To the Presiding Commissioner,

Matter number: AG2017/5358
The Australian National University Enterprise Agreement 2017 - 2021

The Australian National University provides the following undertaking, which replaces any preceding undertaking, with respect of The Australian National University Enterprise Agreement 2017 - 2021 (‘the Agreement’):

Casual professional staff minimum engagement – clause 15.13
Notwithstanding clause 15.13 of the Agreement, all casual professional staff who are not students or employees with a primary occupation elsewhere (or with the University), as defined by clause 12.2 of the Higher Education Industry - General Staff - Award 2010, will receive a minimum engagement of 3 hours.

Casual employee eligibility for overtime – clause 27.4
Notwithstanding clause 27.4 of the Agreement, the remuneration paid to a casual staff member who has rostered hours and who works outside of, or in excess of, their rostered hours will not fall below the minimum payment to which the staff member would have otherwise been entitled under clause 23.1 of the Higher Education Industry - General Staff - Award 2010 (at the corresponding rates of pay under that Award).

Alternative overtime rates - clause 27.7
An examination invigilator, field interviewer, community coordinator, or Library, Drill Hall Gallery or a School of Art Gallery staff member employed on a part time or casual basis will be paid overtime rates where they are directed to undertake work outside of their span of hours as defined in clause 19.

Shift Worker – clause 28
For the purposes of the NES, a shift worker is a professional staff member who works permanent rotating shifts in accordance with clause 28.

Part time library shift workers – clause 28.17
Where a part time library shift worker is required to perform a shift on a Sunday they will be paid the rate of 150%.

Cashing out of Annual Leave – clause 35.7
Where an eligible staff member requests to cash out a portion of their annual leave accrual, all cashing out arrangements will be in accordance with s.(93)(2) of the Fair Work Act 2009.
Dispute Settlement – clause 74
Notwithstanding clause 57.2 of the Agreement, a staff member who is party to a dispute under clause 74 may appoint a representative of their choice for the purposes of the procedures outlined in clause 74.

Simulated Patients – Schedule 3.4
a) S 3.4.4 – Excluding Simulated Patients engaged to perform in large lectures or as part of an assessment (in accordance with S3.4.9 and S3.4.10), where a performance exceeds three hours Simulated Patients will be paid additional hours in accordance with clause 28.2(b) of the Live Performance Award 2010.
b) S 3.4.6 – Simulated Patients will be paid in the next (closest) fortnightly pay period, following the submission of an approved timesheet.
c) If a Simulated Patient would have received an entitlement under the Live Performance Award 2010, and there is no equivalent entitlement (or an entitlement of lesser value) available under the Agreement, the staff member will be paid and/or receive the entitlement in accordance with the Live Performance Award 2010.

Yours sincerely

[Signature]

Dr Nadine White
Director – Human Resources