

THE UNIVERSITY OF NEWCASTLE
ACADEMIC STAFF CONSULTATIVE COMMITTEE (ASCC)

Notes of a meeting of the **Academic Staff Consultative Committee** held at 10:00 am on Wednesday 7 September 2016 in The Canberra Room (CH210), The Chancellery.

PRESENT:

University – Professor Andrew Parfitt, Professor John Germov and, Mark Kelly
NTEU – Associate Professor Tom Griffiths, Associate Professor Suzanne Ryan, Lance Dale and Dr Jenny Whittard

APOLOGIES:

NTEU – Dr Ros Larkin and Dr John Lewer
Chair – Suzanne Ryan, NTEU representative
Note-taker – Ruth Hartmann

1. ACADEMIC WORKLOAD

1.1 REVIEW OF ACADEMIC WORKLOAD ALLOCATION MODELS (AWAM)

Mark Kelly, Associate Director, Employee Relations and HR Partnering reported that Faculties and/or Schools had submitted AWAMs, however, the review was behind the timetable previously set by the Committee. Mr Kelly advised that he was currently collating the AWAMs and the majority presented either minimal or no change from the previous models. Mr Kelly proposed to forward the group of AWAMs with no or minimal changes proposed and a summary document identifying any change to the Committee in the next week.

NTEU representatives requested that the summary include information on the consultation that had occurred in revising the AWAM.

It was agreed that the union consider the models and provide feedback on any issues and compliance with the Enterprise Agreement by the beginning of October 2016. If required, the Committee will request to meet with particular HOS/PVCs to discuss AWAM issues.

Mr Kelly flagged that the AWAMs for Nursing and Midwifery; Architecture; and Faculty of Education and Arts required more attention and proposed that extraordinary Academic Staff Consultative Committee meetings with the respective HOS/PVCs be scheduled to deal with them individually.

Professor Germov confirmed that the FEDUA model was still under development in response to staff feedback and the integration of new disciplines into the Faculty as part of the formation of the School of Creative Industries, and had not been forwarded for re-consideration in this round. He indicated he planned to do so in the next two months.

NTEU representatives responded that this was not feasible within the existing delayed schedule.

NTEU representatives noted that the FEDUA EFTSL model as put forward more than 12 months ago, did not provide details on how allocated EFTSL was to be converted to hours. They affirmed that all AWAMs must be translatable into hours of work and the proposed model would be non-compliant with the Workload clause of the Enterprise Agreement.

Professor Germov responded that the revised AWAM would be compliant with the Enterprise Agreement, by specifying the relationship between EFTSL and annual number of working hours, as required by the Agreement.

Action 1:	(i) University – forward AWAMs and summary document identifying any change from previous model in week commencing 12 September. (ii) Unions – consider models and provide feedback by beginning of October 2016. (iii) University – schedule meetings with HOS/PVCs of Nursing & Midwifery; Architecture; and FEDUA.
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2. REVIEW OF POLICIES AND PROCEDURES

2.1 SPACE MANAGEMENT POLICY AND GUIDELINES

NTEU representatives expressed their concern regarding the process of consultation for the revised Space Management Policy and Guidelines. The NTEU provided feedback on the initial draft policy and guidelines Following the Director, IFS Alan Tracey attending the ASCC early in 2016. . NTEU representatives stressed that they did not distribute the initial draft policy to members in good faith, as requested by the IFS Director, and understood that the subsequent revised draft would be subject to further consultation with the ASCC and more broadly with staff across the University prior to implementation. The Policy and Guidelines, however, have now been approved by the Executive Committee and the Vice-Chancellor.

The Associate Director, Employee Relations and HR Partnering, Mark Kelly noted that the documents were consulted on and 19 of the 28 suggested changes proposed by the NTEU were incorporated in the final versions.

NTEU representatives specifically oppose the guidelines principal, which has only academic staff levels D and E allocated to individual offices and, open-plan styles workspaces for other academic levels A to C. They submitted that the revised policy and guidelines represents a fundamental change to the working conditions of academics that warrants wider consultation such as a change management process.

The Deputy Vice-Chancellor (Academic) Andrew Parfitt flagged that a discussion paper may be appropriate. Professor Parfitt undertook to follow up on an approach for open-discussion on this issue with the Vice-Chancellor.

Action 2:	University – Professor Parfitt to follow up with VC regarding approach for open-discussion on Space Management Policy and Guidelines.
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3. ORGANISATIONAL CHANGE

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that an organisational change Consultation Paper was launched for the School of Creative Industries (SOCI) on the 25 August 2016. The 2 week period for submission has been extended until 14 September 2016.

NTEU representatives sought information on the process for staff to express interest in a VSP specifically staff not identified as affected in the consultation paper. Professor Germov, PVC Education and Arts explained that all requests for VSP would be considered as part of the process but could not be guaranteed.

Discussion followed as to the timing of the process to transfer the DCIT Technical Officers to Engineering. Mr Kelly advised that planning was in progress in Engineering and a consultation paper is expected within 4 weeks.

NTEU representatives flagged a 'knock on effect' for the staff transferring from one change (SOCI) to another and suggested that a closer gap between change processes would have been better for these staff.

4. ENTERPRISE AGREEMENT IMPLEMENTATION – ACADEMIC SPECIFIC

4.1 SCHOLARLY TEACHING FELLOWS

Mark Kelly, Associate Director, Employee Relations and HR Partnering reported that a proposal for an STF position in Engineering was in progress and, PDs for 2 further STF positions in HASS are being developed. Mr Kelly advised discussions are continuing with Seamus Fagan, Director, Centre for English Language and Foundation Studies regarding a proposal for Newstep teachers to translate to STFs under the Academic Enterprise Agreement. Mr Kelly will provide further information on this proposal when available and will also follow up on a recent expression of interest from the Business School regarding STFs.

NTEU representative, Lance Dale enquired whether the University would commit to a further 10 STF positions if the initial 10 position under the pilot are achieved. He raised the difficulty of having a trial given the current implementation timeframe. Professor Parfitt proposed that given passing of time the University would consider further STF appointments, where they make sense, beyond the 10 in the initial tranche because an evaluation of the pilot is not really possible at this stage.

Action 4: University – provide information to NTEU on proposal for Newstep teachers to translate to STFs; follow up with the Dean, Newcastle Business School regarding STFs.

5. AGENDA ITEMS FOR FUTURE MEETINGS

NTEU representatives requested a briefing on the Timetable Project be provided at a future ASCC meeting.

Action 5: University – invite Liz Burd, PVC Learning and Teaching to November ASCC meeting to provide an update on the Timetable project.

6. ANY OTHER BUSINESS

Meeting closed approx. 12 Noon.
