

## FAIR WORK COMMISSION

Commission Matter No.:  
AM2015/6

### 4 yearly review of modern awards – Education group *Higher Education Industry - Academic Staff - Award 2010*

## STATEMENT OF KEN McALPINE

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I, Ken McAlpine, care of 120 Clarendon Street South Melbourne in the State of Victoria, Union Education Officer, state as follows:

### Background

1. I commenced employment with the National Tertiary Education Industry Union (NTEU) upon its formation by amalgamation in 1993, having been previously employed since 1988 by one of the unions which amalgamated to become the NTEU.
2. As Union Education Officer, (since 2012) my duties include designing, co-ordinating and delivering union education and training to union members, officers and staff, and sometimes to employer representatives.
3. Prior to 2012 I have been employed in the following positions: Senior Industrial Officer, National Industrial Coordinator, and Industrial Officer, with national responsibilities including enterprise bargaining coordination and negotiation, award matters, advocacy and dispute handling.

### Award history

4. I was centrally involved in the proceedings which led to the making of the *Higher Education Contract of Employment Award 1998* ("the HECE Award") and represented the NTEU at hearings before an Australian Industrial Relations Commission ("the Commission") Full Bench in 1996 and 1997. This involvement included the drafting of a specific dispute notice in relation to the use of precarious employment by Australian universities, advocacy, preparation of claims, and review of the Award at subsequent proceedings.
5. My recollection of those proceedings, refreshed by reading again the decisions of the Commission (Prints N7134 P4083 and Q0702) was that they dealt with, among other things, NTEU and CPSU claims that the use of fixed term employment should be limited to those circumstances where such use could be justified by genuine operational requirements, in light of evidence that fixed term employment was being abused as a means of simply denying employees Award and statutory entitlements which would attach to their employment if it were not fixed term. Marked and annexed as "KM1" is a contemporaneous report which I have located in a file from 1998, prepared for union officers by me, which summarised the proceedings and the issues. The report is an accurate summary.
6. Bond University was not involved in those proceedings. There was no existing interstate industrial dispute upon which an Award binding on Bond University could be founded. This followed from an earlier decision of a Full Bench of the Commission in 1989, which determined under section 111 (1) (g) of the *Industrial Relations Act 1988*, to refrain from hearing a dispute finding involving Bond University (Print J1417 – 9 February 1990). Marked and annexed as "KM2" is a copy of this decision.

7. The NTEU did not include Bond University in the disputes which gave rise to the HECE Award because the NTEU understood that, at that time, Bond University was excluded from the federal industrial jurisdiction. The disputes upon which the HECE Award was founded were general "ambit log" disputes covering the higher education industry. The NTEU took the view that an attempt to include Bond University within the ambit of disputes involved in the HECE Award proceedings would have necessitated the re-opening of the earlier Full Bench decision (at annexure KM2) which the NTEU had understood effectively excluded Bond University from the federal jurisdiction.
8. At no time prior to or during the course of the proceedings for the HECE Award was there any consideration given by the NTEU to the exclusion of Bond University from those proceedings for any reason other than as stated above, including for example by reference to any suggestion that Bond University derived a larger proportion of its revenue from student enrolment fees than the public universities.
9. Moreover, the NTEU (or CPSU) never advanced the making of the HECE Award on the basis that, as a matter of merit, the conditions in the HECE Award were appropriate only to "public" universities (as distinct from private universities like Bond University), or that the conditions were appropriate only to the institutions in existence at the time of the hearing. In addition, the merits of the HECE Award were not opposed by the employer-parties, and were not considered by the Commission in its decisions on the HECE Award, on any such bases.
10. Since it was made, the HECE Award has been extended to new employers in the higher education industry, such as the roping-in of the University of the Sunshine Coast [*Roping-in award No. 1 of 1999 inserted by Print R7059 from 02 Jul 1999*] (which was done with the consent of all parties).
11. I was also involved in the implementation of the *Higher Education Industry – Academic Staff – Award 2010* ('the Modern Award') and represented the NTEU at hearings before the Commission in 2008 and 2009.


#### **Fixed Term Contracts**

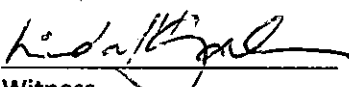
12. I am aware that the Commonwealth Department of Education releases statistics on employment within the higher education sector, based upon information provided by higher education institutions.
13. Marked and annexed as 'KM3' is a copy of a spreadsheet released by the Department of Education.
14. I downloaded this document from the Department of Education website available at the website <https://www.education.gov.au/higher-education-statistics?resource=>.
15. I understand that at tab 9 of the spreadsheet (page 27 of this statement) there is a column for 'limited term' employment.
16. The phrase 'limited term' includes the same class of person called 'fixed term' by the two higher education Modern Awards. In part this is apparent because the table as a whole excludes casual employees, and the only other category with any significant numbers included is 'Tenurial Term', meaning ongoing employment.
17. The spreadsheet demonstrates that Bond University has approximately 41.28% of its full time equivalent staff on 'limited term' contracts.
18. On the basis of the data in the spreadsheet at annexure KM3 (comparing the proportion of all employees at each institution who are described as 'research-only' in the third column of Tab 8 of the Department of Education's statistics [page 25 of this statement] and the proportion of employees at each university described as 'limited term' in Tab 9 of the Department of

Education's statistics) and my knowledge of the universities listed therein, the universities that tend to rely most heavily on fixed term contracts (apart from Bond University) are universities with a large number of 'research-only' employees.

19. This statement is, to the best of my knowledge and belief, true and correct.

Dated this 9<sup>th</sup> day of August 2016.

  
\_\_\_\_\_  
Ken McAlpine

  
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Witness

## 1. BACKGROUND TO THE MAKING OF THE AWARD

Tertiary education in Australia has been characterised for over a decade by high and increasing use of precarious employment modes - notably casual and fixed-term.

The NTEU has always accepted that some use of these employment modes is justified. However, especially during the 1990s, the employers have used casual and fixed-term employment as a first choice, whether or not there was any objective justification for the use of such employment.

In 1995 the union notified three national disputes, concerning the "unfair and exploitative use of non-continuing employment in higher education". The three disputes related to academic staff, general staff and ELICOS staff. The employers refused to negotiate.

Eventually, in March 1996, these disputes (except the ELICOS dispute) were referred to a Full Bench of the Commission, and the NTEU was directed to specify, in general terms, the type of Award regulation being sought.

The AHEIA refused to negotiate with the union and, during mid-1996, the Commission took about 15 days of evidence from about thirty-five witnesses about the use of contract and casual employment.

At the end of those proceedings in November 1996, the NTEU acknowledged that the Commission was unlikely to be able to come to a final decision quickly. Therefore, an Interim Award was sought providing for basic severance payments to defined classes of fixed-term contract employees. The Commission made the Award, to operate from 9 December 1996 (see **ATTACHMENT D**).

During 1997 and early 1998, the terms of this Interim Award were incorporated into most Certified Agreements in higher education.

In August 1997 the Commission issued an "in-principle" Decision (see Extract at **ATTACHMENT C**) which dealt with the general merits of the case, strongly criticised the employers' existing practices and directed the parties to confer about the terms of an award to be made.

Unfortunately, the employers again refused to negotiate at all, and the Commission was forced to fully arbitrate.

After final hearings in December 1997, the Commission issued its final Award (the *Higher Education Contract of Employment Award 1998*) and Reasons for Decision on 11 May 1998. (Extracts of that Decision are at **ATTACHMENT B**, and the Award is at **ATTACHMENT A**).

In representing members, especially in arbitration, Branch and Division Officers should read and be aware of reasons for the Award, as set out in the Decisions.

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Dec 120/90 S Print J1417

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1988 s.45 Appeals against decision(1)

Bond University Ltd and another (C No 45062 of 1989)

Christopher Adam and others (C No 45064 of 1989)

and

FEDERATED AUSTRALIAN UNIVERSITY STAFF ASSOCIATION

MR JUSTICE LUDEKE MR JUSTICE PETERSON MR COMMISSIONER McMAHON SYDNEY, 9 FEBRUARY 1990

Industrial dispute - refrain from further hearing - appeal - Commissioner had erred in his exercise of discretion by acting upon an erroneous view of the facts - absence of employee support may not be enough to displace the right of a registered organisation to pursue federal award coverage - exceptional circumstance - further proceedings not desirable in the public interest.

