14  Fixed Term Employment

14.1  Conditions Relating to Fixed Term Appointments

14.2  Use of Fixed Term Appointments

The use of fixed term appointments made during the life of this Agreement will be limited to the employment of staff members on work activity that comes within the description of one or more of the following circumstances:

Specific Task or Project

A definable work activity which has a starting time and which is expected to be completed within an anticipated timeframe.

Without limiting the generality of that circumstance, a specific task or project also includes a period of employment provided from identifiable external funding.

Research

A work activity by a person appointed on research-only functions for a contract period not exceeding 6 years.

Replacement Staff Member

A work activity undertaken by a staff member replacing another staff member for a definable period for which the latter is either on authorised leave of absence or is temporarily seconded away from their usual work area.

Fill a Vacancy on Temporary Basis

A work activity undertaken by a staff member performing the duties of:

a) a vacant position for which the University has made a definite decision to fill and has recruitment action in progress; or
b) a position the normal occupant of which is performing higher duties;

until a person is engaged for the vacant position or vacant higher duties position as applicable.

Recent Professional Practice Required

A work activity where the University curriculum genuinely requires that work be undertaken by a person who has recent specific relevant professional or commercial...
experience in the previous 2 years. Such a person is to be engaged for a period not exceeding 2 years.

Pre-retirement Contract

A work activity where a staff member enters into a pre-retirement arrangement with the University on a fixed term contract expiring on or around the relevant retirement date, which may be no longer than 5 years from the commencement of the pre-retirement arrangement.

Employment Subsidiary to Studentship

A work activity where a person enrolled as a student undertakes work within the student’s academic unit, or an associated research unit of that academic unit, and the work is generally related to a degree course that the student is undertaking within the academic unit, provided that:

a) the period of appointment expires on or before 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 the appointment is not made conditional upon the person undertaking the studentship.

Apprenticeship or Traineeship

A work activity where an apprentice or trainee is to be employed pursuant to an apprenticeship or traineeship approved by the relevant Commonwealth or State training authority.

Organisational Change

A work activity for an initial single period of up to 2 years, undertaken when a new organisational structure is being implemented, in accordance with Clause [63], Change Management and Consultation, provided that the new organisational structure being implemented affects no less than 3 staff members. The University may offer a further fixed term appointment of a maximum of 12 months subsequent to the initial contract.

Appointments in Curtin FM 100.1

A work activity where a staff member is appointed within Curtin FM 100.1 as a sales representative, or a radio broadcaster or in radio production in accordance with Clause 17, Employment in Curtin FM 100.1.

Increase or Decrease in Enrolments

Where there is:

a) a sudden and unanticipated increase in enrolments; or
b) a reasonable expectation of a decrease in enrolments;
fixed-term employment may be offered with respect of that work for a minimum period of 1 year up to a maximum of 3 years.

*Other work activity as agreed*

A fixed term contract may be adopted for any other reason as agreed between the University and the Union(s).