

## University of Newcastle – Enterprise bargaining update

### No Loss of Conditions

Your bargaining team has spent the last 18 months negotiating your new enterprise agreement with management.

Uppermost in our minds has been the desire to ensure that your current conditions would either remain as they are, or be enhanced.

**PLEASE NOTE, THERE HAS BEEN NO LOSS OF CURRENT CONDITIONS AS A RESULT OF THE BARGAINING PROCESS**

We are now seeking your further input into the process and invite you to attend a Zoom meeting on Wednesday 12 September.

We will be holding two sessions from 12.30pm to 1pm and from 1pm to 1.30pm. We hope you will be able to attend one of the sessions.

The Zoom number for the meeting is:

To Join from PC, Mac, Linux, iOS or Android:

<https://uonewcastle.zoom.us/j/857936458>

Or iPhone one-tap:

Australia: +61280152088,,857936458# or  
+61871501149,,857936458#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

Australia: +61 (0) 2 8015 2088 or +61 (0) 8 7150 1149

Meeting ID: 857 936 458

At the meeting, we would like to address the enhancements and/or new entitlements that have been negotiated at the table.

These include:

- » 10 days' Domestic and Family Violence leave **separate and in addition to personal leave entitlements**
- » **NEW** internal advertising of new HEW 4 and below professional positions in the first instance
- » **NEW** increase in super contributions to 17% for all fixed term staff with effect from 30 September 2021
- » **Enhancements** to Aboriginal and Torres Strait Islander employment provisions including doubling some leave provisions and increases to language allowances
- » **Representation** on Diversity Working Group to address LGBTI+ concerns (does not require finalisation of the agreement)
- » **Retention** of existing detachment periods with **NEW** enhanced option for detached staff to access a professional external outplacement program
- » **Longer** notice periods for senior staff (HEW 8 and above for Professional staff) to 4 weeks
- » **Minimum 2 hr** payment for casual staff for orientation activities– **plus additional payment** for mandatory training as directed.
- » **Enhanced** Parental Leave entitlements:
  - » **Additional** week of paid leave for partner (2 weeks increases to 3 weeks)



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- » **NEW entitlement** of 2 weeks' paid leave provision for loss of a baby between 16 and 20 weeks' pregnancy
- » **Additional** 2 weeks' paid leave for loss of a baby from 20 weeks pregnancy (6 to 8 weeks)
- » **NEW** use of up to 2 days of personal leave per annum for volunteering activities
- » Limited **cash-out of annual leave** in specific circumstances
- » **NEW** post-implementation review of Organisational Change
- » Improved pathways for more secure employment:
  - » **NEW** Job Security clause
  - » **NEW** specific externally sourced career development and job seeking programs to support all staff seeking to secure fixed term and ongoing roles through competitive recruitment.
- » **Aggregate pay increase of 7.8%** over the term of the agreement (4 x 1.9%) with first payment administratively on 30 September 2018 and subsequent payments on 30 September 2019/20/21.

At the end of the negotiation you will be asked to vote on the package and we want that to be an informed and deliberate vote by staff whose working lives are covered by the agreement.

Ask your colleagues to stand with you by joining CPSU NSW today. [HERE](#)

### UoN Professional Staff representatives

Sue Freeman –

[Sue.Freeman@newcastle.edu.au](mailto:Sue.Freeman@newcastle.edu.au)

Lyn Keily –

[Lyn.Keily@newcastle.edu.au](mailto:Lyn.Keily@newcastle.edu.au)

Stephen Hopkins –

[Stephen.Hopkins@newcastle.edu.au](mailto:Stephen.Hopkins@newcastle.edu.au)

### CPSU NSW staff

Phoebe Dangerfield –

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

Ian Braithwaite – [ibraithwaite@psa.asn.au](mailto:ibraithwaite@psa.asn.au)

*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/CPSUnew](http://www.facebook.com/CPSUnew)

