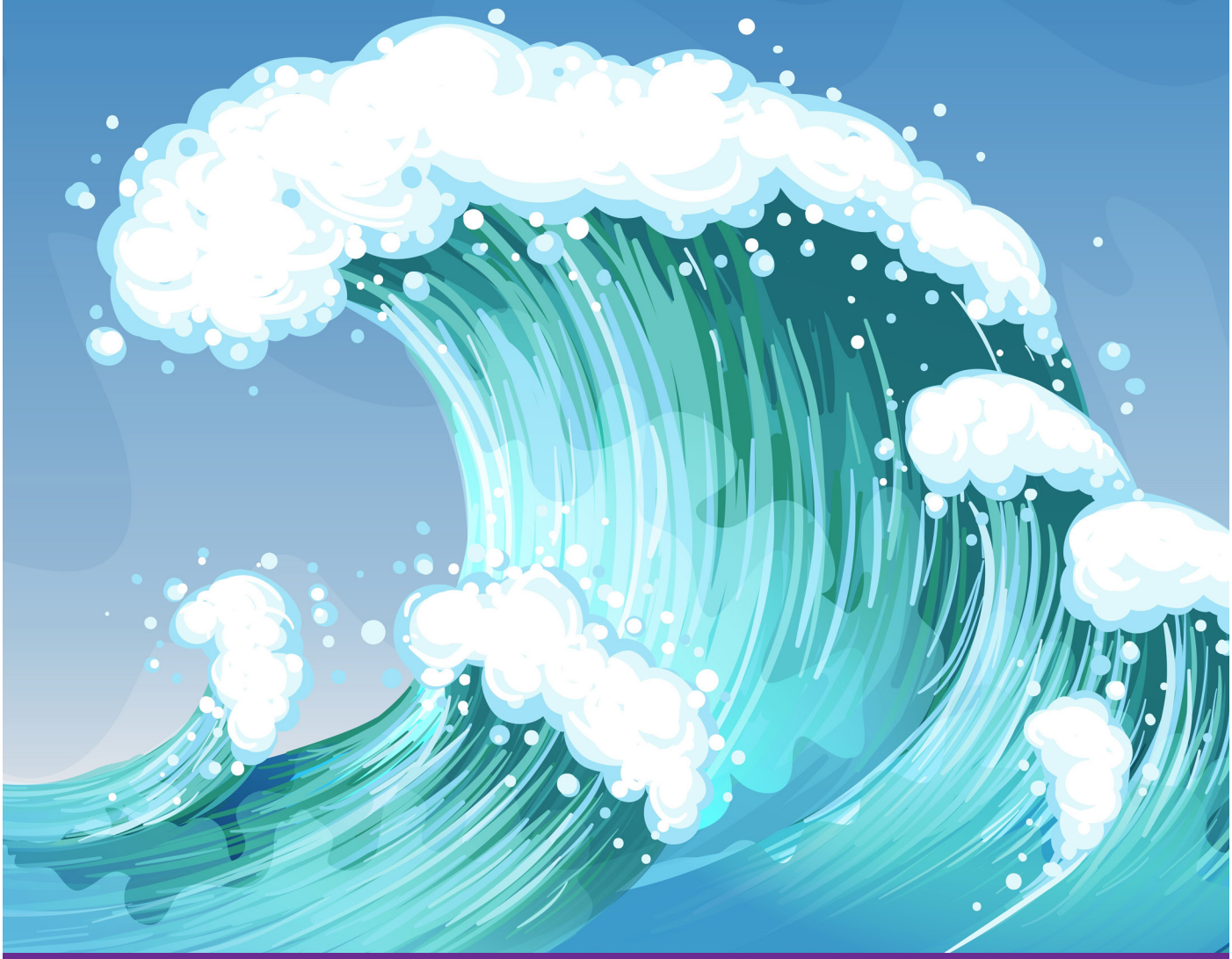
The Flood
of Insecure Employment at Australian Universities



August 2018

National Tertiary Education Union

Published by National Tertiary Education Union, 120 Clarendon St, South Melbourne VIC 3205 Australia.
ISBN 978-0-6482106-6-5 www.unicasual.org.au/publications

National Tertiary Education Union ABN 38 579 396 344
National Office, 1st floor, 120 Clarendon St
PO Box 1323, South Melbourne VIC 3205
phone 03 9254 1910 *fax* 03 9254 1915
email national@nteu.org.au **www.nteu.org.au**

The Flood of Insecure Employment at Australian Universities. 2018

by Paul Kniest, NTEU Policy and Research Coordinator

This is an update of 2016 briefing paper, The Rising Tide of Insecure Employment 2016. Like the 2016 version this paper provides an analysis of the most recent Australian university staffing data utilising a variety of sources including:

- Selected Higher Education Statistics – 2017 staff data;
- A more detailed breakdown of the latest available (2016) selected higher education 'actual casual' data provided to the NTEU on request from the Department of Education and Training; and
- University returns to the Workplace Gender Equality Agency (WGEA) for the four years of returns covering 2013-14 to 2016-17 which have been comprehensively analysed in another NTEU paper released in April 2018 called The Prevalence of Insecure Employment at Australian Universities.

This updated analysis shows that the rising tide of insecure employment evident in the data up to 2015 has persisted and become worse. The rising tide has turned into a flood and there does not seem to be any signs of this abating anytime soon as it inundates our university workforce. The latest WGEA data shows that only just over one in three (35.6 %) of people employed at universities enjoy secure ongoing work. Amongst academics increases in employment have been through the use of casual teaching-only positions and research-only positions, which are predominantly short fixed term contracts. NTEU fears that these trends are continuing to displace the very concept of academic tenure.

All university staff are drowning and not waving in this flood of insecure of employment. Therefore, we must dispel the management myth that the rise of insecure employment is in any way a response to employees' preferences for flexible work and casual or contract forms of employment.

Number of Employees

The higher education staffing statistics published by the Department of Education and Training requires universities to report on the number (head count) of tenurial and limited term staff they employ, but they are not required to report the number of casual employees. Therefore, the Department does not publish data of the total number of people working in higher education in Australia[1]. Fortunately, data collected by the Workplace Gender Equality Agency (WGEA) requires Australian universities to report on the actual number of people they employed, including those with permanent positions, on contracts and employed as casuals.

According to the latest WGEA data as shown in Figure 1 (NTEU 2018 called The Prevalence of Insecure Employment at Australian Universities), in 2016-17 Australian universities employed a total of 213,378 employees of whom 93,001 were employed on a casual basis. Departmental full time equivalent (FTE) data shows that in 2017 there were 22,699.

Figure 1

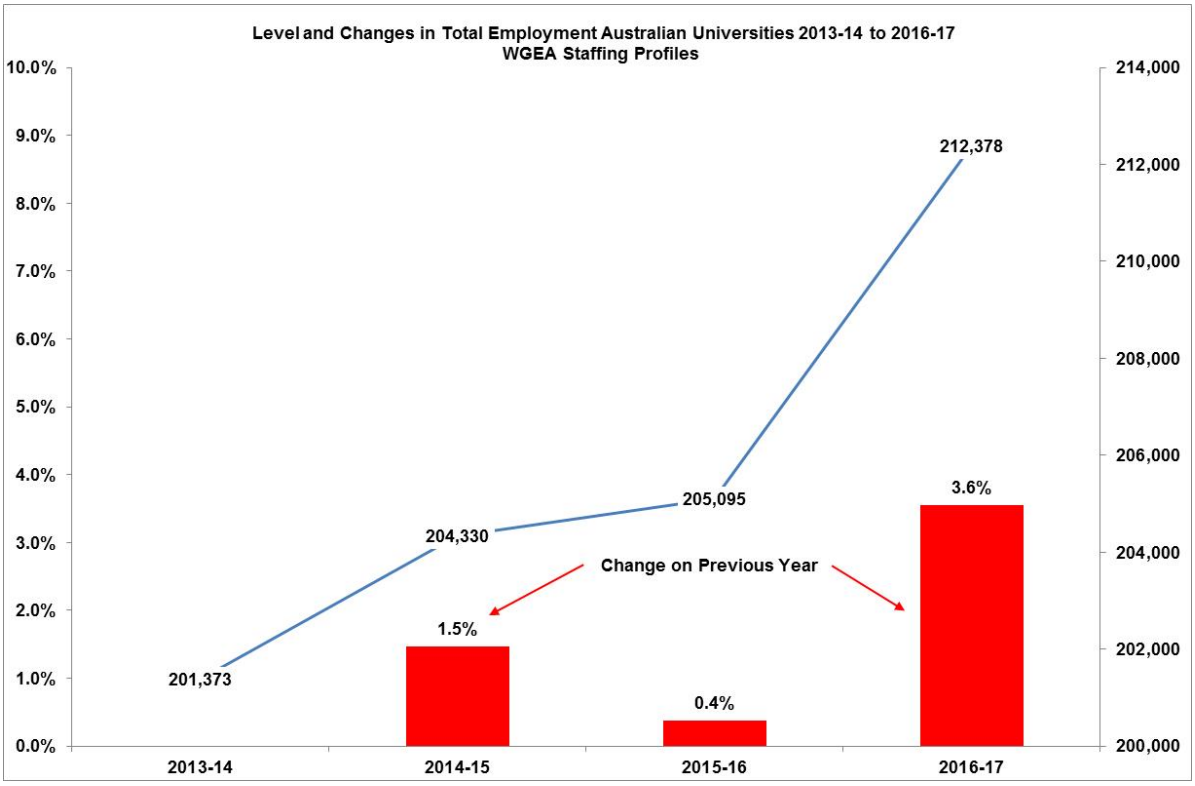


Figure 2 combines published data on the number of tenurial and limited people employed and estimates the number of causals by using a conservative multiplier of 4 casual employees per FTE to estimate of the number of employees by employment contract.

[1] The Department requires universities to report on the full time equivalent (FTE) casual staff load which universities calculate from hours of casual employment.

Figures 1and 2 both show that in 2017 there well over 210,000 people employed at our universities whether using WGEA or Departmental data.

Figure 3 shows the breakdown of the proportion of employees by work contract (casual, contract/limited term, permanent/tenurial) according to both sets of data. Both sets of data shows that about 43% of all university employees are employed on a casual basis, another 22% employed on limited fixed term contracts and only about 35% employed on a permanent or tendril basis. In other words, only just over one in three people who worked at an Australian university in 2017 had a secure job.

Figure 2

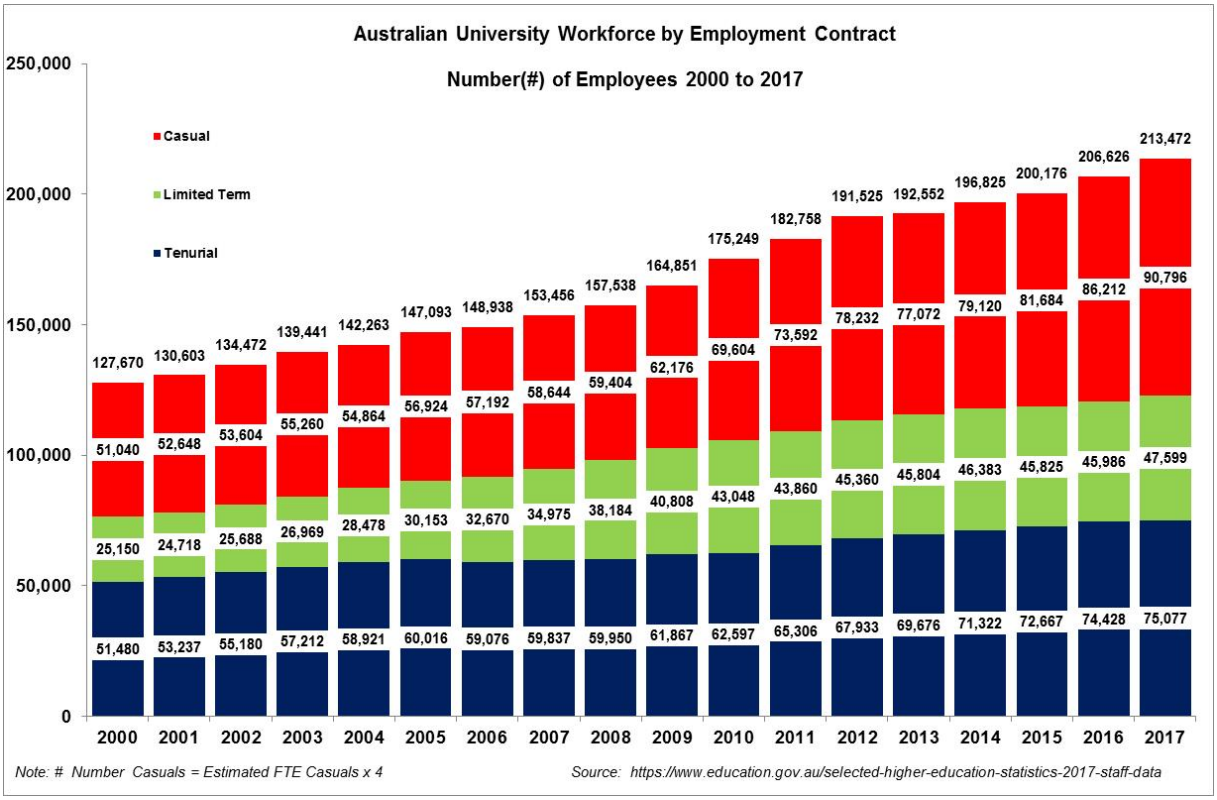
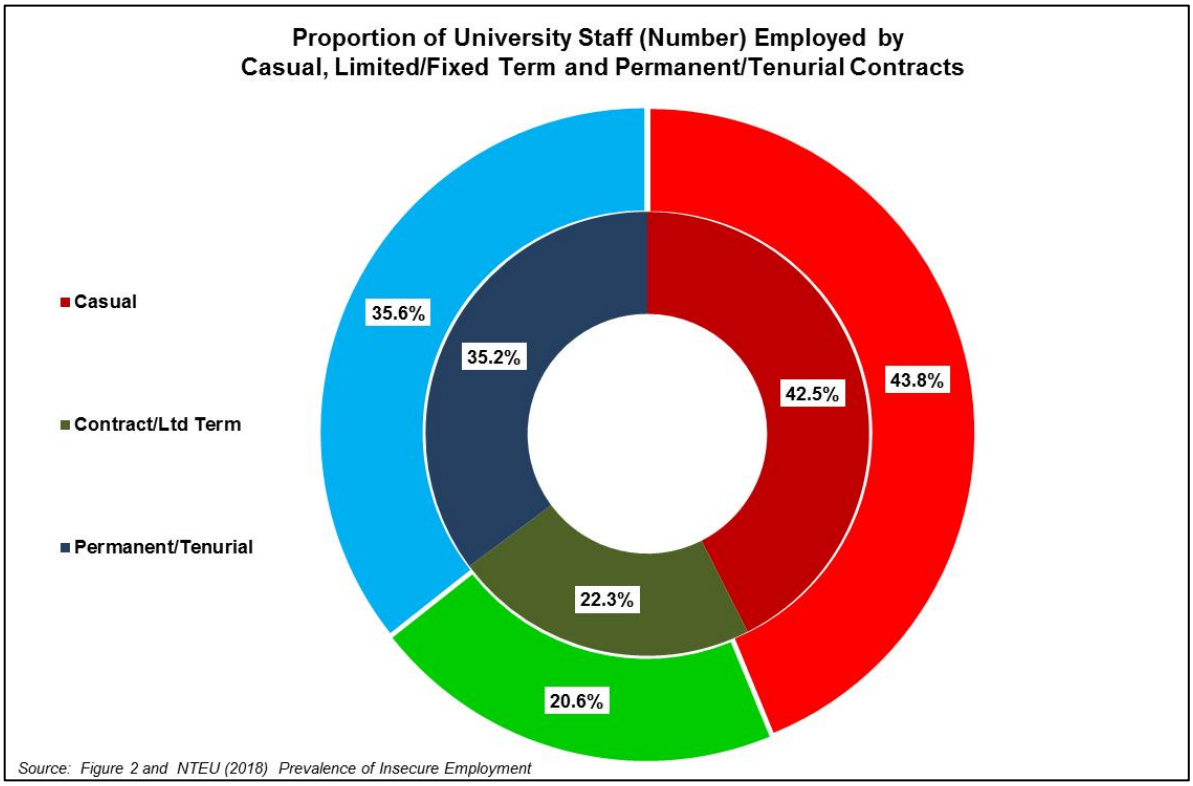
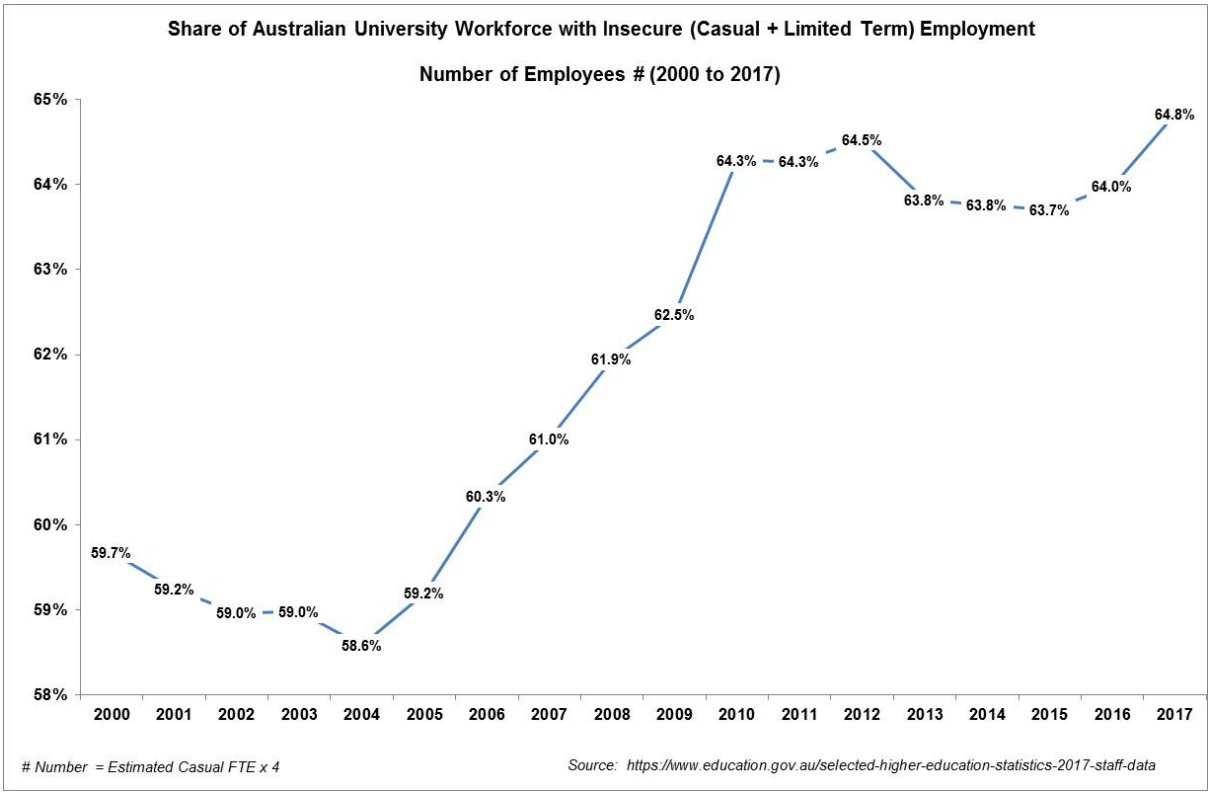


Figure 3



Unfortunately WGEA data has only been collected since 2013-14 and therefore it is difficult to detect any significant trends in the data. Figure 4 however shows the proportion of the number of university workers employed on insecure employment contracts (casuals and limited term contracts) over the period 2000 to 2017.

