

From: [Tegan Parsons](#)
To: [Madelyne Boyles](#)
Cc: [Kath Morris](#)
Subject: RE: Professor in the Practice
Date: Friday, 27 May 2022 10:53:48 AM
Importance: High

Hi Maddy

As discussed, please see details below regarding high priority Professor in the Practice for George.

Hon George Brandeis
Professor in the Practice of National Security, Law, and Policy
Split 50/50 between NSC and Law at 3 days per week

If you can please get this one through the approvals urgently. Thank you.

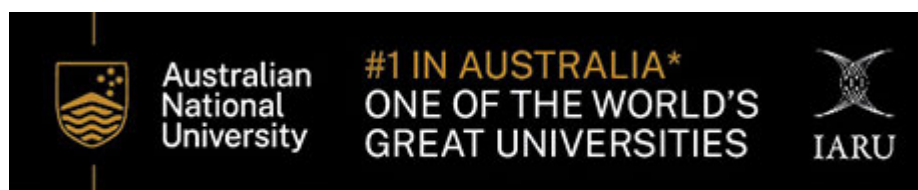
Kind regards
Tegan

Tegan Parsons [she/her]
Team Leader

Recruitment
Shared Services
10a East Road, Chancelry Building
The Australian National University
Canberra ACT 2600

T +61 2 6125 1642
tegan.parsons@anu.edu.au

CRICOS Provider 00120C | ABN: 52 234 063 906



*QS World University Ranking 2022 International Alliance of Research Universities (IARU)

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

From: Kath Morris <s47F@anu.edu.au>
Sent: Friday, 27 May 2022 9:25 AM
To: Tegan Parsons <Tegan.Parsons@anu.edu.au>
Subject: FW: Professor in the Practice
Importance: High

Hey Tegan,

Can I please get the team to work on this today? Would be good to get this into approval workflow this afternoon.

Cheers,

Kath

Kath Morris

Associate Director, Division of Shared Services – People Stream

The Australian National University, Canberra ACT 2600

E: Kathryn.morris@anu.edu.au

s47F

From: Jonathan Pheasant <Jonathan.Pheasant@anu.edu.au>

Date: Friday, 27 May 2022 at 9:17 am

To: Kath Morris <Kathryn.Morris@anu.edu.au>

Cc: Sian Hicks <sian.hicks@anu.edu.au>

Subject: FW: Professor in the Practice

Hi Kath,

Can we please action this one as a priority.

Thanks,
Jonathan

From: Nadine White <nadine.white@anu.edu.au>

Sent: Friday, 27 May 2022 8:58 AM

To: Vice-Chancellor <vc@anu.edu.au>; Director OVC <director.ovc@anu.edu.au>

Cc: Vice-Chancellor EO <eo.vc@anu.edu.au>; Jonathan Pheasant <Jonathan.Pheasant@anu.edu.au>

Subject: RE: Professor in the Practice

Thanks Brian & Chris

I am copying in Jonathan Pheasant as the Shared Services Division issue letters of offer and this will need to be actioned within his team.

Best wishes

Nadine

From: Vice-Chancellor <vc@anu.edu.au>

Sent: Friday, 27 May 2022 2:12 AM

To: Director OVC <director.ovc@anu.edu.au>

Cc: Vice-Chancellor EO <eo.vc@anu.edu.au>; Nadine White <nadine.white@anu.edu.au>

Subject: FW: Professor in the Practice

Dear Chris-

Can you reach out to George and apologise that I have been distracted whilst overseas from moving forward with the appointment, and connect him to Nadine (his card and email is on my desk). He leaves this weekend, so would like Chris your message to go out on Friday.

So Nadine; Terms basically s22 but 3-days per week, with s47F 50/50 NSC-Crawford and Law. Central will pay for him as justified below.

Professor in the Practice of National Security, Law, and Policy

Brian

From: Vice-Chancellor <vc@anu.edu.au>

Sent: Monday, 23 May 2022 2:50 AM

To: Sally Wheeler <sally.wheeler@anu.edu.au>; Helen Sullivan <helen.sullivan@anu.edu.au>; Renee McKibbin <renee.mckibbin@anu.edu.au>; Rory Medcalf <rory.medcalf@anu.edu.au>; Nadine White <nadine.white@anu.edu.au>

Cc: Director OVC <director.ovc@anu.edu.au>

Subject: Professor in the Practice

Dear All-

We have recently had a substantial donation to create a Professor in the Practice of Politics Position at Crawford that is meant to enable us to appoint an ex-federal politician who can make contributions to the University in both our education, and through helping translate our work through helping us to better understand and engage the political process. I would hope such a person would also help us raise money, both through philanthropy and through other Category 2/3. These positions are meant to be 3 years, extendable by mutual agreement to a maximum of 5 years, would usually be expected to be taken part-time, and would have terms and conditions similar to what was negotiated for s22 for example.

Helen and I have been discussing with a candidate who I expect will take up this offer in July/August. But in the mean-time, I came across another suitable person for a slightly different position, that I think could bring strong-benefit for the University in a similar space.

I have discussed this with Helen, Sally, and Rory. Central will pay for this as I believe that the Return on Investment is likely to not necessarily land just in Law or NSC.

Hon George Brandeis

Professor in the Practice of National Security, Law, and Policy

Split 50/50 between NSC and Law at 3 days per week

Let me know if there are any concerns, otherwise I will get Nadine to reach out to him and draw up a contract.

Cheers

Brian

Professor in the Practice of National Security

Job No.:545862

SECTION 1

POSITION DETAILS

Position Description including Selection Criteria and Pre-Employment Work Environment Report must be uploaded via the Documents tab.

Nominee: Rory Medcalf
Email address: s47F@anu.edu.au

Position number: --
 No position selected.

Date opened: 27 May 2022

Date filled: 24 Jun 2022

Job No.: 545862

Position title:* Professor in the Practice of National Security

College/Division:* ANU College of Asia and the Pacific

School/Faculty/Centre: Crawford Sch of Public Policy

Department/Unit: National Security College

Team: ANU National Security College

Classification: Academic Discretionary
 Minimum \$ 0.00
 Maximum \$ 0.00

Stream - Professional staff only: Administration

Location:* Canberra / ACT

Positions:

Position No.	Type:	Applicant	Application status
1	--	<u>George Brandis</u>	Offer process completed

Reason for vacancy: New position

SM2+position approved by SM Remuneration Committee: No

PositionDescription approved by staffing Committee: No

Previous/Current position holder: --

Salary charge code 1: S601000511
NSC Academic CCF and Fixed Term Salaries

Percentage 1: 100 - Central

Salary charge code 2: --

Percentage 2: --

Salary charge code 3: --

Percentage 3: --

TYPE OF EMPLOYMENT

Employment status: Fixed Term
Job type: Part Time
If Casual - Total number of hours for contract: --
If Part time - Hours per week: 21
If Fixed Term/Temporary Transfer length of appointment: 36 months
Fixed Term - under which fixed term employment: Professional Practice Scheme 14.8. (b)

METHOD OF RECRUITMENT

Recruitment process:* Appointment without advertisement

For Appointment with advertisement - please complete Sections 2 and 5.

For Appointment without advertisement (New appointment) - please complete Sections 3 and 5.

For Appointment without advertisement (Variation to Existing Appointment) - please complete Sections 4 and 5.

SECTION 2

ADVERTISED APPOINTMENT
Selection Committee

Selection Committee Chair: --
 No user selected.

The Selection Committee Chair should have attended a Staff Selection briefing within the last three years.

Enter the names of the Selection Committee members. If the Selection Committee members are not yet confirmed leave this section blank.

Please note: Selection Committee must be formed in accordance with ANU guidelines on [selection committees](#).

Selection Committee members:

Recipient

No Selection Committee member selected.

Selection Committee comments i.e. note any noted conflict of interest: --

MEDIA INSERTION DETAILS

Advertisement charge code: --
Advertisement closing date:
ANU Internal Website: Yes No
ANU External Website: Yes No
SEEK Online (\$101): Yes No
Unijobs (\$165): Yes No

LinkedIn (~\$8 per day): Select

Other: Yes No

If other please specify details: --

Advertising Summary: --

Advertisement Text:

Classification: [please enter classification/grade]

Salary package: [please enter salary range] plus 17% superannuation

Term: Full/Part time (X hours per week), [Continuing, Continuing (Contingent Funded), Fixed Term (# years)]

- [Selling point 1 – e.g. Fantastic opportunity to contribute to / work with / support / lead XXXXX]
- [Selling point 2 – e.g. Be a part of Australia's #1 university]
- [Selling point 3 – e.g. Work in a beautiful campus environment on the city's doorstep]

About Us

The ANU College of Asia & the Pacific (CAP) leads intellectual engagement with the Asia-Pacific region through research, teaching and contributions to public debate, and seeks to set the international standard for scholarship concerning the region. The College hosts the largest number of regional experts and specialist academic programs in the English-speaking world, and plays a vital role in informing public policy and Australia's intellectual engagement with the societies, cultures and economies of Asia and the Pacific.

