## Workforce Framework

### KRA 4.2
The University has a sustainable staffing profile that meets the changing needs of the University’s operations. The University continues to cultivate the knowledge, capabilities and skills of its staff to align with the strategic directions and priorities. This is achieved through ACU’s workplace culture, workforce profile and valuing our staff.

### Workplace Culture
ACU will ensure a welcoming and safe workplace grounded in our Mission and Values.

**Goal 1**
Create an environment where the University’s aspirations for excellence, Mission, Values, strategic plan and priorities are understood, and staff are encouraged to seek clarity about how to make contributions to the University through their actions and behaviours.

**Goal 2**
Create a climate in which staff and students are safe and want to do their best, through actively identifying and managing workplace risks and supporting wellbeing.

**Goal 3**
Create an environment that nurtures integrity in others and the achievement of ACU’s Mission, traditions and Values; and encourages participation and engagement in the life and success of the University.

### Workforce Profile
ACU will ensure its staff profile is flexible, adaptable and can deliver on the University’s strategic objectives.

**Goal 1**
Ensure workforce profile supports the delivery of objectives, the achievement of excellence, and meet standards and regulatory requirements.

**Goal 2**
Strategically recruit and retain staff to support the growth and renewal of the University’s workforce and capacity for excellence.

**Goal 3**
Identify developmental needs to create a workforce that is continuously improved and are adaptable to change.

### Valuing ACU’s Workforce
ACU will invest in workforce and individual development, participation and involvement.

**Goal 1**
Engage in ongoing conversations with staff to support performance excellence and the development of the individual.

**Goal 2**
Engage and provide opportunities for staff participation, consultation and feedback at both an organisational and work unit level to support continuous improvement.

**Goal 3**
Recognise the contribution of staff and work unit achievements, contributions and excellence through appropriate acknowledgement and recognition programs.

### Strategies/Projects:
- Leadership and Accountability Program
- Capabilities and Development Framework
- Gender Equality Strategy
- Diversity and Inclusion Strategy
- Indigenous Employment Strategy
- Enterprise Bargaining
- Induction and On-boarding Program
- Staff Formation Program
- WHS Standard AS/NZ4801
- Leadership Competency Framework
- Performance Review and Planning participation rate and outcomes
- myVoice Survey
- New Starter Survey
- Exit Survey
- Risk Registers
- WHS Standards
- U@ACU Participation rates
- Grievance resolution informal vs formal
- Workforce Planning
- Workforce Planning alignment to the budget model
- Employer Value Proposition
- Academic Performance Matrix
- Framework for Leading and Managing Change
- Annual Workforce Plan by Faculty and broad Portfolio area
- Higher Education Standards and risk mitigation
- Indigenous Employment profile
- Diversity profile
- Gender Equity Profile (Pay Equity)
- Performance Review and Planning participation rates and outcomes
- Costing model (activities and cost)
- New Starter Survey
- Exit Survey
- Service Matters Survey
- Leadership and Accountability Program
- Reward and Recognition Project
- Capabilities and Development Framework
- Performance Review and Planning system
- Wellbeing Programs
- Framework for Leading and Managing Change
- Service Matters Survey
- myVoice Survey
- Professional Development participation rates/evidence of workplace utilisation
- Performance Review and Planning participation rates and outcomes
- Academic Promotion outcomes