputes.
- 71.3 Where a dispute arises, in the first instance the parties to the dispute will attempt to resolve it directly with the employee's supervisor, if appropriate. Alternatively, initial resolution of the dispute should be attempted with the appropriate University line manager.
- 71.4 If a dispute remains unresolved for more than three working days after an attempt to resolve the matter at sub-clause 71.3 has been made, the dispute may be referred to the Director, Human Resources in writing in a further attempt to resolve the dispute.
- 71.5 The parties to the dispute must co-operate to ensure that the resolution procedures are carried out as quickly as is reasonably possible and will endeavour to resolve the matter within 10 working days. Any resolution will be agreed in writing between the parties to the dispute.
- 71.6 Throughout this process any party may choose to be assisted or represented by a representative of their choice, which may include a union.
- 71.7 While the parties to the dispute attempt to resolve the dispute in accordance with this clause:
- 71.7.1 work shall continue in accordance with the existing situation or practice that existed immediately prior to the subject matter of the dispute, other than with respect to bona fide health and safety issues;
 - 71.7.2 no industrial action shall be taken by any party to the dispute; and

71.7.3 the parties to the dispute shall not change the work, staffing or the organisation of work, if such is the subject of the dispute, or take other action likely to exacerbate the dispute.

71.8 Should the dispute not be resolved by the foregoing processes, the matter may be referred by a party to the dispute, to the Fair Work Commission (FWC) for conciliation and if the matter cannot be resolved by conciliation, for arbitration. Alternatively, if the parties to the dispute all agree, the dispute may be referred to a person or body other than the FWC.

71.9 If within 20 working days of a party notifying in writing that the procedures in sub-clause 71.5 above have been exhausted no action is taken by either party to:

71.9.1 refer the dispute to the FWC; or

71.9.2 notify the other party in writing that the dispute has not been resolved (and the dispute is then referred to the FWC within a further 20 days),

the dispute will be deemed to be automatically concluded unless the parties otherwise agree.

71.10 Where a dispute is raised after a review or appeal process has been undertaken in accordance with another clause of this Agreement, the dispute may be referred directly to the FWC by any party.

71.11 A dispute formally notified under the Federation University Australia Union Collective Agreement 2015-2018 but not concluded at the time at which this Agreement comes into effect shall continue to be dealt with in accordance with clause 70 of the Federation University Australia Union Collective Agreement 2015-2018, which, for the purposes of this sub-clause, is a provision of this Agreement.

72. TERMINATION OF EMPLOYMENT

72.1 All decisions to discipline or terminate the employment of an employee must be in accordance with this Agreement.

72.2 Nothing in this Agreement shall be construed as excluding the jurisdiction of any external court or tribunal which is competent to deal with the matter under State or Commonwealth Law.

73. REVIEW COMMITTEE

73.1 Where Clause 69 of this Agreement relating to redundancy provides a right of review, the following procedure applies.

73.2 The application for review shall be made in writing to the Vice-Chancellor within ten working days of the employee being notified of the decision, and shall set out the grounds for review.

73.3 The review shall be heard by a Review Committee comprising:

73.3.1 an independent Chair agreed between the Vice-Chancellor and the relevant union;

73.3.2 a person from within the University chosen by the union; and

73.3.3 a person from within the University chosen by the Vice-Chancellor.

73.4 The Review Committee must:

73.4.1 act quickly, fairly, impartially, and confidentially;

73.4.2 only consider the case brought before it in the light of the grounds for review specified in the relevant clauses of this Agreement;

73.4.3 provide a reasonable opportunity for the University and employee and, where they have chosen, their representatives;

(i) to make representations and answer any matters in person or in writing;

(ii) to question any witnesses; and,

(iii) to present and challenge evidence;

73.4.4 consider all the material relevant to the matter, including all material considered in any initial investigation, and any other material it thinks fit; and

73.4.5 permit the University and employee and, where they have chosen, their representatives to be present at all hearings where evidence is taken or submissions are being made.

- 73.5 The Chair will provide a report containing recommendations and reasons for those recommendations to the Vice-Chancellor and the staff member.
- 73.6 Both the employee and the University, if they choose, may have a representative at any stage of the Review Committee process.

74. ROLE OF WORKPLACE REPRESENTATIVES

- 74.1 The University will provide sufficient paid time release for union nominees on committees, working parties or review panels, whether established under any enterprise agreement, University policy or on an ad hoc basis, to attend, and where appropriate, consult in relation to meetings.
- 74.2 The University recognises that identified union delegates and branch committee members carrying out representative functions of the union, and/or seeking or assisting in compliance matters associated with the terms of this Agreement, may perform such activities during ordinary hours of work without loss of pay.
- 74.3 Reasonable paid time release will be permitted to union members to attend hearings, conferences or meetings of the Fair Work Commission if those matters directly relate to the individual employee or where they are required to provide advice or act as a witness.

75. LEAVE FOR INDUSTRIAL RELATIONS/DISPUTE RESOLUTION TRAINING PURPOSES

- 75.1 Subject to the operational needs of the University, employees acting as office bearers of a relevant union may nominate up to five days per annum of paid leave to attend to union state or national council meetings.
- 75.2 Subject to the operational needs of the University, employees may apply for up to five days paid leave to attend trade union or FWC courses or seminars which contribute to a better understanding of dispute resolution provisions of this Agreement, or to other matters directly applicable to provisions of this Agreement.
- 75.3 Such leave of absence under this clause shall be with full pay, exclusive of shift, overtime, and penalty payments, and unless exceptional circumstances are demonstrated, be limited to only two employees from any Faculty or Portfolio attending such training at any one time.

76. OFFICE FACILITIES

The University will provide access to one secure office each at the Mount Helen and Gippsland campuses, connected to power and telephone facilities, for use by union branch officers for the purpose of carrying out legitimate business of the union in relation to the matters included in this Agreement. Access will be provided to meeting rooms with internet and telephone access at other campuses of the University.

