

Caution against relying simply on the fact that the position has external funding

AHEIA advice to members (18.8.21):

It is recommended that conversion not be denied simply on the basis that general uncertainty exists as to the continued need/availability of work into the future due to the nature of external funding for a particular project. This could well be held not to satisfy the requirement in [s.66C\(1\)\(b\)](#) of the *Fair Work Act 2009* that the reason needs to be based on facts that are known or are reasonably foreseeable at the time of the decision. If the casual is working on a project that has a finite end-date, however, the university can rely on that fact for saying there's no permanent job available and, hence, why its arguably reasonable not to offer conversion in that circumstance.