

A message from the Chief Operating Officer and Deputy Vice-Chancellor

[<image001.png>](#)

**From the Chief Operating Officer  
and Deputy Vice-Chancellor**

Dear colleagues,

Following the Vice-Chancellor's email on 17 January I would like to inform you of the actions the university has taken to remediate the situation without delay.

Last week, when we advised staff of the situation, we also voluntarily disclosed it to the Fair Work Ombudsman, TEQSA, Australian Tax Office, the Federal Minister for Education, UniSuper and the university's auditors KPMG.

We have been in contact with people who have been directly affected by the underpayment both current staff and those who have worked with us during the identified period. We are taking steps to confirm all their details to make sure the appropriate payments are made correctly and in a timely manner.

Payments to current staff are scheduled to begin in February and we expect to begin processing payments to former staff in early March.

We have continued to engage with the Staff Consultative Committee and the Community and Public Sector Union and the National Tertiary Education Union and today have provided a further briefing to the Staff Consultative Committee.

The Acting Provost Professor Chris Lonsdale and the Executive Deans have held briefing sessions with Heads of Schools. Members of People and Capability are holding further information sessions with Executive Deans, Heads of Schools and key administrative staff in schools and faculties. The

discussion and feedback from these meetings have been very valuable and will be followed up with further meetings that include members of People and Capability, Executive Deans, Heads of Schools, and other key staff involved in the employment of sessional academic staff.

Whilst we review our systems and controls, university management has decided that the higher Co-ordination/PhD pay rates for sessional academic staff will be the standard rate of payment, effective 1 January 2024. The Provost and I will review this at the end of March 2024 based on advice from the Deputy Provost. We will be working with the Heads of School, Executive Deans and Directors – Strategy and Operations, to implement system and process improvements, and education for staff involved in engaging and paying sessional staff.

You can find answers to many of your questions about the background to the issue and the process of remediation in the FAQ on our website. Those people who are directly affected can also contact us at [entitlements@acu.edu.au](mailto:entitlements@acu.edu.au).

I would like to remind you that if you need additional support, our Employee Assistance Program provided by Acacia EAP offers a 24/7 service, rapid response times and emergency telephone counselling to staff. EAP is available to both current and former staff for this matter. Refer to the Employee Assistance Program web page for further information or contact Acacia EAP directly via phone (1300 364 273) or online.

I would also like to reiterate the Vice-Chancellor's apology and say I am deeply sorry that this underpayment has occurred. Thank you for your understanding while we work through this matter.

Regards, Stephen

---

<image002.jpg>

---

**Dr Stephen Weller**

Chief Operating Officer and Deputy Vice-Chancellor  
Australian Catholic University

The Vice-Chancellery, 40 Edward Street, North Sydney,  
NSW 2060

PO Box 968, North Sydney, NSW 2059

T: +612 9739 2912

E: [stephen.weller@acu.edu.au](mailto:stephen.weller@acu.edu.au)

W: [www.acu.edu.au](http://www.acu.edu.au)

Australian Catholic University & the courses offered by the University are registered on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS). Provider registration codes: ABN 15 050 192 660 CRICOS Reg. 00004G.

This correspondence is for the named person's use only. It may contain confidential or legally privileged information or both. No confidentiality or privilege is waived or lost by this transmission. If you receive this correspondence in error, please immediately delete it from your system and notify the sender. You must not disclose, copy or rely on any part of this correspondence if you are not the intended recipient.