

HIB Number 000737

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Subject: UNSW@ADFA - SESSION TWO 2010 – POTENTIAL FOR SOME  
STAFF MEMBERS TO WITHHOLD ACADEMIC RESULTS

Comment.  
Action Area COM-ADFA

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**HOT ISSUES BRIEF ADFA 04/10 – UPDATE TWO**

**ISSUE: UNSW@ADFA - SESSION TWO 2010 –  
POTENTIAL FOR SOME STAFF MEMBERS TO  
WITHHOLD ACADEMIC RESULTS**

**SENSITIVITY: Medium. The National Tertiary Education Union (NTEU), as part of its ongoing industrial dispute with the University of New South Wales (UNSW), is urging NTEU academic staff to withhold academic results at the end of Session Two. This proposed action has been publicised in the Canberra Times (10 November 2010), and other media outlets are now seeking information.**

**KEY ISSUES:**

- **NTEU academic staff members at UNSW@ADFA are likely to take further industrial action in support of a dispute regarding their Enterprise Bargaining Agreement. Like similar action that occurred in Session One 2010, members are being urged to withhold recording or transmitting students' assessment and examination results for Session Two. ADFA staff were unaware of this proposed action until reading of it in the Canberra Times edition of 10 November 2010.**

- **ADFA's midshipmen, officer cadets, advanced students and military postgraduate students could be adversely affected by this action. The impact could be felt most by cadets who are to graduate this year, and who are students of the NTEU academic staff taking industrial action. If their examination marks are withheld beyond 26 November 2010 it is unlikely that they will have their degrees conferred this year.**
- **This action could also impact the capacity of ADFA's staff to complete the End of Year Board of Review (EYBOR), where decisions are made in relation to individuals' progression in their UNSW studies, and in some extreme cases their ongoing service in the Australian Defence Force.**
- **ADFA is working with UNSW@ADFA to minimise the impact of this activity on military personnel, and contingency plans are being developed.**
- **NTEU members at UNSW@ADFA will be asked to give special consideration to expediting the transmission of results for those ADFA students affected by this industrial action.**
- **ADFA staff, midshipmen and officer cadets will be informed of the industrial action.**

#### **BACKGROUND:**

- **This is an ongoing issue for UNSW. NTEU members from the Kensington and UNSW@ADFA campuses undertook industrial action in September 2009, March 2010 and July 2010.**

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## **CONTINGENCY**

## **TALKING POINTS**

- **This is a matter for the University of New South Wales and is not isolated to University of New South Wales at the Australian Defence Force Academy (UNSW@ADFA).**
- **The National Tertiary Education Union (NTEU) is encouraging its UNSW staff members to take industrial action in support of a dispute regarding their Enterprise Bargaining Agreement. Consequently members are being urged to withhold recording or transmitting students' assessment and examination results.**
- **Only members of the NTEU will participate in the industrial action. There are a limited number of NTEU members in the UNSW@ADFA staff, and there is uncertainty regarding their intentions to participate. As such, it is difficult to determine how many students could potentially be affected by this action, although ADFA believes that it will only affect a small minority of students.**
- **ADFA is working with UNSW@ADFA to minimise the impact of this activity on military personnel, and contingency plans are being developed.**

- **For matters relating to the pay negotiations and how the matter will be settled with the union, please contact UNSW Kensington.**

<b>Clearance</b>	<b>Name</b>	<b>Appointment</b>	<b>Date Time Group</b>
<i>Cleared by:</i> <i>(Group/Service)</i>	CDRE B Kafer	<b>COMDT ADFA</b>	10 Nov 10
<i>Cleared by: (other Group/Service)</i>			
<i>Cleared by:</i> <i>(Public Affairs)</i>	COL Jeff Squire	<b>DDGPA-OPS</b>	10 Nov 10
<i>Ministerial Action (tick one)</i>	For Clearance	For Information	No Action
<i>Forwarded to / Cleared by:</i>		PARLSEC MINDEF MINDPMS	