

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

Notes of a meeting of the **Combined Staff Consultative Committee** held at 10am on 14 July 2016 in the Canberra room, The Chancellery.

PRESENT:

University – Associate Director, Employee Relations and HR Partnering, Mark Kelly; HR Business Partner, Ruth Badham

NTEU – Jenny Whittard; Lance Dale; Sam Douglas

CPSU –Michelle Woodhouse; Jann Jeffries

APOLOGIES:

University – Sharon Champness

NTEU –Fran Munt; Suzanne Ryan

Chair – Michelle Woodhouse

Note-taker – Ruth Hartmann

1. TRANSITION PLAN NEWSPACE

The Director, Infrastructure and Facilities Services, Alan Tracey attended for discussion on this item and reported that the NeWSpace building in the City is under construction with completion expected in early 2017. The functions and services of existing staff accommodated in University House is scheduled to be transitioned to NeWSpace at the end of Semester 1 2017.

Responding the requests for information on parking arrangements for NeWSpace, Mr Tracey advised that terms were being negotiated with a private parking provider in the City for 150 dedicated car spaces and, existing car parking will be available for carpool vehicles. In addition, park and ride and shuttle bus options to transport staff and students to and from Callaghan will be available.

NTEU representative, Lance Dale flagged that the Unions had issues with consultation regarding the relocation of staff and questioned whether the Transition Plan would inform an Organisational Change Consultation Paper. Mr Tracey responded that the plan is still in draft and will be subject to broader consultation when finalised.

2. CAMPUS MASTER PLAN

The Director, Infrastructure and Facilities Services, Alan Tracey attended for this item and previewed the Estate Strategy document noting that it had not yet been endorsed by Council. Mr Tracey explained the Estate Strategy incorporated the Master Plan as well as plans for retail and maintenance. Discussion followed as to plans to clear older buildings that are structurally poor or under-utilised such as the McMullen Building.

Union representatives commented on media coverage regarding the demolition of the Drama Building. Mr Tracey reported that the School were consulted and drama space has been provided in an alternative building.

3. EA IMPLEMENTATION – COMMON PROVISIONS

3.1 ABORIGINAL AND TORRES STRAIGHT ISLANDER EMPLOYMENT

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that since the last meeting attended by Rachel Fowell, Manager Equity and Diversity, the University received the exemption from the Anti-Discrimination Board allowing targeted recruitment for Indigenous

applicants. The Acting Dean ATSI Education & Research, Professor John Lester and Ms Fowell have met with all PVCs and Faculty Managers to discuss specific Indigenous employment targets and options available to them. As part of those discussions, Professor Lester also spoke about the INCA (Indigenous New Career Academic) Program. Many Faculties expressed interest in pursuing this Program and were going to have further discussions with Professor Lester as recruitment for these positions was about to commence. Mr Kelly also advised that recruitment had commenced for the role of Indigenous Employment Coordinator as a continuing appointment with a successful applicant expected to be appointed in August 2016.

Mr Kelly also notified the Committee that the Workplace Gender Equality Agency (WGEA) Compliance report was submitted by the University on 8 July 2016. A copy of the report will be emailed within the next few days and Union representatives will have the opportunity to respond directly to HR or to the Agency.

NTEU representative, Lance Dale requested for the Director, People and Workforce Strategy, Sharon Champness to brief the Committee on the University's gender initiatives at a future meeting.

Action 3.1: University – arrange for Director PaWS to discuss UON gender initiatives at a future CSCC meeting.

4. CABLE-STEMM

The Associate Director, Employee Relations and HR Partnering, Mark Kelly noted that the Deputy Vice-Chancellor (Academic), Andrew Parfitt briefed the ASCC at the 13 July 2016 meeting on this item. Re-iterating discussion from that meeting, Mr Kelly explained that the CABLE (Creativity, Arts, Business, Law and Education) and STEMM (Science, Technology, Engineering, Maths and Medicine) enterprises provides a framework for the collective disciplines to work collaboratively to discuss strategies and priorities with a commitment to institutional outcomes. Hence, the framework will have organisational implications but is not necessarily an organisational restructure.

5. SUPERANNUATION AND SALARY PACKAGING

Union representatives flagged issues with superannuation information no longer available on the University website. Clarification was also sought as to whether superannuation entitlements were included in offer letters.

The Manager, Remuneration and Benefits Team, David Pleasance attended for discussion on this item and advised that the information previously on the website is under review to ensure consistency with current superannuation arrangements and will be uploaded again shortly. Mr Pleasance confirmed that letters of offer specify superannuation arrangements relevant to category of staff. For example, the offer letter for continuing appointments specifies that the University contributes 17% of salary and the standard rate of member contribution is 7%. This scheme also apply to fixed-term appointments over 12 months, however, staff also have the option to receive superannuation contributions by the University in accordance with Superannuation Guarantee legislation. Casual or fixed-term appointments of less than 12 months receive superannuation contributions by the University in accordance with Superannuation Guarantee legislation. It was noted that these arrangements apply only to recurrent funded positions and superannuation arrangements (other than the Super Guarantee rate) for research/external funded positions is at the discretion of the grant holder.

Mr Pleasance also advised the Committee of a change in the Salary Packaging Policy whereby casual staff members are now eligible to salary package a fixed percentage of their salary to the UniSuper superannuation scheme. The updated Policy is available on the University website and information will also be included on the UON Academy page.

6. ANY OTHER BUSINESS

Following discussion regarding the UON Budget held at the 13 July 2016 ASCC meeting, NTEU representative, Lance Dale requested that a financial briefing be provided at a future CSCC meeting.

CPSU representatives enquired as to when a schedule of meetings for Enterprise Agreement negotiations would be provided. The Associate Director, Employee Relations and HR Partnering, Mark Kelly noted that the Agreements specify negotiations are to commence at least 3 months prior to expiry on 30 June 2017 and meeting arrangements would be confirmed as required.

Action 6: University – consider providing financial briefing on UON Budget at a future CSCC meeting.

Meeting closed at approximately 12pm