Figure 4



The data in Figure 4 shows the rising tide of insecure employment in the higher education sector, especially the rapid increases between 2005 and 2010 which corresponded with the Higher Education Workplace Relations Requirements (HEWRRs).

The HEWWRs, which were a precursor of WorkChoices, imposed a financial penalty on universities if their collective agreements didn't meet the ideologically-driven industrial relations agenda of the Liberal and National Party Coalition Government. Amongst many other things, the HEWRRs required universities to remove limits on the circumstances for which fixed-term employment could be used. The HEWRRs were abolished in 2008 following the election of the Rudd-Gillard ALP Government in 2007. The HEWWRs provisions were eliminated from most university collective agreements by the end of 2009.

The data also shows that while there was a dip in the proportion of staff on insecure employment between 2012 and 2015, the last two years (2016 and 2017) has seen a noticeable upswing.

Changes in government policy

To get an appreciation of how changes in government policy may have shaped the nature of employment in our universities, Figure 5 shows the average annual rate of growth in the number of employees on different contracts of employment for the whole (2000 to 2017) as

well as for periods from 2000 to 2005, 2005 to 2008 (HEWRRs), 2008 to 2012 (introduction of the demand driven system) and 2012 to 2017.

The data show that over the entire period from 2000 to 2017 the number of all employees grew at an average annual growth rate of 3.1%, with growth in limited term contract employees being the strongest at 3.9% per annum followed closely by casual employees at 3.5% per annum. This compares with an average growth rate of 2.3% for tenured or permanent employees.

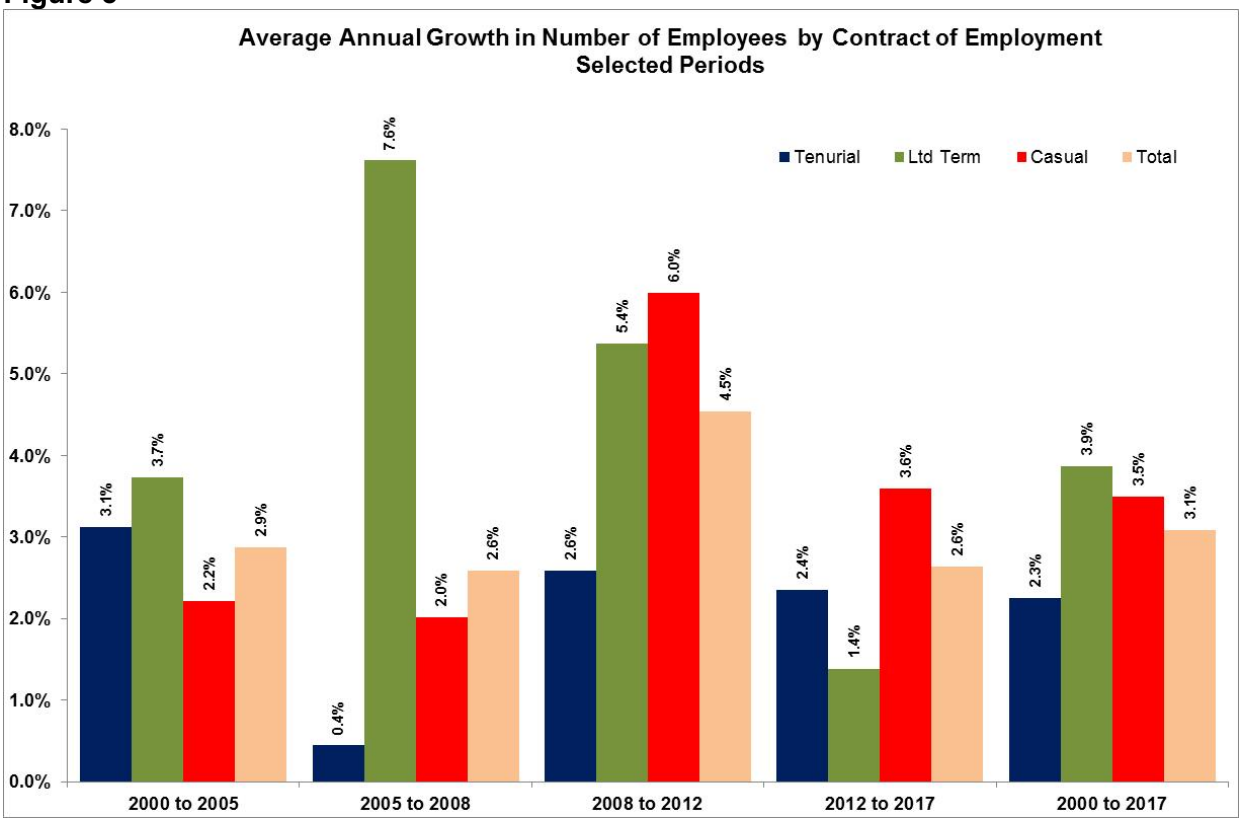
Figure 5 also shows that the relative growth rates of different employment contracts varies significantly for different periods. The most notable feature is very strong growth (7.6%) in the use of limited term contract employment between 2005 and 2008 which corresponds with the HEWRRs period. Over the same period the use of tenured positions almost stagnated, growing at only 0.4% per annum.

While the HEWRRs removed the legal limitations on the use of fixed-term contracts contained in collective agreements, it must be emphasised that the rapid increase in this form of employment was not caused by the change in legislation per se, but because university management chose to recruit people and appoint them on insecure forms of employment in preference to ongoing (tenurial) positions.

As the data in Figure 5 shows, the end of the HEWWRs and the introduction of the demand driven system (DDS) for the funding of domestic undergraduate places (2008 to 2012) saw the strongest growth in total employment (4.5% p.a), with a slowing down of the use of limited term contracts (5.4%) and an increase in the growth of tenurial (2.6%) and casual employees (6%) when compared to the previous periods.

Since 2008 however, it is worth noting that the growth in the number of casual employees has outstripped growth in the other forms of employment.

Figure 5



Staffing Resources (Full Time equivalent (FTE) Employment)

The failure of the Department of Education to publish data on the number of casual employees (which make up almost 44% of all employees according to WGEA data – Figure 3) makes it impossible to undertake any meaningful detailed analysis of changing trends in the pattern of employment based on the number of employees. While the WGEA data provides a rich vein of detailed information on the number of university employees, the classifications of work type (managers, professionals, clerical administrative, labourers and so on) is designed to accommodate employment more generally, and therefore does not align with Departmental classifications used in higher education which separate academic and general/professional employees. Therefore, in order to get a more detailed understanding of the patterns and trends in Australian higher education employment, we examined the Department of Education and Training's time-series analysis of full time equivalent (FTE) staffing data.

Figure 6 illustrates that in 2017 the Australian university workforce was 128,662 FTE employees. This represents an increase of 46,361 FTE or 56.3% since 2000. The data also shows that just over half of 2017 FTEs (67,292 or 52.3%) were tenurial or permanent/ongoing positions. Three in ten FTE positions (38,671 or 30.0%) were limited-term contracts and one in six FTE positions (23,699 or 17.6%) were casual positions.

Figure 6

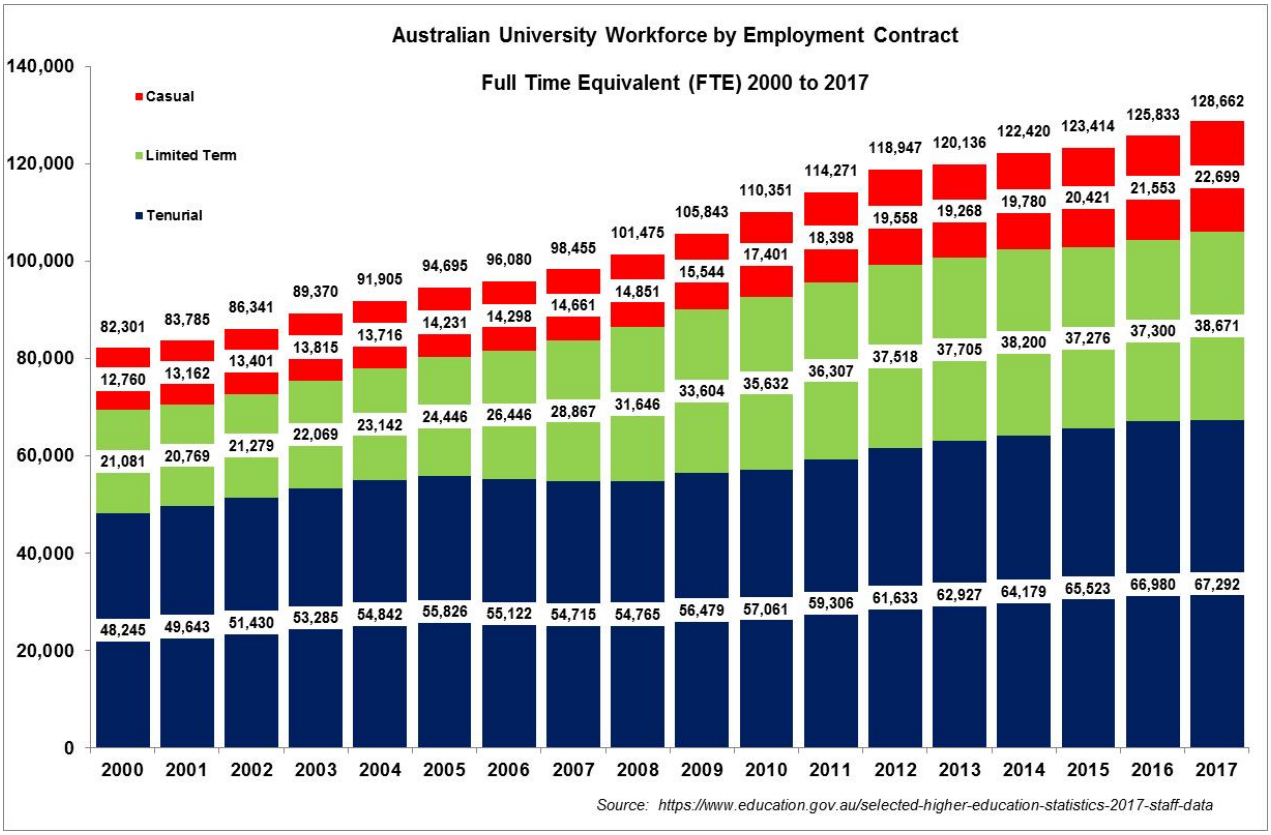


Figure 7 shows the proportion of university FTE workforce employed on secure (tenurial or permanent) forms of employment. It is a mirror image of Figure 4 and shows the rapid decline in secure employment between 2005 and 2010 and slight recovery between 2010 and 2015 followed by another major dip.

The data shows that, even when measured on an FTE basis only just over half of all Australian university employees enjoyed secure employment. Put another way, almost half of the work (when measured in FTE employment) is undertaken by employees that do not have an ongoing permanent attachment to their university.

This has important implications not only for individual employees but also for universities, including the ability to sustain high-quality teaching and research. Increasing levels of job insecurity effectively undermines academic autonomy and freedom of intellectual inquiry, impacting not only the public expression of ideas by academics, but traditions of collegiality and disciplinary expertise necessary for the creation of new knowledge. The use of insecure employment must also have implications for the capacity of our universities to attract and retain the best and brightest graduates who might be interested in pursuing any kind of career in universities. A lack of employment security will also have, often serious, financial and wellbeing implications for the individuals in these positions.

Figure 7

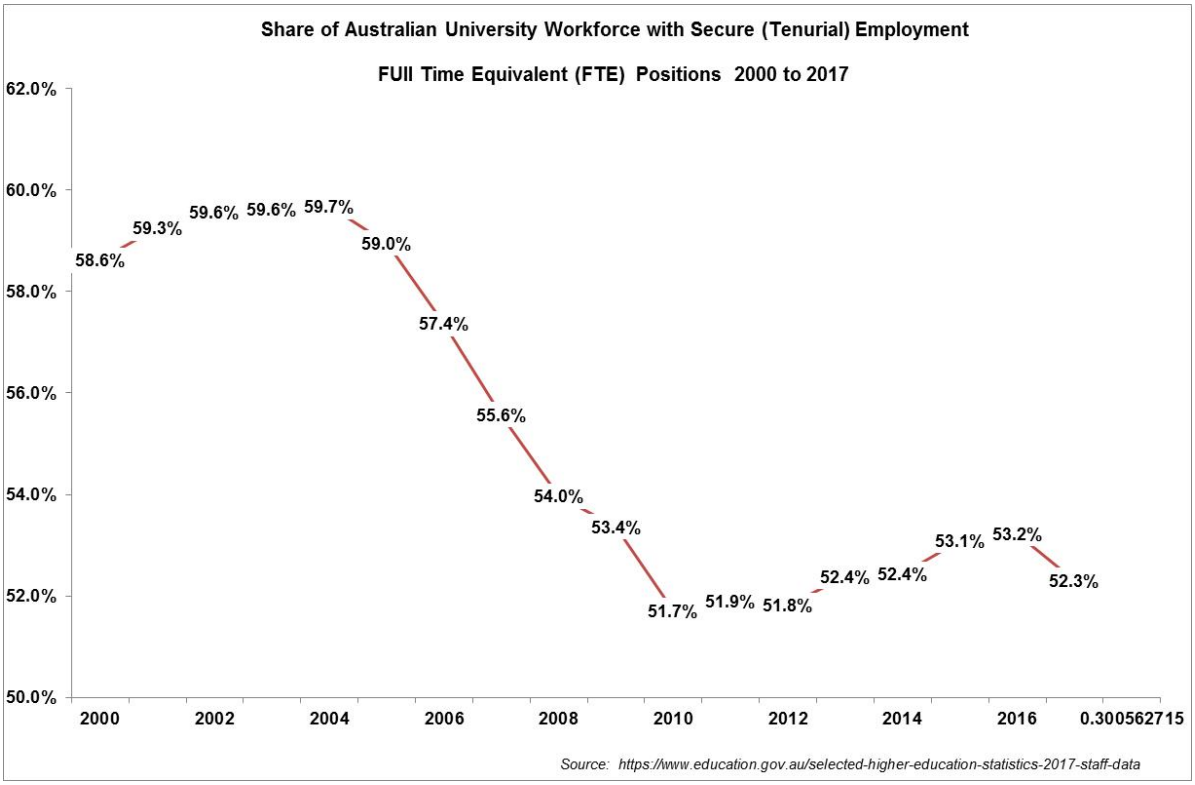
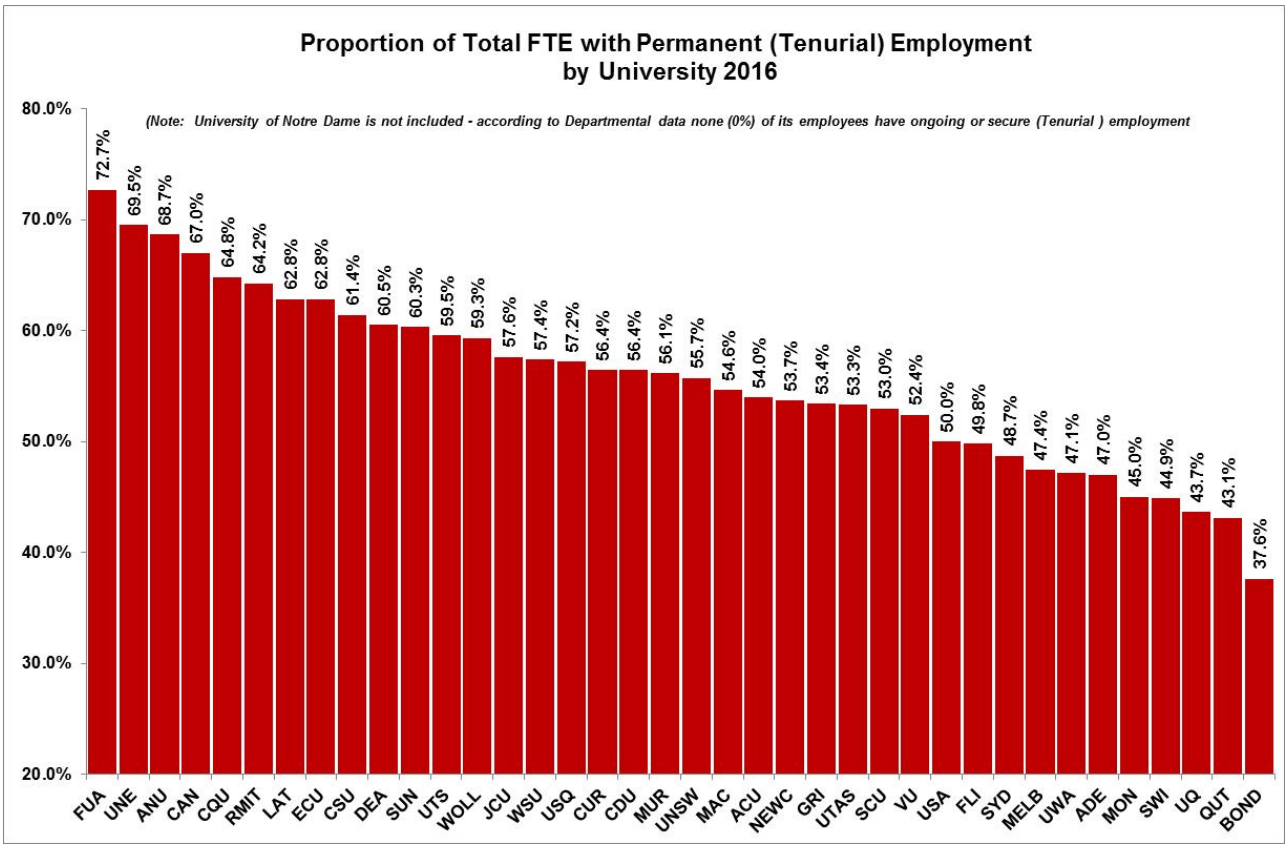


Figure 8 shows the proportion of FTE employment at each university that were engaged on permanent (tenurial) contracts of employment in 2016. The data shows that there is a considerable degree of variation between universities with the almost three out of four FTE at Federation University, for example, classified as tenurial compared to just over one in three (37.6%) for Bond University. The data shows that the more research intensive universities (Group of Eight) generally tend to have relatively low levels of employment security. This is driven by relatively large numbers of research-only staff primarily engaged on limited terms contracts working on grant-funded projects. In other cases the level of employment security might be reflect management attitudes or, in yet other cases such as in some regional areas, the need to attract staff from further afield.

