

27 September 2017

University of New England Enterprise bargaining update

Your CPSU NSW bargaining team met with university management on 26 September to continue negotiations for your new enterprise agreement.

To ensure job security for members, CPSU NSW is seeking improvements to the conversion process for fixed-term and casual staff, as well as a commitment to reduce levels of casualisation. In short, we seek to have as many employees as possible in secure, ongoing positions.

Unfortunately, the university has flagged that it feels the current fixed-term categories of employment are too restrictive. We have yet to see its draft clause, however, we have voiced our concerns that any measures that make it easier to employ people in a temporary capacity will drastically undermine job security.

The university has indicated it wishes to make changes to the Unsatisfactory Performance, Misconduct/Serious Misconduct, and Grievance clauses. Under the guise of “streamlining”, it would appear steps may be removed or altered, documentation may be reduced, and avenues of appeal may be removed. CPSU NSW understands the current processes can take time, but it is vitally important that any moves towards greater efficiency are balanced with transparency and procedural fairness. Discussions around all of these clauses are ongoing.

And, finally, some good news: the university appears to support the CPSU NSW claim to provide backfilling for long-service leave (with the limitation it must be “practical”). Further negotiation is needed, but this appears to be a good sign, and one which will benefit both employees (who will find it easier to take leave) and the university (which wishes to reduce LSL balances).

For any further information or feedback, please contact one of your Bargaining Representatives:

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Please note: CPSU NSW members are also members of the Public Service Association of NSW. The PSA is the Associated Body for, and resources and manages, the CPSU NSW.

