



31 March 2014

**EB BULLETIN # 17**

This bulletin covers the bargaining sessions of 12 and 13 March, and 26 and 27 March.

12 March: Discussion was given over to Academic and Teachers issues in an attempt to progress some matters that had been pending or parked. NTEU concentrated on their claim for Academic casuals. The University explained its intentions with regard to the proposed Academy and also responded to a number of other information requests by NTEU.

13 March: **Finance Briefing** by Craig Wallis, UoN Chief Finance Officer. An interesting and frank presentation that indicated the baseline is ahead because of improved return from investments, but infrastructure maintenance is still \$400 million behind and there are ongoing concerns about the impact of the Federal efficiency dividends, with announcements expected in the Commonwealth budget in May. NTEU raised questions from its analysis of the most recently published annual report (2012). The University indicated the 2013 report would be available a little later this year, and that the published figures are always out of date.

26 March: **Staff Development**. CPSU/PSA had previously tabled a draft clause calling for a central development fund, processes to ensure equitable access to development opportunities, a voluntary staff rotation scheme to allow developmental secondments within the University and outside it, and concessional fee structures for staff to take up study at UoN. Some of these features are also contained in the NTEU clause, but with a stronger emphasis on Academic development through SSP, which became the major issue for discussion. A review of that program, recommended by the Auditors, is under way. The University is content to leave SSP in Policy rather than include it in the EB, with SSP plans being agreed with Head of School. The CPSU/PSA claim will be discussed further at a future meeting.

**Professional Staff Pay Structure.** This arises from Clause 70 of the 2010 General Staff Agreement. CPSU/PSA identified substantial inequity in the HEW structure, being transitional arrangements that have persisted unaddressed since 1991. At the recent CPSU/PSA General Meeting where this was discussed in detail you authorised your representatives to explore with the University a range of approaches to the problem. We presented the findings and suggested some alternatives. In response the University acknowledged the inequity and agreed to consider how it might be remedied. Further discussion will occur after modelling of various options has been completed.

27 March: **Indigenous Employment.** ATSI representatives of the CPSU/PSA and NTEU were present for discussion of this clause. Issues include ratio targets, cadetships, classification of the Co-ordinator position, union representation on BATSIET, cultural competency training, cultural leave. The University agreed to provide to the next session a draft clause that would incorporate revisions reflecting some of this discussion.

**Key Issues.** Then University then set out its key claims for further bargaining:

- Categories of Employment – amendments to contingent, fixed term and conversion
- Performance – implementation of PRD as currently being trialled – clarification of “mentor”
- Organisational Change – single person change not to incur full consultation process

**Next Meeting:** Wed 9 April at 2 pm - Further discussion on the key issues, including pay structure.

**Read our previous bulletins here: <http://psa.asn.au/university-of-newcastle/>**

If you need more on any of these issues, or have some information or a point of view to communicate, please send an email to: [Sue.Freeman@newcastle.edu.au](mailto:Sue.Freeman@newcastle.edu.au) or ring Sue Freeman on (492)15929

Yours in Union

*Sue Freeman*

CPSU Branch President and EB Lead Negotiator

