

University of Newcastle bargaining update – TO ENDORSE OR NOT?

As promised in our previous bulletin, we invite you to provide feedback as to whether or not you endorse the package negotiated with the University.

Below is a reminder of the package on offer:

- » 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 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

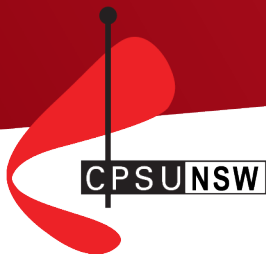
Enhanced Parental Leave entitlements:

- » **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 parental leave benefit
- » **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
- » **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





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The link to your survey, which will be open on 22 and 23 October, can be found [HERE](#).

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

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.

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