Figure 8


Proportion of Total FTE with Permanent (Tenurial) Employment by University 2016
(Note: University of Notre Dame is not included - according to Departmental data none (0%) of its employees have ongoing or secure (Tenurial) employment
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
72.7%
69.5%
68.7%
67.0%
64.8%
64.2%
62.8%
62.8%
61.4%
60.5%
60.3%
59.5%
59.3%
57.6%
57.4%
57.2%
56.4%
56.4%
56.1%
55.7%
54.6%
54.0%
53.7%
53.4%
53.3%
53.0%
52.4%
50.0%
49.8%
48.7%
47.4%
47.1%
47.0%
45.0%
44.9%
43.7%
43.1%
37.6%
FUA
UNE
ANU
CAN
CQU
RMIT
LAT
ECU
CSU
DEA
SUN
UTS
WOLL
JCU
WSU
USQ
CUR
CDU
MUR
UNSW
MAC
ACU
NEWC
GRI
UTAS
SCU
VU
USA
FLI
SYD
MELB
UWA
ADE
MON
SWI
UQ
QUT
BOND

Types of work by contract of employment

Using FTE staff data allows for a breakdown of the university workforce not only by contract of employment (tenurial, limited term and casual) but also by the nature of work being undertaken, namely teaching-only, research-only and 'teaching and research' in relation to academic work, as well other (or general and professional work) as shown in Figure 8. However, to find the people employed on a casual basis it is necessary to use actual casual data which is published 12 months behind the estimated casual data (used above and published in the same year as tenurial and limited term data), which means that latest available data relates to 2016. The analysis presented below uses data on actual casuals supplied on request to the NTEU by the Department in addition to publicly available data.

Figure 9 shows that just over half (53.2%) of all university staffing resources (FTE staff) were classified as general or professional positions with almost one in three being (32.9%) classified as tenurial (permanent) general/professional positions.. Another 21.7% of FTE positions were classified as teaching and research, a further 12.6% as research-only and 12.6% as teaching-only positions. Perhaps the most surprising aspect of the data presented in Figure 9 is that tenured teaching and research academics (which is who most people would consider to be the bedrock of our university system) only account for the equivalent one in six (16.5%) of all FTE positions. In relation to academic work it is also interesting to note that specialist academics (teaching-only and research-only) now make up a larger proportion (25.1% in total) of the university workforce than teaching and research academics (21.7%).

Figure 9

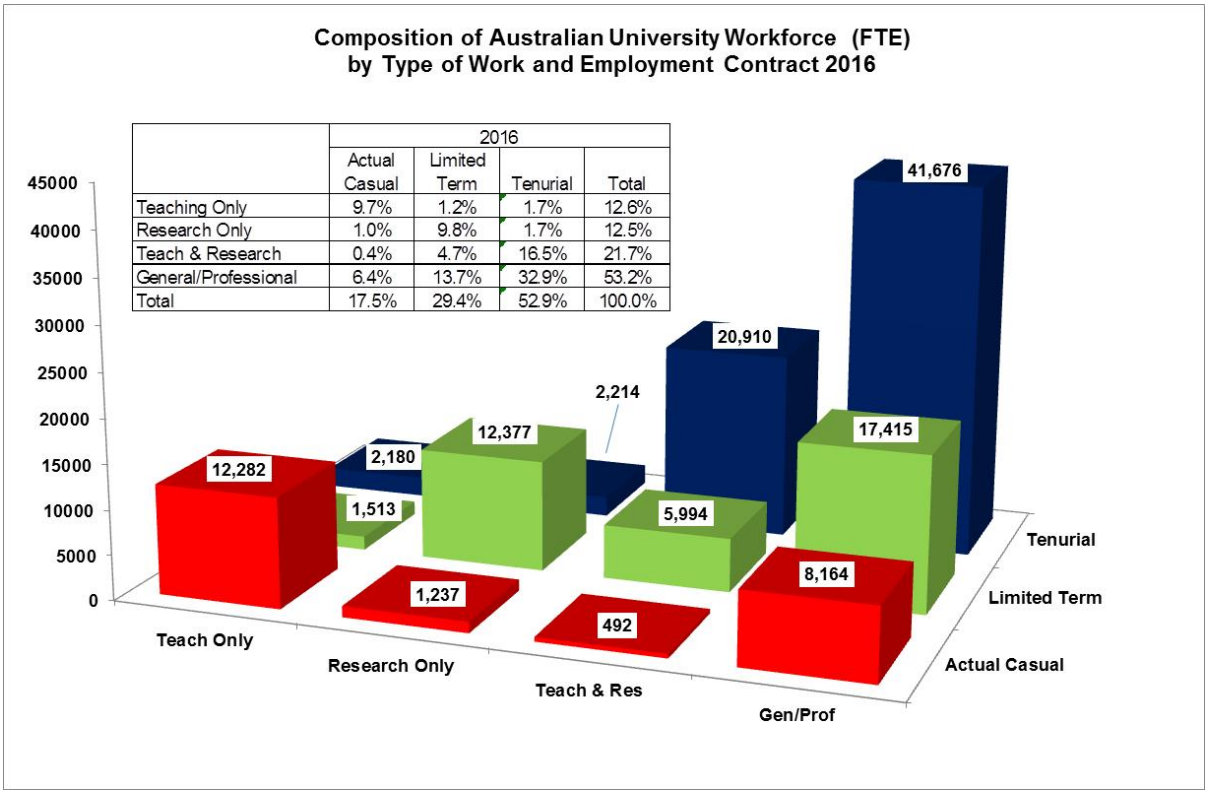
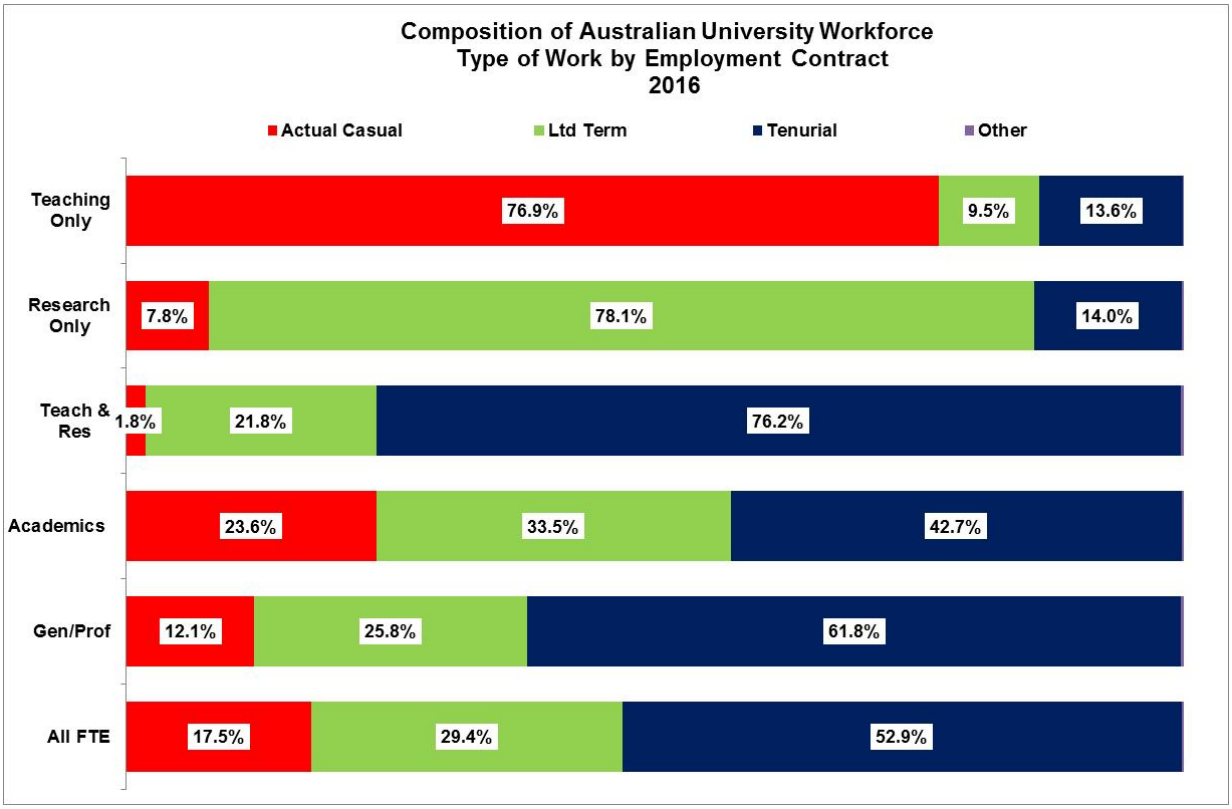


Figure 10 shows the composition of the university workforce by contract of employment for different types of work, namely general/professional, teaching only, research only and teaching and research positions in 2016. The data shows confirms that in 2016 just over half (52.9%) of all work (measured in FTE employees terms) is undertaken by ongoing or permanent (tenurial) positions. For academic work, this falls to 42.7% while for general/professional work the proportion undertaken by ongoing/tenurial positions is 61.8%.

Figure 10 also unambiguously shows that the type of work someone is engaged to do is a critical determinant of the nature of the employment contract. For example, only 13.6% of the teaching-only work carried out at our universities is undertaken by people with ongoing or tenurial positions, with 76.9% undertaken by people on casual contracts of employment and 9.5% by people on limited-term contracts. In a similar vein, only 14% of research only work is undertaken by people with permanent (tenurial) positions but 78.1% is undertaken by people on limited-term contracts and 7.8% on casual contracts.

This contrasts sharply with teaching and research and general and professional work where 76.2% and 61.8%, respectively is carried out by people with ongoing or tenurial positions.

Figure 10



A breakdown of employment by type work, contract of employment by gender for each university can be found at Appendix 2.

General/Professional staff

Unfortunately, the Department of Education and Training does not collect data on general/professional staff by the type of work undertaken (eg. clerical or administrative, student support, librarians/technical/ITC and so). For general/professional staff, data is collected on the level of appointment (higher education worker (HEW) classifications) but only for staff employed on ongoing (tenurial) and limited term contracts, and not for actual casual general/professional staff. However, the NTEU has estimated[2] the FTE of actual casual staff by level of appointment to determine the composition of general/professional workforce (FTE) by level of appointment. The results are shown in Figure 10.

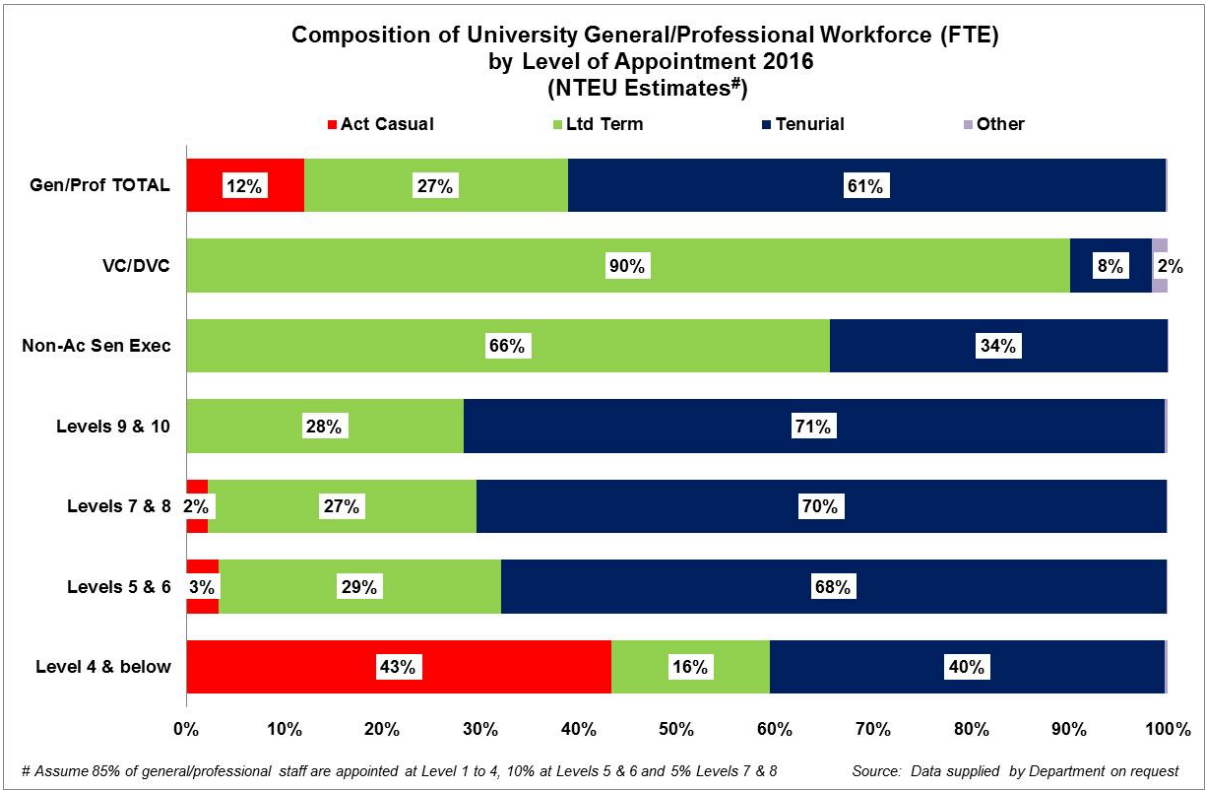
The data in Figure 11, shows that for all general/professional positions (FTE) about 6 out of ten (61%) are tenurial or ongoing positions, three in ten (27%) are limited term contract positions and one in ten (12%) are casual. When broken down by level of appointment the data shows the bulk of casual positions are assumed to be at the lower levels (1 to 4). Based

[2] Assumes 85% of general/professional actual casual FTE was employed at HEW levels 1 to 4, 10% at levels 5 &6 and 5% at levels7 & 8. It should also be noted that given casual FTE only account for 12% of total general/professional FTEs, changing the assumptions underlying the analysis has relatively minor effects on the overall results. See Appendix 1 for sensitivity analysis.

on our analysis, the data shows that about seven out of ten positions at HEW levels 5 through to 10 are ongoing or tenurial. By contrast, appointments at senior executive levels and vice chancellor/deputy vice-chancellor level are dominated by limited term contract appointments.

Based on the analysis presented above, it is apparent that teaching and research academics and general/professional employees employed at HEW levels 5 to 10, enjoy the greatest employment security within the higher education sector.

Figure 11



Gender

Figures 12 and 13 shows the composition, both in FTE and percentage shares terms, of university workforce when broken down by academic and general staff and by gender for the period 2005 to 2016 (latest year for which actual casual data is available). The stronger growth in female FTE for both academic (46.5%) and general/professional (44.7%) positions compared to male positions (23.1%) has seen a significant shift in the share of female FTE. As Figure 13 shows, the male share of FTE positions fell from 48% in 2005 to 44% in 2016. In 2016, female staff accounted for approximately 56% of all university FTE staff. This compares 58.3% female share of the number (headcount) of employees from the 2016-17 WGEA data for public universities (see The Prevalence of Insecure Employment at Australian Universities.)

Figure 12

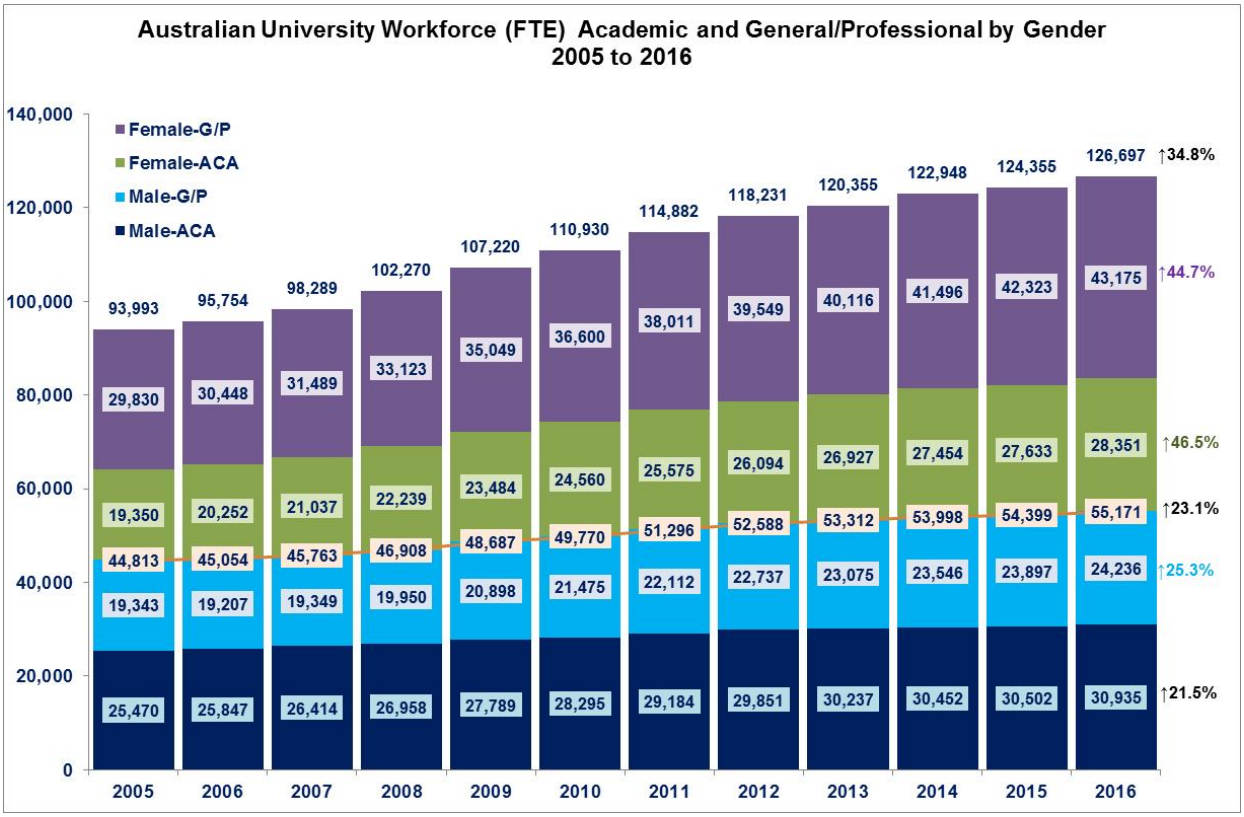
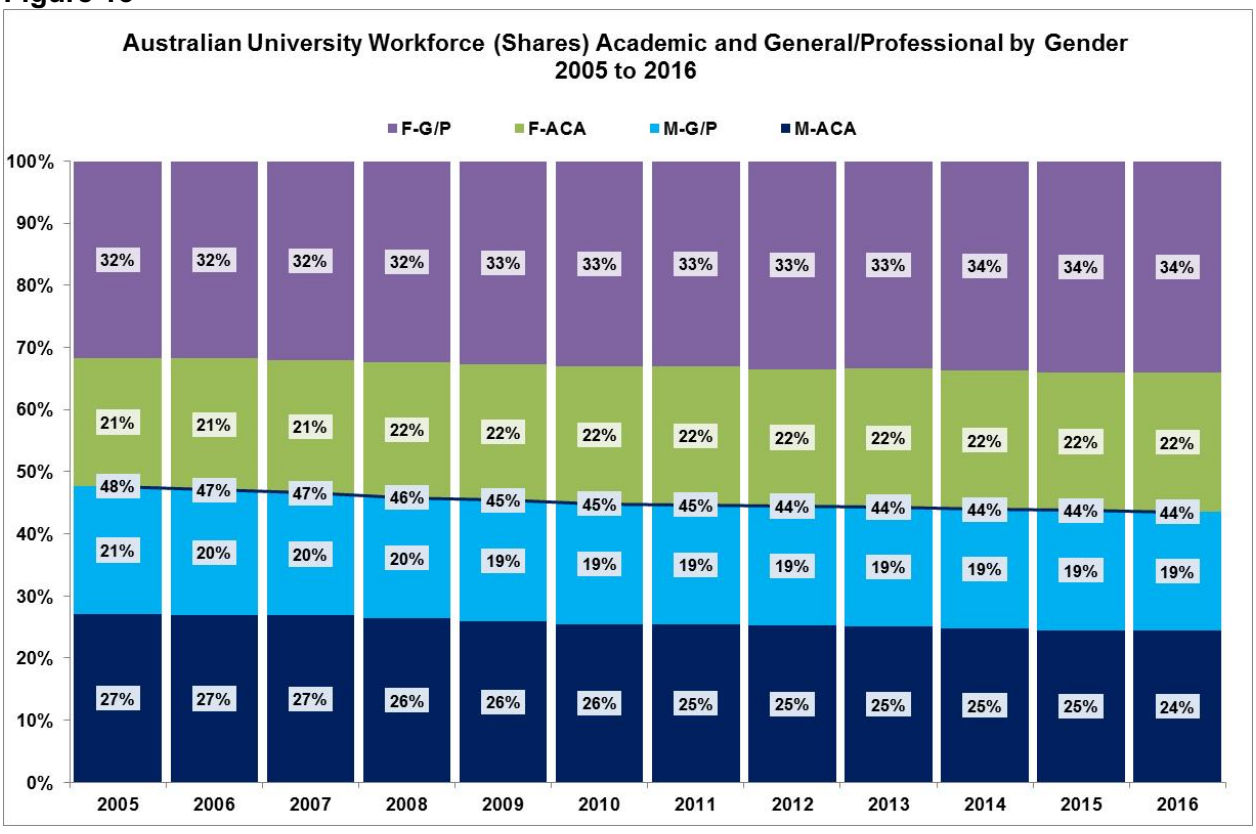