Follow the College of Asia and the Pacific on social media: [LinkedIn](#), [Instagram](#) and [Facebook](#)

[*Crawford School of Public Policy* - Crawford School of Public Policy is a School within CAP and is Australia's premier public policy school, with recognised world-class expertise and experience in economics, political science, environmental management and development, and on key Asia-Pacific countries, especially China, Japan, Korea, Vietnam and Indonesia, as well as Australia.]

[*Coral Bell School of Asia Pacific Affairs* - The Coral Bell School of Asia Pacific Affairs (Bell School) is a world-leading centre for research, education, and policy analysis on international and Asia Pacific politics, security, diplomacy, and strategic affairs. The School comprises a number of vibrant, interdisciplinary, intellectual communities: the Department of International Relations, the Strategic and Defence Studies Centre, the Department of Political and Social Change, and the Department of Pacific Affairs.]

[*School of Culture, History and Language* - The School of Culture, History and Language is the focus of research and teaching in Asian and Pacific humanities, social sciences and languages and seeks to build excellence in understanding and capability in engaging with the Asia and Pacific region. The key disciplines that are represented in the School are anthropology, archaeology, cultural studies, gender studies, history, linguistics, and languages, all contributing to the foundational knowledge of Asia and the Pacific.]

[*School of Regulation and Global Governance* - The School of Regulation and Global Governance (RegNet) is a dynamic community of scholars from different disciplines united by our interest in governance and regulation. For the last 20 years, RegNet has focused on improving the governance of major social, environmental, economic, and health issues by developing new ways of understanding and responding to these complex problems. The School is known for its paradigm-shifting conceptualisations of regulation and governance as well as its collegial and interdisciplinary approach to knowledge production and dissemination. The wider RegNet community reflects these values and is comprised of vast and diverse networks nurtured through deep and sustained engagement.]

[Enter Department description here]

The Opportunity

[Example: We are seeking a POSITION to provide / support / drive / manage / coordinate XXXXXX (responsibilities) within the WORK AREA. The POSITION will report to the SUPERVISOR and work closely / liaise broadly / partner with XXXXX (stakeholders).]

In this role you will XXXXXXXXXXXX (main activities).]

This position will be a tenure track appointment to engage a world-class academic for an initial period of seven years, with the option of renewal or conversion at the end of the initial employment agreement. [Remove if not applicable]

Our Ideal Candidate

[Example: Our ideal candidate will have a QUALIFICATION in DISCIPLINE or a related field with experience in FIELD/AREA. You will be fully proficient in SOFTWARE. You will also have demonstrated experience in XXXXXXXX. To excel in this role, you will also XXXXX (add secondary requirements).]

Enquiries

To enquire about this opportunity, please contact the POSITION of the AREA, TITLE NAME SURNAME – T: +61 2 6125 XXXX, E: ABC.DEF@anu.edu.au

The University actively encourages applications from Aboriginal and Torres Strait Islander people. For more information on employment opportunities, contact our Indigenous Employment Consultant on indigenous_employment@anu.edu.au.

ANU values diversity and inclusion and is committed to providing equal employment opportunities to those of all backgrounds and identities. For more information about staff equity at ANU, visit <https://services.anu.edu.au/human-resources/respect-inclusion>

How to Apply

In order to apply for this role please make sure that you upload the following documents:

- A statement addressing the selection criteria.
- A current curriculum vitae (CV) which includes the names and contact details of at least three referees (preferably including a current or previous supervisor). If your CV does not include referees you can complete these online when prompted in the application form.
- Other documents, if required.

Applications which do not address the selection criteria may not be considered for the position.

Please note:

The successful candidate must have rights to live and work in this country [Remove if not applicable]

The successful candidate will be required to undergo a background check during the recruitment process. An offer of employment is conditional on satisfactory results.

Please include advertising contact information in the advertisement text above

Diversity

Are women under-represented in this area?: Yes No

Are indigenous people under-represented in this area?: Yes No

If yes please list the recruitment strategies you are implementing to improve participation of these groups: --

SECTION 3

NON ADVERTISED APPOINTMENT

Reason: Identified position

Please provide justification for employment without advertising (or attach separate supporting statement): --

Details of requested appointee: Hon George Brandis
Split 50/50 between NSC and Law
0.6 FTE spread out evenly 4.2 hrs Monday to Friday

Does the employee have Australian working rights: Yes No

SECTION 4

VARIATION OF EXISTING APPOINTMENT

Variation Type: Select

Reason for extension or conversion: --

Conversion details (if applicable): Select

Current end date (if applicable):

Proposed end date (if applicable):

Original commencement date:

Previous number of extensions: --

Is this position funded by contingent/external funds: Yes No

Was a competitive selection process undertaken?: Yes No


Additional details: --

SECTION 5

VALIDATION & APPROVAL

Hiring Manager:* Kent Vidler
Email address: S47F@anu.edu.au

Approval process:* Employment without Advertisement - All Staff

1. Hiring Manager:	Madelyne Boyles  Approved 27 May 2022
--------------------	--

Recruitment Selection Support:* Adam Lambert
Email address: S47F@ANU.EDU.AU

Status:* Filled

George Brandis

Personal details

Address: ACT
Australia

Phone:

E-mail: s47F

Applicant number: 119210

Job details

Position title: Professor in the Practice of National Security.

Employment type: Fixed Term

College/Division: ANU College of Asia and the Pacific

School/Faculty/Centre: Crawford Sch of Public Policy

Department/Unit: National Security College

Team: ANU National Security College

Offer details

Approval status: Approved

Recruitment Selection Support: Adam Lambert

Date entered: 27 May 2022, 12:05 pm

Date updated: 28 Jul 2022, 2:34 pm

Application source: Other - Word of mouth

Positions:

Position No.	Type:	Applicant	Application status
<input checked="" type="radio"/>		George Brandis	Offer process completed

POSITION DETAILS

Start date: 1 Jul 2022

Start date to be confirmed: Yes No

End date if applicable: 30 Jun 2025

For fixed term roles

Supervisor: Rory Medcalf
Email address: s47F@anu.edu.au

Contract signatory: Brian Schmidt
Email address: s47F@anu.edu.au

Salary charge code 1:* S601000511
[NSC Academic CCF and Fixed Term Salaries](#)

Percentage 1: 100 - Central

Salary charge code 2: --

Percentage 2: --

Salary charge code 3: --

Percentage 3: --

University ID: --

RIGHT TO WORK

Does the employee have Australia working rights?:* Yes No

If no - is the ANU sponsoring the visa nomination: Yes No

If yes - specify charge code for visa sponsorship: --

DELEGATION LEVEL

Do delegations apply to this position?: Yes No

Banded delegation profiles: [Select](#)
--

Job specific delegation profiles: --

Please note: Academic Job-specific profiles can only be assigned post-appointment by the relevant approval authority. The profile 'Responsible Officer' can only be assigned by EDAP.

Individual transferable delegations: --

Delegation Limits:

Specify any financial limits or account codes to which the delegations apply

Assignment of part-profiles:

Where only part of a profile is being assigned - specify the profile(s) and any delegations being included from that profile

Details on Delegations are available on the [Delegations website](#)

HOURS OF WORK

Hours per week:* 21

Week 1 - Part time days and hours: --

e.g Monday - 5 | Tuesday - 4 etc.

Week 2 - Part time days and hours: --

e.g Monday - 5 | Tuesday - 4 etc.

If Casual - Total number of hours for contract: --

Other conditions: --

e.g. Details of shift allowance | stand down periods etc.

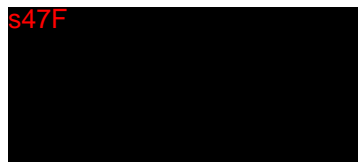
REMUNERATION

ANU Salaries and Benefits

Superannuation %:

s47F

Classification:



Classification step: 1
--

Stream - Professional staff only:

Base salary:*

Superannuation amount:

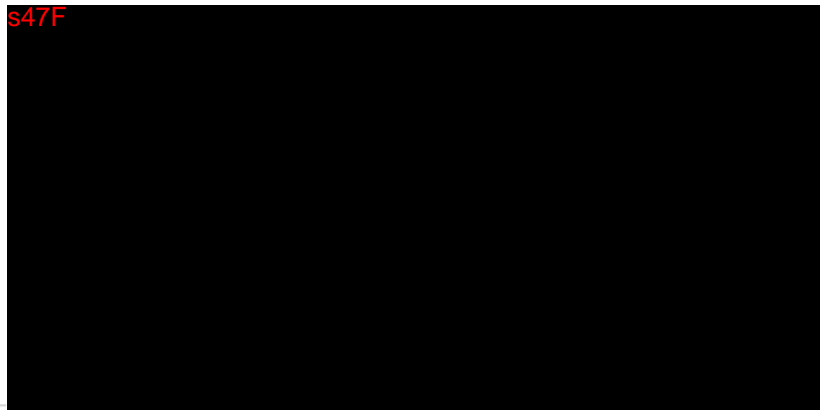
Hourly rate for casual:

Type of loading:

Loading amount per annum:

Please detail any other allowances:

TOTAL REMUNERATION:



PROBATION

Probationary period: six (6) months

Standard probation cannot exceed the periods set out in Clause 18 of the ANU Enterprise Agreement 2013-2016

