

### Capital infrastructure

We will invest in capital infrastructure and digital capabilities to enhance our vibrant and sustainable campuses, and meet growing expectations for digital engagement, online delivery and improved efficiency.

#### How we are achieving this

We invested significantly in the capital and digital space in 2022.

#### Related achievements and initiatives

- Work began on the Research Infrastructure and Investment Strategy, with plans developed for clinical trials and minerals characterisation.
- We created a designated space for civil engineering students, as well as upgrading much of EAIT's teaching and informal learning spaces.
- Restoration of the Avalon Theatre began mid-year.
- Construction of a UQ Plant Growth Facility continued throughout the year, with an anticipated completion date of September 2023.
- The UQ Amphitheatre and Lake Renewal project began at St Lucia to create a self-sustaining ecosystem to offer both habitat for wildlife, and more opportunities for people to enjoy the area.
- We registered 60 buildings as part of the Queensland Government's Safer Buildings Program and work commenced to replace the facades on many of them.
- A new recreation space located between Hood Street and Services Road, St Lucia, was opened for the UQ community to enjoy.
- Patina Restaurant at Alumni Court opened to the public in February.
- Work began on developing a physical learning environments roadmap that included a teaching space quality audit, and a benchmarking survey.

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### Innovation precincts

We aim to accelerate and grow innovation precincts that support collaboration with industry, community and government, and enable shared access to state-of-the-art research facilities.

#### How we are achieving this

Development of a new Precinct Plan for the Long Pocket site is in progress, driven by a vision statement for the establishment of a Sustainable Futures Innovation Precinct.

#### Related achievements and initiatives

- Planning commenced for new precincts for Science, and Health and Recreation.

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<b>Partnerships</b>	pg 24

### Streamline operations

We are streamlining our operations by reducing duplication and ensuring the effectiveness of our governance structures and approval processes.

#### How we are achieving this

As part of the technology master planning process, detailed roadmaps for the University will be built as part of the operationalisation process to identify key themes, technologies sequencing, and forecasted investment in a longer-term cycle.

UQ also aims to become a beyond carbon-neutral university by reducing energy consumption and investing in carbon offsets to achieve this goal long-term.

#### Related achievements and initiatives

- We launched Uber for Business UQ-wide.
- The Faculty of Science established assessment communities of practice to improve the quality, effectiveness and integrity of its systems, processes and communication of assessment procedures.

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<b>UN Sustainable Development Goals</b>	pg 26

# Summary of Human resources

## Workforce profile

### Workforce size

In 2022, UQ's continuing and fixed-term workforce increased to 7,410 FTE with a retention rate of 95.55% for 'continuing' staff members.

### Recruitment and selection

From 1 January to 31 December 2022, UQ advertised more than 1,900 jobs and placed 500+ academic and 1,400+ professional staff positions, along with an additional 1,350+ direct appointments. The University received more than 52,000 applications.

2022 saw the formalisation of the in-house Executive Search function within UQ, focused on sourcing talent directly through the use of targeted campaigns, networking, market mapping and direct market sourcing. The team successfully placed a number of high-profile roles, resulting in considerable cost savings for the University.

### Academic promotions

During the year, 221 academic staff members were promoted, comprising 68 promotions to Level B, 74 to Level C, 52 to Level D and 27 to Level E.

The table below shows University staff numbers as at 31 March 2022.

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Staffing function	2021	2022	2023 (est.)
Academic	1,400	1,400	1,400
Professional	1,400	1,400	1,400
Administrative	1,400	1,400	1,400
Support	1,400	1,400	1,400
Other	1,400	1,400	1,400
<b>Total</b>	<b>7,410</b>	<b>7,410</b>	<b>7,410</b>

<sup>1</sup> The staffing function shown here aligns with the reporting requirements of data for the Department of Education, Skills and Employment. There may be slight changes in historical data due to improvements made in UQ's reporting systems.

<sup>2</sup> FTE represents full-time equivalent throughout table. University staffing as headcount (excluding casuals) as at 31 March 2022 is 8,064.

<sup>3</sup> The projected Casual FTE for 2022 is the 2021 actual figure as per Department of Education estimate. Actual Casual FTE for 2022 will be available 30 June 2023.

<sup>4</sup> Conjoint appointments are clinical academics jointly appointed by the University and an external health partner, with only one of the partners having an employment relationship with the appointee. While recorded as unpaid appointments in University systems, UQ contributes towards the cost of the appointment in cases where the external health partner is the employer.



Rehabilitation

### UQ's workers' compensation function

All aspects of the University's workers' compensation operations are managed by the Work Injury Management team in the HSW division, according to the provisions of the regulatory licence issued under the *Queensland Workers' Compensation and Rehabilitation Act 2015*. Operations are managed by the Work Injury Management team in the HSW division.

### Work/life balance

UQ aims to promote a positive balance between healthy work and a healthy life through the provision of a variety of health and wellbeing opportunities and programs. In 2022, initiatives delivered via the UQ Wellness program included:

- the staff influenza vaccination program, which provided 5,641 vaccinations to staff and HDR students across multiple campuses
- provision of on-site walk-in COVID-19 vaccination clinics for UQ community and family members
- several physical activity challenges, including:
  - *Push-up for mental health* challenge, where 40 UQ teams completed a total of 477,098 push-ups across 24 days in June
  - *Australasian University Health Challenge* - a 6-week community health challenge where UQ competed against 18 other Australian and New Zealand universities; UQ participants completed a total of 71,190,397 steps during the 6-week period
- 1,096 free health check appointments being offered to staff across multiple campuses, with clinics conducted for skin checks and heart health, as well as back and posture assessments
- a broad range of health and wellbeing programs - including nutrition support, mindfulness activities, mental health week and RU OK? day initiatives, Men's Health Week virtual series, and Women's Health Week activities. More than 1,300 staff and students participated in these programs during 2022
- recruiting 39 staff volunteer 'Wellness Ambassadors' and 43 'Mental Health Champions' to support health and wellbeing in local areas
- providing workplace and team-based support through wellbeing sessions on topics such as sleep and stress, as well as personal and workplace wellbeing
- facilitating programs and resources to increase awareness of work-related factors that may compromise the health and wellbeing of staff
- promoting access to gyms and pool facilities across Queensland - with an additional 20 added in 2022 - through the UQ Fitness Passport program.