

Q6: When will a staff member commence work on a Post-Retirement Contract?

A staff member will commence work from a date agreed by her/him and the University after she/he has retired.

Q7: What type of employment will a staff member have under a Post-Retirement Contract?

Under a post-retirement contract a staff member will be employed on a casual sessional basis as agreed between her/him and the relevant nominated supervisor or Head of School. This will not normally exceed 40 weeks a year to accommodate semester and summer/winter school options.

Q8: What will a staff member's workload be on a Post-Retirement Contract?

The minimum fraction that a staff member may work on a Post-Retirement Contract is 0.6 of the equivalent full-time workload of a continuing academic staff member. She/he will be involved in the areas of teaching, curriculum/learning materials development, research and/or project work as agreed with her/his nominated supervisor. Along with any other work approved by the Deputy Vice-Chancellor (Academic).

Q9: How long is a Post-Retirement Contract?

A post-retirement contract will be available for between 1 to 5 years.

Q10: Can a Post-Retirement Contract be extended?

After the expiry of the initial post-retirement contract the University, at its discretion, may provide a staff member with a further contract on an annual basis.

Q11: Can a staff member apply for a continuing or fixed-term appointment?

Yes. A staff member may, at any time, apply for a continuing or fixed-term appointment externally advertised by the University and, if successful following merit selection, win a continuing or fixed-term appointment.

Q12: Can a staff member convert back to a continuing Appointment after they have entered into a Post-Retirement Contract?

No. A staff member's working arrangements under a Post-retirement contract are not subject to casual conversion to continuing appointment. There is no other conversion method available.

Q13: What will happen if the University does not offer a staff member a further Post-Retirement Contract?

If the University no longer requires a staff member's services it is not obliged to offer her/him a further Post-Retirement Contract. In such circumstances, the employment arrangement ceases and the staff member is not entitled to severance payments.

Q14: What amount of notice will a staff member have to provide on a Post-Retirement Contract if they wish to terminate their employment with the University?

A staff member is required to give at least 4 weeks notice if she/he wishes to terminate her/his employment with the University.

Q15: What will a staff member's salary be under a Post-Retirement Contract?

Remuneration on a Post-Retirement Contract will be at the appropriate casual academic rate which incorporates a loading in lieu of leave entitlements.

Q16: Will there be any changes to a staff member's superannuation under a Post-Retirement Contract?

The Superannuation Guarantee payment of 9 percent will be paid into an account in the staff member's name into UniSuper during the course of the Post-Retirement Contract until she/he reaches the prescribed age at which employer contributions must cease. After that age an amount equal to the 9 percent will be paid in the form of salary.

Q17: How can a staff member obtain further information on a Post-Retirement Contract?

If a staff member wishes to obtain further information on a Post-Retirement Contract, she/he should first seek clarification from the nominated supervisor who is responsible for the implementation and operation of the arrangements in her/his work area. Should further advice be required, questions should then be directed to the Human Resources Consultant who is responsible for the campus on which the staff member works.



Post-Retirement Contracts

Information, Questions and Answers for Staff considering a Post-Retirement Contract

Human Resources Directorate

Post-Retirement Contracts Important Information

The University has decided to offer a new type of contract to academic staff (levels A to E) who are contemplating resigning from employment from ACU and taking up their superannuation pension/lump sum benefits.

Where such a continuing academic staff member voluntarily decides to resign formally from ACU the University can provide her/him with the option to apply for a post-retirement contract.

A post-retirement contract will incorporate the following features. The academic staff member:

- will be offered a prospective contract which will be entered into with the University at the time she or he resigns from the University and which allows for a subsequent starting date in a post-retirement contract as agreed;
- may, if she/he has already resigned, be offered or request consideration of a post-retirement contract to re-enter the ACU workforce after retirement;
- will be provided with sessional work after retirement normally as agreed at a minimum of 0.6 of a full-time equivalent workload for a continuing or fixed-term full-time academic staff member;
- will be employed to perform teaching, research, curriculum/learning materials development, project work as agreed and/or any other work approved by the Deputy Vice-Chancellor (Academic);
- will be employed on a sessional casual basis defined to include semester, summer or winter school) or another work pattern as agreed;

- will be contracted to work:
 - on a sessional basis for a contract period of 1 to 5 years as agreed, not normally exceeding 40 weeks a year to accommodate semester and summer/winter schools, and;
 - with possibility of a further contract on an annual basis, thereafter, subject to performance, continuing need for work and availability of funds;
- may work otherwise as a casual academic staff member as agreed;
- will receive payment at the established casual rate of pay which incorporates a loading in place of leave benefits; a superannuation guarantee payment of 9 percent to be paid into Unisuper during the course of the contract until the prescribed age at which employer contributions must cease; and, after that age 9 percent will be paid as salary;
- will not be entitled to severance at the end of the contract;
- will not be eligible for conversion from casual to continuing appointment;
- will be required to give at least 4 weeks' notice if she/he wishes to terminate the post-retirement contract.



Post-Retirement Contracts Questions and Answers

Q1: What is a Post-Retirement Contract?

A post-retirement contract allows an eligible academic staff member to decide to retire from continuing full-time or part-time work and to move to retirement whilst continuing to work at the University in a sessional capacity therefore allowing the University to utilise her/his valued skills and experience.

Q2: Who is eligible to apply for a Post-Retirement Contract?

A continuing academic staff member (Level A to E inclusive) may apply for a post-retirement contract if she/he is contemplating retiring and is eligible to access superannuation entitlements as either a lump sum or pension.

Q3: When does a staff member sign a Post-Retirement Contract?

A post-retirement contract is entered into prospectively at the time a staff member chooses to retire from the University.

Q4: How can a staff member access the benefit of a Post-Retirement Contract?

A staff member must prospectively prior to formally leaving the employment of the University enter into a contract that as a condition of employment foreshadows the new working arrangement from a future date agreed by her/him and the University. The contract will normally commence after she/he has accessed her/his lump sum or pension superannuation benefit.

Q5: What is the approval process for a Post-Retirement Contract?

The staff member must submit a written application to their nominated supervisor who will then submit the application to the executive staff member. The executive staff member will consider the application before it is submitted to the executive planning group member. The executive planning group member has the authority to approve or decline a staff member's application.