

THE UNIVERSITY OF NEWCASTLE

PROFESSIONAL STAFF CONSULTATIVE COMMITTEE (PSCC)

Notes of a meeting of the **Professional Staff Consultative Committee** held at 10:00 am on Thursday 3 November 2016 in the Committee Meeting Room, The Chancellery.

PRESENT:

University – Mark Kelly
NTEU – Lance Dale
CPSU – Jann Jeffries and Marg Fullick

APOLOGIES:

University: Sharon Champness
CPSU – Nick Koster and Sue Freeman
NTEU - Margaret Clarke, David Rambaldi, Fran Munt and Sam Harcome

Chair – Mark Kelly
Note-taker – Ruth Hartmann

Business arising from last meeting –

CPSU representative, Jann Jeffries requested information on the review of Wollotuka and the timeframe for any formal change process.

The Associate Director, Employee Relations and HR Partnering, Mark Kelly will follow up with the Deputy Vice-Chancellor (Academic), Andrew Parfitt and the Pro Vice-Chancellor (Indigenous Education and Research), Steve Larkin.

NTEU representative, Lance Dale recommended that Professor Larkin be invited to attend a future Consultative Committee meeting to discuss the Wollotuka review and subsequent actions.

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| (i) | University – follow up on Wollotuka review with DVC(A) and PVC (Indigenous Education and Research) |
| (ii) | University – invite PVC (Indigenous Education and Research) to future Committee meeting. |

1. ORGANISATIONAL CHANGE – STANDING ITEM

1.1 Change Processes

The Associate Director, Employee Relations and HR Partnering, Mark Kelly provided an update of organisational change processes in Infrastructure and Facilities Services (IFS), Research and Innovation Division (R&I), School of Creative Industries (SOCI) and School of Electrical Engineering (SEEC) as follows:

- IFS – outsourcing of Security Services is progressing with a contract provider expected to be announced shortly. Affected staff continue to receive regular communication;
- R&I Division – 4 staff have been detached; 7 staff requested and were approved for early VSP; 3 staff elected VSP; and 1 staff member elected redeployment outside the University.

- SOCI – 1 staff member requested and was approved for an early VSP; area management will continue to work through expressions of interest in VSPs and an implementation plan will soon be provided to staff.
- SEEC – currently in consultation period with final written submissions to be made by 8 November 2016.

CPSU representatives flagged that a vacant continuing HEW 5 Technical Officer position in the SEEC Consultation Paper was currently being advertised for a fixed-term 2 year period and questioned how this change could occur outside the formal change process. University representatives will follow up with area management and recruitment.

Action 1.1: University – follow up on the recruitment of fixed-term Technical Officer identified as continuing in the SEEC Consultation Paper.

2. REVIEW OF POLICIES AND PROCEDURES – STANDING ITEM

2.1 Secondment Procedure

The Associate Director, Employee Relations and HR Partnering, Mark Kelly acknowledged suggestions forwarded by Union representative regarding the revised Secondment Procedure. These are being reviewed by HR and feedback will be provided to the representatives in due course.

2.2 Domestic Violence Support Policy

The Associate Director, Employee Relations and HR Partnering, Mark Kelly advised that the Director, People and Workforce Strategy, Sharon Champness is considering developing a new policy or procedure regarding support for staff experiencing situations of domestic violence. Ms Champness is seeking input from Committee representatives on this policy.

Action 2.2: Unions – provide information to University on development of a Domestic Violence Support policy.

3. ANY OTHER BUSINESS

Meeting closed approximately 11.30am