



Organisational Change Contracts

The purpose of this information sheet is to provide managers with an understanding of the option to employ staff on an Organisational Change contract under clause 2.3.10 of the [University of Adelaide Enterprise Agreement](#).

What is the fixed-term (convertible) Organisational Change contract?

A convertible Organisational Change contract is a unique category of employment that enables the staff member to be engaged to work for a period of between one (1) to two (2) year on a fixed-term contract, after which their employment converts to a continuing position if certain criteria are met.

When would I choose to employ a staff member under this category?

Organisation change contracts can be offered to staff members:

- 1) Working in a unit that experiences a sudden/unanticipated change in enrolments (increase or decrease).
- 2) Working in a new unit that is performing a new function or teaching a new program - the need/demand for which is uncertain at the establishment of the unit.
- 3) Performing a function or teaching a program at least 50km from where it has been previously taught/performed.

At the expiration of the contract, the employment will convert from fixed-term to continuing if the University determines there is an ongoing need for the position and provided the staff member has performed satisfactorily.

How long can I appoint someone under this contract type?

The University may appoint a staff member under this fixed-term contract type for between one (1) to two (2) years, noting that at the end of this term, the employment either converts to continuing or comes to an end.

Can this contract type be extended or can another such contract be offered?

No, this contract type cannot be extended. At the end at the expiration of the fixed-term contract, the position either converts to continuing or the employment comes to an end.

Can I bring this contract to an end sooner than the contract end date?

This contract type cannot be ended sooner than the contract end date, other than in accordance with clause 2.1.2.2 of the Enterprise Agreement. That is, the contract may be ended during the probationary period, or for unsatisfactory performance or for serious misconduct.

Further enquiries

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