No.	Delegation	Stage of Approval	Delegation B committee or	r position) o	Reference	Conditions, exceptions or limitations	Is this work-flowed?
		Recommend or Approve	C 1 2 3		6		
1.0	Establishment and Recruitment						
	Authority to establish a position and/or approve the recruitment process for ongoing and fixed term positions:				People and Culture Schedule	Effective 5 October 2015 all positions that are not within budget, or do not have confirmed non- recurrent/tied funding, are subject to the approval of the relevant Senior Executive. This group is comprised of the VC, Provost, COO, VP International & VP VUIT.	
	Vice Chancellor	Recommend	Not app	olicable			No
		Approve	V				
	Band 2 positions	Recommend	Not app	olicable	_		No
	Band 3 Positions	Approve	<i>y</i>		_		No
	Band 3 Positions	Recommend Approve	v v		_		NO
	Band 4 Positions	Recommend	<i>'</i>		-		No
		Approve	1 1		-		
	All other positions	Recommend	111	/ / /	7		No
		Approve	V V V	/			
1.2	Authority to approve a position description and reclassification:				People and Culture Schedule		
	All positions	Recommend	V V V	/ / /			No
		Approve	* * *	/ / /	7		
1.3	Authority to approve a counter offer:				Counter Offer Procedures		
	Band 2 positions	Recommend	Not app	olicable			No
		Approve	~		_		
	All other positions	Recommend	Not app	olicable	_		No
1.4	Authority to approve payment of recruitment and removal expenses for:	Approve			Relocation and Immigration Assistance for New Staff Policy		
1.4					Relocation and immigration Assistance for New Staff Policy		
	Vice Chancellor	Recommend	Not app	olicable	_		No
	Band 2 positions	Approve	Not one	diaghla	_		No
	Band 2 positions	Recommend Approve	Not app	Dilicable	4		NO
	Band 3 positions	Recommend	Not app	olicable	-		No
		Approve	· ·		-		
	Academic D & E	Recommend	V V V	/	1		No
		Approve	4		7		
	Professional Staff HEW 10/10+ (where not a Band 3 position)	Recommend	V V V		7		No
		Approve	√ √				
	Band 4 positions	Recommend	V V V	\prod			No
	Rand 5 positions	Approve	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		_		No
	Band 5 positions	Recommend Approve	, , ,		_		No
	All other positions – Band 6 and other (eg Academic A-C, TAFE Teachers,	Recommend	V V V	/ / /	/		No
	Professional Staff HEW 1 - 9)	Approve	V V V	/ /	-		

1.5	Authority to approve conversion from a fixed-term contract of employment appointment to continuing/ongoing employment (TAFE Teaching appointments only):							TAFE Multi Business Agreement 2009, clause 12.3		
	All TAFE teaching staff	Recommend Approve		√ √	√ √ √	*				No
1.6	Authority to approve conversion from casual to non-casual employment for:	t		•	•	•	•	TAFE Multi Business Agreement 2009; VU Enterprise Agreement clause 16.5		
	All staff	Recommend Approve		✓✓	√ √					No
1.7	Authority to determine what persons or classes of persons constitute the academic staff of the University for the purposes of the Victoria University Act 2010	Council	,	-		, ,	•	Victoria University Act 2010, section 9(2)(a)		
1.8	Authority to authorise a person to act as Visitor (a) in relation to any particular matter concerning the affairs of the University; or (b) during any period when the Visitor is absent or unable to act	Visitor						Victoria University Act 2010, section 23(1)	The Governor of the State is the Visitor of the University under section 22(1) of the Victoria University Act 2010. The person who is authorised to act as Visitor under section 23(1) of the Act has all the powers, duties and functions of the Visitor to the extent, or for the period of, the authorisation under that subsection.	
2.0	Appointment	<u> </u>								
2.1	Authority to appoint:							Recruitment and Selection Policy	All merit-based appointments must be recommended via a majority of the mebers of the Selection Panel and approval must be by the Chair of the Panel. Letters of Offer must be signed by a Band 4 or higher position in People & Culture.	
