

**THE UNIVERSITY OF NEWCASTLE
COMBINED STAFF CONSULTATIVE COMMITTEE (CSCC)**

Notes of a meeting of the **Combined Staff Consultative Committee** held at 9:00 am on Wednesday 3 May 2017 in the Canberra Meeting Room, The Chancellery.

PRESENT:

University – Sharon Champness and Mark Kelly

NTEU – Roger Marwick, Jenny Whittard and, Lance Dale

CPSU – Nick Koster, Sue Freeman, Ron Hunter and, Cassandra Guidice

APOLOGIES:

University – Mark Wylie

NTEU – Tom Griffiths, Suzanne Ryan, Margaret Clarke, David Rambaldi, Ros Larkin, Sue Hodgson, Ben Carter, Fran Munt and Samantha Harcombe

Chair – Sue Freeman

Note-taker – Ruth Hartmann

1. PROFESSIONAL STAFF REVIEW

This item was referred to the Professional Staff Consultative Committee meeting of 3 May 2017.

2. UON RECRUITMENT

Responding to enquiries as to whether a ‘freeze’ on staffing was in place across UON, the Director, People and Workforce Strategy, Sharon Champness explained that there had been early discussion at the Organisation Design steering committee regarding recruitment and there had been no instruction given to senior managers to cease recruitment. Ms Champness noted positions were continuing to be advertised and progressed to selection as per usual processes. It was noted that there may be some roles which were not being actively filled where it was expected that changes would occur in the future so that the impact on existing staff could be minimised. This was being managed on a local level.

3. ORGANISATIONAL CHANGE – STANDING ITEM

3.1 Change Processes

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that planning for changes in Wollotuka, Marketing, School of Humanities and Social Science (HASS), and School of Architecture and Built Environment (SABE) were in progress and consultation papers are expected in late May or June.

Union representatives enquired whether the School changes would involve both academic and professional staff. The Director, People and Workplace Strategy, Sharon Champness responded that this is not determined, however, it would likely be academic staff with professional staff considered as part of organisational design.

Discussion followed as to the rationale for the School changes. Ms Champness explained there had been discussion regarding shifting discipline mix and aligning resourcing with student staff ratio.

Union representatives enquired as to any impact on the Marketing change resulting from the resignation of the Director of Marketing. Ms Champness responded that the Marketing change was integrated with organisational design and appropriate leadership was in place to proceed shortly.

4. REVIEW OF POLICIES AND PROCEDURES – STANDING ITEM

4.1 Code of Conduct

The Director, People and Workforce Strategy, Sharon Champness noted the Code of Conduct had been ‘refreshed’ with a new look aligned to UON’s new branding. Language in the document had been updated to reflect the NeW Futures Strategic Plan that had replaced NeW Directions. In addition, the Code now referenced the Ethical Decision Making Framework. Ms Champness explained that a range of stakeholders were consulted as to their views of the Code and it was determined that significant changes were not required at this time.

5. YOUR VOICE SURVEY

As requested by the NTEU, the Director, People and Workforce Strategy, Sharon Champness noted that the Your Voice survey results had been provided to the Branch President.

CPSU representatives requested the report also be forwarded to them.

Discussion followed regarding the ‘de-identification’ of faculties and schools in the report. Union representatives commented that without specific information on other schools and faculties it is difficult to compare and consider why other areas perform better. Lessons could be learnt from the best practices of the high achievers.

Ms Champness flagged risk in all staff being able to view information on other areas’ performance. For example, there is a high level of detail on how staff rate the performance of their unit director and their colleagues and it would be inappropriate to give undue visibility to this level of information outside the individual unit or school.

6. ABDUL WALI KAHN UNIVERSITY PAKISTAN

NTEU representatives requested information as to whether UON has any official dealings with Abdul Wali Kahn University in Pakistan where a student was recently murdered by other students. The murder followed public notification of a formal investigation of allegations of blasphemy made against the student.

University representatives undertook to make enquiries with UON Global.

Action 6: University – check with UON Global as to any formal engagement with Abdul Wali Kahn University.
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7. ANY OTHER BUSINESS

Enterprise Bargaining – NTEU representatives noted previous discussions regarding an interest-based approach to bargaining and indicated a preparedness to attend an information session facilitated by Rod Harrison or Anna Booth.

The Associate Director, Employee Relations and HR Partnering, Mark Kelly explained that the University had discussed availability with Rod Harrison and will communicate details to Union representatives when confirmed.

Mr Kelly noted that formal enterprise agreement negotiations needed to be commenced and proposed a meeting on 7 June 2017 be scheduled to discuss resources and timing. University representatives flagged that some staff members had expressed interest in being individual bargaining representatives and the required notice would need to be sent to all staff shortly.

Discussion followed as to potential 'hot topics' that the University would likely pursue in bargaining. The Director, People and Workforce Strategy, Sharon Champness expected the University would be looking at simplifying the agreement and associated processes given that there was strong feedback on the need for streamlining during the Organisational Design project.. In addition, given the changing nature of some work with respect to digital delivery and online learning and, industry engagement the University will need to look at hybrid roles, such as, learning facilitators that are not clearly academic or professional and ensure our enterprise agreements are flexible enough to cover this.

University – schedule interest-based bargaining session with Rod Harrison and communicate to Union representatives.

Meeting closed at 10.30AM