

SENATE ECONOMICS REFERENCES COMMITTEE

QUESTIONS TAKEN ON NOTICE

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List of Universities

Senator Faruqi asked for a list of the universities at which there are either audits being conducted or NTEU is investigating allegations of wage theft by members. I stated that there were 16; since then 5 further Branches have responded putting the total at 21. They are:

UNSW
Sydney
Western Sydney
Newcastle
Wollongong
Charles Sturt
New England
Griffith
QUT
UQ
James Cook
RMIT
Melbourne
Monash
La Trobe
UWA
Flinders
Adelaide
Uni of SA
ANU
UC

Academic/permanent cost-differential

I undertook to clarify the cost differential between employing casual and ongoing academic labour for Senator Sheldon. The following is an estimate of the comparative costs based on an ongoing academic being employed on an 80% teaching fraction (effectively the highest possible in the vast majority of universities) versus hiring a casual academic to perform the same amount of teaching.

This assumes that they will be paid the same hourly rate whereas in many cases the ongoing academic will receive a higher rate of pay. This is because casuals stay on the same rate despite their years of experience, whereas ongoing staff receive incremental increases and are eligible for promotion.

This indicates that for this conservative example the cost saving of employing a casual instead of an ongoing employee is approximately \$25,000 pa.

	Ongoing Academic	Casual Academic		
Salary Costs	\$ 102,163	\$ 91,471	64 lectures @ \$ 217.47 ea 320 tutorials @ \$115.11 ea 540 hours marking @ \$51.70/hr	\$ 13,918 \$ 49,635 \$ 27,918
On-costs	\$ 30,648	\$ 16, 464		
Total	\$ 132,812	\$ 107,936		

The assumptions are:

- 1 FTE for an ongoing academic = 80% teaching (remaining time on meetings, scholarship, service etc)
- 32 teaching weeks per year (2 x 12 week semesters, 1 x summer semester)
- 38 hour week
- 4 weeks annual leave
- 1 week public holidays
- 190 hours of lecturing time at 3 hours per lecture
- 670 hours of tutoring at 2.1 hours per tutorial and most being repeats
- 540 hours marking
- Comparison point is Level A Step 8 (PhD entry)
- Oncosts for ongoing employment = 30%
- Oncosts for casual employment 18% (lower super and provide their own IT etc)

Gender Statistics

I also undertook to provide the details of whether higher education employment, and casual employment specifically, is gendered in nature. Across all forms of employment, the percentage of female employees is 57%. There is little reliable data on casual employment, but the feminisation of part time work is apparent at 78%.

Correction and addition

There is also a correction and an addition to the list of examples of wage theft I in my opening remarks.

- We now understand that the repayments to casual employees at The University of Melbourne will be \$15m in the Faculty of Arts alone.
- The back-payment at the University of Newcastle will amount to \$6.3m

If any members of the Committee have any further questions or need clarification of any points please do not hesitate to contact me.

Gabe Gooding
NTEU National Assistant Secretary