



COMMUNITY AND PUBLIC
SECTOR UNION

SPSF GROUP NSW BRANCH
ABN 11 681 811 732

In Reply Please Quote SE:ndef CN 141885

22 October 2020

Professor Tyrone Carlin
Vice Chancellor
Southern Cross University

By email: tyrone.carlin@scu.edu.au

Dear Professor,

Re: Southern Cross University Significant Change Proposal

The Community and Public Sector Union (CPSU NSW) writes to you to seek further information in relation to the Significant Change Proposal issued on 14 October 2020.

The CPSU notes that the SCU has an obligation to provide a Draft Change Proposal that complies with Clause 295 of the Enterprise Agreement.

It is the view of the CPSU NSW that the Draft Change Proposal tabled at the Joint Consultative Forum does not comply with Clause 295 of the Enterprise Agreement and fails to provide relevant information including the following –

- The expected impact of the change and any adverse effects.
- Details of measures to be taken to avert job losses.
- Redeployment opportunities and training requirements.
- Current and proposed organisational charts.

The CPSU NSW is unable to engage in meaningful consultation on the basis of the current Draft Change Proposal and seeks the following information –

- A copy of the current and proposed organisational charts together with the levels of roles indicated.
- A copy of all positions descriptions for newly created and proposed roles.
- The number of casual and fixed term contracts that have not been or will not be extended during 2020.

- A list of current vacant roles.
- A copy of any workload reviews undertaken by SCU during 2020 in accordance with Clauses 440-448 of the Enterprise Agreement.
- A copy of any workload risk assessments undertaken by ACU pursuant to its obligations under the Work Health and Safety Act 2011, noting that the Draft Change Proposal amounts to a significant change to the systems of work in SCU.
- An impact statement of the proposed change upon Aboriginal and Torres Strait Islander, disabled and female employees.
- A copy of the Transform SCU Business Case and Consultant's report relied upon by SCU in the design of the proposed structure.
- A copy of the findings of the SCU Change Proposal working group.

The CPSU NSW awaits provision of the above information in the near future and seeks that the timeframe for consultation not commence until this information is provided.

Please contact CPSU NSW Industrial Officer, Susan Emery at semery@psa.asn.au or on 0408 249277 in relation to this matter.

Yours faithfully,



Susan Emery
For Stewart Little
STATE BRANCH SECRETARY