

The Kolling Research Support Team

14 July 2021

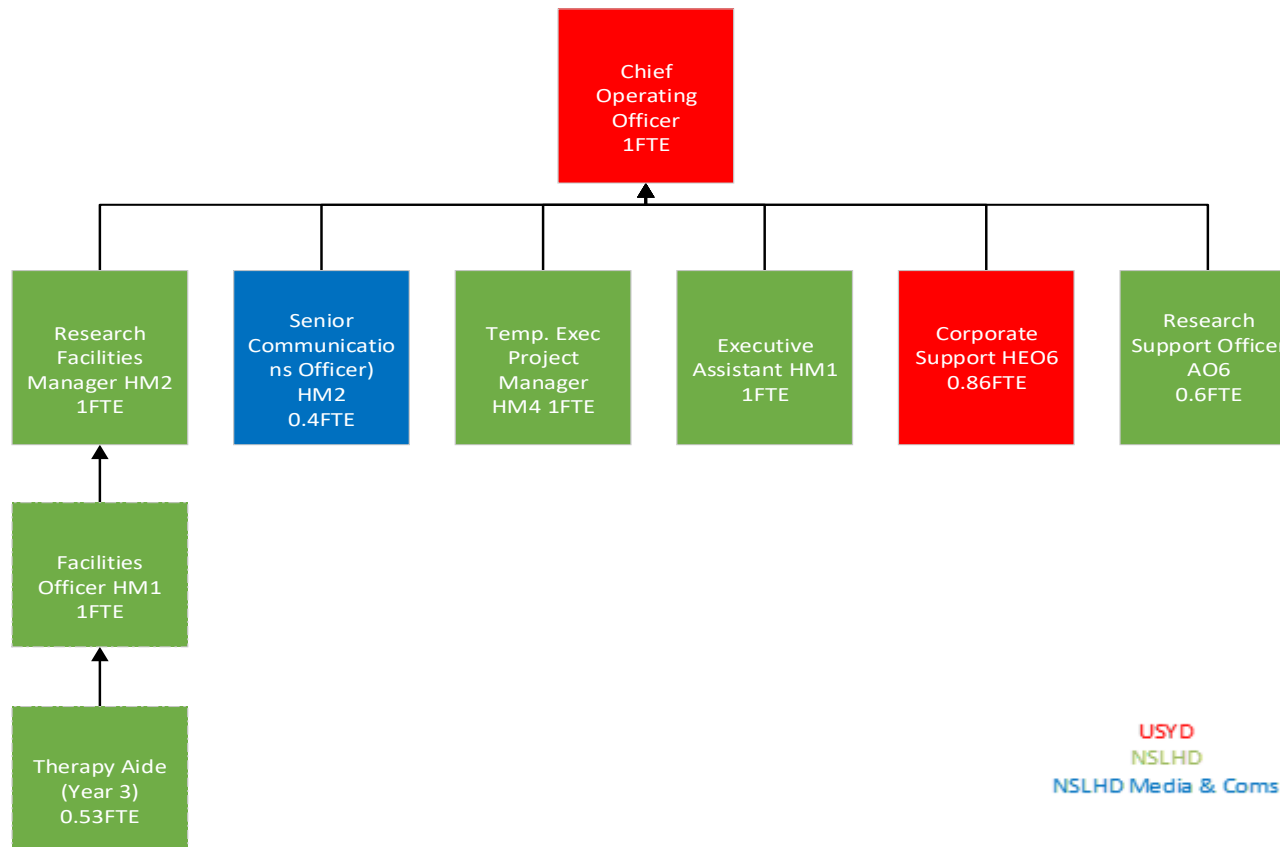
Objectives

1. Explain the Kolling RST restructure context and purpose
2. Understand the resultant structural changes
2. Understand the process
3. Answer related questions

1. Context and Purpose

- The existing research support staff structure has not been reviewed in several years and does not provide for ideal lab technical support, building management in the context of the campus, nor alignment with JVP developments e.g. research development & support.
- In November 2019 the Kolling Governance Committee (KGC) endorsed a joint venture budget with an associated fundamental staffing structure, referred to as the “Kolling Research Support Team” (RST), which was subsequently endorsed by the Joint Venture Partners (JVPs).
- The staffing structure was developed and approved with a view to assist with the implementation and support of the developing Kolling Institute Research Strategy.
- It is premised on integration versus replication of research support services that are existing and developing in each JVP and will also allow improved integration between research support services available in NSLHD and the University in support of Kolling researchers.
- The new structure also offers an enhancement to laboratory support services and will improve resources available to progress ongoing work to support lab management and scientific sample storage as well as project support for strategy implementation.