DECISION

On 2 September 1987 the Federated Australian University Staff Association ("FAUSA") made against all Australian universities including Bond University claims relating to the conditions of employment of academic staff. On 8 July 1988 Commissioner Baird made a finding of the existence of an industrial dispute. On 18 November 1988 in part settlement of that dispute he made an award providing academic staff conditions of employment for universities other than Bond University, the position of which had been reserved in the proceedings.

On 28 November 1988 Bond University Services Pty Limited and Bond University Limited (collectively "the University") made application under s.41(1)(d)(iii) of the Conciliation and Arbitration Act 1904 that the Commission dismiss or refrain from further hearing or from determining that part of the industrial dispute which affects Bond on the ground that further proceedings are not necessary or desirable in the public interest. That application was supported by an unregistered association of academic staff employed at the University known as the Bond University Academic Staff Association ("BUASA") which was granted leave to intervene in the proceedings. The position of FAUSA was supported by the

(1)Print H7645;15 May 1989

Australian Council of Trade Unions ("ACTU") which also was granted leave to intervene. This decision relates to appeals by the University and by 88 academics employed at the University against the decision of Commissioner Baird(2) which rejected the application which had become a matter under s.111(1)(g) of the Industrial Relations Act 1988.

The notices of appeal contained an application that the Full Bench revoke the finding of dispute which had been made by the Commissioner in 1987. In the course of the proceedings, after hearing the appellant on that matter, the Full Bench while assuming that it had jurisdiction to entertain the application declined to do so.

The matter has had in the words of Commissioner Baird "a long and tortuous history". The facts and circumstances surrounding the matter have been dealt with extensively by Commissioner Baird in the decision from which the appeal was brought; it is unnecessary to state all those matters again in this decision. However, some reference to the material is necessary.

Bond University, which opened on the Queensland Gold Coast during 1989, is the first privately funded university to be founded in Australia. The University is conducted by Bond University Limited but academic staff are employed by Bond University Services Pty Limited and supplied to Bond University Limited under a contractual arrangement between the two corporations.

FAUSA is, and has been at all material times, the registered industrial organisation with constitutional coverage of academic staff in Australian universities. There is no issue that FAUSA has the capacity to create the dispute with which Commissioner Baird was asked to deal. However, it appears that FAUSA has not and does not enjoy any significant membership at the University.

(2) Print H7645;15 May 1989

BUASA, whilst an unregistered association, has an overwhelming majority of members within the academic staff employed at the University. It appears that the membership of BUASA has grown consonantly with the expansion in numbers of academic staff at the University.

The attitude of 65 of the then 74 academic staff members was indicated by their signing a petition, which was received into evidence by the Commissioner, in the following terms:

"We the undersigned of the Academic Staff of Bond University have been attracted to employment in an organisation which is characterised by particular aims, aspirations and style of operation. We support the application of Bond University that the Arbitration Commission refrain from further dealing with the industrial dispute created by FAUSA.

We consider that there will be a conflict of interest for FAUSA to represent our industrial interests and accordingly do not wish it to do so.

We hereby declare our support for the principle that Academic Staff at Bond University be entitled to negotiate their terms and conditions directly with the University and affirm that BUASA, not FAUSA, should conduct such negotiations on our behalf."

FAUSA objected to the tender of this petition and commented upon the weight to be attributed to it but no attempt was made to cross-examine any signatory or otherwise counter its effect.

Bond University Services Pty Limited and BUASA during 1988 entered into an industrial agreement providing for wages and working conditions to apply to the relevant academic staff. Much attention was given in the course of proceedings to the points of distinction said to arise between that agreement and the Australian Universities Academic and Related Staff (Salaries) Award 1987(3) and the Australian Universities Academic Staff (Conditions of Employment) Award 1988(4) both of which were obtained by FAUSA. The Commissioner concluded that the agreement "was negotiated in the absence of the academic

(3) Print G6954;11 May 1987 (4) Print H5502;18 November 1988

staff and by a small group of senior academics." However, the subsequent adoption of the agreement by the academic staff and indeed the support by the whole of that staff of the appeal against the decision of the Commissioner tends to demonstrate acceptance of the agreement by the academic staff.

Thus it may be seen that FAUSA, the organisation with representative capacity and with awards covering the remaining universities, was seeking to achieve award regulation in an area where, so far as the persons directly affected were concerned, it was unwanted.

The issues raised by these circumstances in our opinion constitute matters of such importance that, in the public interest, leave to appeal should be granted.

We turn first to the principles which must be satisfied before a Full Bench of the Commission will, on appeal, interfere with the exercise of discretion of a single member of the Commission. Those principles, which reflect the approach in *House v The King*(5) have been stated many times in various ways but were summarised fully in the decision of a Full Bench (Williams, Ludeke JJ, Neyland C) in *The Australian Workers' Union v Poon Brothers (WA) Pty Ltd and others*(6). Without wishing to detract from that summary, which provides a useful history of the application of the principles within the Commission, we re-state the guiding words in *House v The King*:

"The manner in which an appeal against an exercise of discretion should be determined is governed by established principles. It is not enough that the judges composing the appellate Court consider that, if they had been in the position of the primary judge, they would have taken a different course. It must appear that some error has been made in exercising the discretion. If the judge acts upon a wrong principle, if he allows extraneous or irrelevant matters to guide or affect him, if he mistakes the facts, if he does not take into account some material consideration, then his determination should be reviewed and the appellate Court

(5) (1936) 55 CLR 499 at 504 (6) Print F2400; (1983) 289 CAR 269.

may exercise its own discretion in substitution for his if it has the materials for doing so. It may not appear how the primary judge has reached the result embodied in his order, but, if upon the facts it is unreasonable or plainly unjust the appellate Court may infer that in some way there has been a failure properly to exercise the discretion which the law reposes in the Court of first instance. In such a case, although the nature of the error may not be discoverable, the exercise of the discretion is reviewed on the ground that a substantial wrong has in fact occurred."

We consider next the nature of the application which came before the Commissioner. An application under s.41(1)(d) of the Conciliation and Arbitration Act (and now under s.111(1)(g) of the Industrial Relations Act 1988) amounts to a request that the Commission decline to exercise its jurisdiction where it has been properly invoked. The process involved was discussed by Deane J in *Re Queensland Electricity Commission; Ex parte Electrical Trades Union of Australia*(7) as follows:

"In the rare instances where a particular court or tribunal is given a broad discretionary power to refuse to exercise its jurisdiction on public interest grounds, the necessary starting point of a consideration whether such a refusal would be warranted in the circumstances of a particular case in which its jurisdiction has been duly invoked by a party must ordinarily be the prima facie right of the party who has invoked the jurisdiction to insist upon its exercise (cf. per Higgins J., *Merchant Service Guild of Australasia v. Commonwealth Steamship Owners' Association* [No. 1] (1920) 28 CLR 278 at 281). That position is a fortiori in a case where no other court or tribunal, Commonwealth or State, possesses jurisdiction fully to deal with the particular dispute. Were it otherwise, effective access to the courts and other public tribunals would be not a right which could be denied in an exceptional case on the grounds of extraordinary considerations of public policy but an uncertain privilege which could be withheld at any time on unconfined and largely unexaminable discretionary grounds."

Those views, although occurring in a dissenting judgment, were adopted by the High Court (Mason CJ; Deane, Dawson, Gaudron, McHugh JJ) in *The Australian Bank Employees Union; Ex Parte Citicorp Australia Limited* in the following way:

(7) (1987) 2 ALR 1 at 12-13

"The power conferred by s.41(1)(d), if exercised, would defeat a prima facie right to have the jurisdiction conferred by the Conciliation and Arbitration Act exercised. It may therefore conveniently be described as a "power to refuse to exercise ... jurisdiction": *Re Queensland Electricity Commission; Ex parte Electrical Trades Union of Australia*(8)

In light of these statements of the law, it follows that the main issue presented to the Commissioner was whether he should, on the application of the University and the academic staff, refuse to exercise jurisdiction. FAUSA was entitled prima facie to have him complete the award-making process; the applicants under s.111(1)(g) carried the onus of displacing that prima facie position.

In the course of a quite comprehensive decision Commissioner Baird detailed many of the salient facts and the submissions made to him. Under the heading "Observations" he set out his views on a number of those matters. These observations include findings of fact and conclusions of law. Under the heading "Decision" the Commissioner identified those matters which, apparently more directly, affected his decision. Having regard to the nature of the subject matter in those sections of the decision we treat them both as important parts of the reasoning of the Commissioner which led to his ultimate conclusion.

