

THE UNIVERSITY OF NEWCASTLE

COMBINED STAFF CONSULTATIVE COMMITTEE (CSCC)

Notes of a meeting of the **Combined Staff Consultative Committee** held at 10:00am on Wednesday 31 January 2018 in the Finance Meeting Room, The Chancellery.

PRESENT:

University – Mark Kelly, Darrell Evans, John Germov and Tina Crawford

NTEU – Margaret Clarke, Ros Larkin, David Rambaldi, Sue Hodgson and Lance Dale.

CPSU – Ron Hunter, Sue Freeman

APOLOGIES:

University –

NTEU – Suzanne Ryan, Fran Munt, and Ros Larkin

CPSU – Nick Koster

Chair – Mark Kelly

Note-taker – Ruth Hartmann

1. NEW SPACE POST OCCUPANCY REVIEW

The Dean of Central Coast Campus, Dr Brok Glenn, who is overseeing the post occupancy review, attended for discussion on this item and reported as follows:

- NeW Space Steering Committee recommended 4 month and 10 month review. The 4 month review has been conducted and was informed by SPP data from a survey. Over 1000 responses were received from students and staff. The survey was followed up with focus groups.
- Key themes of the survey included: Health and Safety; satisfaction; access; work environment and; teaching spaces.
- Overall responses were positive, particularly from professional and research staff and students. Some dissatisfaction was reported from academic staff.
- Challenges/areas for improvement identified include: access – parking, transport; transition issues – shift in working experience and support at Callaghan compared to NeW Space, for example, technologies, open work spaces; loss of sense of community or culture associated or facilitated with Callaghan campus facilities such as Bar on the Hill and Library .

Committee members provided personal feedback including issues with mobile phone service in some rooms at NeW Space; room availability to meet with students in distress; and timetabling of shuttle service.

NTEU representative, Lance Dale positively acknowledged the approach taken with the review particularly the extensive consultation with staff and students. Mr Dale suggested this model should be considered for future evaluations following organisational change.

Committee members requested that Dr Glenn be invited to attend the Committee for an update post the 10 month review.

Action 1: University: Invite Dr Brok Glenn to future CC meeting to discuss 10 month NeW Space review.

2. ORGANISATIONAL DESIGN PROJECT (ODP)

The Associate Director, Employee Relations and HR Partnering, Mark Kelly reported that the 8 organisational changes from ODP 1 were now in implementation.

Union representatives requested an update on ODP 2 including information on timing.

DVC (A) Darrell Evans responded that, as communicated in his email to staff in November, ODP2 is focussed on how UON supports students. Following commencement with UON he chose an approach to organisational design based on development of a student journey vision and provision of processes and systems to achieve the vision. The 1st phase included development of a future student journey map (which included the input of 200 staff and students across the university). Phase 2 will focus on developing the appropriate processes and designing the appropriate structures. This will be a layered approach and one that involves mainly the Academic Division and faculties. There is no set timeline as yet for when a new structure will be created.

Union representatives reported that staff had felt the communications approach to date had created uncertainty and insecurity now for many months.

Professor Evans undertook to review past communications and will look to supplement moving forward.

NTEU representatives questioned whether the University was taking a step backwards (pause) in relation to ODP 2 and whether there was now less emphasis on redundancies and finding efficiencies.

3. EMPLOYEE ASSISTANCE PROGRAM

Dr Maggie Goldie, Associate Director, Health and Safety attended for this item and reported on EAP service usage from two 6 month periods in 2016 and 2017 as follows:

- increase in total number of new clients
- increase in staff and decrease in family clients
- split of professional and academic staff usage hasn't changed over time
- increase in % of work-related v non work-related visits.

Discussion followed regarding UON's EAP provider, Auspsych that commenced a 2 year contract in August 2017. Auspsych were selected based on ability to meet all selection criteria including number of local offices available for consultations and the wide network of associates throughout NSW where UON staff can access a local provider.

The Director, People and Workforce Strategy, Tina Crawford noted that the EAP also included a service for managers to seek advice on strategies for garnering staff resilience and other matters. Ms Crawford also invited Committee members to provide any feedback on any aspect of the EAP service.

4. ANY OTHER BUSINESS

NTEU representative, Lance Dale requested an update on organisational changes in the School of Architecture and Built Environment and, the School of Humanities and Social Science.

University representatives will provide status report on change processes prior to next meeting.

Action 4: University: Provide status report for SABE and HASS organisational change processes before next meeting.

Mr Dale requested information regarding the financial situation of the Faculty of Business and Law following reports that some academic staff are being approached to consider pre-retirement contracts and/or consider other options in relation to their employment.

Mark Kelly, Associate Director, Employee Relations and HR Partnering responded that discussions regarding pre-retirement contracts are often triggered at the request of staff members wishing to transition to retirement. With respect to finances, Director, People and Workforce Strategy, Tina Crawford noted that leaders of UON's organisational units including faculties are considering potential financial impacts of MYEFO and are looking strategically at what measures can be put in place moving forward.

Mr Dale was of the view that the current approach in Business and Law appeared to set it apart from the other Faculties.

Mr Dale also reported delays from staff in implementing the IT change process with some staff not yet knowing when they will be detached. This uncertainty makes it difficult for staff to plan their working and personal lives. In addition, Mr Dale reported that staff impacted by change are being informed that if they secure an alternate job before they are detached they will not be entitled to redundancy payments.

University representatives responded that staff identified as affected are not notified they are detached until the role they occupy is no longer required. It is at detachment where staff may elect voluntary separation or one of the options for redeployment in the Enterprise Agreement. Affected staff may express interest in an early VSP prior to detachment but this cannot be guaranteed where the role is still required.

Committee members congratulated Ms Crawford on her appointment as Director, People and Workforce Strategy.

Meeting closed approx. 11.20am