

Job Security Committee - Additional questions on notice Australian Higher Education Industrial Association

I refer to the questions posed by Senator Sheldon as set out in the email below.

AHEIA is not aware of any data relating to persons who might be engaged by universities on an “outsourced or independent contractor” basis. The types of services this would apply to would typically cover cleaning, catering and security services, although the situation will differ from university to university.

With respect to the employment data sought in Question 1, all universities supply data to the Commonwealth Department of Education each year, with the information published by the Department on its website. The data for the years 2011-2020 is located [here](#). Table 1.6 shows the 2020 data for each university (as well as for Avondale College of Higher Education and Batchelor Institute of Indigenous Tertiary Education) for full-time, fractional full-time and casual staff for each university on an full-time equivalent (FTE) basis; with the data for previous years also published on the website. This data set obviously provides data sought in relation to each AHEIA member university as well as those universities that are not members of AHEIA.

AHEIA also undertook a survey of member universities last year to identify changes to the staffing demographics of universities over the 12 month period to 30 June 2020, so as to provide some initial indication of the severe financial and staffing impact of the COVID-19 pandemic on universities. This survey was completed by 29 of AHEIA's then 33 member universities, with the data being obtained on the basis that it would only be made available by AHEIA to other parties on an aggregated basis. The aggregated survey results (attached) were shared with the National Tertiary Education Industry Union (NTEU) on 15 October 2020, with the survey capturing data from AHEIA member universities on both an FTE and headcount basis for continuing, fixed-term and casual staff as at 30 June 2019 and 30 June 2020. The proportionality of these three modes of employment is therefore directly calculable from these survey results at those two points in time on both an FTE and headcount basis. This is the first such survey that AHEIA has conducted, with no decision yet being made as to whether we will conduct further surveys of this type.

AHEIA does not collect data of the type outlined in Questions 2-6, that go to the average duration and number of fixed-term contracts and the extremities of situations where staff have been employed on a fixed-term or casual basis. We are therefore not able to provide any information as sought by these questions.

Kind regards

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AHEIA COVID-19 IMPACT SURVEY

Mid-2020 Staffing data

AHEIA has surveyed its member universities to identify aggregate staffing data as at 30 June 2020 for comparison with staffing data 12 months earlier. The report produced shows the aggregated staffing data for all 29 of AHEIA's 33 member universities who provided data for the purposes of this survey.

The comparative data is provided on a headcount and FTE basis for continuing, fixed-term and casual staff.

Key Findings

By far the biggest impact arising from universities' deteriorating financial situations has been the reduction in the number of staff employed on a casual basis. This is consistent with the prospective nature of announcements by many universities of major reductions in permanent jobs that have not yet occurred.

The reduction in the use of casual employment to 30 June 2020 has been dramatic, with 8,895 fewer employees engaged on a casual basis. This is an 11.36% reduction in twelve months, with the reduction in professional staff being more severe than for academic staff.

Casual Staff

		2020	2019	Variance 2020 vs 2019	Variance 2020 vs 2019 %
		Total	Total		
FTE 1 Jan to 30 June	Academic	5,383.67	5,838.90	-455.23	-7.80%
	Professional	2,966.21	3,620.17	-653.96	-18.06%
	Total	8,349.88	9,459.07	-1,109.19	-11.73%
Headcount * as at 30 June	Academic	42,010.00	44,417.00	-2,407.00	-5.42%
	Professional	28,439.00	34,927.00	-6,488.00	-18.58%
	Total	70,449.00	79,344.00	-8,895.00	-11.21%

*Headcount refers only to staff employed on 30 June. It therefore excludes staff included in the FTE Jan to June figure whose employment concluded prior to 30 June.

A person holding both academic and professional casual appointments is identified in both categories but identified as 1 individual in the Total Headcount.

Fixed Term Staff

			2020	2019	Variance 2020 vs 2019	Variance 2020 vs 2019 %
			Total	Total		
Fixed Term as at 30 June	FTE	Academic	11,464.06	11,464.70	-0.64	-0.01%
		Professional	12,784.05	13,036.83	-252.78	-1.94%
		Total	24,248.11	24,501.53	-253.42	-1.03%
	Headcount	Academic	13,947.00	13,947.00	0.00	0.00%
		Professional	14,710.00	15,000.00	-290.00	-1.93%
		Total	28,657.00	28,947.00	-290.00	-1.00%

Continuing Staff

			2020	2019	Variance 2020 vs 2019	Variance 2020 vs 2019 %
			Total	Total		
Continuing as at 30 June	FTE	Academic	19,524.99	19,090.18	434.81	2.28%
		Professional	31,962.17	31,272.01	690.16	2.21%
		Total	51,487.16	50,362.19	1,124.97	2.23%
	Headcount	Academic	20,779.00	20,298.00	481.00	2.37%
		Professional	34,620.00	33,822.00	798.00	2.36%
		Total	55,399.00	54,120.00	1,279.00	2.36%