

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.

2.3.10 Organisational change

- 2.3.10.1 An organisational change contract is a fixed-term convertible contract where the position is offered for a maximum period of two (2) years and not less than one (1) year.
- 2.3.10.2 Organisational change contracts may be offered to staff members in an identifiable work unit that:
- (a) is a new unit performing one (1) or more functions or teaching one (1) or more programs, that have not been performed or taught previously and the prospective need or demand for which is uncertain or unascertainable at the time of establishment of the unit;
 - (b) is performing one (1) or more functions or teaching one (1) or more programs at a new location that is not less than 50km from any campus where those functions or programs have previously been taught or performed and where the prospective need or demand for those functions or programs is uncertain or unascertainable at the time of commencing them at the new location; or
 - (c) experiences a sudden and unanticipated increase or decrease in enrolments.
- 2.3.10.3 At the expiration of the contract, the University will convert employment 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 in the position.