Figure 13



The composition of FTE workforce when broken down by gender, type of academic work and contract of employment shown in Figure 14 provides a clearer picture of what roles and under what contracts of employment staffing resources are employed. Figure 14 shows the largest cohort of employees (26,688 FTE) were tenured female general/professional staff, who accounted for 21% of all FTE or 60% of female FTE. Tenured male general/professional staff make up the second largest cohort of FTE positions (14,990 FTE) accounting for 11.8% of all FTE and 43.8% of male FTE. This followed by tenured teaching and research male academics (12,034 FTE) and then female limited term contract general/professional positions (11,281 FTE).

Figure 14

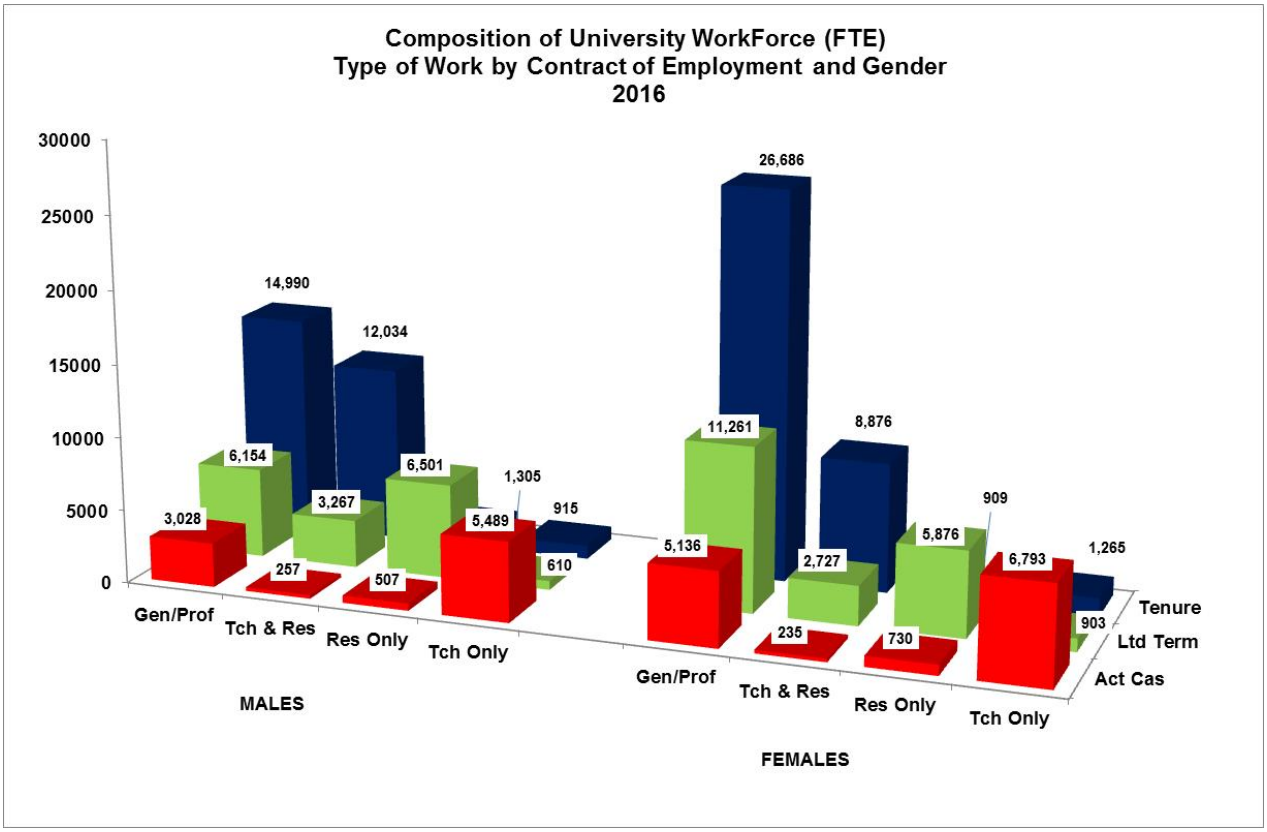


Figure 15 show the composition of FTE by gender and work contract and by type of work (as per Figure 14). Generally speaking the pattern of employment when it comes to security of employment looks pretty much the same for each of the difference cohorts when comparing male and female FTE employment. The one exception to this general observation as shown in Figure 16, however, relates to appointments at the vice-chancellor/deputy-vice-chancellor level where 10% of males enjoy tenured positions compared to only 4% of females.

Figure 15

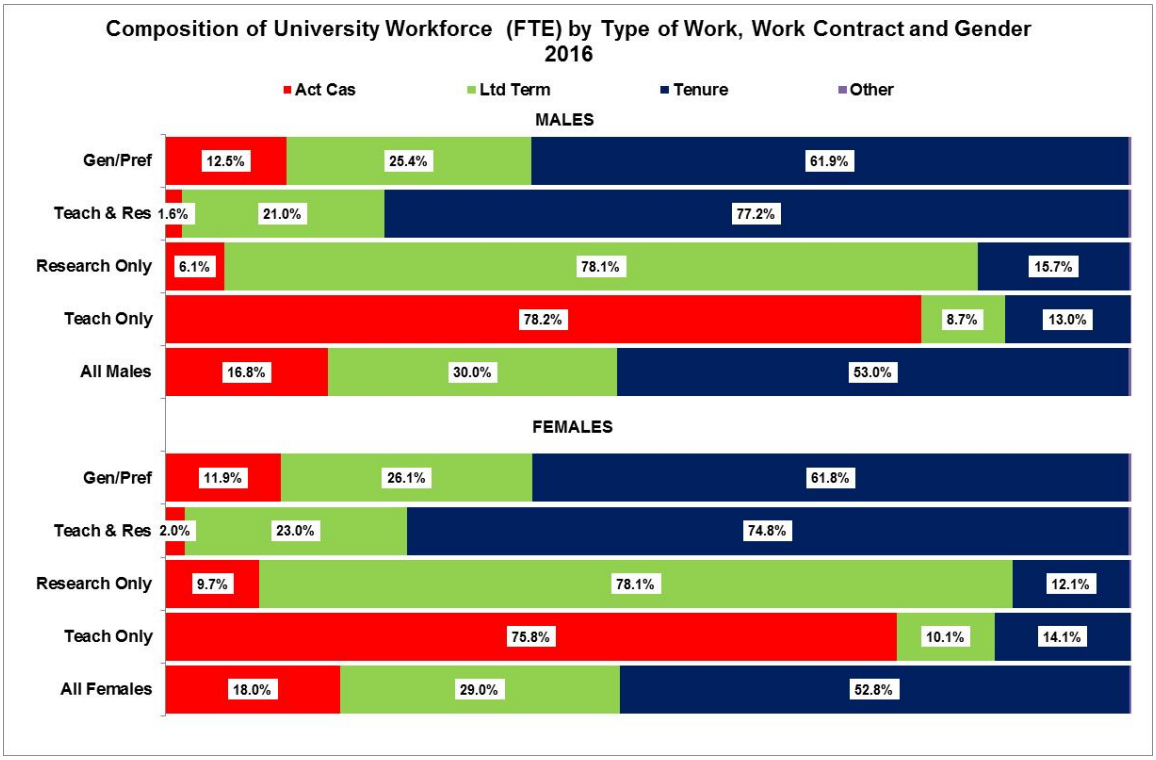


Figure 16

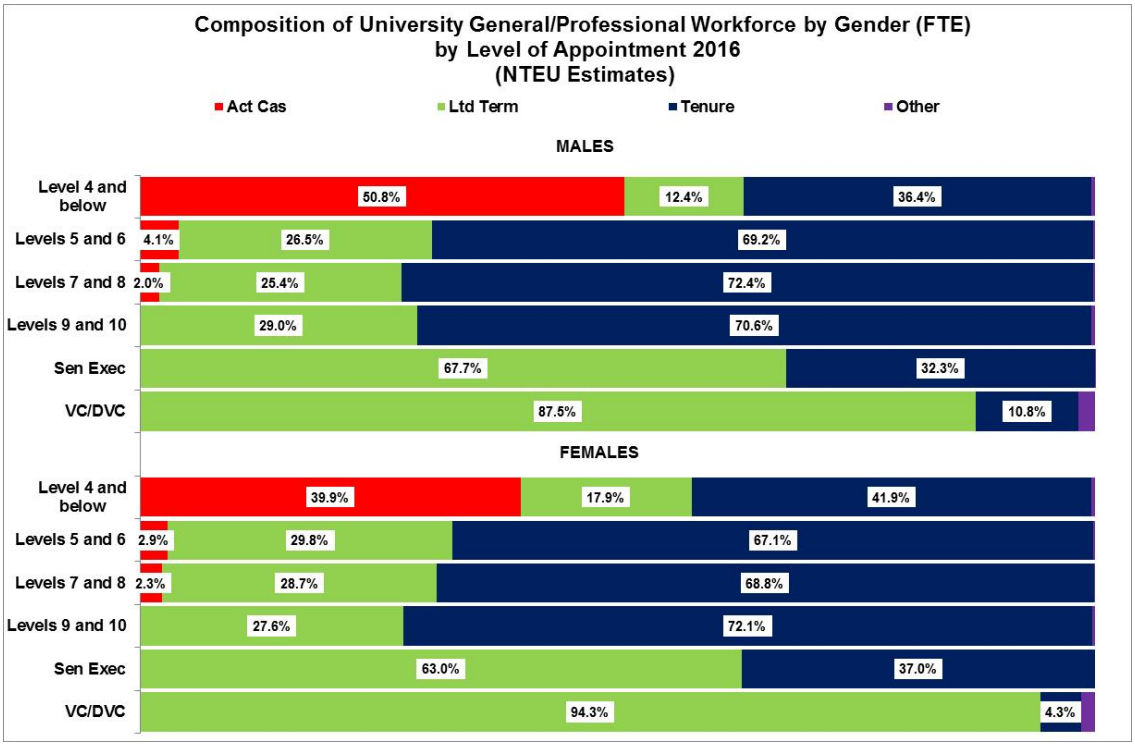
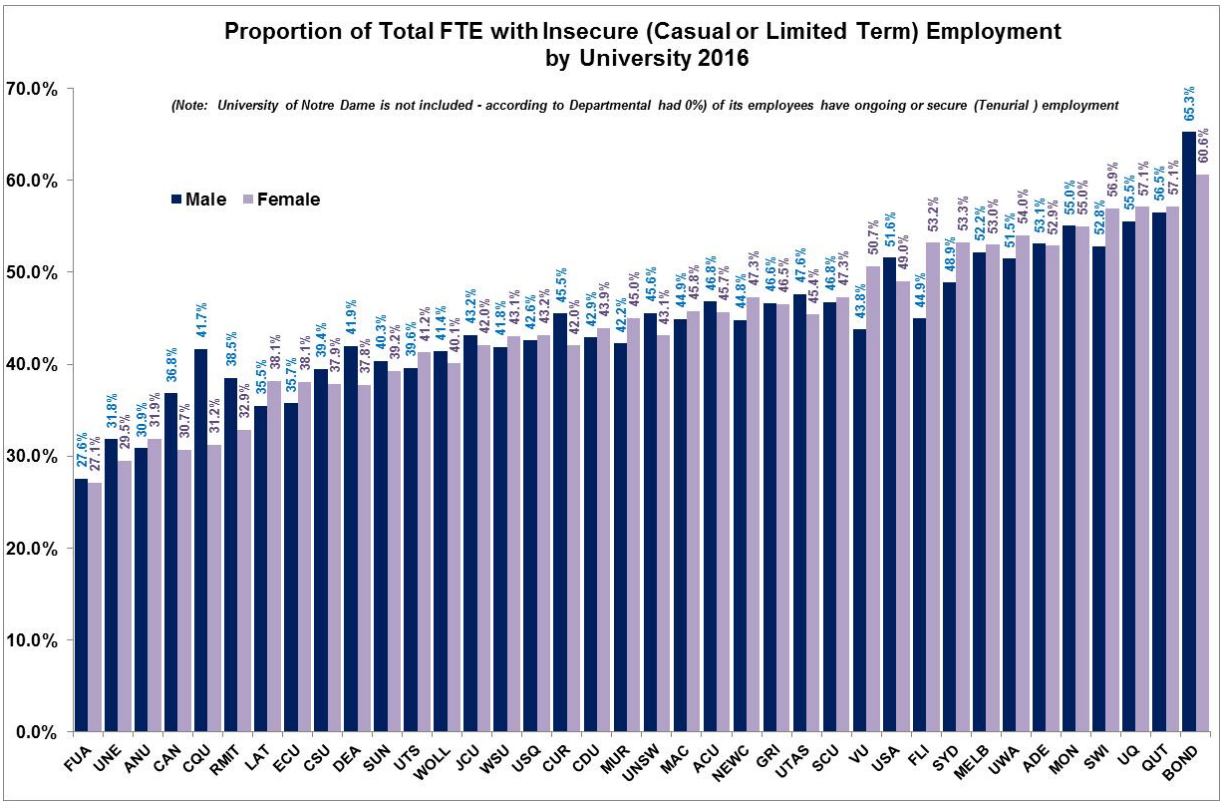


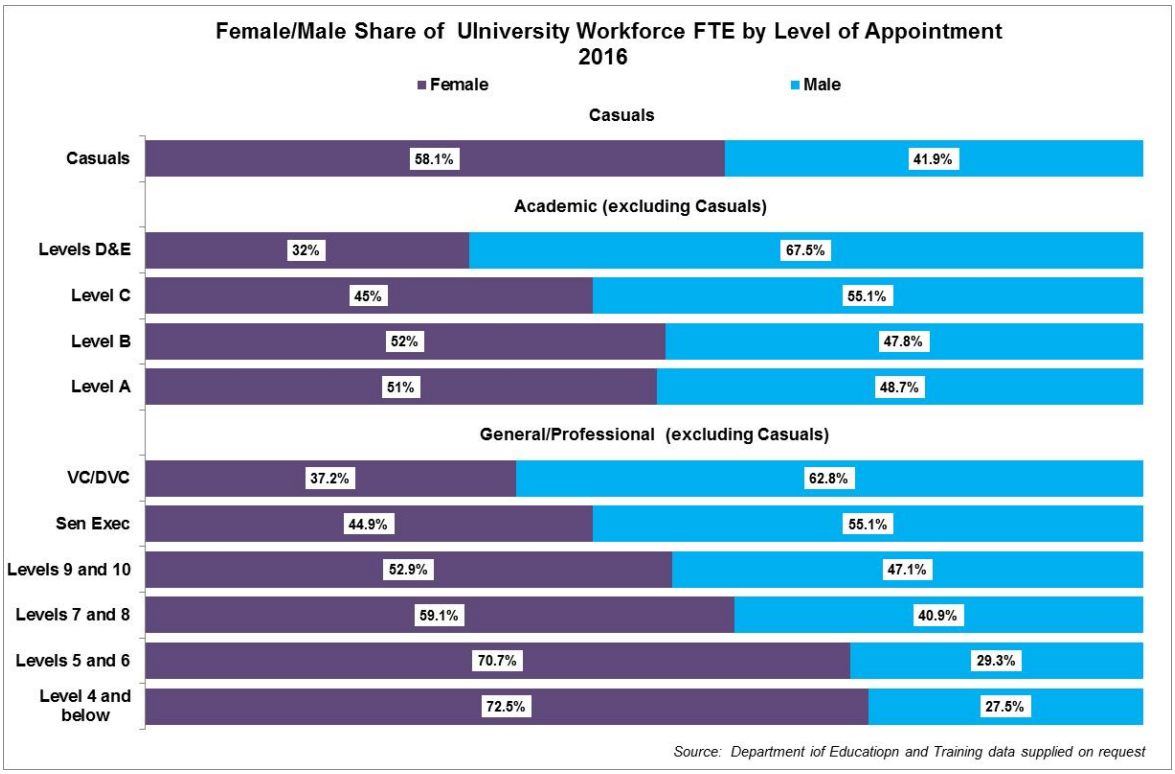
Figure 17 shows the proportion of male and female FTE at each university that were employed on insecure contracts (casual and limited term) in 2016. The data does not reveal any systematic pattern (exploitation) of the use of insecure forms of employment by gender across the sector. In about half of the universities (19 out of 39) the proportion of female FTE on casual and or limited term contracts was lower than it was for males.

