

EMPLOYMENT CONDITIONS POLICY

SCOPE

Staff at the Australian campuses sites and centres of the University.

POLICY STATEMENT

This policy demonstrates the University's commitment to providing fair balanced and sustainable employment conditions

We are committed to fostering a strong, flexible and contemporary workforce.

We will provide you with fair, balanced and sustainable employment conditions that create an environment, which supports you to participate, thrive and balance your work and life needs.

Our employment conditions reflect our legal obligations as detailed in our Enterprise Agreements, policies and procedures and individual employment conditions.

We seek to fairly reward you for your contribution. We will ensure our pay and conditions provide for a sustainable future for the University, to support a thriving workforce and innovation that makes a positive impact on our community and the world.

We treat any breach of our policies or procedures seriously. We encourage reporting of concerns about non-compliance and manage compliance in accordance with the applicable Enterprise Agreement or contract terms.

DEFINITIONS

Enterprise Agreements	<p>The Enterprise Agreement means the:</p> <ul style="list-style-type: none"> • Monash University Enterprise Agreement (Academic & Professional Staff) 2019 or the • Trades and Services staff (Building and Metal Trades staff) 2009 or the • Trades and Services staff (Catering and Retail, Cleaning and Caretaking, and Miscellaneous services staff) 2005 <p>as applicable to the staff member in accordance with their contract of employment.</p>
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GOVERNANCE

Supporting procedures	<ul style="list-style-type: none"> • Behaviours in the Workplace • Domestic travel (Australian-based staff) • Employment visas • Flexible work • International assignments for Monash Australia staff • International travel (Australian-based staff) • Overtime and time off in lieu (professional staff) • Redundancy and redeployment • Resignation and exiting the University • Retirement and pre-retirement • Working from home <p>Associated Documents</p> <ul style="list-style-type: none"> • Focus Monash • Academic Workloads and Faculty Boards of Review (Guideline) • Professional Staff Workloads (Guideline)
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Supporting schedules	
Associated policies	All University policies
Policy owner	Director, Workplace Relations
Legislation mandating compliance	Fair Work Act 2009 (Cth) Queries may be addressed to riskandcompliance@monash.edu
Category	Human Resources
Approval	Chief Operating Officer & Senior Vice-President
Endorsement	Chief Human Resources Officer
Date effective	12 February 2020
Review date	23 February 2021
Version	2.1
Content enquiries	Ask.Monash or phone Monash HR on (03) 990 20400