THE UNIVERSITY OF NEWCASTLE

STAFF CONSULTATIVE COMMITTEE (SCC)

Notes of a meeting of the **Staff Consultative Committee** held at 9.00am

on Monday 2 November 2026 – Meeting room CH-205 and via zoom.

PRESENT:
University – Martin Sainsbury, Chief People & Culture Officer; Mark Wylie, Associate Director, HR Operations, and Ruth Hartmann, Senior Employee Relations Specialist.

NTEU – Dan Collins; Sara Motto; and Ben McGowan (Newcastle Branch Organiser).

CPSU – Mark Smith; Zain Hamid; and Gino DiCandilo (Organiser).

Chair – Zain Hamid.

Guests – Kate Havrilka (HRBP) – Item 2.

Notetaker: Ruth Hartmann.

1. ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT – STANDING ITEM

Simone Jordan, Indigenous Employment Partner, of the University's Engagement and Equity Division was not available to attend this meeting. In her absence Martin Sainsbury, Chief People and Culture Officer reported on the institutional percentage of staff identifying as Aboriginal and/or Torres Strait Islander that is currently over 3.3% accounting for 103 staff. Mr Sainsbury also reported that the percentage of Aboriginal and Torres Strait Islander people hired for positions across the University is currently at 6% comprising both identified and non-targeted roles.

Discussion followed on data and potential factors contributing to whether staff disclose Aboriginality or Torres Strait Isander identification in University systems. Mr Sainsbury advised that 57% of staff had not disclosed demographic data and 39% identified as neither Aboriginal nor Torres Strait Islander.

There was also discussion on the cultural capability framework and initiatives to increase participation in all three components with Mr Sainsbury reporting that 89% of continuing and fixed term staff had completed the initial on-line module, 72% had attended the second component of the face to face workshop, and 44% had now completed the final on-country experience component.

2. MAJOR WORKPLACE CHANGE – STANDING ITEM

2.1 Current major workplace change processes

Kate Havrilka, HR Business Partner attended the meeting to provide an update on the major workplace change process in relation to the University's Sydney Campus as follows:

- Staff and their Representatives had the opportunity to provide feedback or comments on the information given to them until 13 October 2026;
- 6 pieces of feedback was received from staff identified as affected in the Information for Affected Staff paper, in addition to a submission from the NTEU;
- Extraordinary SCC meeting held on 19 October 2026 with recommendations made by the NTEU;
- Pending any recommendations from the CPSU, the Proposal paper will be prepared and forwarded to the Vice-Chancellor for consideration;
- Discussion on the outcomes of consultation with affected staff are expected in mid to late November 2026.

Post-Implementation Reviews (PIR)

Chief People and Culture Officer, Martin Sainsbury reported that feedback submitted to the PIR survey of the 2025 major workplace change processes is currently being collated and a report on the findings to the SCC is expected early next year.

3. 2026 EA IMPLEMENTATION – STANDING ITEM

University representatives requested the NTEU confirm their nominations for particular EA processes such as nominees for the pool of inquiry officers and independent chairs, etc.

Action: NTEU – nominate appointments to inquiry officers and independent chairs. Agreed pool to be established as soon as practicable. Complete nominations for other EA processes.

University representatives tabled copies of the following documents that had been updated to ensure consistency with the 2026 Academic Staff and Teachers EA pursuant to Schedule 8:

- Academic Work Allocation Model (AWAM) that commenced to operate in the College of Engineering, Science and Environment from 15 December 2023;
- Academic Work Allocation Model (AWAM) that commenced to operate in the College of Health, Medicine and Wellbeing from 15 December 2023;
- Academic Work Allocation Model (AWAM) that commenced to operate in the College of Human and Social Futures from 15 December 2023.

A copy of the Academic Work Allocation Policy that commenced to operate on 29 September 2022 marked with compliance updates with respect to the 2026 EA was also tabled to the Committee for noting.

NTEU representatives requested time be allowed for Committee members to review and comment on the updated documents. It was agreed that any comments on the revisions to the documents be provided by 1 week of this meeting i.e. 9 November 2026.

Action: NTEU – review documents marked with 2026EA compliance updates and provide any written feedback to CPCO by 9 November 2026.

4. POLICIES AFFECTING WORKING CONDITIONS OF STAFF

NIL

5. WORKPLACE HEALTH AND SAFETY – STANDING ITEM

Associate Director, Wellbeing Health and Safety, Megan Clark was on leave and did not attend the meeting for this item. In her absence Chief People and Culture Officer, Martin Sainsbury provided a summary of WHS event reporting for Q3, 2026.

Mr Sainsbury provided an overview of WHS event trends including hazards, near misses, and first aid/medical treatment injuries. The classification of identified critical risks and, notifiable events reported to Safework NSW was also discussed in addition to a report on EAP presentations that included the following:

- Total number of EAP session for staff in Q3 had decreased compared to Q3 2025;
- Top workplace presentations in Q3 were work demands and organisational issues;
- Personal presentations continue to reflect trends seen in previous years with anxiety, relationships and stress being the highest representations.

Mr Sainsbury clarified that the full report circulated to SCC members is confidential and may contain personal health information that may identify staff and/or students. As such he requested that the report not to be circulated more broadly by SCC members.

6. OTHER BUSINESS

NIL

7. ACADEMIC SPECIFIC ITEMS

NIL

Meeting concluded at approx. 3.00pm.