

Joint Statement of Intent on Staff Employment

29 June 2023

To whom it concerns;

We recognise that our staff are our greatest assets. Accordingly, should the Councils of the University of Adelaide and the University of South Australia determine to resolve to support the South Australian Government's intent to combine the two existing universities and create a new *Adelaide University*, the following shall apply:

- 1) Staff of both existing institutions will, at a minimum, be afforded the protections of their respective enterprise agreements (EAs) ahead of any transition to a new *Adelaide University*.
- 2) **We are committed to maximising employment within the new *Adelaide University*. All reasonable and relevant measures will be implemented to maintain the employment of our staff as a consequence of the creation of the new *Adelaide University*.** For the avoidance of doubt, we recognise that there may be instances where some specific *roles* would not continue as a consequence of the creation of the new *Adelaide University*, but in any such instance our intent is that all reasonable steps would be undertaken so that the employment terms and conditions of any individual(s) holding such roles at such time would be maintained, with their employment continued in a suitable alternate role within the new institution through a process of consultation. **Accordingly, if the South Australian Government proceeds with a decision to combine the two existing universities and create a new *Adelaide University*, then no staff member will be made compulsorily redundant or retrenched as a consequence in advance of the opening of the new *Adelaide University* on 1 January 2026, and during the first 18 months of its operation.**
- 3) Nothing in paragraph 2 above precludes any employee's right to seek and the institution to agree to a voluntary redundancy or, contrarily, the right of the institution(s) to act in exceptional circumstances that may arise (including substantial adverse changes in Government funding, applicable legislation or major negative economic disruption). For the avoidance of doubt, both UniSA and University of Adelaide retain their rights at all times to conduct their business in compliance with EA obligations and to respond to non-merger related external shocks (e.g. a global pandemic) which threaten the institutions' sustainability.
- 4) We remain committed to always engaging openly and constructively with our staff and staff representative bodies.

Sincerely



Prof. David G. Lloyd
Vice Chancellor & President
University of South Australia



Prof. Peter B. Hoj AC
Vice Chancellor & President
The University of Adelaide