The University submitted that the Commissioner had come to a conclusion that was not reasonably open to him by having failed:

- to give due regard to the weight of evidence which overwhelmingly favoured the grant of the s.41 application

- to perceive the true nature of, and recognise the industrial relations logic and inherent good sense in, the combined case of the University and BUASA

(8) (1989) 63 ALJR 602 at 603

- to give proper recognition to the firm and considered desires of the parties directly concerned in the employment relationship

- to understand and/or give proper value to the fact that academic employees at the University do not want to be represented by FAUSA or be covered by a Federal Award made at the request of FAUSA

- to give recognition to the public interest in encouraging an employment relationship created by the initiative and freewill of the parties rather than jeopardising it by the introduction of FAUSA in an unwanted way

- to give proper recognition to and understand the differences between the University and public-funded universities as they relate to the employment of academics; differences arising from the employment relationships and not differences per se

- to pay greater regard to the substantial merits of the case rather than the technical arguments of FAUSA

The University submitted that the Commissioner should have granted, and this Full Bench should grant, the application under s.111(1)(g) subject to review after a three year "proving period".

The individual appellants, being 88 members of academic staff, submitted on appeal that:

- BUASA has been a successful and dynamic industrial organisation which has represented its members well, contrary to the findings of the Commissioner

- the desirability of national coverage was given weight not reasonably available in the circumstances

- the interests of employees at the Bond University would not be more advanced but would be adversely affected by representation by FAUSA, contrary to the conclusion at first instance

- the role FAUSA has played in the public university system cannot be automatically translated into the Bond University situation

- the Commission failed to take into account the likelihood of a conflict of interest



for FAUSA in representing employees at the University and also at publicly-funded universities

- that the public interest is served by permitting the University to continue with the work that has been achieved, under the supervision of the Commission.

The submissions on appeal for FAUSA were to the following effect:

- there is no reasonable or proper basis on which it is in the public interest to permit Bond University to go its own way industrially

- there is no appellable error of principle in the exercise of discretion by the Commission

- prima facie and in the absence of exceptional circumstances the industrial dispute will be resolved by conciliation and arbitration

- tertiary education is a national industry regulated by well-established awards and the University is part of that industry

- to permit one undertaking to opt out without control or scrutiny by the Commission would create a real element of instability in the industry

- any differences between the University and other universities do not justify a radical departure in approach although they may affect the terms of the award which results

- the differences will not produce an inevitability of conflict between FAUSA and the University and its staff

- there is no precedent to support the application under s.111(1)(g)

We have come to the conclusion that the Commissioner erred in the exercise of his discretion essentially by acting upon an erroneous view of the facts of the case, with the result that he came to a decision that was not reasonably open in the circumstances of the case. There are a number of factual matters which direct us to that conclusion. They are:

(a) the Commissioner failed to appreciate the way in which it was submitted that the University was unique. This was a critical factor in the case which, to a considerable extent, was determinative of the whole issue. The sense in which uniqueness was relied on by the University was concerned not with educational aims and objectives but with employment relationships. This was highlighted by the petition of the academic staff to which we have already referred.

(b) The industrial agreement negotiated between the academics and the University was treated as deficient in a number of respects. In particular the Commissioner said:

"It contains clauses which are inadequately defined and incomplete and in its present form would require greater definition before it would reach the standard required by the Commission."

In our view this approach to the agreement does not reflect the true value of a document which has been created consensually. It is the substance of the agreement which is material, not its form. Similarly, the Commissioner relied on the fact that the majority of academics had not been employed at the date of the agreement. However, this attributes no weight to what is clearly a significant matter, namely, that the agreement has been endorsed subsequently by those employees. They adopt the agreement as a plank in their opposition to a federal award. Thus its negotiation by a "small group of senior academics" is of no significance yet we cannot avoid the impression gained from the decision that the Commissioner viewed the agreement as a negative element, indeed as a device created only for the purpose of the proceedings. We can find no basis for doubting the bona fides of the new employees and BUASA in this or any other respect.

(c) Further, the Commissioner viewed the industrial agreement as containing salary principles inconsistent with the National Wage guidelines, which may cause industrial disputation within the tertiary education industry. He gave no weight to the undertaking offered by the parties to the agreement that it was not intended to conflict with those principles and would be applied to ensure that it did not do so. Viewed broadly the substance was, in this respect also, subjugated to the form.

This matter involved a registered organisation pursuing its rights under the Act with a prima facie entitlement to have an award made but without any real support at the workplace. An absence of employee support may not be enough to displace that prima facie right but here there is not merely an absence of employee support. Here there is a staff association recognised by a statute of the Queensland Parliament, having full, or

virtually full, membership of the academic staff, which has entered into a different form of industrial regulation and opposes the making of a federal award at the behest of what the association sees as an unwanted intruder into the industrial relationship at the University. These are exceptional circumstances which we believe constitute a case sufficient to defeat the prima facie right of FAUSA to have an award made in settlement of the dispute created by the service of its log.

We are satisfied that the continuance of the industrial agreement made between the staff association and the University will not operate to destabilise industrial regulation in the tertiary education industry generally. In that regard we accept the assurance of the University and BUASA that their agreement will operate consistently with the Commission's wage fixing principles. We have treated the proposal of those parties that they be given a trial period of three years, with a review after the first twelve months, as a further indication that their agreement can and will conform with those principles.

We are satisfied that in the exceptional circumstances to which we have referred further proceedings are not necessary or desirable in the public interest. We order that the Commission refrain from further hearing or determining this industrial dispute. We grant leave to appeal, uphold the appeal and quash the decision of Mr Commissioner Baird. \*\* End of Text \*\*

\* \* END OF TEXT \* \*

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Note: Numbers in FTE-related tables may not add to the total due to rounding errors

Table 1.1 FTE for Full-time, Fractional Full-time and Estimated Casual Staff by Work Contract, 1996 to 2015(a)

Year	Full-time		Fractional Full-time		Estimated Casual		Total	
	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year
1996	65,254		7,449		10,185		82,888	
1997	62,771	-3.8%	7,910	6.2%	10,723	5.3%	81,404	-1.8%
1998	61,284	-2.4%	8,290	4.8%	10,711	-0.1%	80,285	-1.4%
1999	61,192	-0.2%	8,059	-2.8%	11,580	8.1%	80,832	0.7%
2000	61,568	0.6%	7,973	-1.1%	12,760	10.2%	82,301	1.8%
2001	61,713	0.2%	8,911	11.8%	13,162	3.2%	83,786	1.8%
2002	63,462	2.8%	9,478	6.4%	13,401	1.8%	86,341	3.0%
2003	66,301	4.5%	9,254	-2.4%	13,815	3.1%	89,370	3.5%
2004	68,358	3.1%	9,831	6.2%	13,716	-0.7%	91,905	2.8%
2005	70,123	2.6%	10,341	5.2%	14,231	3.8%	94,695	3.0%
2006	71,089	1.4%	10,692	3.4%	14,298	0.5%	96,079	1.5%
2007	72,642	2.2%	11,152	4.3%	14,661	2.5%	98,455	2.5%
2008	74,781	2.9%	11,843	6.2%	14,851	1.3%	101,475	3.1%
2009	77,491	3.6%	12,807	8.1%	15,544	4.7%	105,842	4.3%
2010	79,649	2.8%	13,302	3.9%	17,401	11.9%	110,351	4.3%
2011	82,113	3.1%	13,759	3.4%	18,398	5.7%	114,271	3.6%
2012	85,016	3.5%	14,372	4.5%	19,558	6.3%	118,946	4.1%
2013	86,059	1.2%	14,809	3.0%	19,268	-1.5%	120,136	1.0%
2014	87,296	1.4%	15,345	3.6%	19,780	2.7%	122,421	1.9%
2015	87,585	0.3%	15,407	0.4%	20,421	3.2%	123,414	0.8%
% of total FTE in 2015	71.0%		12.5%		16.5%		100.0%	

(a) Data for 2009 do not include the Batchelor Institute of Indigenous Tertiary Education.

