

Employment Equity Progress Report 2000

(Statistical information to 31 March 2001)

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Employment Equity 2000

Introduction

This report comprises information on the University of New England's EEO Program for the Office of the Director of Equal Opportunity in Public Employment (ODEOPE) for the calendar year 2000. It includes narrative information for the calendar year 2000 and statistical information for the year to 31 March 2001 or as at the snapshot date 31 March 2001¹. The report, set out in line with ODEOPE specifications, focuses on Program, Action and Planning outcomes. Within these three main areas information is organised under indicators of progress towards relevant objectives. Statistical tables are provided in the Appendix to the report.

Designated groups within Australian society who are disadvantaged in employment and for whom the EEO program seeks to promote equal employment opportunity, are:

- Women,
- Aboriginal and Torres Strait Islander people,
- People from racial, ethnic and ethno-religious minority groups, and
- People with a disability.

Targets for Equity groups are benchmarked against their estimated representation in the NSW working age population (ages 15-64). These benchmarks (derived from ABS statistics) are currently:

- 50% for women
- 7% for people with a disability who require work-related adjustments
- 19% for people whose first language was not English
- The state-wide target for representation of Indigenous people is 2%.

Universities are encouraged to adopt benchmarks that take account of the population pools from which they would reasonably be expected to draw their employment of general and academic staff. The two variations found in the local population profile which are significant in considering the University of New England's employment profile, are the local Indigenous community which is larger than the state average (4.8%)² and the proportion of people from different linguistic and ethnic backgrounds (7%) which is lower than is found in NSW as a whole. This is particularly pertinent in the consideration of general staff employment, as general staff are more likely to be drawn from the local area, whereas academic staff can be drawn from a national or international pool.

An overview of statistical information

Representation of Equity Groups among Academic Staff

	Women	Aboriginal People & Torres Strait Islanders	People from Ethnic Minority Groups	People whose first language is other than English	People with a disability	People with a disability requiring adjustment
Academic Staff	35%	1%	22%	14%	8%	2.3%
External recruitment	43%	6.7%	25%	19%	6%	0%
Internal competitive appointment	48%	0%	6%	6%	0%	0%
Promotion	23%	0%	14%	0%	11%	0%
Separation	25%	0%	41%	31%	11%	2.5%

As the response rate to the EEO data survey is less than 100%, percentages for all groups other than women are based on estimates.

Representation of Equity Groups among General Staff

	Women	Aboriginal People & Torres Strait Islanders	People from Ethnic Minority Groups	People whose first language is other than English	People with a disability	People with a disability requiring adjustment
General Staff	56%	2.2%	7%	4%	6%	0.8%
External recruitment	68%	14.2%	7%	4%	0%	0%
Internal competitive appointment	58%	4.3%	10%	0%	8%	2.5%
Promotion	63%	5.8%	9%	12%	0%	0%
Separation	61%	1.1%	17%	11%	8%	6.1%

¹ Information on recruitment, separation, promotion is taken over the year to 31 March; information on employment level and basis, and base and gross salaries is taken as a 'snapshot'—a single 'reference week', which falls over 31 March of the reporting year.

² Australian Bureau of Statistics, 1996 Census. (Members of the local Indigenous community believe this is a conservative estimate and that Indigenous people comprise closer to 10% of the local population.)

Program Outcomes

Information on the University employment profile is taken from Concept, the University's employment Management Information System. For Equity groups other than women, information is based on the response to the voluntary EEO data survey which is entered onto Concept on an ongoing basis. The University's response rate to the EEO data survey is currently 73%. Although this is an improvement on the response rate for the last reporting period (69%), the University is still short of the Office of the Director for Equal Opportunity in Public Employment's suggested minimum of 80%. Information for Equity groups other than women is based on estimates. That is, where respondents are fewer than total staff an estimate of the representation of the particular subgroup is calculated based on the assumption that respondents are representative of total staff. For complete statistics, please see Attachment 1, tables 1 to 9 for academic and general staff.

A Diverse and Skilled Workforce

Objective: Employee diversity across salary levels and occupations reflects the diversity of the NSW community

Indicator 1: Progress towards targets and benchmarks for the representation of Equity groups

Indicator 2: Progress towards the distribution of each Equity group across levels being the same as that of all employees; representation of Equity groups in occupations where they are under-represented

Academic Women

See Attachment, tables 1 & 2.

Except where stated, figures exclude casual staff.

Academic women are under-represented in tenured positions and over-represented among contract and casual staff. They are also predominantly employed at lower academic levels. However, figures for the year to 31 March 2001 indicate on-going progress for women in many employment areas.

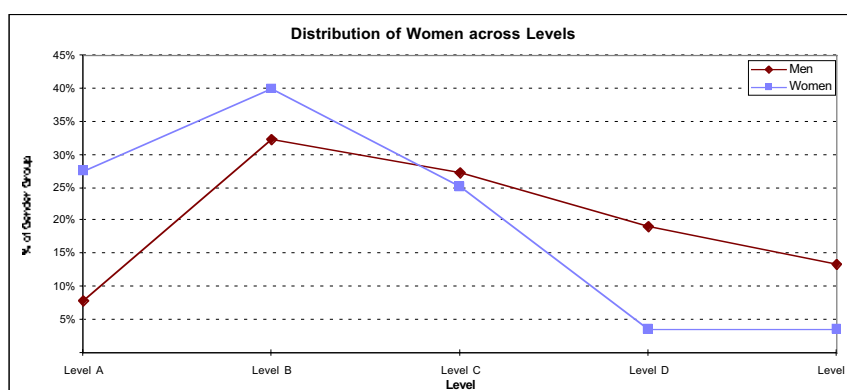
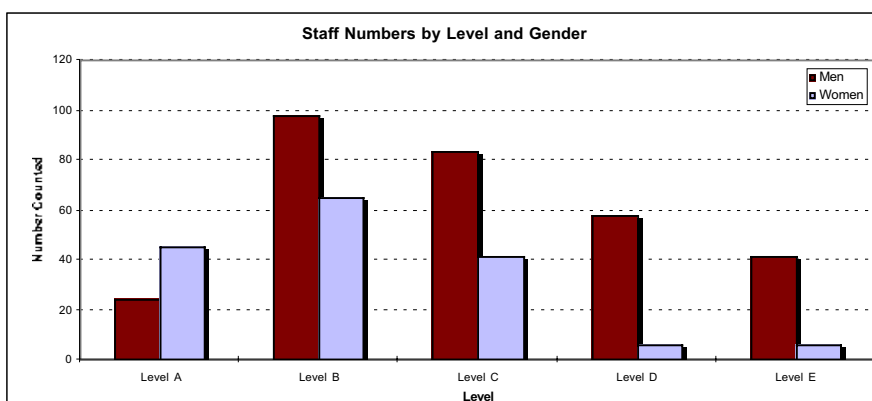
- Women's representation among academic staff has improved. Women make up 35% of academic staff, a 4% improvement over last year's figures and a 6% improvement over figures recorded as at 31 March 1998.
- Although representation of women in permanent positions has also improved, it remains below their representation on academic staff. As at 31 March 2001 women held 31% of all tenured positions, a 2% increase over last year and an 10% improvement over 1998 figures.
- Women's representation in contract positions has increased considerably in the last twelve months. They now comprise 50% of all contract positions compared with 39% of contract positions last year (46% in 1998). At the snapshot date of 31 March 2001 women held 51% of all casual positions.
- Sixty-seven percent of all academic women are employed at levels A and B. By way of comparison some 40% of all academic men are employed at these levels.

The following table shows the representation of women among academic staff at UNE over the past four years and provides a comparison with representation across non-metropolitan universities. The government target for the representation of women in employment is 50%.

As 31 March	Women as a Proportion of:				*Non-Metropolitan
	University -wide				
	2001	2000	1999	1998	
Academic staff (excluding casuals)	35%	31%	31%	29%	34%
Academic staff above senior lecturer	11%	11%	11%	9%	15%
Tenured academic staff	31%	29%	28%	21%	31%

*Non-metropolitan figures (UNE, Charles Sturt, Southern Cross, University of Newcastle, University of Wollongong) supplied by ODEOPE, reporting year 1999, ie 31 March 2000

The following graphs show staff numbers and distribution by gender across academic levels, as at 31 March 2001.



General staff women

Except where stated, figures exclude casual staff.

Women make up over half the general staff population of the University. Their representation among permanent staff is slightly higher than their overall representation. Women's representation in positions at HEO level 10 and above has improved. They are, however, still predominantly employed at lower HEO levels.

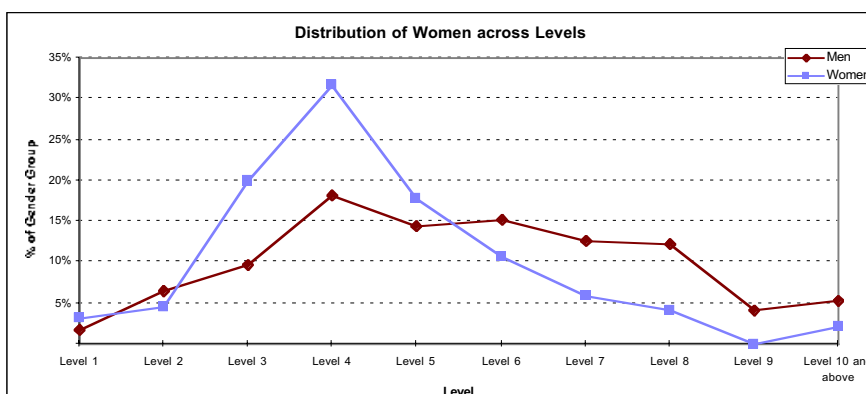
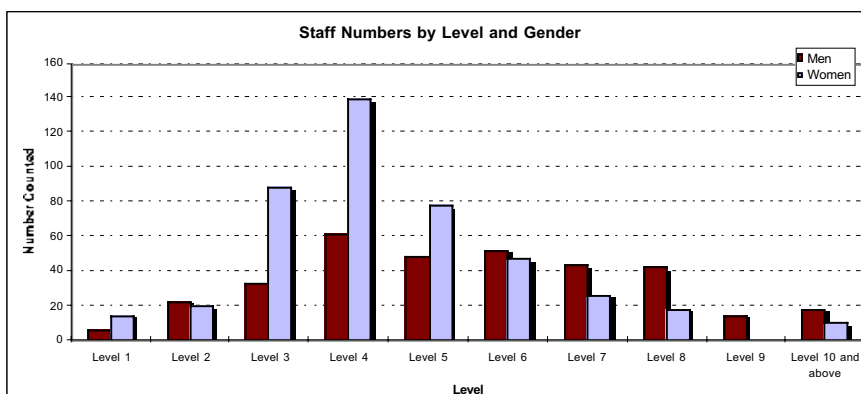
- Women hold 56% of general staff positions (2000: 54%; 1998: 56%) and 57% of all permanent positions.
- Representation at HEO level 10 and above has improved. Women currently occupy 36% of these positions (2000: 30%; 1998: 27%).
- Women are still predominantly employed at HEO levels 3 and 4. Fifty-two percent of all general staff women are employed at these levels. By way of comparison, 28% of all general staff men are employed at levels 3 and 4.
- Representation of women among staff at HEO level 6 and above has remained fairly stable (2001: 37%; 2000: 36%; 1998: 38%). Women now hold 51% of all contract positions (2000: 52%; 1998: 60%).
- Women still make up a large proportion of part-time general staff (81%).
- Women comprised 56% of casual staff at the snapshot date of 31 March 2001.
- In the reference week, the number of female general staff, including casual staff, was 563. Of these 68% were employed on a permanent basis, 10% on contract and 22% were casual. (2000: The number of female general staff was 496; permanent: 73%; contract: 16%; casual: 11%.)

