



THE UNIVERSITY OF
NEW SOUTH WALES

WITHOUT PREJUDICE

**UNIVERSITY OF NEW SOUTH WALES (ACADEMIC STAFF)
ENTERPRISE AGREEMENT 2014**

1 May 2014

Clause X Incremental progression for casuals

1. Casual academic staff are entitled to automatic incremental progression to the next relevant step on the salary scale until the top level has been reached on the following basis:
 - a) In the case of teaching (including lecturing, tutoring and demonstrating), after teaching for two complete teaching periods (including summer teaching periods), whether consecutive or not.
 - b) In the case of other academic casual work, after so working for a total of 24 weeks.
2. Casual academic staff who obtain continuing or fixed term employment with the University at the same academic level as their casual work shall be appointed at no less than the relevant incremental step as set out in 1. above.
3. Fixed term or permanent staff who are engaged as a casual at the same academic level as their fixed term or permanent work shall be appointed at no less than their substantive incremental step.

Clause X Discipline currency allowance

1. This clause shall not apply to occasional or guest lecturers or to casual staff engaged to conduct demonstrations, or routine and simple marking.
2. A staff member employed on a casual basis to undertake teaching or marking duties shall be entitled to an additional payment of five hours' pay per subject, in recognition of the time required to maintain currency in their academic discipline.
3. The payment payable under 2. above shall be reduced by one hour for each hour of paid attendance at academic conferences or structured academic staff development activity within the relevant academic discipline.

Career Paths and Job Security

Early Career Development Fellowships

1. Over the life of the Agreement, the University will advertise and appoint existing casual academic staff to Early Career Development Fellowships in accordance with this clause, so that these positions comprise at least 1% of [EFT / payroll].
2. Early Career Development Fellowships (ECDFs) will be standard teaching and research or research-only academic fixed term contracts of two years' duration.
3. Each year, existing casual academic staff may register their interest in and eligibility for the ECDF scheme with the University.
4. Eligibility to apply for ECDFs will be restricted to casual academic employees who have:
 - Been awarded a PhD and performed casual teaching work for the University in 3 entire teaching periods, over the last 5 years; or
 - Been active candidates for their PhD for at least 2 years and performed casual teaching work for the University in 5 entire teaching periods, over the last 5 years.
5. At least one ECDF position must be created in any [insert relevant name of cost centre eg Department, School] where 20 or more eligible staff registered their interest in the scheme.
6. Successful candidates for ECDFs will be selected from eligible applicants on academic merit.
7. At the end of ECDFs, an assessment will be made as to whether a further fixed-term appointment of two years should be made, subject only to an assessment of the staff member's satisfactory progress and the continuing need for the work being performed (or like work), as evidenced by the subjects or like subjects continuing, or further research funding being available. Where such a further appointment is made, it shall be to a convertible two-year fixed term teaching and research or research-only academic position, meaning that at the end of the further period of two years, the position will be converted to continuing employment unless the holder is considered not to be appointable on academic merit, in which case they shall be so advised 3 months prior to the expiry of the convertible contract.

Resources and Collegiality

Clause X Information technology allowance

Staff members employed on a casual basis to undertake teaching or marking duties (excluding guest lecturers) are entitled to an allowance for student consultation by email, internet and telephone of \$40 per week or \$1,000 per year (whichever is lesser) in respect of information technology, unless the staff member is provided with an adequate workstation that includes such facilities for their exclusive use.

Clause X Casual staff professional development fund

1. In order to assist casual employees with their professional and career development, the University will ensure that each Faculty establishes a fund within its internal budget that will be available to assist casual academic staff in the development of their professional standing and their careers.
2. The amount allocated to this professional development fund will be equivalent to 3% of the total amount spent on casual employment by the Faculty in the previous calendar year. These monies shall accumulate if not spent.
3. Any application to access this fund will be approved on the basis that the proposed activity is directly relevant to the discipline within which the applicant is employed or their career development. Preference shall be given to casual staff who do not otherwise have access to professional development opportunities.

Clause X Recognition for casual academic research publications

1. Unless agreement has been reached between the University and the casual academic staff member on remuneration in respect of producing the relevant work, the University shall not:
 - a) Require a casual academic staff member to describe herself or himself as an employee of the University in any publication, or refereed journal article written by that staff member, or in connection with any creative work of the staff member
 - b) List the publication, refereed journal article, or creative work of a casual academic staff member in any list, report, or promotional material issued by the University, which contains the publications, journal articles, or creative works of staff of the university; or
 - c) Include the publication, refereed journal article, or creative work of a casual academic staff member in the University's profile for any institutional grants scheme allocations.

The basis for negotiating the remuneration shall be the estimate of the number of hours involved in producing the relevant work (except any hours for which the employee was paid or employed to do that work by the University) multiplied by the relevant hourly rate.

Clause X Resources and Collegiality - Casual Academic Staff

1. Casual academic staff shall be invited to and be entitled to attend relevant School, Faculty or University meetings on the same basis as permanent academic staff.
2. Casual academic staff shall be provided with the following resources and facilities on the same basis as permanent academic staff:
 - a) library cards, staff cards, business cards
 - b) out-of-hours access, lockable storage
 - c) email accounts, pigeon holes, desks, access to a printer
 - d) network and intranet access, profiles on School websites
 - e) inclusion in the University's web directory
 - f) access to staff common rooms
3. In addition, casual academic staff whose employment with the University concludes at the end of a teaching period shall be provided with the resources and facilities in Clause 2 above on a continuous basis until the conclusion of the immediately subsequent teaching period.
4. Casual academic staff shall be eligible to apply for internally advertised University positions.
5. Casual academic staff shall be eligible to apply for any internal funding opportunities, including grants and professional development funds, on the same basis as permanent academic staff.
6. Any casual academic staff member who:
 - a) Is required to apply the policies of the University in his or her academic work;
 - b) Is employed to undertake a series of lectures, tutorials or demonstrations amounting to at least one contact hour per week for a complete teaching period; and
 - c) Has not previously been employed by the University on a full-time or fractional time basis, or on a casual basis as per b) above

shall be entitled to payment for 5 hours at the "other academic duties" rate for the purpose of acquainting herself/himself with policies of the University relevant to his or her duties and status as an academic.

Such an amount shall not be payable where the University conducts and makes available to an employee a full-day (7-hour) paid induction session for new employees.