Table 1.2 FTE for Full-time and Fractional Full-time Staff by Current Duties Classification, 1996 to 2015(a)

Year	Academic Classifications										Total FTE	
	Above Senior Lecturer		Senior Lecturer (Level C)		Lecturer (Level B)		Below Lecturer (Level A)		Non-academic Classifications		FTE	% change on previous year
	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year
1996	6,075		7,861		11,386		5,933		41,447		72,703	
1997	6,166	1.5%	7,752	-1.4%	10,955	-3.8%	5,845	-1.5%	39,964	-3.6%	70,681	-2.8%
1998	6,213	0.8%	7,629	-1.6%	10,558	-3.6%	5,747	-1.7%	39,426	-1.3%	69,574	-1.6%
1999	6,314	1.6%	7,673	0.6%	10,277	-2.7%	5,484	-4.6%	39,504	0.2%	69,252	-0.5%
2000	6,553	3.8%	7,727	0.7%	10,154	-1.2%	5,458	-0.5%	39,649	0.4%	69,541	0.4%
2001	6,654	1.5%	7,860	1.7%	10,289	1.1%	5,517	1.1%	40,324	1.7%	70,623	1.6%
2002	6,970	4.7%	7,939	1.0%	10,489	2.1%	5,599	1.5%	41,943	4.0%	72,940	3.3%
2003	7,213	3.5%	8,104	2.1%	10,719	2.2%	5,868	4.8%	43,851	4.1%	75,555	3.6%
2004	7,540	4.5%	8,269	2.0%	11,099	3.5%	6,134	4.5%	45,146	3.4%	78,189	3.5%
2005	7,936	5.3%	8,502	2.8%	11,469	3.3%	6,370	3.8%	46,188	2.3%	80,464	2.9%
2006	8,316	4.8%	8,570	0.8%	11,531	0.5%	6,734	5.7%	46,630	1.0%	81,781	1.6%
2007	9,061	9.0%	8,733	1.9%	11,935	3.5%	6,863	1.9%	47,202	1.2%	83,794	2.5%
2008	9,343	3.1%	8,883	1.7%	12,233	2.5%	7,063	2.9%	49,102	4.0%	86,624	3.4%
2009	9,875	5.7%	9,159	3.1%	12,753	4.3%	7,177	1.6%	51,334	4.5%	90,298	4.2%
2010	10,330	4.6%	9,399	2.6%	13,236	3.8%	7,135	-0.6%	52,850	3.0%	92,950	2.9%
2011	10,823	4.8%	9,623	2.4%	13,717	3.6%	6,928	-2.9%	54,783	3.7%	95,873	3.1%
2012	11,377	5.1%	9,955	3.5%	14,098	2.8%	7,213	4.1%	56,745	3.6%	99,388	3.7%
2013	11,683	2.7%	10,045	0.9%	14,199	0.7%	7,255	0.6%	57,886	1.7%	100,868	1.5%
2014	12,099	3.6%	10,125	0.8%	14,365	1.3%	7,378	1.7%	58,653	1.7%	102,641	1.8%
2015	12,308	1.7%	10,247	1.2%	13,951	-3.0%	7,399	0.3%	59,090	0.7%	102,993	0.3%
% of total FTE in 2015	11.9%		9.9%		13.5%		7.2%		57.4%		100.0%	

(a) Data for 2009 do not include the Bachelor Institute of Indigenous Tertiary Education.

Table 1.3 FTE for Full-time and Fractional Full-time Staff by Function, 1996 to 2015(a)

	Teaching Only		Research Only		Teaching and Research		Other		Total FTE	
	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year
1996	1,398		7,757		24,904		38,644		72,703	
1997	1,162	-16.9%	7,849	1.2%	24,006	-3.6%	37,664	-2.5%	70,681	-2.8%
1998	781	-32.8%	7,619	-2.9%	23,757	-1.0%	37,417	-0.7%	69,574	-1.6%
1999	751	-3.8%	7,757	1.8%	23,365	-1.7%	37,379	-0.1%	69,252	-0.5%
2000	844	12.4%	7,866	1.4%	23,138	-1.0%	37,693	0.8%	69,541	0.4%
2001	814	-3.6%	8,116	3.2%	23,413	1.2%	38,281	1.6%	70,623	1.6%
2002	842	3.4%	8,654	6.6%	23,457	0.2%	39,987	4.5%	72,940	3.3%
2003	860	2.1%	9,306	7.5%	23,685	1.0%	41,704	4.3%	75,555	3.6%
2004	922	7.2%	9,866	6.0%	24,336	2.7%	43,065	3.3%	78,189	3.5%
2005	755	-18.1%	10,358	5.0%	25,204	3.6%	44,148	2.5%	80,464	2.9%
2006	851	12.7%	11,140	7.5%	25,204	0.0%	44,586	1.0%	81,781	1.6%
2007	1,012	18.9%	11,924	7.0%	25,584	1.5%	45,273	1.5%	83,794	2.5%
2008	979	-3.3%	12,455	4.5%	26,114	2.1%	47,076	4.0%	86,624	3.4%
2009	1,163	18.8%	13,093	5.1%	26,610	1.9%	49,432	5.0%	90,298	4.2%
2010	1,465	26.0%	13,506	3.2%	26,840	0.9%	51,140	3.5%	92,950	2.9%
2011	2,228	52.1%	14,045	4.0%	26,741	-0.4%	52,858	3.4%	95,873	3.1%
2012	2,452	10.1%	14,573	3.8%	27,357	2.3%	55,005	4.1%	99,388	3.7%
2013	2,309	-5.8%	15,602	7.1%	27,387	0.1%	55,570	1.0%	100,868	1.5%
2014	3,140	36.0%	15,443	-1.0%	27,009	-1.4%	57,048	2.7%	102,641	1.8%
2015	3,212	2.3%	14,656	-5.1%	26,932	-0.3%	58,192	2.0%	102,993	0.3%
% of total FTE in 2015	3.1%		14.2%		26.1%		56.5%		100.0%	

(a) Data for 2009 do not include the Batchelor Institute of Indigenous Tertiary Education.

**Table 1.4 FTE for Full-time and Fractional Full-time Staff by Current Duties Term, 1996 to 2015(a)**

Year	Tenurial Term		Limited term		Other (b)		Total FTE	
	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year	FTE	% change on previous year
1996	45,394		26,094		1,215		72,703	
1997	42,670	-6.0%	26,783	2.6%	1,227	1.0%	70,681	-2.8%
1998	40,893	-4.2%	28,347	5.8%	334	-72.8%	69,574	-1.6%
1999	45,393	11.0%	23,650	-16.6%	209	-37.4%	69,252	-0.5%
2000	48,245	6.3%	21,081	-10.9%	215	2.9%	69,541	0.4%
2001	49,643	2.9%	20,769	-1.5%	211	-1.9%	70,624	1.6%
2002	51,430	3.6%	21,279	2.5%	231	9.5%	72,940	3.3%
2003	53,285	3.6%	22,069	3.7%	201	-13.0%	75,555	3.6%
2004	54,842	2.9%	23,142	4.9%	205	2.0%	78,189	3.5%
2005	55,826	1.8%	24,446	5.6%	192	-6.3%	80,464	2.9%
2006	55,122	-1.3%	26,446	8.2%	214	11.5%	81,781	1.6%
2007	54,715	-0.7%	28,867	9.2%	212	-0.9%	83,794	2.5%
2008	54,765	0.1%	31,646	9.6%	213	0.5%	86,624	3.4%
2009	56,479	3.1%	33,604	6.2%	216	1.4%	90,298	4.2%
2010	57,061	1.0%	35,632	6.0%	257	19.0%	92,950	2.9%
2011	59,306	3.9%	36,307	1.9%	260	1.2%	95,873	3.1%
2012	61,633	3.9%	37,518	3.3%	238	-8.5%	99,388	3.7%
2013	62,927	2.1%	37,705	0.5%	236	-0.8%	100,868	1.5%
2014	64,179	2.0%	38,200	1.3%	261	10.6%	102,641	1.8%
2015	65,523	2.1%	37,276	-2.4%	194	-25.7%	102,993	0.3%
% of total FTE in 2015	63.6%		36.2%		0.2%		100.0%	

(a) Data for 2009 do not include the Batchelor Institute of Indigenous Tertiary Education.

(b) Numbers include "No information".

