No.	Delegation	Stage of Approval	Deleg	gation	Band (board /	Reference	Conditions, exceptions or limitations	Is this work-flowed?
				Del	ecate				
		Recommend or Approve	C 1	2	3 4	5 6			
1.0	Establishment and Recruitment								
1.1	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 ap	oplicabl	e			No
		Approve	~						
	Band 2 positions	Recommend		Not ap	oplicabl	е			No
		Approve	~						
	Band 3 Positions	Recommend	~	~					No
		Approve	~						
	Band 4 Positions	Recommend	1	~	~				No
		Approve	Ý	Ý			-		
	All other positions	Recommend	Ý		~ ~	Ň			No
		Approve	~	~	~				
1.2	Authority to approve a position description and reclassification:						People and Culture Schedule		
	All positions	Recommend	 ✓ 	~	~ ~	· ·	·		No
		Approve	~	~	~ ~	~			
1.3	Authority to approve a counter offer:						Counter Offer Procedures		
	Band 2 positions	Recommend		Not ap	oplicabl	e			No
		Approve	~						
	All other positions	Recommend		Not ap	oplicabl	e			No
		Approve	~	~					
1.4	Authority to approve payment of recruitment and removal expenses for						Relocation and Immigration Assistance for New Staff Policy		
	Vice Chancellor	Recommend		Not ap	oplicabl	e			No
		Approve	~						
	Band 2 positions	Recommend		Not ap	oplicabl	e			No
		Approve	· · ·						
	Band 3 positions	Recommend		Not ap	oplicabl	e			No
		Approve	~	~					
	Academic D & E	Recommend	~	~	~				No
		Approve	~	~					
	Professional Staff HEW 10/10+ (where not a Band 3 position)	Recommend	1	~	~				No
		Approve	~	~					
	Band 4 positions	Recommend	~	~	 				No
		Approve	~	~		\square			
	Band 5 positions	Recommend	Y	~	~ ~				No
		Approve	~	~	~				
	All other positions – Band 6 and other (eg Academic A-C, TAFE Teachers, Professional Staff HEW 1 - 9)	Recommend	~	1		· ·			No
		Approve	~	~	√ √				

1.5	Authority to approve conversion from a fixed-term contract of employment appointment to continuing/ongoing employment (TAFE Teaching appointments only):							1	rAFE Multi Business Agreement 2009, clause 12.3		
	All TAFE teaching staff	Recommend		~	Ý ,	~ ~					No
		Approve		~	~						
1.6	Authority to approve conversion from casual to non-casual employment for:								FAFE Multi Business Agreement 2009; VU Enterprise Agreement clause 16.5		
	All staff	Recommend		~	¥ ,	~					No
		Approve		~	~						
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				•	•		/ictoria 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						ľ	/ictoria 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										
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 one of the following positions within People & Culture; Executive Director People & Culture, Talent Management Lead, Recruitment Manager, P&C Business Partner Lead.	
	Chancellor	Recommend Approve	✓ ✓						/ictoria 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	~	-					/ictoria University Act 2010, section 9(1)(a) and section 25;	Under the Victoria University Act 2010, section 18(2)(b), Council must not delegate the power to appoint	No
		Approve	~						Governance, Academic and Student Affairs Statute 2013, section 20	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 regulations must specify the number.	
	Vice Chancellor	Recommend	~	``	/ia Se	lection	Panel		/ictoria 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
		Approve	~								
	Interim Vice Chancellor	Recommend Approve	✓ ✓	`	/ia Se	lection	Panel	`	/ictoria 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 Se	lection	Panel		/ictoria University Act 2010, section 27(2): Governance, Academic and	On the recommendation of the Vice-Chancellor, in accordance with the university statutes and university	No
		Approve	~						Student Affairs Statute 2013, section 24	regulations. The deputy vice-chancellor(s) have the functions, duties and powers conferred by the university statutes and university regulations, or by the Vice-Chancellor.	
	All other positions (Ongoing & Fixed Term)	Recommend		`	Sele	najority ction Pa ir of Pa	anel	F	Recruitment and Selection Policy	By letter of appointment	No
	All Casual staff (includes casual professional, academic sessional and TAFE							1		By Casual or Sessional Contract	No
	sessional staff)	Approve		· ~	✓ ,	· ·				by Casual of Sessional Contract	NO
2.2	Authority to appoint, renew or revoke Honorary & Occupational Trainee positions							a	Sovernance, Academic and Student Affairs Statute 2013; Titles and Honorary Degrees Regulations 2013; Honorary, Adjunct and /isiting Appointments Policy		
	Distinguished Visiting Professor/Educator, Emeritus Professor/Educator	Recommend		~	¥ .	/			Governance, Academic and Student Affairs Statute 2013, section 32; Fitles 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 Approve		×	× ,	~ ~			Sovernance, Academic and Student Affairs Statute 2013, section 32; Titles and Honorary Degrees Regulations 2013, sections 9, 12 and 15	By letter of appointment	No
		приоче		Ĺ							

