

Draft CPSU Continuing Contingent Funded Employment

Definitions

A continuing contingent-funded appointment (CCFA) is an appointment that has limited term funding provided from external sources, but not funding that is part of the operating grant from government or funding comprised of payments of fees made by or on behalf of students.

Eligibility

- (a) A fixed-term employee may apply for conversion to a CCFA where:
 - i. They have been employed continuously by the University for a period of at least three (3) years; and
 - ii. They have performed at a satisfactory level; and
 - iii. They are, or are about to be, employed on a second or subsequent consecutive fixed-term contract of employment; and
 - iv. They were employed through merit selection.
- (b) The University may offer a CCFA notwithstanding not all of the above criteria are satisfied.
- (c) Applications must be made in writing to the University, which will advise the employee in writing of the outcome within 30 days of receiving the application. The University may refuse an application on reasonable grounds. Reasonable grounds include:
 - (i) the criteria (above) are not satisfied,
 - (ii) the employee's performance has not been assessed as being at least satisfactory;
 - (iii) the employee is a student, and their status as a student was the primary reason for their appointment.

Conditions

- (a) An employee on a CCFA will receive the same entitlements as other continuing employees, including superannuation.

Termination of CCFA

- (b) Where the relevant external funding which would support the CCFA ceases, and the University is not able to redeploy the employee (in accordance with Clause 35) or obtain suitable employment for them, the employee's employment may be terminated on grounds of redundancy and the provisions of Clause 36 will apply.