77. UNION PAYROLL DEDUCTIONS

As a service to its employees, the University shall provide for the deduction of union dues from salaries, at a rate or amount advised from time to time as payable under the union's rules, where this has been authorised by the employee, either before or after the commencement of this Agreement. There shall be no charge to the employee or the relevant union for this service. The employee or the union shall be entitled to cancel the arrangement by advice in writing.

78. INDUCTIONS AND INFORMATION

The University will include in its online induction system for all new staff relevant union material and web links and will consult with the union/s in relation to any changes to the online induction system, including where the changes would involve removing or reducing that material, or changes to the mode of induction.

79. PROVISION OF STAFF LISTS

The University will provide a staff list of full-time and part-time Academic and General Staff employees to the NTEU each January (but excluding any staff member that has opted out of the provision of this information to NTEU). Publicly available information relating to the staff member's name, classification (whether Academic or General Staff), Faculty/Portfolio, and Campus will be provided. Any other details of employees will not be provided to the NTEU unless the employees have provided prior consent to the disclosure of this information.

PART 10: MISCELLANEOUS

80. UNIFORMS AND PROTECTIVE CLOTHING

- 80.1 Provision of uniforms for Trades, Cleaning and Catering employees including casual employees who have been continuously employed for three (3) months or more will be undertaken on the following basis:
- 80.1.1 Up to \$220 plus GST will be allocated on commencement, or in the case of employees with over twelve (12) months service, each January, to each relevant employee to purchase overalls/slacks/trousers, shorts, vests, jumpers and shirts from the authorised University supplier. The \$220 will be adjusted by the CPI figure on 1 January over each year of this Agreement.
- 80.1.2 The University will supply to each relevant employee (including full-time and part-time catering employees (not casuals)) safety boots/shoes, jacket (when required to work outdoors), gloves and hats. Jackets will only be replaced once they are worn out. Safety boots/shoes to be purchased at a value of up to \$160 will be replaced at intervals of 12 months from issue, or earlier if damaged or worn out.
- 80.2 Employees (full-time and part-time) engaged in child care centres will be issued with three shirts and two jumpers on commencement of employment which will be replaced annually, or earlier if damaged or worn out. Casuals will have the same entitlement once they have been regularly employed for three months or more.
- 80.3 Protective clothing and equipment (SAA approved), in addition to any uniforms issued, will be provided to employees as and when required to satisfy the University's statutory occupational health and safety obligations. This may include safety helmets, safety glasses, hearing protection, rubber boots, gloves, aprons, dust and laboratory coats.
- 80.4 All items of uniforms and/or protective clothing issued to employees by the University shall remain the property of the University during the employee's employment with the University and are required to be returned to the University by the employee upon the termination of his/her employment, except where such requirement is waived by the employee's supervisor.

81. TOOLS, MATERIALS AND LICENCES (TRADES AND SERVICES EMPLOYEES ONLY)

- 81.1 The University shall supply and replace all tools and materials necessary for the work required to be performed by employees. The supply and replacement of such tools will be at the discretion of the relevant supervisor.
- 81.2 Where it is necessary for an employee in accordance with the employee's position description to perform specific tasks that require a formal qualification/licence, e.g. skid-steer, front-end loader, traffic management, forklift, working at heights, bus licence, the University will pay for fees involved in obtaining the necessary qualification.

82. IMPLEMENTATION AND MONITORING COMMITTEE

- 82.1 A Collective Agreement Implementation and Monitoring Committee (CAIMC) shall be established and comprise four nominees of the University, two nominees of the NTEU, one nominee of United Voice and one nominee of the AWU. The parties may nominate members from time to time at their discretion, and members of the CAIMC may proxy to other members of the CAIMC.
- 82.2 The chair shall be chosen by consensus by the CAIMC and shall alternate between a management and a union nominee on a six-monthly basis.
- 82.3 A staff member from each of NTEU, United Voice, AWU and the Australian Higher Education Industrial Association may attend meetings as observers with speaking rights.
- 82.4 Any member of the CAIMC may seek, and shall be provided with, relevant information to assist the work of the Committee.
- 82.5 Members of CAIMC shall be provided with sufficient time release from other duties to enable them to prepare for and participate in meetings of the Committee, and to conduct related consultations and investigations.
- 82.6 The CAIMC will:
- 82.6.1 ensure the implementation of this Agreement;
- 82.6.2 ensure compliance with the terms of this Agreement by all parties;
- 82.6.3 convene at intervals of three months or within ten working days of a request by any member of the CAIMC;
- 82.6.4 evaluate implementation of this Agreement.

83. STAFF FACILITIES

Lunch and Shower Facilities

- 83.1 The University will provide reasonable access to staff lunch room facilities for all staff and an area for staff to take breaks.
- 83.2 In addition, trades and services staff will be provided with air-conditioned lunch rooms, toilets, showers and change room facilities at each campus, and supplied with hot and cold water.

