



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS
MICHAEL PETERSSON MLA (CHAIR), ELIZABETH KICKERT MLA (DEPUTY CHAIR), ELIZABETH LEE MLA

Inquiry into referred 2017–18 Annual and Financial Reports ANSWER TO QUESTION ON NOTICE

Asked by MS CODY MLA:

In relation to:

What percentage of hours worked for the University of Canberra are casual, contractor or other non-permanent staff?

How many of those people have been engaged in publically funded jobs for longer than six months?

Of board, executive positions, and general staff appointments by the University in the last 2 years what proportion were:

- Women?
- Attended the ANU or another Group of Eight university?
- Were educated at a private secondary school?
- Have a trade qualification?
- Come from a culturally or linguistically diverse (CALO) household?

Minister for Higher Education: The answer to the Member's question is as follows:–

These answers have been prepared in accordance with clarifications sought and received from the Committee on 13 November 2018.

Q1: What percentage of hours worked for the University of Canberra are casual, contractor or other non-permanent staff?

A1: University of Canberra Staff Headcount and Full-Time Equivalent (FTE)

Category	Continuing	Fixed-term	Casual	Total
Headcount	771	286	1223	2293
FTE	742	240	162	1144
Proportion of FTE	65%	21%	14%	100%

Notes:

Latest official staff data as reported to the Department of Education and Training. FTE for continuing and fixed-term staff as at 31 March 2017. FTE for casual staff full-year 2016. Hours are not recorded for contractors. Contractors are paid against invoice through the Finance system. Invoices for a service, or program of work, may include both time and materials and are not always itemised.

Q2: How many of those people have been engaged in publicly funded jobs for longer than six months?

A2: University of Canberra Fixed-term and Casual Staff with appointments longer than six months.

Category	Fixed-term	Casual	Total
Headcount	286	1223	1509
Greater than 6 months	272	1194	1466
Proportion greater than 6 months	95%	98%	97%

Notes:

The nature of casual employment is that it is irregular and intermittent. Casual staff may be employed at the University of Canberra for more than six months but effectively inactive for a period of time within that.

Q3: Of board, executive positions, and general staff appointments by the University in the last 2 years what proportion were:

- Women?
- Attended the ANU or another Group of Eight university?
- Were educated at a private secondary school?
- Have a trade qualification?
- Come from a culturally or linguistically diverse (CALO) household?

A3: University of Canberra Permanent and Fixed Term Staff Appointments 2016 – 2017 by Gender

Category	F	M	X	Total
Board		2		2
Executive		3		3
General	224	139	1	364
Grand Total	224	144	1	369
Board	0%	100%	0%	100%
Executive	0%	100%	0%	100%
General	61.50%	38.20%	0.30%	100%
Grand Total	60.70%	39.00%	0.30%	100%

Notes:

The following data are not available:

- Attended the ANU or another Group of Eight university?
- Were educated at a private secondary school?
- Have a trade qualification?
- Come from a culturally or linguistically diverse (CALO) household?

Details regarding an applicant's highest qualification are collected for recruitment of academic staff. This is a requirement under the Tertiary Education and Quality Standards Agency (TEQSA).

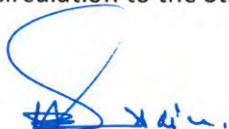
The University does not, however, collect details around all qualifications an applicant may have. This includes high school and/or trade qualifications.

The University is interested in the cultural and linguistic diversity of its staff. This is included in our new strategic plan, *Distinctive by Design*.

At this point the University is unable to provide statistics on employees from a culturally or linguistically diverse (CALD) background. This information is provided by the employee on a voluntary basis.

Approved for circulation to the Standing Committee on Education, Employment and Youth Affairs

Signature:



Date: 5/12/2018

By the Vice-Chancellor and President of the University of Canberra, Professor Deep Saini