

**IN THE FAIR WORK COMMISSION**

***Fair Work Act 2009***

**s.156 – Four Yearly Review of Modern Awards**

**AM2014/229 Higher Education Industry-Academic Staff-Award 2010 [MA000006]**

**WITNESS STATEMENT OF RAOUL MORTLEY**

I, Raoul Mortley AO FAFA, Pro Vice-Chancellor International and Executive Dean, Faculty of Society & Design, Bond University, 14 University Drive, Robina, in the state of Queensland, state as follows:

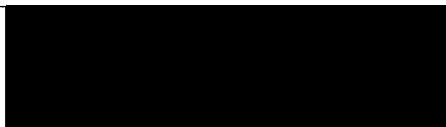
**Background**

1. I have been employed by Bond University Limited in the role of Pro Vice-Chancellor since 2005. I was first appointed as the Pro-Vice Chancellor Quality, but now hold the position of Pro Vice-Chancellor International.
2. I commenced as a Dean of Faculty of Society & Design (**the Faculty**) in October 2002, however, now hold the position of Executive Dean of the Faculty.
3. In my role as Executive Dean I carry out responsibilities that are delegated to me by the Vice Chancellor, this includes management and strategic development of the Faculty.
4. I am responsible for the Faculty's performance, profitability, staffing, ethics, teaching, research and general scholarship activities, and for establishing and furthering the Faculty's vision and mission.

**The Faculty and use of fixed-term contracts**

5. The Faculty comprises 25 disciplines. The academic staff that are employed to work in the Faculty are appointed on an ongoing, fixed-term or sessional (casual) basis.
6. Whether an employee is engaged on an ongoing basis, fixed-term or sessional basis will depend on a number of factors including:
  - (a) the duties and requirements of the position;
  - (b) the requirements of the discipline;
  - (c) the business needs of the Faculty;

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- (d) student enrolment figures;
  - (e) any obligations that the Faculty may have to provide sessional employment to a PhD student or candidate; and
  - (f) ultimately the approval of the Vice-Chancellor.
7. Currently, ongoing staff appointments and fixed term appointments of more than one year require approval from the Vice-Chancellor. This process allows the University to give careful consideration to the financial commitment inherent in such an appointment. However, the Vice-Chancellor does approve ongoing appointments in the Faculty if there is a good reason to do so. For example:
- (a) the appointment is linked to holding or maintaining required accreditation for a discipline; or
  - (b) it is to attract a high value candidate who will increase the research standing and reputation of the University.
8. The appointments that are made in the Faculty are dependent on the operational requirements and revenue of the area. To determine what appointments can be made we use a costing model. The costing model identifies the sum of money that can be allocated to staff salaries. Our costing model allows us to determine exactly where we need staff and where we do not.

**Ms Cherise Hoefler**

9. I am aware that Cherise Hoefler has provided a statement in support of the Bond University Academic Staff Association (BUASA) application to vary the Higher Education Industry Academic Staff Award.
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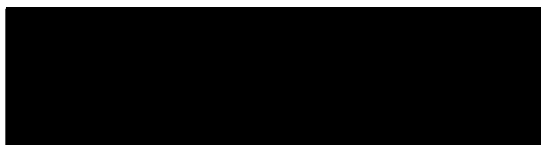
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Signed by PROFESSOR RAOUL MORTLEY

14 September 2016

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