



LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON EDUCATION, EMPLOYMENT AND YOUTH AFFAIRS

MICHAEL PETTERSSON MLA (CHAIR), ELIZABETH KICKERT MLA (DEPUTY CHAIR), MARK PARTON MLA

Inquiry into referred 2018–19 Annual and Financial Reports

QUESTION ON NOTICE

BEC CODY: To ask the University of Canberra

Ref: Annual Report

In relation to: Workforce

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

Response

In July 2019 non-permanent staff represented 4.8% of the average monthly hours.

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

Response

The prior external appointments of our staff, whether former ACT Government employees or otherwise, are not recorded or reported.

Of those, how many have been offered conversion to permanent employment?

Response

We do not capture or record this information.

Of those, how many have converted to permanent employment?

Response

We do not capture or record this information.

Of those who have not converted to permanent, what reasons have they given?

Response

We do not capture or record this information.

What programs does the University have in place to improve diversity in relation to gender, race, class, sexuality, and disability? How is progress being measured?

Response

The University has been recognised and awarded by several national accreditation programs. These programs are recognition of our ongoing commitment to improve diversity and Inclusion outcomes at the University.

- WGEA Employer of Choice for Gender Equality – awarded for the eleventh consecutive year.
- White Ribbon Workplace
- Sage Athena Swan Bronze Award submission- recognises efforts to eliminate gender bias particularly in STEMM fields, and developing inclusive cultures that value all staff.
- Breastfeeding Friendly Workplace.
- Reconciliation Action Plan (Stretch RAP)

In addition to accreditation performance measures to achieve these awards, the University has key performance measures in place which are used by administration and University Council to monitor yearly progress towards strategic plan objectives.

The University is meeting or exceeding its diversity targets.

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

Signature:



Date: 5/02/2020

By the [name/title of Vice Chancellor]

Belinda Robinson