

## University of Newcastle 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.

### **WE ARE PLEASED TO ADVISE THAT THERE HAS BEEN NO LOSS OF CURRENT CONDITIONS AS A RESULT OF THE BARGAINING PROCESS**

Bargaining meetings were held on 16 and 17 October, with the Acting Vice-Chancellor in attendance on the 16th and we are now in a position to put the final package to you.

Below is an outline of the enhancements and/or new entitlements that have been negotiated:

- » 10 days' Domestic and Family Violence leave **separate and in addition to personal leave entitlements**
- » **NEW** internal advertising of new HEW 5 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)
- » **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** entitlement of 12 weeks' surrogacy leave plus receiving parent gets access to parental leave
- **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



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support all staff seeking to secure fixed term and ongoing roles through competitive recruitment

- » **Pay increase of 2% per annum** over the term of the agreement broken down as:  
**BACK PAY of 1%** from 1 July 2018 to 30 September 2018  
**FURTHER 1%** from 30 September 2018  
**2% on 30 September 2019/20/21**

After much intense debate both at the table and by teleconference, we believe that this is the final package.

We are now seeking your input on whether to endorse this enterprise agreement.

23 October. If the majority of members vote YES, we will consider it endorsed. If the majority of members vote NO, we will hold a zoom meeting on 25 October to discuss where we go from here.

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

### UoN Professional Staff 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.*

[www.cpsunsw.org.au](http://www.cpsunsw.org.au)

[www.facebook.com/CPSUnsw](https://www.facebook.com/CPSUnsw)

You will be sent a link to a Survey Monkey which will be open on Monday 22 October and Tuesday

