

Table One: Academic Contract types

This table has been designed to display in an easy format the types of academic contracts available under the current Enterprise Agreement

Class	Contract Template type	Conditions	DET (formerly DEEWR) Function Code	Workload Allocation (to a maximum of 100%)
Continuing Appointments	A-E	Academic Contract	<ul style="list-style-type: none"> Contract template to incorporate a Workload Allocation Schedule which would identify the allocation of teaching, research and admin/professional duties 	03 Teaching & Research Standard workload allocation (EA 5.4.5.3): <ul style="list-style-type: none"> Teaching: 20% to 60% Research: 20% to 60% Administration/Professional: 10% to 40% Work outside the above bands is only by agreement between the staff member and supervisor, or as specified in their contract of employment, and provided that at least 10% is allocated for scholarship and research (EA 5.4.5.6)
			01 Teaching intensive	Education Specialist workload allocation by agreement or as specified in the contract of employment (EA 5.4.5.6): <ul style="list-style-type: none"> Teaching: 61-90% Research/Scholarship minimum: 10% Administration/Professional: 0-29% Note: In this range, some allocation should be considered to account for any administrative duties that are not teaching or research related activities (like staff meetings)
			02 Research	Research Specialist workload allocation by agreement or as specified in the contract of employment (EA 5.4.5.6): <ul style="list-style-type: none"> Research: 61-90% Teaching and/or Administration/Professional: minimum 10%
	A-B	Scholarly Teaching Fellow	<ul style="list-style-type: none"> Continuing appointment (with 35 STFs appointed during the life of the EA to undertake teaching that would otherwise be undertaken by casual staff) Commence at Level A (step 3) with annual incremental progression up to a maximum Level B (step 6), provided that any Scholarly Teaching Fellow required to carry out full unit co-ordination duties as part of normal duties and/or holds a relevant PhD will be paid at no lower than Level A, step 6 If successfully promoted, through the Academic Promotions process, the academic is no longer considered a Scholarly Teaching Fellow and their workload will be allocated in accordance with clause 5.4 of the Enterprise Agreement (EA 2.4) 	01 Teaching intensive Up to 75% teaching and teaching related duties and the balance to other duties (EA 2.4 and 5.4.5.4)
	A-E	Continuing Research Appointment	On application from staff member (EA 2.1.4)	02 Research As allocated under the School's workload model, consistent with the Research Only Classification Standards (EA Schedule 6)

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A-E	Research Only	<ul style="list-style-type: none"> Fixed term for a period not exceeding 5 years (EA 2.3.3) Research only functions described in Schedule 6 of the EA. 	02 Research	As allocated under the School's workload model, consistent with the Research Only Classification Standards (EA Schedule 6)
A-E	Teaching Fellowship	<ul style="list-style-type: none"> Fixed term for 12 months to 3 years duration (EA 2.3.11.1) Restricted to someone who holds a PhD (or someone who expects to be awarded a PhD by commencement of appointment), or who has performed casual teaching for at least 2 teaching periods in the last 3 years (EA 2.3.11.2) 	01 Teaching intensive	Up to 75% teaching and teaching related duties and the balance to other duties (EA 2.3.11 and 5.4.5.4)
Fixed-Term	Academic Contract	Fixed Term Contract Employments types (EA 2.3) Specific Task or Project <ul style="list-style-type: none"> Wholly or substantially externally funded and has a clear start and finish time frame. The contract specifies the circumstance(s) or contingency relating to the specific task or project upon the occurrence of which the term of employment will expire. 	03 Teaching & Research 01 Teaching intensive	Standard workload allocation (EA 5.4.5.3): <ul style="list-style-type: none"> Teaching: 20% to 60% Research: 20% to 60% Administration/ Professional: 10% to 40% Or Education Specialist workload allocation by agreement or as specified in the contract of employment (EA 5.4.5.6): <ul style="list-style-type: none"> Teaching: 61-90% Research/Scholarship: minimum 10% Administration/ Professional: 0-29% Note: In this range, some allocation should be considered to account for any administrative duties that are not teaching or research related activities (like staff meetings)
		Replacement Staff Member <ul style="list-style-type: none"> Engaged to replace staff member for definable period for initial fixed term no longer than 12 months and may be extended for period up to 12 months. 	(as appropriate to the workload allocation – see next column)	
		Recent professional practice <ul style="list-style-type: none"> Where a curriculum in professional, commercial, clinical or vocational education requires that work be undertaken by a person to be engaged who has recent practical or commercial experience. To be offered for a fixed period not exceeding two (2) years. Recent practical or commercial experience will normally be within the last two (2) years. 		
		Pre-Retirement contract <ul style="list-style-type: none"> Must not exceed 3 years and the agreed retirement may be negotiated within this timeframe. A minimum 10% loading will be payable. Must not be reengaged (other than as a casual) for a minimum of 2 years. Not entitled to redundancy or severance payment. 		
		Organisational Change <ul style="list-style-type: none"> Performing one or more teaching programs/functions that have not been previously taught (demand is unascertainable) for a maximum of 3 years and minimum of 1 year. May not be extended or renewed. Performing one or more teaching programs/ functions at a new location not less than 50km from a campus at which the program has been previously taught (demand is unascertainable) for a maximum of 3 years and a minimum of 1 year. May not be extended or renewed. There has been a sudden and unanticipated increase or decrease in enrolments. May be engaged for maximum of 3 years and minimum of 1 year and is not to be extended or renewed. Performing one or more functions or teaching one or more programs which will cease within a reasonably certain time (a decision has been made to disestablish part or all of the unit) for a period of duration equivalent to the length of the phase of the unit. 		
		Other circumstances <ul style="list-style-type: none"> Period not exceeding 5 years. Must accompany written justification and be approved by relevant union and Area Manager. Can be used for veterinarians at the School of Veterinary and Animal Sciences in an accredited resident program and/or staff engaged by PCE in an English Language or Community Teaching Program (EA 2.3.12) 		

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Fixed -Term converting to Continuing	A-E Academic Contract	<p>Convertible Academic Employment Contract (EA 2.3.9) <i>A unique category of employment that enables an academic to be engaged to work for a period of up to three years, after which their employment converts to a continuing position in particular circumstances.</i></p>	03 Teaching & Research	<p>Standard workload allocation (EA 5.4.5.3):</p> <ul style="list-style-type: none"> • Teaching: 20% to 60% • Research: 20% to 60% • Administration/ Professional: 10% to 40% <p>Or</p> <p>Education Specialist workload allocation by agreement or as specified in the contract of employment (EA 5.4.5.6):</p> <ul style="list-style-type: none"> • Teaching: 61-90% • Research/Scholarship: minimum 10% • Administration/ Professional: 0-29% <p>Note: In this range, some allocation should be considered to account for any administrative duties that are not teaching or research related activities (like staff meetings)</p>
		<ul style="list-style-type: none"> • Fixed-term contract offered for 6 months to 3 years on the basis the employment will be converted from fixed-term to continuing at the expiration of the contract. • The employment will be converted from fixed-term to continuing if the staff member has performed satisfactorily and the University still requires the position. • 6 month probation period. • Contract can be extended for up to 1 year in particular circumstances. 		