

## THE UNIVERSITY OF NEWCASTLE

### STAFF CONSULTATIVE COMMITTEE (SCC)

Notes of a meeting of the **Staff Consultative Committee** held at 3.00 pm on Tuesday 20 August 2019 in the Committee Meeting Room, The Chancellery.

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#### **PRESENT:**

University – Interim DVC-A Kent Anderson, Mark Wylie, Diane Bunch, Dan Cummins and Lesley Philips.

NTEU – Emma Joel, Alistair Rolls, David Rambaldi, Louise Noell, Lance Dale and

Elizabeth Adamczyk

CPSU – Lisa Nelson

Guests: Dylan Mitchell, Lindsay Hardy, Sharlene Leroy-Dyer (item 1), and Brian Jones (item 3).

#### **APOLOGIES:**

NTEU – Terry Summers, Amanda Wilson and Ros Larkin

CPSU – Sue Freeman

University – Tina Crawford, Lisa Fairlie and Ruth Badham

Chair – Emma Joel

Note-taker – Ruth Hartmann

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#### **1. ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT**

Mr. Dylan Mitchell, Equity and Diversity Project Manager and Mr. Lindsay Hardy, Indigenous Employment Partner attended for this item to provide an update on Aboriginal and Torres Strait Islander employment strategy and initiatives as follows:

- Indigenous Employment Strategy had been updated following consultation and is now with the VC
- Recruitment of new PVC Indigenous Strategy and Leadership is close to completion with an appointment announcement expected shortly
- Options for an MOU with the Aurora Foundation are being explored
- Indigenous staff headcount at 30 June was 72 i.e. 2.2% of total UON staff
- Recruitment of recent positions - 3 in Wollotuka and 4 in Medicine and Public Health (Callaghan and Coffs Harbour) - is not included in the above data
- Increased engagement with the HRBPs to discuss workforce planning and progressing employment targets with Faculties and Divisions
- New web recruitment landing platform developed with positive messaging to promote attraction
- Advertisements channels include Koorie mail, National Indigenous Times, National Higher Education Coordinators Network, and Seek among others
- Developing an 'Indigenous Talent' database for future employment opportunities
- Meetings of the Employment Committee will continue on commencement of the new PVC.

#### **2. WEGA COMPLIANCE REPORT**

University representatives noted the WEGA compliance report had been forwarded to union representatives for review and feedback. Committee members were provided with information on

the WEGA categorisation of staff, noting that the manager naming conventions do not necessarily align with staffing at the University. The University is intending to apply for 'Employer of Choice' with applications due by 30 September.

NTEU representatives indicated that they would request a meeting to discuss the report with the Director, People and Workforce Strategy and/or Manager, Equity and Diversity after submitting their feedback, as they had done in previous years.

### **3. CAMPUS PLANNING AND PROJECTS**

The Director, Infrastructure and Facilities Services, Brian Jones attended the meeting for this item reporting on the following:

- Central Coast projects: Work has commenced on the base of the Central Coast Medical School and Research Institute - an initiative of the University of Newcastle in partnership with the Central Coast Local Health District. Construction is scheduled to finish in 2020 with occupation in April 2021. Staff will be located from Ourimbah campus at this time. Consultation is in progress with user groups. Staff wishing to be involved in discussion or contribute feedback should contact the relevant Head of School. IFS staff will also be available for presentations as the project progresses.
- Mr Jones advised that the University is preparing a business case to go to state government for further funding to realise the full aspirations of the Central Coast Integrated Campus Strategy. As announced by the Vice-Chancellor in April, the University secured \$18 million federal government investment towards health innovation. Discussions are continuing with the government about developing a particular site.
- Sydney: The Vice-Chancellor and PVC BUSL presented the University's Sydney Strategy to staff at the location last week. Mr Jones advised that a review of the Sydney facilities recommended some improvements to student amenity spaces. However, as the facility is relatively new large scale changes are not required.
- Bio-resources: construction of a new facility (animal house) to support research is in progress near the Callaghan Bio-Med Building.
- STEMM: concept designs for the STEMM building were launched in the last few weeks. Engagement and consultation with staff is underway for construction to commence at beginning of 2021 with a two year build program. The McMullin building is to be demolished as part of the project and is required to be vacated by September 2020.

