

## Human Resources

Subject:	UCC (TAFE)		
To:	Wes Walker, Andrew Wright, Karen Willey, Peter Collins, John Francis, Katrina Kavanagh and Erich Sinkis (AEU).		
Date and time:	Wednesday, 13 June 2018 at 3:00pm		
Venue:	Meeting room A016, SMB Campus		
From:	Wes Walker		
Telephone:	5327 6807	Email:	w.walker@federation.edu.au

## Welcome

## Apologies

John Francis and Peter Collins

## Report from Previous Meeting

Wes welcomed the committee and previous report from meeting dated 14 December 2017 confirmed.

## Action items

### 1. Confirmation of adoption of managing allegations of misconduct/serious misconduct process for TAFE teaching staff

Management representatives confirmed the University has adopted this Process as no further feedback was received by 15 January 2018.

### 2. 2018 meeting schedule and frequency of meetings

It was agreed three meetings would be scheduled for the remainder of 2018 with the opportunity to request additional meetings as required. The next meeting is to be held in six weeks time (mid-July). It was suggested that a senior manager from TAFE regularly attend these meetings to ensure Work Plans are kept on track. An AEU representative requested the senior manager be someone with TAFE knowledge, potentially the Executive Director. It was also noted management representatives and union representatives would meet separately in relation to MBA bargaining negotiations.

### 3. Update on Work Plan completions

A management representative reported a total of 2-4 Work Plans remain outstanding. An AEU representative requested confirmation on how the Work Plans are being tracked to ensure accuracy, more information will be provided at the next meeting.

### 4. Revisit the role of the UCC/processes in place

An AEU representative noted having a TAFE manager attend the UCC meetings would achieve efficiencies. A management representative suggested Human Resources Business Partnering could assist with certain issues where appropriate rather than raising at UCC meetings. An AEU representative advised two matters have been escalated to the Vice-Chancellor, Human Resources will be advised in due course.

## 5. Staff wellbeing – options for support

An AEU representative raised concerns about employee stress due to workloads. It was suggested this be monitored through the relevant manager in the first instance then Human Resources Business Partnering as required or EAP.

## 6. Workforce Realignment Consultation Paper

A management representative raised the recent Vice-Chancellor's article in the local newspaper reporting on the current financial situation of the University. Student funding has been capped due to Federal Government policy, but ongoing discussions between FedUni and the Minister are continuing. TAFE are exempt from the recent Workforce Realignment Consultation Paper and as such any voluntary redundancies will not be applicable to TAFE teachers.

## 7. NERR/New agreement for TAFE teachers

Lack of confidence amongst TAFE staff after the announcement that the University would not be party to the recently negotiated VTA State Government Agreement. NERR released on 13 June 2018 via email and published in FedNews. It was expressed that the University was ready to negotiate a new industrial agreement for FedUni TAFE teaching staff and a bargaining team and frequency of meetings is to be arranged as soon as possible. The Chief Operating Officer/Chief Financial Officer to attend the first bargaining meeting to provide a finance update. It was noted the University intends to bargain with the AEU only unless a staff member nominates representation from another union.

## General Business

An AEU representative requested data on the following:

- Full-time and part-time TAFE teachers
- Casual/sessionals
- Attrition
- Positions advertised

Data is to be provided when available.

## Other Business

An AEU representative raised the free courses provided by the State Government being available to FedUni. A management representative advised this hasn't been confirmed yet. Concerns were noted that if they are provided, course numbers may increase resulting in higher workloads.

## Date of Next Meeting

25 July 2018