	Honorary/Visiting/Adjunct Fellow and occupational trainees	Recommend		~	× •	~ ~	~	~	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		~	× •	~ ~	~				
	Vice Chancellor's Fellow	Recommend		~	~				Governance, Academic and Student Affairs Statute 2013, section 32; Titles and Honorary Degrees Regulations 2013, section 6	By letter of appointment	No
		Approve		~					······		
	Distinguished University Fellow	Recommend		~	~				Governance, Academic and Student Affairs Statute 2013, section 32; Titles and Honorary Degrees Regulations 2013, section 6	By letter of appointment	No
		Approve		~				1	······································		
2.3	Authority to approve Direct fixed-term contract of employment appointments (up to a maximum of twelve months only) for:								VU Enterprise Agreement 2013; Recruitment and Selection Policy; Staff Secondment Policy		
	Band 2 positions	Recommend		N	lot app	plicabl	е			Letters of Offer must be signed by one of the following positions within People & Culture; Executive Director People & Culture, Talent Management Lead, Recruitment Manager, P&C Business Partner	No
		Approve	~	~						Lead.	
	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		~	× •	-					No
		Approve		~	~						
2.5	Authority to approve an ongoing appointment without advertisement for:						-		VU Enterprise Agreement 2013; Recruitment and Selection Policy, Vice-Chancellor's Appointment		
	Band 3 or below positions	Recommend		~	× •	~					No
		Approve		~	~						
	Another sites to a supervise as a supervise set of a supervise for a size fixed to supervise for a size of the supervise set of the sup								Recruitment and Selection Procedure		
2.6	Authority to approve reappointment of executive/senior fixed term contract of employment staff for:										
2.6		Recommend		Via	a Revie	ew Pa	nel				No
2.6	contract of employment staff for: Band 2 positions	Approve		~							
2.6	contract of employment staff for:	Approve Recommend		~		ew Pa ew Pa					No
2.6	contract of employment staff for: Band 2 positions	Approve		~							
2.6	contract of employment staff for: Band 2 positions	Approve Recommend Approve Recommend		~	a Revie ✓ ✓	ew Pa	nel	✓		Band level above the recommending staff member.	
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based	Approve Recommend Approve		~		ew Pa	nel	✓		Band level above the recommending staff member.	
	contract of employment staff for: Band 2 positions Band 3 or 4 positions	Approve Recommend Approve Recommend		~	a Revie ✓ ✓	ew Pa	nel	✓ ✓	Probation Policy and Procedure	Band level above the recommending staff member.	
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based	Approve Recommend Approve Recommend		✓ Via	A Revie	ew Pa	nel V	×		Band level above the recommending staff member.	
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for:	Approve Recommend Approve Recommend Approve		✓ Via	A Revie	ew Pa	nel V			Band level above the recommending staff member.	No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for:	Approve Recommend Approve Recommend Approve Recommend Recommend		Via Via	A Revie	ew Pa	nel ✓	· · · · · · · · · · · · · · · · · · ·		Band level above the recommending staff member.	No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions	Approve Recommend Approve Recommend Approve Recommend Approve Recommend Approve		Via Via V	A Revie	ew Pa	le			Band level above the recommending staff member.	No No No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor	Approve Recommend Approve Recommend Approve Recommend Approve Recommend Approve Recommend Approve Recommend		Via Via V	A Revie	ew Pa	le			Band level above the recommending staff member.	No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions Band 3 positions	Approve Recommend Approve Reco		Via Via Via Via Via Via Via Via Via Via	a Revie	ew Pa	le			Band level above the recommending staff member.	No No No No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions	Approve Recommend			a Revie	Plicabl	e e e			Band level above the recommending staff member.	No No No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions Band 3 positions Academic D & E	Approve Recommend Approve Reco			a Revie	ew Pa	e e e			Band level above the recommending staff member.	No No No No No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions Band 3 positions	Approve Recommend Approve Reco			a Revie	Plicabl	e e e			Band level above the recommending staff member.	No No No No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions Band 3 positions Academic D & E Professional Staff HEW 10/10+ (where not a Band 3 position)	Approve Recommend Approve Reco			a Revie	Plicabl	e e e			Band level above the recommending staff member.	No No No No No No
2.7	contract of employment staff for: Band 2 positions Band 3 or 4 positions Authority to approve a further fixed term appointment - merit-based Authority to confirm appointment following probation period for: Vice Chancellor Band 2 positions Band 3 positions Academic D & E	Approve Recommend Approve Reco			a Revie	Plicabl	e e e			Band level above the recommending staff member.	No No No No No

