I draw your attention to the fact that the discussion paper does not mention, or make provision for professional staff. Professional staff make a significant contribution to universities, the sector, and our students. I think it is important that their role form part of the discussion. Professional staff in fact, form approx 50% of the workforce in universities. These roles are now quite expanded with a significant number of professional staff in management roles and their expertise used in student support, learning support, digital support, advocacy services, and hybrid learning and teaching roles. In regional universities in particular - professional staff through employment play an important role in economic and social contributions with regional universities 'anchor institutions' and major employers for the communities in which they serve (RUN 2020). There is quite a disparity in the renumeration for professional staff - with various differences arranged in differing enterprise agreements. This may be an opportunity to to streamline to ensure equity and consistency.