The following table shows the representation of women among general staff at UNE over the past four years and provides a comparison with representation across non-metropolitan universities. The government target for the representation of women in employment is 50%.

As 31 March	Women as a Proportion of:				*Non-Metropolitan
	University -wide				
	2001	2000	1999	1998	
General staff (excluding casuals)	56%	54%	55%	56%	61%
General staff HEO 10 and above	36%	30%	31%	27%	29%
Permanent general staff	57%	55%	55%	55%	61%

Non-metropolitan figures (UNE, Charles Sturt, Southern Cross, University of Newcastle, University of Wollongong) supplied by ODEOPE, reporting year 1999, ie 31 March 2000

The following graphs show staff numbers and distribution by gender across general staff levels, as at 31 March 2001.



Indigenous People

The following table shows the representation of Indigenous staff at UNE, the representation of Indigenous people in local government area of Armidale (1996 Census) and the NSW government target for Indigenous people in the workforce.

	Proportion of staff:		
	Indigenous employees	Local government area of Armidale	NSW government target for Indigenous Australians
Academic staff	1%	4.8%	2%
General staff	2.2%		

* Because the response rate is less than 100 per cent, estimates are made of all Equity groups other than women. Response rate to the EEO data survey is 73%.

The NSW government advocates a representation similar to the local population profile (4.8% in the local government area of Armidale). The minimum government target is 2%.

- Three Indigenous members of academic staff responded to the EEO data survey. Calculated estimates indicate that there may be five Indigenous Australians (1%) among academic staff. Fifty-eight percent of these held continuing positions, 42% were on contract. All were employed at academic levels A and B.
- Twelve Indigenous members of general staff responded to the EEO data survey. Estimates indicate there were 18 Indigenous people employed among general staff, all of whom were employed on a continuing basis. The estimated percentage range for Indigenous staff is between 1.0% and 2.3%.
- Indigenous general staff hold positions from HEO level 1 to HEO level 6; 41% of all Indigenous general staff are employed at level 3.

The University's Indigenous Employment and Career Development Strategy 1998–2002, developed in consultation with the Oorala Aboriginal Centre, Indigenous community members and organisations, and faculty and union representatives focuses on the recruitment, retention and career development for existing and new Indigenous staff.

In June 2000, the Indigenous Employment and Career Development project officer resigned and the position was readvertised later in the year.

People from Racial, Ethnic, and Ethno-Religious Minority Backgrounds and People whose first language spoken as a child was other than English

The following table shows the representation of staff from ethnic minority groups and staff whose first language spoken as a child was not English. This table also provides the NSW government employment target for those people whose first language spoken as a child was not English.

Proportion of staff:							NSW government target for people whose first language is not English
	Identify as Ethnic Minority*			First Language Spoken as a Child not English*			
	2001	2000	1999	2001	2000	1999	
Academic staff	22%	25%	24%	14%	17%	16%	18%
General staff	7%	9%	10%	4%	5%	7%	18%

* Because the survey response rate is less than 100 per cent, estimates are made of all Equity groups other than women.

The number of people identifying as belonging to an ethnic minority group and those whose first language is other than English has declined among academic and general staff during the reporting period and since 1999.

The following table gives a rough comparison of UNE data with census information for the local government area of Armidale and for New South Wales. The local government area of Armidale has a lower proportion of people from different linguistic and cultural backgrounds than is found in NSW as a whole. As general staff are largely drawn from the local area, this is reflected in the staffing profile. There has been, however, a decline in the representation of people identifying as ethnic minority groups and whose first language is other than English among general staff. The representation of those whose first language is other than English has fallen below the local area representation of similar groups.

Proportion of staff:				
	Identify as Ethnic Minority	First Language Spoken as a Child not English	Born in a non-English speaking country	Language other than English spoken at home
UNE–Academic staff	22%	14%		
UNE–General staff	7%	4%		
Local govt area of Armidale			6.9%	5.9%
NSW			15.7%	16.8%

Note: The question relating to language background on the EEO data survey is, 'what language did you first speak as a child?' Population statistics on first language spoken as a child are not available. The closest census data indicator is 'language spoken at home'.

- Of those reporting that their first language spoken as a child was other than English, estimates indicate that 88% among academic staff and 85% among general staff are employed on a continuing basis. The proportion of this group employed on a continuing basis has improved. In the year to 2000, of those reporting that their first language spoken as a child was other than English, estimates indicated that 81% among academic staff and 66% among general staff were employed on a continuing basis.

People with a Disability

The following table provides a comparison of UNE data with the NSW government target.

Proportion of staff:			
	People with a disability	People with a disability requiring adjustment at work	NSW government target for people with a disability who require work related adjustments
Academic staff	8%	2.3%	7%
General staff	6%	.8%	7%

* Because the response rate is less than 100 per cent, estimates are made of all Equity groups other than women.

- Among academic staff an estimated 36 people (8%) reporting a disability were recorded at the snapshot date. An estimated 89% of these were employed on a continuing basis.
- Among general staff an estimated 49 people (6%) reporting a disability were recorded at the snapshot date and 91% of these were employed on a continuing basis.

In addition to the strategies outlined for Equity groups in the *EEO/AA Management Plan 1999–2002*, the University is developing a Disability Action Plan for staff and students with temporary and permanent disabilities.

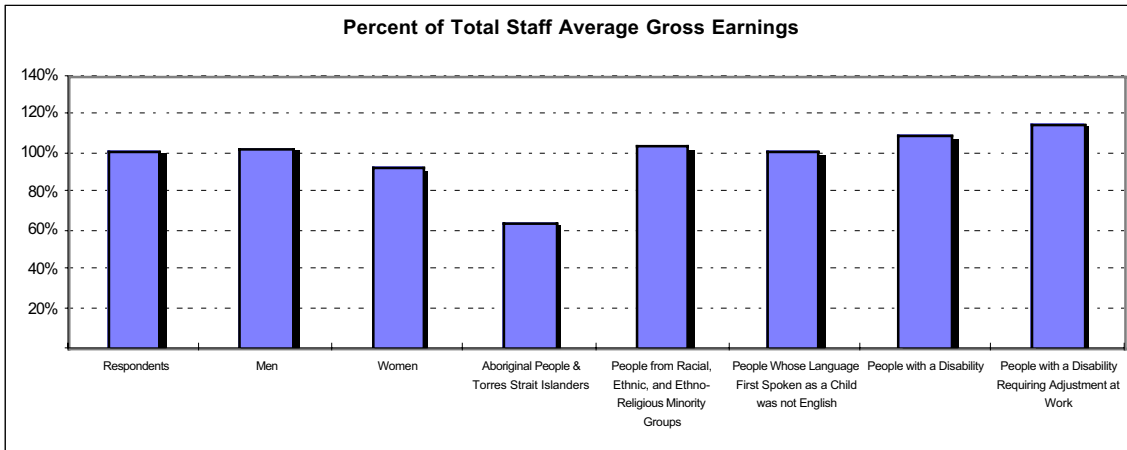
Objective: Pay equity

Indicator: The average gross earnings of each Equity group as a percentage of the average gross earnings of all staff in each employment category should approach 100%

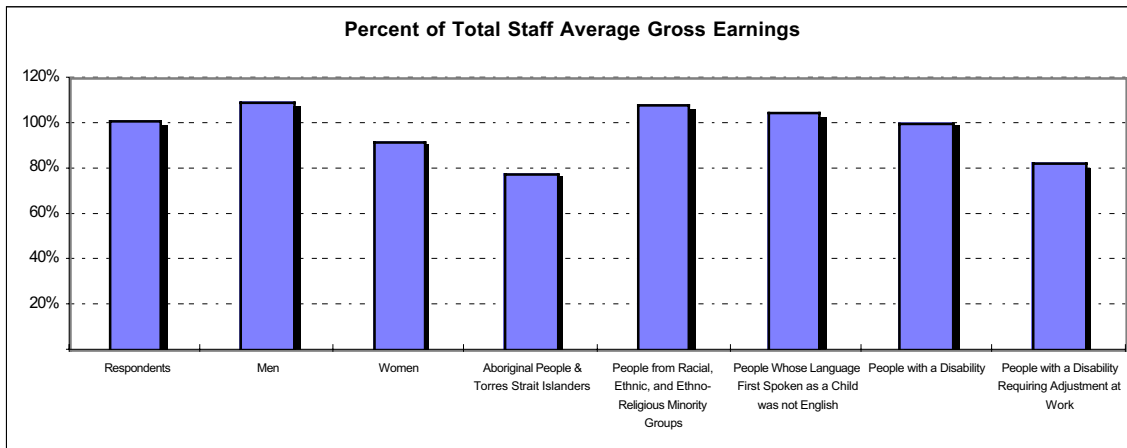
Base salary is determined by the award and increment level of a person's substantive position, excluding remuneration of any other kind, and prior to any deductions for taxation, superannuation, etc.

Gross earnings are calculated on base salary plus all allowances and market loadings, any workers compensation payments made through the payroll, overtime and penalty payments, and employer's contributions on behalf of employees to superannuation.

In considering pay relativities, base and gross salaries for staff are broken down by gender and employment basis. The two predictors that account for most of the discrepancy between male and female salaries are appointment level and steps within that level. (That is, men are more likely than women to be employed at higher levels throughout the University, and tend also to be in greater numbers at the top of the scale at most levels.) The following graphs show a breakdown of the average gross earnings for full-time continuing staff. The average weekly salary for this employment category is \$1,502 for academic staff and \$881 for general staff. The average weekly gross earnings for each group is shown as a percentage of average gross earnings of total staff.



