

THE UNIVERSITY OF NEWCASTLE

COMBINED STAFF CONSULTATIVE COMMITTEE (CSCC)

Notes of a meeting of the **Combined Staff Consultative Committee** held at 3.00pm on Wednesday 2 May 2018 in the HRS Meeting Room, The Chancellery.

PRESENT:

University – Mark Kelly, Darrell Evans and John Germov

NTEU – Roger Markwick, Ros Larkin, David Rambaldi, Sue Hodgson, Jenny Whittard and Sam Harcombe

CPSU – Ron Hunter and Sue Freeman

APOLOGIES:

University – Tina Crawford

NTEU – Suzanne Ryan, Fran Munt, Lance Dale and Tom Griffiths

CPSU – Nick Koster

Chair – Roger Markwick

Note-taker – Ruth Hartmann

1. ORGANISATIONAL CHANGE

University representatives reported on recent change processes as follows:

- School of Humanities and Social Science (HASS) – in implementation; 9 staff elected VSP.
- School of Architecture and Built Environment (SABE) – in implementation; 3 staff declared detached; 3 staff elected VSP; EOI for levels B and C completed; EOI for levels D and E commencing.
- IT Services – in implementation; 4 staff declared detached; 11 staff elected VSP; 4 staff elected redeployment within the University; 2 staff elected redundancy in redeployment period.
- Indigenous Education and Research Portfolio and Wollotuka Institute – 2 staff elected VSP; EOI for levels HEW 6 and below closes on 4 May and, EOI for level D and below closes on 8 May.

NTEU representatives reported concerns from staff regarding the placement and EOI process for the Wollotuka change, specifically requesting support with resumes and job applications.

University representatives noted that communications to Wollotuka staff included references to Mindtools and other material to assist staff with resumes and applications. Opportunities for further support from an external provider had also been flagged with staff.

NTEU representatives requested for follow up communication be sent to staff as a reminder.

2. ORGANISATIONAL DESIGN PROJECT (ODP)

Deputy Vice-Chancellor (Academic), Darrell Evans reported that work associated with re-imagining the University into the future as underpinned by the Education Redesign project is continuing. A Student Journey Map, developed to guide thinking and focus efforts on the student experience, is complemented by the New Education Framework.

Professor Evans advised that in consultation with the Faculty PVCs some early conceptual designs had been constructed that along with development of roadmaps and timelines, will provide the basis for the next phase of work. Essentially the approach has been to develop the vision, strategy first, followed by the processes and systems and then to lead into the design. Professor Evans acknowledged that this approach may be different to organisation design previously experienced by UON staff but he was mindful of not rushing to a design that may not be best to set UON up for current and future challenges and opportunities.

Responding to a request from Union representatives for more regular communications and updates, Professor Evans reported that 'Town Hall' type meetings will be organised over the course of the year and a microsite containing the Student Journey Map and the New Education Experience will be available for staff to access. The microsite will be updated with more information as the process continues. Further information and a link to the micro-site will be published in the next edition of In the Loop.

Union representatives expressed concern that some staff fixed-term contracts had been extended but were now due to expire at the end of June 2018 which is likely to be prior to completion of the design process.

Professor Evans explained that the contracts element was brought about by budgeting processes last year and was not associated with the organisational design project. With the budget now considered fixed-term contracts are now being extended to the end of 2018, where appropriate.

3. PRD/PROBATION SYSTEM

Ms Philippa Johnson from the Workforce Strategy Team, Human Resource Services attended for this item to demonstrate the University's new PRD/Probation system.

4. ANY OTHER BUSINESS

NTEU representatives requested an update on recruitment for a new Vice-Chancellor. University representatives confirmed that the recruitment process was progressing with interviews being scheduled for shortlisted candidates in May 2018.

Meeting closed approx. 5pm