

## Australian Catholic University members – Have your say on the draft Enterprise Agreement

Your CPSU NSW bargaining team has been working hard to negotiate your new Enterprise Agreement since mid-2017. We reached in-principle agreement with the university in early 2018, and a survey of CPSU NSW members in March indicated unanimous support for the package on offer. Since then we've been completing the painstaking process of drafting the document.

We are pleased to present the final, agreed draft of what we hope will be your new Enterprise Agreement. A copy can be viewed [HERE](#).

Soon the university hopes to put the agreement out to a vote of all ACU staff. Before this happens, the members of CPSU NSW have an opportunity to vote to endorse or reject the document. This is your chance to ask any questions, provide any feedback, and have a say. Please follow the link [HERE](#) to cast your vote. The survey will close at **5pm on Thursday, 19 July 2018**.

If you have any questions or concerns, please don't hesitate to contact CPSU NSW Industrial Officer, Jen Mitchell at [jmitchell@psa.asn.au](mailto:jmitchell@psa.asn.au).

### What did we win?

CPSU NSW has secured the following improvements for Professional Staff:

- » Two per cent per annum pay rise (nominal expiry 30 June 2021)
- » 17 per cent super for all fixed-term and ongoing staff from January 2021
- » Increase to 18 months' salary maintenance for staff HEW 6 and below who are redeployed into a lower-level position
- » 10 days' paid Domestic Violence Leave
- » Staff up to HEW 10 will now be covered by the EA, and HEW 10 has been added to the Position Descriptors
- » Evidence for Sick Leave will now be accepted from a broader range of healthcare providers, including pharmacists

- » Maternity Leave becomes Primary Carer Leave, and can be accessed by the non-birth parent
- » 20 working days to escalate a Dispute if unresolved at the local level
- » Unions have 15 days to give feedback on draft policies.

### What did we save?

CPSU NSW successfully fought off a number of university claims, and protected the following conditions:

- » There will be no change to core hours
- » The university will not be able to contact healthcare providers directly to test the veracity of supporting evidence for Sick Leave
- » There will be no new fixed-term employment categories for Professional Staff
- » Staff will still receive notice if they are terminated while on Probation
- » There will be no requirement for Professional Staff to achieve "performance excellence" in line with the Capability Development Framework.

### What's changed?

For the most part, there will be a rollover of existing conditions, with only minor amendments.

The significant changes requested by the university and agreed to by the unions are:

- » Review by an independent person (chosen by the Unions and University) for Medical Retirement, rather than a panel
- » Classifications Reviews to be conducted by trained HR staff in the first instance, while retaining the current panel mechanism for appeals
- » A revised Discipline process, based upon a similar clause in the Deakin University Enterprise Agreement.

