

THE UNIVERSITY OF NEWCASTLE
STAFF CONSULTATIVE COMMITTEE (SCC)
ACADEMIC STAFF & TEACHERS

Notes of a meeting of the **Staff Consultative Committee** held at 10.00am
on Wednesday 15 May 2024 via Zoom & CH-205

PRESENT:

University – Mark Hoffman, Deputy Vice-Chancellor (Academic); Andrew Cairns, Associate Director Workplace Relations, Governance & Policy; and Ruth Hartmann, Senior Employment Relations Specialist.

NTEU – Terrence Summers; Annika Westrenius; Cian Galea (NTEU Industrial Officer); and Decheng Sun (NTEU Industrial Officer).

Chair – Ruth Hartmann.

Guests - David Rambaldi (NTEU Professional Staff representative); Roy Murcutt (NTEU Professional Staff representative), and Angela Mills (Employee Relations)

APOLOGIES – Martin Sainsbury, Chief People & Culture Officer.

Notetaker: Alison Heitmeyer.

1. MAJOR WORKPLACE CHANGE

Deputy Vice-Chancellor (Academic), Mark Hoffman provided an update on the review of the Academic Calendar including details of the staff consultation sessions and the three options being considered.

2. 2023 ACADEMIC STAFF & TEACHERS EA IMPLEMENTATION

2.1 ELICOS Teachers Staff Ratios

A report on the staffing ratios for continuing, contingent, fixed term and casual employment using the HECS Census dates was circulated to Committee members prior to the meeting. On reviewing the data, Professor Hoffman noted that more than a third of the staff were in continuing employment and on this basis, he did not recommend any conversions at this time.

2.1 Research Code Breach panel nominations

NTEU nominated Ros Larkin and Terry Summers to be available for appointment should an internal Research Code Breach Investigation panel be required.

2.2 SCC Teacher nomination

NTEU to nominate a staff member as a Teacher representative for the SCC.

Action: NTEU – nominate Teacher as SCC representative.

2.3 Agreed pool of Independent Chairs/ Inquiry Officers

NTEU to confirm nominations for appointments as inquiry officers and independent chairs in accordance with Schedule 16 of the Academic Staff and Teachers Enterprise Agreement – Review of decisions.

Action: NTEU – nominate appointments to inquiry officers and independent chairs. Agreed pool to be established.

3 ACADEMIC DECASUALISATION PROGRAM

Associate Director, Workplace Relations, Governance and Policy, Andrew Cairns reported that the formal decasualisation program has not yet commenced with the University currently reviewing fixed term and casual staff employment data in light of the legislative reforms.

4 ACADEMIC WORKLOAD

4.1 Review of average Academic work allocations

Andrew Cairns presented data showing the distribution of allocations across the three domains of academic work. These reports are available for staff to access in the University workload dashboard.

NTEU Industrial Officer, Cian Galea queried whether the data captured allocations only for 'teaching and research' academics as feedback from some NTEU members was not consistent with the allocation trends presented at the meeting.

Action: University - report back on whether the workload data presented includes 'research only' staff allocations.

NTEU representatives noted that discrepancies with the data available to staff in the BI dashboard had been raised at a previous SCC meeting, but this had not been addressed.

Andrew Cairns acknowledged there had been prior issues with some data, which was understood to have now been amended. He noted that individual staff have opportunity raise allocation issues with their HOS in the first instance.

4.2 Review of Student / Staff ratios

University representatives reported the latest available data shows that the ratio remains steady at 23:1.

NTEU representatives requested information on the calculation for this student / staff ratio compared to QS rankings.

Action: University - provide information on student: staff ratio calculations

4.3 SCC review of reasonableness of models and values given to work allocation factors and recommendation to DVC-A

Nil.

4.4 Individual allocation reports

NTEU representatives noted allocation reports had been published but as per agenda item 3.2 above there had been feedback received regarding some discrepancies between the data in the workload system and individual allocation reports.

4.5 Access to course allocation reports

NTEU representatives noted allocation reports had been published but as per agenda item 3.2 above there had been some discrepancies between the reports and individual allocations.

5 OTHER BUSINESS

NTEU Industrial Officer, Cian Galea notified the Committee that this would be his last SCC meeting as he was resigning. Decheng Sun will be the NTEU Industrial Officer allocated to the University from this time.

Meeting concluded 10:51am