SCHEDULE 1 - ACADEMIC ANNUAL SALARY RATES

Academic Level	Salary Increment	Annual Salary 1 April 2018	Effective FFPOA** 1/06/2019	Effective FFPOA 1/05/2020	Effective FFPOA 1/05/2021	Effective FFPOA 1/12/2021
Level A	1	\$66,094	\$67,844	\$69,065	\$70,377	\$71,292
	2	\$69,878	\$71,628	\$72,917	\$74,303	\$75,269
	3	\$73,651	\$75,401	\$76,758	\$78,217	\$79,233
	4	\$77,429	\$79,179	\$80,604	\$82,136	\$83,203
	5	\$80,496	\$82,246	\$83,726	\$85,317	\$86,426
	6*	\$83,565	\$85,315	\$86,851	\$88,501	\$89,651
	7	\$86,639	\$88,389	\$89,980	\$91,690	\$92,882
	8	\$89,701	\$91,451	\$93,097	\$94,866	\$96,099
Level B	1	\$94,423	\$96,173	\$97,904	\$99,764	\$101,061
	2	\$97,965	\$99,715	\$101,510	\$103,439	\$104,783
	3	\$101,506	\$103,256	\$105,115	\$107,112	\$108,504
	4	\$105,048	\$106,798	\$108,720	\$110,786	\$112,226
	5	\$108,590	\$110,340	\$112,326	\$114,460	\$115,948
	6	\$112,129	\$113,879	\$115,929	\$118,131	\$119,667
Level C	1	\$115,666	\$117,416	\$119,529	\$121,801	\$123,384
	2	\$119,211	\$120,961	\$123,138	\$125,478	\$127,109
	3	\$122,748	\$124,498	\$126,739	\$129,147	\$130,826
	4	\$126,292	\$128,042	\$130,347	\$132,823	\$134,550
	5	\$129,827	\$131,577	\$133,945	\$136,490	\$138,265
	6	\$133,374	\$135,124	\$137,556	\$140,170	\$141,992
Level D	1	\$139,277	\$141,027	\$143,565	\$146,293	\$148,195
	2	\$143,998	\$145,748	\$148,371	\$151,191	\$153,156
	3	\$148,715	\$150,465	\$153,173	\$156,084	\$158,113
	4	\$153,435	\$155,185	\$157,978	\$160,980	\$163,073
Level E	1	\$179,407	\$181,157	\$184,418	\$187,922	\$190,365

* Any Level A academic required to carry out full subject co-ordination duties as part of his or her normal duties or whom upon appointment holds or during appointment gains a relevant doctoral qualification shall be paid a salary no lower than this salary point.

** In the Schedules, FFPOA means the first full pay period on or after.

SCHEDULE 2 - ACADEMIC SESSIONAL RATES

1. ACADEMIC SESSIONAL RATES

Casual/Sessional Hourly Rates of Pay	Lecturing/ Non-Lecturing	Effective FFPOA 1 June 2019
Basic Lecture (1 hour of delivery and 2 hours associated working time)	Lecturing	\$191.76
Developed Lecture (1 hour of delivery and 3 hours associated working time)	Lecturing	\$255.68
Specialised Lecture (1 hour of delivery and 4 hours associated working time)	Lecturing	\$319.60
Repeat Lecture (1 hour of delivery and 1 hour associated working time)	Lecturing	\$127.84
Tutorial (1 hour of delivery and 2 hours associated working time) without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$137.75
Repeat tutorial (1 hour of delivery and 1 hour associated working time) without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$91.83
Tutorial (1 hour of delivery and 2 hours associated working time) with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$164.07
Repeat tutorial (1 hour of delivery and 1 hour associated working time) with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$109.38
Musical accompanying (1 hour of delivery and 1 hour preparation time) without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$91.83
Musical accompanying (1 hour of delivery and 1 hour preparation time) with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$109.38
Clinical Educator (Nurses) Little preparation required (1 hour of delivery and 0.5 hours associated working time) without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$68.87
Clinical Educator (Nurses) Normal preparation time (1 hour of delivery and 1 hour associated working time) without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$91.83
Clinical Educator (Nurses) Little preparation required (1 hour of delivery and 0.5 hours associated working time) with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$82.03
Clinical Educator (Nurses) Normal preparation time (1 hour of delivery and 1 hour associated working time) with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$109.38
Standard Marking without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$45.92
Standard Marking with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$54.69

Marking as a supervising examiner, or marking requiring a significant exercise of academic judgement appropriate to an academic at Level B status	Non-Lecturing	\$63.92
Other required Academic activity without doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$45.92
Other required Academic activity with doctoral qualifications or full subject co-ordination duties	Non-Lecturing	\$54.69

2. **CASUAL / SESSIONAL EMPLOYMENT – ACADEMIC EMPLOYEES – HOURLY RATES**
(Explanation and Definitions)

2.1 **Casual rates – Academic Employees**

The minimum salaries paid to academic employees employed on a casual basis will be at the rates provided in this schedule. These rates are derived from three base rates calculated using the following formulae:

2.1.1 **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 (\$99,715) and calculated as follows:

$$\frac{\$ \text{Level B, step 2/52}}{37.5} + 25\% = \$63.92$$

2.1.2 **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 (\$85,315) and calculated as follows:

$$\frac{\$ \text{Level A, step 6/52}}{37.5} + 25\% = \$54.69$$

2.1.3 **Rate applicable to all other duties**

The base rate applicable to all other duties including tutoring rates not covered by sub-clause 2.1.2 is determined by reference to the second step of the full-time Level A scale (\$71,628) and calculated as follows:

$$\frac{\$ \text{Level A, step 2/52}}{37.5} + 25\% = \$45.92$$

2.2 **Lecturing**

2.2.1 A casual academic required to deliver a lecture of a specified duration and relatedly provide direct associated non-contact duties in the nature of preparation, administration of relevant records of the student for whom the casual employee is responsible, and student consultation, will be paid 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 (one hour of delivery and two hours of associated working time).	\$191.76
Developed lecture (one hour of delivery and three hours associated working time). This rate is paid where the lecturer assumes significant responsibility for planning and developing a unit or a large part of a unit as well as lecturing or where a lecture or small group of lectures calls for special expertise; or where a lecture involves three hours of associated working time.	\$255.68

Specialised lecture (one hour of delivery and four hours associated working time). This rate is paid to a distinguished person for a single lecture for each of a small group of lectures; or where a lecture involves four hours of associated working time.	\$319.60
Repeat lecture (one hour of delivery and one hour associated working time).	\$127.84

2.2.2 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.