[Click here for Enterprise agreement](#)

Any request to vary standard probation must be approved by the Director - Human Resources

Is it proposed to reduce the normal probation period?: Yes No

Revised probationary period: --

Probation end date:

RELOCATION AND REMOVALS

Moving from: Select
--

Removal expenses grant: --

Excluding airfares - refer to [Relocation Guideline](#)

Charge code: --

SUBSTANTIVE ANU POSITION (if applicable)

Position title: --

Position no: --

Classification & salary step: --

Type of appointment: --

College/Division/Centre: --

Department/School/Section: --

OTHER TERMS AND CONDITIONS FOR EMPLOYMENT OFFER

Please provide details:

s47F
Option to renew for further 2 Years

ONBOARDING

Onboarding form: ANU Onboarding Form for New Employees

Offer documents

Document	Date	Size	Category
uTBA_Red Copy_EMP_Brandis, George_10062022.docx	10 Jun 2022	77Kb	Supporting documents
uTBA_EMP_Brandis, George_20220610.pdf	10 Jun 2022	919Kb	Offer Contracts
VC Approval.pdf	27 May 2022	190Kb	Supporting documents
PD - Professor in the Practice of National Security - NSC.pdf	27 May 2022	328Kb	Position description

Application documents

Title	Size	Category
PD - Professor in the Practice of National Security - NSC.pdf	328Kb	Position description
uTBA_EMP_Brandis, George_20220610.pdf	919Kb	Offer Contracts
uTBA_Red Copy_EMP_Brandis, George_10062022.docx	77Kb	Supporting documents
VC Approval.pdf	190Kb	Supporting documents

Validation and approval process

Hiring Manager:* Adam Lambert

Validation and approval process: HR Div Senior Appointments - 4 workflow steps

Approval workflow initiated: 9 Jun 2022, 12:00pm AEST

- Endorsement: Adam Lambert  **Approved 9 Jun 2022**
- Endorsement: Kent Vidler  **Approved 9 Jun 2022**
- Delegate: Christopher Price  **Approved 9 Jun 2022**
- Delegation 142 - Contract Signatory : Nadine White  **Approved 10 Jun 2022**

George Brandis Active applicant ●

Address	ACT Australia	Phone	-
E-mail	s47F	Gender	-
Number	119210	Original source	Word of mouth
e-Zines comms hold	Yes		

Applications

545862 - Professor in the Practice of National Security


Date submitted	27 May 2022	Applied via	Word of mouth
Status changed	11 Jul 2022	Offer	Offer accepted
	Offer process completed		

History

Job	Item
<input type="text" value="All"/>	<input type="text" value="All"/>

- 11 Jul 2022, 1:40pm **Note**
 Rachel Murray
 Professor in the Practice of National Security (545862)
 Status changed to 'Offer process completed' by Rachel Murray.
- 11 Jul 2022, 1:37pm **Communication**
 Rachel Murray
 Professor in the Practice of National Security (545862)
 E-mail: Background Checking - Professor in the Practice of National Security, to:
s47F From: The Australian National University
 Careers<backgroundchecking@anu.edu.au>
- 11 Jul 2022, 1:37pm **Note**
 Rachel Murray
 Professor in the Practice of National Security (545862)
 Status changed to 'Background Check – ACT WWVP only' by Rachel Murray.
- 11 Jul 2022, 1:37pm **Review 3**
 Rachel Murray
 Professor in the Practice of National Security (545862)
 Review 3
- 10 Jun 2022, 11:54pm **Note**
 Professor in the Practice of National Security (545862)
 System changed status to 'Offer process completed' on completion of 'ANU Onboarding Form for New Employees'
- 10 Jun 2022, 11:54pm **Paperwork received**
 Adam Lambert
 Professor in the Practice of National Security (545862)
 Paperwork received
- 10 Jun 2022, 11:54pm **Note**
 Professor in the Practice of National Security (545862)
 'ANU Onboarding Form for New Employees' completed
- 10 Jun 2022, 11:46pm **Communication**
 Professor in the Practice of National Security (545862)
 E-mail: Offer accepted by candidate notification, to: s47F@anu.edu.au,
 From: The Australian National University Career<jobs@anu.edu.au>
- 10 Jun 2022, 11:46pm **Communication**
 PageUp Administrator
 Professor in the Practice of National Security (545862)
 E-mail: Contract acceptance confirmation, to: s47F From: jobs@anu.edu.au
- 10 Jun 2022, 11:46pm **Additional form**
 Professor in the Practice of National Security (545862)
 Additional form: ANU Onboarding Form for New Employees, Status: Completed
- 10 Jun 2022, 11:46pm **Offer accepted**
 PageUp Administrator
 Professor in the Practice of National Security (545862)
 Offer accepted
- 10 Jun 2022, 11:46pm **Note**
 Professor in the Practice of National Security (545862)
 System changed status to 'Offer accepted'. Offer has been accepted by George Brandis.


- 10 Jun 2022, 11:42pm



Communication

E-mail: ANU Recruit password reset, to: s47F From: noreply@pageuppeople.com
- 10 Jun 2022, 5:35pm

Kent Vidler



Note

Professor in the Practice of National Security (545862)

Dear George,

I am delighted to enclose here, correspondence from the Vice-Chancellor and President, relating to your offer as Professor in the Practice of National Security at ANU.

I have attached a PDF copy for ease of reference, you may also view and accept the contract via the ANU online Jobs Portal – Via this link (a link inviting you to create a password will be sent separately)

Additional information as requested during our discussion with Chris is below.

Superannuation:

 - Salaries and Benefits – ANU Super Info
 - Enterprise Agreement - ANU Superannuation Information
 - The University default super fund is UniSuper – Read More Here or book and appointment with UniSuper

s22

Kind Regards,
Kent

Kent Vidler
Deputy Manager, ANU Executive Search

Human Resources Division
Chancelry 10A East Rd
The Australian National University
Canberra ACT 2601


s47F

executivesearch@anu.edu.au

<https://services.anu.edu.au/human-resources>
CRICOS Provider 00120C | ABN: 52 234 063 906

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.


IMPORTANT: The contents of this email message and any documents attached to it may be privileged and confidential. Any unauthorised use is strictly prohibited. If you receive this email in error, please accept my apologies and delete it. Thank you.
- 10 Jun 2022, 5:34pm



Communication

E-mail: ANU Recruit password reset, to: s47F From: noreply@pageuppeople.com
- 10 Jun 2022, 5:13pm

Kent Vidler




Note

Professor in the Practice of National Security (545862)

Status changed to 'Online offer made' by Kent Vidler.
- 10 Jun 2022, 3:32pm

Adam Lambert




Document

Professor in the Practice of National Security (545862)

Supporting documents: uTBA_Red Copy_EMP_Brandis, George_10062022.docx Size: 77kb
- 10 Jun 2022, 3:32pm

Adam Lambert




Document

Professor in the Practice of National Security (545862)

Offer Contracts: uTBA_EMP_Brandis, George_20220610.pdf Size: 919kb
- 27 May 2022, 12:07pm

Madelyne Boyles




Document

Professor in the Practice of National Security (545862)

Supporting documents: VC Approval.pdf Size: 190kb
- 27 May 2022, 12:06pm

Madelyne Boyles



Document

Professor in the Practice of National Security (545862)

Position description: PD - Professor in the Practice of National Security - NSC.pdf Size: 328kb

Scheduled emails

There are no items to show.

CRM

s22

From: Kent Vidler
Sent: Tuesday, 31 May 2022 1:36 PM
To: Nadine White
Cc: Jasmine Gallo; Adam Lambert
Subject: RE: George Brandis - Appointment

Thanks Nadine,

Yes I am happy to attend and will get this one sorted.

Thank you
Kent

From: Nadine White <nadine.white@anu.edu.au>
Sent: Tuesday, 31 May 2022 1:34 PM
To: Kent Vidler <kent.vidler@anu.edu.au>
Cc: Jasmine Gallo <Jasmine.Gallo@anu.edu.au>; Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: RE: George Brandis - Appointment

Thanks Kent

I ran into Chris this morning and we agreed that you would be best P&C coordination point – handing you the baton as the lead on this one.

Thanks
Nadine

From: Kent Vidler <kent.vidler@anu.edu.au>
Sent: Tuesday, 31 May 2022 1:01 PM
To: Nadine White <Nadine.White@anu.edu.au>
Cc: Jasmine Gallo <Jasmine.Gallo@anu.edu.au>; Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: FW: George Brandis - Appointment

Dear Nadine (cc: Jasmine and Adam)

Chris Price has asked me to join a call this afternoon with George Brandis to assist with finalising a Professor in the Practice offer.

Just flagging here to minimise any risk of duplication? If not I will ask Adam in the team to do the contract as its similar to the one he did for s22 in March.

Thank you
Kent

From: Director OVC <director.ovc@anu.edu.au>
Sent: Tuesday, 31 May 2022 11:34 AM
To: Kent Vidler <kent.vidler@anu.edu.au>
Subject: RE: George Brandis - Appointment

Thanks Kent – emails that are relevant here are attached – we are at an advanced state with bringing George on as a Prof in Practice, split between National Security College and Law. Same terms as s22 basically, working a 0.6FTE.