	Chancellor	Recommend	✓ ✓					Victoria University Act 2010, section 9(1)(a) and section 24; Governance, Academic and Student Affairs Statute 2013, section 19	Under the Victoria University Act 2010, section 18(2)(b), Council must not delegate the power to appoint officers under section 9(1)(a). Council will determine conditions of appointment in accordance with the university statute and university regulations.	No
	Any Deputy Chancellor	Recommend	V					Victoria University Act 2010, section 9(1)(a) and section 25; Governance, Academic and Student Affairs Statute 2013, section 20	Under the Victoria University Act 2010, section 18(2)(b), Council must not delegate the power to appoint officers under section 9(1)(a). Council will determine conditions of appointment in accordance with the university statute and university regulations. Where there is more than one Deputy Chancellor, the	No
		Approve	~						regulations must specify the number.	
	Vice Chancellor	Recommend Approve	✓	,	/ia Sele	ection F	anel	Victoria University Act 2010, section 8(3)(a); Governance, Academic and Student Affairs Statute 2013, section 21	Portfolio of the Vice-Chancellor prepare offer letter.	No
	Interim Vice Chancellor	Recommend Approve	✓ ✓	<u> </u>	/ia Sele	ection F	anel	Victoria University Act 2010, section 26(3) and (4)	Pending the appointment of a Vice-Chancellor under the Victoria University Act 2010, section 26(2). An interim appointment under subsection (3) is for the period specified in the appointment, being a period not exceeding 12 months	No
	One ore more Deputy Vice Chancellor(s)	Recommend	✓	,	/ia Sele	ection F	anel	Victoria University Act 2010, section 27(2); Governance, Academic and Student Affairs Statute 2013, section 24	On the recommendation of the Vice-Chancellor, in accordance with the university statutes and university regulations. The deputy vice-chancellor(s) have the functions, duties and powers conferred by the	No
		Approve	✓						university statutes and university regulations, or by the Vice-Chancellor.	
	All other positions (Ongoing & Fixed Term)	Recommend		'		tion Pa	nel	Recruitment and Selection Policy	By letter of appointment	No
		Approve			Chair	of Par	iel			
	All Casual staff (includes casual professional, academic sessional and TAFE sessional staff)	Recommend Approve		· ·	V V	· ·	/ /		By Casual or Sessional Contract	No
		Арріоче								
2.2	Authority to appoint, renew or revoke Honorary & Occupational Trainee positions							Governance, Academic and Student Affairs Statute 2013; Titles and Honorary Degrees Regulations 2013; Honorary, Adjunct and Visiting Appointments Policy		
	Distinguished Visiting Professor/Educator, Emeritus Professor/Educator	Recommend Approve		1	V V			Governance, Academic and Student Affairs Statute 2013, section 32; Titles and Honorary Degrees Regulations 2013, sections 3 and 15	By letter of appointment	No
		Approve								
	Visiting Professor/Educator, Adjunct Professor/Educator, Adjunct Associate Professor/Educator, Honorary Professor/Educator	Recommend		~	1 1	· /		Governance, Academic and Student Affairs Statute 2013, section 32; Titles and Honorary Degrees Regulations 2013, sections 9, 12 and 15	By letter of appointment	No
		Approve			1					

	Honorary/Visiting/Adjunct Fellow and occupational trainees	Recommend		V	✓	/ /	· ·	~	✓ Governance, Academic and Student Affairs Statute 2013, section 32; Titles and Honorary Degrees Regulations 2013, sections 9, 12 and 15	No
									Titles and Honorary Degrees Regulations 2013, sections 9, 12 and 15	
		Approve		~	~	/ /	1			
	Vice Chancellor's Fellow	Recommend		1	1				Governance, Academic and Student Affairs Statute 2013, section 32; By letter of appointment	No
