



12 December 2016

## Western Sydney University Member Update

### Early Voluntary Retirement Scheme (EVRS)

Thank you to everyone who attended our recent member meetings to provide feedback on the EVRS. CPSU wrote to Management on 23 November and raised further concerns at the Implementation Committee meeting on 30 November. You can find a copy of that letter [HERE](#).

<http://psa.asn.au/wp-content/uploads/2016/12/CPSU-letter.pdf>

We received an initial response from the University on 28 November ([HERE](#)). Your Branch President and Industrial Officer met with Management for further discussions on 7 December.

<http://psa.asn.au/wp-content/uploads/2016/12/western-sydney-uni-letter.pdf>

The University has confirmed a total of 206 staff have accepted early retirement. Of those, 149 are professional staff. The areas with the greatest number of vacancies are the Student Experience Office, Library, IT, School of Science & Health, and the School of Business. It is important to note that the EVRS itself is not a restructure. However, it is clear the University will now need a process of restructures and recruitment to fill the gaps.

Many members have reported that due to budget cuts and staffing freezes their areas were already under the pump. The further losses from EVRS vacancies will only compound this problem when staff leave the University on 15 December.

### What is the University planning to do about it?

HR have already mapped the vacancies, and identified the extent to which business processes will be affected. Unions have been provided with this information.

Now the final figures are in, Deans, Directors, and School and Institute Managers have been asked to identify what resources they need to maintain current service levels for the next six months.

In the short-term, fixed-term staff will be used to meet those needs (until June 2017). The long-term plan is to use the restructures recommended by Project Essex (see below) to reshape shared services university-wide. The University has committed to not commencing restructures until the New Year to minimise stress over the Christmas break. If you have any questions about what is likely to happen in your area you should speak to your Manager.

## Project Essex

Deloitte have now completed their review of Professional Staff services across the University. Their recommendations were presented to all staff for comment via a discussion paper released on 23 November. Based on the feedback you gave us in the member meetings, the CPSU submitted a formal response, which you can read [HERE](#).

(<http://psa.asn.au/wp-content/uploads/2016/12/CPSU-letter-p2.pdf>)

Thanks to pressure from the CPSU, the date for feedback on the discussion paper has now been extended to 9 December. This allows for a full two weeks of consultation, in line with the requirements of your Enterprise Agreement. The concerns we raised were in relation to:

- The impact of the EVRS
- Workloads
- Transparency, consultation and communication
- Assessment of risk
- Whether work truly is being duplicated
- Proposed timeframes.

CPSU has been advised Phase Two of the project will be Design and Planning.

Workgroups will be formed in each of the affected areas, comprising managers and staff from the full range of HEW levels. The CPSU are currently negotiating how these workgroups will be filled, and how staff can best feed information to the workgroup representatives.

The Design and Planning phase will then lead to the creation of draft Change Management documents. The University has committed to adhering to the consultation requirements of the EA, and all staff will be given a chance to give feedback on any proposed changes.

The first two areas to move on to Phase Two will be Technical Services and HR Support (Casual Management & Recruitment). CPSU has been advised this will begin early in the New Year.

The University has flagged the following areas to follow in the first half of 2017:

- Student Experience Office
- Marketing
- Advancement
- Equity & Diversity
- Library.

## What can you do?

Your experience on the ground is invaluable. We need you to be our eyes and ears. Please keep passing your feedback and your questions on to us.

This will be a time of great upheaval for the professional staff of WSU. There has never been a better time to join the union, and we are stronger together. If your colleagues aren't already in the CPSU, get them to join!