Full time continuing academic staff (Table 9.3 – Academic Staff)



Full-time permanent general staff (Table 9.3 – General staff)

- In all employment categories for academic and general staff, men received higher base salaries than women.
- The greatest difference between female and male earnings is found in the gross earnings of full-time academic staff on contract. The average salary for this group is \$1,429 per week. On average, women earn 79% of this amount; men earn 115%; other groups are as follows: Indigenous people, 54%; people whose first language is other than English, 96%; people with a disability, 169%.
- For general staff, the greatest difference between female and male earnings is found in the gross earnings of full-time continuing staff. The average gross earnings for this group is \$881 per week. Women earn 92% of this amount; men earn 109%; other groups are as follows: Indigenous people, 77%; people whose first language is other than English, 104%; people with a disability requiring adjustment at work, 100%.

Improved Employment Access and Participation by Equity groups

Objective: Selection success for Equity groups

Indicator 1: Progress towards population benchmarks and government targets in representation of Equity group members in recruitment

Academic women

- Over the past five years, Academic staff numbers at UNE have decreased by more than 10% and, consequently, recruitment opportunities have been limited. In spite of this, the percentage of women among academic staff has increased (2001: 35%; 1994: 25%).
- The representation of women among academic competitive appointments (external or internal to a higher level) has exceeded their current representation among academic staff over the past three years but has not yet reached 50% of recruitment (45% for the year to March 2001).
- One barrier to the recruitment of women from metropolitan areas which is specific to the University of New England, a university located in a regional centre of some 22,000 people, is the limited employment opportunities in Armidale for the partners of potential employees.
- Women comprised 43% of external recruitment and 48% of internal competitive appointments in the year to March 2001.

	External								Internal							
	2001		2000		1999		1998		2001		2000		1999		1998	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Level A	4	50%	11	58%	9	64%	4	50%	5	63%					4	80%
Level B	7	41%	5	26%	8	36%	3	25%	4	40%	2	100%	2	25%	3	38%
Level C	1	33%	3	43%	1	100%	1	25%	2	50%	1	33%	1	100%	1	50%
Level D	0*	0%	0*	0%	1	50%										
Level E	1	100%	0*	0%	0**	0%	1	100%	0*	0%			0*	0%		
Total	13	43%	19	40%	19	46%	9	36%	11	48%	3	60%	3	30%	8	53%

* 1 man was recruited at these levels

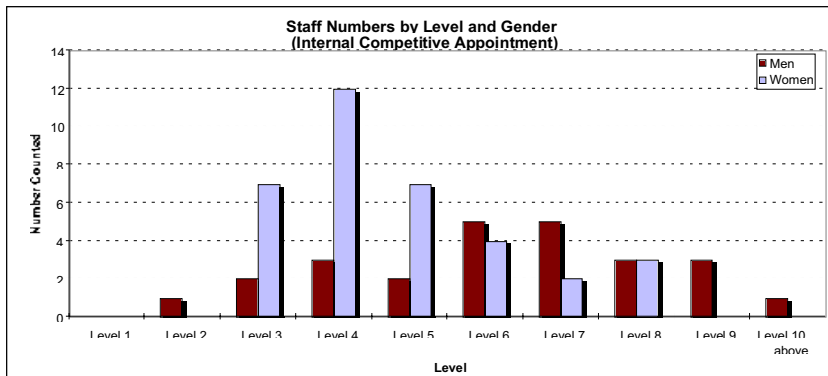
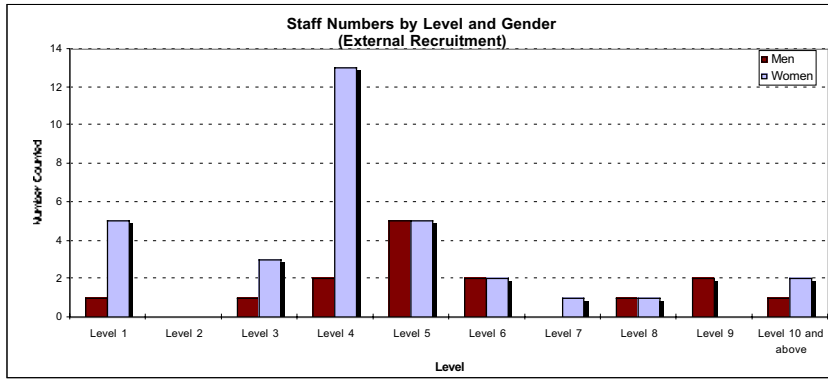
** 2 men were recruited at this level

- Fourteen academic appointments were made at base level and 39 above base level. Women comprised 46% of appointments above base level.
- Women made up 30 (56%) of the 54 direct appointments in the year to March 2001. (*Direct (non-competitive) appointment of academic staff is allowed for periods of up to 12 months.*)
- Women were also over represented among casual staff. They held 51% of all casual positions at the snapshot date of 31 March 2001.

General staff women

- A reduction in general staff numbers (some 14% in recent years) has affected recruitment opportunities for general staff. The percentage of women among general staff, however, has increased during the period (2001: 56%; 1994: 51%).
- Of all general staff competitive appointments, external recruitment formed 35%, internal competitive appointment formed 46%, and internal appointments to the same level formed 18%.
- Women have made up over 50% of internal and external competitive appointments (including competitive appointments to the same level) over recent years (2001: 61%; 2000: 63%) but tend, overall, to be employed at lower HEO levels. Sixty-six percent of all women externally recruited and 54% internally appointed were to positions at or below HEO level 4 in the year to 31 March 2001. (By way of comparison, 27% of all men externally recruited and 24% of men internally appointed were to positions at or below level 4.)

The following graphs show internal competitive selection and external recruitment to general staff positions for the year to March 2001.



- Figures for the year to 31 March 2001 show that women comprised 30% of internal competitive appointments and 43% of external recruitment to positions at level 8 and above.

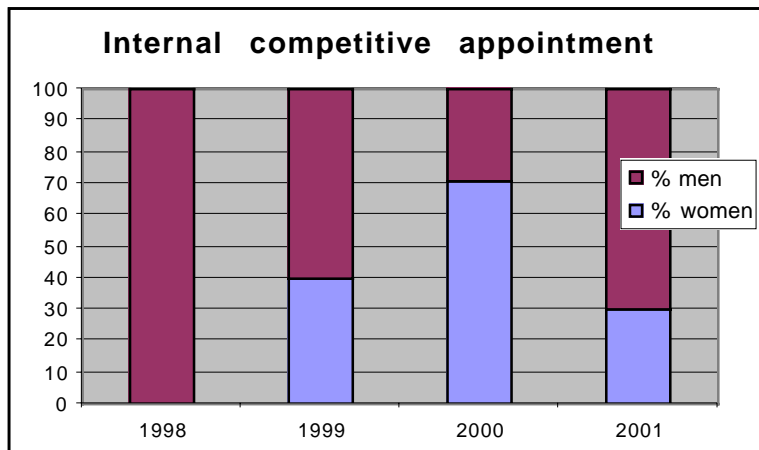
The following table and graphs show female representation in internal competitive appointments and external recruitment to HEO level 8 and above over the last four years.

	External								Internal							
	2001		2000		1999		1998		2001		2000		1999		1998	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
HEO level 8 & above	3	43%	3	60%	0*	0%	3	43%	3	30%	5	71%	2	40%	0**	0%

* 9 men were appointed

** 11 men were appointed





- A contributing factor to the lack of representation of women in internal recruitment figures at higher levels in the year to 2001, was the restructuring process carried out in the Directorate of Information Technology. As part of this process, all positions were offered internally and existing staff competed for the restructured positions. The Directorate was and is currently male dominated, particularly at higher levels. A number of positions at HEO level 8 and above were won in the internal competitive process by existing male staff.
- Two women were recruited externally to positions at HEO level 10 or above; one man was recruited externally at this level. One man and no women were appointed internally at this level during the reporting period.
- Women comprised 61% of direct appointments for the year to March 2001 and 56% of casual staff at the snapshot date, 31 March 2001. (*University policy allows for direct (non-competitive) appointment for a period of up to 6 months for general staff positions.*)
- The University appointed a total of 55 general staff at base rate and 51 general staff above base rate in the year to March 2001. Thirty (59%) of the appointments above base rate were women, 21 (41%) were men.
- Overall, however, men were still more likely to be appointed above base rate. Of all women appointed, 45% were appointed above base, compared to 53% of all men.

Indigenous people

- Indigenous people comprised an estimated 6.7% of external recruitment to academic staff but were not represented among internal competitive appointments.
- They comprised an estimate of 14.2% of external recruitment and 4.3% of internal competitive appointment to general staff. They were more likely to be appointed at base rate. Seventy-one percent of Indigenous people appointed were appointed at base rate compared with 52% of all general staff.

People whose first language spoken as a child was other than English

- Based on estimates, people whose first language was other than English comprised some 19% of external recruitment and 6% of internal competitive appointment to academic staff, a drop in comparison to the previous year. (In the last reporting period this group comprised 29% of external recruitment and 40% of internal competitive appointment.) People in this group were less likely to be appointed above base rate. Seventy-four percent of all academic appointments were above base; 44% of all people whose first language was other than English appointed, were appointed above base rate.
- An estimated two people whose first language is other than English (some 4%) were externally recruited to general staff; this group was not represented among internal competitive appointments. (People whose first language was other than English group comprised some 6% of external recruitment to general staff and 12% of internal competitive appointment to general staff in the year to 31 March 2000.)

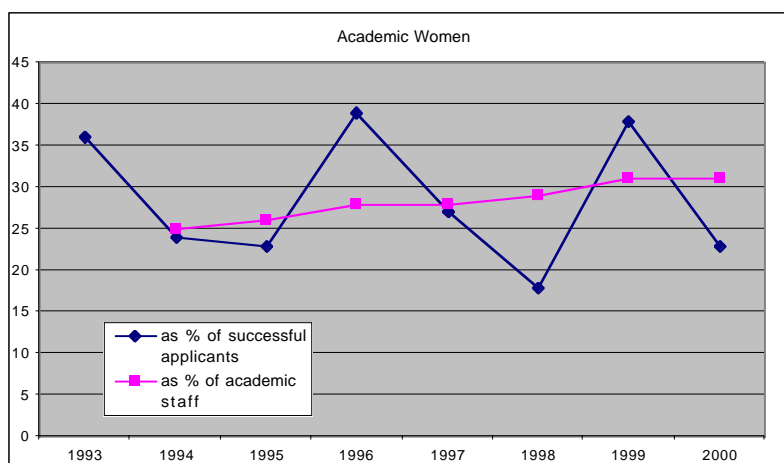
People with a disability

- Estimates indicate that two people reporting a disability (6%) were among external academic recruits; but were not represented among internal competitive selection. Both people were appointed above base.
- People reporting a disability made up 8% of internal competitive appointments but were not represented in external recruitment to general staff. They comprised 30% of appointments above base compared with 48% for all staff.

Indicator 2: Progress towards population benchmarks and government targets for Equity group members among successful applicants for academic promotion

- Women comprised 23% of staff promoted in 2000, less than their representation among academic staff. In the 1999 promotion round, women made up 38% of those promoted (1998: 18%; 1997: 27%).

