



Procedure: Re-entry to the University following retirement or redundancy

Purpose

To outline the procedures involved in the re-entry to the University following retirement or redundancy.

Procedure

1. Staff will from time to time cease employment with the University as a result of early retirement or redundancy. Such arrangements may be subject to concessional taxation arrangements. Staff who retire with superannuation entitlements are subject to the provisions of the relevant superannuation fund regarding any restrictions on future employment.
2. Staff therefore should have no expectation of future paid re-engagement by the University after they cease employment on early retirement or redundancy. No arrangements for future re-engagement should be entered into at the time of departure. Formal approval from the Director, Human Resources is required for any new appointment, and this will normally only be approved where there has been a significant change in circumstances, and the staff member is carrying out different duties and for a limited period eg a casual or fixed term appointment. The Director, Human Resources will not consider applications within two years of leaving the University under any approved redundancy, early separation or retirement scheme.
3. Any proposal to re-engage a staff member who has taken a redundancy or approved early separation scheme benefit must be in writing to the Director, Human Resources with a statement of the reasons for the proposed appointment, including the change in circumstances, and highlighting the different duties from work previously undertaken.

Document information

Title	Re-entry to the university following retirement or redundancy
Document Type	Procedure
Document Number	ANUP_000559
Version	
Purpose	To outline the procedures involved in the re-entry to the University following retirement or redundancy.
Audience	Staff, Staff-Academic, Staff-Academic-Research, Staff-Professional
Category	Administrative
Topic	Staff
Subtopic	Employment of Staff
Effective Date	29 Aug 2018
Review Date	30 Jun 2024
Responsible Officer	Chief People Officer
Approved By	Chief Operating Officer (COO@anu.edu.au)
Contact Area	People and Culture Division (cpo@anu.edu.au)
Authority	
Printed On	16 Mar 2025

Please ensure you have the latest version of this document from the Policy Library website before referencing this.