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Sent: Friday, 3 July 2020 4:01 PM

To: all_academic_staff <all_academic_staff@uow.edu.au>; all_general_staff <all_general_staff@uow.edu.au>

Subject: Important JCC update

Dear Colleagues

On 1 July I advised you on the work of the Joint Consultative Committee (JCC) and the news that the staff unions representatives had not been able to agree with University management on variations to Enterprise Agreements to help move UOW into a sustainable financial position. At that time, I indicated that the University remained willing and ready to continue to discuss and consult with both unions about strategies that make employment-related savings that preserve as many jobs as possible at the University.

The good news is that the local NTEU has modified its position, and recognises that no forced redundancies is not viable, but will be used as last resort. The NTEU have also agreed to maintain confidentiality about the University's financial position. As a result of this shift in the NTEU's position, we will invite the NTEU and the CPSU to hold further discussions. So, I am hopeful the JCC will be able to meet in the coming days.

In reality the choices are stark and urgent. We have two choices with very similar consequences:

1) an average 10% salary reduction over 18 months and no pay rises in November 2020 and November 2021, or

2) a mandatory purchased leave scheme of on average 15 days per annum for three years and no pay rises in November 2020 and November 2021.

Both choices are multiyear solutions and deliver the same overall loss of benefit to individuals and the same financial benefit to the University. Both these versions of Option 1 will see no forced redundancies until 1 March 2021.

None of us wishes to sacrifice hard won benefits associated with our employment conditions but that is the extraordinarily difficult conversation JCC needs to have now in order to secure jobs at UOW.

From the outset I have been seeking an alternative way of working together to minimise the number of job losses while securing a sustainable financial position. The reasons for this should be self-evident to all of us: COVID-19 remains a very serious public health threat; we are hoping for a successful vaccine to be available but know that this is a work in progress; all of us know people who have lost their livelihoods; all of us know that the economy is weak; and all of us know that new job growth isn't going to happen overnight. In this context, seeking to minimise job losses will have a marked effect on the life circumstances of many colleagues who we value and know as friends.

I have asked JCC to convene as soon as possible and find a solution within the next 10 days. If they are able to do this and there is local support from both unions, UOW will proceed with a vote to modify the existing Enterprise Agreements to make a temporary adjustment to employment conditions. At that point eligible staff will have the opportunity to express their views.

If they cannot come up with a solution by 15 July, then we are back to the current position as I outlined in my email on 1 July.

These are extraordinary times. If you agree with the University's management and want to minimise job losses, you should tell your staff representatives to give you the opportunity to vote on this proposition.

Yours sincerely

Professor Paul Wellings CBE

Vice-Chancellor