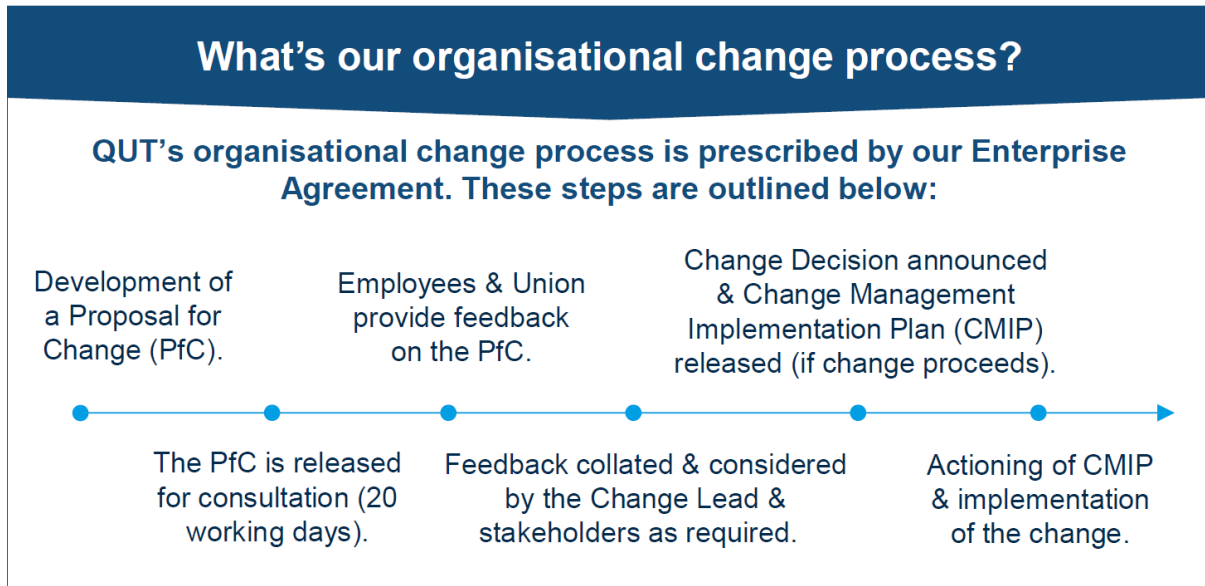


# Faculty of Science

## Proposal for Change

### FAQ during Consultation



#### How do I provide feedback?

The university encourages feedback from staff on the *Faculty of Science Proposal for Change*. Staff members and the NTEU are invited to provide comments or submissions to: [mychangefeedback@qut.edu.au](mailto:mychangefeedback@qut.edu.au) by close of business **Wednesday, 29 October 2025**.

#### What happens with the feedback?

All feedback will be reviewed and considered in detail by the Change Sponsor and shared with relevant staff and leaders where relevant. The Change Decision will be documented and include summaries of the feedback organised into themes, which would include a university response to the issues raised. By responding to feedback based around themes staff privacy is respected while still presenting the feedback in an efficient and transparent manner.

#### What is a drop-in session?

During the consultation period the Executive Dean and individual Heads of School have said that they will hold a number of 'drop-in' sessions. A drop-in session is as the name suggests, an opportunity for staff to drop in and have a conversation, ask questions, hear questions from other staff, about this change process. There is no agenda for the allocated time. Attendance is optional and staff are welcome to come to any or all sessions.

### **Does this mean I'm redundant?**

No decision has been made at this time about the need to progress with redundancies in the Faculty of Science. The *Faculty of Science Proposal for Change* has proposed an approach to reducing the number of positions in a number of professional staff groupings and for academic positions across five schools. No decision has been made and no redundancies have been determined. Staff are encouraged to read through the Proposal for Change document and speak to their Heads of School to understand what is being proposed, and to provide feedback. Following consideration of feedback a change decision, including determination about any redundancies will be communicated.

### **Am I eligible for a redundancy?**

No decision has been made at this time about the need to progress with redundancies in the Faculty of Science. The *Faculty of Science Proposal for Change* does propose that, should the university make the decision to undertake redundancies in the Faculty, eligibility criteria would apply. Proposed Professional staff impacts are detailed in sections 3.2 and 4.5.5. Proposed Academic staff impacts are detailed in sections 3.3 and 4.5.6. Please speak with your Head of School if you have questions about the data proposed to be used to make this assessment based on your individual circumstances.

### **Why has HERDC data been used and how do I find my HERDC income figures?**

We acknowledge there are a range of research data metrics available to staff and the university. For the Faculty of Science, we are proposing to use HERDC data because this is reported as 'equal share' for members of a research team. This approach aligns with the university's view that all members of a research team are equal.

Please speak to your Head of School to understand the data relevant to yourself.