Table 1.5 FTE for Full-time and Fractional Full-time Staff by Function in an Academic Organisational Unit Group, 2001 to 2014(a, b, c)

Year	Staff with a Teaching only or Teaching and Research function in an Academic Organisational Unit Group												Staff with a Research Only or an Other function in an AOU	Total FTE in AOU's
	Natural and Physical Sciences	Information Technology	Engineering and Related Technologies	Architecture and Building	Agriculture, Environmental and Related Studies	Health	Education	Management and Commerce	Society and Culture	Creative Arts	Mixed Field Programmes	No Information on AOU group		
2001	3,609	1,403	1,699	528	591	3,241	1,802	2,769	6,088	1,658	22	444	22,087	45,930
2002	3,531	1,680	1,698	549	465	3,265	1,831	2,808	6,107	1,636	28	343	23,413	47,353
2003	3,552	1,716	1,701	521	472	3,312	1,809	2,598	6,116	1,673	31	294	24,643	48,738
2004	3,603	1,704	1,689	525	486	3,533	1,852	3,131	6,166	1,706	22	368	25,592	50,396
2005	3,684	1,635	1,759	551	537	3,668	1,912	3,185	6,202	1,808	22	642	26,776	52,293
2006	3,696	1,434	1,691	527	468	3,928	1,920	3,264	5,975	1,762	26	919	27,615	53,125
2007	3,763	1,261	1,713	542	518	4,116	1,850	3,478	6,397	1,685	31	717	28,081	55,151
2008	3,844	1,175	1,751	582	576	4,263	1,861	3,535	6,064	1,921	33	836	29,604	56,947
2009	3,813	1,045	1,809	650	485	4,464	1,909	3,788	6,058	1,915	7	1,017	31,442	58,801
2008	3,844	1,175	1,751	582	576	4,263	1,861	3,535	6,064	1,921	33	836	29,604	56,947
2009	3,813	1,045	1,809	650	485	4,464	1,909	3,788	6,058	1,915	7	1,017	31,442	58,801
2010	3,873	979	1,920	581	529	4,558	1,966	3,782	5,929	1,902	2	1,567	32,485	60,163
2011	3,823	1,042	2,115	576	610	4,807	1,987	3,699	6,267	1,923	0	1,418	33,737	62,206
2012	3,889	1,050	2,126	590	632	5,139	2,117	3,758	6,458	1,958	0	1,548	35,590	64,855
2013	3,883	1,012	2,155	593	501	5,312	2,062	3,619	6,438	1,956	20	1,852	36,270	65,473
2014	4,078	910	2,334	566	615	5,425	1,999	3,381	6,201	2,265	16	1,918	38,247	68,943
% of total FTE in 2014	6.2%	1.4%	3.5%	0.9%	0.9%	8.2%	3.0%	5.1%	9.4%	3.4%	0.0%	2.9%	55.0%	100.0%

(a) Data for 2009 do not include the Bachelor Institute of Indigenous Tertiary Education.

(b) Data for 2008 in this table is different from the 2009 Staff Publication Tables. This reflects full year rather than half year load data being used to derive AOU groups.

(c) Data for 2015 will be available in September 2016 due to the use of 2015 Higher Education student data.



**Table 1.6 FTE for Full-time, Fractional Full-time and Estimated Casual Staff by State, Higher Education Institution, Work Contract and Gender, 2015**

State/Institution	Full-time			Fractional Full-time			Full-time plus Fractional Full-time			Estimated Casual	Total FTE
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons		
<b>New South Wales</b>											
Avondale College of Higher Education	70	63	133	6	23	29	76	86	162	60	222
Charles Sturt University	742	953	1,695	86	196	283	828	1,149	1,978	380	2,358
Macquarie University	1,094	1,170	2,264	48	211	260	1,142	1,381	2,524	692	3,216
Southern Cross University	306	385	691	24	99	123	330	484	814	240	1,054
The University of New England	532	549	1,081	30	108	138	562	657	1,219	150	1,369
The University of New South Wales	2,557	2,374	4,931	426	636	1,062	2,984	3,010	5,994	830	6,824
The University of Newcastle	990	1,180	2,170	94	380	474	1,084	1,560	2,644	414	3,058
University of Sydney	2,603	2,687	5,290	188	659	847	2,791	3,346	6,137	1,434	7,571
University of Technology, Sydney	1,157	1,137	2,294	72	210	282	1,229	1,347	2,576	621	3,197
University of Western Sydney	1,059	1,407	2,466	47	190	237	1,106	1,597	2,703	653	3,356
University of Wollongong	957	904	1,862	87	287	374	1,045	1,191	2,235	455	2,690
<b>Victoria</b>											
Deakin University	1,293	1,519	2,812	69	403	472	1,362	1,922	3,284	767	4,071
Federation University Australia	342	441	783	33	170	203	375	611	986	205	1,191
La Trobe University	830	1,058	1,888	91	360	451	921	1,418	2,339	480	2,819
Monash University	2,627	2,698	5,325	197	818	1,016	2,824	3,516	6,341	1,098	7,439
RMIT University	1,384	1,324	2,708	86	236	322	1,470	1,560	3,030	700	3,730
Swinburne University of Technology	702	605	1,306	53	147	199	755	751	1,506	500	2,006
The University of Melbourne	2,670	2,887	5,557	290	901	1,190	2,960	3,788	6,747	1,317	8,064
University of Divinity	49	31	81	27	35	62	76	66	143	16	159
Victoria University	556	595	1,151	46	149	195	601	744	1,346	327	1,673
<b>Queensland</b>											
Bond University	234	330	563	8	54	62	241	384	625	275	900
Central Queensland University	410	625	1,035	28	134	162	438	759	1,197	170	1,367
Griffith University	1,444	1,716	3,160	73	403	476	1,517	2,119	3,636	844	4,480
James Cook University	620	812	1,432	63	194	256	683	1,006	1,688	306	1,994
Queensland University of Technology	1,549	1,860	3,409	138	400	538	1,687	2,260	3,947	949	4,896
The University of Queensland	3,016	2,918	5,934	197	660	857	3,213	3,578	6,791	1,025	7,816
University of Southern Queensland	589	701	1,290	31	157	188	620	858	1,478	310	1,788
University of the Sunshine Coast	305	445	750	28	92	120	333	537	870	194	1,064

**Table 1.6 FTE for Full-time, Fractional Full-time and Estimated Casual Staff by State, Higher Education Institution, Work Contract and Gender, 2015**

State/Institution	Full-time			Fractional Full-time			Full-time plus Fractional Full-time			Estimated Casual	Total FTE
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons		
<b>Western Australia</b>											
Curtin University of Technology	1,384	1,418	2,802	96	350	446	1,480	1,768	3,248	762	4,010
Edith Cowan University	496	665	1,161	46	218	264	542	883	1,425	300	1,725
Murdoch University	571	592	1,163	50	199	248	621	791	1,411	275	1,686
The University of Notre Dame Australia	175	276	451	62	165	227	237	441	678	120	798
The University of Western Australia	1,468	1,495	2,963	153	561	714	1,621	2,056	3,677	327	4,004
<b>South Australia</b>											
Flinders University	752	918	1,670	71	339	410	823	1,257	2,080	463	2,543
The University of Adelaide	1,461	1,327	2,788	119	439	558	1,580	1,766	3,346	488	3,834
University of South Australia	1,010	1,209	2,219	55	322	377	1,065	1,531	2,596	480	3,076
<b>Tasmania</b>											
University of Tasmania	1,041	947	1,988	102	320	422	1,143	1,268	2,411	410	2,821
<b>Northern Territory</b>											
Batchelor Institute of Indigenous Tertiary Education	5	20	25	0	2	2	5	22	27	50	77
Charles Darwin University	231	331	562	8	35	43	240	366	606	136	742
<b>Australian Capital Territory</b>											
The Australian National University	1,884	1,580	3,464	107	295	402	1,990	1,876	3,866	491	4,357
University of Canberra	347	473	820	26	90	116	373	563	936	200	1,136
<b>Multi-State</b>											
Australian Catholic University	514	935	1,449	50	248	298	564	1,183	1,747	487	2,234
<b>Total</b>	<b>42,025</b>	<b>45,560</b>	<b>87,585</b>	<b>3,512</b>	<b>11,895</b>	<b>15,407</b>	<b>45,538</b>	<b>57,455</b>	<b>102,993</b>	<b>20,421</b>	<b>123,414</b>
% of total FTE in 2015	34.1%	36.9%	71.0%	2.8%	9.6%	12.5%	36.9%	46.6%	83.5%	16.5%	100.0%