People and Culture Delegations Schedule

		-						
	Band 5 positions	Recommend	~	· · ·	·			No
		Approve	~	/				
	All other Academic positions – Band 6 and other (eg Academic A-C Teacher)	Recommend	~	 				No
		Approve	Probat	ion Revie	w Panel			
-	All other Professional positions – Band 6 and other (HEW 1 - 9)	Recommend	✓	 <td>/ / /</td><td></td><td></td><td>No</td>	/ / /			No
		Approve	✓	/ / .	/ /	-		
2.9	Authority to re-employ, in any capacity, a former Victoria University	Vice Precident				Recruitment & Selecation Policy	N/A	No
	staff member whose employment was previously terminated by way of redundancy	People & Culture						
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	Deputy Chancellor				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
	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.							
	Acting Vice Chancellor, for a period < 3 months	Recommend	N	ot applical	ble	Victoria University Act 2010, section 27(1); Governance, Academic and Student Affairs Statute 2013, section 23	d	No
		Approve	~					
	Acting Vice Chancellor, for a period > 3 months	Recommend	N	ot applical	ble		During the absence of the Vice Chancellor in accordance with university statutes and university regulations	No
		Approve	~				regulations	
	Acting Band 2 positions	Recommend	N	ot applical	ble		VC approval only requried for periods of > 2 weeks	No
		Approve	✓					
	Acting Band 3 positions	Recommend	✓	/ /		-	Substantive incumbent can put forward a recommendation	No
		Approve	✓	/		-		
	Acting Band 4 positions	Recommend		/ / .	/	-	Substantive incumbent can put forward a recommendation	No
		Approve				-		
			·					
	Acting Band 5 positions	Recommend	Ý	, ,	· ·		Substantive incumbent can put forward a recommendation	No
		Approve	~	· · ·	, 			
	All other acting positions – Acting Band 6 and other (eg Academic A-C Teacher, Professional Staff HEW 1-9)	Recommend	~	· · ·	/ / /		Substantive incumbent can put forward a recommendation	No
		Approve	✓	/ / .	/ /	-		
3.2	Authority to approve variation to employment contract including:					VU Enterprise Agreement 2013; Relocation of Staff Policy; Flexible	Individual flexibility arrangements must comply with the Fair Work Act 2009.	
	variation to time fraction; individual flexibility arrangement; flexible employment circle; payment of higher duties allowance; change of					Work Arrangements Policy		
	supervisor; change of campus, parents and carers arrangements;							
	rostered day off for:							
		Recommend	N	ot applical	ble			No
	Vice Chancellor	Approve	×					
		Recommend	N	ot applical	ble	1		No
	Band 2 positions	Approve	√			1		
		Recommend	N	ot applical	ble	4		No
	Band 3 positions	Approve	√			4		
		Recommend			+	4		No
	Academic D & E				$ \rightarrow $	4		140
		Approve	Ť	Ň				