Thanks for your help

All best

Chris

--

Christopher Price
Chief of Staff
Director of the Office of the Vice-Chancellor
The Australian National University

E: director.ovc@anu.edu.au

E: christopher.price@anu.edu.au

T: +61 (0)2 6125 1523

s47F

From: Kent Vidler <kent.vidler@anu.edu.au>
Sent: Tuesday, 31 May 2022 10:57 AM
To: Director OVC <director.ovc@anu.edu.au>
Subject: George Brandis - Appointment

Hi Chris,

Are you able to share any background information on this appointment so that I may prepare for his phone call? Or is this more of an initial discussion?

Thank you kindly,
Kent

Kent Vidler
Deputy Manager, ANU Executive Search

Human Resources Division
Chancelry 10A East Rd
The Australian National University
Canberra ACT 2601

s47F

executivesearch@anu.edu.au

<https://services.anu.edu.au/human-resources>
CRICOS Provider 00120C | ABN: 52 234 063 906

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.



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s22

From: George Brandis s47F
Sent: Tuesday, 31 May 2022 5:32 AM
To: Director OVC
Subject: Re: On behalf of Prof Brian Schmidt, ANU

Dear Chris

Thank you for your message.

I am keen to finalise these arrangements. The times you suggest are a bit difficult because of time zones (I am in the UK at the moment). Would Tuesday afternoon work for you? Anytime after say 3 pm your time?

George Brandis

On Mon, 30 May 2022 at 1:20 pm, Director OVC <director.ovc@anu.edu.au> wrote:

Dear George

Apologies for missing your email – Monday was a public holiday in the ACT.

If you have time to speak on Tuesday to finalise the details of your appointment at ANU, I would be very pleased to make myself available. It would also be worth a colleague from HR joining our discussion I think. I can step out of most meetings, but best availability is 9.30am or 12.30pm. Please let me know if you are available.

Addressing the ANU structures and nomenclature you highlighted, I should clarify that the National Security College, led by Rory Medcalf, is indeed an entity within the Crawford School, which is itself within the ANU College of Asia and the Pacific. All other details in your email accord with my understanding, so I hope we can discuss on Tuesday (or another time this week that works for you) and proceed quickly from there.

I look forward to speaking to you, and to assisting your arrival at ANU.

All best

Chris

--

Christopher Price

Chief of Staff

Director of the Office of the Vice-Chancellor

The Australian National University

E: director.ovc@anu.edu.au

E: christopher.price@anu.edu.au

T: +61 (0)2 6125 1523

s47F

From: George Brandis s47F
Sent: Sunday, 29 May 2022 11:41 AM
To: Director OVC <director.ovc@anu.edu.au>
Subject: Re: On behalf of Prof Brian Schmidt, ANU

Dear Chris

Thank you for following up with me. I knew that Brian was going overseas last week. In fact we are both in the UK later in June & I expect to see him there.

As Brian would have told you, our discussions have been fairly advanced in terms of sorting out the details. I also had a good hour with Rory Medcalf last Thursday week which gave further shape to the proposal.

In essence what we settled on was a part time professorship based on 3 days per week, in other words 60%, with the salary to be pro-rated accordingly. Three years extendable by mutual agreement for another two. Based in the National Security College and the Law School.

There was no mention of the "Crawford School within the College of Asia on the Pacific": our discussion was about the National Security College (and the Law School). Perhaps the NSC is an entity within the Crawford School - please forgive my unfamiliarity with ANU structures. However to be clear the proposal

is to work within Rory's institution with a presence in the Law School as well, with a focus on national security law and policy.

Although no commencement date was settled on, I think we were both keen to start reasonably soon; I suggested 1 July as a logical date.

Perhaps we could talk on Monday to nail down any outstanding matters. What time would suit you?

Best wishes

George Brandis

On Fri, 27 May 2022 at 6:43 am, Director OVC <director.ovc@anu.edu.au> wrote:

Dear Mr Brandis,

The ANU Vice-Chancellor, Brian Schmidt (cc'd here), asked me to contact you in relation to recent discussions about a role at ANU. First, Brian wanted me to convey his apologies for the delay in following up – as you may know, Brian is overseas and has a heavily committed schedule at the moment.

However, he asked me to reach out in order that we might progress the University's formal offer to you for a role called (subject to your agreement) Professor in the Practice of National Security, Law and Policy, based equally in the Crawford School within the ANU College of Asia and the Pacific; and in the ANU College of Law.

To ensure we expedite this offer from now, I have copied in Dr Nadine White and Jonathan Pheasant, senior ANU colleagues who will be able to help.

Again, apologies for the delay in reaching out.

Sincerely,

Chris

--

Christopher Price

Chief of Staff

Director of the Office of the Vice-Chancellor

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s47F

A black rectangular redaction box covers the text in this block.

University Records Manager

From: Adam Lambert
Sent: Thursday, 2 June 2022 12:11 PM
To: Kent Vidler
Subject: RE: George Brandis - Appointment
Attachments: uTBA_Red Copy_EMP_Brandis, George_31052022.docx

Follow Up Flag: Follow up
Flag Status: Completed

Draft updated and attached.

Thanks,
Adam

Adam Lambert
Consultant, ANU Executive Search

Committee secretariat – [Professional Staff Scholarship Scheme](#) | [Professional Staff Development Endowment Fund](#)

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From: Kent Vidler <kent.vidler@anu.edu.au>
Sent: Thursday, 2 June 2022 11:38 AM
To: Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: RE: George Brandis - Appointment

Hey mate can you make some updates on this George Brandis contract for me?

We can discuss also.

Name	George Brandis
Start Date	1 July 2022
Position	Professor in the Practice of National Security Contributing to Teaching, Research and Development of the National Security College
Term	No change to original request, just ensuring the inclusion of renewable by mutual agreement for 2 years
Reporting to	Rory Medcalf, Director NSC in Crawford / CAP
Part Time	0.6 overall formal reporting line and location is NSC with time across in College of Law (joint appointment)

s47F

Thanks
Kent

From: Kent Vidler
Sent: Tuesday, 31 May 2022 1:40 PM
To: Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: FW: George Brandis - Appointment

Hi Adam,

Can you get a draft contract going for this one please, can use s22 as reference point. Noting this one is at 0.6 FTE and evenly split 'joint' between CAP and CoL and note the title in the attached email is Professor in the Practice of National Security, Law and Policy

Let me know how you go and ill review the draft.

Thank you in advance
Kent

From: Nadine White <nadine.white@anu.edu.au>
Sent: Tuesday, 31 May 2022 1:34 PM
To: Kent Vidler <kent.vidler@anu.edu.au>
Cc: Jasmine Gallo <Jasmine.Gallo@anu.edu.au>; Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: RE: George Brandis - Appointment

Thanks Kent

I ran into Chris this morning and we agreed that you would be best P&C coordination point – handing you the baton as the lead on this one.

Thanks
Nadine

From: Kent Vidler <kent.vidler@anu.edu.au>
Sent: Tuesday, 31 May 2022 1:01 PM
To: Nadine White <Nadine.White@anu.edu.au>
Cc: Jasmine Gallo <Jasmine.Gallo@anu.edu.au>; Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: FW: George Brandis - Appointment

Dear Nadine (cc: Jasmine and Adam)

Chris Price has asked me to join a call this afternoon with George Brandis to assist with finalising a Professor in the Practice offer.

Just flagging here to minimise any risk of duplication? If not I will ask Adam in the team to do the contract as its similar to the one he did for s22 in March.

Thank you
Kent

From: Director OVC <director.ovc@anu.edu.au>
Sent: Tuesday, 31 May 2022 11:34 AM

To: Kent Vidler <kent.vidler@anu.edu.au>
Subject: RE: George Brandis - Appointment

Thanks Kent – emails that are relevant here are attached – we are at an advanced state with bringing George on as a Prof in Practice, split between National Security College and Law. Same terms as ^{s22} [REDACTED] basically, working a 0.6FTE.

Thanks for your help

All best

Chris

--

Christopher Price
Chief of Staff
Director of the Office of the Vice-Chancellor
The Australian National University

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^{s47F} [REDACTED]

From: Kent Vidler <kent.vidler@anu.edu.au>
Sent: Tuesday, 31 May 2022 10:57 AM
To: Director OVC <director.ovc@anu.edu.au>
Subject: George Brandis - Appointment

Hi Chris,

Are you able to share any background information on this appointment so that I may prepare for his phone call? Or is this more of an initial discussion?

Thank you kindly,
Kent

Kent Vidler
Deputy Manager, ANU Executive Search

Human Resources Division
Chancelry 10A East Rd
The Australian National University
Canberra ACT 2601

^{s47F} [REDACTED]

executivesearch@anu.edu.au

<https://services.anu.edu.au/human-resources>
CRICOS Provider 00120C | ABN: 52 234 063 906

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.