		Approve	-	·		+	-	+	Titles and Honorary Degrees Regulations 2013, section 6	
	Distinguished University Fellow	Recommend			_	-	-	-	Governance, Academic and Student Affairs Statute 2013, section 32; By letter of appointment	No
	Distinguished University Pellow			Ľ	Ů				Titles and Honorary Degrees Regulations 2013, section 62,	NO
		Approve		·						
2.3	Authority to approve Direct fixed-term contract of employment appointments (up to a maximum of twelve months only) for:				<u> </u>				VU Enterprise Agreement 2013; Recruitment and Selection Policy; Staff Secondment Policy	
	Band 2 positions	Recommend	Т		Not a	pplicat	le		Letters of Offer must be signed by a Band 4 or higher position in People & Culture.	No
		Approve	√	· /	П		1	1		
	All other positions	Recommend	✓		/	/ /	-	-	-	No
		Approve	~	_	~	✓				
2.4	Authority to approve Direct fixed-term contract of employment appointments (greater than twelve months) for:								VU Enterprise Agreement 2013; Recruitment and Selection Policy. Refer to section 2.3 (above)	
	Band 3 or below positions	Recommend		1	~	√	Τ	Т		No
		Approve		1	✓					
2.5	Authority to approve an ongoing appointment without advertisement for:							<u> </u>	VU Enterprise Agreement 2013; Recruitment and Selection Policy, Vice-Chancellor's Appointment	
	Band 3 or below positions	Recommend	T	-	~	✓	Т	Т		No
		Approve		~	~	1			-	
2.6	Authority to approve reappointment of executive/senior fixed term contract of employment staff for:				! !		Ļ	<u>.</u>	Recruitment and Selection Procedure	
	Band 2 positions	Recommend	Т	V	ia Rev	iew Pa	anel			No
		Approve		·					-	
	Band 3 or 4 positions	Recommend	+	V	ia Rev	/iew Pa	anel		 	No
		Approve		·	✓			1	-	
2.7	Authority to approve a further fixed term appointment - merit-based	Recommend		·	✓	✓ ✓	· ·	· /	Band level above the recommending staff member.	
		Approve		√	√	V V	· •			
2.8	Authority to confirm appointment following probation period for:								Probation Policy and Procedure	
	Vice Chancellor	Recommend	1		Not a	pplicab	le			No
		Approve	✓				T			
	Band 2 positions	Recommend			Not a	pplicab	le			No
		Approve		-						
	Band 3 positions	Recommend			Not a	pplicat	le	-		No
		Approve		~	✓					
	Academic D & E	Recommend		1	~	✓	\dagger	T		No
		Approve		Prob	ation	Reviev	v Pan	el	-	
	Professional Staff HEW 10/10+ (where not a Band 3 position)	Recommend		·	✓	✓	Т			No
		Approve		~	~	\dashv			 	
	Band 4 positions	Recommend		~	~	~				No
		Approve		~	~	+	+	+	 	
		_					1			

	Band 5 positions	Recommend		· ·	/	1				No
		Approve		Ý .	/ /					
	All other Academic positions – Band 6 and other (eg Academic A-C Teacher)	Recommend		Ý .	/ /					No
	rodono.)	Approve	Р	robati	on Re	view Pa	nel			
	All other Professional positions – Band 6 and other (HEW 1 - 9)	Recommend		· ·	/ /	· ·	/ /	<u> </u>		No
		Approve		٧,	/ /	٧,	/			
2.9	Authority to re-employ, in any capacity, a former Victoria University staff member whose employment was previously terminated by way of redundancy	Vice Precident People & Culture			•	•	•	Recruitment & Selecation Policy	N/A	No
3	Variations to Appointment									
3.1	Authority to approve an acting appointment (without advertisement) as:								For all staff other than Vice Chancellor acting appointments and Educational Leadership positions,	
									periods greater than six weeks and up to 6 months will be subject to the People & Culture delegation for fixed term appointments without advertisement-refer to 2.3 of this Schedule	
	Acting Chancellor (a) in the absence of the Chancellor; or (b) during any vacancy in the office of Chancellor; or (c) during the inability of the Chancellor to act; or (d) at any other time with the consent of the Chancellor.	Deputy Chancellor	r					Victoria University Act 2010, section 25(4)(a), (b), (c), (d) and (e)	When acting as Chancellor, a Deputy Chancellor has all the powers and duties of the Chancellor.	No
