

12 September 2019

VOTE 'YES': CPSU NSW RECOMMENDS NEW TAFE ENTERPRISE AGREEMENT

The CPSU NSW negotiating team recommends a YES vote in the TAFE NSW ballot for a new enterprise agreement for administrative, support and related employees.

The voting period is open from today and closes on 18 September.

CPSU NSW Bargaining Team analysis

The proposed three-year enterprise agreement delivers annual increases in salaries, better superannuation and a competitive suite of employment conditions for TAFE NSW 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
- 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 allowed under the NSW Government's Wages Policy.

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.

The package negotiated by the CPSU NSW protects 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 are clear and we are confident all staff will benefit under this proposal.

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