

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.

2.3.4 Replacement staff member

Where a staff member will be employed for a fixed period to:

- (a) replace a full-time or part-time staff member for a definable period for which the latter is either on authorised leave of absence or is temporarily seconded away from their usual work area;
- (b) perform the duties of a vacant position, in which case the initial fixed-term must be no longer than 12 months but may be extended for a further period of up to 12 months provided that no later than six (6) months from the date of extension the University commences recruitment action to engage a continuing staff member in the position; or
- (c) perform the duties of a position the normal occupant of which is performing higher duties pending the outcome of recruitment action for a vacant higher duties position.