	Acting Vice Chancellor, for a period < 3 months	Recommend		No	t appli	icable		Victoria University Act 2010, section 27(1); Governance, Academic and Student Affairs Statute 2013, section 23		No
		Approve	✓					Student Affairs Statute 2013, Section 23		
	Acting Vice Chancellor, for a period > 3 months	Recommend		No	t appli	icable			During the absence of the Vice Chancellor in accordance with university statutes and university regulations	No
		Approve	✓						regulations	
	Acting Band 2 positions	Recommend		No	t appli	icable		7	VC approval only requried for periods of > 2 weeks	No
		Approve		~						
	Acting Band 3 positions	Recommend		٧,	/ /				Substantive incumbent can put forward a recommendation	No
		Approve		٧,						
	Acting Band 4 positions	Recommend		٧,	/ /	~			Substantive incumbent can put forward a recommendation	No
		Approve		٧,	/ /					
	Acting Band 5 positions	Recommend		٧,	/ /	٧,			Substantive incumbent can put forward a recommendation	No
		Approve		· ·	/ /	1				
	All other acting positions – Acting Band 6 and other (eg Academic A-C Teacher, Professional Staff HEW 1-9)	Recommend		٧,	/ /	۷,	/ /	<u> </u>	Substantive incumbent can put forward a recommendation	No
		Approve		· ·	/ /	<i>,</i>	/	-		
3.2	Authority to approve variation to employment contract including: variation to time fraction; individual flexibility arrangement; flexible employment circle; payment of higher duties allowance; change of supervisor; change of campus, parents and carers arrangements;							VU Enterprise Agreement 2013; Relocation of Staff Policy; Flexible Work Arrangements Policy	Individual flexibility arrangements must comply with the Fair Work Act 2009.	
	rostered day off for:									
		Recommend		No	t appli	icable				No
	Vice Chancellor	Approve	✓							
		Recommend		No	t appli	icable		7		No
	Band 2 positions	Approve		~						
		Recommend		No	t appli	icable		7		No
	Band 3 positions	Approve		· ·						
		Recommend		· ·	/ /	~		7		No
	Academic D & E	Approve		· ·	/ /	tt				
		1								

		Recommend		~	~	~					No
	Band 4 positions	Approve		1	~						
	Band 5 positions	Recommend		1	✓	1	1				No
		Approve		~	~	~					
	All other positions – Band 6 and other	Recommend		·	1	'		/ /			No
		Approve		ľ	~		,	~			
3.3	Authority to approve an academic promotion to the level of:		•	•		-			Higher Education Academic Promotions Policy and Procedure		
	Academic B, C, D & E	Recommend		Via	Prom	notions	s Pan	el		Promotions Panel chaired by the Provost Colleges, Learning & Teaching, and Research	No
		Approve		-							
3.4	Authority to approve a TAFE teacher to undertake an overseas short					Ш			Guidelines for TAFE Teachers on Overseas Short Term		
	term assignment:								Assignment; TAFE Multi Business Agreement		
	TAFE Teacher	Recommend	~	_	~	~	· '	~			No
		Approve	~	·	V	~					
4	Remuneration										
4.1	Authority to approve remuneration above standard agreement									Where a market loading amount is >20% of salary, the Supervisor's Supervisor must approve	
	provisions:	Recommend	Т		Not a	applica	able		Loadings Policy		No
	Vice Chancellor	Approve	✓								
		Recommend	Т		Not a	applica	able				No
	Band 2 positions	Approve		-							
		Recommend		~	~	~				In addition to Band 2 positions the Vice-President People & Culture also has approval delegation	No
	All other positions	Approve		1	✓						
4.2	Authority to approve accelerated incremental progression for:					Ш			People and Culture Schedule		
7.2		December						/ /	1 copie and outline octionale	Mark and the firm that Consideration	Na
	All staff	Recommend		Ľ	Ľ	Ľ	Ľ,	Ť		Must be recommendaton of immediate Supervisor or above	No
		Approve		ľ	~	ľ	•				
