



# Continuing Contingent Funded Appointments

Eligible staff members in externally funded positions can apply for a Continuing Contingent Funded Appointment under Clause 2.1.4 of the [University of Adelaide Enterprise Agreement](#), which outlines the eligibility criteria and terms of this contract type.

## What is a Continuing Contingent Funded Appointment?

A Continuing Contingent Funded Appointment is a continuing contract type available to staff in externally funded positions. This contract type provides another avenue to continuing employment for staff who are in externally funded positions.

Under the previous 2017 – 2021 Enterprise Agreement, this contract type was referred to as a “*Continuing Research Appointment*” and was only available to academic staff in research positions.

In the new Enterprise Agreement, this contract type has been broadened to make it available to any staff member (academic or professional) who is in an externally funded position, and who meets the eligibility criteria in clause 2.1.4.1.

## Who is eligible to apply for a Continuing Contingent Funded Appointment?

Per clause 2.1.4.1 of the Enterprise Agreement, a staff member will be eligible to apply for a Continuing Contingent Funded Appointment where they are:

- A) 0.5 FTE or more;
- B) has been employed by the University for a period of three (3) years or more, and are to be appointed to a second or subsequent consecutive contract; and
- C) was employed through a competitive and open selection process, or have completed 10 years of service.

The University may, at its discretion, approve the staff member’s application even though not all eligibility criteria has been met.

## On what ground can the University reject an application?

There are a number of grounds on which the University can reject an application for a Continuing Contingent Funded Appointment which are set out in clause 2.1.4.3 of the Enterprise Agreement. These grounds include:

- a) the eligibility criteria has not been met
- b) there is evidence that there will be insufficient revenue or funding available to provide continuing support for the staff member’s employment beyond a further three (3) year period
- c) the staff member’s performance has not been assessed as being at least satisfactory
- d) the staff member is performing work which is predominantly related to discontinued, or discontinuing programs or a disciplinary area that is not being actively pursued by the University;
- e) the staff member is a student, and their status as a student is the primary reason for their appointment.



## How should staff apply for a Continuing Contingent Funded Appointment?

Applications should be made by the staff member submitting a Continuing Contingent Funded Appointment form (available on the [Enterprise Agreement website](#)) to their supervisor, along with any relevant documentation. A response must be provided to the staff member within 30 days of receiving the application.

More information regarding the specific conditions of employment for staff on Continuing Contingent Funded Appointments can be found in clause 2.1.4 of the University's Enterprise Agreement.

## When can the University terminate a Continuing Contingent Funded Appointment?

As per clause 2.1.4.5 of the Enterprise Agreement, these contracts may be terminated when:

- i) the external funding that supports the position ceases or is insufficient; or
- ii) the inherent nature of the work required has changed significantly and the staff member's skills and experience will not enable the staff member to complete the requirements of the position; or
- iii) termination is within the probation, unsatisfactory performance or disciplinary provisions of the Enterprise Agreement.

Clause 6.7 Redundancy and 7.2 Job Security provisions do not apply to Continuing Contingent Funded Appointments.

## What severance entitlements apply to staff on Continuing Contingent Funded contracts?

Where a staff member's employment under a Continuing Contingent Funded Appointment, they are entitled to severance under clause 2.1.4.7 of the Enterprise Agreement as follows:

| Length of Continuous Service                            | Weeks' Pay* |
|---|-------------|
| More than 1 year and up to the completion of 2 years    | 4           |
| More than 2 years and up to the completion of 3 years   | 6           |
| More than 3 years and up to the completion of 4 years   | 7           |
| More than 4 years and up to the completion of 5 years   | 8           |
| More than 5 years and up to the completion of 6 years   | 10          |
| More than 6 years and up to the completion of 7 years   | 11          |
| More than 7 years and up to the completion of 8 years   | 13          |
| More than 8 years and up to the completion of 9 years   | 14          |
| More than 9 years and up to the completion of 10 years  | 16          |
| More than 10 years and up to the completion of 15 years | 17          |
| More than 15 years                                      | 18          |

## Further enquiries

Please contact the HR Service Centre 831 31111 or email [HR Service Centre](#).