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University Records Manager

From: HR Services
Sent: Monday, 6 June 2022 10:59 AM
To: CAP – HR Advisory
Cc: Kent Vidler
Subject: RE: George Brandis - Practice of National Security, Law, and Policy – Job Number: 545862

Follow Up Flag: Follow up
Flag Status: Completed

Hi Conrad

This one is now sitting with Kent to draft up however last week Chris had asked them to hold off on offer for now. I have ccd in Kent as should be able to shed some more light on situation

Please let me know if you need any more information or assistance

Kind regards

Madelyne Boyles (pronouns: she/her)
HR Service Coordinator

Recruitment
Shared Services
Chancelry Building 10A
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Acton ACT 2601

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From: CAP – HR Advisory <cap.hradvisory@anu.edu.au>
Sent: Monday, 6 June 2022 9:09 AM
To: HR Services <hr.services@anu.edu.au>
Subject: RE: George Brandis - Practice of National Security, Law, and Policy – Job Number: 545862

Hi Maddy,

NSC is chasing up on George Brandis's offer – what do you need from our end to get this across the line today? They are very keen to get this offer out today, he is a very high profile appointment.

Thanks
Conrad

From: HR Services <hr.services@anu.edu.au>
Sent: Friday, 27 May 2022 4:57 PM
To: CAP – HR Advisory <cap.hradvisory@anu.edu.au>
Subject: RE: George Brandis - Practice of National Security, Law, and Policy – Job Number: 545862

Hi Conrad

Thanks for this. Name was a copy and paste job gone wrong so I have fixed up now, I also have added cap HR to job card so you should be able to see.

With this offer it is all drafted but I am still waiting on start date, salary charge code (as it is being paid centrally) and more information about the \$47F before putting into approval chain; I have asked Renee Weir for assistance in getting this confirmation but I am still waiting.

Please let me know if you need any more information or assistance

Kind regards,

Madelyne Boyles (pronouns: she/her)
HR Service Coordinator

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[Chat with me on Teams](#)

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From: CAP – HR Advisory <cap.hradvisory@anu.edu.au>
Sent: Friday, 27 May 2022 4:48 PM
To: HR Services <hr.services@anu.edu.au>; Madelyne Boyles <madelyne.boyles@anu.edu.au>
Subject: George Brandis - Practice of National Security, Law, and Policy – Job Number: 545862

Hi Maddy,

Tegan mentioned you're onto this one.

Just in relation to George Brandis's offer contract. I don't have access to the job card and apparently the job card had the spelling of his surname wrong. It is also 0.6 FTE spread out evenly 4.2 hrs Monday to Friday as per Rory's confirmation below.

Thank you 😊

Have a good weekend

Cheers

Conrad

From: Rory Medcalf <rory.medcalf@anu.edu.au>

Sent: Friday, 27 May 2022 3:40 PM

To: CAP – HR Advisory <cap.hradvisory@anu.edu.au>; Caroline van Heuzen <caroline.vanheuzen@anu.edu.au>

Subject: Re: Job approval process approved for Professor in the Practice of National Security, Law, and Policy – Job Number: 545862

Conrad

Thanks. As you can appreciate, this is a very high level and distinguished appointment, driven by the VC personally, so we need to be flexible in our approach to it. In practice, while I am confident we will get on average 3 days a week value out of the appointee, I think we will be flexible in how it works – for instance, there could be weeks where he works more than 3 days and others where we works less. To be safe, yes let's say spread it out evenly across the five days.

Rory

From: CAP – HR Advisory <cap.hradvisory@anu.edu.au>

Date: Friday, 27 May 2022 at 12:52 pm

To: Rory Medcalf <rory.medcalf@anu.edu.au>, Caroline van Heuzen <caroline.vanheuzen@anu.edu.au>

Subject: RE: Job approval process approved for Professor in the Practice of National Security, Law, and Policy – Job Number: 545862

Thanks Rory. If part time we will also need to provide the part time work schedule as this will be needed when hiring him into the payroll. Will he be working 3 full days per week and if so, which days of the week, or shall we spread out the 21 hours evenly Monday to Friday, 4.2 hrs each day? This of course impacts leave and pay. Can you please advise on what basis George Brandis will be working at 0.6 FTE ?

Thanks

Conrad

From: Rory Medcalf <rory.medcalf@anu.edu.au>

Sent: Friday, 27 May 2022 11:45 AM

To: CAP – HR Advisory <cap.hradvisory@anu.edu.au>; Caroline van Heuzen <caroline.vanheuzen@anu.edu.au>

Subject: FW: Job approval process approved for Professor in the Practice of National Security, Law, and Policy – Job Number: 545862

Conrad, please ensure that this position, for George Brandis, has two small adjustments: the correct spelling is Brandis not Brandeis, and the 0.6 fraction needs to be reflected in the position description.

Please let me know when the offer has been made and accepted.

Thanks

Rory

From: jobs@anu.edu.au <[jobs-658@s47\[REDACTED\].pageuppeople.com](mailto:jobs-658@s47[REDACTED].pageuppeople.com)>

Date: Friday, 27 May 2022 at 11:40 am

To: Rory Medcalf <[s47\[REDACTED\]@anu.edu.au](mailto:s47[REDACTED]@anu.edu.au)>

Subject: Job approval process approved for Professor in the Practice of National Security, Law, and Policy – Job Number: 545862

Dear Rory,

We are pleased to advise that the job request for the position of **Professor in the Practice of National Security, Law, and Policy** - Job Number: **545862** has been **approved**.

To view the request, please click the following link:

[s47F \[REDACTED\]](#)

PLEASE DO NOT FORWARD THIS EMAIL.

This email contains a link which is active and provides the recipient with full access to your ANU Recruit account.



10 June 2022

Contact: Kent Vidler
Email: seniorappointments@anu.edu.au
Uni ID/Position No: TBC / New

Personal and Confidential

Mr George Brandis
c/o - **S47F**

Dear Mr *George* Brandis

I am very pleased to offer you employment with the Australian National University (The University), commencing 1 July 2022. This appointment as Professor in the Practice of National Security at 0.6 FTE is for a fixed term of three (3) years. You will report to the Director, National Security College, within the Crawford School of Public Policy, ANU College of Asia and the Pacific. Professor Rory Medcalf currently occupies this role. Your formal reporting line and primary role is based in the National Security College and will contribute to the teaching, research and development of the National Security College, you will also contribute to and work with Colleagues within the ANU College of Law.

Confidential negotiations will commence in the third year of this contract regarding a two (2) year extension to this appointment, as Professor in the Practice of National Security.

This letter, together with the Individual Employment Contract, constitutes a formal offer of employment. This offer replaces all previous agreements, understandings and negotiations and, if accepted, will replace all other contracts of employment between yourself and the University. The terms of this offer cannot be varied other than by written advice from the University. Such advice can only be conveyed by an authorised officer in Human Resources.

Probation

A six (6) month probationary period applies to this appointment during which time your supervisor will assess your suitability for employment at the University. The University may terminate your employment during the probationary period where your supervisor assesses that your suitability does not meet the University's requirements. Should your employment be terminated you will be provided with notice or payment in lieu of notice according to the Fair Work Act at the discretion of the University.

Professor Brian P. Schmidt
AC FAA FRS
Vice-Chancellor and President
2011 Nobel Laureate Physics

Office of the Vice-Chancellor
Chancelry 10

T: +61 2 6125 2510
vc@anu.edu.au

Canberra ACT 2601 Australia
www.anu.edu.au

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Proof of Academic and/or Professional Qualifications

This offer of employment is also conditional upon you providing evidence of the original academic and/or professional qualifications claimed in your application. The University may subsequently verify these qualifications with the issuing institution.

Induction

The University may require you to attend a University wide orientation program to assist you to familiarise yourself with the University. You will be required to complete the following online modules within your first three months of employment, and prior to probation being confirmed.

- Code of Conduct
- University Work Health and Safety (WHS) Induction
- Core Module 01: Thinking About Cultures and Identities
- Core Module 02: My Country, Our Country
- ANU Fraud Awareness
- ANU Privacy Awareness Training
- Cyber Sense – Phishing
- Cyber Sense – Protect your device
- Cyber Sense – Protect your privacy
- Equal Opportunity Online Module 1
- Equal Opportunity Online Module 2 (Staff with a supervisory role only)
- WHS Management System for Managers and Supervisors (Staff with a supervisory role only)

Remuneration and Conditions

The remuneration and conditions which relate to the appointment are as set out in the attached Individual Employment Contract. In addition, whilst they do not form part of your terms and conditions of employment you will be required to comply with the provisions of the University's policies as amended from time to time.


Although it does not form part of the Contract, enclosed is the Fair Work Information Statement for Employees from the Fair Work Ombudsman.

If you wish to accept this offer, you will need to read and agree to the terms of this offer and indicate your acceptance by clicking 'I accept' as soon as possible. If you have any queries regarding this correspondence, please contact me directly.

I am pleased to welcome you to Australia's finest University, and I trust that your contribution as a staff member will enhance the University's future.

Yours sincerely,

s47F



Professor Brian P. Schmidt AC

Vice-Chancellor and President

ACCEPTANCE OF OFFER

To accept this offer of employment you will need to click 'I accept' as soon as possible.

