

Human Resources Delegations Schedule

1 Purpose

PLEASE NOTE: All human resource management policy instruments are currently under review to ensure alignment with the new Enterprise Agreement. Contact the People Portfolio for more information.

To enable the efficient and effective operation of the University by providing necessary and appropriate Human Resources Delegation to officers to enable them to discharge their responsibilities.

2 Scope

This schedule must be read in conjunction with the Delegations Policy and is subordinate to it.

This schedule applies to all Human Resources activities at the University which require approval by the Delegate prior to action and implementation.

Human Resources Delegations are allocated to a 'position' in the University organisational structure and not an 'individual'. As such, any individual occupying the delegated position (in either a continuing, acting or fixed-term capacity) automatically assumes the Delegations for the period they are undertaking the role.

Human Resources Delegations are approved by the Chief People Officer.

3 Schedule

3.1 Categories of Delegation

Human Resources Delegations operate in a matrix which establishes five categories of Delegation. Each category of Delegation is assigned certain authorities and responsibilities for various People Portfolio activities.

Category of Authority	Definition	Delegated Position
Category 1	Highest ranking position in charge of management of the University.	Vice-Chancellor
Category 2	Senior executive positions with authority and responsibility for leading and representing a	Provost; Deputy Vice-Chancellors;

	major function of the University, normally including members of the Vice-Chancellor's Executive Committee.	Pro Vice-Chancellors.
Category 3	Senior leadership positions responsible for leading one or more large sections or departments at the University.	<p>Academic</p> <p>Heads of School and Deans;</p> <p>Executive Director (Professional Services);</p> <p>Executive Directors;</p> <p>University Librarian and Director (Library Services);</p> <p>Head of College and Dean (Pathways Education);</p> <p>Dean (Academic Transformation);</p> <p>Dean (Students);</p> <p>Dean (Academic);</p> <p>Dean (Learning and Teaching Futures);</p> <p>Academic Registrar.</p> <p>Vice-Chancellor</p> <p>Head of College (College for First Nations)</p> <p>Research and Innovation</p> <p>Executive Directors;</p> <p>Dean (Graduate Research School);</p> <p>Director (Office of Research).</p> <p>Enterprise Services</p>

		<p>Chief Financial Officer;</p> <p>Chief People Officer;</p> <p>Chief Information Officer;</p> <p>Executive Directors.</p>
Category 4	<p>Leadership positions responsible for leading (solely or jointly) one small-medium organisational unit at the University.</p>	<p>Academic</p> <p>Chief Executive Officer (QCWT);</p> <p>Deputy Academic Registrar and Director (Student Administration);</p> <p>Directors;</p> <p>Deputy Directors;</p> <p>Deputy Head (Education).</p> <p>Vice-Chancellor</p> <p>University Secretary;</p> <p>Directors.</p> <p>Research and Innovation</p> <p>Chief Operating Officer;</p> <p>Directors (UniSQ Research Centres);</p> <p>Research Services Manager.</p> <p>Enterprise Services</p> <p>General Counsel;</p> <p>Directors;</p> <p>Associate Directors (Facilities Management);</p> <p>Associate Directors (ICT).</p>

In parallel with specified Delegate categories, Supervisors also have a range of responsibilities for People Portfolio activities for their direct reports. These responsibilities are contained within the specific Policy Instrument.

3.2 Delegated activities and authorities

All Delegations outlined in this schedule are to be interpreted as the minimum level of Delegation required to undertake an action (e.g. all Delegations listed for a Category 4 Delegate, should be interpreted as 'Category 4 Delegate or above').

Where the People Portfolio activity being undertaken involves a Close Relative of the relevant Delegate or represents an actual or perceived Conflict of Interest, approval must be gained from the Delegate in the next Delegation category.

3.2.1 Academic Promotion

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Promotion to Level B			Approve promotion to Level B.		
Promotion to Level C, D, or E		Approve promotion to Level C, D, or E.			
Equivalent Standing		Approve equivalent standing of academic qualifications for promotion purposes.			

3.2.2 Professional Development

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Academic Professional Development			Approve Academic Professional Development Program applications		
Doctoral Support			Approve Doctoral Support applications.		
Employee Exchange			Approve employee exchange.		
Professional Development Leave				Approve professional development leave.	
Study Assistance					Approve study assistance applications.

3.2.3 Performance Planning and Review

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Performance Planning and Review				Decide accelerated increment. Chief People Officer Designate alternative Supervisor (in consultation with Category 3 Delegate).	

3.2.4 Recognition and Reward

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Employee Recognition and Reward		Approve Employee excellence award winners. Set value of the financial grant for Employee excellence awards.			

3.2.5 Employee Diversity and Inclusion

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Nil					

3.2.6 Position Establishment and Evaluation

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Position Establishment	Establish or alter positions at Vice-Chancellor level.	Establish or alter positions at Senior Executive level and professorial level E.	Establish or alter positions at academic levels A to D. Establish or alter positions at professional		

			Employee levels 1 to 10.		
Position Classification				Chief People Officer (or nominee) Approve the classification or reclassification of a position.	

