



# Policy: Developing a sustainable workforce

## Purpose

To set out the principles for developing a sustainable ANU workforce.

## Overview

Principles for a sustainable ANU workforce.

## Scope

This policy applies across the University.

## Policy statement

### Principles

1. The University seeks to ensure it has a sustainable workforce that will enable it to achieve its research, education and community outreach outcomes.
2. The University will undertake workforce and succession planning as part of its overall planning to ensure that it is capable of delivering University staffing objectives now and into the future.
3. A sustainable workforce refers to having the right people in the right place at the right time with the right capabilities and using the right technology.
4. A sustainable workforce will take into account the unique factors for the university, and the leadership and staffing needs for each college/division. These factors may include:
  - the future direction of each college's research and teaching disciplines; and
  - continuity risks or areas where significant disruption may be felt if key staff were to depart.
5. Workforce and succession planning will be integrated with, and informed by, the ANU strategic plan and College strategic plans which identify the future directions of research and teaching disciplines.
6. Colleges and Divisions need to assess their unique workforce and succession risks to develop evidence-based workforce strategies to integrate with their College / Divisional plans.

7. Planning will be undertaken in accordance with relevant workforce planning and succession planning procedures and guidelines.

## Document information

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