Table 1.7 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015

State/Institution	Academic Classifications				Non-Academic Classifications	Total FTE
	Above Senior Lecturer	Senior Lecturer	Lecturer (Level B)	Below Lecturer (Level A)		
<b>New South Wales</b>						
<b>Males</b>						
Avondale College of Higher Education	8	23	11	0	34	76
Charles Sturt University	105	96	215	24	389	828
Macquarie University	233	154	159	102	495	1,142
Southern Cross University	45	41	61	15	169	330
The University of New England	85	75	100	22	280	562
The University of New South Wales	640	426	422	341	1,154	2,984
The University of Newcastle	201	147	168	67	501	1,084
University of Sydney	655	336	297	239	1,264	2,791
University of Technology, Sydney	217	159	172	49	631	1,229
University of Western Sydney	178	166	154	58	551	1,106
University of Wollongong	220	162	170	72	421	1,045
<b>Victoria</b>						
<b>Males</b>						
Deakin University	214	208	207	121	613	1,362
Federation University Australia	44	47	67	16	202	375
La Trobe University	116	102	157	62	484	921
Monash University	491	312	371	272	1,378	2,824
RMIT University	244	229	248	51	698	1,470
Swinburne University of Technology	141	106	146	86	277	755
The University of Melbourne	654	343	411	316	1,236	2,960
University of Divinity	16	16	23	6	16	76
Victoria University	105	76	121	42	258	601
<b>Queensland</b>						
<b>Males</b>						
Bond University	70	13	22	21	115	241
Central Queensland University	62	64	75	16	222	438
Griffith University	280	201	184	77	776	1,517
James Cook University	145	92	89	45	312	683
Queensland University of Technology	283	205	222	97	880	1,687
The University of Queensland	564	302	393	452	1,502	3,213
University of Southern Queensland	83	79	117	27	314	620
University of the Sunshine Coast	50	41	51	26	166	333

**Table 1.7 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015**

State/Institution	Academic Classifications					Non-Academic Classifications	Total FTE
	Above Senior Lecturer	Senior Lecturer	Lecturer (Level B)	Below Lecturer (Level A)			
<b>Western Australia</b>	Males						
Curtin University of Technology	254	162	265	102	697	1,480	
Edith Cowan University	60	74	77	22	308	542	
Murdoch University	99	82	93	23	324	621	
The University of Notre Dame Australia	56	60	31	6	84	237	
The University of Western Australia	351	222	200	124	724	1,621	
<b>South Australia</b>	Males						
Flinders University	169	93	119	46	397	823	
The University of Adelaide	321	202	229	195	633	1,580	
University of South Australia	144	174	147	122	478	1,065	
<b>Tasmania</b>	Males						
University of Tasmania	173	129	238	66	537	1,143	
<b>Northern Territory</b>	Males						
Batchelor Institute of Indigenous Tertiary Education	0	0	3	0	1	5	
Charles Darwin University	39	28	48	13	111	240	
<b>Australian Capital Territory</b>	Males						
The Australian National University	412	201	248	161	968	1,990	
University of Canberra	88	50	61	3	172	373	
<b>Multi-State</b>	Males						
Australian Catholic University	89	58	106	11	299	564	
<b>Total Males</b>	<b>8,404</b>	<b>5,753</b>	<b>6,698</b>	<b>3,616</b>	<b>21,066</b>	<b>45,538</b>	
% of total FTE for males in 2015	18.5%	12.6%	14.7%	7.9%	46.3%	100.0%	

**Table 1.7 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015**

State/Institution	Academic Classifications				Non-Academic Classifications	Total FTE
	Above Senior Lecturer	Senior Lecturer	Lecturer (Level B)	Below Lecturer (Level A)		
<b>New South Wales</b>						
<b>Females</b>						
Avondale College of Higher Education	2	6	19	1	57	86
Charles Sturt University	47	69	217	46	771	1,149
Macquarie University	120	108	151	96	906	1,381
Southern Cross University	33	39	62	24	327	484
The University of New England	41	58	108	25	425	657
The University of New South Wales	229	290	338	256	1,897	3,010
The University of Newcastle	81	98	208	64	1,108	1,560
University of Sydney	320	299	340	257	2,130	3,346
University of Technology, Sydney	106	134	161	43	904	1,347
University of Western Sydney	135	122	203	70	1,067	1,597
University of Wollongong	96	122	144	47	783	1,191
<b>Victoria</b>						
<b>Females</b>						
Deakin University	127	184	330	130	1,151	1,922
Federation University Australia	22	31	91	31	436	611
La Trobe University	90	110	240	97	881	1,418
Monash University	234	261	394	255	2,372	3,516
RMIT University	103	126	203	34	1,094	1,560
Swinburne University of Technology	53	51	83	68	497	751
The University of Melbourne	300	223	455	533	2,276	3,788
University of Divinity	4	5	15	3	38	66
Victoria University	40	68	121	47	467	744
<b>Queensland</b>						
<b>Females</b>						
Bond University	42	15	43	21	263	384
Central Queensland University	39	65	96	35	524	759
Griffith University	170	172	240	66	1,470	2,119
James Cook University	65	98	144	54	645	1,006
Queensland University of Technology	172	189	246	102	1,552	2,260
The University of Queensland	192	192	323	416	2,455	3,578
University of Southern Queensland	36	54	116	18	634	858
University of the Sunshine Coast	27	29	69	39	374	537

**Table 1.7 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015**

State/Institution	Academic Classifications					Non-Academic Classifications	Total FTE
	Above Senior Lecturer	Senior Lecturer	Lecturer (Level B)	Below Lecturer (Level A)			
<b>Western Australia</b>	<b>Females</b>						
Curtin University of Technology	111	104	281	107	1,166	1,768	
Edith Cowan University	41	73	117	24	629	883	
Murdoch University	40	60	101	43	547	791	
The University of Notre Dame Australia	40	63	46	9	283	441	
The University of Western Australia	125	145	196	133	1,457	2,056	
<b>South Australia</b>	<b>Females</b>						
Flinders University	99	111	185	61	801	1,257	
The University of Adelaide	98	137	181	146	1,203	1,766	
University of South Australia	73	130	170	165	993	1,531	
<b>Tasmania</b>	<b>Females</b>						
University of Tasmania	69	119	201	63	825	1,268	
<b>Northern Territory</b>	<b>Females</b>						
Batchelor Institute of Indigenous Tertiary Education	0	6	9	2	5	22	
Charles Darwin University	14	42	70	26	215	366	
<b>Australian Capital Territory</b>	<b>Females</b>						
The Australian National University	130	120	228	106	1,292	1,876	
University of Canberra	60	50	87	4	361	563	
<b>Multi-State</b>	<b>Females</b>						
Australian Catholic University	89	112	221	16	744	1,183	
<b>Total Females</b>	<b>3,902</b>	<b>4,494</b>	<b>7,252</b>	<b>3,783</b>	<b>38,023</b>	<b>57,455</b>	
% of total FTE for females in 2015	6.8%	7.8%	12.6%	6.6%	66.2%	100.0%	

**Table 1.7 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015**

State/Institution	Academic Classifications				Non-Academic Classifications	Total FTE
	Above Senior Lecturer	Senior Lecturer	Lecturer (Level B)	Below Lecturer (Level A)		
<b>New South Wales</b>	<b>Persons</b>					
Avondale College of Higher Education	10	29	30	1	91	162
Charles Sturt University	152	164	432	70	1,160	1,978
Macquarie University	353	262	310	199	1,401	2,524
Southern Cross University	77	80	122	39	495	814
The University of New England	127	133	208	46	705	1,219
The University of New South Wales	870	716	760	597	3,051	5,994
The University of Newcastle	282	245	376	131	1,610	2,644
University of Sydney	975	636	638	496	3,393	6,137
University of Technology, Sydney	323	293	333	92	1,535	2,576
University of Western Sydney	313	288	357	128	1,618	2,703
University of Wollongong	316	284	314	118	1,204	2,235
<b>Victoria</b>	<b>Persons</b>					
Deakin University	340	392	536	251	1,763	3,284
Federation University Australia	66	78	158	47	638	986
La Trobe University	206	213	397	158	1,365	2,339
Monash University	725	574	765	527	3,750	6,341
RMIT University	347	355	451	85	1,792	3,030
Swinburne University of Technology	193	157	228	154	773	1,506
The University of Melbourne	954	566	867	848	3,512	6,747
University of Divinity	20	21	38	10	54	143
Victoria University	145	144	242	89	725	1,346
<b>Queensland</b>	<b>Persons</b>					
Bond University	111	28	65	42	378	625
Central Queensland University	101	130	171	50	746	1,197
Griffith University	450	373	424	143	2,246	3,636
James Cook University	210	190	233	99	956	1,688
Queensland University of Technology	455	394	468	199	2,432	3,947
The University of Queensland	756	494	717	868	3,957	6,791
University of Southern Queensland	120	134	233	45	948	1,478
University of the Sunshine Coast	76	70	119	66	539	870

