

12 September 2018

## UNSW Bargaining – have your say on the draft enterprise agreement!

Your CPSU NSW bargaining team has been working hard to negotiate your new enterprise agreement since February 2018.

We took the feedback you gave us at the members' meeting on 31 July to management, and we reached in-principle agreement with them on 2 August. Since then, we've been busy making sure we get the drafting right.

You can read a copy of the final draft of the new Professional Staff Enterprise Agreement [HERE](#).

Soon the University hopes to put the Agreement out to a vote of all UNSW Professional 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 12 pm on Tuesday, 18 September 2018.**

### Outcomes of bargaining

Your CPSU NSW bargaining team believe that this draft agreement is a good outcome for members and Professional Staff.

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

None of your current entitlements have been reduced, and **CPSU NSW has secured the following wins and improvements for Professional Staff:**

- » **Performance Management** - need to actually advise you that you are being

performance managed, removed ambiguity, cannot use retrospectively

- » **Domestic Violence Leave** - 20 paid days leave, lesser standard of evidence required

- » **Parental Leave** - primary carer's leave, access to 14 weeks' maternity leave if the pregnancy is unexpectedly terminated after 20 weeks or more

- » **Fixed-Term Employees** - eligible for conversion after 2 years

- » **Overtime** - can now access overtime payments if directed to work outside standard hours, even if on a flex scheme

- » **Superannuation** - Staff who are members of a defined benefits super scheme, and who elect to be redeployed to a lower lever as a result of a restructure will have their employer contributions paid at the higher rate for an additional 12 months on top of the existing 12 months' salary maintenance open to all staff

- » **Flex Leave**- Staff will be able to collectively request a single flex arrangement to cover an entire work area (rather than having to negotiate one-on-one). Refusal can only be on "reasonable business grounds". Where an application is refused, written reasons for the decision must be given



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**In addition to the improvements outlined above, the University’s final offer package includes:**

- » 17% super for all fixed-term staff from the first full pay period in 2021
- » Expiry date of 31 December 2021
- » **Pay Rises:**
  - » An average of 2% per annum, frontloaded to make up for the delay since the last pay rise, and to ensure maximum benefit of compounding over the life of the Agreement.

- » Allows staff to elect to be in the redeployment pool for up to 20 weeks (double the current entitlement). In exchange for the additional weeks, affected staff must forego 4 weeks of severance pay.

If you have any questions, please contact your CPSU NSW Industrial Officer, Jen Mitchell at [jmitchell@psa.asn.au](mailto:jmitchell@psa.asn.au)

Date*	Increase
Completion of staff vote in favour of agreement	2%
1 Jan 2019	-
1 July 2019	2%
1 Jan 2020	-
1 July 2020	1%
1 Jan 2021	1%
1 July 2021	1%
1 Jan 2022	1%

\*Effective from the 1st full pay period unless otherwise noted

- » **Extended Redeployment:**
  - » Open to all staff with at least 5 years of service

