

THE UNIVERSITY OF NEWCASTLE
STAFF CONSULTATIVE COMMITTEE (SCC)

Notes of a meeting of the **Staff Consultative Committee** held at 9.00am
on Wednesday 30 September 2026 – Meeting room CH-205 and via zoom.

PRESENT:

University – Martin Sainsbury, Chief People & Culture Officer; Professor Belinda Tynan, Senior Deputy Vice-Chancellor (Academic); Mark Wylie, Associate Director, HR Operations, and Ruth Hartmann, Senior Employee Relations Specialist.

NTEU – Terry Summers; and Ben McGowan (Newcastle Branch Organiser).

CPSU – Mark Smith; Zain Hamid; and Lisa Nelson (Senior Industrial Officer).

Chair – Mark Wylie.

Guests – Simone Jordan, Indigenous Employment Partner (item 1); Megan Clark, Associate Director, Wellbeing Health and Safety (item 5); and Fran Lee (HRBP).

APOLOGIES – Alan Brichta (NTEU).

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 attended the meeting to report on the institutional percentage and headcount of staff identifying as Aboriginal and/or Torres Strait Islander. The number of individual employees is currently 118 representing 3.63%. This does not include a further six new Indigenous Student Advancement positions going to recruitment.

Martin Sainsbury, Chief People and Culture Officer reported there had been 25 new staff identifying as Aboriginal and/or Torres Strait Islander that had joined the University in the past year with 15 of those appointments in the last three months. This is significantly more than the eight appointments in the previous year and is reflective of the increase in employment of Aboriginal and/or Torres Strait Islander people, including in non-identified roles.

2. MAJOR WORKPLACE CHANGE – STANDING ITEM

2.1 Current major workplace change processes

Chief People and Culture Officer, Martin Sainsbury reported that the consultation process for the major workplace change process in relation to the University's Sydney Campus was in progress with staff and their Representatives having the opportunity to provide feedback or comments on the information given to them until 6 October 2026.

In response to a query from the NTEU in relation to consultation with impacted staff on leave, Mark Wylie, Associate Director, HR Operations confirmed that the staff on leave had been contacted and there had been engagement with the change process. He confirmed that those staff had not requested an extension to the feedback period at this time.

Discussion followed regarding the timing of the teach-out of the programs at Sydney Campus. Senior Deputy Vice-Chancellor (Academic) Professor Belinda Tynan explained that the teach-out is likely to be less than a year, but this depends on student enrolments and could extend to 18 months.

NTEU sought information on risk assessments and consultation.

Mr Sainsbury reported that risk assessments have been completed and consultation with the University's WHS committees is the normal process.

2.2 Post-Implementation Reviews (PIR)

Mr Sainsbury reported that all staff had been invited to participate in the PIR survey for the 2025 major change processes. With the survey now closed, feedback is being collated and a report on the findings to the SCC is expected at the next meeting.

NTEU representatives reported feedback from some Library staff that they felt they had not had the opportunity to comment on the change process that was specific to the Library.

Mr Sainsbury explained that the survey was open to all staff to comment on any of the 2025 change processes regardless of whether it was specific to their College or Division. This approach is consistent with the Fair Work Commission's Opinion issued to resolve the dispute raised by the NTEU.

3. 2026 EA IMPLEMENTATION – STANDING ITEM

Associate Director, HR Operations Mark Wylie reported that the backpay provisions of the new Enterprise Agreements for eligible staff had been completed in the University's last pay run. HR teams have also been updating templates and webpages to reference the 2026 Enterprise Agreements.

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.

Discussion followed on membership for the SCC and whether the committee would allow additional nomination above the membership quota for each party specified in the Enterprise Agreements. The CPSU proposed that both Union parties could provide a pool of nominations on the proviso that only the number of members specified in the Enterprise Agreements would be allowed to attend SCC meetings. For example, the CPSU would nominate three Professional Staff representatives but a maximum of two would attend a particular SCC meeting. This proposal was agreed by the NTEU and University, but Mr Sainsbury noted that confirmation of attendees would be required ahead of meeting dates to ensure the quorum and compliance with membership numbers is satisfied.

Action: Unions – nominate pool of SCC members and confirm attendance for future meetings.

4. POLICIES AFFECTING WORKING CONDITIONS OF STAFF

Chief People and Culture Officer, Martin Sainsbury advised the Committee that consultation on the following policies and procedures had closed and comments and feedback received are being reviewed before the documents are finalised:

- Balancing Family/Carer Responsibilities with Work and Study Policy
- Remuneration, Reward and Benefit Framework and Salary Loadings Procedure.

The recent announcement to extend the consultation period for the proposed updates to the Academic Workload Allocation Guidance Notes to COB 8 October was acknowledged and appreciated by the NTEU.

5. WORKPLACE HEALTH AND SAFETY

Associate Director, Wellbeing Health and Safety, Megan Clark attended the meeting for this item and provided a summary of event reporting for Q2, 2026. The full report will be circulated to SCC members with the notes of this meeting, and any questions are to be directed to the CPCO email for follow up, if required.

6. OTHER BUSINESS

NIL

7. ACADEMIC SPECIFIC ITEMS

NIL

Meeting concluded at approx. 10.20am.