



Professor Nicholas Fisk
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cc. David Ward
Director of Human Resources
University of New South Wales Sydney

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Via email: dvcresearch@unsw.edu.au, d.ward@unsw.edu.au

Requirement for consultation re: Proposed Quantitative Academic Performance Benchmarks by FoR

Dear Professor Fisk,

I write to you on behalf of NTEU members at the University of New South Wales to ensure consultation regarding the Proposed Quantitative Academic Performance Benchmarks by FoR, in accordance with *Clause 9 (a) of the University of New South Wales (Academic Staff) Enterprise Agreement 2015* ('the Agreement'), which states:

Where University-wide policies, procedures and guidelines have a significant and substantial impact on employees are developed or reviewed during the life of this Agreement, the University will consult with employees (and the Union) as part of the University's general consultation processes.

It is clear that the proposed 'Quantitative Academic Performance Benchmarks by FoR' will have significant and substantial impact upon Academic employees. To give effect to this required consultation, we further draw your attention to Clause 3.3 (c) of the Agreement which provides a definition of consultation:

The University will provide relevant information (orally or in writing), the affected parties will confer, and the views expressed will be taken into account before a final decision is made by the University.

We understand that each Faculty has been asked to give feedback on the proposed Benchmarks, however, the limited number of documents the union has received from union members in relation to the proposed benchmarks indicate the following process:

1. HoS and Dean to review and adjust benchmarks based on school/discipline nuances

2. Central Committee to review recommendations to ensure alignment
3. Faculties to implement expectations during MyCareer discussions

However, all Academic employees and their union have not been consulted.

Union members advise that increased quantitative performance benchmarks will have significant and substantial impact on all Academic employees, including but not limited to: increased workloads, significant changes to current performance policies and procedures regulating Academic performance management, potential adverse equity and diversity impacts. Further, as the proposed benchmarks are to be used to assess an Academic employee in whether the 'meet expectations' in Academic performance management, clearly they will have a significant and substantial impact upon the job security of Academic employees generally.

Union members from a range of Faculties across the University have also advised the union that they have either been provided with no information or with very limited information about the changes, a clear consultation process has not been outlined, relevant documents have not been provided to directly affected employees, and in some Schools, there has been no consultation with directly affected staff at all, or in other cases very limited opportunities to give feedback within very tight timeframes.

We therefore require in accordance with Clause 3.3 (c) and Clause 9 of the Agreement, that you provide to all Academic employees and to the Union, the relevant documents relating to the Proposed Quantitative Performance Benchmarks for each Faculty/School across the University and all relevant data that provided the basis for the proposals, for genuine and meaningful consultation.

Genuine consultation is not only an effective means of ensuring the development of new benchmarks for performance management; but also ensures that any new policies, procedures and guidelines affecting current performance management procedures do not undermine the terms of our current Agreement.

Given our recent discussions with University equity representatives on the significant and substantial impact changes to performance policies, procedures and guidelines can have upon Academic employees and gender equity; could you also provide information regarding any considerations about the equity and diversity impacts, such as the specific gender equity impacts of the proposed benchmarks?

Yours sincerely,

Kiraz Janicke
Branch Organiser
NTEU UNSW Branch