

CPSU NSW SECURES 'IN-PRINCIPLE' AGREEMENT ON THREE-YEAR TAFE PAY DEAL

Our bargaining team made up of your CPSU NSW delegates have reached in-principle with TAFENSW on a new three-year enterprise agreement that delivers annual increases in salaries, better superannuation and protects conditions of employment for TAFENSW administrative and support staff.

The remuneration package includes:

- A 2.5 per cent increase in salaries 2019;
- A 2.04 per cent increase in salaries, plus a 0.5 per cent increase in superannuation in 2020; and
- A 2.04 per cent increase in salaries, plus a further 0.5 per cent increase in superannuation in 2021

The structure of the agreement anticipates the legislated increases in superannuation scheduled for 2021 and 2022, at the same time as delivering a total remuneration package on par with the NSW Public Service and achieves the maximum Government's Wages Policy salary cap.

In addition to salaries and superannuation, the package includes the establishment of an Interest-Based Consultation Committee (IBCC) facilitated by the Fair Work Commission and comprising union and employer representatives.

The new IBCC will aim to reach agreement on a range of contentious issues including:

- Job security and the conversion of casual and temporary staff to ongoing (permanent) employment
- Flexible working hours
- Recruitment practices
- Higher Duties
- Workloads
- Training, professional development and career progression
- Performance appraisals

CPSU NSW Bargaining Team Analysis

The package negotiated by the CPSU NSW protects core existing employment conditions, while providing scope for growth in real wages and the opportunity to negotiate further improvement in conditions over the life of the agreement.

Recent national inflation figures show the Consumer Price Index tracking at 1.6 per cent, with the cost of automotive fuel (up 10.2 per cent) and private health care (up 2.6 per cent) putting pressure on household budgets.

Importantly, the total remuneration figure for each year keeps pace with the broader NSW public sector average of 2.5 per cent per annum, and outperforms all other state jurisdiction.

In our view, the benefits of the new package outweigh the negatives. Conditions of employment and remuneration rates we have secured remain highly competitive.



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Next steps

In the next few weeks we will finalise the drafting of a new Enterprise Agreement for TAFENSW administrative, support and related employees.

Once a document is finalised, TAFENSW will conduct a staff ballot.

If a majority of eligible staff who vote, vote to endorse the proposal, then the Enterprise Agreement will be made. TAFENSW will then apply to the Fair Work Commission for approval of the Enterprise Agreement.

If a majority of eligible staff who vote, vote against the proposal, then the proposed Enterprise Agreement cannot be made. Under these circumstances staff will have voted to reject the employer's offer and bargaining for a new Enterprise Agreement will continue.

For further information on bargaining, or if you would like to arrange a meeting at work, contact one of our industrial team or your local delegate.

In the meantime, we invite you to watch a brief video explaining the process which led the DC to arrive at its position.

See the video [HERE](#).

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United we Bargain, Divided we Beg!

Not a member? [Join today](#).

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