

2.3 Limitations on the Use of Fixed-Term Contracts

The use of fixed-term contracts will be limited to the employment of a staff member engaged in work activity on terms that correspond with one (1) of the employment types described in this section. With the approval of their supervisor, a staff member may engage in additional casual work (as defined in clause 2.1.3) unrelated to, or identifiably separate from, their normal duties.

2.3.7 Pre-retirement contract

- 2.3.7.1 If a continuing staff member formally advises their supervisor of their intention to retire, a fixed-term contract expiring on or around the agreed retirement date may be negotiated.
- 2.3.7.2 The appropriate Area Manager will have discretion as to whether the application is approved.
- 2.3.7.3 A pre-retirement contract will not exceed three (3) years and the minimum loading payable will be 10%. The loading will be superannuable.
- 2.3.7.4 At the conclusion of the pre-retirement contract, the staff member will not be re-engaged in paid employment by the University (other than casual employment) for a period of two (2) years from the final date of fixed-term employment.
- 2.3.7.5 If a staff member accepts a fixed-term pre-retirement contract, they will not be entitled to either a redundancy payment as provided in clause 6.7 of this Agreement or a severance payment.