

THE UNIVERSITY OF NEWCASTLE
STAFF CONSULTATIVE COMMITTEE (SCC)

Notes of a meeting of the **Staff Consultative Committee** held at 10.00am

on Wednesday 14 May 2025 via Zoom & CH-205

PRESENT:

University – Martin Sainsbury, Chief People & Culture Officer; Mark Wylie, Associate Director, HR Operations, and Ruth Hartmann, Senior Employee Relations Specialist.

NTEU – Terry Summers; Trisha Pender; Roy Murcutt; Decheng Sun (Industrial Officer); and Sinead Francis-Coan (Newcastle Branch Organiser).

CPSU – Mark Smith; Shell Dillon; Zain Hamid; Lisa Nelson (Senior Industrial Officer); Mike Galvez (Industrial Officer) and Ian Braithwaite (Organiser).

Chair – Mark Wylie.

Guests – Professor Lisa Wood, Acting Deputy Vice-Chancellor (Academic) (item 2); Simone Jordan, Indigenous Employment Partner (item 1); Megan Clark, Associate Director, Wellbeing Health and Safety (item 3); Naomi Figgins (HRBP); Jess Fitzpatrick (HRBP), Kate Havrilka (HRPB); and Krystal Rees (HRBP).

APOLOGIES – Sharon Cooper; and Tom Carey.

Notetaker: Ruth Hartmann.

1. ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT – STANDING ITEM

Simone Jordan, Indigenous Employment Partner, Office of Indigenous Strategy and Leadership attended the meeting to present the report circulated to committee members before the meeting. Ms Jordan reported on the institutional percentage and headcount of staff identifying as Aboriginal or Torres Strait Islander. Ranging between 3.1% to 3.25% in the past 12 months the number of individual employees is currently 115.

Discussion followed on the institutional employment targets that are referred to in the Enterprise Agreements, specifically whether the targets were too high to achieve and observations on potential barriers.

2. MAJOR WORKPLACE CHANGE – STANDING ITEM

2.1 Pre - major workplace change reviews

Nil

2.2 Current major workplace change processes

Chief People and Culture Officer, Martin Sainsbury noted that the University had announced its decision to transition some programs for Ourimbah. Information on the decision was provided to staff and the Unions. Communication and consultation will continue with affected staff and their representatives.

2.3 Post-Implementation Reviews

Professor Lisa Wood, Acting Deputy Vice-Chancellor (Academic) attended the meeting to discuss the findings of the post-implementation review (PIR) for the Exercise and Sport Sciences change process. Professor Wood reported that five (5) feedback items had been received, and while the comments primarily focussed on positive aspects of the change there were some comments received on elements of the change that could have been improved, specifically in relation to communication with discipline staff before a final decision on the relocation had been made.

NTEU representatives requested a copy of the PIR report be provided to SCC members.

3. WORKPLACE HEALTH AND SAFETY

The Health and Safety report for Q1, 2025 was circulated to SCC members prior to the meeting. Associate Director, Wellbeing Health and Safety, Megan Clark attended the meeting for this item and provided a summary of event reporting for the quarter noting that incidents notified were primarily slips, trips and falls on campus related to the wet weather.

There was also discussion on support mechanisms available for managers and teams where a member may be experiencing mental health issues.

4. OTHER BUSINESS

Business Improvement Program: - CPSU representatives requested an update on the program at the next SCC meeting.

Long Service Leave (LSL) - NTEU representatives sought an update on their request regarding the University's calculation of LSL for casual staff. Mr Sainsbury advised that the circumstances are currently under review, and he expected to be able to provide an update out of session before the next SCC meeting.

Meeting concluded at approx. 11.10am.