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Wednesday 9 March 2022

Senate Standing Committee on Economics
Attn: Committee Secretariat and Committee Chair
Economics.Sen@aph.gov.au

Re: Inquiry into the Unlawful underpayment of employees' remuneration
Public Hearing on 22 February 2022
Questions on Notice for RMIT University

To the Committee Secretariat and Committee Chair

As requested during the public hearing on 22 February 2022, RMIT provides the following responses to the questions on notice raised by Senators.

'What percentage of these employees were casual? Were all of them casual?' (Academic Judgment Dispute)

Yes, all employees impacted by the academic judgment dispute are or were casual staff at RMIT.

'What proportion of those casual staff were women? You can take that on notice or even provide me with an estimate now and take it on notice.'

3,906 individual employees were in scope as part of the Academic Judgment Dispute. The breakdown on gender is as follows:

	Blank - Not Available	Female	Male	Non Disclosed	Grand Total
Count of Pers.No.	1.49%	46.46%	51.89%	0.17%	100.00%

'Do you have any targets or any plans to reduce casualisation and to increase secure work?'

RMIT has an ongoing commitment to ensuring eligible staff have opportunity for casual conversion. This commitment has been in place for some time, demonstrated by the fact that both our University and VE agreements have conversion provisions in them. We routinely receive and assess requests under these. These provisions remain in place and are not superseded by Section 66B of the Fair Work Act. The Fair Work Act simply provides an additional potential pathway. These pathways form RMIT's plan to reduce casualisation.