Responding to a request for information regarding increased surveillance at City campus, Mr Jones noted the University is very conscious of its obligations as evidenced by a clear policy and procedure on the use of CCTV surveillance on campus and access to recordings. A provision is included in employment contracts for staff and relevant signage is displayed at campus entry points and on cameras.

### **4. ORGANISATIONAL CHANGE – STANDING ITEM**

#### **4.1 ACADEMIC DIVISION**

Interim DVC-A Kent Anderson reported that the Consultation Paper formally commencing the Academic Division organisational change process will be presented at a staff forum on 21 August.

#### **4.2 OFFICE OF PVC – FACULTY OF ENGINEERING AND BUILT ENVIRONMENT**

University representatives reported that the submission period for this change had been extended and submissions were now being de-identified and collated by Employee Relations for consideration of Faculty leaders, specifically PVC Brett Ninness. An extraordinary Consultative Committee meeting

will be held shortly for members to review the submissions and make recommendations prior to development of a Proposal Paper.

#### **4.3 IT SERVICES**

University representatives reported that IT Services is still in the design phase with feedback being sought from staff ahead of a change process likely to be launched in the next 4 to 6 weeks.

#### **5. FLEXTIME**

Responding to a request for information on Flexitime in the Library, University representatives advised that a working party comprised of Library staff were in the process of developing a set of guidelines in consultation with HR Services. Library staff and the unions will be invited to provide feedback on the draft guidelines.

#### **6. EA IMPLEMENTATION**

##### **6.1 EQUITY AND EQUAL EMPLOYMENT OPPORTUNITY**

Mark Wylie, Associate Director, Employee Relations and Work Health & Safety advised the Committee that the working party reviewing the University's inclusiveness policies had met during the bargaining period. Student representatives requested a review with consideration to the use of non-binary language in the documents be completed prior to the broader review by the working party. Mr Wylie understood that the policy unit review was almost complete and invited both the CPSU and NTEU to nominate staff representatives to participate in the working party review.

**Action 6.1:** Unions – nominate staff representatives for working party review of inclusiveness policies.

#### **7. TECHNICAL SERVICES REVIEW**

University representatives advised that a review of technical services staff tasks and functions in the School of Electrical Engineering and Computing was completed with the recommendation of a reporting line change of these technical staff to IT Services. This will likely be included in the broader IT Services change process (see item 4.3 above).

#### **8. FEDERAL GOVERNMENT FUNDING REVIEW**

Interim DVC-A Kent Anderson provided an overview of the federal government performance based funding review of the university sector. Committee members were provided with a link to access the full report of the review.

#### **9. ACADEMIC TRIMESTER TEACHING PROPOSAL**

A discussion paper regarding a proposal for a trimester program was provided to Committee members for review. Feedback channels are outlined in the paper.

#### **10. ACADEMIC FREEDOM AND FREEDOM OF SPEECH – DRAFT POLICY**

Interim DVC-A Kent Anderson provided an overview of the review and draft policy in relation to academic freedom and freedom of speech. Professor Anderson advised that, consistent with other universities in the sector, the University of Newcastle is considering approaches to implementing the policy. Committee members were provided with a link to access the full report and draft policy.

## **11. OTHER BUSINESS**

### **11.1 EMPLOYEE ASSISTANCE PROGRAM**

Mark Wylie, Associate Director, Employee Relations and Work Health & Safety advised the Committee that the University was transitioning to a new EAP provider - newpsych.

Discussion followed regarding specific support provisions for indigenous staff.

### **11.2 REDEPLOYMENT AND REDUNDANCY (OPTION 3)**

Mark Wylie, Associate Director, Employee Relations and Work Health & Safety circulated information on the new external career transition provider, Lee Hecht Harrison.

This support option is available for detached staff seeking employment outside the university.

Union representatives requested a further briefing session with Lee Hecht Harrison.

**Action 11.2:** University – arrange briefing session with Lee Hecht Harrison.

### **11.3 REPLACEMENT OF ELICOS TEACHERS**

NTEU representatives requested information on recruitment following the retirement of an ELICOS teacher. University representatives will follow up with the Interim Director ELFSC and report back before the next meeting.

**Action 11.3:** University – follow up with Anna Bennett regarding recruitment of ELICOS teachers.

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***Meeting closed at approx. 5.00pm***