

15 November 2021 9.18am

## All staff email from Professor David G. Lloyd, Vice-Chancellor and President

Dear colleagues,

I wanted to acknowledge the hard work and dedication that our staff have put in to ensuring that 2021 was once again, a phenomenally successful year of achievement for UniSA, coincident with us reaching our 30<sup>th</sup> birthday.

It's hard to reflect on the rollercoaster we have been on as an organisation (and as a society) these past two years with the pandemic (never mind what was going on before that with AOT and merger dialogues – we have had a *lot* on our plate since 2018!) and not reflect about whether such uncertainty, and the pressure it creates, is institutionally sustainable in the long term. Frankly, I don't see how it can be and we don't want to get there – as there is always an upper limit to resilience, even in an organisation as 'can-do' as we are.

I am pleased to be able to announce the one-off creation of two additional 'wellness' leave days, accessible to all continuing and fixed-term staff, which can be taken between now and the end of the first quarter of 2022.

This initiative is intended to go some way to recognising the sustained achievements of our staff and the flexibility and commitment they've shown, and to address what, for some, has been additional pressure over the recent past.

The additional paid leave days are available in this period to ensure they get used when they're needed. It's been a long haul and I encourage you to avail of them, to enable you to disconnect and decompress – to take some extra time for you. You might want to break a little earlier than planned before the Holiday season kicks in, or to return that little bit later in January. This special purpose extra leave allowance can be combined with existing rec leave and will be bookable through the usual approval processes and the myHR system.

Separate to this, as we now have sight this morning of more of the detail regarding implementation of the State's Covid recovery roadmap, I want to provide some information on how we intend to manage university operations during the transitional period between the 80% and 90% vaccination targets.

The University will remain open for business as usual during this time for all our teaching and research activities.

We are very keen to afford as much flexibility as is practical while we transition from the 80% State vaccination level to 90% and the greater relaxation of restrictions which we have worked with for so long now.

In that regard, effective from Monday 22<sup>nd</sup> November, where you can conduct your duties from home and have the formal approval of your line manager to do so (and have completed the necessary documentation) and where you then choose to do so, you will be able to work remotely during this period.

This arrangement will remain in place until 31<sup>st</sup> January 2022, enabling maximal flexibility for business continuity and operations.

The Covid-19 FAQ site will, as always, carry the most up-to-date relevant information.

In the meantime, go well, look after yourselves and one another.

Best regards, and many thanks