2.2.3 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. A lecture may be face-to-face teaching or equivalent delivery through a different mode.

2.3 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.

2.4 Tutoring

2.4.1 A casual academic 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, administration of relevant records of the student for whom the casual employee is responsible, 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 2.1.2 applies
Tutorial (one hour of delivery and two hours associated working time).	\$137.75	\$164.07
Repeat tutorial (one hour of delivery and one hour associated working time).	\$91.83	\$109.38

2.4.2 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.

2.4.3 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. It is a supplementary form of education delivery where matters already covered elsewhere in a course are discussed, clarified or elaborated. A tutorial is conducted in a small group to enable effective student participation. A tutorial is conducted in accordance with guidelines issued by the lecturer in charge of the subject. Responsibility for the course rests with the lecturer in charge of the subject, not the casual employee.

2.5 Musical accompanying with special educational services

2.5.1 or musical accompanying, the casual academic will be paid for each hour of accompanying as well as for one hour of preparation time for each hour of accompanying delivered:

Musical accompanying with special educational service and associated working time assumed	Minimum salary per hour of musical accompanying	Minimum salary per hour of musical accompanying where 2.1.2 applies
Musical accompanying (one hour of delivery and one hour preparation time).	\$91.83	\$109.38

2.5.2 For the purposes of this sub-clause, the term **musical accompanying** with special educational service means the provision of musical accompaniment to one or more students or employees in the course of teaching by another member of the academic employees in circumstances where the accompanist deploys educational expertise in repertoire development or expression for student concert or examination purposes, but does not include concert accompanying, vocal coaching or musical directing.

2.6 Undergraduate clinical nurse education

2.6.1 A casual academic required to provide undergraduate clinical nurse education will be paid for each hour of clinical education delivered, together with directly associated non-contact duties in the nature of preparation, administration of relevant records of the student for whom the casual employee is responsible, and student consultation according to the following table:

Type of undergraduate clinical nurse education and associated working time assumed	Minimum salary per hour of clinical nurse education delivered	Minimum salary per hour of clinical nurse education where 2.1.2 applies
Little preparation required (one hour of delivery and 0.5 hours associated working time).	\$68.87	\$82.03
Normal preparation time (one hour of delivery and one hour associated working time).	\$91.83	\$109.38

2.6.2 For the purpose of this sub-clause, the term **undergraduate clinical nurse education** means the conduct of undergraduate nurse education in a clinical setting.

2.7 Marking

2.7.1 All marking other than that referred to in 2.3 will be paid according to the following table, for all time worked:

Type of marking	Minimum salary per hour of marking	Minimum salary per hour of marking where 2.1.2 applies
Standard marking.	\$45.92	\$54.69
Marking as a supervising examiner, or marking requiring a significant exercise of academic judgment appropriate to an academic at level B status.	\$63.92	\$63.92

2.8 Other required academic activity

2.8.1 A casual academic required to perform any other required academic activity as defined in 2.8.2 will be paid at an hourly rate of \$45.92, or \$54.69 if he/she holds 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.

2.8.2 For the purposes of 2.8.1, **other required academic activity** will include work that a person, acting as or on behalf of the University requires the casual academic 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 2.2, 2.4, 2.5 and 2.6 as directed.

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

2.9 **Policy Familiarisation and Induction**

Casual academic staff who are employed to deliver a series of lectures, tutorials or demonstrations amounting to at least one contact hour per week for a complete teaching period, and who have not been employed previously by the University on this basis, or on a full-time or fractional time basis, are expected to attend a session of up to 5 hours for induction and/or policy familiarisation. Staff who attend such a session will be paid at the “other academic duties” rate for the length of the session.

SCHEDULE 3 - GENERAL STAFF LEVELS AND ANNUAL SALARY RATES

HEW Level	Increment Level	Annual Salary as of 1 April 2018	Effective FFPPOA 1/06/2019	Effective FFPOA 1/05/2020	Effective FFPOA 1/05/2021	Effective FFPOA 1/12/2021
HEW 1	1	\$46,616	\$48,366	\$49,237	\$50,172	\$50,824
	2	\$47,564	\$49,314	\$50,202	\$51,155	\$51,821
	3	\$48,517	\$50,267	\$51,172	\$52,144	\$52,822
HEW 2	1	\$50,323	\$52,073	\$53,010	\$54,018	\$54,720
	2	\$51,325	\$53,075	\$54,030	\$55,057	\$55,773
	3	\$52,336	\$54,086	\$55,060	\$56,106	\$56,835
HEW 3	1	\$52,970	\$54,720	\$55,705	\$56,763	\$57,501
	2	\$54,027	\$55,777	\$56,781	\$57,860	\$58,612
	3	\$55,091	\$56,841	\$57,864	\$58,964	\$59,730
	4	\$56,201	\$57,951	\$58,994	\$60,115	\$60,897
	5	\$57,312	\$59,062	\$60,125	\$61,267	\$62,064
	6	\$58,458	\$60,208	\$61,292	\$62,456	\$63,268
HEW 4	1	\$60,907	\$62,657	\$63,785	\$64,997	\$65,842
	2	\$62,132	\$63,882	\$65,032	\$66,267	\$67,129
	3	\$63,563	\$65,313	\$66,489	\$67,752	\$68,633
	4	\$65,151	\$66,901	\$68,105	\$69,399	\$70,301
HEW 5	1	\$66,211	\$67,961	\$69,184	\$70,499	\$71,415
	2	\$67,537	\$69,287	\$70,534	\$71,874	\$72,809
	3	\$68,914	\$70,664	\$71,936	\$73,303	\$74,256
	4	\$70,287	\$72,037	\$73,334	\$74,727	\$75,698
	5	\$71,670	\$73,420	\$74,742	\$76,162	\$77,152
	6	\$73,097	\$74,847	\$76,194	\$77,642	\$78,651
	7	\$74,559	\$76,309	\$77,683	\$79,159	\$80,188
HEW 6	1	\$76,801	\$78,551	\$79,965	\$81,484	\$82,544
	2	\$78,336	\$80,086	\$81,528	\$83,077	\$84,157
	3	\$79,930	\$81,680	\$83,150	\$84,730	\$85,832
	4	\$81,522	\$83,272	\$84,771	\$86,382	\$87,505
	5	\$82,898	\$84,648	\$86,172	\$87,809	\$88,950
HEW 7	1	\$84,752	\$86,502	\$88,059	\$89,732	\$90,899
	2	\$86,449	\$88,199	\$89,787	\$91,493	\$92,682
	3	\$88,190	\$89,940	\$91,559	\$93,299	\$94,511
	4	\$89,944	\$91,694	\$93,344	\$95,118	\$96,355
	5	\$91,739	\$93,489	\$95,172	\$96,980	\$98,241

