



With enterprise bargaining under way the best time to join the CPSU is now !

A Professional Union for Professional Staff

The CPSU has a trained professional team engaged in bargaining for a new Enterprise Agreement for all Professional Staff. Our focus is wholly and solely on the needs of the Professional Staff of the University of Newcastle. We are not driven by national agendas or campaigns. Our members at the University of Newcastle make the important decisions about what we campaign for and how we do it. **They are backed up all the way by our team of highly skilled industrial experts and delegates.**

A separate Agreement for Professional Staff

Our members have asked us to keep a separate agreement for Professional Staff. The distinct interests, working relationships, entitlements and employment arrangements of Professional Staff have always been recognised by the University in the past and codified in a separate industrial instrument from those that cover academics and teachers. We want this to continue.

Maintain and Improve Existing Conditions for Professional Staff

The CPSU consulted broadly with members to develop a Log of Claims which were served on the University at the commencement of bargaining on 1st May. Our basic demand is to preserve the many beneficial conditions we have won over decades of campaigning and negotiation. We also identified a number of areas for improvement, and some new claims were proposed. It is important to realise that the employer NEVER offers to grant or improve conditions – this ONLY comes from collective action by members of the Union. The stronger the CPSU is, the better the outcomes for all.

Bargaining so far for Professional Staff

In the first meetings the University and Union parties set out an agenda to flag the potentially contentious issues and deal with them first. We all acknowledge that a large number of current clauses will have little or no change, but the University does wish to make some fairly major changes to some important processes, particularly *Performance, Conduct and Development*. We have clauses under discussion on a number of other matters as well, including *Classification Structure and Review*, and *Professional Development*, but the performance-related issues are receiving most attention. The overall framework is not vastly different from what we are used to, and we are making progress, but there are some significant differences still to be resolved.

In **Misconduct** proceedings the University is seeking a power for **Suspension Without Pay**, but can not unilaterally impose this – that power has to be granted to them in an industrial instrument, such as an Enterprise Agreement. Unfortunately the academics and teachers long ago ceded that power to the University, but the CPSU has held out and continues to be absolutely firm on behalf of general and professional staff. Why would we allow our members to be sent into a limbo of unpaid employment, with no income and no ability to access social services, and no reason given for that action, while a lengthy internal investigation takes place to determine whether allegations will be laid?

Meetings over the next month or so will discuss *Aboriginal and Torres Strait Islander Employment, Classification Structure and Review, Domestic Violence, the University Budget, Professional Development, Managing Change (including Organisational Change, Redeployment and Redundancy) and Employment Arrangements (including Categories of Employment and Hours of Work)*. To have your say on these and other issues, join your colleagues in the CPSU, The Professional Staff Union.

Yours in Union,

Sue Freeman, CPSU Branch President and EB Lead Negotiator

If you are not already a CPSU member contact your CPSU delegates and

[JOIN the CPSU Today!](#)

Your CPSU Bargaining Team

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Your checklist

- join CPSU today
<https://membership.psa.asn.au/join/>
- give us your feedback on bargaining
- distribute this CPSU bargaining report in your workplace
- ask your workmates to join CPSU