Figure 17



As discussed earlier data on the level of appointment for actual casuals is not collected, so the data in Figure 18 which shows the proportion of male and female employees at various levels of appointment for both general and academic FTE, treats casuals as separate cohort The data shows that there is a clear pattern between the level of appointment and the proportion of female FTE. Not unexpectedly, the data confirms that there is an inverse relationship between the level of appointment and proportion of female FTEs.

Figure 18

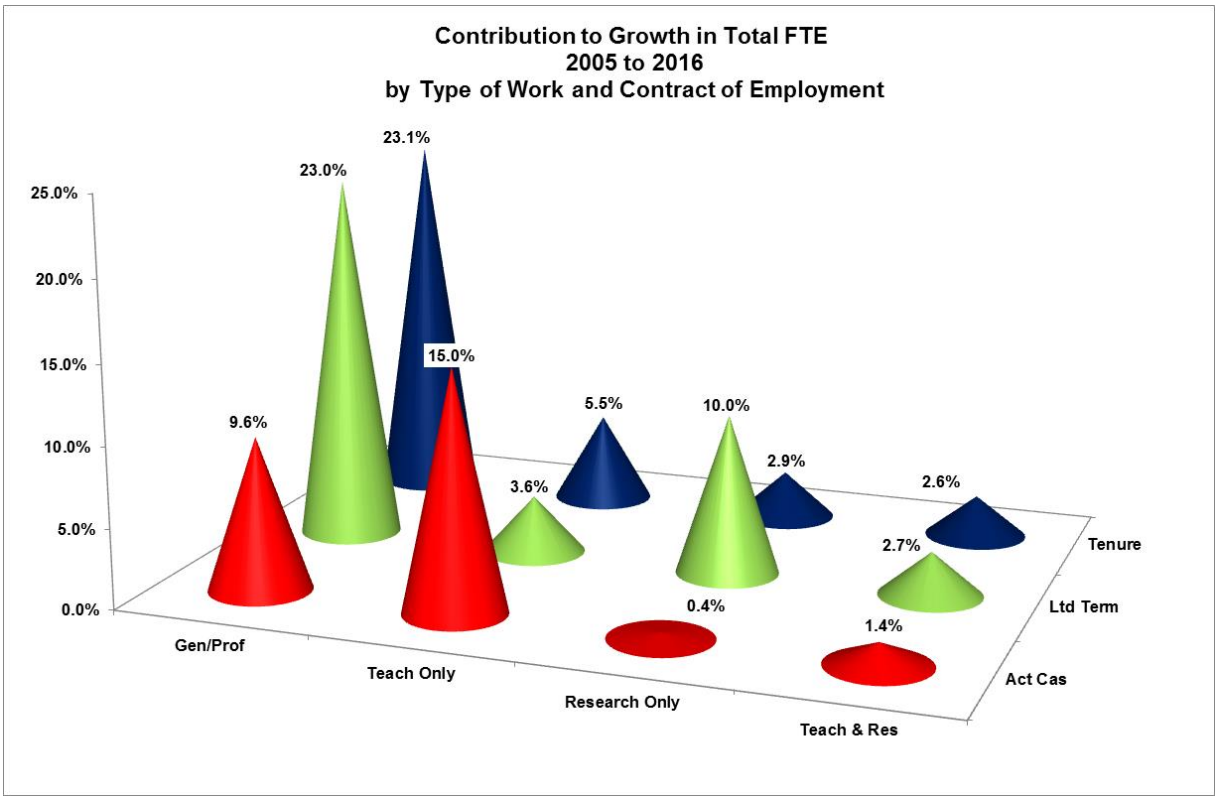


Changes in University Workforce 2005 to 2016

Figure 13 above shows total FTE employed at Australia's universities increased from 93,993 FTE in 2005 to 126,697 FTE in 2016, an increase of 32,704 FTE or 32.8%. In this section we examine how this growth was achieved and what implications this has for university employees and the nature of university work.

Figure 19 breaks the growth in total FTE over the period 2005 to 2016 by type of work and contract of employment. It shows that the growth in limited term and tenurial general/professional FTE positions together accounted for almost half (46.1%) of all growth, with each contributing 23% and 23.1% respectively. Another 9.6% of the total increase in FTE is accounted for by casual general/professional positions. In other words, general/professional positions in aggregate contributed 55.7% of total growth in FTE. As a consequence, the proportion of general/professional FTE increased from 52% to 56% of total FTE between 2005 and 2016 (see Figure 14 above).

Figure 19



Other than general/professional positions, the next most important source of growth in total FTE was in casual teaching only positions (15%) followed by limited term research only positions (10%). In aggregate, teaching-only positions accounted for about one in four new positions (24%) while research-only positions accounted for almost half that, at 13.3% of all new FTEs.

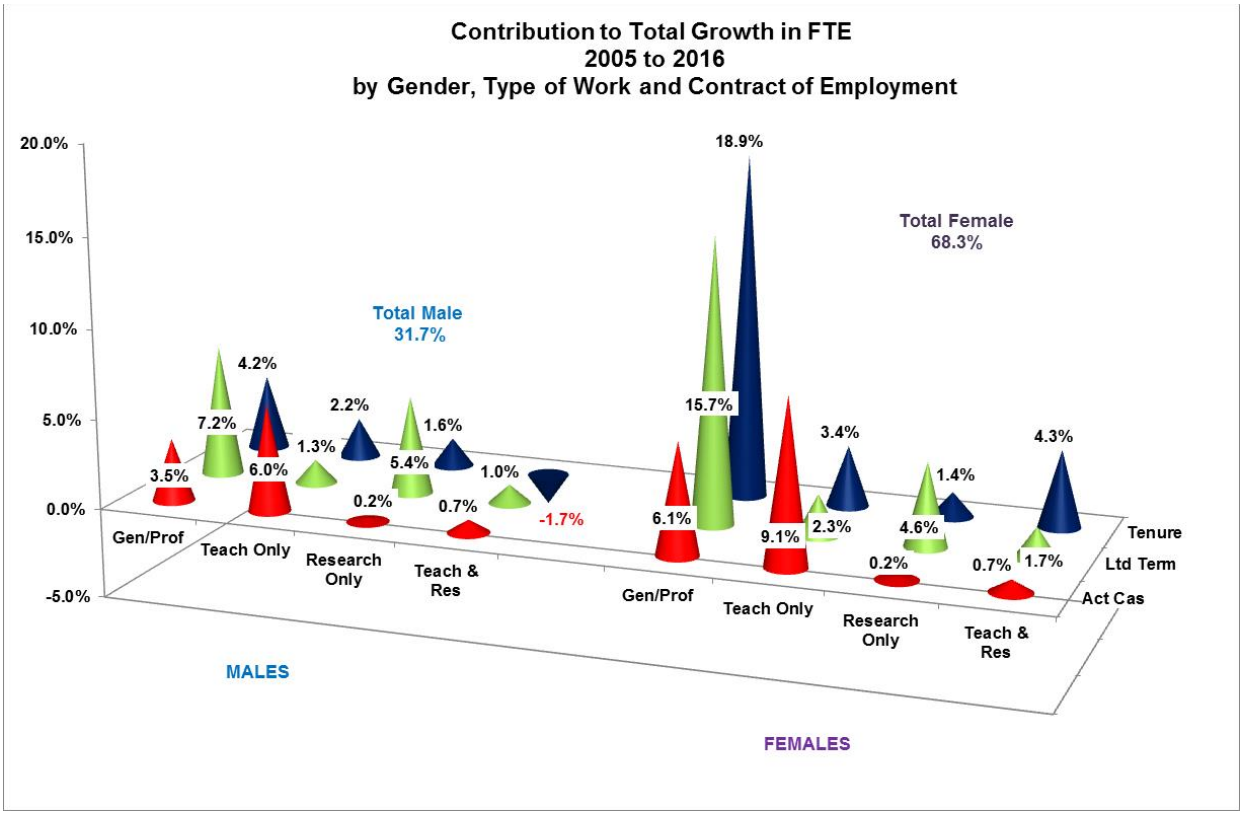
That leaves teaching and research academic positions. Between 2005 and 2016 teaching and research appointments accounted for only just over one in twenty (6.8%) of all new positions created at our universities. As Figure 19 shows, tenured teaching and research positions, generally considered to be the bedrock of our universities, accounted for less than three in one hundred (2.6%) of all new positions created over this period. Tenured teaching and research academics in 2016 account for just over one in five (21.7%) of all staffing FTE.

When looked at by contract of employment, it is interesting to note that in relation to contributions to total employment, the data shows that limited term FTE in aggregate accounts for almost 40% of all new FTE, with tenurial following at 34.1% and actual casuals at 26.4%. Limited term FTE are dominated by general/professional positions (23.1%) and to a lesser extent research only positions (10%).

Figure 20 shows the same information as Figure 19 but broken down by gender. The data confirms that growth in total FTE between 2005 and 2016 was dominated by females, accounting for almost seven out of ten (68.3%) and males only one in three (31.7%). Figure

20 also confirms the fact that bulk of new FTE positions were general/professional positions going to females, the majority of which were tenurial (18.9% of all new FTE) and limited term (15.7%). Female teaching only casual FTE positions also contributed strongly to the overall growth, contributing 9.1%, followed by male teaching only FTE at 6.1%. While tenurial female teaching and research FTE contributed 4.3% of total increase, tenurial male teaching and research FTE actually fell by 544 FTE contributing -1.7% to overall growth.

Figure 20



Conclusion

The data presented in this report shows that while there has been considerable growth in the overall level of employment in recent years, this growth has been accompanied by considerable change in the staffing of our universities. This change is event in three main ways:

1) increasing insecurity of employment,
2) increasing feminisation of the university workforce, and
3) increasing specialisation of university work.

While there is no doubt that changing government policies (HEWRRs and the demand driven system) may have been a catalyst for some of these changes, decisions about who to employ, in what roles and under what conditions of employment are ultimately a university management decision. Claims that changing employment patterns, especially the increased reliance on casual positions and limited term contracts, reflects changing employee preferences is nothing but a myth perpetrated by management. While such practices might yield university management short term gains in terms of reduced staffing costs and greater flexibility, the NTEU is concerned that such changes will not only have dreadful impacts on financial and broader wellbeing of individuals seeking to pursue a career at our universities, but ultimately that such an approach will undermine the sustainability and reputation of Australia's world class universities.

Increasing insecurity

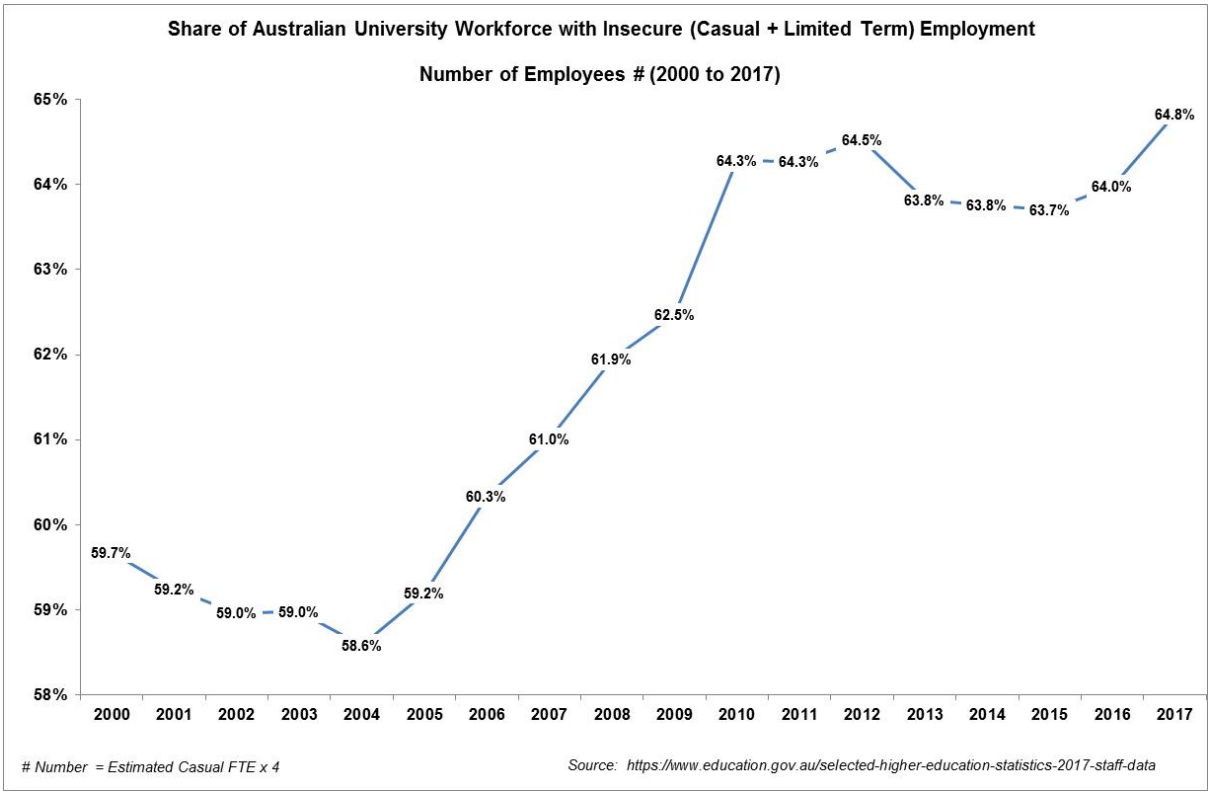
The latest comprehensive count of the number of employees (headcount) engaged by our universities is contained in 2016-17 staffing profiles published by the Workplace Gender Equality Agency (WGEA) which shows that Australian universities employed a total of 213,378 employees. Of this 93,001 (43.8%) were employed on a casual basis, 44,383 (20.8%) were on limited contracts and the remaining 75,994 (35.6%) as permanent employees. In other words, just over one in three people employed at our universities has a secure job.

Unfortunately, WGEA data only covers four years which is too short to show any distinct trends. However, NTEU analysis of Department of Education and Training (and assuming the ratio of four individual employees per published full time equivalent (FTE) casual) shows that the level of insecure employment (casuals plus limited term contract employees) has risen sharply since the turn of the millennium, shown in Figure 21 (repeat of Figure3). What was previously described as a rising tide of insecure employment has clearly turned into a flood as the workforces of universities are being inundated by people employed as casuals

and on limited term contracts. The fact that only just over one in three university employees has secure employment is something that cannot be ignored.

The analysis also shows that changing patterns in the use of insecure forms of employment have been influenced by government policy. For example, when the Higher Education Workplace Relations Requirements (HEWWRs), which amongst other things removed restrictions on the use of limited term contracts, were operational between 2005 to 2008, the use of limited term contracts accelerated. After the abolition of the HEWRRs and the announcement of the demand driven system, there was switch to use of casuals.

Figure 21



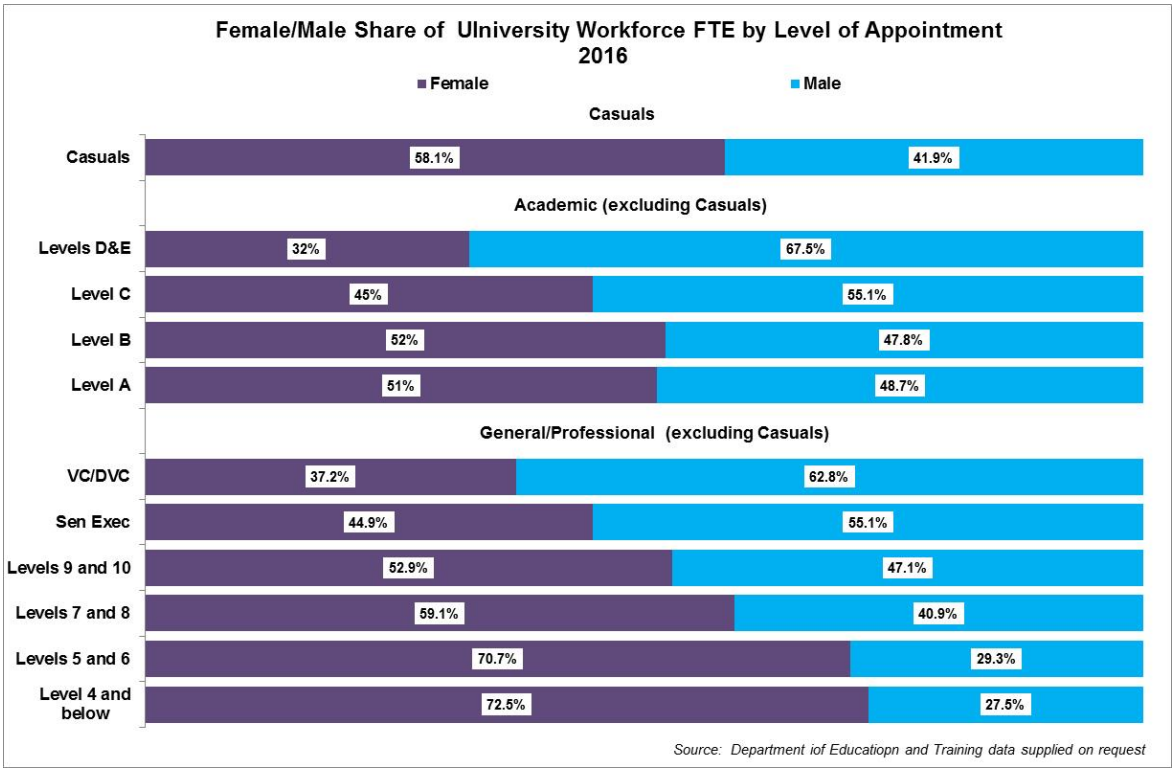
Increasing feminisation

Increasing insecurity of employment has been accompanied by increasing feminisation of the university workforce. The analysis of FTE employment between 2005 and 2016 shows that growth in female FTE for both academic (46.5%) and general/professional (44.7%) was almost twice that of male FTE (23.1%). As a consequence, our analysis shows that the female share of total FTE increased from about 52% in 2005 to 56% in 2016, which is a significant shift in the share of female FTE. This compares 58.3% female share of the number (headcount) of employees according to the 2016-17 WGEA data.(The Prevalence of Insecure Employment at Australian Universities.)

Our analysis of employment by gender and type of work and contract of employment shows that in 2016 the largest cohort of employees (26,688 FTE) was tenured female general/professional staff, who accounted for 21% of all FTE. Tenured male general/professional staff make up the second largest cohort of FTE positions (14,990 FTE) accounting for 11.8% of all, followed by tenured teaching and research male academics (12,034 FTE) and then female limited term contract general/professional positions (11,281 FTE).

While the analysis of the data in terms of use of insecure employment does not show any bias against women compared to men, the analysis shows a very real bias when it comes to levels of employment. As shown by Figure 22 there is a clear inverse relationship between the level of appointment for both academic and general/professional staff and the proportion of females that fill those positions.

Figure 23



The rising tide has turned into a flood and there does not seem to be any signs of this abating anytime soon. The incoming tide has now inundated our university workforce.

Increasing specialisation

In addition to increasing insecurity and feminisation of the Australian University workforce, the analysis also shows a distinct increase in the specialisation of university workforce.

