



Office of the Vice Chancellor

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Office of the Vice Chancellor
PO Box 157, Lismore, NSW, 2480

Friday, 3 July 2020

Troy Wright
Assistant Branch Secretary
CPSU New South Wales

By email: twright@psa.asn.au

Enterprise Agreement Variation – Commitments

Dear Troy

I refer to recent negotiations between Southern Cross University and the CPSU New South Wales branch in regards to a vote on a variation to the *Southern Cross University Enterprise Agreement 2018*.

I confirm that, as per the email correspondence from Professor Nan Bahr, Deputy Vice-Chancellor (Students) to yourself and other staff and union representatives on Monday 29 June 2020, the agreed position between the University and the CPSU is as per **Attachment A**.

In addition, I confirm that the University will continue investigating cost-saving measures and will engage with staff representatives on further proposals.

Thank you for your support during this unprecedented time for the University, and we look forward to an ongoing productive working relationship with the CPSU New South Wales local and state branch.

Please contact Nan Bahr or Nick Mazzer in the first instance if you would like clarification.

Sincerely,



Professor Adam Shoemaker
Vice Chancellor
Southern Cross University

Attachment A – Agreement Reached

EA Variation Vote

1. Foregoing the scheduled 2020 EA salary increase of 1.4%; and
2. Deferring the scheduled 2021 EA increase until the same time in 2022 (a 12-month delay), and increasing the 1.4% component to 1.8%.

Additional Commitments

The University provides additional commitments to the following:

1. If the University achieves a surplus above a break-even Base Operating Result for the year ending 31 December 2021 (as reported to Council), the University will, after discussion with the JCF, proceed to:
 - a. pay a salary increase equivalent to the surplus up to a maximum of 1.4% (based on the cancelled 1.4% in 2020);
2. The University will honour the above salary payment commitments regardless of the nominal expiry of the current EA.
3. If any staff member is subject to a redundancy following a successful all-staff vote (to amend the EA as above), their separation payment will be calculated as if the staff vote had not occurred (i.e. the pre-varied Enterprise Agreement salary rate).
4. For 24 December 2020 only, the University will provide one additional day “University leave”.
5. Voluntary redundancies will precede a forced redundancy program.

The above amendments and commitments do not include any change to the existing nominal expiry date of the current SCU Enterprise Agreement.