**Table 1.7 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Classification and Gender, 2015**

State/Institution	Academic Classifications				Non-Academic Classifications	Total FTE
	Above Senior Lecturer	Senior Lecturer	Lecturer (Level B)	Below Lecturer (Level A)		
<b>Western Australia</b>	<b>Persons</b>					
Curtin University of Technology	365	266	546	209	1,861	3,248
Edith Cowan University	101	146	194	46	938	1,425
Murdoch University	139	142	194	66	871	1,411
The University of Notre Dame Australia	96	123	77	15	367	678
The University of Western Australia	477	367	396	257	2,181	3,677
<b>South Australia</b>	<b>Persons</b>					
Flinders University	268	204	304	107	1,197	2,080
The University of Adelaide	419	339	410	341	1,836	3,346
University of South Australia	217	304	317	288	1,470	2,596
<b>Tasmania</b>	<b>Persons</b>					
University of Tasmania	232	248	439	129	1,362	2,411
<b>Northern Territory</b>	<b>Persons</b>					
Batchelor Institute of Indigenous Tertiary Education	0	6	12	2	6	27
Charles Darwin University	53	70	118	39	326	606
<b>Australian Capital Territory</b>	<b>Persons</b>					
The Australian National University	542	321	476	267	2,260	3,866
University of Canberra	149	100	147	7	533	936
<b>Multi-State</b>	<b>Persons</b>					
Australian Catholic University	179	170	328	27	1,043	1,747
<b>Total Persons</b>	<b>12,306</b>	<b>10,247</b>	<b>13,951</b>	<b>7,399</b>	<b>59,090</b>	<b>102,993</b>
% of total FTE for all persons in 2015	11.9%	9.9%	13.5%	7.2%	57.4%	100.0%



Table 1.8 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution and Function, 2015

State/Institution	Teaching Only	Research Only	Teaching and Research	Other	Total FTE
<b>New South Wales</b>					
Avondale College of Higher Education	4	2	61	95	162
Charles Sturt University	216	53	475	1,233	1,978
Macquarie University	36	386	722	1,360	2,524
Southern Cross University	93	56	163	502	814
The University of New England	0	81	428	709	1,219
The University of New South Wales	105	1,037	1,689	2,952	5,994
The University of Newcastle	26	394	751	1,473	2,644
University of Sydney	163	1,076	1,711	3,188	6,137
University of Technology, Sydney	30	282	775	1,490	2,576
University of Western Sydney	119	98	843	1,643	2,703
University of Wollongong	0	285	743	1,207	2,235
<b>Victoria</b>					
Deakin University	243	404	872	1,763	3,284
Federation University Australia	60	36	233	658	986
La Trobe University	0	228	745	1,366	2,339
Monash University	0	972	1,619	3,750	6,341
RMIT University	0	231	1,006	1,793	3,030
Swinburne University of Technology	30	203	507	766	1,506
The University of Melbourne	262	1,382	1,357	3,747	6,747
University of Divinity	8	1	69	64	143
Victoria University	127	118	352	748	1,346
<b>Queensland</b>					
Bond University	59	13	175	378	625
Central Queensland University	179	50	192	777	1,197
Griffith University	150	316	909	2,261	3,636
James Cook University	3	225	516	844	1,588
Queensland University of Technology	91	483	1,040	2,333	3,947
The University of Queensland	149	1,999	1,208	3,435	6,791
University of Southern Queensland	37	95	386	950	1,478
University of the Sunshine Coast	0	34	290	546	870

Table 1.8 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution and Function, 2015

State/Institution	Teaching Only	Research Only	Teaching and Research	Other	Total FTE
<b>Western Australia</b>					
Curtin University of Technology	272	408	622	1,945	3,248
Edith Cowan University	41	63	379	941	1,425
Murdoch University	60	84	403	864	1,411
The University of Notre Dame Australia	0	7	299	371	678
The University of Western Australia	80	798	787	2,012	3,677
<b>South Australia</b>					
Flinders University	23	264	612	1,182	2,080
The University of Adelaide	1	744	854	1,747	3,346
University of South Australia	165	429	534	1,468	2,596
<b>Tasmania</b>					
University of Tasmania	99	250	680	1,351	2,411
<b>Northern Territory</b>					
Batchelor Institute of Indigenous Tertiary Education	14	2	4	8	27
Charles Darwin University	41	45	165	355	606
<b>Australian Capital Territory</b>					
The Australian National University	9	894	862	2,101	3,866
University of Canberra	13	57	331	536	936
<b>Other</b>					
Australian Catholic University	204	67	346	1,129	1,747
<b>Total</b>	<b>3,212</b>	<b>14,656</b>	<b>26,932</b>	<b>58,192</b>	<b>102,993</b>
% of total FTE in 2015	3.1%	14.2%	26.1%	56.5%	100.0%

**Table 1.9 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Term and Gender, 2015**

State/Institution	Tenurial Term			Limited term			Other (a)			Total FTE		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>New South Wales</b>												
Avondale College of Higher Education	0	0	0	2	4	6	74	81	155	76	86	162
Charles Sturt University	578	878	1,457	250	271	521	0	0	0	828	1,149	1,978
Macquarie University	823	982	1,805	319	400	719	0	0	0	1,142	1,381	2,524
Southern Cross University	217	328	546	113	156	269	0	0	0	330	484	814
The University of New England	422	522	945	139	135	274	0	0	0	562	657	1,219
The University of New South Wales	1,832	1,801	3,633	1,152	1,209	2,361	0	0	0	2,984	3,010	5,994
The University of Newcastle	726	976	1,702	359	584	942	0	0	0	1,084	1,560	2,644
University of Sydney	1,715	1,867	3,582	1,076	1,479	2,555	0	0	0	2,791	3,346	6,137
University of Technology, Sydney	906	1,004	1,911	322	343	665	0	0	0	1,229	1,347	2,576
University of Western Sydney	772	1,189	1,961	334	409	743	0	0	0	1,106	1,597	2,703
University of Wollongong	713	895	1,608	332	294	626	0	1	1	1,045	1,191	2,235
<b>Victoria</b>												
Deakin University	1,042	1,532	2,574	320	389	710	0	0	0	1,362	1,922	3,284
Federation University Australia	337	544	880	38	65	103	1	2	3	375	611	986
La Trobe University	759	1,173	1,932	162	245	407	0	0	0	921	1,418	2,339
Monash University	1,505	1,921	3,426	1,320	1,595	2,915	0	0	0	2,824	3,516	6,341
RMIT University	1,177	1,333	2,510	293	227	520	0	0	0	1,470	1,560	3,030
Swinburne University of Technology	507	511	1,018	248	240	488	0	0	0	755	751	1,506
The University of Melbourne	1,720	2,125	3,845	1,240	1,663	2,902	0	0	0	2,960	3,788	6,747
University of Divinity	39	37	76	34	27	61	3	2	6	76	66	143
Victoria University	439	499	938	163	245	408	0	0	0	601	744	1,346
<b>Queensland</b>												
Bond University	131	237	367	111	147	258	0	0	0	241	384	625
Central Queensland University	310	545	856	128	213	341	0	0	0	438	759	1,197
Griffith University	932	1,395	2,326	585	723	1,308	0	2	2	1,517	2,119	3,636
James Cook University	434	673	1,107	249	333	581	0	0	0	683	1,006	1,688
Queensland University of Technology	889	1,188	2,077	798	1,073	1,871	0	0	0	1,687	2,260	3,947
The University of Queensland	1,607	1,744	3,351	1,606	1,834	3,440	0	0	0	3,213	3,578	6,791
University of Southern Queensland	438	613	1,051	182	245	427	0	0	0	620	858	1,478
University of the Sunshine Coast	216	388	604	117	149	266	0	0	0	333	537	870