HEW 8	1	\$95,350	\$97,100	\$98,848	\$100,726	\$102,035
	2	\$97,249	\$98,999	\$100,781	\$102,696	\$104,031
	3	\$99,211	\$100,961	\$102,778	\$104,731	\$106,093
	4	101,171	\$102,921	\$104,774	\$106,764	\$108,152
	5	\$103,183	\$104,933	\$106,822	\$108,851	\$110,266
	6	\$105,247	\$106,997	\$108,923	\$110,992	\$112,435
	7	\$107,352	\$109,102	\$111,066	\$113,176	\$114,647
HEW 9	1	\$111,237	\$112,987	\$115,021	\$117,206	\$118,730
	2	\$113,462	\$115,212	\$117,286	\$119,514	\$121,068
	3	\$115,737	\$117,487	\$119,602	\$121,874	\$123,459
HEW 10	1	\$119,181	\$120,931	\$123,108	\$125,447	\$127,078

Note: Gippsland Transferred Staff only: From 10 July 2016 incremental progression order changed so that increment point 1 becomes the bottom of salary range and the highest increment number becomes top of salary range for each classification level. For the avoidance of doubt this will have no impact on, or change to, incremental progression e.g. a Gippsland Transferred Employee on the second lowest salary increment prior to 10 July 2016 such as HEW Level 5 increment 7 changed to HEW Level 5 increment 2 on 10 July 2016.

Gippsland Transferred Employees only:

1. **HEW STEPS**

Those transferring Professional, and Trades and Services, former Monash employees who transferred to Federation University at HEW levels 3, 5, 7, and 9 only will retain the additional salary steps provided for in the former *Monash University Enterprise Agreement (Academic and Professional Staff) 2009*, and the former *Monash University Enterprise Agreement (Trades and Services Staff – Building and Metal Trades Staff) 2009*. Therefore, the number of salary steps to be retained for the staff who transferred on the above four levels only are as follows:

HEW level 3.1 to 3.7

HEW level 5.1 to 5.8

HEW level 7.1 to 7.6

HEW level 9.1 to 9.4

HEW Level	Previous Gippsland Increment	FedUni Increment	Current Annual Salary 1 April 2018	Effective FFPOA 1/06/2019	Effective FFPOA 1/05/2020	Effective FFPOA 1/05/2021	Effective FFPOA 1/12/2021
HEW 3	1	7	\$59,627	\$61,377	\$62,482	\$63,669	\$64,497
HEW 5	1	8	\$76,053	\$77,803	\$79,203	\$80,708	\$81,758
HEW 7	1	6	\$92,959	\$94,709	\$96,414	\$98,246	\$99,523
HEW 9	1	4	\$118,071	\$119,821	\$121,978	\$124,295	\$125,911

SCHEDULE 4 - TEACHING AND RESEARCH ACADEMIC EMPLOYEES

Minimum Standards for Academic Levels (MSALs)

LEVEL A

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop his or her expertise in teaching and research with an increasing degree of autonomy. A Level A academic will normally have completed four years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution, at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to his or her professional discipline, and undertake administration primarily relating to his or her activities at the institution. The contribution to teaching of level A academics shall be primarily at undergraduate and graduate diploma level.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL B

A Level B academic will undertake independent teaching and research in his or her discipline or related area. In research and/or scholarship and/or teaching a Level B academic will make an independent contribution through professional practice and expertise, and co-ordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to his or her profession or discipline. He or she will normally undertake administration primarily relating to his or her activities at the institution and may be required to perform the full academic responsibilities of and related administration for the co-ordination of an award program of the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL C

A Level C academic will make a significant contribution to the discipline at the national level. In research and/or scholarship and/or teaching he or she will make original contributions, which expand knowledge or practice in his or her discipline.

A Level C academic will normally make a significant contribution to research and/or scholarship and/or teaching and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. He or she will normally play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of and related administration for the co-ordination of a large award program or a number of smaller award programs of the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL D

A Level D academic will normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisation unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in his or her discipline. He or she will make original and innovative contributions to the advancement of scholarship, research and teaching in his or her discipline.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL E

A Level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A Level E academic will have attained recognition as an eminent authority in his or her discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A Level E academic will make original, innovative and distinguished contributions to scholarship, researching and teaching in his or her discipline. He or she will make a commensurate contribution to the work of the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

SCHEDULE 5 - RESEARCH ACADEMIC EMPLOYEES

Minimum Standards for Academic Levels (MSALs)

LEVEL A

A Level A research academic will typically conduct research/scholarly activities under limited supervision either independently or as a member of a team, and will normally hold a relevant higher degree.

