

## Southern Cross University: Change Plan and workload

The CPSU NSW notes that Southern Cross University (SCU) has issued its final Change Plan.

Your union notified a dispute in relation to the proposed Change Plan to protect members' jobs and interests.

The CPSU NSW met with SCU to discuss our concerns, particularly in relation to consultation, redeployment and workload issues.

A number of outcomes were achieved as a result of the Dispute including the following:

- Compliance with the Enterprise Agreement in relation to consultation including provision of the requested organisational charts and position descriptions
- A fairer recruitment process with independent representation on selection panels.
- Job Matching instead of Expressions of Interest where appropriate
- The establishment of a Professional Workload Committee to monitor and assess Professional staff workloads until 30 June 2021 during and following implementation of the change proposal.

The CPSU NSW will continue to monitor the Implementation process and advocate for and support members who are impacted by the change.

### Workload

The CPSU NSW is concerned about Professional Staff Workload as a result of the significant reduction of staffing numbers. The CPSU NSW insisted that SCU comply with its Work Health and Safety obligations in relation to workload and will continue to liaise with the SCU about the Professional Workload Committee.

We encourage members to contact us if you are affected by workload. The CPSU NSW will support you in using the legally enforceable Workload provisions contained in Clauses 440-448 of the Enterprise Agreement including the following:

- Raising concerns directly with your supervisor, the Head of Staff and Human Resources
- If the workload issue is still not resolved, the CPSU NSW will notify a dispute with SCU under the Enterprise Agreement Dispute Resolutions Guidelines.

The CPSU NSW is aware many of you are leaving the university as a result of these changes. The CPSU NSW is very grateful for your support and would like to thank you for your loyalty and commitment to the union.





THE  
PROFESSIONAL  
STAFF UNION

16 December 2020

## Southern Cross University: Change Plan and workload

### Your CPSU NSW Delegates

Toni Ledgerwood [toni.ledgerwood@scu.edu.au](mailto:toni.ledgerwood@scu.edu.au)  
Shelley Odewahn [shelley.odewahn@scu.edu.au](mailto:shelley.odewahn@scu.edu.au)  
Luke Davis [luke.davis@scu.edu.au](mailto:luke.davis@scu.edu.au)  
Marnya Flanagan [marnya.flanagan@scu.edu.au](mailto:marnya.flanagan@scu.edu.au)  
Sharlene King [sharlene.king@scu.edu.au](mailto:sharlene.king@scu.edu.au)  
Alex Parks [alex.parks@scu.edu.au](mailto:alex.parks@scu.edu.au)  
Peter Corr [peter.corr@scu.edu.au](mailto:peter.corr@scu.edu.au)

### CPSU NSW Industrial Officer

Susan Emery [semery@psa.asn.au](mailto:semery@psa.asn.au)

### CPSU NSW Regional Organiser

Asren Pugh [apugh@psa.asn.au](mailto:apugh@psa.asn.au)

### Not a member?

Join the CPSU at [www.cpsunsw.org.au/join](http://www.cpsunsw.org.au/join)

