



Strategic Plan 2021-2024

A. PURPOSE

AHEIA provides strategic leadership on behalf of the higher education sector to assist members to achieve fair, flexible, best practice employment arrangements.

B. PILLARS

1. Constructively influence the external environment impacting upon universities as employers
2. Advise, assist and represent our members in employment matters
3. Facilitate interaction amongst member universities
4. Provide information, research and analysis on HE workforce matters
5. Develop members' organisational capability and skills

C. OBJECTIVES

1. Constructively influence the external environment impacting upon universities as employers

- 1.1. Act as a strong and influential public voice of the university sector on employment matters and pursue the strategic objectives of the sector through proactive communication with Government, public agencies and the media
- 1.2. Represent members in FWC collective proceedings, including in relation to awards impacting the sector
- 1.3. Make submissions to public inquiries regarding legislation, codes of practice, and other regulatory issues
- 1.4. Establish and maintain national and international alliances to add to best practice

2. Advise, assist and represent our members in employment matters

- 2.1. Advise and give expert practical guidance to members both collectively and individually on employment matters governed by legislation, enterprise agreements, HR policies and individual contracts of employment
- 2.2. Assist members with the development and implementation of enterprise bargaining strategy and processes and help to coordinate, to the extent possible, a national approach to modernising sector enterprise agreements
- 2.3. Represent, support and advocate on behalf of members in FWC proceedings including unfair dismissal, general protections and workplace bullying claims, disputes arising under enterprise agreements and the National Employment Standards
- 2.4. Represent, support and advocate on behalf of members in other forums including courts, tribunals and internal university committee proceedings

3. Facilitate interaction amongst member universities

- 3.1. Arrange and host national and international conferences and events
- 3.2. Host national and State-based meetings and specialist member-only forums
- 3.3. Facilitate formal member partnerships, networks and ad hoc introductions

4. Provide information, research and analysis on HE workforce matters

- 4.1. Undertake and commission research and analysis that provides whole of sector insights and thought leadership in sector employment matters
- 4.2. Provide member-only resources, tools and publications
- 4.3. Co-ordinate the national Universities HR Benchmarking Program and produce annual HR benchmarking reports

5. Develop members' organisational capability and skills

- 5.1. Provide sector-specific learning and development programs covering current and emerging workplace issues, leadership development, cultural change, and transformation
- 5.2. Partner with members in design and delivery of bespoke programs
- 5.3. Facilitate organisational development, HR policy and other networks