

THE UNIVERSITY OF NEWCASTLE

ACADEMIC STAFF CONSULTATIVE COMMITTEE (ASCC)

Notes of a meeting of the **Academic Staff Consultative Committee** held at 10.00am on 13 July 2016 in the Canberra Room, The Chancellery.

PRESENT:

University – Deputy Vice-Chancellor (Academic), Andrew Parfitt; Associate Director, Employee Relations and HR Partnering, Mark Kelly

NTEU – Tom Griffiths, Ros Larkin and Lance Dale

APOLOGIES:

University – John Germov

NTEU – Suzanne Ryan

Chair – Mark Kelly

Note-taker – Ruth Hartmann

1. ACADEMIC WORKLOAD

1.1 WORKLOAD REVIEW PROCESS AND TIMELINE

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that Faculties and Schools had been issued with the timeline for reviewing AWAMs as follows:

- All Faculties and School AWAM revisions must be submitted to HRS/DVC(A) by 19 July 2016;
- Special meeting(s) of the ASCC are convened to review AWAMs, approving or recommending minor revisions by 2 August 2016;
- Where more than minor revisions arise, the ASCC will meet with the relevant PVC and/or HOS and delegates by 31 August 2016;
- All AWAMs finalised by 30 September 2016 in time for budget cycle and allocations for 2017.

Responding to an enquiry as to the status of the workload planning software SWP, Mr Kelly advised a review of the software implementation and usage is in progress. Users have reported issues with access to a text field and manual data entry have resulted in some resistance to utilise the product. Solutions are being investigated and there are ongoing discussion with the vendor.

2. UNIVERSITY BUDGET AND EFFICIENCY DIVIDEND

NTEU representatives noted the \$4.3 million 'efficiency dividend' returned to the University was added to the 2015 surplus rather than operating expenditure. They also questioned the internal tightening of budgets and need for organisational change given the University's budget surplus of over \$30 million in 2015 and surpluses in previous years.

The Deputy Vice-Chancellor (Academic), Andrew Parfitt responded that budget is impacted by student demand for courses. While the University currently has a budget surplus this is not strong in a sustainable sense if student numbers continue to decline and operating costs rise more than revenue. Professor Parfitt explained that the efficiency dividend was returned as the government's deregulation proposal was not legislated and no further policy advice has been provided.

NTEU representatives requested that a detailed budget briefing be provided at a future Combined Staff Consultative Committee meeting.

Action 2: University – follow up on NTEU request for a budget briefing at a future CSCC meeting.

3. NEWSPACE/SPACE MANAGEMENT POLICY

Discussion on this item was deferred to the 14 July 2016 CSCC meeting to be attended by the Director, Infrastructure and Facilities Services, Alan Tracey.

NTEU representatives requested that the Director of IFS provide the revised draft Space Management Policy, following feedback provided by NTEU.

4. PROCUREMENT POLICY

NTEU representatives sought a formal response to changes proposed by the NTEU regarding the University's Investment and Procurement policies, provided at the last CSCC meeting.

The Associate Director, Employee Relations and HR Partnering, Mark Kelly responded that an ethical framework for use across the University is being developed in the first instance that will be followed by individual policy review.

NTEU representatives noted they had been advised by the CFO that a committee was being established to create this framework but they had heard that this work was now almost completed. NTEU expressed dissatisfaction that a NTEU representative had not been sought for the committee and enquired whether there had been any staff and student participation. Mr Kelly advised that both staff and students were represented on the committee. NTEU requested to have the opportunity to have input to the policy review.

Action 4: University – forward NTEU request to provide input into policy review to CFO.

5. CABLE-STEMM

The Deputy Vice-Chancellor (Academic), Andrew Parfitt briefed the Committee on the framework and rationale of the CABLE (Creativity, Arts, Business, Law and Education) and STEMM (Science, Technology, Engineering, Maths and Medicine) enterprises. Professor Parfitt explained that the collective disciplines will work collaboratively to discuss strategies and priorities with a commitment to institutional outcomes. Hence, the framework will have organisational implications but is not an organisational restructure.

Professor Parfitt also provided an update on the Creative Industries change advising that a Consultation Paper is expected to be launched within the next month for implementation in Semester 1, 2017.

6. EA IMPLEMENTATION – ACADEMIC SPECIFIC

6.1 SCHOLARLY TEACHING FELLOWS

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that 1 STF was in place with a further appointment expected shortly. In addition, discussions are continuing regarding several STF appointments in ELFCS.

The Deputy Vice-Chancellor (Academic), Andrew Parfitt advised that he will continue discussions with Faculty PVCs with the goal of achieving at least 10 STF appointments during the life of the Enterprise Agreement.

7. OTHER BUSINESS

NTEU requested discussion at the September 2016 CSCC on particular documents presented to Academic Senate i.e. UON Our Future Workforce, and NeW Futures series papers on Entrepreneurship, Access and Global Clusters.

Action 7: University –schedule discussion at future CSCC regarding the documents UON Our Future Workforce and NeW Future series papers.
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Meeting closed at approximately 11.45am
