

CPSU NSW DRAFT LOG Members version 22 June

The Community and Public Sector Union, NSW Branch (CPSU NSW) serves the following claims on the University of Technology Sydney (UTS) for an Enterprise Agreement for Professional Staff employed by the University.

General

1. Maintain all existing conditions of employment for Professional Staff, unless otherwise improved as a result of negotiations with the CPSU NSW.
2. Maintain separate agreements for Professional Staff and Academics, to ensure that only Professional Staff can vote on Professional Staff conditions.
3. There shall be consistency of entitlements between Professional staff and Academic Staff Agreements.
4. Where policies and guidelines affect UTS Professional Staff they can only be made or varied by agreement with the CPSU NSW through the JCC.

Job Security - Managing Change

5. That a Managing Change process be enshrined in the Agreement that includes the following principles:
 - i) A commitment to no forced redundancies and the prevention of job losses;
 - ii) Genuine consultation with the CPSU NSW and affected Professional Staff in the planning phase prior to any change being made;
 - iii) If a significant change proposal is to occur, a written change draft proposal must be written and provided to the CPSU NSW for genuine consultation;
 - iv) An implementation and review process;
 - v) An emphasis on redeployment and retraining instead of voluntary separation;
 - vi) Adequate support for displaced Professional Staff; and
 - vii) Workloads are to be monitored after organisational change has occurred.
6. In the event there is Voluntary Separation, the lump sum payment is increased to 20 weeks, with a payment of 4 weeks for each year of service (no cap).
7. That a Voluntary Separation is a genuine redundancy as per ATO rules.
8. In the spirit of job security, there will be no redistributed duties and responsibilities to alternate position descriptions.
9. Following implementation of a Managing Change proposal and after initiation of new structure, a formal written review of the managing change proposal will be conducted within 6 months and distributed to the Unions. This would include workloads, staffing, staff WHS and so forth.

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Job Security – Insecure employment

10. Identify all work conducted at UTS by outside staff that could be done by Professional Staff.
11. All work normally performed by Professional Staff that is being considered for outsourcing, such as that provided by contractors or contracting firms, to be offered first to UTS Professional Staff.
12. A proposal for outsourcing must be developed, and consultation to occur with the CPSU NSW and Professional Staff directly affected.
13. A proposal for outsourcing must not be justified primarily on the basis that an outside service provider has lower rates of pay than UTS.
14. Where engaging external contractors or contracting firms is unavoidable, all contractors and Professional Staff of a contracting firm will be on salary and conditions no less favourable than UTS Professional Staff employed under the Enterprise Agreement.
15. Fixed term and casual employment only to be used as a last resort and limited to situations that are genuinely temporary.
16. To further support ongoing employment, that there be strong conversion processes in the Agreement for Professional Staff working in temporary and casual positions continuing for 12 months or more.

Flexible Working Arrangements

17. Current flexible working arrangements be maintained and equitably implemented across UTS, including access to: Flexitime, WFH, hybrid WFO/WFH, and other options as deemed necessary.

Superannuation

18. That 17% superannuation be paid to staff members on periods on unpaid parental leave, and to expand superannuation payment provisions to casual staff members.

Covid 19 and other Pandemics

19. That there be a minimum of 20 days paid Pandemic Leave be provided, before other leave entitlements need to be accessed, to Professional Staff who are unable to work because they are:
 - i) caring for sick family members;
 - ii) caring for family members due to closure of schools and caring facilities;
 - or
 - iii) unable to attend work due to transport disruptions.

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20. After the 20 days of special leave has been exhausted, Professional Staff may access other accrued leave entitlements.
21. Covid-19 has demonstrated that WFH/Remote Working is possible for all Professional Staff. That remote working arrangements continue to be an assured option for those Professional Staff who want it.
22. Staff who are required to work from home be paid a *remote working from home allowance* of \$1000 per annum (or part thereof) to compensate for costs associated with WFH.

Dignity and Respect at Work

23. In support of a fair, harmonious and transparent workplace, the Agreement will ensure that all grievances by Professional Staff are managed and progressed efficiently and are able to be resolved by the Fair Work Commission.

Recognition of Professional Staff

24. Better recognition of the skills and knowledge of existing staff.
25. A commitment to the Professional Staff Development Fund that is administered, and reported on every six months.
26. Equitable treatment of Professional Staff compared to Academic Staff.

Workplace Sexual Harassment

27. That the Enterprise Agreement includes a specific Sexual Harassment and Assault clause that ensures there are preventative strategies, training, employer accountability and specific support mechanisms for staff relating to sexual harassment and assault in the workplace.

Remuneration

28. Salary and allowance increases 16% over four years, recognising employee related cost savings over the life of the current Enterprise Agreement, with any pay rise effective from 1 July 2021.

Union Representation

29. That the CPSUNSW is provided an office and facilities on campus.

Other

30. The CPSU NSW reserves the right to raise other matters throughout negotiations that are to the benefit of UTS Professional Staff.