In accepting this offer you confirm you have read and understood the terms of this offer, including all the attached and referenced information and accept the offer of employment contained in this letter, on the basis of employment under an Individual Employment Contract.

In accepting this offer you also agree the statements below are true and accurate to the best of your knowledge:

- I am fully fit to perform the inherent requirements and duties of the position I am accepting
- I am eligible to undertake paid employment in Australia
- I declare that I am not a prohibited person, i.e. ineligible to undertake child related employment as defined/or within the meaning of the *Working with Vulnerable People (Background Checking) Act 2011* or a Registrable Person under the *Child Protection (Offenders Registration) Act 2000*.
- I understand that I have a general duty of confidentiality to The Australian National University as my employer. I will maintain the confidentiality of University business, staff and/or student information, including personal information and will not deal with this information in any way except in the course of my employment at the University. I will comply with relevant legislation and University policies relating to confidentiality.
- I have not been convicted of any criminal offence which might be an impediment to my employment.

By accepting this offer you are acknowledging your obligations to comply with the provisions of the University's Code of Conduct and other policies in relation to, but not limited to, occupational health and safety, teaching and supervision, equal opportunity and diversity, travel, research, confidentiality, privacy and intellectual property, as amended from time to time. University policies can be found on the University's web pages.

Upon acceptance of this offer, you will be provided with the following:

- One copy of the offer of employment;
- Personal Particulars form;
- Salary payment/deduction to financial institution;
- Tax file number declaration;
- UniSuper booklet and form;
- Fair Work Information Statement.

**INDIVIDUAL PERFORMANCE-BASED
EMPLOYMENT CONTRACT
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1. Parties

This contract is made between The Australian National University ("the employer" and hereafter referred to as "the University") situated at Acton, ACT 2601

AND

George Brandis ("the employee")

2. Operation

2.1. Commencement

This contract will commence on 1 July 2022.

2.2. Expiry Date

You understand that this contract of employment as Professor in the Practice of National Security is for a maximum term of three (3) years from the date of commencement. Confidential negotiations will commence in the third year of this contract regarding a two (2) year extension to this appointment, as Professor in the Practice of National Security.

2.3. Operation

Insofar as this Contract includes provisions dealing with matters that might otherwise be provided for under a relevant award or enterprise agreement, the provisions of this Contract apply. For the avoidance of doubt, this Contract operates to the exclusion of any and all other certified or enterprise agreements or industrial agreements that otherwise would apply to your employment with the University. Your remuneration is specifically off-set against, applied to, and absorbs any existing or newly-introduced payments and/or benefits which you may legally become entitled to under any legislation, award or enterprise agreement, unless otherwise specified in this contract.

This contract expressly excludes all award and enterprise agreement conditions, including:

- a. Rest breaks;
- b. Incentive-based payments and bonuses;
- c. Annual leave loadings;
- d. Observance of days declared by or under a law of a State or Territory to be observed generally within that State or Territory, or a region of that State or Territory, as public holidays by employees who work in that State, Territory or region, and entitlements of employees to payment in respect of those days;
- e. Days to be substituted for, or a procedure for substituting, days referred to in paragraph (d);
- f. Monetary allowances for:
 - i. Expenses incurred in the course of employment; or
 - ii. Responsibilities or skills that are not taken into account in rates of pay for employees; or
 - iii. Disabilities associated with the performance of particular tasks or work in particular conditions or locations.
- g. Loadings for working overtime or for shift work;
- h. Penalty rates;
- i. Outworker conditions; and
- j. Any other matter specified in the Fair Work Regulations 2009 as varied from time to time.

2.4. High Income Guarantee

2.4.1 The University hereby provides notice that a modern award will not apply at any time when your annual rate of earnings exceeds the high income threshold (as defined within the Fair Work Act 2009).

2.4.2 You agree that this clause constitutes an undertaking by the University to pay you the annual remuneration specified in this contract for each 12 months of the undertaking.

- 2.4.3 This undertaking is a guarantee of annual earnings for the purposes of the Fair Work Act 2009, and is enforceable in accordance with this Act.
- 2.4.4 You acknowledge that you are not obliged to agree to this guarantee of earnings, and that you have not been pressured or coerced into agreeing with it.

3. Role and Commitment

Your position is titled Professor in the Practice of National and currently reports to the Director, National Security College, within the Crawford School of Public Policy, ANU College of Asia and the Pacific. The duties and responsibilities associated with your role will be conveyed to you by the University, as will any changes to your role.

You agree to abide by the delegations of authority granted to your position by the University Council.

4. Background Check

This offer of employment is conditional upon the satisfactory completion of background checks, relative to the position being offered and as outlined within the Background Checking Procedure.

The University Background Checking Committee will undertake a review process should/if:

- o the results of those checks reveal a disclosable outcome or raise concerns about possible suitability for the position;
- o the information you provided for the purpose of conducting those checks is deemed inaccurate or incomplete.

In the event that the result of a check raises concerns about your suitability for the position, and a review process is required, you will be contacted by a representative from the Background Checking team.

This offer of employment is made to you on the understanding that the information you have provided is accurate and complete.

5. Remuneration

5.1. Remuneration Level

Your annual remuneration will include salary, employer contribution to superannuation, an annual leave loading as prescribed under Sub-Clause 5.3 of this Contract. The total remuneration package is s47F [REDACTED] Full details of your remuneration package are specified at Attachment 1

Subject to performance, salary increases will be aligned to the increases in the ANU Enterprise Agreement 2017-2021 and its successors. The salary component of your total remuneration will be paid fortnightly into your nominated bank account(s).

5.2. Superannuation

The University will make employer superannuation contributions of 10%, 17% or capped superannuation, in accordance with your choice on Attachment 1. The University's default superannuation provider is UniSuper.

A percentage of your gross salary may be converted to certain pre-tax benefits, such as additional superannuation, in accordance with the University's superannuation policy.

5.3. Supplementary Support

The University agrees to support your appointment by:

- a) Providing s47F [REDACTED] for the duration of the appointment.

5.4. Annual Leave Loading

Your total remuneration includes an annual leave loading, paid in the second pay of each calendar year, based on 17.5% of four (4) weeks' pay. The maximum annual leave loading payable will not exceed the average weekly earnings for males in the May quarter of the year preceding payment, as published by the Australian Bureau of Statistics.

5.5. Salary Packaging

You may be eligible to salary package part of your annual salary in accordance with the provisions of this clause and policy. Items that may be salary packaged can be found on the University's web site under salary packaging.

You may determine and be responsible for the form in which your salary is taken, subject to:

- Your package complying with the requirements of applicable superannuation legislation and any requirements of the relevant superannuation fund;
- A neutral after tax cost to the University; and
- The administrative costs and financial liabilities involved being, in the view of the University, reasonable.

Provided you provide reasonable notice of the changes sought, you may (with the exception of annual leave loading) vary the form in which your salary is taken:

- On each anniversary of this Contract; or
- Where changes to taxation laws mean that you would be disadvantaged if the arrangements were not changed; or
- In the event of packaging child care costs, if your requirements change; or
- At any other time agreed by the University or Salary Packaging provider engaged by the University.

The form in which you wish your remuneration to be provided should be notified to the University in writing.

For some packaging arrangements or changes to those arrangements, a reasonable administrative cost may be charged.

On termination of your employment, the University may recover any payment of salary and benefits paid to you in advance.

6. Performance Management and Evaluation

Your performance will be reviewed annually, in accordance with the University's Performance and Development Process, against mutually agreed objectives and performance indicators set with you at commencement of each annual review cycle. The performance and development process will include setting objectives and establishing performance indicators and goals. Results will be reviewed, and performance ratings applied annually.

7. Hours of Duty

Your role is part time and you are required to work an average of 21 hours per week. The University expects you to undertake the reasonable number of hours required to meet your workload and performance objectives. There is no entitlement to additional payment for overtime hours, as your benefits package allows for such hours.

8. Leave

You are required to submit a leave application for all absences. Such applications should be submitted to your supervisor or their nominee for approval.

9. Employment Equity and Diversity

Your responsibilities include specific requirements for equity for staff and students and you agree to meet these responsibilities. These responsibilities include:

- Ensuring decisions effecting staff and students are consistent with University equity and diversity policies and state and federal anti-discrimination legislation;
- Integrating equity and diversity issues into all strategic/business planning;
- Ensuring any supervisors under your direction maintain and improve the equity profile within their workplaces; and
- Ensuring any staff under your control meet their general responsibilities to provide a workplace that encourages diversity and is free from discrimination.

10. Work Health and Safety

Your responsibilities include specific requirements for Work Health and Safety (WH&S) for staff and students, and you agree to meet these responsibilities. These responsibilities include supporting the application of University policies on WH&S, ensuring staff, supervisors and students under your direction maintain and improve the safety of their workplaces and meet their general WH&S responsibilities.

