

Aware Super's Proposed Conditions of Employment CPSU Survey No2

As most of you would know, Aware Super is proposing a complex hybrid of regulating the pay & conditions for Aware Super employees. **This proposal affects all Aware Super employees. Please forward to your colleagues so they can be informed and can add their voice.**

The basic structure of the Aware Super proposal is:

Core Group of Employees	Annexure Employees	All other Employees
<p>Proposed Enterprise Agreement to apply. Agreement to provide for</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Salaries <input checked="" type="checkbox"/> Hours of work <input checked="" type="checkbox"/> Overtime <input checked="" type="checkbox"/> Penalty rates <p>Able to enforce (limited) pay & conditions at low cost through the Fair Work Commission.</p>	<p>Proposed Enterprise Agreement to apply Actual wages based on the Award rates, but paid as an 'all inclusive' salary. Employee's total salary 'pre-pays' for other award based entitlements such as:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> overtime, <input checked="" type="checkbox"/> penalty rates, <input checked="" type="checkbox"/> annual leave loading. <input checked="" type="checkbox"/> public holidays <p>Able to enforce (limited) pay & conditions at low cost through the Fair Work Commission.</p>	<p>Proposed enterprise agreement will not apply. Individual contract, supported by employer policies, unilaterally created/changed/removed at all. Employee's total salary 'pre-pays' for other award based entitlements such as:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> overtime, <input checked="" type="checkbox"/> penalty rates, <input checked="" type="checkbox"/> annual leave loading. <input checked="" type="checkbox"/> public holidays <p>Able to enforce (limited) pay & conditions at high cost & risk of paying employer's legal costs through the Federal Court.</p>

If you haven't yet completed [Part 1 of the CPSU Survey](#) responding to this proposal, [please click here](#) or copy and paste the following into your browser. <https://www.research.net/r/awaresuper-agreement-yourchoice-1>

You can also now complete [Part 2 of the CPSU Survey](#) by [clicking here](#) or copy and paste the following into your browser <https://www.research.net/r/awaresuper-agreement-yourchoice-2>.





8 April 2021

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The results of this survey will be used to represent members' views about Aware Super's proposal as well as inform the Log of Claims by the CPSU for what your Bargaining Team will advocate for.

If you are already a member, you can contact your Union at:

CPSU Victorian Branch: Mandy Coulson mcoulson@cpsuVIC.org

www.cpsuVIC.org | 03 9639 1822 | (outside Metro Melbourne) 1800 810 153

CPSU NSW Branch: Blake Stephens bstephens@psa.asn.au

www.cpsunsw.org.au | 1300 772 679

If you know someone at work who isn't a member, talk to them about the benefits of strong membership in your workplace and encourage them to [JOIN the CPSU](#)