While the analysis shows a slight increase in the proportion of general/professional staff (52% to 53%) the data also shows far more dramatic movements in composition of the academic workforce over the same period. The data revealed that in 2005, teaching and research academics accounted for 56% of all academic FTEs, but by 2016 (barely over a decade later) this had fallen to only 46% of all academic FTEs. Amongst academic staff the largest contributors to overall growth in total FTE were casual teaching-only positions (15% of the total increase in FTE between 2005 and 2016) followed by limited term research only positions (10% of total increase in FTE). Tenured teaching and research positions accounted for only 2.6% of all the new positions created between 2005 and 2016. Indeed, while female tenured academics contributed 4.3% of this growth, FTE male tenured academic positions fell by 554 FTE, contributing -1.7% to overall growth.

The analysis shows that the shift to more specialisation, at least amongst academic positions, and increasing insecurity are intimately linked. For academic positions, the type of role you are employed to do is a major determinant of your contract of employment. Eight-out-of-ten teaching-only FTE are filled by casuals and eight-out-of-ten research-only FTE are filled by limited term contracts.

So it is worth asking whether the trend to greater specialisation of academic roles is being driven: 1) by a desire to improve the quality of teaching and research through a process of Taylorisation of the academic work; or 2) by a management culture committed to cost cutting and labour flexibility.

The answer to question has important implications not only for the nature of employment at our universities but also for the sustainability and reputation of Australia's higher education sector.

Appendix 1

Sensitivity Analysis.

Chart A1 replicates the results shown in Figure 10, but with the following set of assumptions re the distribution of Actual casual FTE:

- HEW Levels 1 to 4 75%
- HEW Levels 5 and 6 20%
- HEW Level 7 and 8 3%
- HEW Levels 9 and 10 2%

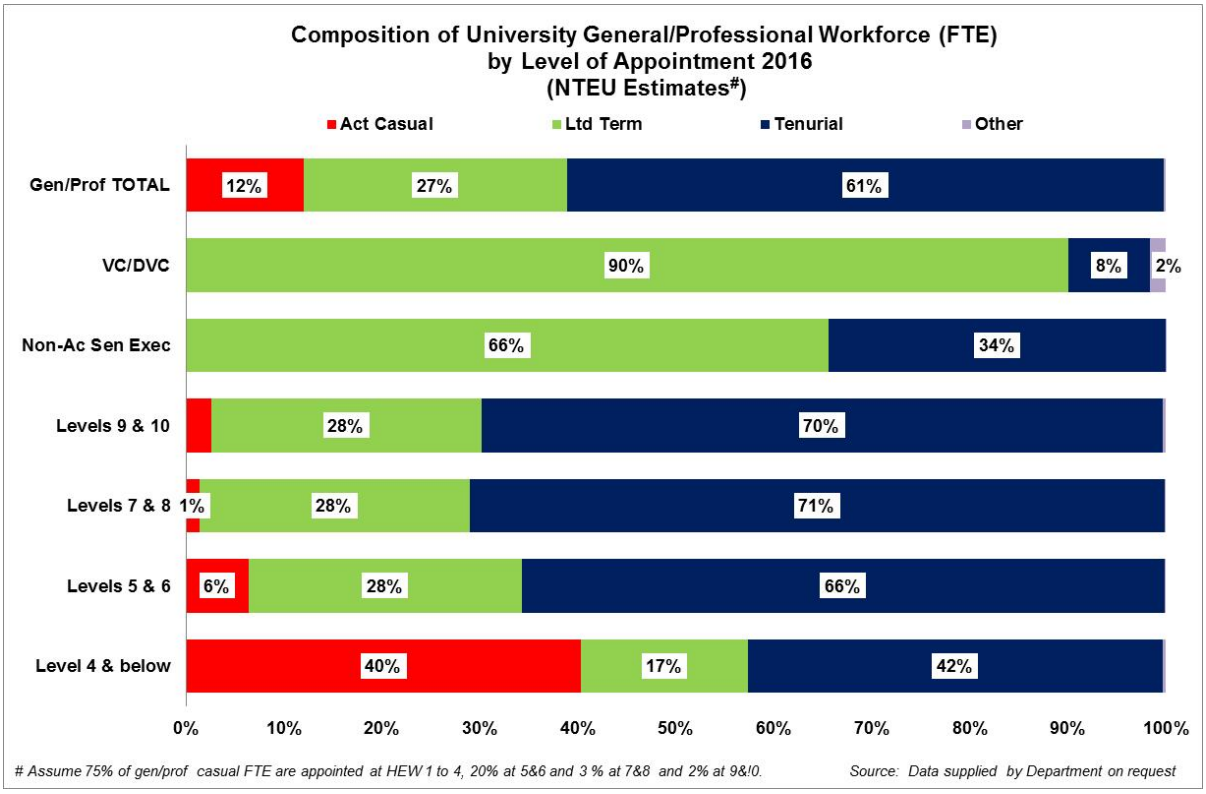
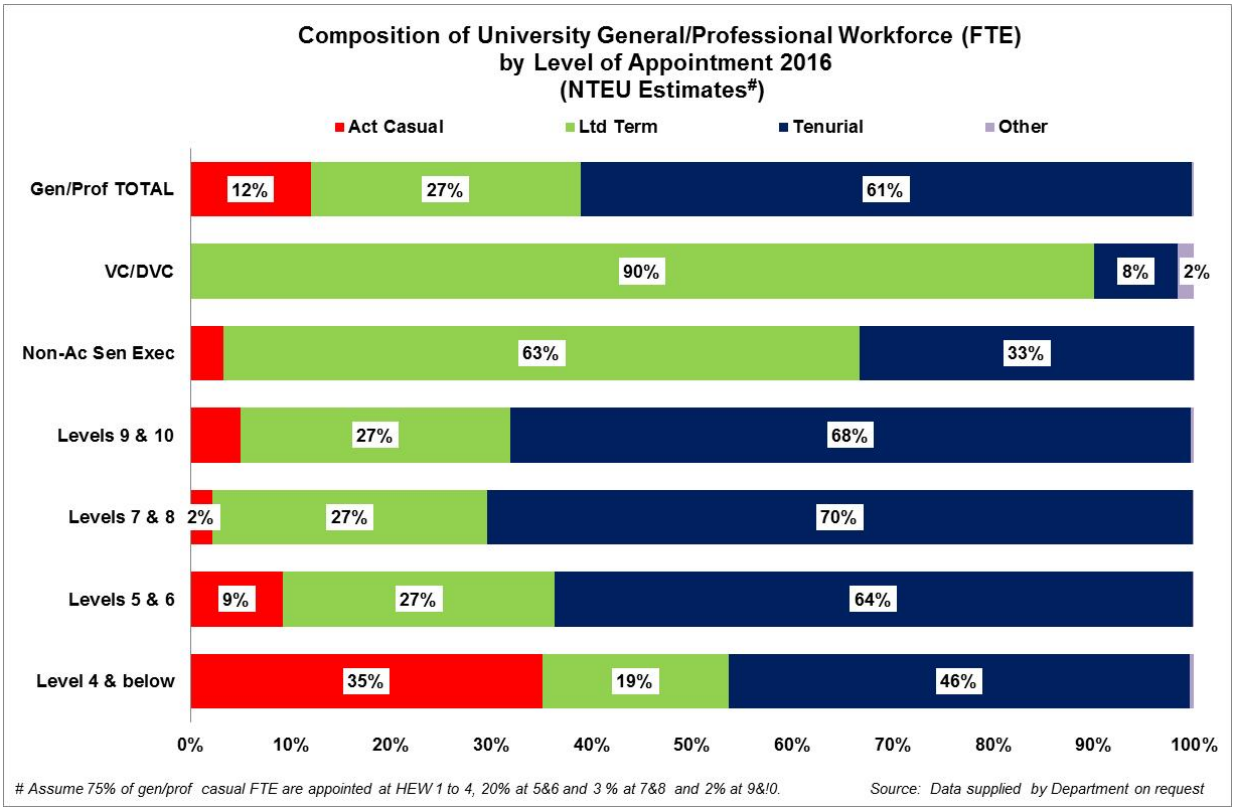


Chart A2 replicates the results shown in Figure 10, but with the following set of assumptions re the distribution of Actual casual FTE:

- HEW Levels 1 to 4 60%
- HEW Levels 5 and 6 30%
- HEW Level 7 and 8 5%
- HEW Levels 9 and 10 4%
- Non-Ac Sen Exec 1%



Appendix 2

Full Time equivalent Staffing Data by University

2016

By Type of Work

- Teaching only (TO)
- Research only (RO)
- Teaching and Research (T&R)
- Academic (ACA) = TO + RO + T&R
- General/Professional (G/P)

By Employment Contract

- Actual Casual (ACT CAS)
- Limited Term Contract (LTD)
  Tenurial (TEN)
  Other (OTH)

By Gender

- Male
- Female
- Persons

Source:Data supplied by Department of Education and Training on request

Males - NSW

UNI & WK TYPE		2016 FTE - MALES					MALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
CSU	TO	67	85	49	0	201	75.6%
CSU	RO	0	24	6	0	29	82.8%
CSU	T&R	0	33	207	0	240	13.8%
CSU	*ACA*	*67*	*142*	*262*	*0*	*470*	*44.5%*
CSU	G/P	59	102	307	0	468	34.4%
CSU	**TOT**	**126**	**244**	**569**	**0**	**938**	**39.4%**
MAC	TO	**274**	**5**	**9**	**0**	**288**	96.9%
MAC	RO	10	160	35	0	205	82.9%
MAC	T&R	0	42	386	0	428	9.8%
MAC	*ACA*	*284*	*207*	*430*	*0*	*921*	*53.3%*
MAC	G/P	92	86	392	0	570	31.2%
MAC	**TOT**	**376**	**293**	**822**	**0**	**1491**	**44.9%**
SCU	TO	48	11	29	0	88	67.0%
SCU	RO	0	23	**4**	0	27	85.2%
SCU	T&R	0	17	68	0	85	20.0%
SCU	*ACA*	*48*	*51*	*101*	*0*	*200*	*49.5%*
SCU	G/P	39	58	121	0	219	44.3%
SCU	**TOT**	**87**	**109**	**222**	**0**	**419**	**46.8%**
UNE	TO	15	0	**2**	0	17	88.2%
UNE	RO	0	41	**1**	0	42	97.6%
UNE	T&R	16	28	195	0	238	18.5%
UNE	*ACA*	*31*	*69*	*198*	*0*	*297*	*33.7%*
UNE	G/P	38	57	221	0	316	30.1%
UNE	**TOT**	**69**	**126**	**419**	**0**	**613**	**31.8%**
NEWC	TO	111	11	**2**	0	124	98.4%
NEWC	RO	16	178	22	0	216	89.8%
NEWC	T&R	**0**	58	356	0	414	14.0%
NEWC	*ACA*	*127*	*247*	*380*	*0*	*754*	*49.6%*
NEWC	G/P	67	143	339	0	549	38.3%
NEWC	**TOT**	**194**	**390**	**719**	**0**	**1303**	**44.8%**
SYD	TO	392	47	13	0	451	97.3%
SYD	RO	38	442	21	0	501	95.8%
SYD	T&R	0	211	838	0	1049	20.1%
SYD	*ACA*	*430*	*700*	*872*	*0*	*2001*	*56.5%*
SYD	G/P	266	340	946	0	1552	39.0%
SYD	**TOT**	**696**	**1040**	**1818**	**0**	**3553**	**48.9%**
UNSW	TO	331	25	62	0	417	85.4%
UNSW	RO	12	398	158	0	568	72.2%
UNSW	T&R	**2**	353	865	0	1220	29.1%
UNSW	*ACA*	*345*	*776*	*1085*	*0*	*2205*	*50.8%*
UNSW	G/P	156	318	820	0	1294	36.6%
UNSW	**TOT**	**501**	**1094**	**1905**	**0**	**3499**	**45.6%**
UTS	TO	215	7	6	0	229	96.9%
UTS	RO	10	108	90	0	209	56.5%
UTS	T&R	0	55	400	0	455	12.1%
UTS	*ACA*	*225*	*170*	*496*	*0*	*893*	*44.2%*
UTS	G/P	99	147	479	0	725	33.9%
UTS	**TOT**	**324**	**317**	**975**	**0**	**1618**	**39.6%**
WOLL	TO	112	0	0	0	112	100.0%
WOLL	RO	19	155	37	0	211	82.5%
WOLL	T&R	0	40	331	0	371	10.8%
WOLL	*ACA*	*131*	*195*	*368*	*0*	*694*	*47.0%*
WOLL	G/P	53	103	316	0	471	33.1%
WOLL	**TOT**	**184**	**298**	**684**	**0**	**1165**	**41.4%**
WSU	TO	192	9	39	0	240	83.8%
WSU	RO	0	55	8	0	63	87.3%
WSU	T&R	0	92	347	0	439	21.0%
WSU	*ACA*	*192*	*156*	*394*	*0*	*742*	*46.9%*
WSU	G/P	78	161	422	0	661	36.2%
WSU	**TOT**	**270**	**317**	**816**	**0**	**1403**	**41.8%**

Males Vic

UNI & WK TYPE		2016 FTE - MALES					MALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
DEA	TO	182	16	64	0	262	75.6%
DEA	RO	15	155	13	0	182	93.4%
DEA	T&R	0	112	414	0	526	21.3%
DEA	*ACA*	*197*	*283*	*491*	*0*	*970*	*49.5%*
DEA	G/P	131	147	559	0	837	33.2%
DEA	TOT	**328**	**430**	**1050**	**0**	**1807**	**41.9%**
FUA	TO	**53**	**2**	**17**	**0**	**72**	76.4%
FUA	RO	**12**	**4**	**12**	**0**	**28**	57.1%
FUA	T&R	**3**	6	126	**2**	137	6.6%
FUA	ACA	68	12	155	2	237	33.8%
FUA	G/P	26	29	198	0	253	21.7%
FUA	TOT	**94**	**41**	**353**	**2**	**490**	**27.6%**
LAT	TO	66	0	0	0	66	100.0%
LAT	RO	**3**	60	35	0	98	64.3%
LAT	T&R	0	40	309	0	349	11.5%
LAT	*ACA*	*69*	*100*	*344*	*0*	*513*	*32.9%*
LAT	G/P	155	96	420	0	671	37.4%
LAT	TOT	**224**	**196**	**764**	**0**	**1184**	**35.5%**
MON	TO	287	0	0	0	287	100.0%
MON	RO	21	514	34	0	569	94.0%
MON	T&R	40	250	673	0	963	30.1%
MON	*ACA*	*348*	*764*	*707*	*0*	*1819*	*61.1%*
MON	G/P	250	525	835	0	1610	48.1%
MON	TOT	**598**	**1289**	**1542**	**0**	**3429**	**55.0%**
RMIT	TO	304	0	0	0	304	100.0%
RMIT	RO	15	148	27	0	191	85.3%
RMIT	T&R	0	62	583	0	645	9.6%
RMIT	*ACA*	*319*	*210*	*610*	*0*	*1140*	*46.4%*
RMIT	G/P	78	134	571	0	784	27.0%
RMIT	TOT	**397**	**344**	**1181**	**0**	**1924**	**38.5%**
SWI	TO	96	5	11	0	112	90.2%
SWI	RO	0	99	40	0	138	71.7%
SWI	T&R	148	33	233	0	414	43.7%
SWI	*ACA*	*244*	*137*	*284*	*0*	*664*	*57.4%*
SWI	G/P	27	111	180	0	319	43.3%
SWI	TOT	**271**	**248**	**464**	**0**	**983**	**52.8%**
MELB	TO	372	65	50	0	486	89.9%
MELB	RO	108	655	41	13	816	93.5%
MELB	T&R	0	159	713	0	872	18.2%
MELB	*ACA*	*480*	*879*	*804*	*13*	*2174*	*62.5%*
MELB	G/P	187	405	961	13	1566	37.8%
MELB	TOT	**667**	**1284**	**1765**	**26**	**3740**	**52.2%**
VU	TO	108	33	116	0	256	55.1%
VU	RO	0	50	6	0	56	89.3%
VU	T&R	0	18	115	0	133	13.5%
VU	*ACA*	*108*	*101*	*237*	*0*	*445*	*47.0%*
VU	G/P	66	58	191	0	316	39.2%
VU	TOT	**174**	**159**	**428**	**0**	**761**	**43.8%**

Males Qld

UNI & WK TYPE		2016 FTE - MALES					MALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
BOND	TO	62	23	5	0	89	95.5%
BOND	RO	2	1	0	0	3	100.0%
BOND	T&R	0	32	62	0	94	34.0%
BOND	*ACA*	*64*	*56*	*67*	*0*	*186*	*64.5%*
BOND	G/P	45	66	58	0	168	66.1%
BOND	TOT	109	122	125	0	354	65.3%
CQU	TO	110	4	57	0	171	66.7%
CQU	RO	1	19	13	0	33	60.6%
CQU	T&R	0	21	107	0	128	16.4%
CQU	*ACA*	*111*	*44*	*177*	*0*	*332*	*46.7%*
CQU	G/P	18	79	176	0	273	35.5%
CQU	TOT	129	123	353	0	605	41.7%
GRI	TO	186	18	46	0	251	81.3%
GRI	RO	0	150	34	0	184	81.5%
GRI	T&R	0	112	396	0	508	22.0%
GRI	*ACA*	*186*	*280*	*476*	*0*	*943*	*49.4%*
GRI	G/P	137	266	517	0	920	43.8%
GRI	TOT	323	546	993	0	1863	46.6%
JCU	TO	48	3	2	0	53	96.2%
JCU	RO	16	99	13	0	128	89.8%
JCU	T&R	0	44	213	0	257	17.1%
JCU	*ACA*	*64*	*146*	*228*	*0*	*438*	*47.9%*
JCU	G/P	27	111	229	1	368	37.5%
JCU	TOT	91	257	457	1	806	43.2%
QUT	TO	267	7	22	0	297	92.3%
QUT	RO	23	263	6	0	292	97.9%
QUT	T&R	5	191	362	0	558	35.1%
QUT	*ACA*	*295*	*461*	*390*	*0*	*1147*	*65.9%*
QUT	G/P	74	324	497	0	896	44.4%
QUT	TOT	369	785	887	0	2043	56.5%
UQ	TO	205	37	27	0	268	90.3%
UQ	RO	90	1010	64	0	1165	94.4%
UQ	T&R	0	140	557	0	697	20.1%
UQ	*ACA*	*295*	*1187*	*648*	*0*	*2130*	*69.6%*
UQ	G/P	114	370	928	0	1412	34.3%
UQ	TOT	409	1557	1576	0	3542	55.5%
USQ	TO	83	4	13	0	100	87.0%
USQ	RO	0	68	1	0	69	98.6%
USQ	T&R	0	33	193	0	226	14.6%
USQ	*ACA*	*83*	*105*	*207*	*0*	*395*	*47.6%*
USQ	G/P	27	108	229	0	364	37.1%
USQ	TOT	110	213	436	0	759	42.6%
SUN	TO	39	0	1	0	40	97.5%
SUN	RO	0	23	11	0	34	67.6%
SUN	T&R	1	37	98	0	136	27.9%
SUN	*ACA*	*40*	*60*	*110*	*0*	*210*	*47.6%*
SUN	G/P	24	41	135	0	199	32.7%
SUN	TOT	64	101	245	0	409	40.3%

