

## Southern Cross University member update

Your CPSU NSW bargaining team has been meeting almost weekly with the university in order to reach agreement on your pay and conditions for the next three years.

In a very tight fiscal environment, with lower commencing student rates and ongoing cuts from the Federal Liberal/National Government, we have pushed hard for a reasonable pay rise, job security and improvements to conditions.

Your local delegates and bargaining team are ready to bring an offer to CPSU NSW members for consideration and endorsement.

The key clauses include:

- » A reasonable pay rise
- » A new domestic and family violence clause including 15 days' leave
- » New Christmas shutdown clause to lock it in
- » Increased access to flexitime
- » Improved conversion, workload and classification clauses for professional staff.

**We will be holding a members meeting to finalise our position on Wednesday 20 June, 12:30 in R1.68 Conference Room.**

**Your bargaining team and local delegates is recommending that you support this offer.**

If you can't make it to the meeting please vote [HERE](#).

**Asren Pugh** - Regional organiser

[apugh@psa.asn.au](mailto:apugh@psa.asn.au)

**Toni Ledgerwood** - SCU Branch President

[toni.ledgerwood@scu.edu.au](mailto:toni.ledgerwood@scu.edu.au)

**Shelley Odewahn**

[shelley.odewahn@scu.edu.au](mailto:shelley.odewahn@scu.edu.au)

**Marnya Flanagan**

[marnya.flanagan@scu.edu.au](mailto:marnya.flanagan@scu.edu.au)

**Luke Davis**

[luke.davis@scu.edu.au](mailto:luke.davis@scu.edu.au)

**You can support your Professional Staff Bargaining Team by**

- » sharing this update with your colleagues
- » asking your colleagues to JOIN the CPSU NSW online [HERE](#)
- » and provide feedback to your Bargaining Team.

**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.*

[www.facebook.com/CPSU NSW](http://www.facebook.com/CPSU NSW)



## Southern Cross University member update

Clause	Proposed Changes
<b><u>Length of agreement</u></b>	» 30 June 2021
<b><u>Flexitime</u></b> IMPROVEMENTS	» Increase to 10 hours' flexi-leave per settlement period » No reduction in payout from negative flexi-leave balances at the end of employment
<b><u>Christmas shutdown</u></b> NEW CLAUSE IMPROVEMENT	» A new clause that locks in the Christmas to New Year Shutdown. » All staff required to work those days will be paid at overtime rates or time in lieu
<b><u>Domestic and Family Violence Leave</u></b> NEW CLAUSE IMPROVEMENTS	» A separate standalone clause » 15 days specific leave for domestic and family violence with access to personal and carers leave as top up. » Additional protections for staff impacted by domestic or family violence
<b><u>Casual conversion (professional staff)</u></b> IMPROVEMENTS	» All casual staff eligible for conversion after 12 months (instead of 24 months for some staff) » Better notification to casual staff of their rights to conversion
<b><u>Professional staff workloads</u></b> IMPROVEMENTS	» New requirements to review workloads including identified signs of excessive workloads for professional staff
<b><u>Professional staff career development</u></b> SMALL IMPROVEMENT	» Better access to career development fund for professional staff.
<b><u>Professional staff classification</u></b> IMPROVEMENTS	» New requirement for comprehensive position descriptions for all positions » PDs to be updated regularly to reflect the actual role
<b><u>Superannuation</u></b> IMPROVEMENTS	17% extended to all fixed term staff from 30 June 2021
<b><u>Aboriginal and Torres Strait Islander Employment</u></b> IMPROVEMENTS	Improvements to the clause
<b><u>Special Leave</u></b> IMPROVEMENTS	Additional rights to access special leave to volunteer with the community



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<p><b><u>Managing Unsatisfactory Performance and Misconduct</u></b></p> <p>SOME CHANGES</p>	<p>The Committees remain but become review committees rather than investigation committee and would not be required for instances where the proposed penalty was limited to counselling, training, guidance or a warning</p>
<p><b><u>Redundancy</u></b></p> <p>SOME CHANGES</p> <p>SOME IMPROVEMENTS</p>	<ul style="list-style-type: none"> <li>» Greater focus on redeployment</li> <li>» Additional four weeks for people over 50 years rather than 45</li> <li>» provide a list of relevant current positions and their position descriptions for redeployment</li> </ul>
<p><b><u>Academic Duties</u></b></p>	<p>Some improvements</p>
<p><b><u>Disputes</u></b></p> <p>IMPROVEMENTS</p>	<ul style="list-style-type: none"> <li>» Clarification of the process of disputes</li> <li>» More focus on dealing with disputes at the local level where possible</li> </ul>
<p><b><u>Intellectual Freedom</u></b></p>	<p>Some improvements</p>
<p><b><u>Parental Leave</u></b></p> <p>SMALL IMPROVEMENT</p>	<ul style="list-style-type: none"> <li>» Small improvement to rights for adopting children</li> </ul>
<p><b><u>Casual Academics</u></b></p>	<ul style="list-style-type: none"> <li>» Improvements</li> </ul>
<p><b><u>Significant Workplace Change</u></b></p> <p>IMPROVEMENTS</p>	<ul style="list-style-type: none"> <li>» Improvements to the operation of the Joint Consultative Forum</li> <li>» Clarification on consultation processes</li> </ul>
<p><b><u>Bullying</u></b></p> <p>NEW CLAUSE</p> <p>SMALL IMPROVEMENT</p>	<ul style="list-style-type: none"> <li>» Including a standalone bullying clause in the Agreement</li> </ul>
<p><b><u>Salary</u></b></p>	<ul style="list-style-type: none"> <li>» \$500 increase to annual salary rates from first pay period on or after 31 January</li> <li>» 1.4% increase from first pay period on or after 30 June 2019</li> <li>» 1.4% increase from first pay period on or after 30 June 2020</li> <li>» 1.4% increase from first pay period on or after 30 June 2021</li> <li>» \$500 increase to annual salary rates from first pay period on or after 30 June 2021</li> </ul> <p><b><u>What does this mean over the life of the agreement?</u></b></p> <ul style="list-style-type: none"> <li>» HEW 1.1 = an average of 2.22% pa salary increase</li> <li>» HEW 5.1 = an average of 1.91% pa salary increase</li> <li>» HEW 7.1 = an average of 1.8% pa salary increase</li> <li>» HEW 10.1 = an average of 1.7% salary increase</li> </ul>

