Employment Categories

DEFINITIONS

Continuing employment means all employment other than fixed-term and casual.

Casual employee means an employee employed on a casual contract, engaged by the hour and paid a rate on an hourly basis that includes a loading of 25%, which is compensation for paid annual recreation leave, personal leave and other applicable paid leave under the Agreement.

Sessional employee means a casual employee employed by the term or semester.

Fixed-term contract (FTC) employment means employment for a specified term or ascertainable period, for which the instrument of engagement will specify the starting and finishing dates of the employment (or instead of a finishing date, will specify the circumstance(s) or contingency relating to a specific task or project, upon the occurrence of which the term of the employment will expire).

Fixed-term contracts for general and academic staff working predominantly in higher education are restricted to the categories listed below:

EMPLOYMENT CATEGORIES FOR FIXED-TERM CONTRACTS:

General Fixed-term contracts:

Specific task or project - Refer Clause 25.7.1 of the Agreement.

Replacement employee - Refer Clause 25.7.7 of the Agreement.

Specialised Fixed-term contracts:

Research - Refer to Clauses 25.7.2 - 25.7.4 of the Agreement.

Early Career Development Fellowships - Awarded for a maximum of two years to eligible existing casual academic staff. Refer Clause 25.17 of the Agreement.

Pre-retirement contract - Maximum of five years. Refer Clause 25.7.9 of the Agreement.

Specialised Fixed-term contracts (cont’d):

Contract for Studentship - Contract term may not exceed end of academic year in which person ceases to be a student. Refer Clause 25.7.10 of the Agreement.

Contract for Senior Appointments - Maximum term of five years. Refer Clause 25.7.12 and Clause 26 of the Agreement.

Contract for apprenticeships or traineeship - Refer Clause 25.7.13 of the Agreement.

Contract for employees undertaking professional practice with CDU. Refer Clause 25.7.14 and Clause 26 of the Agreement.

Contract catering for Innovation or Reorganisation activities. Refer Clause 25.7.11 of the Agreement.

NOTICE FOR FIXED-TERM CONTRACTS

The University will provide to a FTC employee, written notice of the University’s intention to renew, or not to renew, employment with the University prior to the expiry of the contract. Such notice is the greater of:

any specific entitlement to notice specified in the contract of the University’s intention to renew, or not to renew, employment with the employee upon the expiry of the contract; or

<table>
<thead>
<tr>
<th>Period of continuous service</th>
<th>Period of Notice</th>
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<tbody>
<tr>
<td>Not more than 1 year</td>
<td>at least 2 weeks</td>
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<tr>
<td>1 year but less than 3 years</td>
<td>at least 4 weeks</td>
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<tr>
<td>3 years but less than 5 years</td>
<td>at least 6 weeks</td>
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<tr>
<td>5 years or over</td>
<td>at least 8 weeks</td>
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In addition to this notice, an employee over the age of 45 years at the time of the giving of notice and with not less than two years continuous service is entitled to an additional week’s notice.