

# FIXED TERM EMPLOYMENT CONTRACT

Location: \_\_\_\_\_ Parties: \_\_\_\_\_

## Employer Information:

Legal Entity Name: \_\_\_\_\_

ABN (Australian Business Number): \_\_\_\_\_

Address: \_\_\_\_\_

Contact Person & Email: \_\_\_\_\_

## Employee Information:

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Number & Email: \_\_\_\_\_

## Term of Employment:

Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

## Position and Duties:

The Employee shall be employed in the position agreed upon by the Parties and shall diligently perform all duties reasonably assigned by the Employer during the term of employment, in accordance with Australian employment laws and workplace policies.

## Remuneration and Benefits:

The Employee shall receive a fixed salary payable in accordance with the Employer's usual payroll practices. The salary and any additional benefits are subject to applicable Australian taxation laws and superannuation requirements. Any bonuses or commissions must be agreed in writing.

## Hours of Work:

The Employee's standard hours of work will be as specified in the employment schedule. Reasonable additional hours may be required consistent with the duties of the role and Australian employment standards.

## Leave Entitlements:

The Employee is entitled to annual leave, personal/carer's leave, and other leave entitlements in accordance with the National Employment Standards and any applicable industrial instruments.

## Termination:

This fixed term contract will terminate on the End Date specified above unless terminated earlier by either party giving notice or payment in lieu of notice, consistent with the Fair Work Act 2009 (Cth). Grounds for termination include

serious misconduct, redundancy, or mutual agreement.

**Confidentiality:**

The Employee agrees to keep all confidential information obtained during the course of employment strictly confidential both during and after the term of employment, consistent with applicable laws.

**Intellectual Property:**

All intellectual property created or developed by the Employee in connection with the employment shall belong exclusively to the Employer unless otherwise agreed in writing.

**Workplace Health and Safety:**

The Employee agrees to comply with all workplace health and safety policies and procedures implemented by the Employer and applicable Australian legislation.

**Dispute Resolution:**

Any disputes arising out of or in connection with this contract should be resolved promptly through negotiation. If unresolved, the parties may agree to mediation or arbitration before pursuing legal remedies in Australian courts.

**Governing Law:**

This contract shall be governed by and construed in accordance with the laws of Australia and the State or Territory in which the Employer operates.

**Entire Agreement:**

This contract constitutes the entire agreement between the parties concerning the employment and supersedes all prior agreements, representations, and understandings.

**Variations:**

Any variation to this contract must be in writing and signed by both parties to be valid and enforceable.

**Severability:**

If any provision of this contract is held invalid or unenforceable, the remainder of the contract will continue in full force and effect.

**EMPLOYER'S SIGNATURE**

**EMPLOYEE'S SIGNATURE**

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

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