



COMMUNITY & PUBLIC SECTOR UNION ♦ SPSF GROUP NSW BRANCH

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5 May 2015

Sharon Champness
Director, People and Workforce Strategy
Human Resource Services
The University of Newcastle
CALLAGHAN NSW 2308

By email: Sharon.champness@newcastle.edu.au

Dear Mr Champness,

Re: PSA/CPSU Submission re UoN Consultation Paper – International Office

We thank you for the opportunity to provide a formal response to the organisational change proposed for the International Office.

Some members have advised that they felt compromised by the process of notifying them as part of a group that they were to become detached. Some members articulated embarrassment that they had become emotional in front of their colleagues and have suggested that in future such advice would be best received individually. Members also indicated that they would feel better if they had been represented or supported during such a meeting and that being offered the option of a support person 15 minutes before the meeting did not realistically allow for that support to be provided.

Members appreciate recognition of work value by the creation of a HEW7 in Sydney. Sydney based staff also welcome the addition of a further 1.6 positions, however this increases the effect on the Callaghan based staff to a reduction of 6.5 positions. We note that the Community Relationships Officers are identified as affected and yet members have indicated their current duties seem very similar to the duties of the new Engagement Officer. It is noted that the International Student Advisor positions are not affected and are therefore presumably directly mapped to the Engagement Officer positions. Consideration should be given as to whether it is appropriate for a larger pool of staff to have access to these positions.

In the union briefing reference was made to the possibility of abolishing the use of overseas agents. The PSA/CPSU strongly supports on-shore activities and in light of the recent revelations in the media (specifically Four Corners) this action would seem prudent.

We look forward to an opportunity to discuss this further at the meeting proposed for 12 May 2015.

Yours sincerely,

Jann Jeffries
Industrial Officer