



**Community and Public Sector Union/SPSF Group
New South Wales and Victorian Branches**

**Aware Super Services Pty Ltd and VicSuper Pty Ltd
Log of claims 2022**

Introduction

CPSU proposes the following:

1. A comprehensive plain English enterprise agreement capable of being approved by the Fair Work Commission. The agreement should contain all relevant terms and conditions of employment and not rely on incorporation of terms from the award or other instruments.
2. Adopt modern award standard formatting and drafting where appropriate. The union notes that the Banking, Finance and Insurance Award 2020 (BFI) is the relevant modern award.
3. Terms and conditions set out in the *VicSuper Enterprise Agreement 2017* and *First State Super Service Centre Enterprise Agreement 2018* are retained except where expressly stated in this claim. CPSU notes that the parties reached in principle agreement for certain terms and conditions from the *VicSuper Enterprise Agreement 2017* to not continue. Removal of these provisions will be subject to reasonable compensation which the parties have agreed to negotiate.
4. Negotiate a process to enable employees to end legacy common law contracts by agreement with the employer.
5. All salary rates to be increased by quantum of salary increase
6. All allowances to be increased by quantum of salary increase
7. All classification structures to be increased by quantum of salary increase

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TITLE	CLAIM
Transparent, easy to read modern agreement	
Plain English modern terms and conditions of employment	Comprehensive agreement drafted in plain English. Include relevant clauses from the modern award. The agreement should be the place where employees and managers find their entitlements without the need to refer to other documents
Term of agreement	To be negotiated
Coverage	Agreed coverage is set out in the Notice of employee representational rights namely:

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TITLE	CLAIM
	“employees that work in all roles classified at Bands 1 – 4 using the AON classification framework, with the exception of all non administration roles in Investments.”
Secure employment	
Fixed term and casual employment	Review appropriate use of fixed term and casual employment Process to provide for conversion to on going employment
Fair pay and conditions	
Salary increase	3.5% per annum
Allowances	<ul style="list-style-type: none"> • First aid • Higher duties • Standby, including performance expectations • Overtime meal <p>Allowance rates to be included in the agreement with adjustment based on agreed salary outcome</p>
Public holidays	<p>Agreement to expressly state all national and state based public holidays, substitution, and additional days</p> <p>Working arrangements for provision of national service delivery on named national and state public holidays to be negotiated</p>
Long service leave	Appropriate long service leave clause having regard to National Employment Standard and relevant underpinning state legislation.
Personal Leave	<p>Eligible use of personal/carer’s leave to include appointments with Registered Practitioners</p> <p>Discretion to grant leave for persons who are not immediate family/household members</p>
Fair and inclusive workplaces	
Diverse and inclusive leave arrangements	<p>Leave clauses to take into account diversity, including:</p> <ul style="list-style-type: none"> • Personal/carer, and compassionate leave clauses to cover various important relationships; • Parental leave clause to be non gender specific and inclusive of different family arrangements; Create new clauses to address a lack of inclusivity, including: • Transitioning leave; • Cultural and religious leave
Gender equality	
Gender Pay Equity Principles	New clause to operationalise the Gender Pay Equity principles as in clause 28 of the <i>Victorian Public Service Enterprise Agreement 2020</i>
Parental Leave	<p>Review operation of Parental Leave clause and the impacts it has on women and gender inequality.</p> <p>Ensure this clause operates to the benefit of all parents and carers, including those whose pregnancy may be terminated prematurely.</p>

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TITLE	CLAIM
Eliminating factors that contribute to the gender pay gap	<p>Review operation of clauses that directly or indirectly contribute to the gender pay gap.</p> <p>Review operation of clauses for compliance with Gender Pay Equity principles, including superannuation on unpaid parental leave.</p>
Remote and home working arrangements	<p>Agreement to include facilitative provision to enable employees to work remotely having regard to the COVID 19 pandemic working arrangements</p> <p>Include right to disconnect to ensure employees are not required to respond to work emails after hours</p>
Supporting all employees experiencing family violence	Extend paid leave to casual employees

Ref: https://cpsu3001-my.sharepoint.com/personal/wtownsend_cpsuvc.org/Documents/wtownsend/My Documents/EnterpriseBargaining/Aware super/Bargaining 2022/CPSU Aware claim 2022.docx