EMPLOYMENT OF STAFF IN ONGOING POSITIONS (Tabled 3/7/2012 – amended version provided to the University 9/7/2012)

XX Employment of staff in ongoing positions

X.1 The University commits to employing staff in ongoing positions as the preferred method of employing staff. Staff will not be employed on a fixed-term or casual basis where they could be employed in an ongoing position. Clause 14 of the Agreement sets out the only circumstances in which a fixed-term appointment may be used.

X.2 The University commits to reducing its casual and fixed term workforce during the nominal life of the Agreement by 25% and replace them with ongoing positions to do the work previously done by these fixed-term and casual positions. Where possible, this will involve converting fixed-term and casual staff into ongoing staff. The University will not use this clause to eliminate the work done by fixed-term and casual staff without creating ongoing positions to do this work.

X.3 The University will also assist suitably qualified casual and fixed term staff in obtaining ongoing employment within the University where suitable vacancies arise. Existing casual and fixed-term staff employed at the time of advertisement of a vacancy in the University will be eligible to apply for such vacancies. Due consideration of the contribution and experience of suitably qualified casual and fixed term staff will be given by selection panels when assessing applications for such ongoing positions. Where a staff member has been merit selected for a position of the same or similar nature to the vacant position, that staff member will be given preference in filling the vacant position where they apply.

X.4 A casual staff member will be eligible to have his or her employment converted to an ongoing appointment if he or she has been employed on a regular and systematic basis in the same or similar classified position in the same (or a similar) organisational unit or equivalent during the preceding 12 months provided that it is reasonably likely that the employment will be ongoing. The manner in which a staff member will be converted to ongoing employment is set out in Schedule 6.

X.5 A fixed-term staff member who was merit selected for at least one fixed-term appointment and has been engaged in the same Faculty or Area for 2 or more consecutive fixed term appointments or a period of 3 or more years will automatically be converted to ongoing status where the work they are undertaking is of a continuing nature. The manner in which this will take place is set out in clause 14.5.