

# ACU COVID-19 Recovery Management Plan

## Strategic steps for a sustainable future.

COVID-19 has posed unprecedented challenges to the university sector. Thanks to our community spirit, adaptability and careful planning, we are in a viable position while we take steps towards the path to recovery. However, we all have a vital role to play to ensure a sustainable future for our staff, our students, and the university.

### Three key recovery considerations



#### Financial impact

*Ensuring future sustainability*  
Responsibility: Vice-Chancellor, in consultation with Chancellor and ACU Senate



#### Staff impact

*Ensuring staff safety and wellbeing*  
Responsibility: Chief Operating Officer



#### Student impact

*Ensuring student safety and wellbeing*  
Responsibility: Provost



### Financial impact

We are facing real challenges and the COVID-19 has had a significant financial impact on the university. However, while we are facing challenges, they are not insurmountable.

The situation	How we are managing it
Forecast revenue loss of \$126M over 2020–22 due to COVID-19 and loss of international education revenue	<ul style="list-style-type: none"> <li>University Senate will be asked to approve creation of a Reinvestment Fund with \$53M of future forecast surpluses to invest into saving the jobs of our staff.</li> <li>The university will make further savings in non-salary expenditure of \$31m through reductions in capital (\$13M), consultancy and travel.</li> <li>Salary savings of \$42M over three years will be achieved through a measured reduction in the workforce managed within faculties, institutes and directorates. There will be less recruitment activity, review of further fixed-term employment, active leave management and reduced sessional and casual employment. We are not considering a voluntary separation program. Where a change is required, change management will be undertaken in line with the Enterprise Agreement.</li> </ul>



### Staff impact

We're aiming to have staff safely back on campus from 1 July. We're doing this through careful planning and constantly monitoring the situation.

What you need to do to stay safe	What we are doing to keep you safe
Maintain 1.5m physical distancing	Enforcing maximum gatherings at 100 people (effective July)
Maintain hand hygiene and practice cough hygiene.	Increased cleaning and hand sanitiser available on campus
Don't attend campus if you are unwell	Modifying thoroughfares and amenities, including limitations on lift and room numbers
Monitor and report any potential cases of COVID-19	Visible signage and information about physical distancing and hygiene
Download the COVIDSafe app	Option to stagger work hours, roster staff, or make minor changes to workspace allocations and locations



### Student impact

The safety, wellbeing and success of our students is our priority. To ensure they can continue their education, while staying safe, we are implementing a range of measures.

How we are managing it		
Following COVIDSafe Australia roadmaps of Commonwealth and state/territory governments	Using a mix of on-line and on-campus learning for Semester 2	Maintaining safe physical distancing through reduced class sizes, additional classes and revised class activities
Resuming practical & community engagement placements paused during peak of the pandemic, with prioritisation of final-year placements	Change to exams, assessment-related processes and grades	Scheduling of make up classes for laboratory and practical sessions on campus
Activities on campus will resume with libraries still open, cafes in limited hours of operation	Support services including counselling, academic skills and campus ministry will be available	Working with ACUNSA to ensure their views contribute directly to our planning for students