



COMMUNITY AND PUBLIC
SECTOR UNION

SPSF GROUP NSW BRANCH
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In Reply Please Quote TW:vv

11 January 2023

Martin Sainsbury
Chief People and Culture Officer
University of Newcastle
Callaghan NSW 2308

BY EMAIL: cpc@newcastle.edu.au

Dear Martin

RE: University of Newcastle Professional Staff Enterprise Agreement 2022

Following the rejection of the proposed draft of the aforementioned agreement last month by the University's relevant employees, the CPSU NSW as a bargaining representative is keen to return to negotiations as soon as possible in the hope of resolving the remaining outstanding issues.

For the University's information, the CPSU NSW membership identified three key areas of concern that ultimately led them to not endorse nor support the agreement:

1. A salary offer below industry standards and inadequate to address cost of living pressures;
2. The lack of protections and detail in the flexi time scheme;
3. Confusing or misleading drafting that may have impacted on the implementation of the agreement ie life leave and tea breaks.

It would be the CPSU NSW's position that it would be prudent to make these the matters to focus on upon the resumption of bargaining if an agreement is to be reached.

Furthermore, they were incensed that many of their claims which they considered reasonable had been outright rejected by the University including enhanced classification progression, superannuation contributions being maintained at 7% above the legislative minimum and grandparent leave, all of which may warrant revisiting should the parties be looking to improve the package of benefits to employees and garner their support.

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

With regard to scheduling the CPSU NSW bargaining representatives are available at any time in the week commencing Monday 30 January 2023. The scheduling of meetings has been a source of enormous frustration to date and a time-consuming task in itself. We respectfully suggest that a set time and day be established on a fortnightly basis from that week thereon and this be done **now** so as to permit bargaining representatives to proceed with certainty and program other 2023 commitments around enterprise bargaining at UoN rather than vice versa and as a last priority.

Yours sincerely

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

TROY WRIGHT
BRANCH ASSISTANT SECRETARY

CC Simon Kempton, NTEU - skepton@nteu.org.au
Cassie Connor, UoN - cassie.connor@newcastle.edu.au