	-		_								
		Recommend		1	~	~					No
	Band 4 positions	Approve		~	~						
		Recommend		~	~	~ ~					No
	Band 5 positions	Approve		1	~	~					
	All other positions – Band 6 and other	Recommend		1	~	< <	~	~			No
		Approve		~	~	~ ~	~				
3.3	Authority to approve an academic promotion to the level of:		-	+				ł	Higher Education Academic Promotions Policy and Procedure		
	Academic B, C, D & E	Recommend	Т	Via	Prom	otions F	Panel			Promotions Panel chaired by the Provost Colleges, Learning & Teaching, and Research	No
		Approve		~			П	_			
3.4	Authority to approve a TAFE teacher to undertake an overseas short term assignment:								Guidelines for TAFE Teachers on Overseas Short Term Assignment; TAFE Multi Business Agreement		
	TAFE Teacher	Recommend	✓	~	~	~ ~	√	_			No
		Approve	~	~	~	~					
4	Remuneration										
4.1	Authority to approve remuneration above standard agreement provisions:								VU Enterprise Agreement 2013; University Vehicles Policy; Market Loadings Policy	Where a market loading amount is >20% of salary, the Supervisor's Supervisor must approve	
	Vice Chancellor	Recommend			Not ap	plicabl	le				No
	Vice Chancellor	Approve	~								
	Band 2 positions	Recommend			Not ap	plicabl	le				No
		Approve		~							
		Recommend		~	~	~				In addition to Band 2 positions the Vice-President People & Culture also has approval delegation	No
	All other positions	Approve		~	~						
4.2	Authority to approve accelerated incremental progression for:		-	-		_		F	People and Culture Schedule		
	All staff	Recommend	-	√	~	<u> </u>	_	~		Must be recommendaton of immediate Supervisor or above	No
		Approve	-	-	~	<i>~ ~</i>					
4.3	Authority to approve: casual/sessional staff payments; claims for travel		_					,	VU Enterprise Agreement 2013		
4.5	between campuses (note only for those staff without University vehicle) for:										
	All staff	Recommend			Not ap	plicabl	le			Immediate Supervisor can approve	Yes
		Approve		~	~		~	~			
4.4	Authority to approve: overtime, meal and shift allowances, university							١	VU Enterprise Agreement 2013		
	business travelling allowance, recall to duty payment, transport after unrostered shifts or overtime for:										
	All staff	Recommend			Not ap	plicabl	le			Immediate Supervisor can approve	No
		Approve	+	~	~	< <	✓	~			
4.5	Authority to appove annual performance bonus for:					-		I	Individual contract arrangements		
	Vice Chancellor	Recommend	T		Not ap	plicabl	le				No
		Approve	~								
	All other positions	Recommend		~	~		+			All bonuses must be approved by the Vice Chancellor	No
		Approve		~	\vdash		+				
4.6	Authority to recognise prior service above Agreement Provisions	Recognise		~				ľ	VU Enterprise Agreement 2013	The VU Enterprise Agreement 2013 states that the Vice Chancellor or nominee may recognise prior service above Agreement provisions	

5	Leave								
2	Leave								
		-							-
5.1	Authority to approve leave without pay for >20 days; parental leave &						VU Enterprise Agreement 2013; TAFE Multi Business Agreement	All organisational units should have a leave management plan which should be referred to when	
	adoption leave; partner leave; time off in lieu; other leave for periods outside of industrial instrument provisions for:						2009; Leave Without Pay Policy; Leave Management Policy	considering leave applications	
	Vice Chancellor	Recommend		Not app	olicable				No
		Approve		* Char	ncellor		4		
	Band 2 positions	Recommend		Not app	olicable				No
		Approve	~						
	Band 3 positions	Recommend		Not ap	olicable		•		No
		Approve	~	~					
	All other staff	Recommend	✓	× .	/ /	 ✓ ✓ 			No
		Approve		<i>✓</i> .	/ /		4		
		Appiore							
5.2	All other leave:						VU Enterprise Agreement 2013; TAFE Multi Business Agreement	All organisational units should have a leave management plan which should be referred to when	
							2009; Leave Management Policy	considering leave applications	
	Vice Chancellor	Recommend	1	Not ap	olicable				Yes
		Approve		* Chai	ncellor				
	All other staff	Recommend	1	× .	/ /	✓ ✓		Immediate Supervisor can approve	Yes
		Approve		<i>✓</i> .	/ /	~	4		
		Appiove							
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	1	Not ap	olicable				No
		Approve		* Chai	ncellor				
	All other staff (interstate and overseas)	Recommend		Not app	olicable		Offical Travel Policy		No
		Approve	✓	√ ,	/ /		-		
	All other staff (within Victoria)	Recommend	~	Ý .		~ ~			No
		Approve	✓	× .	/ /	~			
	Special Studies Program	Recommend	Vic	SSD	Commit		Special Studies Program Policy		No
	Special Studies Program	Recommend	VIC	133F (lee	Special Studies Program Policy		NO
		Approve	~	~					
5.4	Authority to declare occasional days as a University holiday/s	Approve	~				VU Enterprise Agreement 2013		
6.0	Secondments								ļ
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:								
	external organisation.								
	Vice Chancellor	Recommend		Not app	olicable				No
		Approve		* Char	ncellor				
	Band 2 positions	Recommend		Not app	olicable				No
		Approve	 ✓ 				1		
	Band 3 positions	Recommend		Not an	olicable		4		No
				ap			1		110
1		Approve	 ✓ 	~					
—	All other staff	Recommend	~	v .	/ /	~	1		No
1								1	

