

# PSA/CPSU Universities Admission Centre Branch

## Log of Claims 2016 – 24 May 2016



The PSA (CPSU) serves the following claims on the Universities Admission Centre for an Enterprise Agreement for Professional Staff employed by UAC:

1. Maintain all conditions of employment for Professional Staff unless otherwise improved as a result of negotiations with the PSA (CPSU);
2. Where policies and guidelines affect Professional Staff they can only be made or varied by agreement with the PSA (CPSU);
3. To help minimise disputation and disagreement, the Agreement should be written in plain English to ensure that it is understood by both employees and management;
4. Normal employment should be expressed to be on a continuing basis with automatic conversion of full year Fixed Term Appointments after 2 years;
5. Comprehensive regulation of sessional Fixed Term employees, including provisions in the agreement providing for;
  - a. Recognition of service from year to year
  - b. After probation, subsequent contracts will be offered initially to those employees who were performing in those positions
  - c. Where a sessional Fixed Term employee on their second or subsequent contract does not have their contract renewed a severance payment will be provided
6. Salary increases of 3.8% per year for the life of the agreement paid in instalments of 1.9% every six months;

7. A sign on bonus of \$1000 for permanent staff and \$500 for returning fixed term appointment staff, to be treated as ordinary salary;
8. Improvements to the right to be converted to permanent for staff in Fixed Term Appointments, casual employment or acting arrangements where the position was acquired through merit selection;
9. Clarifying that the taking annual leave at half pay may occur for single days or concurrent days up to a maximum of 10 days of annual leave on half pay (equivalent to 5 days of annual leave on full pay);
10. Updating the terminology referring to maternity leave to be changed to be primary carer's leave to ensure any primary carer can access regardless of gender. The Company will pay superannuation for the period of primary carer leave up to 6 weeks past any period of paid leave based on the employees normal salary;
11. Improve joint consultative provisions which enhance the cooperation between the Company and the employees;
12. Have at least 10 days of specific domestic violence leave and related provisions to help provide certainty to any employee who may be experience domestic or family violence;
13. Include five days of volunteer leave per year for employees to encourage and support giving back to the community;
14. Include RDO's for employees who are working less than full time hours;
15. The PSA (CPSU) reserves the right to raise other matters throughout negotiations that are to the benefit of Professional Staff.