

# MinterEllison

5 August 2016

**BY EMAIL:** [melbourne@fwc.gov.au](mailto:melbourne@fwc.gov.au)

Registry  
Fair Work Commission  
Level 4  
11 Exhibition Street  
Melbourne VIC 3000

Dear Registry

**Full Bench proceedings AM2015/6 – Higher Education Industry Academic Staff Award 2010**  
**Our client: Bond University**

We refer to the Form F52 Order Requiring Production of Documents etc. to the Fair Work Commission issued by Commissioner Johns on 29 July 2016.

Please find **enclosed** information in response to the Order.

If you have any questions please contact us.

Yours faithfully  
**MinterEllison**

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OUR REF: KEH DCW 1131911 YOUR REF: AM2015/6

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enclosure



**Bond University: Response to Order Requiring Production of Documents to the Fair Work Commission dated 29 July 2016**

**Commission Matter No.: AM2015/6 - 4 yearly review of modern awards – Education group**

In relation to paragraphs 1 to 6 of the request, it is noted that Bond University is not subject to the restrictions on the use of fixed-term employment described in clause 11.3 of the Higher Education Industry – Academic Staff – Award 2010 ('the Modern Award').

1. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on fixed term contracts to perform a specific task or project in circumstances described in clause 11.3(a) of the Higher Education Industry – Academic Staff – Award 2010 ('the Modern Award').*

Bond University does not engage fixed term staff in the category described in clause 11.3(a) of the Modern Award. Accordingly there are no documents, information or records which evidence the number of full time equivalent ('FTE') Bond University staff employed under this category.

2. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on fixed term contracts to perform research in circumstances described in clause 11.3(b) of the Modern Award.*

Bond University does not engage fixed term staff in the category described in clause 11.3(b) of the Modern Award. Accordingly there are no documents, information or records which evidence the number of FTE Bond University staff employed under this category.

However, the University's records show that it engages 16.2 FTE fixed term staff members on a 'research only' basis (Source: Bond University HR - extracted from the ALESCO HR System, Information extracted at 24 July 2016).

3. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on fixed term contracts as a replacement employee in circumstances described in clause 11.3(c) of the Modern Award.*

Bond University does not engage fixed term staff in the category described in clause 11.3(c) of the Modern Award. Accordingly there are no documents, information or records which evidence the number of FTE Bond University staff employed under this category.

4. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on fixed term contracts to perform work which requires recent professional practice studentship in circumstances described in clause 11.3(d) of the Modern Award.*

Bond University does not engage fixed term staff in the category described in clause 11.3(d) of the Modern Award. Accordingly there are no documents, information or records which evidence the number of FTE Bond University staff employed under this category.

5. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on pre-retirement fixed term contracts studentship in circumstances described in clause 11.3(e) of the Modern Award.*

Bond University does not engage fixed term staff in the category described in clause 11.3(e) of the Modern Award. Accordingly there are no documents, information or records which evidence the number of FTE Bond University staff employed under this category.

6. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on fixed term contracts for employment that is subsidiary to their studentship in circumstances described in clause 11.3(f) of the Modern Award.*

Bond University does not engage fixed term staff in the category described in clause 11.3(f) of the Modern Award. Accordingly there are no documents, information or records which evidence the number of FTE Bond University staff employed under this category.

7. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on fixed term contracts in circumstances that are not described in clause 11.3 of the Modern Award.*

Bond University records show that it has 109.1 FTE staff employed on fixed term contracts (Source: Bond University HR - extracted from the ALESCO HR System, Information extracted at 24 July 2016).

8. *Any document, information or record evidencing the number of full time equivalent Bond University staff employed on permanent ongoing contracts in circumstances that are not described in clause 11.3 of the Modern Award.*

Bond University records show that it has 138.1 FTE staff employed on ongoing contracts (no end date specified) (Source: Bond University HR - extracted from the ALESCO HR System, Information extracted at 24 July 2016).

9. *Any document, information or record evidencing the number of students enrolled to study at Bond University in each trimester from 1 January 1998 to 27 July 2016*

The data below are sourced from Bond University's Internal Statistics and represent On Campus Bond University Students (count of Unique Student ID numbers per semester, Produced 1 August 2016).

## Number of Students