A Level A research academic will normally work under the supervision of academic staff at Level B or above, with an increasing degree of autonomy as the research academic gains skills and experience. A Level A research academic may undertake limited teaching, may supervise at undergraduate levels and may publish the results of the research conducted as sole author or in collaboration. He or she will undertake administration primarily relating to his or her activities at the institution.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL B

A Level B research academic will normally have experience in research or scholarly activities which have resulted in publications in refereed journals or other demonstrated scholarly activities.

A Level B research academic will carry out independent and/or team research. A Level B research academic may supervise postgraduate research students or projects and be involved in research training.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL C

A Level C research academic will make independent and original contributions to research which have a significant impact on his or her field of expertise.

The work of the research academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will normally be demonstrated by a strong record of published work or other demonstrated scholarly activities.

A Level C research academic will provide leadership in research, including research training and supervision.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL D

A Level D research academic will make major original and innovative contributions to his or her field of study or research, which are recognised as outstanding nationally or internationally.

A Level D research academic will play an outstanding role within his or her institution, discipline and/or profession in fostering the research activities of others, and in research training.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

LEVEL E

A Level E research academic will typically have achieved international recognition through original, innovative and distinguished contributions to his or her field of research, which is demonstrated by sustained and distinguished performance.

A Level E research academic will provide leadership in his or her field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. He or she will foster excellence in research, research policy and research training.

The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels.

SCHEDULE 6 - GENERAL STAFF POSITION CLASSIFICATION STANDARDS

INTRODUCTION

Positions will be classified in accordance with the standards and definitions as set out below. Positions will be classified at the level which most accurately reflects the work performed by the employee as required by the University, taking into account the skills and responsibilities required to perform that work. Determination of the classification of general staff employee positions levels 1 to 10 will be based on the descriptors set out below.

The minimum salary entitlement of general staff employees, and certain other employment conditions as set out in this Agreement, will be determined by the classification of the employee's position.

GENERAL STAFF EMPLOYEE POSITION DESCRIPTORS

DEFINITION 1: SUPERVISION

Close supervision: Clear and detailed instructions are provided. Tasks are covered by standard procedures. Deviation from procedures or unfamiliar situations are referred to higher levels. Work is regularly checked.

Routine supervision: Direction is provided on the tasks to be undertaken with some latitude to rearrange sequences and discriminate between established methods. Guidance on the approach to standard circumstances is provided in procedures, guidance on the approach to non-standard circumstances is provided by a supervisor. Checking is selective rather than constant.

General direction: Direction is provided on the assignments to be undertaken, with the occupant determining the appropriate use of established methods, tasks and sequences. There is some scope to determine an approach in the absence of established procedures or detailed instructions, but guidance is readily available. Performance is checked by assignment completion.

Broad direction: Direction is provided in terms of objectives, which may require the planning of employees, time and material resources for their completion. Limited detailed guidance will be available and the development or modification of procedures by the employee may be required. Performance will be measured against objectives.

DEFINITION 2: QUALIFICATIONS

Within the Australian Qualifications Framework,

Year 12: Completion of a Senior Secondary Certificate of Education, usually in Year 12 of secondary Faculty.

Trade certificate: Completion of an apprenticeship, normally of four years duration, or equivalent recognition, e.g. Certificate III.

Post-trade certificate: A course of study over and above a trade certificate and less than a Certificate IV.

Certificates I and II: Courses that recognise basic vocational skills and knowledge, without a Year 12 prerequisite.

Certificate III: A course that provides a range of well-developed skills and is comparable to a trade certificate.

Certificate IV: A course that provides greater breadth and depth of skill and knowledge and is comparable to a two year part time post-Year 12 or post-trade certificate course.

Diploma: A course at a higher education or vocational educational and training institution, typically equivalent to two years full time post-Year 12 study.

Advanced diploma: A course at a higher education or vocational educational and training institution, typically equivalent to three years full time post-Year 12 study.

Degree: A recognised degree from a higher education institution, often completed in three or four years, and sometimes combined with a one-year diploma.

Postgraduate degree: A recognised postgraduate degree, over and above a degree as defined above.

Note: Previously recognised qualifications obtained prior to the implementation of the Australian Qualifications Framework continue to be recognised. The above definitions also include equivalent recognised overseas qualifications.

DEFINITION 3: CLASSIFICATION DIMENSIONS

Training level: The type and duration of training which the duties of the classification level typically require for effective performance. Training is the process of acquiring skills and knowledge through formal education, on the job instruction or exposure to procedures.

Occupational Examples of occupations typically falling within each equivalent classification level.

Level of supervision: This dimension covers both the way in which employees are supervised or managed and the role of employees in supervising or managing others.

Task level: The type, complexity and responsibility of tasks typically performed by employees within each classification level.

Organisational knowledge: The level of knowledge and awareness of the organisation, its structure and functions that would be expected of employees at each proposed classification level, and the purposes to which that organisational knowledge may be put.

Judgement, independence and problem solving: Judgement is the ability to make sound decisions, recognising the consequences of decisions taken or actions performed. Independence is the extent to which an employee is able (or allowed) to work effectively without supervision or direction. Problem solving is the process of defining or selecting the appropriate course of action where alternative courses of actions are available.

This dimension looks at how much of each of these three qualities applies at each classification level.

Typical activities: Examples of activities typically undertaken by employees in different occupations at each of the classification levels.

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 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 employees 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

Level 2 duties typically require 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

- completion of Certificates I or II with work related experience; or
- an equivalent combination of experience and training.

Occupational equivalent

Administrative assistant, security patrol officer.

Level of supervision

Routine supervision of straightforward tasks; close supervision of more complex tasks (see task level 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 employees 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

Administrative 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

Level 3 duties typically require 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 Certificate III; or
- completion of Year 12 or a Certificate II, with relevant work experience; or
- an equivalent combination of relevant experience and/or education/training.

Persons 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 a Certificate IV or Diploma.

Occupational equivalent

Tradesperson, technical assistant/technical trainee, administrative assistant.

