

COMMUNITY AND PUBLIC  
SECTOR UNION

SPSF GROUP NSW BRANCH  
ABN 11 681 811 732

In Reply Please Quote AK: ndef CN156918

24 August 2021

Ms Janelle Sheather  
Workplace Relations Specialist  
University of Technology Sydney  
ULTIMO NSW 2007

By email: [Janelle.Sheather@uts.edu.au](mailto:Janelle.Sheather@uts.edu.au)

Dear Ms Sheather,

**Re: 'Without Prejudice' Single Staff Enterprise Agreement**

I write to you on behalf of the Community and Public Sector Union NSW (CPSU NSW) regarding the proposed "Without Prejudice" Single Staff Enterprise Agreement that was provided to the CPSU NSW on 29 July 2021.

At the 17 August 2021 bargaining meeting, the CPSU NSW clearly stated a preference for maintaining separate Professional and Academic Staff. The reasons for this include, but are not limited to, the following:

- Professional Staff have unique priorities and interest. The work undertaken by Professional and Academic Staff is operationally distinct, creating vastly different interests which is reflected in the fact that these two groups of employees have always had separate instrument.
- Only Professional Staff should be deciding on conditions and remuneration for Professional Staff.
- Bargaining around a Single Agreement has the potential to cause delays in negotiating and ratifying an agreement.

As such, having one Enterprise Agreement for these two groups of employees would, in our view, prejudice the process in favour of Academic Staff potentially creating a bargaining process that would proceed unfairly and possibly be inefficient. Accordingly, the CPSU NSW considers it to be appropriate for UTS to maintain separate Enterprise Agreements for Professional Staff and Academic Staff.

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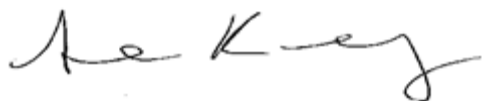
160 Clarence Street, Sydney NSW 2000 T 1300 772 679 W [www.psa.asn.au](http://www.psa.asn.au)  
GPO Box 3365, Sydney NSW 2001 F (02) 9262 1623 E [cpsu.nsw@psa.asn.au](mailto:cpsu.nsw@psa.asn.au)

The CPSU NSW is the Federal Counterpart of the Public Service Association of NSW. CPSU NSW members are also members of the PSA.

In addition, it appears that the proposed Agreement was drafted prior to receiving the union's Log of Claims. Accordingly, the CPSU NSW seeks an assurance from the university that it is committed to genuine good faith bargaining.

The CPSU NSW seeks a response by COB 30 August 2021. Please contact CPSU NSW Senior Organiser Anne Kennelly at [akennelly@psa.asn.au](mailto:akennelly@psa.asn.au) or 0499 499 504 should you wish to discuss this matter further.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Anne Kennelly', written in a cursive style.

Anne Kennelly  
**for Stewart Little**  
**STATE BRANCH SECRETARY**

cc: Jeane Wells, Senior Industrial Officer, NTEU [jwells@nteu.org.au](mailto:jwells@nteu.org.au)