The following graph shows the percentage of women among successful applicants for the years 1993 to 2000 and the percentage of women among academic staff (1994 to 2000).



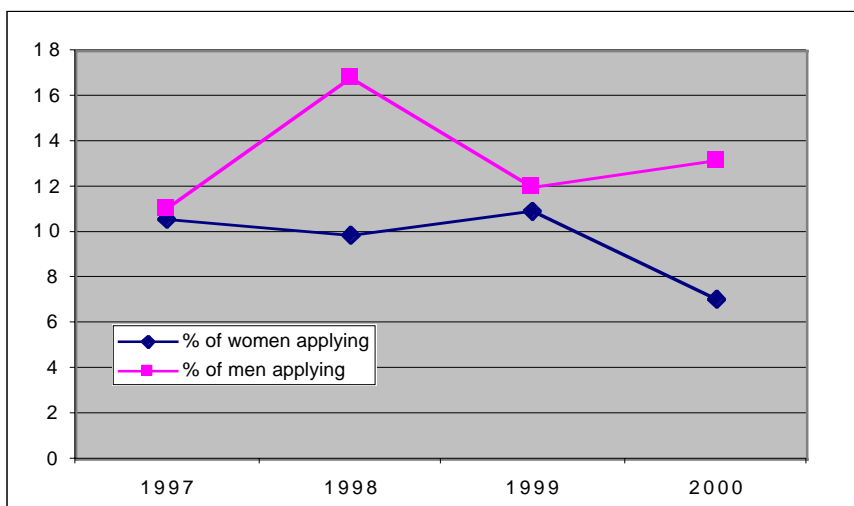
2000 Round

- ***Twenty-three percent of those promoted were women.***
- Twenty percent of applicants were women (10 of 51).
- Women comprised 75% of those promoted to level B, 20% to level C, 0% to level D, and 29% of those promoted at level E.
- Seventy percent of all female applicants were successful; 56% of all male applicants were successful.
- Approximately 7% of all academic women applied for promotion in 2000 (compared with 13% of all men).

1999 Round

- ***Thirty-eight percent of those promoted were women.***
- Twenty-nine percent of applicants were women (16 of 56).
- Women comprised 40% of those promoted to level B, 67% to level C, 17% to level D, and 0% of those promoted at level E.
- Sixty-nine percent of all female applicants were successful; 45% of all male applicants were successful.

As mentioned above, women tend to be less likely to apply for promotion but are more likely to be successful. The following diagram plots women and men applying for promotion as a percentage of all academic women and men over a four-year period.



- There were no Indigenous employees or people whose first language was other than English among those promoted in 2000. People whose first language was other than English comprised 4% of those promoted in 1999. People reporting a disability comprised 11% of academic staff promoted in 2000 (4% in 1999).

Indicator 3: Progress towards population benchmarks and government targets in the representation of Equity group members among successful applicants for reclassified general staff positions

University policy does not allow for promotion of general staff, relying instead on competitive advertisement to fill positions which might offer promotional opportunities.

- Thirty-two positions were reclassified during the year to March 2001. Women held 20 (63%) of reclassified positions. They held 10 (71%) of all positions reclassified in the year to March 2000.
- Some 24 positions were reclassified from HEO level 1 to 2 as part of the General Staff Enterprise Bargaining Agreement. Women comprised 67% of these reclassifications.
- Positions above HEO level 4: one woman, and four men had positions reclassified above level 4.
- As mentioned above, women comprised 58% of internal competitive appointments to a higher level.
- Women comprised only 30% of appointments to positions at HEO level 8 and above.
- Indigenous employees comprised 5.8% and people whose first language was other than English comprised 12% of those whose positions were reclassified during the period. There were no people reporting a disability among general staff whose positions were reclassified in 2000.

Objective: Retention of employees from Equity groups

Indicator: Separation of Equity group employees is not greater than their representation in the workforce

- Seventeen academic women (25%) separated from the University in the year to 31 March 2001. Women made up 32% of the category 'agreed period expired' and 26% of resignations.
- Eighty-two general staff women (51%) separated from the University during the year to March 2001 (2000: women comprised 60% of separations).
- General staff women made up 4% of voluntary redundancies; 17% of forced separation (retrenchment and dismissal), 59% of agreed period expired and 62% of all other separations (resignation and retirement). (2000: 31% of redundancies; 43% of forced separation, 56% of agreed period expired and 69% of all other separations.)

- Indigenous people were not represented in academic separations and made up 1.1% of general staff separations.
- People whose first language is other than English made up 31% of academic separations and 11% of general staff separations.
- People reporting a disability comprised 11% of academic and 8% of general staff separations.

A Workplace Culture Displaying Fair Practices and Behaviours

Objective: The workplace is free from discrimination

Indicator: Increase over time in the percentage of employees who perceive the workplace is free from discrimination and harassment

- Advice on the behaviour expected of University staff and avenues for complaint resolution is provided at induction sessions for new staff.
- The number and nature of complaints received by the Equity Office and Equal Opportunity Advisers are analysed annually. Training and referral information are provided, as required, as a result of the report. Analysis of the number and nature of complaints for 2000 indicates that Equity group members were complainants in half the formal cases investigated by the Equity Manager. Women (academic staff, general staff and students) were complainants in five (31%) of cases. Allegations of discrimination on the basis of gender were made in one (6%) of formal complaints. There were no formal complaints of sexual harassment brought forward by women in 2000.
- A team of Equal Opportunity Advisers (26 people) from all areas of the University provide advice and referral information on all aspects of equal employment opportunity, including discrimination and harassment. In 2000, members of the team invested some 266 hours in their role, providing advice and assistance on some 64 equity-related matters. In addition, senior members of the team contributed in excess of 50 hours to developing training.
- Of the discrimination and harassment-related issues dealt with by of Equal Opportunity Advisers, 21 went beyond the initial enquiry stage. Women (academic staff, general staff and students) comprised some 61% of those approaching EO Advisers. Two issues included allegations relating to discrimination or harassment on the basis of sex.
- A series of discrimination surveys of staff and internal students is being undertaken to access peoples' perceptions of the level of discrimination and harassment at the University and their knowledge of avenues available for assistance. During 2000 the Faculty of Education, Health and Professional Studies undertook the survey.

The Discrimination survey was sent to academic and general staff and internal students. It attracted a 26% response rate. Some 46% of respondents indicated that they are aware of avenues of complaint, appeal and assistance which exist at the University. Twelve percent had used support mechanisms. Twenty-nine percent of respondents said that they had been subjected to harassment/discrimination. Twenty-three percent indicated that they had openly confronted the behaviour, 31% had not confronted, 30% sought help from friends/colleagues, and 17% had sought help from supervisors, the Equity office, EO Advisers or the Counselling Service. Alleged grounds of harassment/discrimination included on the basis of sex (including gender) 22%; position or level of appointment, 17%; age, 11%; race, 6%; accent, 6%; other, 16%. Students, followed by academic staff were allegedly the main perpetrators of harassment/discrimination. Comments provided in the survey have provided insight into perceptions of faculty staff and students. Action on some matters has already been undertaken. Other matters will be presented to the Faculty for action in 2001.

- In the Faculty of The Sciences results from the discrimination survey will be assessed and outcomes incorporated into Faculty planning in 2001.
- Exit surveys provide another means of determining employee perceptions of discrimination in the workplace. Ninety-four people (some 41% of those separating from the University) completed exit surveys.
- Information from exit surveys indicated the principal reasons for leaving the University given by academic women included the following:
- Contract finished

- Spouse or partner could not find work in the Armidale area

- Better working conditions with new employer
 - Moving from the area
 - Personal reasons
- Information from exit surveys indicated the principal reasons for leaving the University given by general staff women included the following:
 - Contract finished
 - Personal reasons
 - Better working conditions with new employer
 - Family reasons
 - Moving from the area
 - Better career opportunities with new employer
 - Eleven people whose first language was other than English, completed exit surveys. The principal reasons for leaving the University given included the following:
 - Better career opportunities
 - Contract expired
 - Family reasons
 - Higher salary
 - Personal reasons
 - Better working conditions
 - No people separating from the University who reported a disability completed exit surveys in 2000.

Objective: Workplace barriers for women to career development are removed and equitable conditions of employment achieved

Indicator 1: Participation by women in staff training and development programs at a level greater than their representation in the University workplace Academic women

- Academic women comprised 32% of academic participants for in-house training, slightly less than their participation in the workforce. The majority of women attending staff development were from Level C. (Level A: 5%, Level B: 24%, Level C: 55%, Level D: 0%, Level E: 5%). (Men's attendance was more evenly distributed across levels.(Level A: 5%, Level B: 14%, Level C: 26%, Level D: 29%, Level E: 26%). Women's participation rate in training organised by various areas was as follows:

Student database	33%
Workplace Risk Management*	36%
Banner Finance	25%
Technology training	59%
ODU**	23%

*Includes: Occupational Health and Safety, Occupational Health and Safety Line Managers and Supervisors Training Course, Hazardous Substances, Safe Working with Computer Workstations, Workers Compensation and Injury Management.

**Includes: Strategic Directions Forum, Vice-Chancellor's Special Forum: Enhancing Entrepreneurship at UNE, Academic Leadership Program, Advanced Team Skills, Goal Setting & Performance Review

- Women were well represented in programs offered through the Teaching and Learning Centre. Women comprised 51% of participants. Courses included: Online Teaching with WebCT, Course Content and Pathways, Teaching to Small Groups, Lecturing to Large Groups, Celebrating Teaching, Strategies for Encouraging Students, Postgraduate Supervision.

General staff women

- Women's representation among general staff participants in in-house training (63%) was higher than their representation among general staff (56%). Their participation rate in training offered by various areas was as follows:

Student database	85%
Workplace Risk Management*	36%
Banner Finance	59%
Technology training	61%
ODU**	67%

*Includes: Manual Handling, Hazardous Substances, Occupational Health and Safety, Occupational Health and Safety Line Managers and Supervisors Training Course, Safe Working with Computer Workstations, Workers Compensation and Injury Management.

**Includes: Strategic Directions Forum, Advanced Team Skills, Goal Setting & Performance Review, Basic Minute Taking and Business Paper Preparation, Conducting Productive Meetings, Critical Difference (HEO 4-6), Critical Skills for Secretaries and PA's, Effective Delegation, General Staff Leadership Development Program, Introduction to Mentoring Concepts, Introduction to Supervision, Leading Effective Teams, Managing for Performance, Preparing Job Applications and Interview Skills, Presentation Skills, Project Success, Records Management, Report Writing, Selecting the Best, Time Management.

Indicator 2: Women members of access general employment benefits at the same level as all staff

STUDY LEAVE

- Study leave plays an important role in enabling academic staff to reach their research goals and achieve success in promotion to a higher academic level.
- For the first time in recent years, the representation of women taking study leave exceeded their representation among academic staff. In 2000, women comprised 41% of those taking study leave (1999: 22%; 1998: 18%)
- Approximately 13% of all academic women took study leave in 2000 compared with 11% of all men (1999: 9% of all women; 14% of all men; 1998: 9% of all women; 17% of all men).

