

# CAMPUS MORNING MAIL

Hard facts and insider analysis

From Stephen Matchett



## New ways of working

The long anticipated [report](#) from the **Australian Higher Education Industrial Association** on university workforces in the future is out. It presents a challenging case for those who believe the old 40 per cent teaching, 40 per cent research and 20 per cent service model for academics and existing workforce categories for professional staff are immutable. However the report does not put all the emphasis on workers to adapt. As **AHEIA** points out; universities need to provide better career frameworks that support mobility in and out of public and private industry, and across professions. This includes an accreditation model that requires academics (both teaching and research) work in and out of industry with a performance framework that recognises and supports industry experience.”

For the people negotiating enterprise agreements perhaps the most significant factor in the imminent era of change is that things will happen differently at each institution. While the report does not state it, industry-wide job descriptions and conditions will not be possible.

“While change will be required of all universities, we believe the impact and application of this change at an institution level will be anything but uniform. There is no ‘one size fits all’ answer. Our expectation is that each university will have a unique response to these external drivers of change as they seek to differentiate their value proposition in what will become an increasingly diverse market,” **AHEIA’s** report predicts.

With the new enterprise bargaining round beginning this year the implications are obvious, the existing workforce models will not last. “All universities need to consider the design and skill requirements of existing and new job roles, with a view to introducing flexibility that is responsive to employer and student demands,” **AHEIA head Stuart Andrews** says.

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