

Higher Education and Research Reform Amendment Bill 2014

Submission from Navitas Limited

Navitas makes the following response to questions on notice asked during the Senate Education and Employment Legislation Committee public hearings on the Higher Education and Research Reform Amendment Bill 2014 held in Brisbane on Tuesday, 7th October 2014.

Senator KIM CARR: An issue that has been raised with us is the difference in approaches from the public and private sectors to university. Ms Zimmerman, how many teachers do you employ? (p53 of Hansard transcript)

Senator KIM CARR: Roughly what percentage would be teachers? (p 54)

Senator KIM CARR: How many of them are casuals? (p54)

Navitas response: *Navitas employs 5,800 staff globally of which 4,200 (72%) are Australian based. 2,510 of Navitas' global workforce are employed in the Australian higher education sector. 52% of these Australian higher education staff are academic teachers. Currently 940 (70%) are employed on a sessional or casual basis. All academic staff employed by Navitas colleges are approved by our university partners. We have a constant supply of well qualified staff as a consequence of the way in which universities employ their academic staff allowing them to undertake additional employment with third parties (Outside Work rights). The casual employment contract allows Navitas to choose high quality academics as demonstrated by students' surveys and learning outcomes. PhD students from the partner university are a source of well qualified teaching staff at the colleges and are only available as casuals.*

In addition, Navitas has a number of niche higher education providers where specialist teaching expertise is sourced from industry. Expert practitioners, who are selected for industry and teaching expertise, teach as sessional staff rather than end their careers as practitioners. Where practitioners are used as regular and reliable members of the teaching staff this is a desirable strength in terms of currency and industry relevance."

Senator KIM CARR: Is that your after-tax profit? (p55)

Senator WATERS: What proportion is that of your after-tax profit? (p59)

Navitas response: *"Navitas' post-tax profit for 2013/14 was \$51.6m. Navitas has a dividend policy of paying out, over the long-term, 80% of profits to shareholders who have invested in Navitas. 20% of profit is re-invested in the business or used to retire debt. Navitas also spends considerable funds in improving educational delivery and contributing to universities, the community and the economy as outlined in our opening statement to the Committee."*

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