

Developments in 2008

Industrial relations policies and practices

The University's enterprise agreements for academic and general staff reached their nominal expiry dates on 31 October 2008. The University entered into discussions with the National Tertiary Education Union and the Community and Public Sector Union in relation to the extension, variation or replacement of these agreements. At the time of writing, those discussions were ongoing.

Remuneration

The University embarked on the rollout of the initiatives outlined in the MERIT (Motivation, Empowerment, Reward, Integration, Transparency) project following the award of a federal government grant under the Workplace Productivity Program. The project aims to develop the remuneration structure by introducing a total reward structure that recognises and encourages discretionary effort. In addition, the project aims to improve the measurement and remuneration of roles in a consistent and transparent manner.

Personnel policies and practices

A review of all human resources (HR) policies and procedures commenced in 2008 with preparation of a consolidated electronic manual for implementation in 2009.

Staff training

The Learning Solutions team developed programs to support the University's objective of developing high performing staff. These programs have focused on developing the management and leadership skills of University staff at every level, as well as building the capacity of researchers through an Early Career Researchers program, and a collaborative program with other Group of Eight universities.

Staff engagement

The portfolio of the Deputy Vice-Chancellor and Chief Operating Officer trialled a new staff engagement survey, which aims to assist HR planning and organisational improvement. The University intends to roll the survey out across the rest of the University, commencing in 2009.

Recruitment, Case Management and HR services

In 2008 SydneyRecruitment successfully filled 1413 permanent positions within the University in a time of a global talent shortage in the highly competitive higher education sector.

The Case Management Group (CMG) continued to help managers, staff and other members of SydneyPeople to resolve workplace issues. During the year CMG collaborated with the Staff and Student Equal Opportunity Unit on a program aimed at ensuring all University staff are educated in the prevention of discrimination and bullying. CMG also developed and hosted a series of education sessions for SydneyPeople on matters such as investigations, workers compensation and dealing with mental illness.

The SydneyPeople strategy of allocating teams of HR professionals to faculty portfolios and to specific HR issues continued with the creation of new teams to manage the relocation of international appointments and the review and development of HR policies. The changes enabled teams to focus more effectively on resolving workplace issues, meeting client needs and on specific HR priorities.

For information on occupational health and safety, see pages 72 to 73. For information on equal employment opportunity, see pages 66 to 69.

Staff numbers

The following tables provide information about:

- the number of officers and employees by category and executive positions, compared to the prior three years
- the number of female executive officers for current and previous reporting years.

Academic staff positions 2005–08 by appointment term, level and gender

Appt term	2005			2006			2007			2008		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Continuing												
Level E & above	36	211	247	37	196	233	43	209	252	53	203	256
Level D	62	141	203	62	145	207	66	148	214	67	150	217
Level C	175	261	436	191	252	443	205	252	457	213	240	453
Level B	269	216	485	268	209	477	259	217	476	244	202	446
Level A	43	21	64	34	21	55	34	21	55	38	16	54
Subtotal	585	850	1435	592	823	1415	607	847	1454	615	811	1426
Fixed term												
Level E & above	22	74	96	23	78	101	23	91	114	20	112	132
Level D	19	54	73	25	47	72	31	51	82	34	62	96
Level C	55	71	126	62	73	135	72	81	153	85	101	186
Level B	166	181	347	195	182	377	200	190	390	222	207	429
Level A	274	234	508	277	232	509	264	257	521	280	247	527
Subtotal	536	614	1150	582	612	1194	590	670	1260	641	729	1370
Total	1121	1464	2585	1174	1435	2609	1197	1517	2714	1256	1540	2796

HUMAN RESOURCES

SydneyPeople

continued

General staff positions 2005–08 by appointment term, level and gender

Appt term	2005			2006			2007			2008		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Continuing												
HEO 10 & above	43	50	93	37	47	84	48	45	93	62	60	122
HEO 9	57	78	135	53	69	122	58	65	123	72	80	152
HEO 8	112	140	252	109	142	251	128	139	267	134	135	269
HEO 7	160	123	283	164	122	286	173	124	297	190	126	316
HEO 6	277	173	450	279	171	450	304	164	468	308	170	478
HEO 5	322	139	461	296	116	412	285	116	401	271	106	377
HEO 4	228	100	328	177	91	268	157	85	242	136	62	198
HEO 3	53	68	121	54	70	124	50	60	110	50	83	133
HEO 2	55	123	178	45	92	137	47	93	140	35	48	83
HEO 1 & below	8	5	13	9	4	13	1	–	1	9	–	9
Subtotal	1315	999	2314	1223	924	2147	1251	891	2142	1267	870	2137
Fixed term												
HEO 10 & above	25	46	71	21	37	58	28	36	64	38	51	89
HEO 9	26	25	51	36	22	58	46	24	70	42	36	78
HEO 8	69	39	108	94	55	149	107	66	173	120	71	191
HEO 7	120	58	178	120	63	183	124	46	170	152	53	205
HEO 6	150	69	219	184	86	270	192	88	280	235	94	329
HEO 5	201	85	286	212	72	284	232	75	307	272	85	357
HEO 4	55	29	84	57	26	83	56	25	81	75	24	99
HEO 3	39	17	56	41	11	52	51	11	62	46	12	58
HEO 2	12	12	24	6	13	19	9	13	22	6	7	13
HEO 1 & below	3	10	13	2	7	9	8	17	25	11	16	27
Subtotal	700	390	1090	773	392	1165	853	401	1254	997	449	1446
Total	2015	1389	3404	1996	1316	3312	2104	1292	3396	2264	1319	3583

Combined totals of academic and general staff positions 2005–08 by appointment term and gender

Appt term	2005			2006			2007			2008		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Continuing	1900	1849	3749	1815	1747	3562	1858	1738	3596	1882	1681	3563
Fixed term	1236	1004	2240	1355	1004	2359	1443	1071	2514	1638	1178	2816
Total	3136	2853	5989	3170	2751	5921	3301	2809	6110	3520	2859	6379

Staff salary ranges in 2008

Academic staff	General staff
Level E & above	HEO 10 & above
\$139,245+	\$89,877+
Level D	HEO 9
\$108,098 – \$119,087	\$84,080 – \$88,718
Level C	HEO 8
\$89,777 – \$103,519	\$72,501 – \$81,766
Level B	HEO 7
\$73,289 – \$87,030	\$64,775 – \$70,568
Level A	HEO 6
\$51,302 – \$69,620	\$58,982 – \$63,615
	HEO 5
	\$51,258 – \$57,435
	HEO 4
	\$47,397 – \$50,100
	HEO 3
	\$41,605 – \$46,238
	HEO 2
	\$39,674 – \$40,832
	HEO 1 & below
	<=\$38,515

Source: Planning Office, OSISP.

Note: Data is for full-time and fractional full-time staff (ie casual staff are excluded). “Staff positions” refers to the number of appointments as some fractional full-time staff may occupy more than one position.

Student enrolment, student load, and human resource figures included in this publication are based on a reference date of 31 March 2008. This is the date used to set the University’s institutional targets for funding, budgeting and performance monitoring purposes.