4.3	Authority to approve: casual/sessional staff payments; claims for travel								VU Enterprise Agreement 2013		
4.3	between campuses (note only for those staff without University vehicle) for:								VO Litterprise Agreement 2013		
	All staff	Recommend			Not a	applica	able			Immediate Supervisor can approve	Yes
		Approve		-	~	~	· .	V V			
4.4	Authority to approve: overtime, meal and shift allowances, university		+			Ш.			VU Enterprise Agreement 2013		
	business travelling allowance, recall to duty payment, transport after unrostered shifts or overtime for:										
	All staff	Recommend			Not a	applica	able			Immediate Supervisor can approve	No
		Approve		·	✓	~	· ,	/ /			
4.5	Authority to appove annual performance bonus for:				-			-	Individual contract arrangements		
	Vice Chancellor	Recommend			Not a	applica	able				No
		Approve	1				T				
	All other positions	Recommend		~	~	H				All bonuses must be approved by the Vice Chancellor	No
		Approve		~		H	\dagger				
4.6	Authority to recognise prior service above Agreement Provisions	Popognico	+	1		Ш	_		VU Enterprise Agreement 2013	The VU Enterprise Agreement 2013 states that the Vice Chancellor or nominee may recognise prior	
4.6	Additionly to recognise prior service above Agreement Provisions	Recognise		Ť					VO Enterprise Agreement 2013	service above Agreement 2013 states that the Vice Chancellor or nominee may recognise prior service above Agreement provisions	

_									
5	Leave								
5.1	Authority to approve leave without pay for >20 days; parental leave & adoption leave; partner leave; time off in lieu; other leave for periods outside of industrial instrument provisions for:						VU Enterprise Agreement 2013; TAFE Multi Business Agreement 2009; Leave Without Pay Policy; Leave Management Policy	All organisational units should have a leave management plan which should be referred to when considering leave applications	
	Vice Chancellor	Recommend		Not a	applicabl	le			No
		Approve			nancellor				
	Band 2 positions	Recommend		Not a	applicabl	le			No
		Approve	✓						
	Band 3 positions	Recommend		Not a	applicabl	le			No
		Approve	~	1					
	All other staff	Recommend	~	1	1	/ /			No
		Approve		~					
5.2	All other leave:		-	•			VU Enterprise Agreement 2013; TAFE Multi Business Agreement 2009; Leave Management Policy	All organisational units should have a leave management plan which should be referred to when considering leave applications	
	Vice Chancellor	Recommend			applicabl				Yes
		Approve		* Ch	nancellor	r			
	All other staff	Recommend	·	1	V V	V V		Immediate Supervisor can approve	Yes
		Approve		~	1	*			
5.3	Authority to approve professional development for:						VU Enterprise Agreement 2013; Profesional Development Policy; Special Studies Program Policy; Offical Travel Policy		
	Vice Chancellor	Recommend			applicabl				No
		Approve			nancellor				
	All other staff (interstate and overseas)	Recommend			applicabl	le	Offical Travel Policy		No
		Approve	✓	~	1 1				
	All other staff (within Victoria)	Recommend	~	~	V V	V V			No
		Approve	1	1	1	✓			
	Special Studies Program	Recommend	Vi	a SSF	P Commi	ittee	Special Studies Program Policy		No
		Approve		~					
5.4	Authority to declare occasional days as a University holiday/s	Approve	1				VU Enterprise Agreement 2013		
6.0	Secondments								
6.1	Authority to approve terms and conditions for the secondment of staff;						Staff Secondment Policy		
	to an external organisation; and coming to the university from an external organisation:								
	Vice Chancellor	Recommend		Not a	applicabl	le			No
		Approve		* Cł	nancellor	r	1		
	Band 2 positions	Recommend		Not a	applicabl	le			No
		Approve	~						
	Band 3 positions	Recommend		Not a	applicabl	le			No
		Approve	-	✓					
