



## NEW FIXED TERM CONTRACT RULES

As of 6 December 2023, there are new rules around the use of fixed term contracts (contracts with an end date).

When employers issue a new fixed term contract, they must issue the employee with a Fixed Term Contract Information Statement, [available here](#).

In addition, there are new limitations to how fixed term contracts can be used:

- A fixed term contract can't be longer than 2 years, including extensions.
- A fixed term contract can't be extended more than once.
- An employee can't be offered a new fixed term contract if their previous contract was for a fixed term, and consisted of mainly the same work.

There are some exceptions to these new rules depending on the role and responsibilities.

If this affects any of your employees and you're not sure about applying these new rules, please contact the People & Culture team who can provide advice [People&Culture@victas.uca.org.au](mailto:People&Culture@victas.uca.org.au).