11. Consultancy

You may engage in research, consultancy and other similar outside work where approved by the University. Consultancies may only be undertaken where:

- a) The discharge of your responsibilities as Professor in the Practice of National Security, as determined by your supervisor is not adversely affected;
- b) The University is appropriately safeguarded in relation to the use of the University's facilities and repute;
- c) The liabilities and entitlements of the University and members of staff are clearly known;
- d) You adhere to professional standards and codes of conduct in the execution of any consultancies.
- e) The nature of the consultancy aligns with the University policy "Undertaking Individual Consultancies and Professional Practice"

12. Intellectual Property

The University's Policy and Procedure on intellectual property forms part of your terms and conditions of employment, and the ownership of intellectual property rights created by you during your employment, and your obligations in ensuring that the University owns certain intellectual property are prescribed in those policies.

13. Code of Conduct and other policies

You agree to maintain a high standard of conduct and to be accountable for your conduct.

Other University policies do not form part of your terms and conditions of employment, but you will be required to comply with the provisions of those University policies as amended from time to time, including but not limited to policies relating to:

- Code of conduct
- Alcohol and other drugs in the workplace
- Prevention of discrimination, harassment and bullying
- Conflict of interest
- Fraud control
- Equal opportunity
- Intellectual property
- Occupational health and safety
- Privacy
- Individual consultancies
- Acceptable use of Information Infrastructure

These policies are accessible on the University's web site: policies.anu.edu.au

You agree that, although the University's policies do not form part of this Contract, a breach by you of the University's policies entitles the University to take disciplinary action against you.

14. Annual Leave

Annual leave will accrue progressively throughout each year of service at the rate of 20 days leave per annum pro-rata.

You are expected to take 20 days annual leave each year. You are expected to agree arrangements with your supervisor for taking leave and to avoid large accruals of untaken leave.

Any pre-existing balance of untaken annual leave entitlements is not altered by this Contract.

Where you have a pre-existing balance that is in excess of two years' entitlement, and you have not applied for leave which will reduce this balance to less than one years' entitlement, the University may require you to reduce this balance by providing you with four (4) months written notice. The amount of leave to be taken must be sufficient to reduce your leave balance, including leave accrued during the notice period, to below one year annual leave entitlement.

15. Personal Leave

On appointment, you will be entitled to 20 days paid personal leave pro-rata. On completion of three (3) years' service, you will accrue 25 days paid personal leave pro-rata.

- Sick leave for recovery from personal illness;
- Carer's leave to care for an immediate family member, or a member of the employee's household, who requires care or support because of a personal illness, personal injury, or personal incapacity; or for an unexpected emergency affecting the staff member; or to provide related care for a medical condition, subject to a medical certificate.
- Bereavement leave of up to five (5) days for an immediate family member;
- Cultural leave for the purpose of attending essential religious or cultural obligations associated with the staff member's particular religious faith, culture or tradition, subject to the provision of four weeks' notice to your supervisor and reasonable evidence as to the nature of the activity or ceremony the staff member is obliged to attend; or
- On compassionate or other appropriate grounds as determined by the Director, Human Resources.

For the purpose of personal leave the term "immediate family member" means the staff member's partner including spouse, de facto and same sex partner, child, including the child of the staff member's partner, parent including parent of the staff member's partner, sibling, grandparent, grandchild, or sibling of a spouse or defacto partner.

On completion of one (1) years' service, personal leave with pay will accrue at the rate of 20 days leave per annum pro-rata. Untaken paid personal leave shall accumulate from year to year.

You must notify your supervisor as soon as possible (within 24 hours) of your inability to attend for work due to illness, explain the nature of the illness and the estimated duration of the absence. A medical certificate for absences over three days must be provided.

The University may require you to provide a medical certificate for any sick leave absence.

Your accrual period and any existing balance of untaken paid sick leave which you may have is not altered by this Contract, but its use will be governed by the terms of this Contract.

16. Long Service Leave

Your accrual period and any existing balance of untaken long service leave, which you may have, is not altered by this Contract, but its use will be governed by the terms of this Contract.

You will accrue long service leave (pro rata) as follows:

- (i) After ten years' service to 65 working days on full pay or 130 working days leave on half pay;
- (ii) Proportionately of the basis of 6.5 working days per year.

Service for this purpose does not include any period of leave without pay except that parental leave does count as service.

Service for this purpose includes periods of service with another Australian university or universities, provided that the break between leaving the last university and joining The Australian National University does not exceed 2 months and provided that any break will not count for the accrual of a leave entitlement. Where the leave accrued during the periods of service with other universities has been taken, or paid out, it will count for the purpose of determining qualifying periods, but will not count for the accrual of a leave entitlement.

The monetary value of your accrued long service leave will only be paid to you, or your estate as relevant:

- (i) Where you have completed at least seven (7) years continuous service but less than ten (10) years continuous service and your employment is terminated by the University for any reason other than serious and wilful misconduct, or by you on account of illness, incapacity or domestic or other pressing necessity, or by reason of your death, you shall be entitled to a proportionate amount of long service leave.
- (ii) If after ten (10) years' service (whether continuous or broken) your employment with the University ceases for any reason;

Long service leave may only be taken after ten (10) years of service (whether continuous or broken) and where that service includes at least three (3) years continuous service with The Australian National University.

Where you are entitled to take long service leave:

- (i) You may either use the leave on full pay with a minimum of five (5) consecutive working days, or have twice the duration of leave on half pay with a minimum of ten (10) consecutive working days, or have half the duration of leave on twice the pay for a minimum of five (5) consecutive working days, by cashing out an equivalent amount of leave to the amount of leave you are taking, or have any combination thereof; and
- (ii) You will be entitled to take long service leave at a time of your choosing, provided that at least six months written notice of such leave is given or, in the absence of such notice, the Vice-Chancellor consents.

If you accrue more than 19.5 weeks' (97.5 days) long service leave entitlements you may be required, on six (6) months' written notice, to take up to 13 weeks (65 days) of such leave at a time convenient to the University, except if you have given written notice of your intention to retire you shall not be required to take long service leave within 24 months of retirement.

Public holidays and University concessional days do not count as days taken during periods of Long Service Leave.

17. Parental Leave

You are entitled to parental leave in accordance with the University's policies on parental leave. However, at a minimum, your entitlement will be not less than 52 weeks Unpaid Parental Leave in accordance with the provision of the Fair Work Act 2009.

18. Public Holidays and Christmas shutdown

The University will observe all Public Holidays gazetted for the Australian Capital Territory.

Where the University closes between Christmas and New Year, you will not be required to attend work, unless there are operational reasons which require your attendance.

19. Outside Studies Program

Generally you will not be permitted to take Outside Studies Program during your term as Professor in the Practice of National Security. If you are approved to take OSP, you will be subject to the University policy and procedure in relation to OSP.

20. Confidentiality

During the course of your employment with the University, you may become aware of information relating to the business or affairs of the University including, but not limited to the University's course materials, computer programs, patents, designs, student and supplier databases, student enrolments and results, financial affairs, any of the business dealings, transactions or affairs of the University or of any of its related entities, or any information that you are told, or that the University considers to be, confidential (collectively, "Confidential Information").

Confidential Information remains the sole property of the University and to users of the Confidential Information authorised by the University.

Other than as required by law, you must not divulge to any person or entity external to the University, whether during or after employment with the University, except in the proper course of performing your duties or as permitted by the University, any Confidential Information.

You must immediately notify the University should you suspect misuse of the University's Confidential Information and assist the University in any proceedings taken by the University for alleged misuse of Confidential Information.

21. Travel

You agree to accept and abide by the provisions of the University's policies on travel.

22. Termination of Employment by the Employee

You may terminate your employment with the University:

- a. At any time by providing six (6) months' notice to the University, or
- b. Without notice by forfeiting at least six (6) months' pay in lieu of notice.

23. Termination of Appointment or Employment other than by the Employee

23.1. Termination of Appointment on Expiry of Term

Your appointment as Professor in the Practice of National Security terminates upon the expiry date of the term of the appointment, where the University does not offer or you do not agree to renewal of the term.

23.2. Termination of Appointment by the University

The University may terminate your appointment as Professor in the Practice of National Security with six (6) months' notice in writing where:

- a. Your position as Professor in the Practice of National Security becomes excess to the University's operational requirements; or
- b. You are unable to perform the essential duties for which you are engaged for any reason including ill health or incapacity for a continuous period of three (3) months.

The University may terminate your appointment as Professor in the Practice of National Security with four (4) weeks' notice in writing where:

- a. Your performance is unsatisfactory; or
- b. Your conduct is unsatisfactory.

Or

23.2.1. By the University for any other reason:

- a. With six (6) months' notice in writing; or
- b. Six (6) months' pay in lieu of notice.

24. Termination of Appointment or Employment – Serious Misconduct

The University may terminate your appointment or your employment without notice for reason of wilful or serious misconduct of a kind envisaged in Section 123(1)(b) of the Fair Work Act 2009 and Regulation 1.07, such that it would be unreasonable to require the University to continue employment during the notice period.

25. Standing Aside

The University may suspend you with or without notice for the purposes of investigating unsatisfactory conduct or other circumstances that may lead to the termination of your appointment as Professor in the Practice of National Security and/ or employment.

26. University Property

Prior to your last day of duty you should return to an appropriate officer of the University all property that belongs to the University including but not limited to: mobile telephone, laptop computer, keys, swipe cards, motor vehicle, parking sticker and staff card.