**Table 1.9 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution, Current Duties Term and Gender, 2015**

State/Institution	Tenurial Term			Limited term			Other (a)			Total FTE		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>Western Australia</b>												
Curtin University of Technology	940	1,227	2,168	539	541	1,080	0	0	0	1,480	1,768	3,248
Edith Cowan University	431	679	1,110	111	204	315	0	0	0	542	883	1,425
Murdoch University	416	546	962	204	245	449	0	0	0	621	791	1,411
The University of Notre Dame Australia	0	0	0	237	441	678	0	0	0	237	441	678
The University of Western Australia	857	1,032	1,889	759	1,016	1,775	5	8	12	1,621	2,056	3,677
<b>South Australia</b>												
Flinders University	501	706	1,207	322	551	873	0	0	0	823	1,257	2,080
The University of Adelaide	877	965	1,841	704	801	1,504	0	0	0	1,580	1,766	3,346
University of South Australia	577	895	1,472	489	636	1,124	0	0	0	1,065	1,531	2,596
<b>Tasmania</b>												
University of Tasmania	666	764	1,430	477	504	980	0	0	0	1,143	1,268	2,411
<b>Northern Territory</b>												
Batchelor Institute of Indigenous Tertiary Education	3	13	15	2	9	12	0	0	0	5	22	27
Charles Darwin University	147	240	388	92	126	218	0	0	0	240	366	606
<b>Australian Capital Territory</b>												
The Australian National University	1,545	1,454	2,999	440	411	852	5	10	15	1,990	1,876	3,866
University of Canberra	281	439	720	92	124	216	0	0	0	373	563	936
<b>Multi-State</b>												
Australian Catholic University	385	650	1,235	179	332	511	0	0	0	564	1,163	1,747
<b>Total</b>	<b>28,813</b>	<b>36,710</b>	<b>65,523</b>	<b>16,636</b>	<b>20,639</b>	<b>37,276</b>	<b>88</b>	<b>106</b>	<b>194</b>	<b>45,538</b>	<b>57,455</b>	<b>102,993</b>
% of total FTE in 2015	28.0%	35.6%	63.6%	16.2%	20.0%	36.2%	0.1%	0.1%	0.2%	44.2%	55.8%	100.0%

(a) Numbers include "No information".

**Table 1.10 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution and Type of Organisational Unit, 2015**  
**FTE for Non-Academic Organisational Units**

State/Institution	Academic OUs	Academic Support OUs	Student Services OUs	Public Services OUs	General Higher Education Institution Services and Higher Education Institution Overhead Services OUs	CRC (Cooperative Research Centres)	Total FTE
<b>New South Wales</b>							
Avondale College of Higher Education	77	24	14	0	46	1	182
Charles Sturt University	1,050	201	188	5	534	0	1,978
Macquarie University	1,580	216	82	0	646	0	2,524
Southern Cross University	437	124	11	0	243	0	814
The University of New England	652	193	70	0	304	0	1,219
The University of New South Wales	4,601	392	81	6	914	0	5,994
The University of Newcastle	1,536	349	52	13	694	0	2,644
University of Sydney	4,229	329	177	72	1,330	0	6,137
University of Technology, Sydney	1,524	241	88	0	723	0	2,576
University of Western Sydney	1,560	294	271	0	578	0	2,703
University of Wollongong	1,461	289	55	11	419	0	2,235
<b>Victoria</b>							
Deakin University	2,038	340	115	0	790	0	3,284
Federation University Australia	429	174	106	0	278	0	986
La Trobe University	1,047	154	204	15	919	0	2,339
Monash University	3,819	1,021	309	21	1,125	46	6,341
RMIT University	1,610	449	217	0	754	0	3,030
Swinburne University of Technology	726	401	31	0	348	0	1,506
The University of Melbourne	4,948	99	620	101	980	0	6,747
University of Divinity	143	0	0	0	0	0	143
Victoria University	480	327	148	0	391	0	1,346
<b>Queensland</b>							
Bond University	333	76	74	0	142	0	625
Central Queensland University	550	177	47	0	423	0	1,197
Griffith University	1,929	579	131	0	997	0	3,636
James Cook University	915	263	93	0	418	0	1,688
Queensland University of Technology	3,000	342	191	2	413	0	3,947
The University of Queensland	4,973	600	119	93	981	26	6,791
University of Southern Queensland	632	342	44	0	460	0	1,478
University of the Sunshine Coast	472	152	26	0	220	0	870

**Table 1.10 FTE for Full-time and Fractional Full-time Staff by State, Higher Education Institution and Type of Organisational Unit, 2015**  
**FTE for Non-Academic Organisational Units**

State/Institution	FTE for Non-Academic Organisational Units							Total FTE
	Academic OUs	Academic Support OUs	Student Services OUs	Public Services OUs	General Higher Education Institution Services and Higher Education Institution Overhead Services OUs	CRC (Cooperative Research Centres)		
<b>Western Australia</b>								
Curtin University of Technology	1,901	315	322	8	702	0	3,248	
Edith Cowan University	755	207	151	4	308	0	1,425	
Murdoch University	648	346	15	0	403	0	1,411	
The University of Notre Dame Australia	436	28	21	0	193	0	678	
The University of Western Australia	2,574	158	170	38	737	0	3,677	
<b>South Australia</b>								
Flinders University	1,439	182	66	0	392	0	2,080	
The University of Adelaide	2,414	131	115	53	633	0	3,346	
University of South Australia	1,746	249	0	6	579	17	2,598	
<b>Tasmania</b>								
University of Tasmania	1,571	122	0	0	695	22	2,411	
<b>North Territory</b>								
Batchelor Institute of Indigenous Tertiary Education	23	3	1	0	1	0	27	
Charles Darwin University	349	95	38	4	121	0	606	
<b>Australian Capital Territory</b>								
The Australian National University	2,883	225	115	5	639	0	3,866	
University of Canberra	449	116	100	0	209	63	936	
<b>Multi-State</b>								
Australian Catholic University	971	235	100	50	390	0	1,746	
<b>Total</b>	<b>64,907</b>	<b>10,558</b>	<b>4,775</b>	<b>505</b>	<b>22,072</b>	<b>174</b>	<b>102,993</b>	
% of total FTE in 2015	63.0%	10.3%	4.6%	0.5%	21.4%	0.2%	100.0%	

Table 1.11 FTE for Full-time, Fractional Full-time and Estimated Casual Staff, including FTE for TAFE and Independent Operations by State and Higher Education Institution, 2015

State/Institution	Staff FTE (excluding FTE for Independent Operations & TAFE)	Staff FTE in Independent Operations	Staff FTE in TAFE	Total FTE (a)
<b>New South Wales</b>				
Avondale College of Higher Education	222	0	0	222
Charles Sturt University	2,358	69	0	2,427
Macquarie University	3,216	0	0	3,216
Southern Cross University	1,054	24	0	1,078
The University of New England	1,369	31	0	1,399
The University of New South Wales	6,824	0	0	6,824
The University of Newcastle	3,058	125	0	3,183
University of Sydney	7,571	45	0	7,616
University of Technology, Sydney	3,197	0	0	3,197
University of Western Sydney	3,356	0	0	3,356
University of Wollongong	2,690	5	0	2,695
<b>Victoria</b>				
Deakin University	4,071	47	0	4,118
Federation University Australia	1,191	0	0	1,191
La Trobe University	2,819	0	0	2,819
Monash University	7,439	15	0	7,453
RMIT University	3,730	0	378	4,108
Swinburne University of Technology	2,006	0	160	2,166
The University of Melbourne	8,064	218	0	8,283
University of Divinity	159	0	0	159
Victoria University	1,673	0	292	1,965
<b>Queensland</b>				
Bond University	900	15	0	915
Central Queensland University	1,367	0	0	1,367
Griffith University	4,480	0	0	4,480
James Cook University	1,994	3	0	1,998
Queensland University of Technology	4,896	0	0	4,896
The University of Queensland	7,816	0	0	7,816
University of Southern Queensland	1,788	10	0	1,799
University of the Sunshine Coast	1,064	0	0	1,064
<b>Western Australia</b>				
Curtin University of Technology	4,010	39	0	4,049
Edith Cowan University	1,725	0	67	1,791
Murdoch University	1,686	0	0	1,686
The University of Notre Dame Australia	798	1	0	799
The University of Western Australia	4,004	0	0	4,004
<b>South Australia</b>				
Flinders University	2,543	3	0	2,546
The University of Adelaide	3,834	133	0	3,967
University of South Australia	3,076	0	0	3,076
<b>Tasmania</b>				
University of Tasmania	2,821	0	0	2,821
<b>Northern Territory</b>				
Batchelor Institute of Indigenous Tertiary Education	77	0	0	77
Charles Darwin University	742	214	232	1,173
<b>Australian Capital Territory</b>				
The Australian National University	4,357	0	0	4,357
University of Canberra	1,136	4	0	1,140
<b>Multi-State</b>				
Australian Catholic University	2,233	0	0	2,233
<b>Total</b>	<b>123,414</b>	<b>1,001</b>	<b>1,131</b>	<b>125,530</b>
% of total FTE in 2015	98.3%	0.8%	0.9%	100.0%

(a) The total FTE may be less than the sum of the columns because "Staff in Independent Operations" and "Staff FTE in TAFE" are not mutually exclusive.

