

PROFESSIONAL STAFF

**WORTH
EVERY
CENT** ✓

CPSUNSW

**WHAT
HAPPENS DURING A
RESTRUCTURE**



FOR ONGOING AND FIXED-TERM EMPLOYEES

Information from your Enterprise Agreement Clause 29.4-29.8

THE PROCESS

- UNSW must consult with disestablished employees, providing a written, detailed workplace change proposal
- Staff and the union can respond to the proposal and put forward alternatives. UNSW must consider these
- UNSW will respond to feedback with a revised workplace change document.

WHAT DOES THE CPSU NSW DO?

The union will support its members through this process by:

- Ensuring the university follows the correct process
- Challenging flawed or misinterpreted application of your Enterprise Agreement
- Submitting feedback on your behalf
- Ensuring all redundancies are genuine and not a redistribution of work

REMEMBER: the union can only support you if you're a member prior to an issue arising. Join at cpsunsw.org.au/join



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WHAT HAPPENS DURING A RESTRUCTURE

WHAT IF YOUR ONGOING POSITION HAS BEEN REMOVED?

- You can submit an expression of interest for new or vacant positions
- If this is unsuccessful, you will receive a letter of your rights from UNSW, and be informed of your options
- You can then choose between redeployment or redundancy

IF YOU CHOOSE REDEPLOYMENT

- For 10 weeks, UNSW will look for another position for you within the university, within reason
- If this is unsuccessful and you have been working at UNSW for more than four years, you can extend your redeployment up to eight weeks, or be made redundant
- If there is a suitable placement, you will be put there for no less than three months. If that's unsuccessful you will be made redundant.
- If you agree to be redeployed at a lower level, your salary and super will be maintained for 12 months
- If redeployment is unsuccessful, you will be made redundant

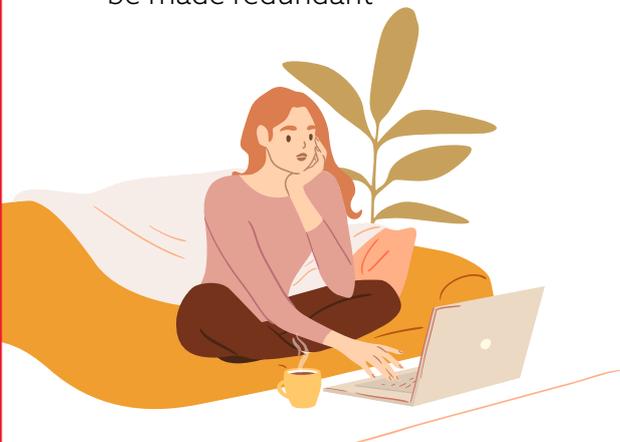


IF YOU CHOOSE REDUNDANCY

- You will be given 10 weeks' notice of your end date. You can choose a payment of 10 weeks' salary in lieu of notice
- If you have been working at UNSW for more than two years, you will receive a payment based on three weeks' salary for every year of service, up to 52 weeks
- If you've been working for more than one year, but less than two, you get a payment up to four weeks' salary
- All annual leave, pro-rata leave loading and long service leave will be paid

JOIN YOUR UNION

We are your best line of defence during this process: cpsunsw.org.au/join



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