

COMMUNITY AND PUBLIC SECTOR UNION

STATE PUBLIC SERVICES FEDERATION (SPSF) GROUP - NEW SOUTH WALES STATE BRANCH

UNIVERSITY OF NEWCASTLE

Ron Hunter, Organiser
Floor 3, Suite 1, Devonshire House, 406-408 King Street, Newcastle West, NSW 2302
Phone 61.2.92200900 Fax 61.2.49294798 Mobile 0419 980 503
Email rhunter@psa.asn.au Website <http://www.thegeneralstaffunion.org.au>



THE
**PROFESSIONAL
STAFF UNION**

21 May 2013

EB BULLETIN # 2

The next meeting in the bargaining sequence was held with the University on May 16. The Agenda focused on the proposed schedule for upcoming meetings; University principles for bargaining; information requirements for bargaining as well as identifying clauses in the current agreement which require no change, some changes or major changes. The push from the University is still for one agreement for all staff. We have made our position plain that, in line with your advice, we prefer to maintain a separate agreement for professional staff.

Delegates were provided with a template by the University and asked to prepare a document for tabling at the meeting that was based on current Agreement clauses to indicate their view of which clauses require discussion. The CPSU bargaining team met and developed a response based on our Log of Claims and feedback from members. Many of the clauses, including most of Part A (Scope, Application, Operation and Availability of the Agreement), require only small changes.

On behalf of the University team Professor Parfitt spoke to their Principles document which resonates with NeW Directions language and concepts. We see a number of issues related to the Principles document, including categories of employment (§46), increments (§10) and disciplinary action (§§12-15). From this we have gained a clearer idea about the framework for negotiations and what are likely to be areas of contention.

After lengthy discussion, all parties agreed broadly on groups of clauses that need work and on the likely timeline.

The University agreed to look into providing a briefing to members of the bargaining teams prior to the next meeting regarding the University's financial situation and expected impact of Federal funding cutbacks. This will better inform bargaining strategies.

The main topic for discussion at the next meeting will be around Part B: §7.0 Performance Development Framework. We see this area as being closely linked to a whole range of other clauses in the agreement. The University agreed to provide further information to clarify how their Principles relate to Part B: Performance and Conduct, as their tabled document only refers in vague terms to this group of topics.

Priority topics for future meetings include Part D: Managing Change, Part G: Remuneration Arrangements and Part H: Employment Arrangements, including indigenous employment early in those discussions.

All parties were requested to make a list of additional claims not included in the current agreement and an assessment of where they would logically fit within the framework of a new agreement. The CPSU bargaining team will formulate a response to this request as well as carefully consider our position for the next meeting when performance development framework is discussed.

The CPSU Log of Claims endorsement meeting on 1 May agreed to convene a series of Special General Meetings during bargaining to discuss major issues as they arise. Discussion on PDF at the next bargaining session on 28 May should provide material for a General Meeting in early June.

Watch for a meeting notice closer to the date.

Yours in Union,
Your Bargaining Team

Lead Negotiator : Sue Freeman (ph. ext. 15929)