



Inquiry into annual and financial reports 2024–2025

Answer to question taken on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: The Hon Bill Shorten, Vice-Chancellor

In relation to: Employment types

Hearing: 13 November 2025

Uncorrected Proof Transcript: pp 47-48

Transcript provided: 20 November 2025

Answer Due: 26 November 2025

THE CHAIR: We should wrap up, but I just wonder if you might be able to take on notice in relation to this, what proportion—what total numbers and proportions of academics and then professional staff at UC have been employed respectively on a casual basis, temporary basis, and ongoing basis? Say year on year, over the last five years.

Mr Shorten: We can give you a little bit of that. I do not know if time is out in the wind. But just to give you an example without boring you. There has been over \$800 million paid in payroll to staff over the last six years.

So the casuals, who—you know, they are a portion of the payroll, there has been, I think, a genuine mistake of about 1.4 million over six years, which is probably just somewhere south of \$400 across six years, but it is still people's money. But casuals, we have got some numbers, but rather than delay this committee now, we will just do the breakdown. But we are below sector average on employment and casuals.

THE CHAIR: Happy to take that on?

Mr Shorten: Yes.

Mr Shorten: The answer to the Member's question is as follows:

The below table is the total head count for casual, fixed term and permanent/on-going staff positions at the University of Canberra from 2020-25. It does not indicate what the full-time equivalent is for each of the three categories.

Much of our casual workforce is made up of current UC students that we provide work opportunities for while they are studying.

Year	Casual	Casual %	Fixed-term	Fixed-term %	Permanent	Permanent %
2020	1119	48.76%	284	12.37%	892	38.87%
2021	1210	47.69%	364	14.35%	963	37.96%
2022	1274	47.33%	428	15.90%	990	36.78%
2023	1468	49.23%	438	14.69%	1076	36.08%
2024	1588	50.75%	443	14.16%	1098	35.09%
2025	1547	51.97%	376	12.63%	1054	35.40%

Approved for circulation to the Standing Committee on Social Policy

Signature:



Date: 5 March 2026

By the Vice-Chancellor, Professor the Honourable Bill Shorten, University of Canberra