27. Transmission of Business

No payment will be made to you under sub-clause 23 in circumstances where the University transmits all or part of its business to another entity ("New Employer") if:

- You are employed by the New Employer; and
- In the event that the New Employer terminates your employment, after the transmission (for reasons other than serious misconduct):
 - The New Employer is under an obligation, enforced by you, to recognise your entire period of employment with the University, as continuous with your employment with the New Employer; or
 - The New Employer is under an obligation to:
 - a. Give the period of notice that is equivalent to the period of notice the University would have been required to give you at the time of the transmission; or
 - b. Pay you in lieu of the required notice.

Individual Employment Contract, between:

The Australian National University

AND

George Brandis

Employee

Name in full (printed)

George Brandis

Address

c/o -

S47F [REDACTED]

For the Employer

Authorised and Agreed on behalf of the Australian National University

Name in full (printed)

Nadine White

Position

Chief People Officer

Address

Human Resources Division
Chancelry 10A
The Australian National University
ACTON ACT 2601

1. Salary and Superannuation Payments (Pro rata)

Please select your choice for superannuation contributions by emailing your preferred option to seniorappointments@anu.edu.au.

Option 1: 17% superannuation

Salary per annum

Employer Superannuation 17%

Annual Leave Loading

Option 2: 10% superannuation

Salary per annum

Employer Superannuation 10%

Annual Leave Loading

Option 3: Capped superannuation

Salary per annum

Capped Employer Superannuation Contributions*

Annual Leave Loading

s47F

* Where a decision is made to cap employer superannuation under option 3, this will be capped in accordance with the concessional contributions cap, as altered by the Australian Taxation Officer on a financial year basis. Where the concessional contributions cap exceeds \$27,500, your total package allocation will be amended to ensure your employer superannuation is consistent with the concessional contributions cap.

2. Superannuation

You can nominate to have your super contributions paid to a super fund of your choice, which could be our nominated fund, UniSuper. Enclosed is a Superannuation standard choice form to complete. Please complete and return the standard choice form prior to the commencement of your employment.

It's important to note, if you are an existing UniSuper Defined Benefit Division (DBD) member, you may not be eligible to choose the super fund to which the super contributions are made, and we may be required to pay the super contributions to UniSuper.

A percentage of your gross salary may be converted to certain pre-tax benefits, such as additional superannuation, in accordance with the University's superannuation policy.

3. Supplementary Support

The University agrees to support your appointment by:

- a) Providing s47F [REDACTED] or the duration of the appointment.

University Records Manager

From: Nadine White
Sent: Friday, 10 June 2022 4:44 PM
To: Kent Vidler
Cc: Adam Lambert
Subject: RE: Offer approval for Professor in the Practice of National Security - Job No: 545862

Thanks Kent

Approved in ANU Recruit

N

From: Kent Vidler <kent.vidler@anu.edu.au>
Sent: Friday, 10 June 2022 4:14 PM
To: Nadine White <Nadine.White@anu.edu.au>
Cc: Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: RE: Offer approval for Professor in the Practice of National Security - Job No: 545862

Dear Nadine,

The VC has signed the letter and we will issue to George this afternoon.

The VC signed letter is now updated in ANU Recruit, would you mind approving for record/future audit.

Thank you kindly
Kent

From: Nadine White <nadine.white@anu.edu.au>
Sent: Friday, 10 June 2022 12:05 PM
To: Kent Vidler <kent.vidler@anu.edu.au>
Cc: Adam Lambert <Adam.Lambert@anu.edu.au>
Subject: Re: Offer approval for Professor in the Practice of National Security - Job No: 545862

Thank you

Sent from my iPhone

On 10 Jun 2022, at 11:24 am, Kent Vidler <kent.vidler@anu.edu.au> wrote:

Thanks Nadine,

We have sent this through for VC signature now and will action

Kind regards,
Kent

From: Nadine White <nadine.white@anu.edu.au>
Sent: Friday, 10 June 2022 9:21 AM

To: Adam Lambert <Adam.Lambert@anu.edu.au>; Kent Vidler <kent.vidler@anu.edu.au>
Subject: FW: Offer approval for Professor in the Practice of National Security - Job No: 545862

Hi Folks, I think that the VC should sign this one please. Thank you Nadine

From: The Australian National University Career <jobs-658@mail.pageuppeople.com>
Sent: Thursday, 9 June 2022 4:39 PM
To: Nadine White <s47F@anu.edu.au>
Subject: Offer approval for Professor in the Practice of National Security - Job No: 545862

Dear Nadine,

An offer of employment has been prepared for George Brandis for the position of Professor in the Practice of National Security, job number 545862. Your approval is required before this offer can be issued.

To review the offer please click on the link below, login to ANU Recruit and select "Offer Approvals" from the menu. You will be able to view, amend and approve the offer details for George Brandis. Please contact me on s47F@ANU.EDU.AU should you wish to make any amendments.

s47F@ANU.EDU.AU

PLEASE NOTE: if you are an external contractor, casual or Visiting and Honorary Appointee, you will need to login via: [https:// admin.pageuppeople.com](https://admin.pageuppeople.com)

Once approved, the offer details will automatically flow through to the next approver.

Should you have any queries, please do not hesitate to contact me via the details listed below. Please do not reply to this email.

Kind regards,

Adam Lambert

s47F@ANU.EDU.AU

The Australian National University

PLEASE DO NOT FORWARD THIS EMAIL.

This email contains a link which is active and provides the recipient with full access to your ANU Recruit account.

University Records Manager

From: George Brandis s47F
Sent: Thursday, 16 June 2022 5:14 PM
To: Kent Vidler
Subject: Re: ANU Offer - Professor In the Practice of National Security.

Follow Up Flag: Follow up
Flag Status: Completed

Many thanks Kent.

GB

On Thu, 16 Jun 2022 at 8:04 am, Kent Vidler <kent.vidler@anu.edu.au> wrote:

Dear George,

I have sent a booking enquiry off and will gather some information and confirm with you as soon as possible. This sounds like a good approach and I am very happy to help indeed.

I believe the local team from Crawford will reach out to discuss your office / first day arrangements.

I will come back to you relating to the accommodation and please do let me know if there are any other questions at this stage.

Thank you kindly,

Kent

Kent Vidler
Deputy Manager, ANU Executive Search

Human Resources Division

Chancelry 10A East Rd

The Australian National University

Canberra ACT 2601

s47F

executivesearch@anu.edu.au

<https://services.anu.edu.au/human-resources>

CRICOS Provider 00120C | ABN: 52 234 063 906

The Australian National University acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.



*QS World University Ranking 2020/2021 International Alliance of Research Universities (IARU)

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From: George Brandis [s47F](#)
Sent: Thursday, 16 June 2022 4:36 PM
To: Kent Vidler <kent.vidler@anu.edu.au>
Subject: Re: ANU Offer - Professor In the Practice of National Security.

Dear Kent

Thank you for getting back to me on this. I will take you up on your kind offer to make the initial approach. Could we say 5 days from Sunday 3 to Thursday 7 July? Hopefully that will give me enough time to arrange more permanent private accommodation.

George Brandis

On Thu, 16 Jun 2022 at 12:56 am, Kent Vidler <kent.vidler@anu.edu.au> wrote:

Dear George,

Please accept my apology, after the long weekend I have been away from work unwell. Thank you for accepting the offer online and for completing the relevant online forms.

s22



Thank you kindly

Kent

Kent Vidler

Deputy Manager, ANU Executive Search

Human Resources Division

Chancelry 10A East Rd

The Australian National University

Canberra ACT 2601

s47F



executivesearch@anu.edu.au

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From: George Brandis s47F
Sent: Friday, 10 June 2022 6:27 PM
To: Kent Vidler <kent.vidler@anu.edu.au>
Subject: Re: ANU Offer - Professor In the Practice of National Security.

Dear Kent

Thank you for this, which I am glad to accept. I will submit the appropriate forms in the next hour or so.

s22

Very excited about this and looking forward to working with you.

George Brandis

On Fri, 10 Jun 2022 at 8:34 am, Kent Vidler <kent.vidler@anu.edu.au> wrote:

Dear George,

I am delighted to enclose here, correspondence from the Vice-Chancellor and President, relating to your offer as Professor in the Practice of National Security at ANU.

I have attached a PDF copy for ease of reference, you may also view and accept the contract via the ANU online Jobs Portal s47F (a link inviting you to create a password will be sent separately)

Additional information as requested during our discussion with Chris is below.

Superannuation:

- Salaries and Benefits – [ANU Super Info](#)
- Enterprise Agreement - [ANU Superannuation Information](#)
- The University default super fund is UniSuper – [Read More Here](#) or book and appointment with UniSuper consultant [here](#)
- You may also have an existing fund that you would like to nominate [Choice of Fund Form](#)

s22



I offer my sincere congratulations on this appointment. Looking forward to hearing how we may support you for a successful transition in to this role.

Kind Regards,

Kent

Kent Vidler
Deputy Manager, ANU Executive Search

Human Resources Division

Chancelry 10A East Rd

The Australian National University

Canberra ACT 2601

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executivesearch@anu.edu.au

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