Conversion to tenure

In 2000, ten probationary academic staff had their tenure confirmed. Normally staff are placed on three years probation with the possibility of having this term extended by up to two years (i.e. five years in total). Of the 11 (three female and eight male) applications received in 2000, three women and seven men had their tenure confirmed. (One male requested to resubmit at a later date.)

RETIREMENT SCHEMES

The University offers two retirement schemes, the Short Term Voluntary Retirement Incentive Scheme and the Pre-Retirement Contract. The Short Term Voluntary Retirement Incentive Scheme provides a lump sum payment of two weeks salary for each year of service, up to a maximum of 52 weeks salary. The Pre-Retirement Contract attracts a loading of 15% on the substantive salary for a period of up to three years prior to the retirement of the employee. Both schemes are offered at the discretion of the Vice-Chancellor.

Academic staff	Female	Male
Pre-Retirement Contract:	0	15
Short Term Voluntary Retirement Incentive Scheme:	1	11

General staff		
Pre-Retirement Contract:	6	9
Short Term Voluntary Retirement Incentive Scheme:	2	1

Overall, women comprised 20% of people in retirement schemes.

Indicator 3: Women members of staff who are pregnant, or who are breastfeeding, access benefits available to them

- A survey of women returning to work from maternity leave in 2000 was undertaken. Ten (63%) out of the 16 women surveyed responded. Findings from the survey included the following:
 - The women had been employed with the University for between one and twenty years. The average period of service was ten and a half years.
 - The average number of children cared for by respondents was 1.8.
 - Caring responsibilities extended to the aged parent of one respondent.
 - The majority of respondents indicated they were happy with the level of contact they had received whilst on maternity leave, however, nearly half would have been receptive to more contact.
 - Financial considerations and career continuity were the main reasons provided for return to work.
 - Some respondents indicated that their babies had been weaned before their return to work; access to breastfeeding facilities was a significant factor for two respondents, and a third indicated that she had been able to fit in breastfeeding during visits home at lunchtime.
 - Availability of flexible, part-time or job sharing was nominated by all respondents as extremely important.
 - Access to childcare was also a very important factor in respondents' return to work.
 - Comments on difficulties associated with accessing flexible conditions indicated that approximately half the respondents had some difficulty with negotiating appropriate arrangements. Difficulties included:
 - OH&S considerations prompted by an early return to work;
 - compromise on what mothers considered ideal hours (two women had requests for job-sharing on return from maternity leave rejected, and found their return to part-time or full-time work stressful);
 - the 20 minute morning tea break was inadequate for visits to the childcare centre for breastfeeding in the first few weeks;
 - awareness of the stress to workmates that part-time arrangements may cause;
 - feelings of insecurity arising from the perception of needing to 'compete' to get one's job back;
 - childcare centre hours being too limited; and
 - lack of parking for drop off and pick up at the childcare centre causing stress and late arrival at work.
- In response to a question in the exit survey on available child care at the University, female respondents indicated as follows: excellent, 1 (14%); good, 4 (57%); fair, 2 (29%) (Exit survey – general staff women).
- One of the respondents to the exit survey who indicated that she was leaving for family reasons also noted that she had been unable to negotiate a part-time position after returning from maternity leave.

ACTION OUTCOMES

Fair Policies and Procedures

Objective: Policies & procedures are non-discriminatory and contribute to EEO outcomes

Indicator: Employment policies and procedures comply with equity standards

- Academic promotions are monitored annually. The Equity manager has input into the evaluation and adjustment of promotion procedures. To make the process fairer and more inclusive, a system has been introduced to allow applicants to weight their applications, putting greater emphasis on professional service, research or teaching.
- As a result of the Enterprise Bargaining Agreement, general staff policies are being reviewed. The Equity manager has input into new policies.
- Information on opportunities to perform higher duties is analysed annually.
- A Disability Action Plan is currently being developed.
- The University recruitment training program 'Selecting the Best' aims to train staff in all aspects of competitive merit-based selection. The program has a component covering equity issues. It is currently being adapted to cover academic as well as general staff recruitment. The Equity manager provides advice on the equity component of the training program.
- Any applicant or supervisor may request the attendance of an EEO Observer during a selection process.
- Information on harassment prevention and complaint handling procedures is covered by staff of the Equity Office in Induction Sessions for new staff.
- The Grievance Mediation Policy and Procedures, approved 1994 and revised in 1997, provides an alternative avenue for dispute resolution for staff and students. The policy is currently being reviewed.
- An Equity Impact Analysis is conducted as part of organisational change processes. The University commits to consultation with staff, unions and relevant bodies before a final decision is made and during the implementation of workplace change.

Objective: Employment practices meet both the diverse needs of employees and University business and service goals

Indicator: A full range of flexible work arrangements are offered

- Family and community leave is available for general staff with family responsibilities. General staff are credited with eight days Family and Community paid leave on 1 January each year for the mixed purposes of family/carer leave, compassionate/bereavement leave, religious leave and cultural leave. Family leave was accessed on 417 occasions during 2000. Sixty-seven percent of this access was by female staff.
- During 2000 the 48/52 salary averaging arrangement was phased out and in its place staff were able to negotiate fractional working arrangements. Staff are now able to negotiate fractions other than 48/52. The previous cap (30 hours per week) on the number of hours allowed for fractional work was removed. New arrangements have provided increased flexibility for staff seeking variations in hours because they are no longer locked into a 12 month period, a proviso under the previous scheme.
- For the year to 31 March 2001 women comprised 81% of general staff and 69% of academic staff employed on a fractional basis.
- One female member of general staff works from home on a regular basis.

Objective: Work organisation enables skill development and career progression

Indicator 1: The University has a process to identify and remove structural barriers to career progression

- Absence of unjustifiable tertiary qualifications barriers: job advertisements for general staff positions specify formal qualifications and/or a relevant experience in a related area for the majority of positions.
- A number of administrative areas across the University have reorganised work processes to provide broader more interesting positions (eg eliminating data entry only positions and broadening the skill-base of staff in these positions).
- As mentioned above applicants for academic promotion are able to weight their applications, placing greater emphasis on teaching, research or service to the University. Advice on discipline areas of applicants is provided to the committee.

Indicator 2: Restructuring processes are consistent with EEO principles

- Equity impact analyses are undertaken in University change processes which alter staffing numbers or profiles.
- The Equity Manager, EEO Officer or a trained Equal Opportunity Adviser participates in restructuring processes.

Needs-based Programs for Equity groups

Objective: Recruitment strategies target Equity groups

Indicator: The University uses a range of merit recruitment strategies to attract a diverse field of applicants

- The University's usual practice is to advertise in at least one national newspaper and on the world-wide web.
- Membership of an Equity group (Aboriginal or Torres Strait Islander) as a selection criteria is included where this is a genuine occupational requirement.
- To increase the number of Indigenous Australians employed by the University, the EEO/AA Management Plan suggests the inclusion of membership of the Equity group, Indigenous Australians as a selection criteria for at least 18 positions during the life of the plan.
- The Indigenous Employment and Career Development strategy encourages advertisement in alternative press, such as the *Koori Mail*.
- During 2000 the position of Indigenous Employment and Career Development Project Officer became vacant. The position was reviewed and expanded from a part-time to full-time position. The Equity Manager liaised extensively with the local Indigenous community to raise awareness in relation to the position.

Objective: The University provides development opportunities for Equity groups

Indicator 1: The University provides access to targeted development opportunities and/or bridging programs for Equity group members

- During 2000, the Spokeswomen's Programme was further developed as an initiative for the career development of general staff women. The Programme aims to provide elected and nominated Spokeswomen with specific career development opportunities (in 2001) as well as providing all University women with the opportunity to develop and extend networks within the University and the region. In 2000, three general staff women attended the Spokeswomen's Annual Conference in Sydney.

The program attracted good attendances at the Speaker Series in 2000. All general staff women were invited to attend the two seminars. Some 40 women attended the seminar with keynote speakers, Mary Grace and Helen Bauer, in March; approximately 70 women attended when University Chancellor, Dr Pat O'Shane, spoke in August. Indigenous women were well represented at the seminar. The Speaker Series also provides the opportunity for University women to participate by chairing and speaking at seminars

Indicator 2: The number of Equity group members acting in higher duties reflect at least their proportion within the University

For the year 2000, 95 people performed higher duties at levels between 1 and 4 levels higher than their substantive level on some 127 occasions. The following table provides a breakdown of Equity groups performing at the higher duties level.

Level	Total staff	Staff responding to EEO data	Men	Women	Aboriginal People & Torres Strait Islanders	People from Ethnic Minority Groups	People whose first language is other than English	People with a disability	People with a disability requiring adjustment
Level 3	2	1	1	1					
Level 4	11	9	2	9					
Level 5	21	16	6	15	1	1	1	2	
Level 6	14	13	4	10					
Level 7	17	14	4	13					
Level 8	10	6	5	5		1	1		
Level 9	11	10	3	8		1			
Level 10	4	3	2	2					
Unknown	5	1	2	3		1			
Total	95	73	29	66	1	4	2	2	

Representation of Equity Group members performing higher duties as a percentage of their representation among general staff

	All General Staff	Women	Aboriginal People & Torres Strait Islanders	People from Ethnic Minority Groups	People whose first language is other than English	People with a disability	People with a disability requiring adjustment
General Staff	100%	56%	2.2%	7%	4%	6%	0.8%
General staff performing higher duties	12%	15%	8%*	10%	8%	6%	0%

* Low numbers may skew this result. (One Indigenous person performed higher duties.)

- Women comprised 69% of people undertaking higher duties. They are also well represented in higher HEO levels. Based on a 77% response rate to the EEO data survey of people performing higher duties, Indigenous people comprised 1%, people whose first language is other than English made up 4% and people with a disability made up 2% of those undertaking higher duties. Indigenous people and people with a disability had a lower representation among those undertaking higher duties than their representation in the University's employment profile.
- Faculties and directorates report offering a wide range of opportunities to staff in the form of higher duties. Secondments and opportunities to act in higher level positions are seen as important career development opportunities for general staff.
- Procedures in the Arts Faculty Office for temporary staffing, at peak periods and to cover absences, have been revised to enhance opportunities. In the past it was customary to hire in temporary staff at higher levels. More recently the emphasis is placed on providing more junior staff with the opportunity to take on higher duties and temporary staff are hired at lower levels.
- A number of staff from the Faculty of Economics, Business and Law also had the opportunity to expand their skills by working at higher levels. Specific examples of positions in which women acted were Resource Manager, Assistant Registrar, Administrative Officers and Senior Administrative Assistants.
- Other areas that reported providing opportunities to undertake alternative or higher duties as a means of encouraging skill development and promoting career paths for female staff:
 - A Language Instructor from the Language Training Centre was seconded to the Senior Instructor position and deputised for the director during her absence on leave and on overseas marketing duties in 2000.
 - Nine women from Dixon Library were seconded internally to other positions, and in some cases higher positions within the Library, to broaden skills and promote career opportunities.
 - A woman was seconded for two months on a part-time basis to a newly created position in the Safety and Security Office.
 - One female member of college staff was offered experience in a different field when, as part of a redeployment process, she filled a temporary vacancy for a number of weeks in the mail room.

