

COVID-19 variation put to ballot

Over the last month the CPSU NSW delegates and industrial staff have worked toward a palatable option to the university's need to cut employee-related expenses. This has been a tough road, however it was approached in a logical, pragmatic and reasonable manner by your delegates.

The last of the negotiations finished at 11.59pm Wednesday 15 July 2020 which was the deadline that the VC had set. At the end of that, although there was no particular agreement the CPSU NSW took this Variation to a members meeting on the 17th July where the changes were discussed and voted upon so that our members endorsed this Variation to go to an All Staff ballot

It is now in the 7-day access period and you will need to make a decision as to whether or not you will vote this up.

The Main points are as follows:

The Variation will run till 30 June 2022. However, the special additional leave scheme will continue for 2 full years.

Salary increases that were due on 15 November 2020 and 15 November 2021 will be deferred until the first full pay period after 31 January 2022. Those increases will be paid prospectively from the first full pay period after 31 January 2022.

You will however still receive salary increments, as normal, if you are due one during the time of the variation.

Purchasing of Special Annual Leave (SAL)

Special Additional Leave Scheme

Classification Level and Step on date this Schedule commences	Number of Special Additional Leave days:	Corresponding annual full time salary range	SAL Category	Approx. salary reduction to purchase days of SAL
Level 1/2, Level 3/4 and Level 5 step 1	5	Up to \$70,000	1	1.92%
Level 5 step 2 to step 5 and Level	10	More than \$70,000, less than \$90,000	2	3.83%



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6/7 step 1 to step 5				
Level 6/7 step 6 to step 8 and Level 8/9	15	More than \$90,000	3	5.75%

Within the first full pay period following the commencement of this schedule eligible employees may apply to purchase additional SAL in blocks of five days. Applications will not be unreasonably refused by the University. Eligible employees in:

- (a) SAL category 1 may purchase up to an additional ten days of SAL, pro-rata parttime;
- (b) SAL category 2 may purchase up to an additional five days of SAL pro-rata parttime.

Super contributions will continue to be made in accordance with a staff member's salary prior to any adjustment for SAL.

During the operation of the variation, staff will not be made forcibly redundant under the enterprise agreement in response to the impact of COVID-19 from the commencement of the variation until 30 April 2021.

Please contact your local delegate if you would like any further information and talk to your colleagues.

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