### **How do I find my Learning and Teaching workload allocation?**

One of the proposed redundancy exclusion criteria for academic staff relates to a staff member's Learning and Teaching workload allocation as at Semester 2, 2025. This criterion is specific to the allocation for the learning and teaching domain in a staff member's overall workload allocation. This is not the specific hours a staff member has been allocated, it is the overall learning and teaching allocation for the domain.

Please speak to your Head of School to understand the data relevant to yourself.

### **How do I find my length of service date?**

In StaffConnect, and by navigating to 'Appointment Details' a staff member can view all their appointments with QUT. For the length of continuous service data relevant to this Proposal for Change, please refer to appointments in a fixed-term and/or ongoing contract. Continuous service is broken by a break in employment of more than three months. Any leave taken during the period of continuous service does not break service.

### **When am I redundant?**

No decision has been made to progress with redundancies in the Faculty of Science. Staff are encouraged to provide their feedback on the Proposal during the consultation period. The university anticipates communicating a decision around 13 November 2025. If a decision is made that redundancies are required, the University would write to eligible staff and seek applications for voluntary redundancy in the first instance.

### **Should I take a VR?**

No decision has been made to progress with redundancies in the Faculty of Science. If the university proceeds to call for applications for voluntary redundancy, the decision to apply is personal. Staff are encouraged to get their own financial, superannuation and legal advice.

### **Are others ahead of me on the list for redundancy?**

No decision has been made to progress with redundancies in the Faculty of Science. Staff are encouraged to provide feedback on the Proposal, including eligibility criteria, during the consultation period. If the university decide to proceed with redundancies, the criteria for eligibility would be outlined in a Change Management and Implementation Plan. The data which informs eligibility is personal to each staff member and not something that the university would release or provide generally to staff.

### **What happens to the things I am working on?**

Staff are encouraged to read the Proposal for Change. Appendix 4: Workload Impact Tables contemplates what would happen to work if redundancies occurred. No decision has been made to progress with redundancies in the Faculty of Science. Staff are encouraged to provide their feedback on the Proposal during the consultation period before a final decision is made.

### **What is redeployment?**

If a staff member's position is determined to be redundant, that staff member has a number of options to consider. One option is to elect to seek redeployment in accordance with the university's Redeployment policy. If any staff member elects redeployment, the six (6) month academic staff redeployment search period or three (3) month professional staff redeployment search period would commence from upon receipt of notification from the staff member that they seek to be redeployed.

Where a staff member elects redeployment and a suitable position cannot be located during the redeployment search period, the staff member's employment will cease at the conclusion of the redeployment search period and entitlements will be paid in accordance with the involuntary redundancy provisions of the relevant Enterprise Agreement less the salary paid during the redeployment search period.

### **How are risk during this process being identified and managed?**

The university is conscious that this Proposal for Change could have an impact on the wellbeing of staff (including from psychosocial hazards) directly or indirectly. Accordingly, a change management risk assessment plan has been developed, and can be found [here](#). This is a living document and feedback is requested, including on hazard identification, control and mitigation strategies.

In addition to the support mechanisms outlined in the Proposal for Change, the university will continue to engage directly impacted staff members to discuss any additional supports or controls that may assist during this process. Any staff member who wishes to seek additional support is encouraged to contact the Change Manager or other contacts listed.

### **Is there external support available?**

Individual staff members respond to change in different ways and QUT is committed to providing options internal and external to the organisation to support staff. Assure Programs is QUT's Employee Assistance Program providers. This is a free, confidential support service.

All staff can use the service to help resolve and process a variety of personal or professional challenges.

Further information is available from [www.assureprograms.com.au](http://www.assureprograms.com.au) or call 1800 808 374.

### **What additional supports are available?**

A range of change supports are available to staff and supervisors experiencing change. This program of work will be supported by the Performance, Leadership and Capability team within Human Resources. These may include drop-in sessions by Faculty Leaders, workshops for supervisors leading self and others through change, FAQ and support with understanding the change process and individual conversations as requested. If you would like support through the consultation and change period you are encouraged to speak with your Head of School and/or the Change Manager.

### **What support is available to me if change proceeds and I take a redundancy?**

QUT has partnered with an external organisation to provide outplacement services for staff who leave due to redundancy. Outplacement services can assist staff in practical ways to transition from QUT whether that be a new job, starting your own business, or retiring. The external provider will guide staff through a foundation module designed to identify the specific support you want and then tailored assistance and personalised coaching up to a set number of specialised modules.

Further details on the outplacement support would be provided in any *Change Management and Implementation Plan*.

### ***Have more questions?***

For additional support or information on specific questions staff are encouraged to reach out to the key contacts:

- Your Head of School
- Professor Troy Farrell, Change Sponsor
- Amy Brutton, Change Manager
- Katie Killalea, Principal HR Partner
- B Heins, Senior HR Partner