Managers and Employees Informed, Trained and Accountable for EEO

Objective: Accountabilities for EEO are specified in the performance agreements of the Vice-Chancellor and all managers

Indicator: The Vice-Chancellor, executive staff and an increased proportion of academic and administrative managers have EEO accountabilities in their performance agreements

- Three hundred and sixty degree performance appraisal is undertaken for senior management. Equity accountabilities are included in the appraisal.
- Performance review procedures for general staff includes knowledge of EEO relevant to the HEO level and supervisory responsibilities of the member of staff.
- Selection criteria for the recruitment of general staff includes knowledge of EEO relevant to the level of the position.

Objective: EEO issues are integrated into relevant training and development for all employees

Indicator: Skills training specifically addresses diversity and equity

- The training of supervisors and staff for the Goal Setting and Performance Review initiative introduced within the University in 1999 included information which aimed to provide insight into diversity issues, the variety of different working and communication styles encountered within the work environment, and on equity and fairness.
- The Equity Manager provides input into training programs offered by the Organisational Development Unit. Leadership and management training programs include equity and diversity modules.

Frontline Management, a program for people in management and supervisory roles (HE0 levels 7-10+) includes a half-day component on equity considerations for managers. The Equity Manager provides this component of the program.

The training program, 'The Critical Difference' (aimed at general staff HE0 levels 4-6) provides a segment in which participants provide a presentation on one of the University's policies. Staff of the Equity Office provide feedback on the presentation and elaborate as required on equity-related policy objectives.

- The recruitment training program, 'Selecting the Best' includes a component on equal employment opportunity and diversity.
- Induction sessions for new staff include a component on the rights and responsibilities of University staff.
- Equity training is offered by the Equity Office on request.

Objective: Information on EEO and associated policies and programs reaches all employees

Indicator: A variety of communication strategies are used to inform employees of EEO policies and programs

- The University has a variety of communication strategies to inform employees about acceptable behaviour in the workplace, EEO policies, and policies and procedures for the resolution of conflict. These include: the University Code of Conduct; the Human Resources manual, available on the web; the University's staff monthly newsletter, *Smith's*, and the University's email communication networks UNE-official and UNE-business.
- The University's EEO/AA Policy is provided to all new staff with their letter of offer.
- The University has policies in place which provide clear guidelines for the resolution of informal and formal complaints:
 - * The Sex-based Harassment Policy and Procedures ratified in 1993, and reviewed and updated in 1997. The policy is currently being reviewed.
 - * The Anti-Racism Policy and Guidance Material, approved 1997. The policy is currently being reviewed.
- As mentioned above, some training programs offered by the Organisational Development Unit include examination of University policies.
- A team of Equal Opportunity Advisers (26 people) from all areas of the University have been trained to provide advice and referral information on all aspects of equal employment opportunity, including discrimination and harassment.
- Advice on the behaviour expected of University staff and avenues for complaint resolution are provided at induction sessions for new staff.

PLANNING OUTCOMES

Sound Information Base

Objective: EEO statistical data is comprehensive and accurate

Indicator: EEO statistics comply with ODEOPE specifications

- The response rate to the University EEO data collection is currently 73% for academic staff and general staff. In addition to EEO data survey forms being supplied with letters of offer to new staff, annual targeted surveys are undertaken to pick up those staff who may have missed receiving a survey form.
- Standard EEO statistical tables are complete as far as possible* and all inconsistencies identified by the ODEOPE spreadsheet have been corrected.
*(*The University of New England uses 'Concept' MIS and cannot supply information on ASCO codes for general staff.)*
- The distribution test indicates bias in employment distribution of Equity groups. Information on data for the year to 31 March 2001 indicated the employment of Equity groups is biased in 11 tables (see Data Check Summary in the Attachment to the report).

Objective: Qualitative information is collected and used in EEO Planning

Indicator: Qualitative information is collected

- *STAFF OF THE EQUITY OFFICE ARE AVAILABLE FOR INDIVIDUAL CONSULTATION WITH EMPLOYEES ON EQUITY ISSUES.*
- Employees have access to well established dispute resolution and grievance mediation procedures. An analysis of complaints handled by the Equity Office is undertaken annually.
- Information on perceptions of equity and discrimination has been gained through a Discrimination Survey which has been undertaken in two of the four University faculties to date. Feedback on equity concerns has been provided to relevant areas as a result of the survey.

Employee Views are Heard

Objective: Equity groups contribute to decision-making

Indicator 1: The composition of high level decision-making bodies reflects the EEO profile of the University

- Currently, information is sought on gender balance on University committees. Information on other equity groups has been requested, but the response from faculties and directorates has been variable and inconclusive. Further work is required before an overview of information on the composition of decision-making bodies can be obtained.

Indicator 2: Consultative groups operate to allow EEO groups to contribute to University policy

- A network of general staff women has been set up to facilitate discussions on a range of issues relevant to women.
- The Academic Women's Association provides an avenue for the views of academic women to be heard. The Coordinator of the Academic Women's Association is an ex-officio member of the Vice-Chancellor's EEO Advisory Committee, as is the Director of the Oorala Centre.

Indicator 3: Increase in the percentage of Equity groups members who perceive that they contribute to decision-making

- As a means of improving communication between employees and management, a General Staff Consultative Group has been established.
- Voluntary exit surveys are provided to staff separating from the University. Exit interviews can be arranged upon request.
- The Equity Office and the Equal Opportunity Adviser Scheme provide avenues for staff to seek referral information or to discuss grievances informally.

EEO Outcomes are Included in University Planning

Objective: EEO is integrated into University Planning

Indicator: EEO strategies are included in University planning

- The University of New England Strategic Plan includes EEO values, outcomes and indicators of success.
- Strategies are provided and suggested actions discussed in the University-wide EEO/AA Management Plan 1999–2002.

BENCHMARKS

Academic Staff

Representation	University of New England (2000)	All Universities (1999)	Benchmark or Govt Target
Women	35%	34%	50%
Aboriginal People & Torres Strait Islanders	1.0%	1.2%	2%
People Whose Language First Spoken as a Child was not English	14%	19%	19%
People with a Disability	8%	7%	12%
People with a Disability Requiring Adjustment at Work	2.3%	2.3%	7%

Distribution Index	University of New England (2000)	All Universities (1999)	Benchmark
Women	72	78	100
Aboriginal People & Torres Strait Islanders	n/a	73	100
People Whose Language First Spoken as a Child was not English	104	93	100
People with a Disability	112	108	100
People with a Disability Requiring Adjustment at Work	n/a	102	100

Academic Staff Statistical Tables 2000

1. LEVEL (p.2)
2. EMPLOYMENT BASIS (p.3)
3. EXTERNAL RECRUITMENT (p.3)
4. INTERNAL COMPETITIVE APPOINTMENT (p.4)
5. PROMOTION (p.4)
6. COMPETITIVE APPOINTMENTS - STARTING SALARY RATE (p5)
7. SEPARATIONS (p.5)
8. AVERAGE BASE SALARY (pp. 6 & 7)
9. AVERAGE GROSS EARNINGS (pp. 8, 9 & 10)

University of New England ó 2000												
1. LEVEL (ACADEMIC STAFF)												
Table 1.1 Staff Numbers by Level												
LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted					
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Level A	-		69	42	24	45	2	7	7	2	1	
Level B	-		163	114	98	65	1	19	11	8	1	
Level C	-		124	93	83	41	0	24	16	7	3	
Level D	-		64	52	58	6	0	13	9	5	2	
Level E	-		47	41	41	6	0	12	6	5	1	
TOTAL			467	342	304	163	3	75	49	27	8	

University of New England ó 2000											
2. EMPLOYMENT BASIS (ACADEMIC STAFF)											
Table 2.1 Staff Numbers by Employment Basis											
EMPLOYMENT BASIS		Actual Number				Number Counted					
		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Tenurable	Full-Time	360	278	256	104	2	65	42	23	6	
	Fractional	19	13	4	15	0	2	1	1	1	
Contract	Full-Time	< 1 Year	30	16	16	14	1	1	0	1	0
		1 < 3 Years	16	12	10	6	0	4	4	1	1
	3+ Years	7	5	5	2	0	2	1	0	0	
	Fractional	< 1 Year	25	15	7	18	0	0	0	1	0
		1 < 3 Years	10	3	6	4	0	1	1	0	0
3+ Years	0	0	0	0	0	0	0	0	0		
Casual		186	25	92	94	0	5	3	4	1	
TOTAL		653	367	396	257	3	80	52	31	9	

University of New England ó 2000											
3. EXTERNAL RECRUITMENT (ACADEMIC STAFF)											
Table 3.1 Staff Numbers by Level											
LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted				
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Level A	-		8	4	4	4	1	2	2	0	0
Level B	\$0		17	10	10	7	0	2	1	1	0
Level C	\$0		3	1	2	1	0	0	0	0	0
Level D	\$0		1	1	1	0	0	0	0	0	0
Level E	\$0		1	0	0	1	0	0	0	0	0
TOTAL			30	16	17	13	1	4	3	1	

University of New England ó 2000

4. INTERNAL COMPETITIVE APPOINTMENT

(ACADEMIC STAFF)

Table 4.1 Staff Numbers by Level

LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted				
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Level A	-		8	4	3	5	0	0	0	0	0
Level B	\$0		10	7	6	4	0	1	1	0	0
Level C	\$0		4	4	2	2	0	0	0	0	0
Level D	\$0			0	0	0	0	0	0	0	0
Level E	\$0		1	1	1	0	0	0	0	0	0
TOTAL			23	16	12	11		1	1		

University of New England ó 2000

5. PROMOTION

(ACADEMIC STAFF)

Table 5.1 Staff Numbers by Level

LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted				
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Level A	-			0	0	0	0	0	0	0	0
Level B	\$0		4	4	1	3	0	1	0	0	0
Level C	\$0		10	6	8	2	0	2	0	2	0
Level D	\$0		9	7	9	0	0	0	0	0	0
Level E	\$0		7	7	5	2	0	0	0	0	0
TOTAL			30	24	23	7		3		2	

