

THE UNIVERSITY OF NEWCASTLE

PROFESSIONAL STAFF CONSULTATIVE COMMITTEE (PSCC)

Notes of a meeting of the **Professional Staff Consultative Committee** held at 11:00 am on Wednesday 22 February 2017 in the Canberra Meeting Room, The Chancellery.

PRESENT:

University – Sharon Champness, Mark Kelly and, Mark Wylie.

NTEU –Fran Munt, David Rambaldi, Margaret Clarke and, Lance Dale

CPSU –Mark Smith, Sue Freeman, Nick Koster and, Cassandra Giudice

APOLOGIES:

Samantha Harcombe

Chair – Margaret Clarke

Note-taker – Ruth Hartmann

1. ORGANISATIONAL DESIGN

Sharon Champness, Director, People and Workforce Strategy provided the following update on the organisational design project:

- Consultation prior to Christmas resulted in 170 staff providing feedback around opportunities and what works wells and not well. This feedback has been collated and fed back to the responsible functional areas;
- 6 workshops with senior leaders have looked at responsibilities and accountabilities. A number of areas were identified where it wasn't clear who was responsible, and there were some areas where accountabilities have been further clarified or redesigned;
- For some areas of accountability, working groups of leaders has been formed to look at what we do now and what we can do in the future, for example, looking at the process for new program design to ensure market insight and financial analysis are included in the decision process. assessment;
- UON's spans and layers are being reviewed to align with the design principle that there are no more than 6 layers (UON currently has 9 layers) unless there are good reasons and manager should usually have between 8 and 12 direct reports. Functional leaders have this information and are now planning the design for their areas with a focus on improving agility, effectiveness and efficiency.
- Improvements in agility, effectiveness and efficiency, may also result in cost reductions.
- The Steering Committee will review all proposed design changes.

Discussion followed as to the timing for broader consultation and ensuring that all staff interests are protected. Ms Champness explained that each area leader has to provide the rationale for the design and with the Steering Committee comprising leaders from across UON, it is expected that appropriate balance of different stakeholder needs will be achieved. It is expected that staff will be engaged around potential organisational design changes through both informal testing and formal change papers as is appropriate from April onwards.

Union representatives commented that the language used in communications for the organisational design was difficult to understand for some staff and requested that future communications be in

'plain English'. The University indicated that it would provide this feedback to those preparing the communications.

2. ORGANISATIONAL CHANGE – STANDING ITEM

2.1 Change Processes

Mark Kelly, Associate Director, Employee Relations and HR Partnering provided an update on UON change processes as follows:

- Infrastructure and Facilities Services (IFS) – 16 staff detached; 11 early VSPs; 7 elected VSP; 10 elected redeployment within UON; 1 elected redeployment external to UON; various end dated for redeployment; 2 staff redeployed; 4 chose redundancy in redeployment; and 2 redundancies at end of redeployment period. 4 of the 13 Security Services staff members affected by the change currently remain at UON in the notice period for detached staff. 2 of the four have indicated election for VSP and 2 are likely to remain as detached staff members on redeployment. Mr Kelly advised that the security contract is now in place with MSS providing security services at Callaghan from 31 January 2017.
- Research and Innovation Division (R&I) – 5 declared detached; 7 early VSP elections; 3 VSP elections; 1 elected redeployment external to UON; and 1 made redundant at end of redeployment period.
- School of Creative Industries (SOCi) – 19 elected VSP; 10 staff departed as a 22 February 2017; and 9 have staggered end dates.
- School of Electrical Engineering and Computing (SEEC) – 1 detached; 3 VSP elections; 1 redeployment in UON.

Discussion followed regarding the IFS change, in particular employment arrangements for the new security contract staff and whether the contractor had hired any of the former University security staff members. Mr Kelly explained that employment conditions for the contract staff are covered under MSS industrial instruments that are independent to the University. He will may enquiries as to whether any former UON security staff were now employed by MSS.

Action 2.1: University – Follow up and report on whether any former UON security staff are now employed by MSS.

3. EMPLOYABILITY STRATEGY PAPER

Union representatives reported staff concerns with the Employability Strategy paper prepared by Acting DVC (Teaching and Learning) Professor Liz Burd for the Teaching and Learning Committee. Concerns included, the paper not being an accurate reflection of current UON Student services, staff were not consulted and, language used in the paper being like a formal change paper. Staff met with Professor Burd prior to this Committee meeting at which she gave assurance that the paper was intended as a discussion paper and staff will be consulted.

Sharon Champness, Director, People and Workforce Strategy undertook to engage with Professor Burd to provide feedback from Committee members and request a response on how she will move forward upon consideration of the feedback.

Action 3: Unions – provide marked up copy of Employability Paper with feedback on concerns to ER.

University- engage with Professor Burd regarding feedback and provide response on paper status and progress.

4. REVIEW OF POLICIES AND PROCEDURES – STANDING ITEM

There was no discussion on this item.

5. STAFF DEVELOPMENT

Workforce Development Manager, Bronwen Bamberger and e-Learning Officer, Brett Griffin from the HRS Workforce Planning and Transformation team attended for this item to demonstrate UON's new staff learning and development portal, Discover. Discover replaces the training component of HR Online and provides access for staff to a range of blended and self-directed learning opportunities.

Programs and courses range from Orientation for new staff, Health and Safety compliance training, Research Advantage and Teaching and Learning programs through to Leadership Development and HealthyUON. New content and courses will continue to be added to Discover.

6. ANY OTHER BUSINESS

Meeting closed approximately 12.15PM