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 employees may be required.

Task level

Some complexity. Apply body of knowledge equivalent to trade certificate or Certificate III, 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 trades certificate or Certificate III, 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 administrative positions, perform a range of administrative support tasks including:

- standard use of a range of desktop based programs, e.g. word processing, established spreadsheet or database applications, and management information systems (e.g. financial, student or human resource systems). This may include store and retrieve documents, key and lay out correspondence and reports, merge, move and copy, use of columns, tables and basic graphics;
- provide general administrative support to other employees including setting up meetings, answering straightforward inquiries and directing others to the appropriate personnel;
- process accounts for payment.

HIGHER EDUCATION WORKER LEVEL 4

Training level or qualifications

Level 4 duties typically require a skill level which assumes and requires knowledge or training equivalent to:

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

Occupational equivalent

Technical officer or technician, administrative above Level 3, advanced tradespersons.

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 employees 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 administrative 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 a technical nature as directed.

In library technician positions:

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

In administrative positions:

- may use a full range of desktop based programs, including word processing packages, mathematical formulae and symbols, manipulation of text and layout in desktop publishing and/or web software, and management information systems;
- plan and set up spreadsheets or data base applications;
- be responsible for providing a full range of secretarial services, e.g. in a Faculty;
- provide advice to students on enrolment procedures and requirements;
- administer enrolment and course progression records.

HIGHER EDUCATION WORKER LEVEL 5

Training level or qualifications

Level 5 duties typically require 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 advanced diploma qualification and at least 1 years subsequent relevant work experience; or
- completion of a diploma qualification and at least 2 years subsequent relevant work experience; or
- completion of a Certificate IV and extensive relevant work experience; or
- completion of a post-trades certificate and extensive (typically more than 2 years) 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 other positions, general direction and may supervise other employees.

Task level

Apply body of broad technical knowledge and experience at a more advanced level than Level 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, policies, procedures, systems, processes and techniques, and how they interact with other related functions, in order to assist in their adaptation to achieve objectives, and advise, assist and influence others.

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 co-ordinating 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 demonstrations;
- under broad direction, set up, monitor and demonstrate standard experiments and equipment use;
- 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 employee in an out-posted 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

Level 6 duties typically require 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, administrative and other non-professional employees.

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, policies, procedures, systems, 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 Faculty 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

Level 7 duties typically require 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 research assistant, professional or scientific officer; senior administrator in a small less complex faculty.

Level of supervision

Broad direction. May manage other employees including administrative, technical and/or professional employees.

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 responsibilities for managing a library function.

In student services, the training and supervision of other professional employees 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 faculty.

In research positions, acknowledged expertise in a specialised area or a combination of technical management and specialised 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

Level 8 duties typically require 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

Manager (including administrative, research, professional or scientific); senior faculty administrator; researcher.

Level of supervision

Broad direction, working with a degree of autonomy. May have management responsibility for a functional area and/or manage other employees including administrative, technical and/or professional employees.

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 (e.g. to 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 or specialised unit where significant innovation, initiative and/or judgement are required.

Provide senior administrative support to 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

Level 9 duties typically require 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

Manager (including administrative, research, professional or scientific); senior faculty administrator; senior researcher.

Level of supervision

Broad direction, working with a considerable degree of autonomy. Will have management responsibility for a major functional area and/or manage other employees including administrative, technical and/or professional employees.

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 significant program development and implementation. Provide strategic support and advice (e.g. to Faculties or at the corporate level) requiring integration of a range of internal and external policies and demands, and an ability to achieve broad objectives while operating within complex organisational 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 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

Duties at or above this level typically require 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, operating with a high overall degree of autonomy. Will have substantial management responsibility for diverse activities and/or employees (including administrative, technical and/or professional employees).

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 multiperspective 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 Faculties in large institutions, involving complex course structures, significant employee and financial resources, outside activities and extensive devolution of administrative, policy and financial management responsibilities to this position.

SCHEDULE 7 - PROVISIONS RELATING TO GIPPSLAND TRANSFERRED EMPLOYEES ONLY

1. CAR PARKING

For Gippsland Transferred Employees at the Gippsland Campus, parking arrangements shall be provided free of charge except by arrangement with staff, or on reasonable notice.

2. FLEXIBLE WORKING ARRANGEMENTS

Any transferring Professional, and Trades and Services, former Monash employees at the Gippsland campus prior to 1 July 1990 who work under any flexible working hours arrangement or rostered day off under a nine-day fortnight working arrangement, or the like, shall be entitled to retain these arrangements.

For all other transferring Professional and General employees engaged on or after 1 July 1990 at the Gippsland campus it is recognised that the continuation of any nine-day fortnight or nineteen-day four week arrangements, or the like, will be subject to management discretion. The University undertakes to ensure that transferring staff will not be converted arbitrarily or without due cause from nine to ten-day fortnight or nineteen to twenty-day four week, or the like, arrangements. Any future requests by transferring employees for flexible working arrangements must be pursuant to clause 30 of the Agreement.

3. HEW STEPS

Those transferring Professional, and Trades and Services, former Monash employees who transferred at HEW levels 3, 5, 7, and 9 only will retain the additional salary steps provided for in the former *Monash University Enterprise Agreement (Academic and Professional Staff) 2009*, and the former *Monash University Enterprise Agreement (Trades and Services Staff – Building and Metal Trades Staff) 2009*. Therefore, the number of salary steps to be retained for the staff who transferred on the above four levels only are as follows:

HEW level 3.1 to 3.7 HEW level 5.1 to 5.8 HEW level 7.1 to 7.6 HEW level 9.1 to 9.4

4. PARENTAL LEAVE

Transferring Professional, and Trades and Services, former Monash employees will continue to be entitled to Parental Leave as is prescribed in clause 39 and Schedule 5, sub-items (l), (m) and (n), of the former *Monash University Enterprise Agreement (Academic and Professional Staff) 2009 (AE873347)*, and Schedule 3, sub-items (l), (m) and (n) of the former *Monash University Enterprise Agreement (Trades and Services Staff – Building and Metal Trades Staff) 2009 (AE879374)*.