3.2.7 Recruitment, Selection, and Appointment

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Recruitment, selection, and appointment (other than contracted Senior Positions)		Approve direct appointment (continuing, contingent-funded, or fixed term). Terminate appointment of an Employee during probationary period.	Approve recruitment action for, and appointment to, all positions except for Provost, Deputy Vice-Chancellor and Pro Vice-Chancellor, and all contracted Senior Positions that report directly to Provost, Deputy Vice-Chancellor, or Pro Vice-Chancellor. Approve Internal Transfer for Employees except for contracted Senior Positions. Approve a secondment.	Approve higher duties or responsibility allowance. Chief People Officer Approve recognition of prior service. Confirm appointment of an Employee. Approve attraction allowance. Approve retention allowance.	Approve casual appointment. Approve claim for relocation assistance.
Recruitment, selection, and appointment of contracted Senior Positions	Approve recruitment action for, and appointment/re-appointment to the position of Vice-Chancellor. Confirm appointment of the Vice-Chancellor. Terminate appointment of the Vice-Chancellor during the probationary period. Approve salary arrangements for the Vice-Chancellor, Provost, and Deputy	Approve recruitment action for, and appointment/re-appointment to, Provost, Deputy Vice-Chancellor and Pro Vice-Chancellor, and all contracted Senior Positions that report directly to Provost, Deputy Vice-Chancellor, or Pro Vice-Chancellor. Approve Internal Transfer for contracted Senior Positions. Terminate appointment of an	Approve recruitment action for, and appointment/re-appointment to, all contracted Senior Positions that do not report directly to Provost, Deputy Vice-Chancellor, or Pro Vice-Chancellor.		

	Vice-Chancellors.	Employee during probationary period.			
		Approve salary arrangements for contracted Senior Positions.			
Visiting academic, adjunct, or honorary titles				Approve or renew the awarding of a visiting academic, adjunct, or honorary title.	

3.2.8 Employee Complaints

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Managing Misconduct or Serious Misconduct			<p>Suspend an employee upon the recommendation of the Chief People Officer.</p> <p>On receipt of the investigation report, decide whether or not Disciplinary Action is warranted against an employee.</p>	<p>Chief People Officer</p> <p>Recommend to suspend an employee.</p>	
Employee Complaints				<p>Chief People Officer</p> <p>Decide to manage a Complaint in accordance with the Employee Complaints Procedure or another policy or procedure.</p> <p>Decide and issue reasonable directions to resolve Complaint.</p> <p>Refer a Complaint for management in accordance with section 47 of the Enterprise Agreement (Managing Misconduct or Serious Misconduct).</p>	
Employee Complaints (Sexual Harassment, Sexual Assault, and Sex Discrimination)				<p>Chief People Officer</p> <p>Decide to manage a Complaint in accordance with the Employee Complaints (Sexual Harassment, Sexual Assault, and</p>	

				<p>Sex Discrimination) Procedure or another policy or procedure.</p> <p>Decide and issue reasonable directions to resolve Complaint.</p> <p>Refer a Complaint for management in accordance with section 47 of the Enterprise Agreement (Managing Misconduct or Serious Misconduct).</p>	
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3.2.9 Employment conditions, salaries and benefits

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Flexible Working Arrangements			Approve requests for flexible work arrangements.		Approve requests for working from another location.
Leave of Absence			<p>Supervisory level approvals via Employee Self Service, plus</p> <ul style="list-style-type: none"> • Leave without Pay for more than 6 months (up to 2 years). 	Approval or otherwise of Special Leave.	<p>Supervisory level approvals via Employee Self Service, plus</p> <ul style="list-style-type: none"> • Parental Leave (plus special conditions relating to Parental (Maternity) leave; • Leave without Pay for more than 4 weeks (up to 6 months); • Workers Compensation.
Outside Employment				Chief People Officer Review Decisions.	Approval or otherwise of applications.
Principles of Academic Employee Contactability and Availability					Ensure on-campus availability of academic Employees.

Termination of Employment	Terminate appointment of Vice-Chancellor.	Terminate appointment of all University Employees at all levels on recommendation of Delegate.	Recommendation to terminate appointments at academic levels A to E.	Chief People Officer Terminate employment of casual Employees.	Recommendation to terminate appointments at Salary Levels 1 to 10.
Travel		Approve travel to high-risk countries. Self-approval of domestic travel.	Approve upgrade of travel class. Approve variations or exceptional circumstances for travel. Self-approval of domestic travel.	Assessment and approval of international travel. Approval of intercampus transport arrangements other than the regularly scheduled University transport service. Approval of airport lounge memberships for persons other than the Chancellor, Deputy Chancellor, Vice-Chancellor, and contracted senior executive Employees.	Assessment and approval of domestic travel.
Voluntary Severance, Redundancy and Redeployment		Final approval of redundancy action.		Chief People Officer Manage the redundancy and redeployment process and provide procedure and process recommendations to the Vice-Chancellor.	
Work Allocation			Approve Divisional Academic Work Allocation Model.		Approve individual work allocation for academic Employees.
Working from Another Location				Approve international working arrangement.	Approve work from another location within Australia.
Working Hours, Overtime & Shift Work: Professional Employees			Approval of, overtime, shift work and allowances.		Approval of working hours, overtime, shift work and allowances.
Working with Children		Terminate appointment of Employees issued with a negative suitability notice.			

