EXISTING FRAMEWORK

Performance Management Framework

- Eligibility:
  - EA clauses
  - All staff as determined via the Academic planning and Review Process

Pre-retirement or Fixed-term Retirement Transition Contracts

- Eligibility:
  - All staff
  - Able to retire from 55yrs
  - Contracts for up to 3 or 5 yrs (depending on age)

Redundancy (Workload/Specialisation)

- Eligibility:
  - EA clauses
  - As per Redundancy Policy definition (Section 2.1)

Voluntary Early Retirement (VER)

- Eligibility:
  - Academic teaching and research staff (Levels B – E)
  - Employed continuing basis at least 5 yrs
  - Able to retire between 55-65yrs during VERS offer period
  - Excludes ACT and ACU list of identified staff to ATO

Strategic direction of the University and Faculty Framework of:
- Teaching and Research, Teaching intensive, Research intensive – streaming
- Increased percentage of research active staff
- Workload / Student Accessibility
- Integration of research in teaching and learning
- Academic standards for teaching and learning
- Doctoral qualification completions
  - KPIs Set
  - Timeframes for review and identified outcomes set
  - Review and plan conducted annually

Process Time: Ongoing

Reduced workload, maintained superannuation, possible other benefits/incentives
(To operate within Performance Management Framework)

- KPIs Set
- Timeframes for review
- Review and plan conducted annually

Negotiating Time: 12 – 36 mths
Exit Date From: To be negotiated

Voluntary Redundancy (VR)

- Process Time:
  - May be immediate – this is an ongoing option

Exit date from:
- Semester 1, 2009 – then as required

Involuntary Redundancy

- Process Time:
  - Up to 12mths (dependent upon length of service)

Exit date from:
- Semester 1, 2010

Application End Date:
- April 20, 2009

Exit date from:
- Semester 1, 2009 - Semester 1, 2010