Males WA and SA

UNI & WK TYPE		2016 FTE - MALES					MALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
CUR	TO	160	47	77	0	284	72.9%
CUR	RO	0	240	71	0	311	77.2%
CUR	T&R	0	69	284	0	353	19.5%
CUR	*ACA*	*160*	*356*	*432*	*0*	*948*	*54.4%*
CUR	G/P	111	199	558	0	868	35.7%
CUR	**TOT**	**271**	**555**	**990**	**0**	**1816**	**45.5%**
ECU	TO	71	8	21	0	100	79.0%
ECU	RO	**0**	29	19	0	48	60.4%
ECU	T&R	**1**	36	139	0	176	21.0%
ECU	*ACA*	*72*	*73*	*179*	*0*	*324*	*44.8%*
ECU	G/P	27	61	240	0	328	26.8%
ECU	**TOT**	**99**	**134**	**419**	**0**	**652**	**35.7%**
MUR	TO	73	8	12	0	93	87.1%
MUR	RO	12	47	**4**	0	63	93.7%
MUR	T&R	0	34	191	0	225	15.1%
MUR	*ACA*	*85*	*89*	*207*	*0*	*381*	*45.7%*
MUR	G/P	35	96	210	0	341	38.4%
MUR	**TOT**	**120**	**185**	**417**	**0**	**722**	**42.2%**
UND	TO	30	0	0	0	30	100.0%
UND	RO	**0**	**3**	**0**	**0**	**3**	100.0%
UND	T&R	0	147	0	0	147	100.0%
UND	*ACA*	*30*	*150*	*0*	*0*	*180*	*100.0%*
UND	G/P	15	91	0	0	106	100.0%
UND	**TOT**	**45**	**241**	**0**	**0**	**286**	**100.0%**
UWA	TO	68	20	11	0	99	88.9%
UWA	RO	0	303	63	0	366	82.8%
UWA	T&R	0	174	338	0	512	34.0%
UWA	*ACA*	*68*	*497*	*412*	*0*	*977*	*57.8%*
UWA	G/P	81	240	418	6	745	43.1%
UWA	**TOT**	**149**	**737**	**830**	**6**	**1722**	**51.5%**
FLI	TO	93	6	0	0	99	100.0%
FLI	RO	7	104	**1**	0	112	99.1%
FLI	T&R	0	63	217	0	280	22.5%
FLI	*ACA*	*100*	*173*	*218*	*0*	*491*	*55.6%*
FLI	G/P	32	99	276	0	408	32.1%
FLI	**TOT**	**132**	**272**	**494**	**0**	**899**	**44.9%**
ADE	TO	118	5	26	0	149	82.6%
ADE	RO	41	340	57	0	438	87.0%
ADE	T&R	0	95	412	0	507	18.7%
ADE	*ACA*	*159*	*440*	*495*	*0*	*1094*	*54.8%*
ADE	G/P	61	281	335	0	678	50.4%
ADE	**TOT**	**220**	**721**	**830**	**0**	**1772**	**53.1%**
USA	TO	105	47	11	0	163	93.3%
USA	RO	29	172	23	0	225	89.3%
USA	T&R	0	79	219	0	298	26.5%
USA	*ACA*	*134*	*298*	*253*	*0*	*686*	*63.0%*
USA	G/P	36	144	322	0	501	35.9%
USA	**TOT**	**170**	**442**	**575**	**0**	**1187**	**51.6%**

Males - Tas, ACT and Multi

UNI & WK TYPE		2016 FTE - MALES					MALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
UTAS	TO	73	17	28	0	119	75.6%
UTAS	RO	2	121	19	0	142	86.6%
UTAS	T&R	2	126	287	0	415	30.8%
UTAS	*ACA*	*77*	*264*	*334*	*0*	*676*	*50.4%*
UTAS	G/P	74	208	351	0	632	44.6%
UTAS	**TOT**	**151**	**472**	**685**	**0**	**1308**	**47.6%**
CDU	TO	32	6	4	0	42	90.5%
CDU	RO	2	14	3	0	19	84.2%
CDU	T&R	0	26	64	0	90	28.9%
CDU	*ACA*	*34*	*46*	*71*	*0*	*151*	*53.0%*
CDU	G/P	7	37	94	0	138	31.9%
CDU	**TOT**	**41**	**83**	**165**	**0**	**289**	**42.9%**
ANU	TO	97	1	2	0	100	98.0%
ANU	RO	2	174	287	1	464	37.9%
ANU	T&R	11	133	484	2	630	22.9%
ANU	*ACA*	*110*	*308*	*773*	*3*	*1194*	*35.0%*
ANU	G/P	132	138	761	4	1035	26.1%
ANU	**TOT**	**242**	**446**	**1534**	**7**	**2229**	**30.9%**
CAN	TO	18	7	7	0	31	80.6%
CAN	RO	1	20	8	0	29	72.4%
CAN	T&R	30	8	135	0	173	22.0%
CAN	*ACA*	*49*	*35*	*150*	*0*	*233*	*36.1%*
CAN	G/P	27	48	124	0	199	37.7%
CAN	**TOT**	**76**	**83**	**274**	**0**	**432**	**36.8%**
ACU	TO	120	18	69	0	208	66.3%
ACU	RO	1	29	19	0	49	61.2%
ACU	T&R	0	31	81	0	112	27.7%
ACU	*ACA*	*121*	*78*	*169*	*0*	*369*	*53.9%*
ACU	G/P	44	114	236	0	394	40.1%
ACU	**TOT**	**165**	**192**	**405**	**0**	**763**	**46.8%**

Females - NSW

UNI & WK TYPE		2016 FTE - FEMALES					FEMALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
CSU	TO	120	44	65	0	229	71.6%
CSU	RO	0	18	0	0	18	100.0%
CSU	T&R	0	25	195	0	220	11.4%
CSU	*ACA*	*120*	*87*	*260*	*0*	*467*	*44.3%*
CSU	G/P	115	197	590	0	903	34.6%
CSU	TOT	**235**	**284**	**850**	**0**	**1370**	**37.9%**
MAC	TO	267	6	12	0	285	95.8%
MAC	RO	19	193	18	0	230	92.2%
MAC	T&R	0	51	272	0	324	15.7%
MAC	*ACA*	*286*	*250*	*302*	*0*	*839*	*63.9%*
MAC	G/P	152	164	706	0	1022	30.9%
MAC	TOT	**438**	**414**	**1008**	**0**	**1861**	**45.8%**
SCU	TO	76	18	35	0	128	73.4%
SCU	RO	**2**	12	**3**	0	15	93.3%
SCU	T&R	0	19	61	0	80	23.8%
SCU	*ACA*	*78*	*49*	*99*	*0*	*223*	*57.0%*
SCU	G/P	82	90	237	0	409	42.1%
SCU	TOT	**160**	**139**	**336**	**0**	**632**	**47.3%**
UNE	TO	31	0	**4**	0	35	88.6%
UNE	RO	0	30	**1**	0	31	96.8%
UNE	T&R	19	19	152	0	189	20.1%
UNE	*ACA*	*50*	*49*	*157*	*0*	*255*	*38.8%*
UNE	G/P	55	59	353	0	467	24.4%
UNE	TOT	**105**	**108**	**510**	**0**	**722**	**29.5%**
NEWC	TO	151	22	**3**	0	176	98.3%
NEWC	RO	28	221	12	0	261	95.4%
NEWC	T&R	**0**	72	253	0	325	22.2%
NEWC	*ACA*	*179*	*315*	*268*	*0*	*762*	*64.8%*
NEWC	G/P	97	278	701	0	1077	34.8%
NEWC	TOT	**276**	**593**	**969**	**0**	**1839**	**47.3%**
SYD	TO	373	75	20	0	468	95.7%
SYD	RO	51	543	30	0	624	95.2%
SYD	T&R	0	163	568	0	731	22.3%
SYD	*ACA*	*424*	*781*	*618*	*0*	*1823*	*66.1%*
SYD	G/P	392	674	1375	0	2441	43.7%
SYD	TOT	**816**	**1455**	**1993**	**0**	**4264**	**53.3%**
UNSW	TO	240	16	48	0	303	84.5%
UNSW	RO	23	325	139	0	487	71.5%
UNSW	T&R	**0**	222	458	0	680	32.6%
UNSW	*ACA*	*263*	*563*	*645*	*0*	*1470*	*56.2%*
UNSW	G/P	181	515	1365	0	2061	33.8%
UNSW	TOT	**444**	**1078**	**2010**	**0**	**3531**	**43.1%**
UTS	TO	237	7	10	0	255	95.7%
UTS	RO	13	78	64	0	155	58.7%
UTS	T&R	0	55	300	0	354	15.5%
UTS	*ACA*	*250*	*140*	*374*	*0*	*764*	*51.0%*
UTS	G/P	117	226	671	0	1013	33.9%
UTS	TOT	**367**	**366**	**1045**	**0**	**1777**	**41.2%**
WOLL	TO	161	0	0	0	161	100.0%
WOLL	RO	31	74	19	0	125	84.0%
WOLL	T&R	0	42	249	0	292	14.4%
WOLL	*ACA*	*192*	*116*	*268*	*0*	*578*	*53.3%*
WOLL	G/P	106	182	621	0	909	31.7%
WOLL	TOT	**298**	**298**	**889**	**0**	**1487**	**40.1%**
WSU	TO	345	20	60	0	424	86.1%
WSU	RO	0	37	14	0	52	71.2%
WSU	T&R	0	106	305	0	411	25.8%
WSU	*ACA*	*345*	*163*	*379*	*0*	*887*	*57.3%*
WSU	G/P	129	273	823	0	1225	32.8%
WSU	TOT	**474**	**436**	**1202**	**0**	**2112**	**43.1%**

Females - Vic

UNI & WK TYPE		2016 FTE - FEMALES					FEMALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
DEA	TO	244	41	130	0	415	68.7%
DEA	RO	19	192	5	0	216	97.7%
DEA	T&R	0	76	380	0	457	16.6%
DEA	*ACA*	*263*	*309*	*515*	*0*	*1088*	*52.6%*
DEA	G/P	220	176	1080	0	1476	26.8%
DEA	TOT	483	485	1595	0	2564	37.8%
FUA	TO	68	3	42	0	113	62.8%
FUA	RO	13	4	14	0	31	54.8%
FUA	T&R	11	7	102	0	120	15.0%
FUA	ACA	92	14	158	0	264	40.2%
FUA	G/P	63	45	417	0	525	20.6%
FUA	TOT	155	59	575	0	789	27.1%
LAT	TO	102	0	0	0	102	100.0%
LAT	RO	3	98	44	0	145	69.7%
LAT	T&R	0	72	329	0	401	18.0%
LAT	*ACA*	*105*	*170*	*373*	*0*	*648*	*42.4%*
LAT	G/P	282	167	800	0	1250	35.9%
LAT	TOT	387	337	1173	0	1898	38.1%
MON	TO	288	0	0	0	288	100.0%
MON	RO	23	432	24	0	479	95.0%
MON	T&R	37	242	510	0	790	35.3%
MON	*ACA*	*348*	*674*	*534*	*0*	*1557*	*65.6%*
MON	G/P	401	988	1439	0	2829	49.1%
MON	TOT	749	1662	1973	0	4386	55.0%
RMIT	TO	252	0	0	0	252	100.0%
RMIT	RO	10	65	16	0	91	82.4%
RMIT	T&R	0	41	370	0	412	10.0%
RMIT	*ACA*	*262*	*106*	*386*	*0*	*755*	*48.7%*
RMIT	G/P	110	165	924	0	1200	22.9%
RMIT	TOT	372	271	1310	0	1955	32.9%
SWI	TO	298	9	4	0	311	98.7%
SWI	RO	0	58	19	0	78	74.4%
SWI	T&R	103	22	129	0	255	49.0%
SWI	*ACA*	*401*	*89*	*152*	*0*	*644*	*76.1%*
SWI	G/P	43	155	367	0	565	35.0%
SWI	TOT	444	244	519	0	1209	56.9%
MELB	TO	330	137	62	0	529	88.3%
MELB	RO	155	658	18	8	838	97.0%
MELB	T&R	0	107	424	2	533	20.1%
MELB	*ACA*	*485*	*902*	*504*	*10*	*1900*	*73.0%*
MELB	G/P	292	800	1667	21	2780	39.3%
MELB	TOT	777	1702	2171	31	4680	53.0%
VU	TO	119	33	91	0	243	62.6%
VU	RO	0	37	3	0	40	92.5%
VU	T&R	0	19	74	0	93	20.4%
VU	*ACA*	*119*	*89*	*168*	*0*	*376*	*55.3%*
VU	G/P	101	176	304	0	581	47.7%
VU	TOT	220	265	472	0	957	50.7%

Females – Qld

UNI & WK TYPE		2016 FTE - FEMALES					FEMALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
BOND	TO	69	29	10	0	108	90.7%
BOND	RO	1	10	0	0	11	100.0%
BOND	T&R	0	29	46	0	75	38.7%
BOND	*ACA*	*70*	*68*	*56*	*0*	*194*	*71.1%*
BOND	G/P	71	117	156	0	344	54.7%
BOND	**TOT**	**141**	**185**	**212**	**0**	**538**	**60.6%**
CQU	TO	74	12	100	0	186	46.2%
CQU	RO	1	25	9	0	35	74.3%
CQU	T&R	0	26	92	0	118	22.0%
CQU	*ACA*	*75*	*63*	*201*	*0*	*339*	*40.7%*
CQU	G/P	38	130	472	0	641	26.2%
CQU	**TOT**	**113**	**193**	**673**	**0**	**980**	**31.2%**
GRI	TO	249	31	59	0	339	82.6%
GRI	RO	0	133	12	0	146	91.1%
GRI	T&R	1	92	329	0	422	22.0%
GRI	*ACA*	*250*	*256*	*400*	*0*	*907*	*55.8%*
GRI	G/P	257	478	1025	0	1761	41.7%
GRI	**TOT**	**507**	**734**	**1425**	**0**	**2668**	**46.5%**
JCU	TO	92	3	7	0	99	96.0%
JCU	RO	30	90	9	0	129	93.0%
JCU	T&R	0	52	202	0	254	20.5%
JCU	*ACA*	*122*	*145*	*218*	*0*	*482*	*55.4%*
JCU	G/P	52	207	508	2	769	33.7%
JCU	**TOT**	**174**	**352**	**726**	**2**	**1251**	**42.0%**
QUT	TO	321	8	48	0	377	87.3%
QUT	RO	48	231	1	0	280	99.6%
QUT	T&R	5	181	320	0	506	36.8%
QUT	*ACA*	*374*	*420*	*369*	*0*	*1163*	*68.3%*
QUT	G/P	130	652	813	0	1595	49.0%
QUT	**TOT**	**504**	**1072**	**1182**	**0**	**2758**	**57.1%**
UQ	TO	241	39	37	0	317	88.3%
UQ	RO	143	854	22	0	1018	97.9%
UQ	T&R	0	98	350	0	448	21.9%
UQ	*ACA*	*384*	*991*	*409*	*0*	*1783*	*77.1%*
UQ	G/P	197	798	1373	0	2368	42.0%
UQ	**TOT**	**581**	**1789**	**1782**	**0**	**4151**	**57.1%**
USQ	TO	158	10	14	0	182	92.3%
USQ	RO	0	26	4	0	30	86.7%
USQ	T&R	0	23	159	0	182	12.6%
USQ	*ACA*	*158*	*59*	*177*	*0*	*394*	*55.1%*
USQ	G/P	45	205	437	0	687	36.4%
USQ	**TOT**	**203**	**264**	**614**	**0**	**1081**	**43.2%**
SUN	TO	76	0	0	0	76	100.0%
SUN	RO	0	19	2	0	21	90.5%
SUN	T&R	16	39	123	0	179	30.7%
SUN	*ACA*	*92*	*58*	*125*	*0*	*276*	*54.3%*
SUN	G/P	86	54	323	0	463	30.2%
SUN	**TOT**	**178**	**112**	**448**	**0**	**739**	**39.2%**

Females – WA and SA

UNI & WK TYPE		2016 FTE - FEMALES					FEMALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
CUR	TO	246	80	92	0	418	78.0%
CUR	RO	0	125	36	0	161	77.6%
CUR	T&R	0	49	208	0	257	19.1%
CUR	*ACA*	*246*	*254*	*336*	*0*	*836*	*59.8%*
CUR	G/P	152	288	961	0	1401	31.4%
CUR	**TOT**	**398**	**542**	**1297**	**0**	**2237**	**42.0%**
ECU	TO	121	18	20	0	159	87.4%
ECU	RO	**1**	46	34	0	81	58.0%
ECU	T&R	**0**	41	154	0	195	21.0%
ECU	*ACA*	*122*	*105*	*208*	*0*	*435*	*52.2%*
ECU	G/P	94	100	476	0	670	29.0%
ECU	**TOT**	**216**	**205**	**684**	**0**	**1105**	**38.1%**
MUR	TO	167	14	19	0	200	90.5%
MUR	RO	15	29	**2**	0	46	95.7%
MUR	T&R	0	37	135	0	172	21.5%
MUR	*ACA*	*182*	*80*	*156*	*0*	*418*	*62.7%*
MUR	G/P	62	128	396	0	586	32.4%
MUR	**TOT**	**244**	**208**	**552**	**0**	**1004**	**45.0%**
UND	TO	55	0	0	0	55	100.0%
UND	RO	0	5	0	0	5	100.0%
UND	T&R	0	151	0	0	151	100.0%
UND	*ACA*	*55*	*156*	*0*	*0*	*211*	*100.0%*
UND	G/P	29	305	0	0	334	100.0%
UND	**TOT**	**84**	**461**	**0**	**0**	**545**	**100.0%**
UWA	TO	61	28	14	0	103	86.4%
UWA	RO	**0**	333	35	0	368	90.5%
UWA	T&R	0	96	180	0	276	34.8%
UWA	*ACA*	*61*	*457*	*229*	*0*	*747*	*69.3%*
UWA	G/P	130	526	765	8	1428	45.9%
UWA	**TOT**	**191**	**983**	**994**	**8**	**2175**	**54.0%**
FLI	TO	229	16	0	0	245	100.0%
FLI	RO	13	148	**2**	0	163	98.8%
FLI	T&R	0	110	215	0	325	33.8%
FLI	*ACA*	*242*	*274*	*217*	*0*	*733*	*70.4%*
FLI	G/P	106	228	531	0	865	38.6%
FLI	**TOT**	**348**	**502**	**748**	**0**	**1598**	**53.2%**
ADE	TO	96	7	31	0	134	76.9%
ADE	RO	41	274	48	0	363	86.8%
ADE	T&R	0	61	215	0	276	22.1%
ADE	*ACA*	*137*	*342*	*294*	*0*	*773*	*62.0%*
ADE	G/P	115	498	680	0	1292	47.4%
ADE	**TOT**	**252**	**840**	**974**	**0**	**2065**	**52.9%**
USA	TO	164	74	20	0	258	92.2%
USA	RO	41	155	17	0	213	92.0%
USA	T&R	0	61	179	0	241	25.3%
USA	*ACA*	*205*	*290*	*216*	*0*	*712*	*69.5%*
USA	G/P	61	297	670	0	1029	34.8%
USA	**TOT**	**266**	**587**	**886**	**0**	**1741**	**49.0%**