3.2.10 Equity and diversity

Complying with the law and observing Policy and Procedure is a condition of working and/or studying at the University. A hard copy of this electronic document is uncontrolled and may not be current as the University regularly reviews and updates its Policies and Policy Instruments. The latest controlled version can be found in the University's [Policy and Procedure Library](#).

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Prevention of Discrimination, Bullying and Harassment		Decision as to whether or not to commence disciplinary action.	Provost Ensure student related matters proceed in accordance with other relevant policies and timeframes; and provide procedure and process recommendations to the Vice-Chancellor.	Chief People Officer Ensure Employee related matters proceed in accordance with other relevant policies and timeframes; and provide procedure and process recommendations to the Vice-Chancellor.	
Workplace Adjustments				Chief People Officer Approve the use of central University funding for Workplace Adjustments.	

3.2.11 Health, safety and wellbeing

Policy Instruments	University Council	Category 1	Category 2	Category 3	Category 4
Children on Campus					Approval or otherwise of children on campus.

4 References

Nil.

5 Schedule Information

Accountable Officer	Deputy Vice-Chancellor (Enterprise Services)
Responsible Officer	Deputy Vice-Chancellor (Enterprise Services)
Policy Type	Governance Policy
Policy Suite	Delegations Policy
Approved Date	15/4/2024
Effective Date	15/4/2024
Review Date	24/3/2025
Relevant Legislation	

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Policy Exceptions	Policy Exceptions Register
Related Policies	
Related Procedures	Employee Conflict of Interest Procedure
Related forms, publications and websites	Guidelines for HR Delegations
Definitions	<p>Terms defined in the Definitions Dictionary</p> <p>Close Relative</p> <p>Close relatives for this purpose are spouse/partner, parent, mother-in-law, father-in-law, sister, brother, sister-in-law, brother-in-law, daughter, son, stepdaughter, stepson, stepfather, stepmother, stepsister, stepbrother, half-sister, half-brother, grandparent, granddaughter, grandson, son-in-law, daughter-in-law, any other person approved by the Vice-Chancellor or delegated officer.</p> <p>Conflict of Interest</p> <p>If a University Member has an interest that conflicts or may conflict with the discharge of the University Member's duties the University Member should Declare the nature of the interest and the conflict to the University Member's Supervisor as soon as practicable after the relevant facts come to the University Member's knowledge and must not take action or further action relating to a matter that is or may be affected by the conflict until authorised. An Executive Leader may direct a University Member to resolve a conflict or possible conflict between an interest of the University Member and the University Member's duties. A reference to an interest or to a Conflict of Interest is a reference to those matters within their ordinary meaning under the general law, and, in relation to an interest, the definition in the Acts Interpretation Act 1954, Schedule 1, does not apply. A Conflict of Interest will arise when a University Member's Private Interests conflict with their duty to the University or to serve the public interest as a University Member. The risk of having a conflict of interest increases where a University Member's responsibilities include the authority to make decisions. A conflict of interest may be potential, perceived or actual - when a University Member is in a role where future decision making may be influenced by their Private Interests if a certain condition is fulfilled, they have a potential conflict of interest; a perceived conflict of interest arises where it appears that decisions a University Member make in the course of their University employment may be influenced by their Private Interests, whether or not this is in fact the case; an actual conflict of interest exists where a University Member's actions could be unduly, improperly or excessively influenced by their Private Interests. Serious misconduct can occur</p>

when a conflict of interest is concealed, understated, mismanaged or abused.

[Delegate \(noun\)](#)

Delegate (noun) means the officer, Employee or committee of the University to whom, or to which, a delegation of authority has been made under this Policy.

[Delegation](#)

A formal authority or power granted to Council members, Employees and Council committees to make Decisions on behalf of the University.

[Employee](#)

A person employed by the University and whose conditions of employment are covered by the Enterprise Agreement and includes persons employed on a continuing, fixed term or casual basis. Employees also include senior Employees whose conditions of employment are covered by a written agreement or contract with the University.

[Policy](#)

A high level strategic directive that establishes a principle based approach on a subject. Policy is operationalised through Procedures that give instructions and set out processes to implement a Policy.

[Policy Instrument](#)

A Policy Instrument refers to an instrument that is governed by the Policy framework. These include Policies, Procedures and Schedules.

[Procedure](#)

An operational instruction that sets out the process to operationalise a Policy.

[University](#)

The term 'University' or 'UniSQ' means the University of Southern Queensland.

Definitions that relate to this schedule only

Supervisor

	Any person responsible for leading the activities of others. In the context of this Procedure, a Supervisor includes Employees at any classification level or title who have responsibilities for leading, managing or supervising work teams and/or individual Employees.
Keywords	Human Resources Delegations, Delegations, authorities, approvals
Record No	14/2963PL