Organisational Structure Policy

1. PURPOSE
   The purpose of this policy and its supporting procedures is to regulate how the University manages its formal organisational structure within the University’s governance framework.

2. POLICY STATEMENT
   2.1. The University aims to achieve high standards of performance and utilise its resources in a financially responsible and sustainable manner. This will be supported by the University adopting a planned approach to its organisational structure directed towards meeting the University’s vision, mission, values and strategic objectives.
   2.2. The University will ensure a flexible and transparent approach to structuring its organisation into a hierarchy appropriate for business management and to facilitate system alignment for management reporting. Note it does not reflect Human Resource positional reporting.

3. RESPONSIBILITY FOR IMPLEMENTATION, COMPLIANCE MONITORING, MEASURING AND CONTINUAL IMPROVEMENT
   Managers
   These management positions are responsible for implementation and compliance monitoring of the policy in their work areas:
   • Executive Managers
   • Heads of School/Area/Section
   Office of Strategy and Planning (OSP)
   OSP is responsible for maintaining the Procedure and forms required to initiate approved change and for providing advice regarding appropriate structure.
   Financial Services
   Financial Services (Finance Operations) is responsible for coordinating the consistent and timely recording of all changes to organisational unit data within corporate systems under the OSP Procedure.

4. SCOPE OF POLICY
   This policy applies to all staff employed by the University.

5. DEFINITIONS
   (Note: Commonly defined terms are located in the Curtin Common Definitions. Any defined terms below are specific to this document)
   Nil

6. SUPPORTING PROCEDURES
   Discrimination and Harassment Prevention Procedures
   Diversity and Inclusion Policy
   Establishment and Change of Organisational Units Procedures
   Supporting Guidelines for Establishment and Change of Organisational Units

7. RELATED DOCUMENTS/LINKS
   Academic, Professional and General Staff Enterprise Agreement 2017-2021
### REVISION HISTORY

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<tr>
<th>Version</th>
<th>Approved/ Amended/ Rescinded</th>
<th>Date</th>
<th>Committee / Board / Executive Manager</th>
<th>Approval / Resolution Number</th>
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<td>New</td>
<td>Approved</td>
<td>31/07/2012</td>
<td>Planning and Management Committee</td>
<td>PMC 77/12</td>
<td>Attachment 5 to Document No 00777/12, effective 14 August 2012, two weeks from date of decision</td>
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<td>Council</td>
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<td>21/07/2014</td>
<td>Director, Legal and Compliance Services</td>
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<td>11/06/2019</td>
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