

COMMUNITY AND PUBLIC SECTOR UNION

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

UNIVERSITY OF NEWCASTLE

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THE
**PROFESSIONAL
STAFF UNION**

19 June 2013

EB BULLETIN # 4

The June 12 Enterprise Bargaining meeting considered the draft clauses submitted by the CPSU and NTEU regarding *Family Violence* and there was lively discussion of University's proposed draft clauses for Part B of the Agreement – *Performance and Conduct*.

The CPSU *Family Violence* clause reflects the policy position of the ACTU and has a pedigree in the social justice policy area as well as convergence with contemporary discrimination policies. The aim is to recognise the impact of family violence on the work environment and to ensure the safety at work of the abused worker and colleagues. The first clause covering this ground – a first in any sector nationally - was initiated by the CPSU and agreed at UNSW several years ago. Leading the University bargaining team, Professor Parfitt requested additional information including examples of similar clauses in other organisations within the NSW jurisdiction. The CPSU will respond.

The University tabled a suite of clauses for *Performance and Conduct*:

- ⊕ *Performance of Duties*
- ⊕ *Performance Development Framework (renamed Optimizing Performance)*
- ⊕ *Managing Staff Workload*
- ⊕ *Classification Structure and Review*
- ⊕ *Incremental Progression*
- ⊕ *Probation*
- ⊕ *Unsatisfactory Performance (renamed Underperformance)*
- ⊕ ~~*Misconduct/Serious Misconduct*~~ (not tabled)
- ⊕ *Disciplinary Action*
- ⊕ *Staff Reports*

These form an important group of conditions for Professional Staff. Concern was expressed by the Unions that, due to these not being available at least 1 week prior to the meeting as per the timescale previously agreed, there had been insufficient time to review the clauses and fully prepare for the meeting.

Although many of the clauses in the proposed drafts are based on the current Agreement with only minor changes, there are a number of other changes proposed, particularly in *Optimizing Performance* and *Underperformance* which indicate a shift in emphasis. These clauses seek to review and manage not only development but also performance and behaviours, and to align individual endeavours more closely with the strategic objectives expressed in NeW Directions.

The ~~*Misconduct/Serious Misconduct*~~ clause in Part B was still under review by the University and would not be available until the next EB session. This is a pivotal clause in this suite of clauses, relating closely to *Underperformance* and *Discipline*. We said we would need to see it as soon as possible in order to form a response to the other clauses.

The CPSU also stressed that before we submit a detailed response to the proposed draft clauses we will discuss them with our members and be guided by their feedback in our reply.

A General Meeting of CPSU members has been set for Wednesday 26 June 2013 at 12.30 pm in Lecture Theatre AT25 in the Fine Art Building, up the hill between the Hunter Building and the University Gallery, Callaghan Campus. The University's proposed clauses will be shown on overhead projection. Please make every effort to attend.

Yours in Union
Sue Freeman
CPSU Branch President and EB Lead Negotiator