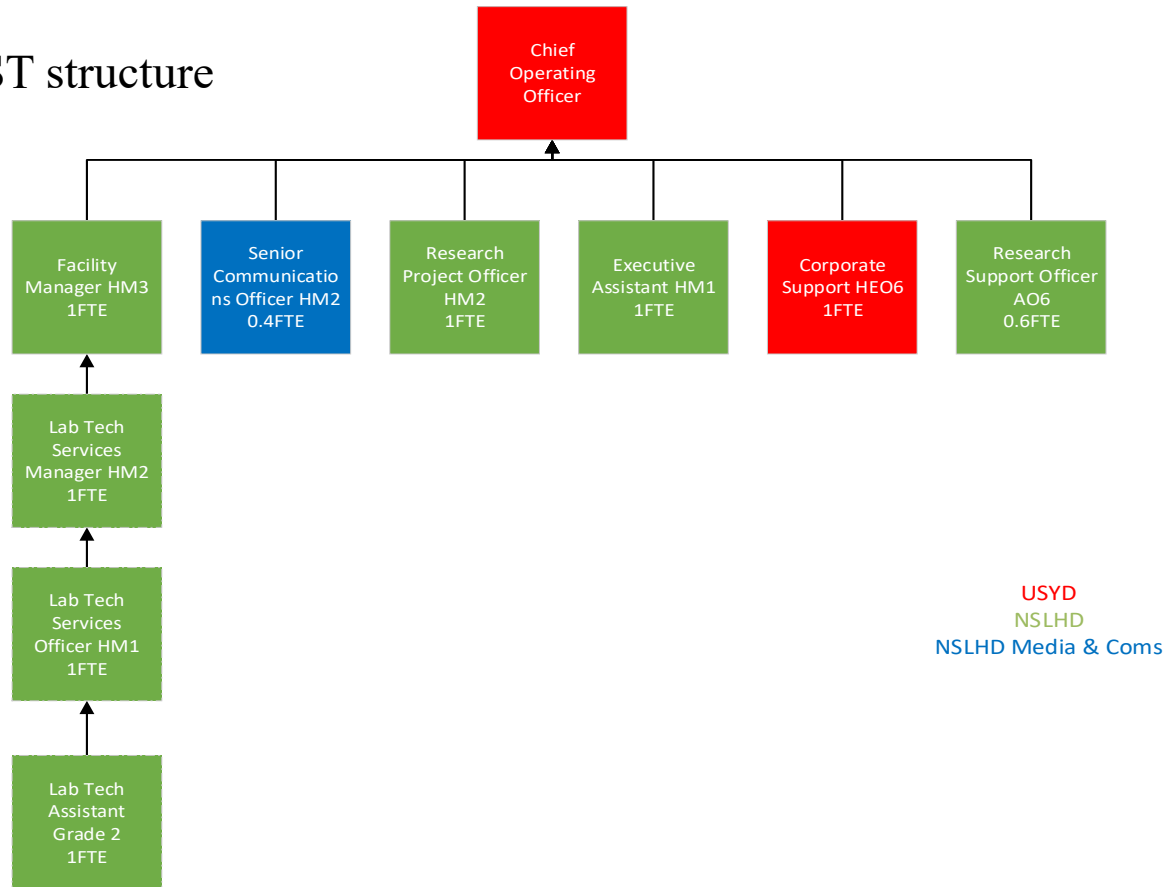
2. Current Structure



USYD
NSLHD
NSLHD Media & Coms

2. Proposed Structure

Proposed RST structure



2. Structures cont'd

- The existing structure includes 8 positions (6.39 FTE) overseen by the Chief Operating Officer (COO).
- The proposed structure would have 9 positions (8 FTE) reporting to the COO.
- These increases relate to a realignment and expansion of the Facility Management role from research only to whole of building and an associated enhanced lab support model with 4 positions overall versus 2.53 currently.
- Dedicated and consistent communications support and development
- Project officer to work with researchers, NSLHD and USYD to implement strategy
- Overall budget increase of \$118k.

3. Process and Next Steps

- Budget approved by Governance Committee
- Restructure approved by NSLHD Chief Executive
- Full staff forum of people involved in the structure (today)
- Individual meetings with staff who could be “affected” (over the next week)
- Notify and meet with the HSU
- Update staff on feedback and any changes
- For any new positions a brief submission for approval to recruit FTE
- For any matched positions, letter to be provided to staff
- For any positions which had “affected” staff, letter to be provided to staff and advertising of positions