



Canberra Institute of Technology

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Explanatory Notes to the ACT Public Sector Canberra Institute of Technology Enterprise Agreement 2021-2022

PURPOSE

The purpose of this document is to explain the proposed main amendments to the ACT Public Sector Canberra Institute of Technology Enterprise Agreement 2021-2022 ("the Agreement"). This is the second of two documents that explain the proposed amendments, with this particular document covering CIT specific amendments that have been incorporated into the Agreement following CIT negotiations with unions party to CIT's Agreement.

MAJOR PROPOSALS: CIT Specific Conditions

The following relates to changes specifically negotiated between CIT and employee representatives.

MINIMUM ATTENDANCE FOR CASUAL EMPLOYEES

- The condition allowing CIT to engage casual employees with no minimum attendance limit has been removed. Casual employees are now entitled to a minimum shift duration of 3 hours as per the ACTPS common terms and conditions.

TEMPORARY TRANSFER (M2)

- Clause M2 amends the *Public Sector Management Act 1994* for CIT purposes to better articulate what was the existing practice.
- M2 strengthens the capacity for CIT to allow temporary employees to be transferred at level or on higher duties temporarily without having to reissue a new temporary contract.

SEASONAL EMPLOYMENT (M5)

- Clause M5 amends the ACTPS common terms and conditions for CIT purposes.
- M5 allows CIT to engage an employee on a Seasonal short-term or long-term contract with no prescribed contract length.