



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

1 July 2020

Mr Troy Wright
Assistant Secretary, NSW Branch
Community and Public Sector Union
160 Clarence Street
Sydney NSW 2000

Via email: lnelson@psa.asn.au

Dear Mr Wright

I write to acknowledge your time and contribution to the discussions and consultation in our attempt to temporarily reduce employment-related costs in an effort to preserve as many jobs at the University.

At the outset of our discussions, we advised that in order to preserve as many jobs as possible, the University needed to make employment-related savings of \$53M over a three year period to mitigate against a budget shortfall of \$90M this year and anticipated compounded budget shortfall estimated at \$289M until 2022.

Each week that passes without employment-related savings, the University's position worsens and impinges on our ability to mitigate against the financial impact COVID-19 has on our University.

You may recall the Vice-Chancellor's all staff email provided to the CPSU on 26 May that announced that UOW is not a participant in the NTEU's Jobs Protection Framework because its operation spanned a very short period of time, provided limited institutional benefit and was not supported by both unions that represent our staff.

Nevertheless, at the direction of the Vice-Chancellor we sought to work with both unions to find an alternative way of minimising the number of job losses while securing a sustainable financial position for the University.

We were disappointed that the NTEU in the late stages of discussions notified the University that it required the University to make a submissions to the National Job Framework, expert assessment panel, before agreeing to vary the enterprise agreements.

The University provided both unions with a financial briefing on 5 June 2020, and offered to provide further financial information to be as transparent as possible about our financial circumstances, subject to an enforceable confidentiality deed. Unfortunately the NTEU did not take up this offer, and therefore did not receive a further financial briefing in the same way the CPSU did.

Human Resources Division
University of Wollongong NSW 2522 Australia
Telephone +61 2 4221 5902
www.uow.edu.au

The NTEU has also made firm their commitment to no forced redundancy during the term of the enterprise agreement variation. In the circumstances the University is unable to commit to a variation that preserves full employment for continuing, and fixed term employees as 'current state.' It simply does not reflect our financial reality.

For these reasons, it is our view at this point and until positions change in relation to maintaining our workforce as is, and the requirement to participate in NTEU's National Job Framework there is no merit in further discussing enterprise agreement variations.

Should these positions change, the University remains willing and ready to continue to discuss and consult with both unions about strategies that make employment-related savings that preserve as many jobs at the University.

We thank you for making yourself personally available in a demanding time to participate in these discussions.

Sincerely,



Sarah Crawford
Manager Employment Relations

Encl.

Cc. Mr Thane Pearce, Industrial Manager
Ms Lisa Nelson, Industrial Officer