,	All other staff	Recommend	~	1	V	~			No

		Approve 🗸 🗸			
7.0	Outside Employment and Other Professional Activities				
_					
	Authority to approve outside employment and other professional activities:		Staff Code of Conduct Policy, Guidelines: Outside Employment and Other Professional Activities		
	Vice Chancellor	Recommend Not applicable	Staff Code of Conduct Consultancy Activities		No
		Approve ✓			
	Band 2 positions	Recommend Not applicable		In line with individual contractual arrangements	No
		Approve 🗸			
	Band 3 positions	Recommend Not applicable			No
		Approve 🗸 🗸			
	All other staff	Recommend Not applicable		Line supervisor at least must approve	No
		Approve	-		
8.0	Resignation and Retirement				
8.1	Authority to endorse advice of resignation or retirement from the position of:		VU Enterprise Agreement 2013; TAFE Multi Business Agreement 2009	A staff member's immediate Supervisor is responsible for receiving and endorsing advice of resignation or refinement	
	Vice-Chancellor	Recommend * Chancellor			No
		Approve			
	All staff	Recommend Not applicable			No
		Approve			
8.2	Authority to approve withdrawal of resignation or retirement from:		People and Culture Schedule		
0.2			reopie and Guitare Scriedule		
	Vice Chancellor	Recommend Not applicable			No
		Approve * Chancellor			
	Band 2 positions	Recommend Not applicable			No
		Approve 🗸			
	Band 3 positions	Recommend Not applicable			No
		Approve 🗸 🗸			
	All other staff	Recommend			No
		Approve			
8.3	Authority to approve pre-retirement contract for:		VU Enterprise Agreement 2013		
	Vice Chancellor	Recommend Not applicable			No
		Approve 🗸			
	Band 2 positions	Recommend Not applicable		In consultation with People & Culture	No
		Approve	7		
	Band 3 positions	Recommend Not applicable		In consultation with People & Culture	No
		Approve 🗸 🗸			
	All other staff	Recommend		In consultation with People & Culture	No
		Approve			
9.0	Organisational Change, Redeployment, Redundancy, Disciplinary				
	Action and Termination				
9.1	Authority to approve organisational restructure for:		VU Enterprise Agreement 2013; TAFE Multi Business Agreement 2009		
	College or Shared Service Area	Recommend	1200	In consultation with People & Culture	No
		Approve ✓	1		
	An area within a College or Shared Service Area	Recommend	7		No
I				I I	

	1	Approve		1.	/	1 1	1	1	
9.2	Authority to an extended and a staff an extended to the staff and a staff and						MUST A STATE MARK Durkey Assessment		
9.2	Authority to approve redeployment of a staff member by the recruiting area at the following level:						VU Enterprise Agreement 2013; TAFE Multi Business Agreement 2009		
	Band 2 positions	Recommend		Not ap	plicable	е		In consultation with People & Culture	No
		Approve	~				1		
	Band 3 positions	Recommend	~	· ·				In consultation with People & Culture	No
		Approve		· ·			1		
	Band 4 positions	Recommend		· ·	√		-		No
		Approve		· ·	√		-		
	All other staff	Recommend		-	/ /	V V	-		No
		Approve		-	/		-		
		, фріото							
9.3	Authority to approve redundancy or early separation for a staff member whose position at the following level has been identified as surplus to requirements:			++			VU Enterprise Agreement 2013; TAFE Multi Business Agreement 2009		
	Band 2 positions	Recommend	٧	\Box				In consultation with People & Culture	No
		Approve		1	\top		1		
	Band 3 positions	Recommend		/ /			1	In consultation with People & Culture	No
		Approve		/ 	-		-		
	All other staff	Recommend		/ /	/ /		-	In consultation with People & Culture	No
		Approve		/ /	/		-	·	
9.4	Authority to take disciplinary action against:				_	oxdot	VU Enterprise Agreement 2013		
9.4				٧٥			VO Enterprise Agreement 2013		
