

UNSW PSA/CPSU Bargaining update

September 2014



THE
PROFESSIONAL
STAFF UNION



Your Professional Staff Union has been negotiating with the University since May 2014. There have been many long discussions as there are another 3 bargaining representatives negotiating. These include the AMWU, which represents technical staff at UNSW Canberra (Australian Defence Force Academy), United Voice, which represents early childhood educators and the NTEU.

The University is proposing no reduction in conditions, and an increase of no more than 3% per year. Any changes in conditions which cost money, the University wants to discount from the 3% per year.

The two top issues your delegates have been pushing for are:

- Improved access to flex-time and/or flexible working arrangements
- Improved framework for requiring medical certificates for every sick day

In addition to this, we are actively seeking a range of other minor improvements across the board, such as increased access to reclassification, improved ability to take leave and better monitoring of workloads for staff.

PSA/CPSU has also recently sought feedback from members about potential industrial action. Members felt that it was too soon to approve any such action.

Other bargaining representatives have recently held a ballot of their members. This ballot formally approved the taking of industrial action. This means that their bargaining representatives can now decide at any time for their members to go on strike. In addition, industrial action must start within 30 days, or the ballot approving industrial action must be re-held (or an application to extend the 30 day period can be made to the Fair Work Commission).

Before we go to a ballot for approval for industrial action, we will first ask members. **The Ballot run by the AEC is the formal approval of all forms of industrial action, to be taken within 30 days.**

The pay rises across the sector generally reflect the University's position. **Over the page** is a comparison of the flat % rates on a calendar year basis. Every university has their agreement finalised at different times, but understanding pay rises elsewhere helps to provide a genuine comparison, on a like to like basis.

The total pay rises for a 10 year period, 2006-2016 are included. This is a "flat rate" rather than cumulative. Cumulative is when the % is added on top of the previous rise. For example, UNSW pay rises from 2006-2013 are a flat rate of 33% or a cumulative rate of 38.5% (2.5% per half year or 2% per half year).

The CPI is included from 2006 to 2013, and calculated as the "flat rate" as well. The total pay rises between 2006 and 2013 are included, and compared to CPI across the same period. Over the last 10 years, all universities were well above CPI.

YOUR UNSW PSA/CPSU BARGAINING TEAM

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YOUR CHECKLIST

- Join your UNION today
- Distribute this Bargaining update in your workplace
- Ask a colleague to join the PSA/CPSU today!



PAY RATES FOR EACH CALENDAR YEAR FOR SIX NSW UNIVERSITIES

	UNSW	USYD	UTS	UWS	UNE	CSU	CPI
2006	Jul/Dec 5%	6%	4.5%	6%	6%	4.5%	3.1%
2007	Jul/Dec 5%	4%	4%	4%	4.25%	5%	2.5%
2008	Jul/Dec 5%	4%	4%	3%	4.25	4%	3.7%
2009	Jul 2%	3%	4%	4%	4%	4%	2.1%
2010	Jan/Jun 4%	4.5%	4%	5%	4%	5%	2.3%
2011	Jan/Jun 4%	5%	4%	4%	4%	4%	3.2%
2012	Jan/Jun 4%	2.5%	4%	5%	4%	4%	2.5%
2013	Jan/Jun 4%	2.9%	3.25%	--	3%	2.9%	2.7%
2014	Jan/Jun 3.5%	2.9%	3%	3%	3%	3%	
2015	3% <i>tbc</i>	2.9%	3%	3%	3%	3%	
2016	3% <i>tbc</i>	2.9%	3%	3.25%	3%	3%	
2017	<i>To be confirmed (t.b.c.)</i>	2.9%	1.5% <i>May only</i>	3.75%	3%	<i>t.b.c.</i>	

Combined pay rises – flat rate

2006-2013	33%	32%	32%	31%	34%	33%	22.1%
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Combined pay rises – cumulative

2006-2016	42.5% (tbc)	40.6%	40.75%	40.25%	42.5%	42.4%	Not available
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Email your comments / ideas to unsw@psa.asn.au or visit www.facebook.com/cpsu.unsw or www.psa.asn.au/unsw

JOIN the PSA/CPSU Today!

<https://membership.psa.asn.au/join/>

Members can contact the Members Support Centre for advice and support
1300 PSA NSW – 1300 772 679