



National Tertiary
Education Union
Let's aim higher

THE UNIVERSITIES ACCORD

WHAT DOES IT MEAN FOR STAFF?

OVERVIEW

The Universities Accord report has been released and finally acknowledges that our sector is in crisis. The National Tertiary Education Union will fight to ensure any changes stemming from the Universities Accord make higher education sustainable for staff and students.

The report proposes whole of sector reforms that would significantly change our tertiary education system. It includes more than doubling the number of government-funded students by 2050, significantly increasing funding for both teaching and research and bringing about changes to working conditions. It would also significantly boost funding for disadvantaged students, expand support for regional and rural campuses, simplify HECS-HELP, increase students' living allowances and PHD stipends and scrap the Jobs Ready Graduate scheme.

The Review also proposes the establishment of a new regulatory authority, the Australian Tertiary Education Commission (TEC), which will oversee funding and regulation for the sector. The TEC will be supported by an advisory body of sector organisations and the NTEU will be lobbying to be a part of this body to guarantee staff have a voice.

The Universities Accord recommendations have **not yet been endorsed by Government**, with the plans for major structural reforms of the sector likely to span decades and cost billions. **Nevertheless we will continue to campaign for the adoption of NTEU's core recommendations as a priority measure.**

NTEU WINS

The report has made a series of recommendations and findings that are in lock step with NTEU's asks, including:

- » **Criticising the systemic use of insecure employment in the sector** - emphasising NTEU's call for solutions
- » Criticising the **failure of VCs** to tackle gender-based violence, confirming NTEU's own findings. In response the federal and state governments have already agreed to an action plan that will force VCs to finally protect staff and students
- » Proposing governance reform, including fewer outside appointments to Councils and **making universities exemplary employers**

But our campaign is far from over.

Find out more at:
www.betterunis.com



POTENTIAL BENEFITS

The report includes several recommendations and findings that may benefit staff, including:

Professional Staff

- » Improved access to professional development opportunities for all staff
- » Discrete loadings be paid to support higher needs students - this should be used by universities to reduce the current burden on student support staff
- » Funding certainty and simplicity – NTEU wants to see this lead to sustainable and safe workloads

Research Staff

- » Establishing a National Research Workforce Development Program (a long term NTEU ask) – NTEU will use this process to advocate for continuing jobs for all research staff
- » Funding the full cost of research – this would reduce research staff reliance on universities' discretionary powers over top up funding
- » Increasing grant numbers and duration and improving opportunities for early career researchers

Casual and Fixed term Staff

- » Acknowledgment of the need to “address reliance on casual employment” and for governance reform to address failures over wage theft
- » Improved funding coupled with more funding certainty, which should pave the way for more continuing employment
- » A call for more transparency, data, and accountability on insecure employment (to be monitored by a new TEC)

Academic Staff

- » Ensuring funding (and resourcing) per student is adequate by banning universities from enrolling students who are not government funded (aka over-enrolling)
- » Adding new funding for high needs students – which should go into resourcing teaching and student support
- » Adjusting funding based on better research into true costs of teaching in different contexts (this is an opportunity to win more resourcing for teaching)

WHAT NEXT?

The vast majority of these recommendations are yet to be adopted by government. NTEU members are the sole voice asking that these reforms are implemented in a way that addresses the priorities of staff.

Make sure you keep involved in the campaign for a fair government response to the Universities Accord. Print this factsheet and share with your colleagues.



Join today at:
nteu.au/join

BE PART OF POSITIVE CHANGE: JOIN NTEU

NTEU is a union for people working in Australian tertiary education. Being part of NTEU is believing that together we have the power to make positive change and that, as a country, and as workers, we should aim higher.

Aim higher for better work, for better universities and for better lives.