Name of Policy | Regulation of Salaries and Conditions of Employment
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Description of Policy | This policy provides for the regulation of salaries and conditions of employment of the staff of ACU National by workplace agreements and by determinations and policies in circumstances where there is no applicable workplace agreement in operation.

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Description of Revision

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Personnel Relations and Equal Opportunity Directorate

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Vice Chancellor’s Approval Date 8 November 2006
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1. **Background Information**

   The *WorkChoices* amendments to the Workplace Relations Act 1996 (the Act), including establishment of the Australian Fair Pay and Conditions Standard and guaranteed employee entitlements, has significantly changed the basis upon which the salaries and conditions of employment of staff members are regulated.

2. **Policy Statement**

   The effective pursuit of the University’s Mission requires that the salaries and conditions of employment of its staff be regulated by mutually enforceable statutory instruments. Circumstances which depart from this norm are to be accommodated by policy provisions which acknowledge the University’s obligations under the Act and which are consistent with the University’s Mission.

3. **Policy Purpose**

   The policy recognises that the enforceable statutory instruments provided for in the Act are collective and individual workplace agreements and provides for the regulation of the salaries and conditions of employment of the staff by such workplace agreements and by determinations and policies in circumstances where there is no applicable workplace agreement in operation.

4. **Application of Policy – All Staff**

   4.1 In normal circumstances, the salaries and conditions of employment of staff members will be regulated by workplace agreements to which Part 8 of the Act apply. In accordance with Part 8, the workplace agreements may be either a collective agreement(s) or Australian Workplace Agreements (AWA).

   4.2 Exceptions to this norm may exist or may emerge, from time to time, in circumstances which include where:

   - there is no workplace agreement in operation by which a particular staff member is bound;
   - a workplace agreement has been terminated by agreement of the parties and the termination has been approved in accordance with the Act;
   - a workplace agreement provides a manner for its termination after its nominal expiry date and has been terminated in accordance with that manner;
   - an AWA or a collective workplace agreement to which Section 393 of the Act applies has passed its nominal expiry date and has been unilaterally terminated pursuant to that section of the Act;
   - a collective Agreement to which Section 393 of the Act does not apply has passed its nominal expiry date and has been set aside by an Order of the Australian Industrial Relations Commission.

   4.3 Where exceptions to the norm exist or emerge the salaries and conditions of employment of the relevant staff members will be those provided for by the Act, including the Australian Fair Pay and Conditions Standard and the guaranteed employee entitlements, supplemented by such determinations of salary rates as the Vice-Chancellor may make, from time to time, and such University policies as may be established from time to time.

5. **Policy Review**

   The University may make changes to this policy from time to time to improve the effectiveness of its operation. In this regard, any staff member who wishes to make any comments about this Policy may forward their suggestions to the Director, Personnel Relations and Equal Opportunity.
6 Further Assistance

Any staff member who requires assistance in understanding this Policy should first consult their nominated supervisor. Should further advice be needed, they should contact the Personnel Relations Consultant responsible for their campus.