

Thursday, 3 February 2022

University updates staff on review of historic payment issues

The University of Tasmania has informed staff it is conducting a review of issues related to underpayment of employees.

Chief People Officer Jill Bye has apologised to staff in a letter today and said the review was part of a commitment to remedy any outstanding payments, with interest.

“First of all, I want to say sorry. Our people are central to who we are as an institution and what we do,” Ms Bye said.

“Our commitment is that we will be open with people and put things right.”

The University is one of several in the sector which is responding to historic issues of underpayment.

The University has engaged external firms with specialist expertise in these matters. Preliminary work shows issues around two themes:

- minimum engagement periods (e.g. applying a minimum engagement period pay rate, regardless of whether less hours are worked)
- penalty rates not being correctly applied in some cases (e.g. weekends, public holidays, shift allowances)

Ms Bye said problems had arisen because of historically inconsistent practice across the institution and varying interpretations of complex staff agreements.

“Once the review is finalised, we will communicate with any current and former staff who may be impacted. We will ensure that employees are paid any amounts owing, with interest,” she said.

“We will use this review to strengthen our processes, to ensure that issues are addressed and are not repeated in the future.”

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