Paid partner leave for eligible non-casual Gippsland Transferring Employees will be increased from five days, as provided under the aforementioned Monash enterprise agreements, to ten days paid partner leave.

SCHEDULE 8 - ACADEMIC WORK ALLOCATION MODEL ACTIVITIES

Research and Scholarship:

1. The range of activities encompassed in the research allocation may include but are not limited to those listed below. These activities are largely self-directed and do not individually require the allocation of a specific number of hours.

Research

- (a) Conducting research and preparation of results for Excellence for Research in Australia (ERA) - recognised publications;
- (b) Application of research expertise and outcomes in the translation of knowledge for community, state and national benefit including the writing and publishing of research reports;
- (c) Creative practice, including performance;
- (d) Presenting research papers at national and international conferences;
- (e) Writing and submitting internal and external funding bids and/or grant applications;
- (f) Undertaking and managing research projects and programs;
- (g) Participating in research administration;
- (h) HDR supervision and coordination;
- (i) Mentoring of other academic staff;
- (j) Application of scholarly and research expertise to innovation and invention, with appropriate involvement in the commercialisation of outcomes;
- (k) Professional development activities relevant to research.

Scholarship

- (l) Activities aimed at consolidating and extending systematised knowledge of a staff member's discipline area, including those related to pedagogical and academic discipline developments.

Teaching and teaching related:

2. Teaching and teaching related activities vary across schools and academic groups and may include but are not limited to:
 - (a) Preparation of teaching materials (including curriculum development) for face to face, online and all other modes of delivery;
 - (b) Delivery of classes and seminars face to face, online and in all other modes;
 - (c) Delivery of laboratory classes, practicums, studio, performance and clinical sessions;
 - (d) Community-based teaching;
 - (e) Team teaching;
 - (f) Supervision of honours and postgraduate projects and placements;
 - (g) Supervision of undergraduate coursework projects and placements, including WIL courses;
 - (h) All aspects of student assessment, including preparing, marking, moderating (pre and post-assessment) and providing feedback;
 - (i) Student consultation related to learning by whatever mode;
 - (j) Course coordination;
 - (k) Mentoring of other academic staff;
 - (l) Travel between campuses or to other locations for the purposes of teaching related duties, known at the time of allocation;

- (m) Travel time associated with delivery at international off-shore locations (up to a maximum of seven hours per day);
- (n) Partner moderation and related activities;
- (o) Any other duties which manifestly constitute teaching.

Service:

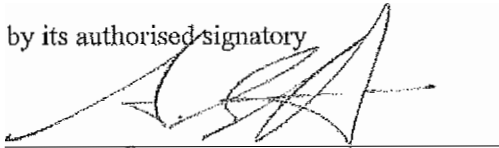
3. Service activities will relate to the core business of the **University**, and may include activities identified in the strategic or operational plans. Internal and external activities are subject to approval by the supervisor and may potentially include but are not limited to:
- (a) Formal management and leadership duties within the School or University such as Deputy/Associate Dean, membership of, or chairing, School or University committees;
 - (b) Activities related to the design, approval, review or accreditation of courses or programs;
 - (c) Developing, organising or co-ordinating professional fieldwork, practicums, clinical placements, or work integrated learning;
 - (d) Attendance at University open days and School and Faculty meetings and days;
 - (e) Attendance at University graduations;
 - (f) Student recruitment and selection including school visits and HDR student recruitment;
 - (g) Commercial projects and consultancies (other than approved outside work);
 - (h) Professional practice and contributions, agreed in advance with the supervisor, which take account of University esteem factors. These include membership of the board or executive of professional associations, conference chairs and editing of journals;
 - (i) Public profile raising such as media activities;
 - (j) Community and industry engagement, as agreed in advance with the supervisor;
 - (k) Professional development activities relevant to service;
 - (l) Other approved projects and activities undertaken as agreed in advance with the staff member's supervisor;
 - (m) Administration duties not covered elsewhere.

SIGNATORIES TO THIS AGREEMENT

SIGNED for and on behalf of

Federation University

by its authorised signatory



Name: Prof. Andrew Smith
Position: Acting Vice-Chancellor
Address: University Drive
Mt. Helen

23/7/19

Date:

In the presence of:

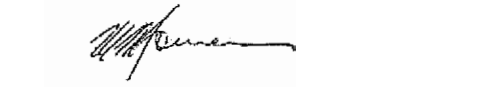


Name: ANDREW WRIGHT
Position: MANAGER, WORKPLACE RELATIONS
Address: UNIVERSITY DRIVE
MT HELEN

SIGNED for and on behalf of

The National Tertiary Education Industry Union

by its authorised signatory

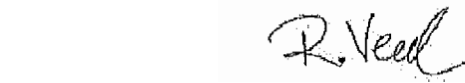


Name: Matthew McGowan
Position: General Secretary
Address: Level 1, 120 Clarendon Street
South Melbourne VIC 3205

25 July 2019

Date:

In the presence of:



Name: Renee Veal
Position: Industrial Support Officer
Address: Level 1, 120 Clarendon Street
South Melbourne VIC 3205

SIGNED for and on behalf of

The Australian Workers Union

by its authorised signatory

Ben Davis

Name: Ben Davis

Position: Victorian Branch Secretary

Address: 685 Spencer Street
West Melbourne.

In the presence of:

Elizabeth Hill

Name: Elizabeth Hill

Position: Executive Assistant

Address: 685 Spencer Street
West Melbourne.

24/1/19

Date: