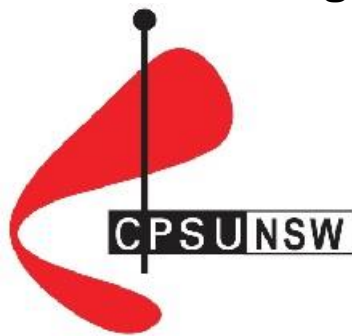


CPSU NSW Sydney University Branch Log of Claims 2021



THE
**PROFESSIONAL
STAFF UNION**

The CPSU NSW serves the following claims on Sydney University ('the University') for an Enterprise Agreement for staff employed by the University:

General

1. Maintain all conditions of employment for staff as set out in the *University of Sydney Enterprise Agreement 2018-2021* ('the Agreement') unless otherwise improved as a result of negotiations with the CPSU NSW.
2. That all terms and conditions of employment contained in the Agreement will be prescribed in plain English. The parties will make a genuine effort to remove ambiguity and inconsistency from existing clauses and ensure that new clauses avoid ambiguity and inconsistency. The Agreement will be written in a manner that ensures explicit entitlement and not in aspirational language.
3. The term of the Agreement and the quantum of salary increases claimed will be determined by CPSU NSW members democratically in response to, and in the context of, negotiations.
4. That the University embed within the Enterprise Agreement a statement that recognizes continuing employment as the standard form of employment that is to be utilised wherever possible, through application of merit selection processes, and which recognizes that this form of employment provides the greatest security and wellbeing for Professional Staff and their families.
5. That the University should strive to become an 'Employer of Choice'.
6. CPSU NSW seeks to represent professional staff via membership on a range of essential committees.
7. CPSU NSW reserves the right to raise other matters throughout negotiations, especially if in response to claims made by the University.

Job Security, Workplace Change and Professional Staff Workloads

8. That existing workplace change provisions be improved.

9. That there be true consultation with staff before and during any workplace change to better understand the costs and benefits and that any displaced staff member is supported by an appointed case manager.
10. That there be effective measures, protections and genuine mitigations regarding excessive workload.
11. That all redundancies be strictly 'genuine' and must not increase staff workload.
12. That the University seek to rationalise the use of change processes and introduce rigor into the review processes.

Redundancy

13. That there be greater equity in redundancy packages.

Superannuation

14. That there be improvements to superannuation, including for staff members on unpaid parental leave.

Leave

15. That there be a minimum of 20 days paid pandemic/Infectious diseases leave provided and entitlements for paid natural disaster leave.
16. That there be improvements to leave provisions including, but not limited to, domestic violence leave, special leave, cessation of pregnancy leave, partner leave, miscarriage and compassionate leave and allowance for public health circumstances.

Flexibility

17. That the University realise its stated flexibility aims by providing genuine options for flexibility and remote working options to be consistently applied across the University.
18. That all staff have the ability to accrue and have access to flex leave and any change to flexibility in work units is made following mutual agreement.

Dignity & Respect in the Workplace

19. That a comprehensive, stand-alone sexual harassment clause be established.
20. That there be improvements to the bullying and harassment provisions.
21. That the university increase mental health support over the life of the agreement.

Performance

22. That the Performance Planning & Development provisions be improved.

Training

23. That the Professional Staff Development Fund will be administered in a transparent way, and that staff are given access to external training providers who can provide formal qualifications and skills training.

Transparency

24. That the Position Descriptions or KPIs of all University staff be made public.