University of New England ó 2000

6. COMPETITIVE APPOINTMENTS - STARTING SALARY RATE (ACADEMIC STAFF)

Table 6.1 Staff Numbers by Starting Salary Rate

STARTING SALARY RATE	Actual Number				Number Counted				
	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Base Rate	14	7	8	6	1	3	2	0	0
Above Base Rate	39	25	21	18	0	2	2	1	0
Not Applicable		0	0	0	0	0	0	0	0
TOTAL	53	32	29	24	1	5	4	1	

University of New England ó 2000

7. SEPARATIONS (ACADEMIC STAFF)

Table 7.1 Staff Numbers by Separation Type

SEPARATION TYPE	Actual Number				Number Counted				
	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Voluntary Redundancy	4	1	3	1	0	1	1	0	0
Forced Separation Agreed	1	0	1	0	0	0	0	0	0
Period Expired	19	10	13	6	0	2	2	2	0
All Other Separations	44	26	34	10	0	12	8	2	1
TOTAL	68	37	51	17		15	11	4	1

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8. AVERAGE BASE SALARY

(ACADEMIC STAFF)

Table 8.1 Staff Numbers, Paid Hours, Total Weekly Base Salary

A : Number of Full-Time Staff paid during the Reference Week										
FULL-TIME	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Tenurable	360	278	256	104	2	65	42	23	6	
Contract	53	33	31	22	1	7	5	2	1	
TOTAL	413	311	287	126	3	72	47	25	7	
B : Total Ordinary Time Paid Hours worked by Fractional Staff										
FRACTIONAL	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Tenurable	384.0	280.9	84.4	299.6	0.0	37.5	18.8	28.1	28.1	
Contract	637.1	302.1	212.9	424.3	0.0	26.0	26.0	28.8	0.0	
TOTAL	1,021.1	583.0	297.3	723.9		63.5	44.7	56.9	28.1	
C : Total Base Salary Payments (\$)										
EMPLOYMENT BASIS	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Full-time	Tenurable	\$460,015	\$360,213	\$337,238	\$122,777	\$1,642	\$85,511	\$54,000	\$31,322	\$8,341
	Contract	\$65,090	\$44,505	\$43,628	\$21,462	\$699	\$10,172	\$5,813	\$4,125	\$1,657
	TOTAL	\$525,105	\$404,718	\$380,866	\$144,239	\$2,341	\$95,683	\$59,813	\$35,447	\$9,998
Fractional	Tenurable	\$10,282	\$7,475	\$2,793	\$7,489	\$0	\$921	\$449	\$673	\$673
	Contract	\$15,323	\$7,372	\$5,657	\$9,666	\$0	\$729	\$729	\$688	\$0
	TOTAL	\$25,605	\$14,846	\$8,450	\$17,154		\$1,650	\$1,178	\$1,361	\$673

Table 8.2 Average Base Salary

A :		Average Weekly Base Salary (\$)								
FULL-TIME		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Tenable Contract		\$1,278	\$1,296	\$1,317	\$1,181	\$821	\$1,316	\$1,286	\$1,362	\$1,390
Contract		\$1,228	\$1,349	\$1,407	\$976	\$699	\$1,453	\$1,163	\$2,063	\$1,657
TOTAL		\$1,271	\$1,301	\$1,327	\$1,145	\$780	\$1,329	\$1,273	\$1,418	\$1,428

B :		Average Hourly Base Salary (\$)								
FRACTIONAL		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Tenable Contract		\$27	\$27	\$33	\$25		\$25	\$24	\$24	\$24
Contract		\$24	\$24	\$27	\$23		\$28	\$28	\$24	
TOTAL		\$25	\$25	\$28	\$24		\$26	\$26	\$24	\$24

Table 8.3 Percent of Total Staff Average Base Salary

		Average Base Salary as Percent of Total Staff Average Base Salary in each Employment Category								
EMPLOYMENT BASIS		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Tenable Contract		101%	103%	92%	64%	103%	101%	107%	109%
	Contract		110%	115%	79%	57%	118%	95%	168%	135%
	TOTAL		102%	104%	90%	61%	105%	100%	112%	112%
Fractional	Tenable Contract		99%	124%	93%		92%	89%	89%	89%
	Contract		101%	111%	95%		117%	117%	100%	
	TOTAL		102%	113%	95%		104%	105%	95%	95%

University of New England ó 2000

9. AVERAGE GROSS EARNINGS (ACADEMIC STAFF)

Table 9.1 Staff Numbers, Paid Hours, Total Weekly Gross Earnings

A :		Number of Full-Time Staff paid during the Reference Week (as for Table 8.1)								
FULL-TIME		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Tenurable	360	278	256	104	2	65	42	23	6	
Contract	53	33	31	22	1	7	5	2	1	
TOTAL	413	311	287	126	3	72	47	25	7	
B :		Total Paid Hours worked by Fractional Staff								
FRACTIONAL		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Tenurable	384.0	280.9	84.4	299.6	0.0	37.5	18.8	28.1	28.1	
Contract	637.1	302.2	212.9	424.3	0.0	26.0	26.0	28.8	0.0	
TOTAL	1,021.1	583.0	297.3	723.9		63.5	44.8	56.9	28.1	
C :		Total Weekly Gross Earnings (\$)								
EMPLOYMENT BASIS		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Tenurable	\$540,553	\$423,488	\$396,325	\$144,228	\$1,921	\$101,067	\$63,485	\$37,609	\$10,365
	Contract	\$75,717	\$52,286	\$51,042	\$24,675	\$769	\$11,886	\$6,871	\$4,820	\$1,932
	TOTAL	\$616,271	\$475,774	\$447,367	\$168,903	\$2,690	\$112,953	\$70,356	\$42,429	\$12,297
Fractional	Tenurable	\$12,095	\$8,920	\$3,164	\$8,932	\$0	\$1,081	\$525	\$788	\$788
	Contract	\$17,227	\$8,245	\$6,371	\$10,856	\$0	\$853	\$853	\$743	\$0
	TOTAL	\$29,323	\$17,165	\$9,535	\$19,788		\$1,934	\$1,378	\$1,531	\$788

Table 9.2 Average Gross Earnings

A :										
Average Weekly Gross Earnings (\$)										
FULL-TIME	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Contract	\$1,429	\$1,584	\$1,647	\$1,122	\$769	\$1,698	\$1,374	\$2,410	\$1,932	
TOTAL	\$1,492	\$1,530	\$1,559	\$1,341	\$897	\$1,569	\$1,497	\$1,697	\$1,757	

B :										
Average Hourly Gross Earnings (\$)										
FRACTIONAL	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Contract	\$27	\$27	\$30	\$26		\$33	\$33	\$26		
TOTAL	\$29	\$29	\$32	\$27		\$30	\$31	\$27	\$28	

Table 9.3 Percent of Total Staff Average Gross Earnings

Average Earnings as Percent of Total Staff Average Gross Earnings in each Employment Category										
EMPLOYMENT BASIS	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
	Contract	111%	115%	79%	54%	119%	96%	169%	135%	
	TOTAL	103%	104%	90%	60%	105%	100%	114%	118%	
Fractional	Tenable Contract	101%	119%	95%		92%	89%	89%	89%	
	Contract	101%	111%	95%		121%	121%	96%		
	TOTAL	103%	112%	95%		106%	107%	94%	98%	

Table 9.4 Average Gross Earnings as Percent Increase over Average Base Salary

EMPLOYMENT BASIS		Average Gross Earnings as Percent of Average Base Salary								
		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Tenable Contract	18%	18%	18%	17%	17%	18%	18%	20%	24%
	Contract	16%	17%	17%	15%	10%	17%	18%	17%	17%
	TOTAL	17%	18%	17%	17%	15%	18%	18%	20%	23%
Fractional	Tenable Contract	18%	19%	13%	19%		17%	17%	17%	17%
	Contract	12%	12%	13%	12%		17%	17%	8%	
	TOTAL	15%	16%	13%	15%		17%	17%	12%	17%

BENCHMARKS

General Staff

Representation	University of New England (2000)	All Universities (1999)	Benchmark or Govt Target
Women	56%	60%	50%
Aboriginal People & Torres Strait Islanders	2.2%	1.3%	2%
People Whose Language First Spoken as a Child was not English	4%	16%	19%
People with a Disability	6%	7%	12%
People with a Disability Requiring Adjustment at Work	0.8%	1.8%	7%

Distribution Index	University of New England (2000)	All Universities (1999)	Benchmark
Women	81	87	100
Aboriginal People & Torres Strait Islanders	n/a	82	100
People Whose Language First Spoken as a Child was not English	112	99	100
People with a Disability	90	100	100
People with a Disability Requiring Adjustment at Work	n/a	97	100

General Staff Statistical Tables 2000

1. LEVEL (p.2)
2. EMPLOYMENT BASIS (p.3)
3. EXTERNAL RECRUITMENT (p.3)
4. INTERNAL COMPETITIVE APPOINTMENT (p.4)
5. RECLASSIFICATION/PROMOTION (p.4)
6. COMPETITIVE APPOINTMENTS - STARTING SALARY RATE (p5)
7. SEPARATIONS (p.5)
8. AVERAGE BASE SALARY (pp. 6 & 7)
9. AVERAGE GROSS EARNINGS (pp. 8, 9 & 10)

University of New England ó 2000												
1. LEVEL (GENERAL STAFF)												
Table 1.1 Staff Numbers by Level												
LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted					
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Level 1	-		20	11	6	14	1	0	0	3	1	
Level 2	-		42	24	22	20	1	3	4	1	0	
Level 3	-		121	84	33	88	5	3	2	7	1	
Level 4	-		201	149	62	139	2	6	3	7	1	
Level 5	-		127	92	49	78	2	8	1	5	1	
Level 6	-		99	74	52	47	1	6	4	5	0	
Level 7	-		69	57	43	26	0	7	5	3	0	
Level 8	-		60	47	42	18	0	4	3	3	0	
Level 9	-		14	11	14	0	0	1	0	0	0	
Level 10 and above	-		28	21	18	10	0	4	3	1	0	
TOTAL			781	570	341	440	12	42	25	35	4	

University of New England ó 2000

2. EMPLOYMENT BASIS (GENERAL STAFF)

Table 2.1 Staff Numbers by Employment Basis

EMPLOYMENT BASIS		Actual Number				Number Counted					
		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work	
Permanent	Full-Time	552	423	268	284	11	31	19	25	2	
	Fractional	117	91	18	99	1	5	2	7	2	
Contract	Full-Time	< 1 Year	41	20	19	22	0	2	1	1	0
		1 < 3 Years	23	18	17	6	0	3	0	0	0
		3+ Years	11	5	7	4	0	0	0	1	0
	Fractional	< 1 Year	34	12	12	22	0	1	0	1	0
		1 < 3 Years	2	1	0	2	0	0	0	0	0
		3+ Years	1	0	0	1	0	0	0	0	0
Casual		219	11	96	123	0	1	1	1	1	
TOTAL		1,000	581	437	563	12	43	26	36	5	

