

# Managing Associated Entities & Subsidiaries

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# Four UTAS case studies

- The “wholly-owned subsidiary”
- The “internal organisation”
- The institutional merger
- Outsourcing of “non-core business”

# The “wholly-owned subsidiary”

## UTAS Innovation Ltd

- The commercial arm of UTAS
- Works in partnership with Industry and Government
- Wholly-owned, not-for-profit company
- Employs its own staff with no involvement from UTAS HR

# The “Internal organisation”

## Menzies Research Institute

- Established under UTAS Ordinance
- Board of Directors
- Delegations of authority
- MRI Operating Protocol
- Employment issues – exemptions as agreed with UTAS HR Director

# The Institutional Merger

## UTAS Integration with the AMC

- 18 months lead-in period
- Joint appointments put in place prior to merger
- Termination of AMC collective workplace agreements prior to merger
- Staffing Translation Deed negotiated with unions

# Outsourcing of “non-core business”

## UTAS child care centres

- 2 centres outsourced to private operator
- Decision based on business reasons
- Operator took on all UTAS staff
- Transfer of staff entitlements
- Outsourcing took 6 months to complete