Females Tas, ACT and Multi

UNI & WK TYPE		2016 FTE - FEMALES					FEMALE
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
UTAS	TO	97	32	24	0	153	84.3%
UTAS	RO	3	93	19	0	115	83.5%
UTAS	T&R	2	89	226	0	317	28.7%
UTAS	*ACA*	*102*	*214*	*269*	*0*	*585*	*54.0%*
UTAS	G/P	112	277	579	0	968	40.2%
UTAS	**TOT**	**214**	**491**	**848**	**0**	**1553**	**45.4%**
CDU	TO	65	8	24	0	96	76.0%
CDU	RO	5	14	4	0	23	82.6%
CDU	T&R	0	27	59	0	86	31.4%
CDU	*ACA*	*70*	*49*	*87*	*0*	*205*	*58.0%*
CDU	G/P	15	64	167	0	246	32.1%
CDU	**TOT**	**85**	**113**	**254**	**0**	**451**	**43.9%**
ANU	TO	94	4	0	1	97	101.0%
ANU	RO	2	131	187	1	321	41.4%
ANU	T&R	13	58	258	0	329	21.6%
ANU	*ACA*	*109*	*193*	*445*	*2*	*747*	*40.4%*
ANU	G/P	146	227	989	7	1369	27.2%
ANU	**TOT**	**255**	**420**	**1434**	**9**	**2116**	**31.9%**
CAN	TO	17	18	18	0	53	66.0%
CAN	RO	0	26	5	0	31	83.9%
CAN	T&R	25	6	122	0	153	20.3%
CAN	*ACA*	*42*	*50*	*145*	*0*	*237*	*38.8%*
CAN	G/P	45	61	302	0	408	26.0%
CAN	**TOT**	**87**	**111**	**447**	**0**	**645**	**30.7%**
ACU	TO	281	36	146	0	463	68.5%
ACU	RO	1	32	9	0	42	78.6%
ACU	T&R	0	35	144	0	178	19.7%
ACU	*ACA*	*282*	*103*	*299*	*0*	*683*	*56.4%*
ACU	G/P	97	264	590	0	951	38.0%
ACU	**TOT**	**379**	**367**	**889**	**0**	**1634**	**45.7%**

Persons - NSW

UNI & WK TYPE		2016 FTE - PERSONS					PERSONS
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
CSU	TO	187	128	114	0	430	73.3%
CSU	RO	0	42	6	0	47	89.4%
CSU	T&R	0	59	402	0	460	12.8%
CSU	*ACA*	*187*	*229*	*522*	*0*	*937*	*44.4%*
CSU	G/P	174	300	897	0	1370	34.6%
CSU	**TOT**	**361**	**529**	**1419**	**0**	**2307**	**38.6%**
MAC	TO	541	11	21	0	573	96.3%
MAC	RO	29	353	53	0	435	87.8%
MAC	T&R	0	93	658	0	751	12.4%
MAC	*ACA*	*570*	*457*	*732*	*0*	*1759*	*58.4%*
MAC	G/P	243	250	1098	0	1592	31.0%
MAC	**TOT**	**813**	**707**	**1830**	**0**	**3351**	**45.4%**
SCU	TO	124	29	63	0	216	70.8%
SCU	RO	**0**	35	7	0	42	83.3%
SCU	T&R	0	36	129	0	165	21.8%
SCU	*ACA*	*124*	*100*	*199*	*0*	*423*	*53.0%*
SCU	G/P	122	148	358	0	628	43.0%
SCU	**TOT**	**246**	**248**	**557**	**0**	**1051**	**47.0%**
UNE	TO	46	0	6	0	52	88.5%
UNE	RO	0	71	**2**	0	73	97.3%
UNE	T&R	34	47	346	0	427	19.0%
UNE	*ACA*	*80*	*118*	*354*	*0*	*552*	*35.9%*
UNE	G/P	93	116	574	0	783	26.7%
UNE	**TOT**	**173**	**234**	**928**	**0**	**1335**	**30.5%**
NEWC	TO	262	33	5	0	300	98.3%
NEWC	RO	44	399	34	0	477	92.9%
NEWC	T&R	**0**	130	609	0	739	17.6%
NEWC	*ACA*	*306*	*562*	*648*	*0*	*1516*	*57.3%*
NEWC	G/P	165	422	1040	0	1626	36.1%
NEWC	**TOT**	**471**	**984**	**1688**	**0**	**3142**	**46.3%**
SYD	TO	765	121	32	0	919	96.4%
SYD	RO	90	985	50	0	1126	95.5%
SYD	T&R	0	375	1406	0	1780	21.1%
SYD	*ACA*	*855*	*1481*	*1488*	*0*	*3825*	*61.1%*
SYD	G/P	658	1015	2320	0	3993	41.9%
SYD	**TOT**	**1513**	**2496**	**3808**	**0**	**7818**	**51.3%**
UNSW	TO	570	40	110	0	721	84.6%
UNSW	RO	34	723	297	0	1055	71.8%
UNSW	T&R	**2**	575	1323	0	1900	30.4%
UNSW	*ACA*	*606*	*1338*	*1730*	*0*	*3676*	*52.9%*
UNSW	G/P	337	833	2185	0	3355	34.9%
UNSW	**TOT**	**943**	**2171**	**3915**	**0**	**7031**	**44.3%**
UTS	TO	454	15	16	0	485	96.7%
UTS	RO	23	186	154	0	364	57.4%
UTS	T&R	0	109	699	0	809	13.5%
UTS	*ACA*	*477*	*310*	*869*	*0*	*1658*	*47.5%*
UTS	G/P	215	372	1150	0	1738	33.8%
UTS	**TOT**	**692**	**682**	**2019**	**0**	**3396**	**40.5%**
WOLL	TO	273	0	0	0	273	100.0%
WOLL	RO	50	230	56	0	336	83.3%
WOLL	T&R	0	83	580	0	663	12.5%
WOLL	*ACA*	*323*	*313*	*636*	*0*	*1272*	*50.0%*
WOLL	G/P	159	284	937	0	1381	32.1%
WOLL	**TOT**	**482**	**597**	**1573**	**0**	**2653**	**40.7%**
WSU	TO	537	29	98	0	665	85.1%
WSU	RO	0	92	22	0	114	80.7%
WSU	T&R	0	198	652	0	850	23.3%
WSU	*ACA*	*537*	*319*	*772*	*0*	*1629*	*52.5%*
WSU	G/P	207	435	1245	0	1886	34.0%
WSU	**TOT**	**744**	**754**	**2017**	**0**	**3515**	**42.6%**

Persons - Vic

UNI & WK TYPE		2016 FTE - PERSONS					PERSONS
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
DEA	TO	426	57	194	0	676	71.4%
DEA	RO	33	347	17	0	398	95.5%
DEA	T&R	0	189	794	0	983	19.2%
DEA	*ACA*	*459*	*593*	*1005*	*0*	*2057*	*51.1%*
DEA	G/P	351	323	1639	0	2313	29.1%
DEA	**TOT**	**810**	**916**	**2644**	**0**	**4370**	**39.5%**
FUA	TO	121	5	59	0	185	68.1%
FUA	RO	25	8	26	0	59	55.9%
FUA	T&R	14	13	227	2	256	10.5%
FUA	ACA	160	26	312	2	500	37.2%
FUA	G/P	89	74	614	1	778	21.0%
FUA	**TOT**	**249**	**100**	**926**	**3**	**1278**	**27.3%**
LAT	TO	168	0	0	0	168	100.0%
LAT	RO	6	158	79	0	243	67.5%
LAT	T&R	0	112	638	0	750	14.9%
LAT	*ACA*	*174*	*270*	*717*	*0*	*1161*	*38.2%*
LAT	G/P	437	264	1220	0	1921	36.5%
LAT	**TOT**	**611**	**534**	**1937**	**0**	**3082**	**37.2%**
MON	TO	574	0	0	0	574	100.0%
MON	RO	43	946	58	0	1047	94.5%
MON	T&R	77	492	1183	0	1752	32.5%
MON	*ACA*	*694*	*1438*	*1241*	*0*	*3373*	*63.2%*
MON	G/P	651	1513	2274	0	4438	48.8%
MON	**TOT**	**1345**	**2951**	**3515**	**0**	**7811**	**55.0%**
RMIT	TO	556	0	0	0	556	100.0%
RMIT	RO	26	213	43	0	281	85.1%
RMIT	T&R	0	104	953	0	1057	9.8%
RMIT	*ACA*	*582*	*317*	*996*	*0*	*1894*	*47.5%*
RMIT	G/P	189	299	1496	0	1984	24.6%
RMIT	**TOT**	**771**	**616**	**2492**	**0**	**3878**	**35.8%**
SWI	TO	394	14	15	0	424	96.2%
SWI	RO	0	157	59	0	216	72.7%
SWI	T&R	251	56	362	0	669	45.9%
SWI	*ACA*	*645*	*227*	*436*	*0*	*1309*	*66.6%*
SWI	G/P	71	266	547	0	884	38.1%
SWI	**TOT**	**716**	**493**	**983**	**0**	**2193**	**55.1%**
MELB	TO	702	202	111	0	1016	89.0%
MELB	RO	262	1312	58	20	1654	95.2%
MELB	T&R	0	266	1137	2	1405	18.9%
MELB	*ACA*	*964*	*1780*	*1306*	*22*	*4075*	*67.3%*
MELB	G/P	479	1205	2628	34	4346	38.7%
MELB	**TOT**	**1443**	**2985**	**3934**	**56**	**8421**	**52.6%**
VU	TO	227	66	207	0	499	58.7%
VU	RO	0	86	9	0	95	90.5%
VU	T&R	0	37	189	0	226	16.4%
VU	*ACA*	*227*	*189*	*405*	*0*	*820*	*50.7%*
VU	G/P	167	234	495	0	897	44.7%
VU	**TOT**	**394**	**423**	**900**	**0**	**1717**	**47.6%**

Person - Qld

UNI & WK TYPE		2016 FTE - PERSONS					PERSONS
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
BOND	TO	131	52	15	0	198	92.4%
BOND	RO	2	14	0	0	16	100.0%
BOND	T&R	0	61	108	0	169	36.1%
BOND	*ACA*	*133*	*127*	*123*	*0*	*383*	*67.9%*
BOND	G/P	116	183	214	0	513	58.3%
BOND	**TOT**	**249**	**310**	**337**	**0**	**896**	**62.4%**
CQU	TO	184	15	157	0	356	55.9%
CQU	RO	2	44	22	0	68	67.6%
CQU	T&R	0	47	199	0	246	19.1%
CQU	*ACA*	*186*	*106*	*378*	*0*	*670*	*43.6%*
CQU	G/P	56	209	649	0	914	29.0%
CQU	**TOT**	**242**	**315**	**1027**	**0**	**1584**	**35.2%**
GRI	TO	435	49	105	0	590	82.0%
GRI	RO	1	283	46	0	330	86.1%
GRI	T&R	1	204	725	0	930	22.0%
GRI	*ACA*	*437*	*536*	*876*	*0*	*1850*	*52.6%*
GRI	G/P	394	744	1542	0	2681	42.4%
GRI	**TOT**	**831**	**1280**	**2418**	**0**	**4531**	**46.6%**
JCU	TO	139	6	6	0	151	96.0%
JCU	RO	45	189	23	0	257	91.1%
JCU	T&R	0	95	415	0	511	18.6%
JCU	*ACA*	*184*	*290*	*444*	*0*	*919*	*51.6%*
JCU	G/P	79	318	738	2	1137	34.9%
JCU	**TOT**	**263**	**608**	**1182**	**2**	**2056**	**42.4%**
QUT	TO	588	16	70	0	674	89.6%
QUT	RO	71	494	8	0	573	98.6%
QUT	T&R	10	372	683	0	1064	35.9%
QUT	*ACA*	*669*	*882*	*761*	*0*	*2311*	*67.1%*
QUT	G/P	204	977	1310	0	2491	47.4%
QUT	**TOT**	**873**	**1859**	**2071**	**0**	**4802**	**56.9%**
UQ	TO	446	75	64	0	585	89.1%
UQ	RO	233	1865	86	0	2183	96.1%
UQ	T&R	0	238	907	0	1145	20.8%
UQ	*ACA*	*679*	*2178*	*1057*	*0*	*3913*	*73.0%*
UQ	G/P	311	1167	2301	0	3780	39.1%
UQ	**TOT**	**990**	**3345**	**3358**	**0**	**7693**	**56.3%**
USQ	TO	241	14	26	0	282	90.4%
USQ	RO	0	94	5	0	99	94.9%
USQ	T&R	0	55	352	0	408	13.5%
USQ	*ACA*	*241*	*163*	*383*	*0*	*789*	*51.2%*
USQ	G/P	72	312	666	0	1051	36.5%
USQ	**TOT**	**313**	**475**	**1049**	**0**	**1840**	**42.8%**
SUN	TO	116	0	1	0	117	99.1%
SUN	RO	0	42	13	0	55	76.4%
SUN	T&R	17	76	222	0	315	29.5%
SUN	*ACA*	*133*	*118*	*236*	*0*	*487*	*51.5%*
SUN	G/P	110	95	457	0	662	31.0%
SUN	**TOT**	**243**	**213**	**693**	**0**	**1149**	**39.7%**

Persons WA and SA

UNI & WK TYPE		2016 FTE - PERSONS					PERSONS
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
CUR	TO	406	127	169	0	702	75.9%
CUR	RO	0	365	107	0	472	77.3%
CUR	T&R	0	119	491	0	610	19.5%
CUR	*ACA*	*406*	*611*	*767*	*0*	*1784*	*57.0%*
CUR	G/P	263	487	1519	0	2270	33.0%
CUR	**TOT**	**669**	**1098**	**2286**	**0**	**4054**	**43.6%**
ECU	TO	192	26	41	0	258	84.5%
ECU	RO	**1**	75	53	0	129	58.9%
ECU	T&R	**0**	77	294	0	371	20.8%
ECU	*ACA*	*193*	*178*	*388*	*0*	*758*	*48.9%*
ECU	G/P	121	161	715	0	998	28.3%
ECU	**TOT**	**314**	**339**	**1103**	**0**	**1756**	**37.2%**
MUR	TO	240	22	31	0	293	89.4%
MUR	RO	27	76	6	0	109	94.5%
MUR	T&R	0	71	326	0	397	17.9%
MUR	*ACA*	*267*	*169*	*363*	*0*	*799*	*54.6%*
MUR	G/P	97	224	606	0	927	34.6%
MUR	**TOT**	**364**	**393**	**969**	**0**	**1726**	**43.9%**
UND	TO	85	0	0	0	85	100.0%
UND	RO	0	6	0	0	6	100.0%
UND	T&R	0	299	0	0	299	100.0%
UND	*ACA*	*85*	*305*	*0*	*0*	*390*	*100.0%*
UND	G/P	44	396	0	0	440	100.0%
UND	**TOT**	**129**	**701**	**0**	**0**	**830**	**100.0%**
UWA	TO	129	48	25	0	202	87.6%
UWA	RO	**1**	636	98	0	735	86.7%
UWA	T&R	0	270	518	0	789	34.2%
UWA	*ACA*	*130*	*954*	*641*	*0*	*1726*	*62.8%*
UWA	G/P	211	766	1183	13	2173	45.0%
UWA	**TOT**	**341**	**1720**	**1824**	**13**	**3899**	**52.9%**
FLI	TO	321	22	0	0	344	99.7%
FLI	RO	20	252	**3**	0	275	98.9%
FLI	T&R	0	173	432	0	605	28.6%
FLI	*ACA*	*341*	*447*	*435*	*0*	*1224*	*64.4%*
FLI	G/P	138	327	807	0	1272	36.6%
FLI	**TOT**	**479**	**774**	**1242**	**0**	**2496**	**50.2%**
ADE	TO	214	12	57	0	283	79.9%
ADE	RO	82	614	106	0	801	86.9%
ADE	T&R	0	156	627	0	783	19.9%
ADE	*ACA*	*296*	*782*	*790*	*0*	*1867*	*57.7%*
ADE	G/P	176	779	1015	0	1970	48.5%
ADE	**TOT**	**472**	**1561**	**1805**	**0**	**3837**	**53.0%**
USA	TO	269	121	31	0	421	92.6%
USA	RO	70	327	40	0	438	90.6%
USA	T&R	0	140	399	0	539	26.0%
USA	*ACA*	*339*	*588*	*470*	*0*	*1398*	*66.3%*
USA	G/P	97	441	992	0	1530	35.2%
USA	**TOT**	**436**	**1029**	**1462**	**0**	**2928**	**50.0%**

Person Tas, ACT and Multi

UNI & WK TYPE		2016 FTE - PERSONS					PERSONS
UNI	WK TYPE	ACT CAS	LTD	TEN	OTH	TOTAL	% INSEC
UTAS	TO	185	49	52	0	286	81.8%
UTAS	RO	6	214	37	0	257	85.6%
UTAS	T&R	3	215	514	0	732	29.8%
UTAS	*ACA*	*194*	*478*	*603*	*0*	*1275*	*52.7%*
UTAS	G/P	185	485	930	0	1600	41.9%
UTAS	TOT	379	963	1533	0	2875	46.7%
CDU	TO	97	14	28	0	139	79.9%
CDU	RO	7	29	6	0	42	85.7%
CDU	T&R	0	53	123	0	176	30.1%
CDU	*ACA*	*104*	*96*	*157*	*0*	*357*	*56.0%*
CDU	G/P	22	101	261	0	384	32.0%
CDU	TOT	126	197	418	0	741	43.6%
ANU	TO	191	2	2	2	197	98.0%
ANU	RO	4	305	474	2	785	39.4%
ANU	T&R	25	191	742	2	960	22.5%
ANU	*ACA*	*220*	*498*	*1218*	*6*	*1942*	*37.0%*
ANU	G/P	278	365	1750	11	2404	26.7%
ANU	TOT	498	863	2968	17	4346	31.3%
CAN	TO	35	24	25	0	84	70.2%
CAN	RO	0	46	13	0	59	78.0%
CAN	T&R	55	14	257	0	326	21.2%
CAN	*ACA*	*90*	*84*	*295*	*0*	*469*	*37.1%*
CAN	G/P	72	109	426	0	607	29.8%
CAN	TOT	162	193	721	0	1076	33.0%
ACU	TO	401	54	216	0	671	67.8%
ACU	RO	2	61	28	0	91	69.2%
ACU	T&R	0	66	224	0	290	22.8%
ACU	*ACA*	*403*	*181*	*468*	*0*	*1052*	*55.5%*
ACU	G/P	141	378	825	0	1345	38.6%
ACU	TOT	544	559	1293	0	2397	46.0%

The Flood of Insecure Employment at Australian Universities

National Tertiary Education Union