



**Australian Government**

**Department of Education,  
Science and Training**

# **Workplace Productivity Programme**

## **National University Finance & Procurement Conference 2007**

***Innovation & Productivity in Higher Education***



# Introduction

- The Workplace Productivity Programme (WPP) is part of the Australian Government's *Our Universities: Backing Australia's Future* suite of initiatives for the higher education sector.
- The objective of the WPP is to provide project funding to assist universities to pursue broad workplace reform that strengthens their capability to manage and implement workplace change.



# WPP Priorities

- The funding priority for the WPP is for projects that reform the efficiency, productivity and performance of institutions, strengthen their capability to manage and implement workplace change.
- Round 2 included “contribute to the diversity of the higher education sector”.
- Projects could address a wide range of areas: reform of human resources practices, professional development, systems development, efficiency reforms, and initiatives to promote diversity



# WPP Round 1

- The first round of the programme commenced in 2006. There were 94 applications with funding requests totalling over \$140 million dollars.
- The Minister for Education, Science and Training approved 47 projects, with total funding valued at over \$50 million from 2006 until 2008.



# Out of Round Submissions

## **Australian Vice-Chancellors' Committee (AVCC) Second Action Plan for Women Employed in Australian Universities 2006-2010.**

- Priority goals of the Action Plan include:
  - Encouraging all universities to integrate equity strategies and performance indicators into their institutional plans;
  - Significantly improving the representation of women in senior roles by encouraging equity initiatives in critical areas; and
  - Monitoring patterns of women entering academia and responding to barriers to sustained entry.



# Out of Round Submissions

## L H Martin Institute for Higher Education, Leadership and Management

- The L H Martin Institute is a new national interdisciplinary institution located at the University of Melbourne.
- Project partners include the University of New England and Victoria University.
- The Institute's goals:
  - enhance the quality of post-secondary education management and governance in Australia;
  - train the next generation of leaders for Australian higher education and VET institutions in the strategic management of their institutions.



# Out of Round Submissions

## Efficiency and Productivity Reform Project at the Batchelor Institute of Indigenous Tertiary Education

- The Batchelor Institute is Australia's only Indigenous higher education institution.
- From its Northern Territory location, it serves students from rural and remote communities with a focus on health and other courses relevant to their student's communities.
- Goals of the *Efficiency and Productivity Reform Project*
  - improve the planning and governance of the Institute, by enabling sustainable human resource practices including workforce planning that will help attract high performing teachers.



# WPP Round 2

On the 15 March 2007 the Minister announced Round 2 of the *Workplace Productivity Programme*.

The Department received 99 project applications from 38 of the 39 eligible universities, requesting over \$204 million.



# Application Categories

## Workplace Productivity Programme Round 2- Application Breakdown

Category	Round 1		Round 2		Change
	Qty	%	Qty	%	
Financial Management	43	46%	8	8%	-38%
Organisational Restructuring/ Rationalisation	22	23%	23	24%	-1%
Management Systems/ Service Delivery	20	22%	48	48%	26%
Staff Performance Programmes	7	7%	17	17%	10%
VSU Impact Reviews	2	2%	3	3%	1%
<b>Total</b>	<b>94</b>	<b>100%</b>	<b>99</b>	<b>100%</b>	





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