



# Re-employment after Retrenchment Instruction

## What is it?

The purpose of this instruction is to outline what approvals are required for re-employment to RMIT after retrenchment. Retrenchment is also referred to as redundancy.

## Who is it for?

This instruction applies to all employees of RMIT University, RMIT Training and RMIT Online and is applicable to re-employment to any position within the RMIT Group.

## Re-employment after Retrenchment Instruction

### 1.1. Approval required for re-employment

RMIT Group will not re-employ a person (including in a casual capacity) for a period of at least 2 years following the effective date of their redundancy from RMIT University, RMIT Training and RMIT Online, without prior approval from the Vice Chancellor or their delegate. This includes engaging the ex-employee as a contractor/sole trader or providing work to be performed by the ex-employee via a third party. RMIT may set a period longer than 2 years which will be outlined at the time of the redundancy.

### 1.2. Unpaid work in an honorary capacity

An ex-employee made redundant may perform limited work in an unpaid honorary capacity. The unpaid work being performed must not be a significant proportion of the job which was made redundant and must be work which might normally be expected to be performed in an unpaid honorary capacity. E.g. external HDR secondary supervisor.

## More Information

- [Honorary Appointments Policy](#)

## Document history

Version	Effective date	Authority	Author
1.0	26 April 2024	Employee Lifecycle Policy	Policy & Workplace Relations Team