	All academic staff	Recommend	Superv	sor			VU Enterprise Agreement 2013, section 62.1.14	Supervisor means, for an academic, the head of the organisational unit in which the academic is employed, or another academic staff member classified at Level C or above appointed by the Vice- Chancellor to be supervisor of one or more academics or a group of academics.	No
		Approve	Releva		officer	(i.e Vice	VU Enterprise Agreement 2013, sections 62.1.14 and 62.1.15	Relevant senior officer means the Vice-Chancellor in the case of an academic staff member.	No
	Professional staff	Recommend	Superv				VU Enterprise Agreement, section 62.1.14	Supervisor means, for professional staff, the person to whom they are accountable.	No
		Approve	Releva	nt senior	officer		VU Enterprise Agreement, section 62.1.15	Relevant senior officer means the relevant Deputy Vice-Chancellor, Pro Vice Chancellor or Vice President (or their equivalents) for a professional staff member.	No
	TAFE Teacher	Approve	Manage	er/super	visor			President (or their equivalents) for a professional stan member.	No
9.5	Authority to confirm, amend or withdraw the decision made regarding disciplinary action for:						VU Enterprise Agreement 2013		
	Academic and professional staff	Approve	Vice-Cl	nancello	r		VU Enterprise Agreement, sections 62.2.19 and 62.3.20	Following consideration of the Review and Appeals Committee or Investigator's report and recommendations	No
9.6	Authority to approve suspension for:						VU Enterprise Agreement 2013	Nooming Madding.	
	Academic and professional staff	Approve		nt senior by VU E			VU Enterprise Agreement 2013, sections 62.1.15 and 62.4	The Vice Chancellor may approve payment of accrued entitlement to annual leave or long service leave for the duration of the suspension without pay. The Vice Chancellor may direct that salary be paid on the grounds of hardship.	No
9.7	Authority to approve termination (e.g. dismissal) of staff member at the following level:						VU Enterprise Agreement 2013		
	Band 2 positions	Recommend		Not ap	plicable	e		In consultation with People & Culture	No
		Approve	1				1		
	All academic staff	Recommend	-	· ·	/		1	In consultation with People & Culture	No
		Approve		1	+	tt	1		
	All other staff	Recommend		1	/ /	V	1	In consultation with People & Culture	No
9.8	Authority to approve termination of a Senior Staff Contract (SSC) for:	Approve					VU Enterprise Agreement 2013		

	Academic and general staff on a SSC	Recommend Approve	· ·	Superviso	or			Termination of a person on a Senior Staff Contract will be in accordance with the Fair Work Act 2009 except that the required period of notice shall be stated in the contract and will be a minimum of three months, except in cases of termination for serious misconduct as defined in the VU Enterprise	No
10.0	Performance					<u> </u>		Agreement 2013.	
10.1	Authority to monitor the performance of the:								
	Vice Chancellor	Approve	~				Victoria University Act 2010, section 8(3)(a)		No
	All academic staff			Supervisor V			VU Enterprise Agreement, sections 21 and 62.2		No
	Professional staff			Supervisor			VU Enterprise Agreement 2013, section 62.2		No
10.2	Authority to approve another academic staff member classified at Level C or above to be the supervisor of one or more academics or groups of academics		V				VU Enterprise Agreement 2013, section 21	The VU Enterprise Agreement states that 'Each academic staff member shall have a nominated supervisor, and shall be advised in writing of the position of the nominated supervisor The supervisor shall be the head of the organisational unit in which the academic is employed, provided that the Vice Chancellor may delegate in writing another academic staff member classified at level C or above to be the supervisor of one or more academics or groups of academics.	