

# Secure Employment – Valid reasons for contract employment



The only valid reasons for teachers and ES to be employed fixed term are listed below.

Note: Any letter of offer must state for which of the below reasons the position is fixed term

REASON FOR CONTRACT	Clause	Teacher	ES
Replacement for a short-term absence (12 months leave or less) other than a parental absence	21(2)(d)(i)	✓	✓
Replacement for a seven-year parental absence vacancy <ul style="list-style-type: none"> <li>• Employment can end before the seven years if the person being replaced is returning to work earlier. Employees must be given at least 10 weeks' notice of a position ending.</li> <li>• If the ongoing employee does not return to the school, the person employed to replace this employee will be offered an ongoing position.</li> </ul>	21(2)(d)(ii)	✓	✓
Linked to Student Support Funding (SSP) in which case the fixed period must be for seven years <ul style="list-style-type: none"> <li>• Employment can end before the seven years if the school's SSP funding reduces or ceases.</li> <li>• Schools should investigate comparable or potential funding alternatives before ending a fixed period of employment. Employees must be given at least 10 weeks' notice of a position ending.</li> </ul>	21(2)(d)(iii)	✗	✓
Potentially in excess (based on data agreed by DET and AEU)	21(2)(d)(iv)	✓	✓
Tied to specific funding (and advertised for the duration of the funding)	21(2)(d)(v)	✓	✓
Because a fully qualified teacher is unavailable; the fixed period can be for up to five years	21(2)(d)(vi)	✓	✗