1		Approve	· ·	<		I	1	
7.0	Outside Employment and Other Professional Activities			- 1 - 1		I		
7.1	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 a	oplicable		Staff Code of Conduct Consultancy Activities		No
		Approve	~					
	Band 2 positions	Recommend	Not a	oplicable	•		In line with individual contractual arrangements	No
		Approve	~					
	Band 3 positions	Recommend	Not a	oplicable				No
		Approve	× ×					
	All other staff	Recommend	Not a	oplicable			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	* Cha	ancellor				No
		Approve						
	All staff	Recommend	Not a	oplicable				No
		Approve	× ×		~ ~			
8.2	Authority to approve withdrawal of resignation or retirement from:				-	People and Culture Schedule		
	Vice Chancellor	Recommend	Not a	oplicable				No
		Approve	* Cha	ancellor				
	Band 2 positions	Recommend	Not a	oplicable				No
		Approve	~					
	Band 3 positions	Recommend	Not a	oplicable				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 a	oplicable				No
		Approve	~					
	Band 2 positions	Recommend	Not a	oplicable	- 1	1	In consultation with People & Culture	No
		Approve	~					
<u> </u>	Band 3 positions	Recommend	Not a	oplicable		1	In consultation with People & Culture	No
		Approve	× ×	TT				
	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	· ·	~	T		In consultation with People & Culture	No
		Approve	~	+				
	An area within a College or Shared Service Area	Recommend	~ ~	~ ~	~ ~	1		No

		Approve		~ <i>~</i>	1	1	1			
9.2	Authority to approve redeployment of a staff member by the recruiting							VU Enterprise Agreement 2013; TAFE Multi Business Agreement		
	area at the following level:							2009		
	Band 2 positions	Recommend		Not	applicat	ble			In consultation with People & Culture	No
		Approve		~						
	Band 3 positions	Recommend		< <					In consultation with People & Culture	No
		Approve		~ ~						
	Band 4 positions	Recommend		~ ~	~		-			No
		Approve		<i>~ ~</i>	~	-				
	All other staff	Recommend		~ ~	v .	/ _/	~			No
		Approve		<i></i>	1					
		Арріоче								
9.3	Authority to approve redundancy or early separation for a staff member			-		-	-	VU Enterprise Agreement 2013; TAFE Multi Business Agreement		
	whose position at the following level has been identified as surplus to requirements:							2009		
	Band 2 positions	Recommend		~		Т			In consultation with People & Culture	No
		Approve		~						
	Band 3 positions	Recommend			++				In consultation with People & Culture	No
		Approve		~						
	All other staff'	Recommend		<i>√ √</i>	v .	/			In consultation with People & Culture	No
		Approve				_				110
		Appiove		<u> </u>	Ľ					
9.4	Authority to take disciplinary action against:				· · · · · · · · · · · · · · · · · · ·			VU Enterprise Agreement 2013		
	All academic staff	Recommend Supervisor			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			ior office	er (i.e V	/ice	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	Chancellor) Supervisor			VU Enterprise Agreement, section 62.1.14	Supervisor means, for professional staff, the person to whom they are accountable.	No	
		Approve Relevant senior of				er			Relevant senior officer means the relevant Deputy Vice-Chancellor, Pro Vice Chancellor or Vice	No
	TAFE Teacher	Approve	Manag	ger/sup	ervisor				President (or their equivalents) for a professional staff 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-C	Chance	llor			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		
	Academic and professional staff	Approve		d by V	ior office			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
	Authority to approve termination (e.g. dismissal) of staff member at the following level:							VU Enterprise Agreement 2013		
	following level: Band 2 positions	Recommend		Not	applicat	ole			In consultation with People & Culture	No
		Approve		~			Г			
	All academic staff	Recommend		~ ~	~				In consultation with People & Culture	No
		Approve		~			\vdash			
	All other staff	Recommend			v .		~		In consultation with People & Culture	No
		Approve		~		_	\vdash			
9.8										
	Authority to approve termination of a Senior Staff Contract (SSC) for:							VU Enterprise Agreement 2013		

	Academic and general staff on a SSC	Recommend		Su	pervisor			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	No
		Approve		1				months, except in cases of termination for serious misconduct as defined in the VU Enterprise Agreement 2013.	
10.0	Performance								
10.1	Authority to monitor the performance of the:								
	Vice Chancellor	Approve	~			Victoria Univers	ty Act 2010, section 8(3)(a)		No
	All academic staff			Su	pervisor	VU Enterprise Ag	reement, sections 21 and 62.2		No
	Professional staff			Su	pervisor	VU Enterprise A	preement 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					VU Enterprise A	greement 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.	