

**Education and Employment Legislation Committee
Inquiry on the quality of governance at Australian higher education providers**

QUESTION ON NOTICE

Australian National University

Question No. GIQ 25-022

Senator Pocock provided in writing.

Deeds of Release

Question

Please provide the number of deeds of release between 1 January 2024 and 30 June 2025, broken down by:

- a. Month (January 2024 through June 2025)
- b. Work area (either current or then-existing)
- c. Deeds related to: ~~(OOB)~~
 - Forced redundancies
 - Voluntary redundancies

Answer

A. Deeds of Release between January 2024 to June 2025, recorded by the date of cessation – By month

2024 Subtotal	102
Feb	14
Mar	10
Apr	1
May	2
Jun	3
Jul	5
Sep	2
Nov	15
Dec	26
2025	
Jan	3
Feb	1
Mar	3
Apr	3
May	39
Jun	83
Grand Total	210

B & C. Deeds of Release between January 2024 to June 2025, recorded by the date of cessation – By work area and reason.

For the purposes of this report, Deeds of Release have been categorised as follows:

- **Mutual Agreement (not change-related):** Employment ends by mutual consent, unrelated to organisational change or voluntary separation processes.
- **Voluntary Separation Scheme:** Employment ends under the formal voluntary separation scheme offered by the University.
- **Early Separation:** Where a position has been declared surplus to requirements through formal organisational change, but the employee has elected to leave early (typically part way through the redeployment or notice period) in accordance with clause 57.20 of the Enterprise Agreement.
- **Forced Redundancy:** Employment ends because a position has been declared surplus to requirements, the employee has worked through their redeployment and notice periods, and the employee is made redundant.

Work area	Mutual Separation	Voluntary Separation Scheme	Early Separation	Forced Redundancy	Grand Total
Academic Portfolio*					14
ANU Advancement			22		23
ANU College of Arts and Social Sciences		15			20
ANU College of Asia and the Pacific*		13			14
ANU College of Business and Economics					
ANU College of Health and Medicine*			21		24
ANU College of Law, Governance and Policy*					
ANU College of Science and Medicine*		32			36
ANU College of Systems and Society*					
Division of Shared Services *					
First Nations Portfolio					
Research & Innovation Portfolio *		10			17
Services Portfolio *		29			39
Student & University Experience *					
Vice-Chancellor Portfolio *					
Other*	30	24	14		46
Grand Total	30	123	57	0	210

* Each of these work areas has been reorganised in 2024/2025.

NB: To maintain compliance with privacy and confidentiality requirements, data has been de-identified. Where the number of deeds of release issued for any of the specified reasons within the period January 2024 to June 2025 is fewer than ten in a given area, those instances have been aggregated and reported within the 'Other' category.

