



Community and Public Sector Union, NSW Branch
Branch Secretary Stewart Little

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Martin Sainsbury
Chief People and Culture Officer
University of Newcastle

email: martin.sainsbury@newcastle.edu.au

Dear Martin

Enterprise Bargaining – University of Newcastle

Thank you for correspondence dated 28 November 2022 which outlines, *inter alia*, the University's latest offer for salary increases in the proposed enterprise agreements.

In preparation for tomorrow's meeting the CPSU NSW thought this would be a useful juncture at which to recap where we understand the negotiations have reached and particularly, narrow the focus upon possible clauses that may still be outstanding. This may also assist us accurately detail the prospective advantages and pitfalls of the new proposed agreement to our members should it go to ballot.

The CPSU NSW notes your correspondence outlines what the University identifies as the key benefits of the proposed agreement. Whether the current offer of 9.5% in salary increases across a three year period can be properly depicted as a fair and reasonable pay increase as had been sought by the CPSU NSW may be one of subjective consideration.

Subject to correction, the CPSU NSW summarises the apparent drawbacks of the proposed agreement for our members as follows:

- The loss of mandatory consultation on policies and guidelines previously at cl 2.3;
- The expansion of the flexitime bandwidth to between 7:00am and 7:00pm for all with no protections for employees who may be unable to accommodate earlier starting times or later finish times due to family or other commitments;
- The removal of subclauses around the operation of flexitime that may potentially add to ambiguity around the operation of the scheme;
- The addition of provisos on tea breaks;
- The removal of Committees of Inquiry; and,
- The removal of the PVC Indigenous Strategy and Leadership position from the agreement's undertakings regarding Aboriginal and Torres Strait Islander Staff.

The CPSU NSW also notes for the record that during the course of enterprise bargaining over the last fifteen months it has sought the following clauses and conditions to be included in the agreement, which have been refused by the University:

- Improved conversion rights for fixed term and casual employees;
- Limits of use of labour hire, volunteers and casuals;
- Union access to staff inductions;
- Employer superannuation contributions to be maintained at 7% above legislative minimum;
- Enhanced classification progression;
- Scholarships for children of employees;
- Fee discounts for children of employees;
- WHS improvements;
- On campus mental health support;
- Enshrined remote working arrangements;
- Improved flexible working arrangements, including the reintroduction of terminology and clarification in the flexitime scheme;
- Backfilling of staff on leave; and,
- Grandparent leave

The following items are those that the CPSU NSW have raised as parts of their log of claims but at this time remain uncertain if they have been adequately addressed:

- Increases to allowances at same salary increase %;
- The introduction of an evacuation warden allowance; and,
- Improvements in the protections in the sexual harassment clause

Additionally and finally the CPSU NSW notes and remains concerned with the inclusion of the capacity to trade-off superannuation contributions under an individual flexibility arrangement (IFA) however given this is subject to the individual's pejorative cannot fairly categorise this as a net win or loss.

Whilst the University has requested a response to its latest salaries offer from the CPSU NSW by close of business today it is not possible to do this in isolation. The CPSU NSW's support for or rejection of the proposed agreement will be dependent on the resolution of the aforementioned outstanding items in tomorrow's meeting, and then the consideration of the complete suite of conditions by its members in a meeting scheduled for Monday 5 December 2022.

We look forward to progressing these matters in tomorrow's meeting.

Yours sincerely



Troy Wright
Branch Assistant Secretary