University of New England ó 2000

3. EXTERNAL RECRUITMENT (GENERAL STAFF)

Table 3.1 Staff Numbers by Level

LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted				
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Level 1	-	-	6	2	1	5	1	0	0	0	0
Level 2	-	-	0	0	0	0	0	0	0	0	0
Level 3	-	-	4	3	1	3	0	0	0	0	0
Level 4	-	-	15	9	2	13	1	1	0	0	0
Level 5	-	-	10	6	5	5	0	1	1	0	0
Level 6	-	-	4	2	2	2	1	0	0	0	0
Level 7	-	-	1	1	0	1	0	0	0	0	0
Level 8	-	-	2	2	1	1	0	0	0	0	0
Level 9	-	-	2	0	2	0	0	0	0	0	0
Level 10 and above	-	-	3	2	1	2	0	0	0	0	0
TOTAL			47	27	15	32	3	2	1		

University of New England ó 2000

4. INTERNAL COMPETITIVE APPOINTMENT

(GENERAL STAFF)

Table 4.1 Staff Numbers by Level

LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted				
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Level 1	-	-	1	0	0	0	0	0	0	0	0
Level 2	-	-	9	1	1	0	0	0	0	0	0
Level 3	-	-	9	6	2	7	0	1	0	1	0
Level 4	-	-	15	14	3	12	1	2	0	0	0
Level 5	-	-	9	6	2	7	1	1	0	2	1
Level 6	-	-	9	7	5	4	0	0	0	0	0
Level 7	-	-	7	5	5	2	0	0	0	0	0
Level 8	-	-	6	5	3	3	0	0	0	0	0
Level 9	-	-	3	3	3	0	0	1	0	0	0
Level 10 and above	-	-	1	1	1	0	0	0	0	0	0
TOTAL			60	48	25	35	2	5	3	3	1

University of New England ó 2000

5. RECLASSIFICATION / PROMOTION

(GENERAL STAFF)

Table 5.1 Staff Numbers by Level

LEVEL	Salary Band \$ From \$ To		Actual Number				Number Counted				
			TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Level 1	-	-	0	0	0	0	0	0	0	0	0
Level 2	-	-	24	13	8	16	1	1	2	0	0
Level 3	-	-	3	0	0	0	0	0	0	0	0
Level 4	-	-	3	3	0	3	0	0	0	0	0
Level 5	-	-	2	2	2	0	0	1	0	0	0
Level 6	-	-	1	0	1	0	0	0	0	0	0
Level 7	-	-	1	1	0	1	0	0	0	0	0
Level 8	-	-	1	1	1	0	0	0	0	0	0
Level 9	-	-	0	0	0	0	0	0	0	0	0
Level 10 and above	-	-	0	0	0	0	0	0	0	0	0
TOTAL			32	20	12	20	1	2	2	0	0

University of New England ó 2000

6. COMPETITIVE APPOINTMENTS - STARTING SALARY (GENERAL STAFF)

Table 6.1 Staff Numbers by Starting Salary Rate

STARTING SALARY RATE	Actual Number				Number Counted				
	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Base Rate	56	36	19	37	3	5	1	2	1
Above Base Rate	51	39	21	30	2	2	0	1	0
Not Applicable		0	0	0	0	0	0	0	0
TOTAL	107	75	40	67	5	7	1	3	1

University of New England ó 2000

7. SEPARATIONS (GENERAL STAFF)

Table 7.1 Staff Numbers by Separation Type

SEPARATION TYPE	Actual Number				Number Counted				
	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Voluntary Redundancy	23	13	22	1	0	4	3	3	2
Forced Separation	6	3	5	1	0	1	1	0	0
Agreed Period Expired	58	21	24	34	0	1	0	1	1
All Other Separations	74	43	28	46	1	9	6	3	2
TOTAL	161	80	79	82	1	15	10	7	5

University of New England ó 2000

8. AVERAGE BASE SALARY (GENERAL STAFF)

Table 8.1 Staff Numbers, Paid Hours, Total Weekly Base Salary

A :										
Number of Full-Time Staff paid during the Reference Week										
FULL-TIME		TOTAL STAFF	Responde nts	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno- Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent		552	423	268	284	11	31	19	25	2
Contract		75	43	43	32	0	5	4	2	0
TOTAL		627	466	311	316	11	36	23	27	2
B :										
Total Ordinary Time Paid Hours worked by Fractional Staff										
FRACTIONAL		TOTAL STAFF	Responde nts	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno- Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent		2,692.5	2,124.7	419.6	2,272.8	20.0	128.5	55.0	158.5	40.0
Contract		695.0	283.5	226.0	469.0	0.0	28.0	0.0	15.0	0.0
TOTAL		3,387.5	2,408.2	645.6	2,741.8	20.0	156.5	55.0	173.5	40.0
C :										
Total Base Salary Payments (\$)										
EMPLOYMENT BASIS		TOTAL STAFF	Responde nts	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno- Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Permanent	\$417,908	\$322,337	\$217,809	\$200,098	\$6,659	\$24,597	\$14,354	\$18,822	\$1,229
	Contract	\$72,147	\$47,110	\$43,603	\$28,544	\$0	\$8,289	\$7,578	\$2,341	\$0
	TOTAL	\$490,055	\$369,447	\$261,413	\$228,642	\$6,659	\$32,887	\$21,932	\$21,162	\$1,229
Fractional	Permanent	\$51,768	\$42,003	\$8,575	\$43,193	\$376	\$2,599	\$1,208	\$2,699	\$635
	Contract	\$13,394	\$5,948	\$4,561	\$8,833	\$0	\$623	\$0	\$226	\$0
	TOTAL	\$65,162	\$47,952	\$13,136	\$52,026	\$376	\$3,222	\$1,208	\$2,925	\$635

Table 8.2 Average Base Salary

A :									
Average Weekly Base Salary (\$)									
FULL-TIME	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent	\$757	\$762	\$813	\$705	\$605	\$793	\$755	\$753	\$614
Contract	\$962	\$1,096	\$1,014	\$892		\$1,658	\$1,894	\$1,170	
TOTAL	\$782	\$793	\$841	\$724	\$605	\$914	\$954	\$784	\$614
B :									
Average Hourly Base Salary (\$)									
FRACTIONAL	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent	\$19	\$20	\$20	\$19	\$19	\$20	\$22	\$17	\$16
Contract	\$19	\$21	\$20	\$19		\$22		\$15	
TOTAL	\$19	\$20	\$20	\$19	\$19	\$21	\$22	\$17	\$16

Table 8.3 Percent of Total Staff Average Base Salary

Average Base Salary as Percent of Total Staff Average Base Salary in each Employment Category									
EMPLOYMENT BASIS	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Permanent	101%	107%	93%	80%	105%	100%	99%	81%
	Contract	114%	105%	93%		172%	197%	122%	
	TOTAL	101%	108%	93%	77%	117%	122%	100%	79%
Fractional	Permanent	103%	106%	99%	98%	105%	114%	89%	83%
	Contract	109%	105%	98%		115%		78%	
	TOTAL	104%	106%	99%	98%	107%	114%	88%	83%

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9. AVERAGE GROSS EARNINGS (GENERAL STAFF)

Table 9.1 Staff Numbers, Paid Hours, Total Weekly Gross Earnings

A : Number of Full-Time Staff paid during the Reference Week (as for Table 8.1)										
FULL-TIME		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent		552	423	268	284	11	31	19	25	2
Contract		75	43	43	32	0	5	4	2	0
TOTAL		627	466	311	316	11	36	23	27	2
B : Total Paid Hours worked by Fractional Staff										
FRACTIONAL		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Permanent		2,712.2	2,144.4	419.6	2,292.6	20.0	145.2	55.0	158.5	40.0
Contract		695.0	283.5	226.0	469.0	0.0	28.0	0.0	15.0	0.0
TOTAL		3,407.2	2,427.9	645.6	2,761.6	20.0	173.2	55.0	173.5	40.0
C : Total Weekly Gross Earnings (\$)										
EMPLOYMENT BASIS		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Permanent	\$486,170	\$375,231	\$256,481	\$229,688	\$7,472	\$29,397	\$17,372	\$21,958	\$1,436
	Contract	\$83,042	\$54,597	\$50,652	\$32,390	\$0	\$9,958	\$8,913	\$2,690	\$0
	TOTAL	\$569,212	\$429,828	\$307,134	\$262,078	\$7,472	\$39,355	\$26,285	\$24,648	\$1,436
Fractional	Permanent	\$59,316	\$48,440	\$9,804	\$49,512	\$440	\$3,201	\$1,433	\$2,959	\$720
	Contract	\$15,006	\$6,656	\$5,207	\$9,798	\$0	\$688	\$0	\$226	\$0
	TOTAL	\$74,322	\$55,096	\$15,012	\$59,310	\$440	\$3,890	\$1,433	\$3,185	\$720

Table 9.2 Average Gross Earnings

A :	Average Weekly Gross Earnings (\$)
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FULL-TIME	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
	Permanent	\$881	\$887	\$957	\$809	\$679	\$948	\$914	\$878
Contract	\$1,107	\$1,270	\$1,178	\$1,012		\$1,992	\$2,228	\$1,345	
TOTAL	\$908	\$922	\$988	\$829	\$679	\$1,093	\$1,143	\$913	\$718

B : Average Hourly Gross Earnings (\$)									
FRACTIONAL	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
	Permanent	\$22	\$23	\$23	\$22	\$22	\$22	\$26	\$19
Contract	\$22	\$23	\$23	\$21		\$25		\$15	
TOTAL	\$22	\$23	\$23	\$21	\$22	\$22	\$26	\$18	\$18

Table 9.3 Percent of Total Staff Average Gross Earnings

Average Earnings as Percent of Total Staff Average Gross Earnings in each Employment Category										
EMPLOYMENT BASIS		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Permanent		101%	109%	92%	77%	108%	104%	100%	82%
	Contract		115%	106%	91%		180%	201%	121%	
	TOTAL		102%	109%	91%	75%	120%	126%	101%	79%
Fractional	Permanent		103%	107%	99%	101%	101%	119%	85%	82%
	Contract		109%	107%	97%		114%		70%	
	TOTAL		104%	107%	98%	101%	103%	119%	84%	83%

Table 9.4 Average Gross Earnings as Percent Increase over Average Base Salary										
Average Gross Earnings as Percent of Average Base Salary										
EMPLOYMENT BASIS		TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, and Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Adjustment at Work
Full-time	Permanent	16%	16%	18%	15%	12%	20%	21%	17%	17%
	Contract	15%	16%	16%	13%	20%	20%	18%	15%	17%
	TOTAL	16%	16%	17%	15%	12%	20%	20%	16%	17%
Fractional	Permanent	14%	14%	14%	14%	17%	9%	19%	10%	13%
	Contract	12%	12%	14%	11%	17%	11%	19%	9%	13%
	TOTAL	13%	14%	14%	13%	17%	9%	19%	9%	13%