### 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.

<table>
<thead>
<tr>
<th>Class</th>
<th>Contract Template type</th>
<th>Conditions</th>
<th>DET (formerly DEEWR) Function Code</th>
<th>Workload Allocation (to a maximum of 100%)</th>
</tr>
</thead>
</table>
| A-E   | Academic Contract      | • 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):  
- 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):  
- 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):  
- Research: 61-90%  
- Teaching and/or Administration/Professional: minimum 10% |
| A-B   | Scholarly Teaching Fellow | • 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) |
<p>| 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) |</p>
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| A-E   | Research Only          | • 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    | • 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) |
| A-E   | Academic Contract      | **Fixed Term Contract Employments types (EA 2.3)**  
Specific Task or Project  
• 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.  
Replacement Staff Member  
• 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.  
Recent professional practice  
• 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  
• 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  
• 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  
• 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) | 03 Teaching & Research  
• 01 Teaching intensive (as appropriate to the workload allocation – see next column) | Standard workload allocation (EA 5.4.5.3):  
• 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):  
• 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) |
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| A-E   | Academic Contract      | Convertible Academic Employment Contract (EA 2.3.3) 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. | 03 Teaching & Research | Standard workload allocation (EA 5.4.5.3):  
  - 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):  
  - 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) |

- 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.